Lucron Group's 2025 Environmental, Social and Governance Report

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CEO's Message



We view sustainability, above all, as our duty to future generations.

Dear partners, colleagues and valued customers,

we present to you our fifth ESG report for 2025, a year unlike any other. Lucron is celebrating 20 years – two decades of growth, innovation and major challenges.

Five years ago, we decided to begin assessing how we live up to our core corporate values – responsibility, reliability and sustainability. For us, these values are not just words on paper, but a daily commitment that guides us in all areas of our business.

We demonstrate responsibility first and foremost towards people. At Lucron, we create a working environment based on zero tolerance of discrimination, where diversity and inclusion are a natural part of our corporate culture.

With each passing year, we implement stricter internal processes to prevent money laundering and strengthen cyber security under the oversight of our parent company.

We demonstrate reliability in our relationships with our partners and customers. We build long-term relationships based on trust, transparency and keeping our promises.

We view sustainability primarily as our duty to future generations. We actively support electric mobility, are working to reduce our carbon footprint and are committed to responsible construction. We support local communities and play a part in the conscious development of public spaces. We believe that a high-quality and meaningful environment around us improves the lives not only of our employees and clients, but of the localities in which we operate.

We present our fifth ESG report as a reflection of our efforts to do things right – right by people, partners, the community and the planet.

I would like to thank all Lucron employees for their dedication and personal contribution. I would also like to thank you, our partners and customers, for being part of our shared journey towards making a positive difference.



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About the Report

Lucron's fifth ESG report documents our activities and commitments in the areas of environmental protection, social responsibility and governance principles.

It covers the period from 1 January 2025 to 31 December 2025 and provides an overview of our impact on the environment, the community and our stakeholders, as well as how these factors affect Lucron itself.

The content of the report has been compiled with due regard to the relevance of the environmental and social aspects of our business, both in terms of their significance to our stakeholders and their impact on our operations.

The structure and selection of topics were inspired by the internationally recognised GRI (Global Reporting Initiative) standards. However, the report does not contain a complete overview of indicators in accordance with these standards.

Financial and economic indicators for 2025 are set out in detail in Lucron's Annual Reports.

Since 2023, the ESG report has been published annually. The document is available in PDF format, in both Slovak and English, on the company's official website at www.lucron.sk. The next edition will provide comprehensive data for 2026.

Your feedback is important to us.

If you have any enquiries or questions, please contact:

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About Lucron



Lucron was founded in 2005 under the auspices of the Luxembourg-based investor Eric Lux. At a time when the property development market in Slovakia was still in its infancy, we wanted to do things differently from most of our competitors. From the outset, we prioritised stability – which may not have made sense in the short term, but the wisdom of this decision is now clearly evident.

We are behind a number of large-scale projects, including Nesto, Vydrica, Arboria, Rakyta, Urban Residence, Malé Krasňany, Jaskový rad and Eden Park. We are a property developer specialising in comprehensive development projects, with a focus on high-quality urban planning, the environment, public spaces and the application of modern technologies.

Company name:
Lucron Group, a. s.
Operations:
Bratislava
Registered office:
Steinerka BC, Legionárska 10,
811 07 Bratislava, Slovak Republic

Two Decades of Growth, Innovation and Major Challenges

20 YEARS OF EXPERIENCE

This year marks a significant milestone in our company's history – Lucron is celebrating the 20th anniversary of its foundation. Over the past two decades, we have grown from a small but ambitious developer to become one of the leading developers in the field of sustainable urban development in Slovakia.

Over the past 20 years, we have confirmed that long-term development is the result of a responsible vision, strong values and open collaboration. It is precisely these principles that will continue to guide us.

Our ambition is to continue creating modern, functional and sustainable urban neighbourhoods that bring value not only today, but also for future generations.

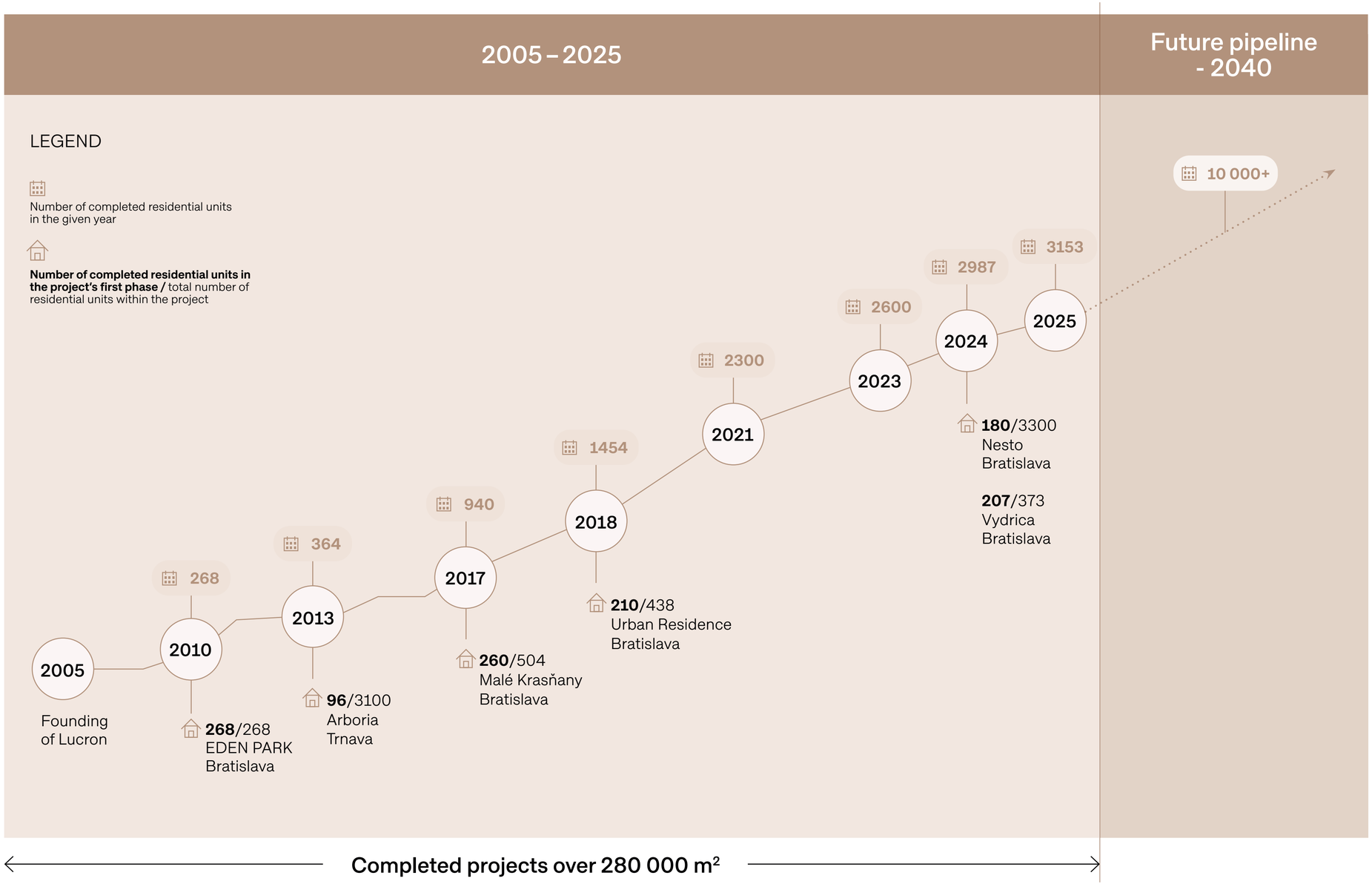
8 UNIQUE PROJECTS

FLATS HANDED OVER 3100+

5000+ SATISFIED RESIDENTS

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Our Lucron journey



Lucron in Figures

Completed Projects

(with final approval)
in the 2005–2025 period

PROJECT ◦ YEAR OF FINAL APPROVAL ◦ GROSS FLOOR AREA (GFA)

EDEN PARK
2010 33 253 m²

JASKOVÝ RAD
2014 1 553 m²

MALÉ KRASŇANY
2019 44 876 m²

URBAN RESIDENCE
2021 34 471 m²

ARBORIA
under construction since 2011 127 903 m²

VYDRICA
under construction since 2019 25 129 m²

NESTO
under construction since 2021 17 322 m²

Projects under construction

as at 31 December 2025

PROJECT ◦ YEAR OF FINAL APPROVAL ◦ GROSS FLOOR AREA (GFA)

ARBORIA
14 107 m²

VYDRICA
4 047 m²

RAKYTA
19 181 m²

NESTO
24 102 m²

Projects in preparation

and their next stages

PROJECT ◦ YEAR OF FINAL APPROVAL ◦ GROSS FLOOR AREA (GFA)

ARBORIA
103 014 m²

NESTO
370 306 m²

VYDRICA
34 717 m²

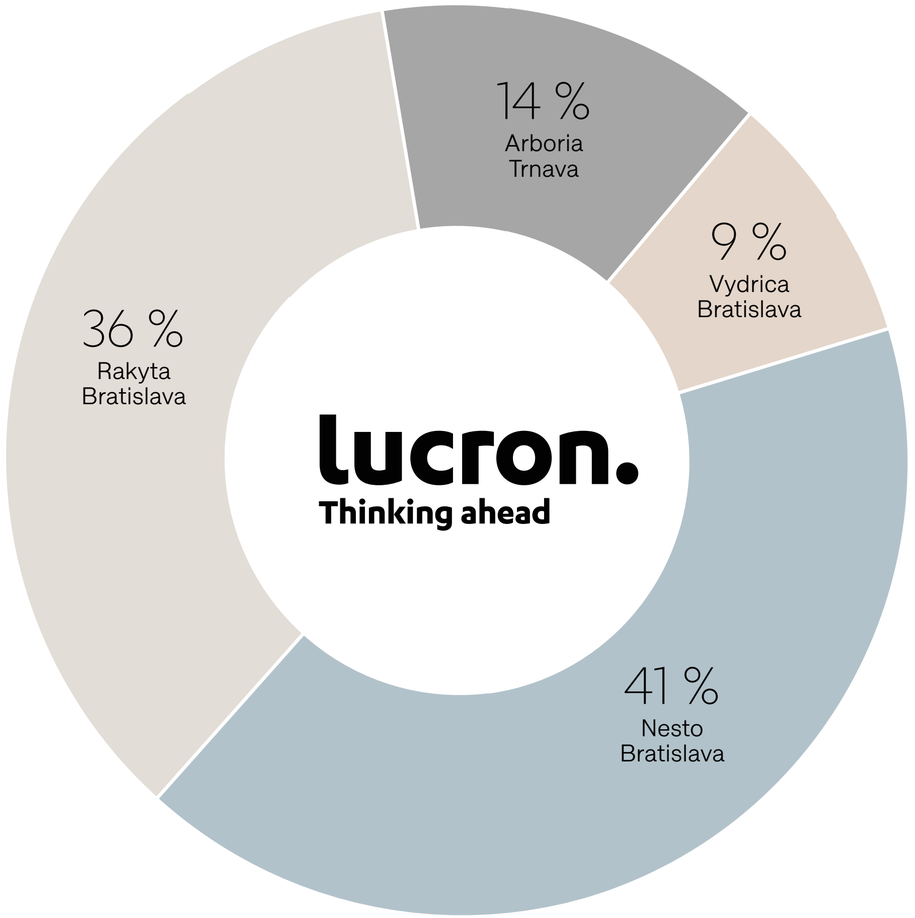
RAKYTA
259 389 m²

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Lucron Development Pipeline

We are aligning the phasing of each project with market demand. The typical phase for residential projects encompasses approximately 16,500 m² of Gross Built Area (GBA).

In the Vydrica and Rakyta projects, we have financial joint venture partners holding a 50% share.



Gross development value of the portfolio (Including JV shares)

2,3 bn. €

* forecasted data with conservative assumption (no real growth of residential prices applied)

Lucron Portfolio

We are building vibrant neighbourhoods with a focus on sustainability. Sustainability of quality of life.



FLATS

When carrying out residential projects, we work exclusively with proven experts – town planners, architects, designers, civil engineers and suppliers of innovative and sustainable technologies. The emphasis we place on the expertise and reliability of our partners is directly reflected in the high quality of the residential buildings we construct.



RENTAL ACCOMMODATION

Our philosophy is to think ahead. That is why we are not afraid to introduce new concepts that reflect society's current needs. With the Nesto project, we are bringing a unique co-living concept to Bratislava – modern rental accommodation with shared spaces for relaxation, sport and work.



OFFICE SPACES

We focus on the construction of sustainable, energy-efficient and environmentally friendly office buildings. In the Vydrica project, we offer flexible workspaces designed with an emphasis on a healthy working environment and maximum comfort, even for the most demanding clients.



RETAIL SPACES

A carefully designed retail space concept is key to the commercial success of businesses. In all our projects, we emphasise balanced and functional community facilities that significantly enrich the character of the locality and support its long-term sustainability.



PUBLIC SPACES AND COMMUNITY FACILITIES

We view our projects as an interconnected whole, in which individual elements must work in harmony and contribute to a high quality of life for all residents. For this reason, we pay close attention to the even distribution of community facilities and the creation of public spaces that are not only aesthetically pleasing but, above all, functional, accessible and welcoming to everyone.

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RAKYTA

JASKOVÝ RAD



MALÉ KRASŇANY



ARBORIA (TRNAVA)







VYDRICA

URBAN RESIDENCE

NESTO

EDEN PARK

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Nesto

411 730 m²
Bratislava
2021 – 2047
under construction





The Nesto project in the Petržalka district of Bratislava will offer a well-thought-out, open and sustainable concept for high-quality living across 47 hectares. This comprehensive and, above all, vibrant neighbourhood will link the centre of Bratislava with neighbouring Austria. Flats, shops, business premises, community facilities, a cycle path encircling the entire development, sports facilities, a nursery, a school and a unique co-living space. And underpinning it all is a single vision – Nesto as a place for a high-quality life that is meaningful today and will remain so 50 years from now.

NESTO AND THE YEAR 2025

For Nesto, 2025 was the first full year in which the neighbourhood really came into its own and began to function as a vibrant community. Community activities played a particularly important role in bringing residents together and fostering relationships.

As a responsible neighbourhood, Nesto promoted physical activity and an appreciation of history in 2025. Children from schools in Petržalka attended a swimming course completely free of charge, and the neighbourhood also got involved in exploring military history through its support for the surrounding Petržalka bunkers. A significant milestone was the start of construction on Nesto Prime. The ground-breaking ceremony in November 2025 marked the start of a new era in housing and signalled the beginning of the neighbourhood's further development.

PLANNED RAILWAY CONNECTION TO STATION WITH A CONNECTION TO VIENNA

INTERNATIONAL EUROVELO CYCLE ROUTES

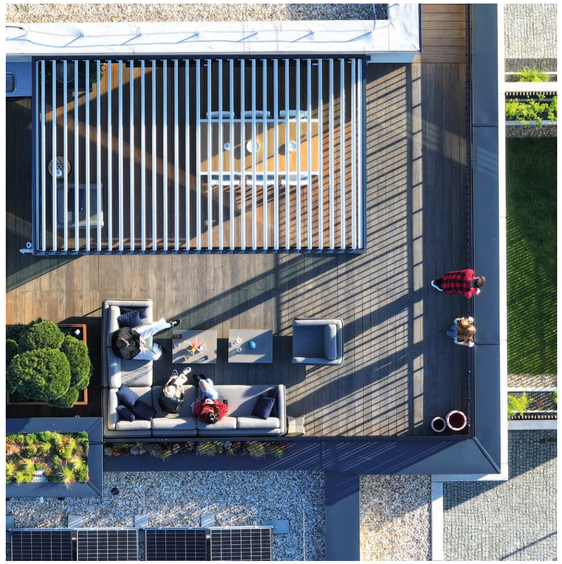
SLIP ROAD TO THE D2 MOTORWAY IN CLOSE PROXIMITY

HISTORICAL VALUE OF THE AREA WITH MANY MONUMENTS

RESIDENTIAL BUILDINGS WITH AN EMPHASIS ON ECOLOGY WITH SOLAR PANELS

EVERYTHING WITHIN A 20-MINUTE WALKING DISTANCE





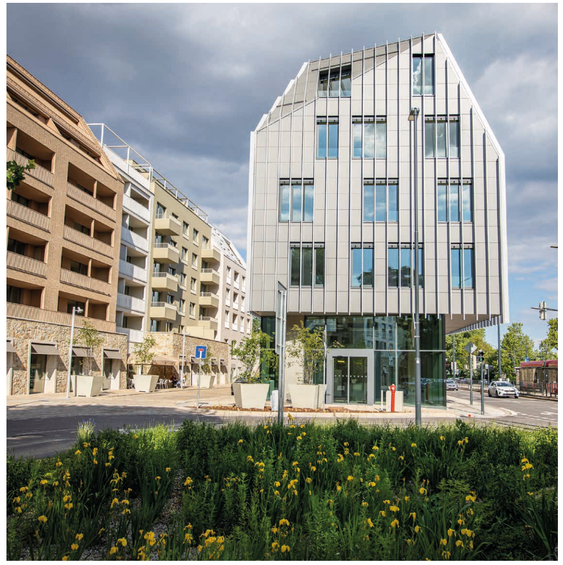
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Vydrica

63 893 m²	Bratislava
2019 – 2030	under construction

Vydrica builds on the area's rich history whilst creating a young, dynamic neighbourhood in the heart of Bratislava that combines everything needed for a fulfilling urban lifestyle.

It will offer both Bratislava residents and visitors from the surrounding area the pulse of the city as well as pleasant privacy right in the very centre. It will significantly expand the Old Town area and seamlessly connect the pedestrian zone, Castle Hill and the Danube embankment. Vydrica offers top-quality flats with views of the Danube, a vibrant retail space for characterful shops, and flexible offices for discerning clients.





VYDRICA AND THE YEAR 2025

By 2025, the original vision for the area below the castle has become a vibrant urban neighbourhood. Of the 207 flats, we have handed over 172, into which the first residents have moved, and the streets of Vydrica are gradually filling with the hustle and bustle of everyday life.

Retail and services have also had a strong year. Vydrica has reached full occupancy and today you will find 13 brands here, offering a diverse range of options for residents and visitors alike. Vydrica is an open urban space for everyone. We have also opened up historical landmarks to the public – the ice pits, Kempelen Park and a replica of Kempelen's waterworks.

The year 2025 also brought further developments. Construction began on the V4 boutique housing development, progress continued on the Vydrica Offices project, and Vydrica was awarded the Baumit Facade of the Year prize by the jury.





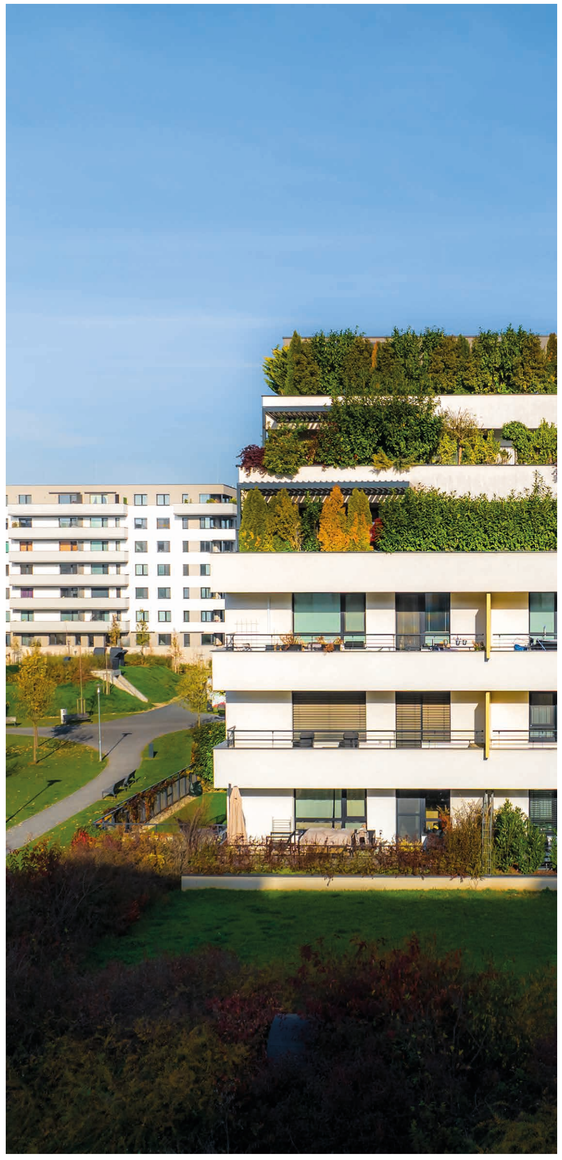
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Arboria

245 024 m²	Trnava
2011 – 2035	under construction









For more than fourteen years, Arboria has been a place where people, family, friends and neighbours matter — in a word, a community. This modern neighbourhood in Trnava, which is constantly evolving, is already home to more than 3,500 satisfied residents. Right outside the flats' windows lies a 35,000 m² city park, whilst 5,000 m² of green roofs also contribute to sustainability and a healthy environment. The fact that Arboria is a great place to live is no coincidence. It is the result of well-thought-out urban planning and high-quality architecture.

ARBORIA AND THE YEAR 2025

The year 2025 was a period of steady growth and active community life for Arboria.

A significant milestone was the handover of more than 160 flats in the Lúčna block, which new residents began moving into towards the end of the year. At the same time, construction is continuing on a further 180 flats in the Stromová block, thereby expanding the housing supply in Trnava. Amenities also expanded in 2025. The Health&Balance Centre Sorrisso general practice opened in the neighbourhood, providing comprehensive healthcare right on the doorstep.

Arboria has long been a place where life thrives naturally, and this remained the case last year. Neighbourhood events, such as St Nicholas' Day, Halloween pumpkin carving, a summer barbecue and an Easter egg hunt, once again demonstrated the strong bonds between residents in 2025.

Rakyta

278 570 m²
Bratislava
2024 – 2043
under construction





The Rakyta project in Devínska Nová Ves, Bratislava, offers everything young families need for a high quality of life. In an area crossed by the Rakyta stream, residents will find plenty of green spaces, children's playgrounds and pleasant communal areas. The development will be built near the railway station, from where it is a short journey to both the centre of Bratislava and Vienna. This makes Rakyta a strategically accessible neighbourhood, situated in the heart of nature whilst offering the added bonus of peaceful living on the outskirts of the city.

RAKYTA AND THE YEAR 2025

The year 2025 marked Rakyta's first significant milestones. The past year was characterised by the laying of solid foundations for the new neighbourhood and its future community.

During the autumn Open Day, the public had the opportunity to explore the emerging modern neighbourhood and view the show flats. 2025 was also a strong year in terms of construction and interest in housing. The structural work on apartment blocks A1 and A2 was completed, and strong demand for the flats was confirmed.





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Completed Projects



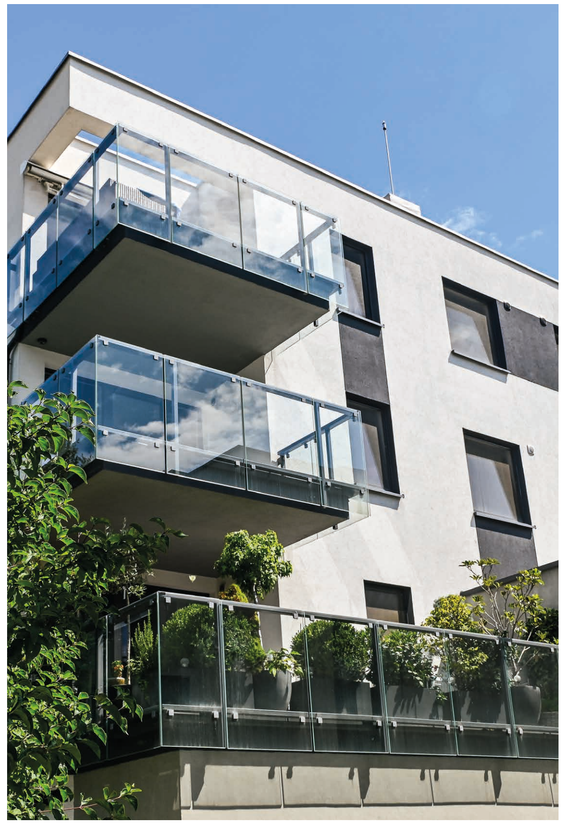
Urban Residence

34 000 m² | 2016 – 2021 | Bratislava



Malé Krasňany

44 800 m² | 2014 – 2019 | Bratislava



Jaskový Rad

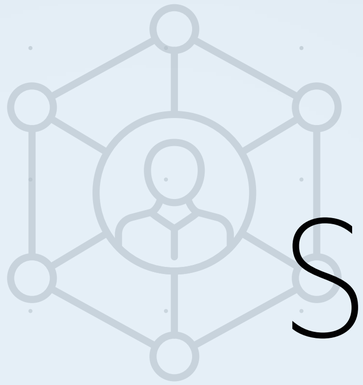
1 553 m² | 2012 – 2014 | Bratislava



Eden Park

33 253 m² | 2007 – 2010 | Bratislava

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Stakeholders and identification of ESG priorities

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Lucron Stakeholders

Setting ESG priorities is a fundamental step towards developing our responsibility towards society, the environment and other stakeholders. This is a systematic process that enables us to focus on the areas of greatest significance and impact. The first step is the collection and analysis of data – through internal audits, feedback and active dialogue with employees, customers, suppliers and other partners. Such open communication provides us with valuable insights into the issues they consider important, whilst also revealing opportunities to improve our activities and approaches. Stakeholders play a key role in this process. Our decisions and actions have a direct impact on their satisfaction, trust and success – just as their needs and expectations shape the direction and performance of our company. We recognise that the long-term sustainability of our business is closely linked to the quality of these relationships and our ability to respond to them proactively.



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We define the key areas for our company as follows:

ENVIRONMENT

- Improving energy efficiency
- Reducing greenhouse gas emissions
- Blue-green and green infrastructure
- Sustainable mobility
- Sustainable employee behaviour
- Water and resource conservation
- Waste and recycling
- Soil contamination
- Noise pollution and light pollution

SOCIAL RESPONSIBILITY

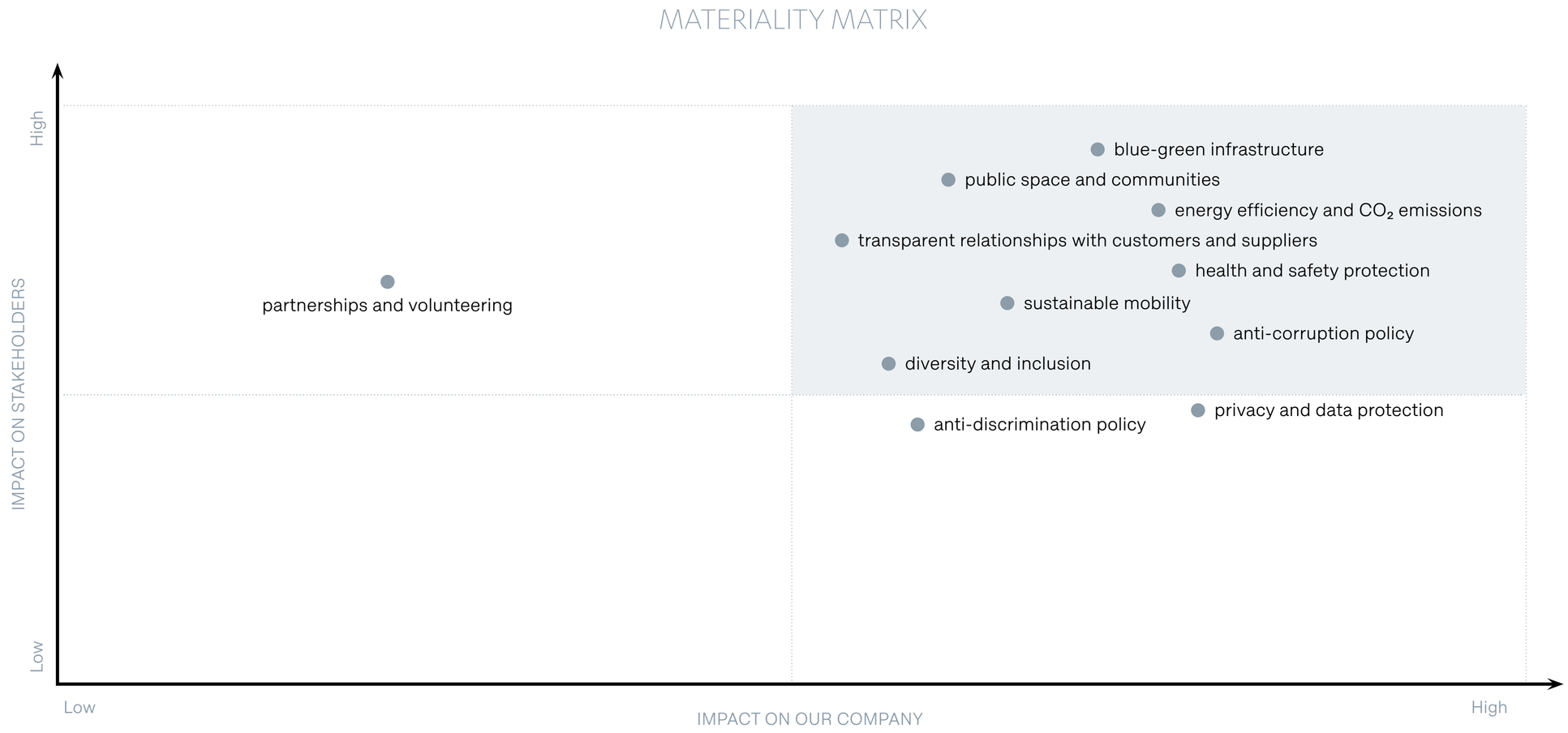
- Diversity, staff turnover and inclusion
- Employee training and development
- Employee health and safety
- Transparent relationships with customers and suppliers
- Public spaces and support for local communities
- Meaningful partnerships and volunteering

CORPORATE GOVERNANCE

- Management structure
- Strategy and values
- Company policies
- Risk management
- Tax transparency

The topics we consider to be priorities overlap with those from the previous reporting period, as we regard them as issues that are of long-term significance to our company.

Based on an analysis of the impact of individual issues on our business, as well as the expectations and needs of our stakeholders, we have identified the following areas as priorities for 2025:





Environmental Part

Key Environmental Priorities For 2025

Promoting sustainable approaches is a natural part of our business. From project planning through to implementation, we focus on sustainable urban planning, energy savings and the prudent use of materials.



1. IMPROVING ENERGY EFFICIENCY AND REDUCING GREENHOUSE GAS EMISSIONS

We actively seek ways to reduce our carbon footprint – both during the construction and operation of buildings.



2. BLUE-GREEN INFRASTRUCTURE IN PROJECTS

We design and create environments with an emphasis on natural elements, biodiversity and microclimate – from planting greenery to water features and rainwater infiltration.



3. SUSTAINABLE MOBILITY

We are developing the concept of soft mobility whilst promoting electric mobility in our projects and internal policies.



4. SUSTAINABLE EMPLOYEE BEHAVIOUR

We encourage our staff to make everyday decisions and adopt practices that help reduce negative impacts on the environment.

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Improving Energy Efficiency and Reducing Greenhouse Gas Emissions



Enhancing energy efficiency is one of the key priorities in all our development projects. In our pursuit of sustainable development and a responsible approach to the environment, we systematically implement solutions that reduce the energy consumption of buildings and optimise their operation.

From the selection of high-quality insulation materials, through modern heating and cooling technologies, to smart control systems – we design every project with a focus on maximising energy savings. This approach not only reduces running costs for future occupants but also helps to reduce the carbon footprint.

Energy Concept of VYDRICA

The Vydrica project is powered by a combination of electricity and gas and is not connected to the district heating network.

Heating is locally generated in boiler rooms with a gas boiler for each building, and centrally, a preheating of the heating water is designed in the utility room through air-to-water heat pumps. Subsequently, the heat is distributed to underfloor heating or fan coil units in individual spaces.

Ventilation of the buildings is implemented as forced central ventilation with heat recovery and heating/cooling as needed.

Hot water is prepared locally in boiler rooms with gas boilers, and preheating is designed with air-to-water heat pumps.

The project's electricity supply is standardly provided through energy company ZSE and the distribution company ZSDIS.

The cooling source is centrally designed in the utility room through a combination of air-to-water heat pumps and chillers. The cold is then distributed to individual buildings and spaces and delivered via ceiling cooling or fan coil units.

Preparation for **charging electric vehicles** is implemented in both public parking areas and private garages.



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Energy Concept of NESTO

The project is exclusively powered by electrical energy, it is not connected to gas distribution or district heating systems.

The heating is generated either locally with infrafoil installed under the floor of each room or centrally for a single building in the utility room through air-to-water (or water-to-water) heat pumps. Subsequently, the heat is distributed to the underfloor heating or fan coil units in individual spaces.

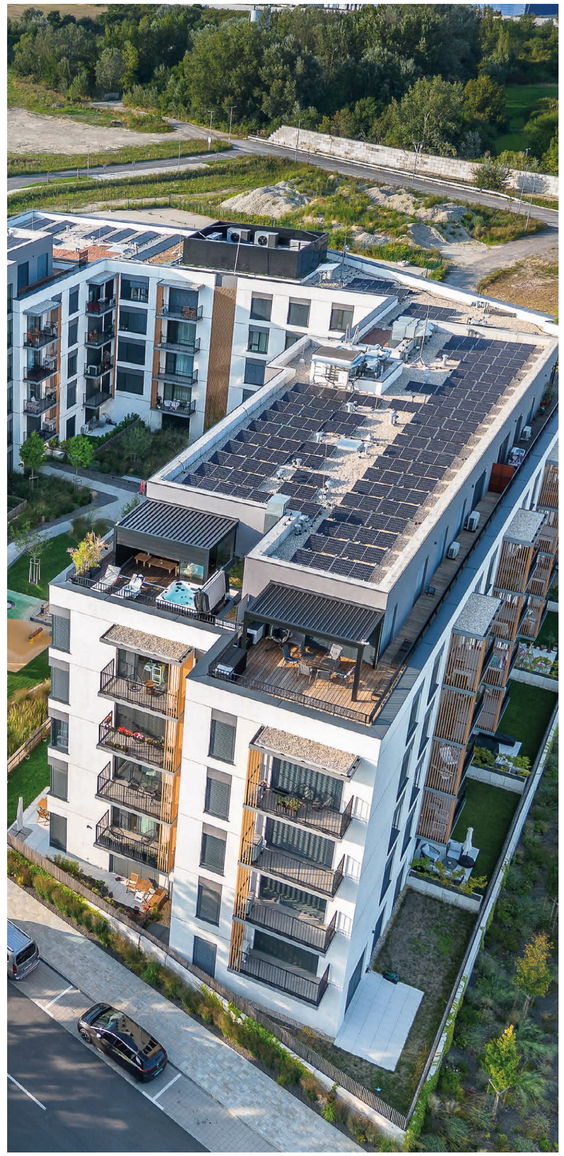
Electricity supply is provided through a private local distribution system (microgrid), which ensures the distribution of electrical energy to the buildings and from photovoltaic power plants.

Hot water is prepared centrally in each building's utility room using heat pumps.

Individual buildings have a designed installation of **photovoltaic power plants** to achieve the desired energy class.

Ventilation of the buildings is implemented with forced ventilation systems equipped with heat recovery, and depending on the operation and type of the building, it is either local for each room or centralized for the entire apartment/building.

Preparation for **charging electric vehicles** is implemented in both public parking areas and private garages.



SMART CEILING HEATING AND COOLING IN NESTO PRIME

At Nesto Prime, we use modern solutions that make life easier and save money. The flats here are fitted with an innovative hot-water ceiling system that works in conjunction with heat recovery and heat pumps. The result is an eco-friendly system with minimal energy consumption and a consistent indoor climate all year round.

In winter, water flows through pipes built into the ceilings, evenly radiating heat from the ceiling surface throughout the room. Radiant heat works in a similar way to the sun's rays, creating natural and comfortable warmth.

In summer, the water is cooled and the ceilings draw excess heat away from the interior. The result is a natural, quiet and stable climate without draughts or noise. It is similar to the effect found in older buildings with solid masonry, where heat radiates towards a cooler surface and draws heat away from surfaces such as the human body.

ADVANTAGES OF CEILING HEATING

- Even heat distribution without cold spots or overheated walls.
- Pleasant heating of all surfaces, including the floor.
- It does not dry out the air or stir up dust, making it suitable for allergy sufferers.
- No radiators, which preserves the aesthetics of the interior and allows for the choice of wooden floors.

ADVANTAGES OF CEILING COOLING

- Quiet and natural cooling without air conditioning or unpleasant draughts.
- An even and stable temperature throughout the room.
- During extreme heatwaves, the ceiling is cooled to only around 17 °C, creating a comfortable climate.
- Economical and efficient when combined with a heat pump; works best when operated continuously.

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Energy Concept of ARBORIA

The Arboria project is connected to an energy source utilising waste heat from the Jaslovské Bohunice nuclear power station. The project is not connected to the gas network.

Heat is transported centrally to the project through district heating pipelines and subsequently distributed to individual buildings to heat transfer stations (HTS). In the HTS, heating water for radiators and hot water for individual consumption are produced.

Ventilation of the buildings is typically through windows or forced ventilation through acoustic slots near the windows. Forced ventilation with heat recovery is not used in the project because the energy assessment is in the desired class due to the low coefficient of primary energy of waste heat from the nuclear power plant.

The project's electricity supply is standardly provided through energy company ZSE and the distribution company ZSDIS.

Solar thermal collectors for preheating domestic hot water are installed on Building B01. Preparation for **photovoltaics** is approved on the buildings.

In the project, a public **charging station for electric vehicles** is currently implemented.

Energy Concept of RAKYTA

As well as its well-thought-out architecture, the Rakyta project also focuses on technical solutions that contribute to energy efficiency and residents' comfort.

The heating is generated either locally with infrafoil installed under the floor of each room or centrally for a single building in the utility room through air-to-water heat pumps. Subsequently, the heat is distributed to the underfloor heating or fan coil units in individual spaces.

Hot water is prepared either by direct heating in electric boilers/tanks or by heat pumps centrally located in the utility room of each building.

Ventilation of the buildings is either provided naturally through windows or through forced ventilation with local heat recovery for each room or centrally for the entire apartment/building.

The project's electricity supply is standardly provided through energy company ZSE and the distribution company ZSDIS.

Individual buildings usually have a designed installation of **photovoltaic power plants** to achieve the desired energy efficiency rating.

Preparation for **charging electric vehicles** is implemented in both public parking areas and private garages.

ENERGY EFFICIENCY

- Electric underfloor heating with individual controls in every room
- Green roofs and photovoltaic panels for water heating
- Provision for external shading

LONG-TERM SUSTAINABILITY

- Use of tried-and-tested materials with a long service life
- Systems that will remain fully functional even after decades
- Simple maintenance and servicing

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Emissions

As a developer, we recognise that the construction and operation of buildings have a significant impact on the carbon footprint. In this report, we quantify emissions from Lucron's operations (vehicle fleet, offices, retail outlets and construction sites) and operational emissions from completed buildings. The embodied carbon of construction and Scope 3 emissions are not yet quantified in this report; we will endeavour to obtain and include this data in future reporting cycles.

WE DIVIDE THE EMISSIONS WE MONITOR INTO TWO BASIC CATEGORIES ACCORDING TO THEIR SOURCES:

EMISSIONS DIRECTLY RESULTING FROM LUCRON'S OPERATIONS

- emissions from the operation of the company's vehicles *
- emissions from the operation of the head office, sales outlets and construction sites **

EMISSIONS RELATED TO THE OPERATION OF OUR COMPLETED BUILDINGS



* Direct emissions – (known as Scope 1) include greenhouse gas emissions from sources owned or controlled by the organisation. In our company, these include emissions generated by vehicles used by our employees for business purposes.

**Indirect emissions – (known as Scope 2) include those arising from the use of office space we rent, as well as the premises of our sales outlets, which provide facilities for the sales team.

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Emissions from the Operation of Company Cars

We focus on monitoring fuel consumption and associated emissions, optimising the use of our vehicle fleet, and seeking ways to reduce the environmental impact of road transport. The aim is to gradually increase the operational efficiency of our vehicles and to promote solutions that contribute to reducing greenhouse gas emissions.

In 2025, the vehicle fleet was expanded to include three electric cars, which replaced two vehicles with internal combustion engines.

2023 12
2025 **11** including 4 electric vehicles
Number of vehicles

2023 214 000 km
2025 **158 000 km** including 25 000 km driven by electric vehicles
Annual mileage

2023 33 812 kg
2025 **22 776 kg**
Total CO_2 emissions

WE CONSIDER THE MAIN ADVANTAGES OF THE LOW-EMISSION OPERATION OF ELECTRIC CARS TO BE:

Reduced emissions

Electric vehicles do not produce CO_2 or other harmful substances whilst driving, which contributes to cleaner air.

Energy efficiency

Electric vehicles are more efficient at converting energy into motion compared to internal combustion engines.

Renewable energy sources

If electric vehicles are charged using renewable energy sources, their overall carbon footprint is further reduced.

Lower running costs

Electric vehicles have lower fuel and maintenance costs compared to traditional vehicles.

"We still regard the replacement of cars with internal combustion engines and a complete transition to electric mobility as our long-term goal."


CERTIFIKÁT O KOMPENZÁCII CO2

CCS týmto certifikátom potvrdzuje, že spoločnosť:

LUCRON GROUP, A.S.

svojou účasťou v programe Clean Advantage v roku 2025 zmiernila uhlíkovú stopu svojho vozového parku kompenzáciou až

35 092.55 kilogramov CO2.

Prostredníctvom programu Clean Advantage ste investovali do priemyselne certifikovaných projektov na kompenzáciu emisií CO2, ktoré sú vyberané v súlade s medzinárodne uznávanými štandardmi, pričom výpočet emisií sa vykonáva na základe konverzných faktorov skleníkových plynov vydaných UK DEFRA.

V mene spoločnosti CCS Vám za to ďakujeme a verime, že sa všetci týmto spôsobom môžeme podieľať na riešení udržateľnejšej budúcnosti.

Kompenzácia emisií CO2 neznamená, že jazda sama o sebe je udržateľnejšia. Cieľom nášho programu je kompenzovať Vaše odhadované emisie CO2, ktoré vyplývajú z pohonných hmôt zakúpených Vašou palivovou kartou. Nič na webovej stránke spoločnosti CCS, v e-mailovej komunikácii a/alebo v obsahu, ktorý zverejňujeme alebo zdieľame prostredníctvom akéhokoľvek iného marketingového kanála v súvislosti s naším programom kompenzácie CO2, nepredstavuje právnu záruku, že spoločnosť CCS bude kompenzovať 100 % vašich skutočných emisií CO2. Podrobnejšie informácie o našich povinnostiach voči vám nájdete v príslušných Všeobecných obchodných podmienkach.

CCS Clean Advantage

CCS Slovenská spoločnosť pre platobné karty s.r.o. | Galvaniho 15/C | Bratislava - Ružinov 821 04 | Slovensko
Mestský súd Bratislava III. Oddiel: Sro, Vložka č. 137891/B | IČO: 35705182 | DIČ: SK2020249539

In 2025, through the Clean Advantage® programme, we invested in industry-certified CO_2 offset projects. This is about offsetting, not about reducing the operational emissions of the vehicle fleet. The amount of compensation is based on the provider's estimate derived from fuel purchases.

Emissions from Lucron's Operations

HEAD OFFICE OPERATIONS

CO_2 emissions from the annual operation of the head office:

2025
13 226
kg/year

2024
13 581
kg/year

2022
19 558
kg/year

2020
21 320
kg/year



OPERATION OF SALES OUTLETS AND CONSTRUCTION SITES

To enable our clients to experience the project as closely as possible before deciding to buy, we also set up on-site sales offices.

Similarly, during the implementation of our projects, we provide construction firms and contractors with the necessary facilities by setting up construction sites directly at the building site.

Both types of operations contribute to the CO_2 emissions associated with our activities, and we therefore monitor and assess them thoroughly.

CO_2 EMISSIONS FROM THE ANNUAL OPERATION OF CONSTRUCTION SITE FACILITIES

2023 64 347 ↘
2024 55 216
2025 88 001

The year-on-year increase in construction-site operating emissions in 2025 was caused by the site facilities of a new project, which still operates without a renewable energy source.

CO_2 EMISSIONS FROM THE ANNUAL OPERATION OF OUR RETAIL OUTLETS

2021 5 001 ↘ - 24,2%
2022 3 789 ↘ - 20,2%
2023 3 023 ↘ - 28,7%
2024 2 155 ↘ - 10,1%
2025 1 937

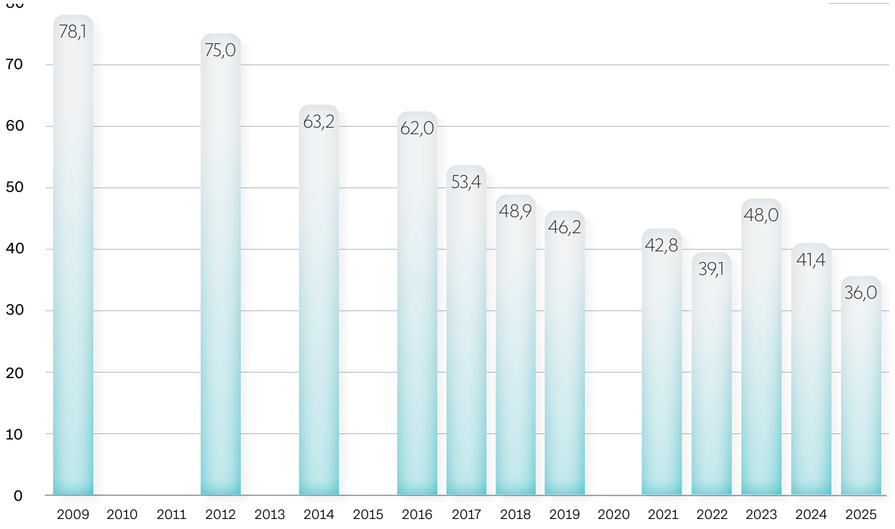
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Emissions from the Operation of Completed Buildings

Emissions from the operation of completed buildings relate to greenhouse gases generated during their day-to-day operation. These emissions can originate from various sources, such as heating, cooling, lighting and electricity consumption.

Monitoring and assessing these emissions is key to reducing the environmental impact of our projects and promoting the sustainable operation of buildings. We focus on optimising energy efficiency and implementing renewable energy sources to minimise emissions. We are exploring ways to gradually reduce energy demand and, consequently, the volume of emissions produced by our projects.

TOTAL ENERGY NEEDS IN BUILDINGS IMPLEMENTED BY US IN THE 2009–2025 PERIOD*
kWh/m²/a

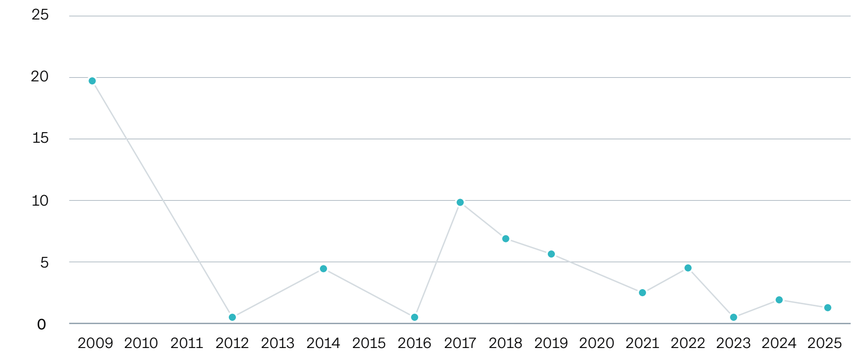


WE ACHIEVE LOW ENERGY CONSUMPTION IN OUR COMPLETED PROJECTS BY:

1. Directly integrating renewable energy sources into technologies for the production of heating, cooling and the preheating of domestic hot water, utilising photovoltaic panels and solar thermal systems. Heat pumps and photovoltaics have become an integral part of almost all our projects in recent years.
2. On individual construction sites, we make extensive use of energy simulations to compare different technologies and operating modes.

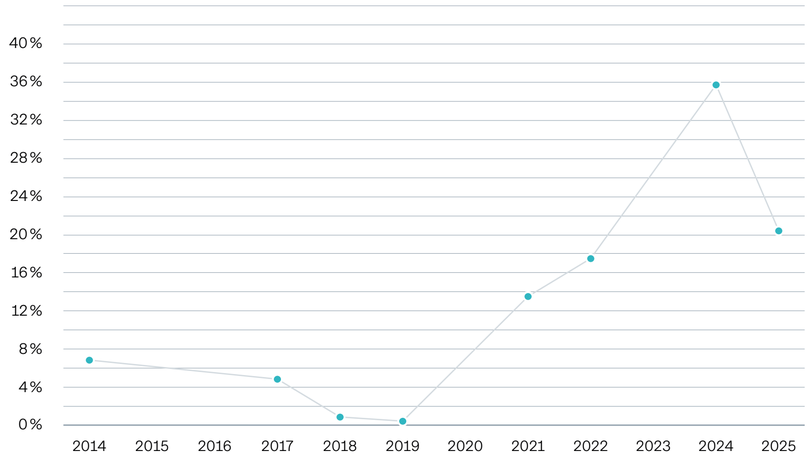
The graph shows, through energy demand indicators, the trend towards reducing the energy intensity of our buildings. Reducing energy intensity is directly linked to a reduction in CO_2 emissions from their operation.

AMOUNT OF EMISSIONS PER M² IN THE 2009–2025 PERIOD*
kg/m²/a



SHARE OF PRODUCTION OF DOMESTIC HOT (DHW) WATER AND CENTRAL HEATING (CH) FROM RENEWABLE SOURCES IN THE 2014–2025 PERIOD (%)

The year-on-year decline in the share of renewable energy sources in DHW/CH in 2025 is linked to a change in the buildings included in the calculations. In 2025, buildings without renewable energy sources were also included.



* To calculate the annual energy needs and emissions per m², we used the values from an energy certificate issued pursuant to Act No 555/2005 Coll. on the Energy Efficiency of Buildings and on Amendments to Certain Acts, as amended by Act No 300/2012 Coll. and implemented by Decree of the Ministry of Transport of the Slovak Republic No. 364/2012 Coll.

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Blue-Green and Green Infrastructure

Blue-green infrastructure represents a further step in how we perceive and design our projects. Whilst green infrastructure provides vegetation, shade and biodiversity, blue-green infrastructure complements this with a systematic approach to rainwater management. Water ceases to be a problem that needs to be drained away as quickly as possible and becomes a valuable resource that remains within the area.

In our projects – Nesto, Vydrica, Arboria and Rakyta – we apply blue-green infrastructure according to the character of the site. In Nesto, rain gardens function as part of a 'wild green landscape'; in Rakyta, there are comprehensive rainwater harvesting systems within the area; whilst in Vydrica and Arboria, green roofs with a retention function are used in denser built-up areas. All these solutions share a common goal: to create a more resilient, healthier and more pleasant urban environment in which water and greenery work together.

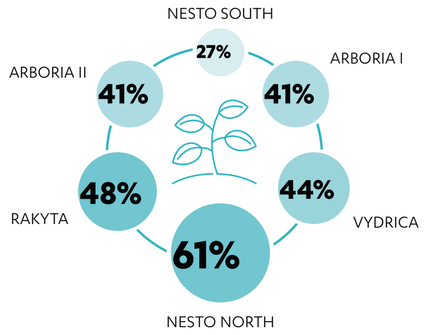
In every project, we strive to maximise the potential of green roofs, rain gardens, infiltration areas, tree-lined avenues and communal green spaces. These elements are not isolated – they form a functional whole that retains rainwater, reduces overheating, supports biodiversity and creates high-quality public space.

In this chapter, we present specific solutions that we have implemented in our projects.

Green Roofs, Parks, Greenery and Tree-Lined Avenues

Green roofs, high-quality planting and well-designed greenery are among the key tools for creating a healthier, more resilient and more pleasant urban environment. Across four major projects – Nesto, Vydrica, Arboria and Rakyta – we apply these in various ways depending on the nature of the site, but with the same aim:

- to reduce overheating
- to retain rainwater
- to support biodiversity
- to create a high-quality space for everyday life.



Green Space Proportion



In Arboria, Trnava, greenery has long been one of the neighbourhood's most distinctive features. A 35,000 m² city park stretches out directly beneath the flats' windows, whilst the roofs of the apartment blocks feature a total of approximately 5,000 m² of green roofs. These areas contribute to the project's sustainability whilst creating a natural transition between the architecture and the surrounding landscape.

In Vydrica, below Bratislava Castle, the green roofs have a distinctive character. Extensive meadow vegetation not only retains rainfall and reduces overheating of the buildings, but also visually conceals technical installations. Viewed from above, they appear as a green meadow rather than conventional roofs. The project also includes green walls on retaining walls, featuring climbing plants and shelters for bats and swifts, which promotes biodiversity within the dense urban environment. Planting trees directly in the street space helps to retain water and reduce overheating, thereby actively aiding adaptation to climate change.

In Nesto, Petržalka, a 'wild, undulating green landscape' is taking shape. The planting scheme combines native and new tree species, perennial beds and rain gardens, which retain water and cool the inner courtyards. The restored biodiversity helps to revitalise and enliven these previously monocultural areas. The square is designed as a green space with trees in place of parking spaces, whilst the front gardens of the flats create private green zones.

In the Rakyta project in Devínska Nová Ves, the emphasis has been on mature greenery and ecological solutions from the very beginning. In the first phase, over 200 mature trees will be planted, and greenery will cover more than 9,000 m². All apartment blocks feature green roofs combined with photovoltaic panels. The design also includes rainwater harvesting systems and front gardens, which reinforce the character of family-style community living.

These specific solutions demonstrate that green infrastructure in Lucron's projects is a functional part of the architecture and urban design – it contributes to a better microclimate and creates places where people want to live long-term.

Effective Rainwater Management

Effective rainwater management forms part of the wider green and blue-green infrastructure in Lucron projects. The aim is not merely to drain water into the sewerage system, but to retain it on-site, allow it to infiltrate, use it for irrigation and thereby reduce the burden on urban networks, improve the microclimate and support biodiversity.

NESTO

As part of the green spaces designed by the Divo studio in collaboration with Mandaworks and Adam Baroš, some of the perennial beds are conceived as rain gardens. These features retain rainwater, which is then used for the natural irrigation of courtyards and front gardens.

RAKYTA

Systems for capturing rainwater directly on-site are already planned for the first phase. Together with green roofs (combined with photovoltaic panels) and extensive planting, they form a comprehensive system that retains water, allows it to infiltrate the ground and supports the natural water cycle in the area.

VYDRICA

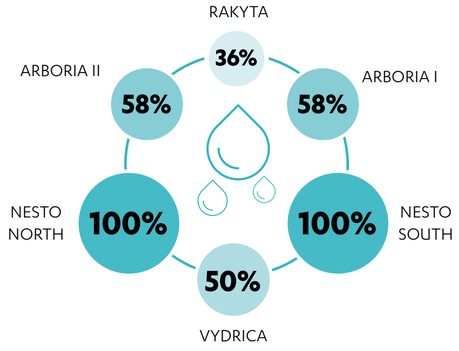
Green roofs retain rainfall, reduce surface runoff and contribute to the natural humidification and cooling of the surrounding area. Combined with green walls and improvements to public spaces, this forms part of a broader approach to rainwater management in dense urban development..

ARBORIA

Green roofs and extensive park areas help to retain rainfall and reduce surface runoff. Here, greenery also serves a water-retention function as part of the neighbourhood's overall sustainability.

Rain gardens have also been incorporated into our completed projects: Arboria, Malé Krasňany and Urban Residence.

In addition to rainwater management, we also adhere to the principles of drinking water conservation, analyse measures for the reuse of greywater, and construct appropriate drainage systems.



Rainwater Retention within the Development Sites of Lucron Projects



Biodiversity-Enhancing Solutions

Supporting biodiversity is a natural part of green and blue-green infrastructure in Lucron's projects. It involves creating conditions in which plants, insects, birds and small animals can live and thrive.

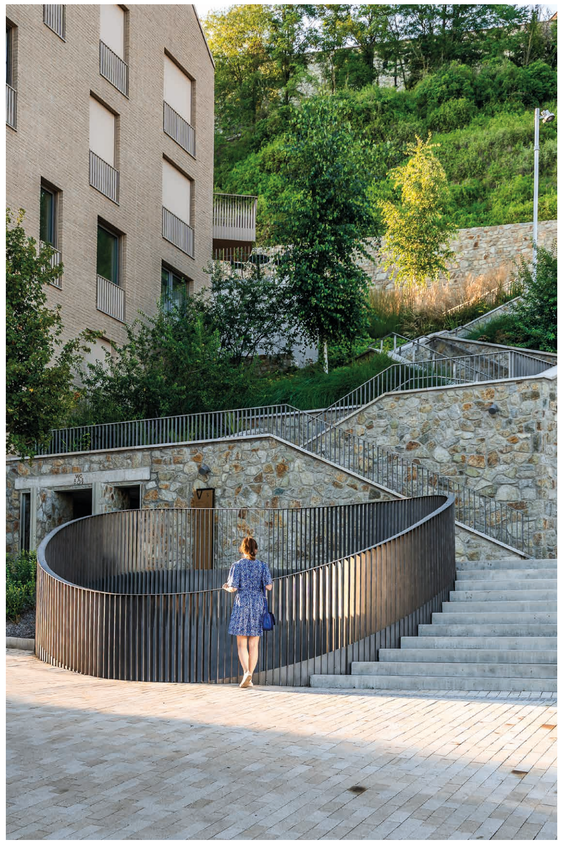
In dense urban areas as well as on new sites, we strive to replace lost habitats and create functioning, more resilient ecosystems.

Our integrated approach to these projects combines:

- native and naturally occurring species of trees and perennials,
- meadow and flowering areas instead of monotonous lawns,
- green roofs with higher ecological value,
- refuges for birds, bats and insects (particularly in the Vydrica project),
- connections between green spaces and water features (rain gardens, retention).

The aim is not merely to plant greenery, but to create conditions in which nature can truly thrive within the urban environment.

Green Infrastructure in the VYDRICA Project



The green architecture in Bratislava's newly developing area below the castle was developed in close collaboration with the Regional Monuments Office in Bratislava. The aim was to sensitively integrate modern development with the site's historical context, whilst creating a functional blue-green infrastructure system that improves the microclimate, supports biodiversity and contributes to the project's sustainability.

As part of the first phase, which was completed at the end of 2024, extensive green roofs with meadow vegetation were installed. The concept of green pitched roofs with overhangs was designed to visually conceal the necessary technical equipment. When viewed from Bratislava Castle or from higher vantage points, the green area thus dominates the view rather than the technical elements. The roof surfaces have a composition suitable for planting extensive greenery rich in flowering plants.

These roofs offer a number of environmental and functional benefits. They retain rainwater, thereby promoting natural humidification and cooling of the surrounding area. They absorb solar radiation and reduce overheating of buildings in summer, whilst providing an additional insulating layer in winter. They absorb noise and dust, thereby contributing to a healthier and quieter urban environment. Meadow-style green roofs require minimal maintenance – they are mown with a brush cutter once or twice a year, depending on climatic conditions and the vitality of the meadow. An automated irrigation system delivers water directly to the roots, ensuring the meadow remains lush and green throughout the growing season, even during the hottest months. At the same time, they create a living ecosystem – providing food and shelter for insects, birds and other animals, thereby supporting biodiversity in dense urban areas.



Green roofs are not an isolated measure, but part of a wider system of blue-green infrastructure. In the lower part of the neighbourhood, a flowering infiltration meadow has been created, which supports local biodiversity and rainwater retention. A large retaining wall has been transformed into a living green wall with climbing plants and features supporting wildlife, including nesting boxes for bats and swifts. Underground planters for mature trees have been installed in the pedestrian zones, and further tree planting has been carried out to enhance the green character of the public spaces.

When selecting vegetation, we adhered to the requirements of the state nature conservation authority regarding the use of native vegetation. We gave preference to native species of trees, grasses and perennials, which presented a challenge in an urban environment with conditions differing from those of the surrounding countryside. Many native species cannot survive in the city in the long term, so where justified, we also worked with well-adapted species, such as the plane tree, which is already part of the riverside promenade.

Experts from the practice 2ka landscape and urban architects were responsible for the design and integration of greenery, in collaboration with architectural practices (including Siebert + Talaš). The roof structures were constructed by Prvá Strechárska.

This comprehensive approach demonstrates how, in a sensitive historic location, modern architecture can be combined with ecological solutions that improve the project's environmental performance whilst enhancing its visual and functional quality within the urban context.

Green Infrastructure in the NESTO Project

From the very beginning of the Nesto project, we have placed emphasis on the systematic integration of greenery and blue-green infrastructure. As Nesto is being built on a greenfield site, we had the opportunity to design the entire system of greenery and water management comprehensively and from scratch.

As early as 2019, even before construction began, we planted around 600 trees and 1,642 shrubs along the boundary of the site. These plantings act as windbreaks whilst also laying the foundations for future microclimatic stability. We later added hundreds more trees, particularly in the northern part of the site. Our activities also included the revitalisation of the neighbouring woodland park near the military monuments, where we created relaxation areas with picnic spots and facilities for the public.

We entrusted the landscape architecture for the first phase to the Divo studio, in collaboration with the Swedish studio Mandaworks and perennial expert Adam Baroš. The result is a concept of a 'wild, green, undulating landscape', which combines perennial beds, trees and shrubs into a whole that changes throughout the year. Spring bulbs will gradually give way to perennials, whilst the tree canopy consists mainly of native and well-adapted species – maples, ornamental apple trees and hornbeams. Pine trees ensure the area remains green even during the winter months. The square is dominated by a honey locust tree, which provides effective shade, whilst we have planted plane trees along the promenade. We have designed some of the flowerbeds as rain gardens, which capture rainwater, help to cool the inner courtyards and make efficient use of natural resources.

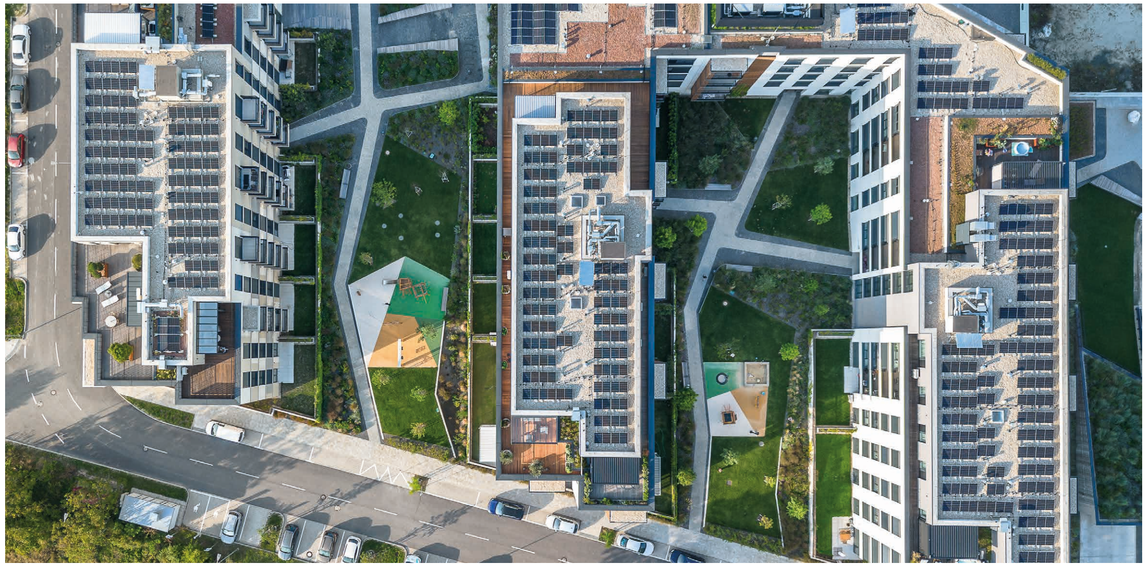
We have also integrated greenery directly into the architecture. Above the building entrances, we have created raised meadow areas with hardy perennials, front gardens for the ground-floor flats, and climbing plants which, over time, will enhance privacy and the overall green impression. The front gardens themselves extend the flat with a private patch of greenery, which owners can adapt to their own needs. We have added cherry trees to the inner courtyards, which provide shade whilst also offering seasonal benefits. We have used green roofs on the awnings and roofing of the retail spaces, thereby combining functionality with aesthetic and ecological benefits.

Plane trees will be planted at the start and end of the promenade to highlight the entrance to the square and its terminus. In this part of the square, parking spaces have been omitted for this purpose so that mature plane trees can be planted there.

In addition to rain gardens, we utilise permeable surfaces, bioretention and stormwater management to ensure that as much water as possible is retained within the site and does not place a strain on the sewerage network. This approach continues in subsequent phases. At Nesto Prime, we are situating low-rise developments within landscaped green spaces and car-free zones. In phases such as Nesto Promenáda and Nesto G, we are planning for green roofs, photovoltaic systems and further strengthening of links with the surrounding forest park and the planned central park. By combining thoughtful landscape architecture, water management and the sensitive integration of greenery into the development, we aim to demonstrate that a modern urban neighbourhood can be both environmentally sustainable and a pleasant place to live.







Green Infrastructure in the RAKYTA Project



In the Rakyta project, we place the utmost emphasis on sustainable urban development and the incorporation of green spaces.

The main green axis is the park running alongside the Rakyta watercourse, which gave the neighbourhood its name and forms the 'green backbone' of the entire area. The second axis is a pedestrian promenade leading to the central square. We have divided the area into smaller micro-neighbourhoods, each with a distinct character and style of development, whilst each respects and integrates existing natural features into the new urban structure. We have prioritised routing motorised traffic along the perimeter, thereby creating space for pedestrians and cyclists, as well as safe public spaces with a high proportion of greenery.

As part of the first phase of the project, we will plant a total of over 230 mature trees, most with a trunk circumference of around 30 cm. The greenery will cover a total area of 9,223 m^2. The inner courtyards will be landscaped as parks, complemented by play facilities. The development includes flats with front gardens, terraces and balconies, ensuring residents have direct contact with the outdoors and greenery. We have limited the height of the buildings to a maximum of five storeys so that, in the future, the buildings will 'grow' into the surrounding greenery and enhance the sense of living in a green environment.

All apartment blocks are fitted with green roofs combined with photovoltaic panels designed for the eco-friendly heating of domestic hot water. In the outdoor areas, we are installing rainwater harvesting systems, including rain gardens and retention basins. The harvested water is used directly on site for irrigation and cooling.

Rakyta is being developed in a location where the forests of the Little Carpathians meet the meadows of the Záhorská Lowlands, near Devínska Kobyla and the River Morava. Our aim is to build a fully-fledged, safe and green urban neighbourhood with car-free features, offering a high quality of life in harmony with nature and contributing to the sustainable development of Bratislava.

Green Infrastructure in the ARBORIA Project

In the Arboria project in Trnava, we are building a modern urban neighbourhood which, since 2011, has been gradually transforming the outskirts of the city into a vibrant and sustainable place to live. We have designed the entire project as a park with approximately 35,000 m² of green space, which runs through the whole neighbourhood and, right beneath the flats' windows, provides space for relaxation, exercise and socialising.



In addition to the extensive urban park, we have fitted the apartment blocks with thousands of square metres of green roofs, which contribute to sustainability, water retention and the mitigation of overheating. We have designed the inner courtyards as green oases with relaxation areas, benches and playgrounds. The neighbourhood already features ten children's playgrounds and a large Relax Park with a multi-purpose sports ground, which promote an active lifestyle and neighbourly relations.

In the Stromová phase, which we launched in 2025, and in the forthcoming Na námestí phase, we are expanding the green spaces with mini-parks, retention gardens and flowerbeds. The central square, covering an area of over 3,200 m², will combine greenery with light-coloured paving to help mitigate the summer heat and create a pleasant public space. We have designed everything so that most everyday needs are accessible on foot and so that Arboria naturally becomes a 'small town within a city' – a place where high-quality architecture, community and green infrastructure complement one another.



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Lucron's Sustainable Mobility

As a developer, we ensure that our projects not only provide high-quality housing but also support sustainable mobility. Part of our philosophy is to promote soft mobility – walking and cycling – whilst also creating the conditions for electric mobility.

WE ARE BUILDING CHARGING STATIONS FOR ELECTRIC VEHICLES

– in the garages and communal areas of new residential projects, we are installing charging points that are accessible to both residents and the public.

WE SUPPORT SHARED MOBILITY

– in Trnava, we have launched the Arboria Bike electric bike-sharing scheme in partnership with the city (50 bikes for the city).

WE ARE MAKING PREPARATIONS FOR CHARGING IN APARTMENT BLOCKS

– new developments include, as standard, electrical infrastructure that allows for the simple and affordable retrofitting of charging points for individual parking space owners.

WE SUPPORT SUSTAINABLE TRANSPORT INFRASTRUCTURE

– we design our projects with an emphasis on connectivity with cycle routes, public transport and zero-emission transport, thereby promoting multimodal mobility and reducing dependence on internal combustion engines.



Number of charging points for electric vehicles by 2025

2 × ARBORIA
15 × NESTO SOUTH
0 × NESTO NORTH
8 × VYDRICA
0 × RAKYTA

Total number of electric vehicle charging points planned in the projects

200 × ARBORIA
224 × NESTO SOUTH
500 × NESTO NORTH
80 × VYDRICA
600 × RAKYTA

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Key Measures to Promote Sustainable Mobility in the ARBORIA Project

CYCLING ROUTES CONNECTED TO THE URBAN NETWORK

The gradual extension of cycle routes will ensure good connections to the urban cycle network. Cycle racks have also been installed near residential buildings.

ARBORIA BIKE – SHARED E-BIKES

Lucron, in partnership with the city of Trnava, has launched a bike-sharing scheme and we have donated 50 e-bikes to the city. The scheme is designed for short urban journeys and encourages the use of bicycles instead of cars.

CONNECTIONS TO PUBLIC TRANSPORT

The neighbourhood is connected to the city's bus network. The Východná bus stop was created specifically to improve access to Arboria (route no. 6). The Arboria II masterplan includes bus stops near the proposed square.

PEDESTRIAN MOVEMENT IN THE NEIGHBOURHOOD

The inner courtyards are car-free: pavements, a park (around 35,000 m² of green space), playgrounds and squares connect the building entrances with the surrounding area, creating an environment suitable for walking without the need to use a car for short daily journeys.

CHARGING STATIONS

We have installed charging points for electric cars.



Trnava Bike-Sharing in the Arboria Project

In collaboration with the city, we launched the Arboria Bike electric bike-sharing scheme in 2018, later renamed Trnava Bike-Sharing. Lucron donated 50 electric bikes to the city, which formed the basis of the city's fleet. The system enables quick and convenient travel around the city without traffic jams or parking problems. The electric motor makes cycling easier for all age groups and significantly reduces the barriers to cycling. Thanks to virtual docking stations and a simple app, bikes can be hired practically anywhere in the city.

Key Measures to Promote Sustainable Mobility in the NESTO Project



SEPARATE CYCLING INFRASTRUCTURE CONNECTED TO THE WIDER NETWORK

A cycle route of almost 1 km has been created on Kopčianska Street, connecting Nesto to both the centre of Bratislava and Kittsee. Segregated cycle routes are planned within the neighbourhood; this measure creates a safe and continuous alternative to car travel.

PRIORITY FOR PEDESTRIANS AND THE '15-MINUTE NEIGHBOURHOOD' CONCEPT

The Nesto concept envisages the availability of essential services, workplaces, schools, sports facilities and leisure activities within walking or cycling distance. In each phase, pavements, footpaths, promenades and public spaces that are not subordinated to motorised traffic are being created.

CAR-FREE ZONES

Car-free zones form part of Nesto's transport philosophy, limiting the dominance of cars in inner public spaces.

CONNECTIONS TO PUBLIC TRANSPORT

Nesto has its own bus stop and is served by bus route 80, which connects the neighbourhood to the centre of Bratislava. The urban planning documentation also provides for pedestrian links to public transport stops.

SUPPORT FOR SHARED AND ALTERNATIVE MOBILITY

The project concept includes car-sharing and e-bikes as alternatives to private car travel.

FUTURE RAILWAY STATION

Nesto, in collaboration with ŽSR, is coordinating plans for a railway station with connections to Petržalka, the Austrian border and Vienna. This is a planned measure, not infrastructure that has already been completed.

Cycling Facilities near Residential Buildings

Lockable bicycle storage rooms, showers for cyclists and bicycle racks will form part of the facilities in each phase.

Cycling Infrastructure in the Nesto Project



The Nesto project is situated close to the city centre whilst also being in contact with the natural environment. The neighbourhood offers access to the network of cycle routes. We began promoting cycling in 2020 when we built the first cycle route, which runs along Kopčianska Street.

As the Nesto project develops, plans include the addition of dedicated cycle paths and shared spaces for cyclists throughout the neighbourhood.

FACILITIES FOR CYCLISTS IN NESTO

Nesto caters for cyclists not only outdoors but also indoors. In the 'Na námestí' section, flat owners will find a lockable bicycle storage room and a special shower, making it easy to clean their bikes and keep them in good condition. The installation of surface-mounted bicycle racks is also a standard feature of every phase of the Nesto project.

Key Measures to Promote Sustainable Mobility in the VYDRICA Project

CAR-FREE ZONES

A large part of the area is designed as a pedestrian zone – traffic and parking have been relocated to underground car parks.

CHARGING STATIONS

Together with our partner ZSE Drive, we have developed system solutions for both domestic and public charging. In the first phase, eight charging stations have been approved.

PEDESTRIAN CONNECTIONS BETWEEN VYDRICA, THE EMBANKMENT AND THE CASTLE AREA

New streets (Floriánska, Oeserova) have been created on a human scale, with high-quality public spaces designed with pedestrians in mind. The urban design concept (based on the Podhradie zone's local plan) prioritises pedestrian movement, cross-streets and a continuous connection to the Old Town.

NEW TRAM STOP

Since March 2025, the Vodná veža tram stop has been in operation right next to the project (a significant improvement in public transport accessibility).

COMBINING WALKING WITH OTHER ALTERNATIVES TO CAR USE

The neighbourhood is within walking distance of public transport (tram 4, buses at the SNP Bridge, a new stop on the riverfront) and connects to the riverside cycle path. There are also spaces for bicycles in the car park.

Newly Built Tram Stop in Vydrica



From 29 March 2025, you will be able to reach Vydrica easily by tram too. The new Vodná veža stop on line 4 is situated directly in front of the office building, between the Most SNP and Chatam Sófer stops.

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Key Measures to Promote Sustainable Mobility in the RAKYTA Project

CAR-FREE CONCEPT

Vehicular traffic routed around the perimeter of the site; inside, priority is given to pedestrians and cyclists.

SHORT WALKING ROUTES THANKS TO AMENITIES WITHIN THE NEIGHBOURHOOD

The urban design concept includes two interconnected squares, shops, a supermarket, cafés, a school, nurseries and sports facilities. This means that some everyday journeys can be made on foot without the need to leave the neighbourhood by car.

NEW CYCLE ROUTES

The first section will be completed in Phase 1; this includes connections to existing routes along the Morava River, the Freedom cycle Bridge and others.

CONNECTIONS TO PUBLIC TRANSPORT

Planned bus services running right into the centre of the neighbourhood; proximity to Devínska Nová Ves railway station and the future Integrated Passenger Transport Terminal (TIOP) (approx. 400 m away), with provision for a tram line.

SPORTS AND RECREATIONAL WALKING ROUTES

Rakyta is to include a running circuit, sports facilities, green spaces and public squares. Whilst these elements are not transport infrastructure in the strict sense, they support everyday walking and create a compact neighbourhood.

Support for Cycling and Public Transport in Rakyta



When planning and designing public spaces in Rakyta, we focus on promoting walking, cycling and public transport. This includes the design of pavements and cycle paths, as well as safe junctions and pedestrian crossings. At the same time, we will ensure that public spaces are accessible to everyone, including people with reduced mobility.

We are investing in infrastructure that supports sustainable mobility, such as cycle racks and space for charging electric vehicles. At the same time, we will work with the Bratislava Transport Company to improve the accessibility and reliability of public transport.

Sustainable Behaviour among Staff

Sustainability in the office environment relates to everyday habits, the technologies used, equipment and the overall approach to resource consumption.



WASTE SORTING

- Waste sorting is a natural part of our day-to-day operations. We have provided collection bins for paper, plastic, glass and electronic waste, and we plan to add a bin for organic waste in the near future.
- We regularly train our staff so that they know what goes into which bin.



A SUSTAINABLE APPROACH TO HYGIENE

- For the past 9 years, we have been using sustainable hygiene solutions from Tork in our offices. Tork strives to make hygiene more efficient, less resource-intensive and lower carbon. By using Tork systems, we reduce consumption, waste and emissions in the building's operations.



REDUCING PLASTIC

- We have not used plastic bottles for several years now. Instead, we have introduced glass carafes, which staff collect in the morning and fill with water.



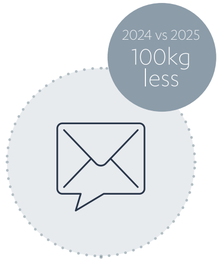
EFFICIENT LIGHTING

- In the office, we use LED lighting in conjunction with light sensors.
- We use smart lights that switch off automatically when there is sufficient daylight.
- We switch off the lights in rooms that are not currently in use.
- We make the most of natural daylight.



ENERGY SAVING

- We switch off computers, monitors and other equipment when we are not using them, and we actively use sleep mode.



RESPONSIBLE USE OF PAPER

- We have significantly reduced printing – we only print essential documents, and do so double-sided and in black and white.
- We have digitised several processes, such as electronic signatures and cloud-based documents. When handing over flats to clients, we have replaced paper documents with USB sticks and are continuing with digitisation.

In 2025, we used less than 800 kg of paper.



SUPPORT FOR ECO-FRIENDLY TRANSPORT

- We encourage our staff to walk, cycle and use public transport. In addition, they have access to our shared bicycles and electric scooters, which they can use at any time.
- In our office building, we have bike racks and showers for staff who cycle or ride a scooter to work.



PLANTS IN THE OFFICE

- The presence of plants contributes to better air quality, enhances well-being at work and improves the overall aesthetics of the space.

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Communication and Education on Sustainability

For us, sustainability is not just a set of internal processes and targets. It is a value that we strive to convey beyond the company – to our customers – whilst systematically fostering it within the organisation.

Towards Customers

External communication and customer education are key tools for us in raising awareness of sustainable solutions and encouraging responsible decisions. Through transparent information about our products, projects and ESG activities, we help customers better understand the impact of their choices and inspire them to adopt more sustainable practices.

We publish educational articles and guides that show clients simple yet effective steps they can take to reduce their environmental footprint.

THE TOPICS WE COVER IN OUR ARTICLES:

- Proper waste sorting – we explain which materials belong in the blue (paper), yellow (plastics), green (glass) and brown (organic waste) bins, and which items should be disposed of elsewhere or taken to recycling centres.
- Eco-friendly laundry – we provide tips on how to wash effectively whilst using less water and energy, choosing the right detergents and optimising washing times, which helps to conserve resources and reduce environmental impact.
- Small everyday tips – advice on saving energy, using appliances efficiently, minimising household waste and other simple steps that every customer can apply in their home.

Focus on Employees

The internal dimension is equally important. We systematically train and engage our employees so that sustainability becomes an integral part of their daily work and our corporate culture. Training programmes and open discussions on ESG topics strengthen our teams' capabilities and create an environment in which everyone can contribute to fulfilling our commitments.

TRAINING OUR STAFF IN THE FIELD OF ESG

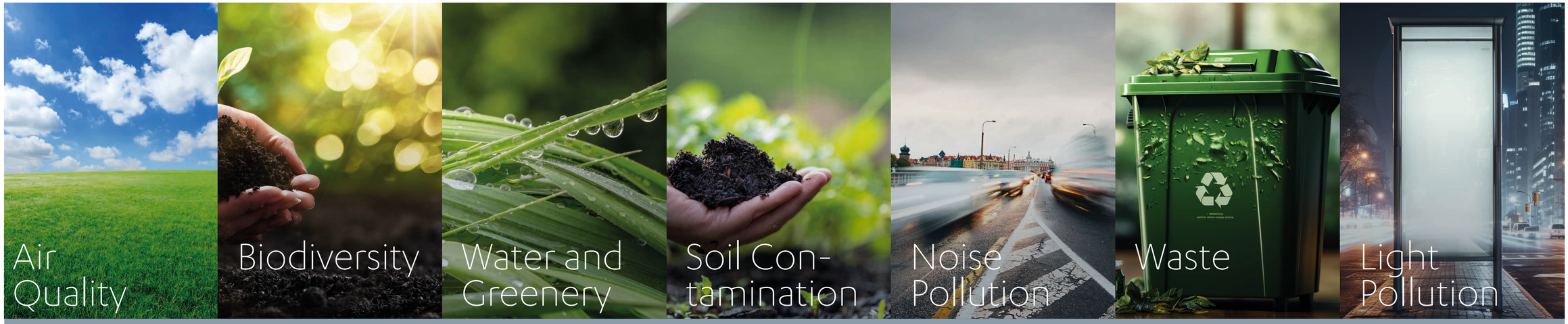
In 2024, we conducted a staff training programme entitled 'Sustainability and Innovative Management', with the support of a grant from the Central Office of Labour, Social Affairs and Family (ÚPSVR) project 'Support for the Development of Employees' Skills', which covered the basics of ESG topics for up to 40 employees.

This training was intended for all staff affected by ESG issues. It helped them to better understand the basic steps required to meet the requirements of European ESG legislation, familiarised them with GRI standards, and guided them on the correct preparation of ESG sustainability reports. The training also helped to raise awareness of environmental protection principles.

Towards Suppliers

We also communicate the necessary ESG data to our partners and suppliers. The growing pressure to collect ESG data on a regular basis is driven by the aforementioned increasing need for regular reporting and compliance with criteria, not only for the banks that finance us but also for investors. We regularly process, analyse and provide transparent data in line with ESG requirements for our clients, investors and financing banks at various stages of our projects' implementation. In 2025, we also provided forms, primarily for the banking sector, which they can use to further assess our business activities in line with the EU taxonomy.

Environmental topics we focus on:



MEASURES WE ARE ACTIVELY TAKING TO ADDRESS THE IMPACTS LISTED IN THE FOLLOWING AREAS

- We take care to minimise dust levels during the construction of individual projects,
- We consciously reduce emissions by prioritising local, low-emission energy sources, namely:
  1. heating using heat pumps that utilise energy from renewable sources
  2. district heating (DH) from heating plants
  3. infrared heating

- We plan the landscape architecture and horticultural features of our projects well in advance and with careful consideration
- We research the history of each site's natural habitat when preparing projects

- We actively plant trees and create green parks
- We adhere to the principles of conserving drinking water
- We analyse measures for the reuse of greywater
- We create rain gardens – collecting rainwater from roofs and various surfaces
- We are building suitable drainage systems

- We always begin a project with a thorough survey and analysis of soil conditions
- We prioritise the use of eco-friendly building materials

- When planning projects, we thoroughly examine the noise parameters of each site
- We carry out noise level measurements

- We educate both staff and clients on waste sorting
- In our projects, we ensure sufficient waste collection capacity and frequent waste collection
- We ensure waste is disposed of correctly during the construction of projects

- We reduce excessive artificial light in both the outdoor and indoor environments of our projects
- We implement smart lighting systems that regulate light intensity according to current lighting conditions and requirements; the lighting thus adjusts its brightness depending on natural light and current needs, thereby also reducing energy consumption
- We use lampshades that direct light downwards
- We take care to limit illuminated advertising
- We encourage the use of ambient LED lighting or lighting that responds to the movement and activity of users, which we also use in our head office



Social Responsibility

Social responsibility is one of the pillars of our ESG strategy and reflects the company’s commitment to its own employees, the local community and society at large.

The People at Lucron

We believe that the company's long-term success is not possible without investing in people, creating an inclusive and stimulating working environment, and building a strong corporate culture based on trust, respect and shared values.

In 2025, we continued to systematically develop our human capital and create a fair working environment in which people from diverse backgrounds can fulfil their potential, develop their skills and feel part of something meaningful.

We are convinced that a committed, satisfied and values-aligned team is essential for achieving long-term goals and making a positive social impact.

As at 31 December 2025, Lucron comprises 84 colleagues.



Diversity and Staff Turnover

Diversity and inclusion, together with staff turnover management, are key elements of the social pillar (S) of our company's ESG strategy. In today's global and rapidly changing work environment, these areas are not merely a matter of ethics and regulatory compliance, but also a significant factor in an organisation's long-term success, innovative capacity and resilience.

Diverse teams – in terms of gender, age, ethnic background, education, sexual orientation, disability or other aspects – bring a broader range of perspectives, creative solutions and, in our business, a better understanding of the needs of our diverse customers.

Gender diversity within our company has long been balanced, with almost equal representation of women and men. We have managed to maintain this balanced ratio consistently for several years across the entire organisation, including the majority of managerial positions.

2023 45% ↗ 2024 48% ↗ 2025 **49%**

REPRESENTATION OF MEN AND WOMEN AS AT 31 DECEMBER 2025

Compared with the reporting periods for 2023 and 2024, the ratio of women to men at Lucron has shifted in favour of women.

2023 55% ↘ 2024 52% ↘ 2025 **51%**

2023 30% ↗ 2025 **40%**

REPRESENTATION OF MEN AND WOMEN IN LEADERSHIP POSITIONS

Compared with 2023, the gender balance in senior positions has shifted by 10 percentage points in favour of women.

2023 70% ↘ 2025 **60%**

2024

REPRESENTATION OF MEN AND WOMEN ON THE COMPANY'S BOARD OF DIRECTORS AS AT 31 DECEMBER 2025

Compared with 2024, the number of women and men on the Board of Directors has remained unchanged, given that its composition is identical.

2025

Gender Equality in Leadership Positions

One of our company's priorities is to actively promote gender equality and increase the representation of women in managerial and leadership roles. We believe that diversity in leadership brings new perspectives, leads to better decision-making and inspires the whole team.

Stability and Career Progression

MORE THAN HALF OF OUR COLLEAGUES HAVE BEEN WITH THE COMPANY FOR 5 YEARS OR MORE, AND 7 OF THEM HAVE BEEN WITH US FOR OVER 10 YEARS.

We see this long-term collaboration as the result of a strong corporate culture based on mutual trust and fair treatment.

OUR CONSCIOUS SUPPORT FOR PROFESSIONAL GROWTH AND INTERNAL PROMOTION ALSO CONTRIBUTES SIGNIFICANTLY TO STAFF STABILITY.

We enable our staff to grow right here with us. We do not want our people to leave for better positions elsewhere – on the contrary, we actively support them in their career development within the organisation. Many of them stay with us long-term precisely because they have real opportunities for career progression and professional growth.

Veronika Wagner

Development Manager, Nesto project

"I have been with the company for almost 9 years, during which time I have had the opportunity to grow professionally and develop my specialist skills. At the end of the year, I moved from the position of chief engineer to the role of development manager for the Nesto project. I greatly appreciate that Lucron supports women in leadership roles and creates an environment in which employees have equal opportunities for professional growth and development. I also value the working environment the company fosters. Over the years, I have found not only excellent professionals amongst my colleagues, but also friends, which means that for me, work is not just a professional challenge, but also a place I am happy to return to."



Jana Dekánková

Development Manager, Vydrica project

"I've been working at the company for nine years now. I've been involved in the Vydrica project since its inception as a senior lawyer and, over the years, have gained a comprehensive understanding of the project. A year and a half ago, I felt I had the ambition to move forward, that is, the ambition for professional growth. I began discussing this openly with the company's management, and later the company offered me the position of Development Manager, which meant leading the entire project. I greatly appreciate this decision, both because I see it as a great recognition of my work and a sign of trust in my abilities, and because I was given such an opportunity. I was subsequently supported by several training courses. I appreciate that the company recognises its employees' ambition for professional growth, wants to retain staff it is satisfied with, and creates opportunities for them to fulfil their ambitions."



Equal Opportunities for Employees of All Age Groups

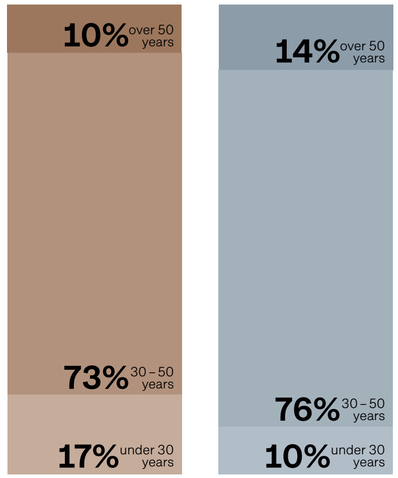
THE AVERAGE AGE

of all Lucron colleagues
as at 31 December 2025 is

40,5 years

The average age of women in Lucron
39

The average age of men in Lucron
42



The number of employees aged under 30 and over 50 is on an upward trend compared with 2024.

Our company has long upheld the principle of equal opportunities for all employees, regardless of age. We believe that age diversity brings a valuable combination of experience, energy, innovation and diverse perspectives to the team, which contributes significantly to the organisation's overall performance.

In practice, this means that in recruitment, performance appraisal, remuneration, the provision of training and career progression, we make decisions solely on the basis of qualifications, abilities and results, and not on the basis of age. We strictly adhere to the principles of equal treatment and actively combat any manifestations of ageism (discrimination on the grounds of age).

Staff Turnover

During 2025, a total of 12 new colleagues joined Lucron, whilst 18 colleagues left the company. The higher staff turnover during the period under review was mainly due to several organisational changes leading to the abolition of a number of posts, competition in the labour market within our sector, and also personal reasons on the part of employees.

Given that more women than men were recruited, we are continuing to narrow the already small gap between the number of men and women in the company.

New Recruits In 2025



12

14 % of the total of 84 employees

Terminations of Employment In 2025



18

21 % of the total of 84 employees

Maternity Leave

As part of our staff turnover management, we pay particular attention to supporting parenthood.

Zuzana Petrovič

Aftersales Specialist

"I joined the company more than ten years ago. In 2025, I'm going on maternity leave for the second time, and I'm doing so with complete peace of mind. The company has always allowed me to return to the same job, with the same trust and opportunities as before. I really appreciate the flexibility they offer us, as well as the open communication we always have with management and colleagues."

Start dates for maternity/parental leave in 2025

2

Returns from parental leave 2025

1

Total on maternity/parental leave as at 31. 12. 2025

3

Return-to-work rate after parental leave in the 2025 reporting period: 50 %

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Employee Training and Development

In our company, we place emphasis not only on professional expertise, but also on personal development, leadership skills and readiness for future challenges. We actively create the conditions for our employees to grow within the company – from structured training programmes to individual career progression into senior roles.

In 2025, we invested over 50,000 euros in our employees' development.

THE FORMS OF TRAINING AND DEVELOPMENT AT LUCRON ARE AS FOLLOWS:

EXTERNAL SPECIALIST COURSES AND PROGRAMMES

Specialised training provided by long-standing external partners and renowned trainers. These courses cover a wide range of specialist knowledge, technical skills and the development of soft skills.

IN-HOUSE WORKSHOPS AND TEAM TRAINING

Practical, interactive sessions organised directly by our experienced colleagues for other staff members. Training sessions take place on the company's premises and focus on the current needs of individual teams.

INDIVIDUAL MENTORING AND COACHING

Long-term personalised support in the form of coaching, which we provide in collaboration with certified coach Daniel Bútor from FBE. This programme supports selected employees in their personal and professional development.

ONLINE TRAINING AND E-LEARNING

A modern and flexible self-study option that employees can use according to their own schedules and needs, subject to approval by their line manager and the HR department.



Language Training

In 2025, we spent over **14,500 euros** on language training.

As an employer, we have been providing English language tuition by a certified tutor for over 13 years. Language lessons form part of employees' working hours and therefore do not take up their free time. Staff may attend these lessons following approval from their line manager and the HR department. Over 40 colleagues attend the lessons, which accounts for almost half of the company's workforce.



Exchange of Experiences with Our Parent Company, IKO

Throughout 2025, we continued to work closely with our parent company, IKO, particularly on ongoing issues relating mainly to AML, compliance and the GDPR.



Expert Forums and Lucron Share-Ups

Departments regularly organise expert forums or so-called 'share-ups' amongst themselves and across the company, during which they simply share experiences and information with one another.

We launched this internal information-sharing system back in 2021, when we began working on it more intensively. Given that we employ specialists from various fields, we wanted to find a way to learn from our own mistakes and thereby do things better, more efficiently and sustainably.

Feedback and Evaluations

Effective human resources management requires a systematic approach to staff development. One of its key tools is the regular assessment of performance and the fulfilment of job expectations. In our company, therefore, individual appraisal meetings between line managers and team or department members take place once or twice a year.

Protection of Employees' Health and Safety

Protecting the health and safety of our employees is one of our company's top priorities. We create a safe and healthy working environment that minimises the risk of workplace accidents and promotes the overall well-being of our employees.

We carry out regular risk assessments in the workplace, provide the necessary protective equipment and offer our employees training in health and safety at work. We place emphasis not only on physical safety, but also on stress prevention and supporting mental health.

We recognise that our employees' working environment has a significant impact on their performance, and we care deeply about whether they feel comfortable and happy at work.

Key areas of our health and safety focus:

- **Regular Health and Safety and Fire Safety Training**
- **Ergonomic Working Environment**
- **Support for Work-Life Balance and Mental Health**
- **Health Promotion through Employee Benefits**



Regular Health and Safety and Fire Safety Training

We systematically implement measures in the field of health and safety at work. These include regular staff training, monitoring of working conditions and the provision of appropriate protective equipment. In this way, we ensure that our workplaces comply with all applicable standards and regulations and that employees can carry out their work in a safe and healthy environment.

Part of our responsibility also involves carrying out regular inspections and checks of work equipment – including electrical appliances, machinery and other technical equipment. These checks ensure that they are in good working order and safe to use, and minimise the risk of accidents or breakdowns.

In 2025, an inspection was carried out on all electrical appliances in our office, as well as in our other branches.

Ergonomic Working Environment

Our office in the Steinerka BC building was nominated in the 'Innovative Office' category on the 'Office of the Year' platform in 2018. When designing our office spaces, the architects focused not only on selecting high-quality materials that are harmless to both us and the environment, but also on technical details and autonomous lighting.

Our offices are equipped with suitable office furniture, such as adjustable chairs, as well as special VTL lamps. The lamps, which are fitted to every desk, feature VTL technology that automatically adjusts to the time of day and ambient light, thereby adapting the lighting to the human circadian rhythm.

The paint used on the office walls utilises patented technologies to reduce air pollution. It prevents mould from forming on walls and ceilings, attracts water molecules from the air and creates an invisible protective film on the wall that prevents dirt and dust from adhering. It eliminates up to 88.8 per cent of airborne pollutants, is made from natural raw materials and contains no biocides.

The carpets are also made from natural materials. Their sound-absorbing surface reduces impact noise by up to 22 decibels. They effectively reduce fine dust in the indoor environment and improve the indoor climate.

Promoting Work-Life Balance and Mental Health

WORK-LIFE BALANCE

As part of our commitment to looking after our staff, we pay particular attention to the balance between work and private life, namely:

- working from home (home office) by agreement with a line manager
- support in the form of a contribution towards family holidays or children's sports activities
- taking holiday and time off according to individual needs
- open communication and support from line managers and the HR department in addressing personal and work-related challenges

HEALTHY INTERPERSONAL RELATIONSHIPS AS THE FOUNDATION OF MENTAL HEALTH

The quality of interpersonal relationships in the workplace has a fundamental impact on employees' mental health and overall wellbeing. Building team spirit and good relationships has long been an important part of our corporate culture. We therefore regularly organise joint team-building sessions, sporting and social events that strengthen interpersonal bonds and create opportunities for informal get-togethers outside the workplace.

In 2025, we took part in a number of events as a team. These included Family Day with our families, a Christmas party, as well as team-building activities in smaller groups organised by department and project team. These gatherings contribute to better collaboration and mutual understanding within specific projects and departments.



Promoting Health through Employee Benefits

FRUIT AND VITAMINS

Looking after our employees' health also includes a regular supply of fresh fruit, which we have been providing for the eleventh year running. During the period under review, more than 3,000 kg of fruit was consumed, representing a concrete and measurable contribution to healthier eating in the workplace.

COMPANY SCOOTERS AND BROMPTON BICYCLES

promote sustainable mobility among staff and encourage them to reduce their use of car transport. They are available directly in the office, and their hire is recorded and managed by reception. Staff also have the option of secure bicycle parking within the building and convenient use of showers on the company premises.

MULTISPORT CARDS

We introduced Multisport cards as an employee benefit in 2020. Thanks to a 50 per cent contribution from the employer, the card is affordable for most colleagues. As at 31 December 2025, we have 31 cards in use by employees.



YOGA IN THE WORKPLACE

For the eighth year running, we have been organising group yoga sessions right here in the office before the start of the working day. Classes take place twice a week, with the Wednesday sessions fully funded by the employer, helping staff get their working day off to a better start.

MEAL ALLOWANCE

Every employee is entitled to a meal allowance. As at 31 December 2025, the value of a meal voucher was €8.80.

Transparent Relationships with Customers and Suppliers

We build our relationships with our clients on trust, transparency and high-quality service. From the first point of contact through to the handover of the flat and subsequent aftercare, we strive to provide a professional, fair and personable approach. Feedback from clients is an important tool for us in our drive for continuous improvement.

Transparent Communication and Sales

We provide clients with clear and comprehensible information about projects, prices, completion dates and the standard of the flats. We ensure fair marketing and open communication throughout the entire sales process. Every client receives support in choosing a flat and with all the steps involved in the purchase.

AS CLOSE TO OUR CLIENTS AS POSSIBLE

We strive to be close to our clients and to give them a first-hand experience of our projects even before they buy. We therefore regularly organise open days directly on construction sites and in the completed sections of our projects.

These events allow prospective buyers to view the flats in person, check the quality of the build, get to know the location and get answers to their questions directly from our team. We believe that personal contact and the opportunity to see the project in person contribute to greater trust and better decision-making on the part of our clients.

We view open days as an important part of transparent communication and building long-term relationships with customers.

THE FIRST OPEN DAY AT THE RAKYTA PROJECT

The first Open Day for the Rakyta project took place on Saturday 27 September 2025 and confirmed the growing interest in modern living in this popular part of the city. The event also demonstrated that Rakyta has the potential to become a fully-fledged community neighbourhood where neighbours meet, play sport and spend time together. The main attraction was the opportunity to visit residential block A1. The aim of the Open Day was not only to show what life in Rakyta will be like, but also to provide specific solutions regarding the financing and furnishing of new homes. Throughout the day, visitors were able to take advantage of free expert consultations with our partners.

At Lucron, we also believe that an active community can revitalise a neighbourhood and create a pleasant place to live for all its residents. As part of the Rakyta project, we therefore organised, amongst other things, the inaugural Rakyta Run community run for adults and children during the Open Day. We saw this sporting event as a great opportunity to get to know potential neighbours whilst enjoying some exercise.



Quality of Products and Services

The quality of construction and handover of flats is a priority for us. Before handover, we carry out thorough inspections to ensure that the flats meet the agreed standard. In the event of complaints, we handle them transparently and strive for a swift and fair resolution.

The client portal makes it easy to submit a complaint, including uploading a description, photographic evidence and marking the location of the fault. The portal provides an overview of the complaint's status and all necessary documents, whilst keeping clients informed of any status changes via email notifications. Our complaints department is always available to clients, and we resolve all complaints within the statutory timeframes, prioritising speed and quality. We also provide post-warranty service.

QUALITY CONTROLLED BY THE DALUX SYSTEM

We are gradually implementing the advanced Dalux system for digital quality control and construction supervision on our projects. This tool enables not only the ongoing monitoring of every phase of construction, but also the immediate resolution of any deviations and the documentation of the entire process. By integrating the Dalux system into our workflow, we promote seamless communication and teamwork, ensuring that every phase of the project is fully coordinated and efficient.

Client Service and Support

We take an individual approach to every client. Throughout the entire process, clients have access to customer support and the necessary information. We use modern communication tools and strive to make the entire process of purchasing and handing over a flat as transparent and as convenient as possible. At the start of 2021, we successfully launched a client portal that simplifies communication between Lucron's sales team and our clients. The portal centralises all information about the properties a client owns or is considering purchasing, and provides convenient access to documents, invoices and contracts. Clients gain access to the portal after signing a reservation agreement, and their access is protected by a unique password. In addition to providing an overview of documents, the portal also sends reminders about important deadlines, meetings and payments, thereby helping to prevent delays and complications.

CLIENT SUPPORT FOR PROPERTY FINANCING

When it comes to property financing, many clients are torn between contacting a bank directly and using the services of a mortgage specialist. BROKER SERVICE GROUP Slovakia, our long-standing partner, specialises in providing mortgage advice with the aim of simplifying the entire process for clients.

Support for Tenancy Management

In the area of tenancy management, we have successfully implemented the Chastia platform, which has become a key tool for comprehensive tenancy management. The roll-out of the system has brought a higher degree of automation, improved data accessibility and more efficient management of business processes.



Data Protection

We process clients' personal data in accordance with applicable legislation (GDPR), with a focus on its security and confidentiality. Protecting our clients' privacy is a matter of course for us and is handled intensively by our Compliance and GDPR department.

Supply Chain and Supplier Relations

A responsible approach to the supply chain is an important part of our ESG strategy. As a developer, we recognise that our projects have an impact not only on us, but also on the entire ecosystem of partners and suppliers.

We work with a large number of suppliers on our projects. We place great emphasis on the transparent selection of partners, fair commercial terms and compliance with ethical and environmental standards. We prefer to work with local firms and long-term partners, with whom we can jointly improve the quality of project delivery and minimise risks in the supply chain.

Areas of Operation of Key Suppliers to Lucron as the Managing Company:	Areas of Operation of Key Suppliers for the Construction of Lucron's Projects:
∘ office and its facilities ∘ insurance companies and banks ∘ staff training ∘ recruitment agencies ∘ legal services ∘ telecommunications services ∘ accounting, auditing and tax consultancy ∘ other	∘ design and architectural firms ∘ engineering services ∘ surveying services ∘ construction sector ∘ the banking sector and insurance companies ∘ advertising agencies ∘ other



Transparent Tendering Procedures

When selecting suppliers and contractors, we proceed transparently and in accordance with clearly defined criteria. Tendering procedures are conducted in such a way as to ensure equal opportunities for all participants and to ensure that decision-making is objective and documented.

We assess not only price, but also quality, experience, references, completion deadlines and the supplier's ability to meet the project's requirements.

When selecting suppliers and partners, we give preference to organisations that uphold the same values and standards of ethics, environmental protection and social responsibility. Our suppliers hold certificates for the ISO 9001:2016 quality management system, the ISO 14001:2016 environmental management system and the STN ISO 45001:2019 occupational health and safety management system.

Preference for Local and Regional Suppliers

When carrying out our projects, we prioritise working with local and regional suppliers, provided they meet the required quality and technical standards. This approach supports the local economy, creates job opportunities in the region and, at the same time, helps to reduce supply chain distances. Working with local companies enables us to communicate more effectively, respond more quickly to project needs and build long-term partnerships. At the same time, this strengthens the positive economic and social impact of our activities in the areas where we operate.

More than 95 % of our suppliers and partners are based in Slovakia.

During the 2025 reporting period, Lucron Group, a.s. collaborated with more than 250 suppliers. The total value of payments made to suppliers for the period from 1 January 2025 to 31 December 2025 amounted to more than 3,900,000 euros. In 2025, we did not record any significant changes in our supply chain. We fulfil our obligations to suppliers within the agreed timeframes.



Focus on Quality and Long-Term Partnerships

We build long-term partnerships with our key suppliers and contractors, based on mutual trust and a shared commitment to high-quality delivery. We do not focus solely on one-off supplies, but actively collaborate on the continuous improvement of processes, communication and the quality of the final work.

A PROVEN PARTNERSHIP WITH L-CONSTRUCTION

The quality of Lucron's projects is also underpinned by a long-standing partnership with the main contractor, L-Construction, which has carried out the majority of our projects.

> "For us, the quality of construction is an absolute priority. Over the years of working with Lucron, we have established processes and standards that guarantee a reliable result every time. And we are also aware that each of our projects serves as a reference for us for decades to come," says Michal Porubský, director of L-Construction.

The best evidence of this approach can be seen in the Urban Residence project in Bratislava and Arboria in Trnava, where hundreds of satisfied residents now live. These projects, completed years ago, have stood the test of time and demonstrate on a daily basis the quality of the materials, technologies and craftsmanship used.

Risk Management in the Supply Chain

Risk management is an important part of our responsible approach to construction. We recognise that the quality, safety and reliability of our projects depend not only on our internal processes, but also on the performance and approach of our suppliers and contractors. We therefore systematically monitor key areas and respond promptly to any deviations.

- **Supplier monitoring** – We continuously monitor compliance with contractual obligations, the quality of supplies and adherence to deadlines.
- **Health and Safety Inspections** – Health and safety at work is a priority for us. We regularly carry out inspections on construction sites to ensure compliance with health and safety regulations, the use of personal protective equipment and safe working practices.
- **Handling of any breaches** – Should we identify any breaches of contractual, safety or ethical requirements, we take consistent and transparent action.

Projects Benefiting the Public and Local Communities

As a developer, we take a holistic approach to our projects – not only with the aim of achieving a financial return, but also with the ambition to create value for the public and local communities. We believe that high-quality construction should contribute to improving the environment in which people live, work and spend their leisure time.

When planning and implementing projects, we therefore place emphasis on creating high-quality public spaces that are accessible, functional and aesthetically pleasing. Our projects include parks, squares, pedestrian zones, playgrounds, green spaces and other features that support community life and enhance the quality of life in the surrounding area.

In addition to the construction work itself, we actively support local communities through collaboration with cities, city districts and local initiatives. Our aim is to be a partner that contributes to the sustainable development of the area and creates spaces where people feel at home.

In this chapter, we present the projects and activities through which we have contributed to the public good and strengthened local communities during the period under review.

LUCRON AT THE START WITH CHILDREN SUMMIT

In May 2025, we took part in the international Start with Children Summit at the Old Market Hall in Bratislava. As a partner of the event, we supported an important dialogue on the future of urban planning and quality housing for families. The event's main theme was 'Let's Give Cities Back to Children: How to Create Vibrant Neighbourhoods and Communities', and over the course of two days it brought together more than 40 renowned experts from the fields of urban planning, architecture and the social sciences, as well as representatives of local authorities and public policy makers.

Lucron was represented by Slavomír Habánik – Development Director, who discussed the importance of collaboration between developers and architects in creating sustainable, functional and high-quality residential neighbourhoods during the panel discussion 'Client and Architect Dialogue: How to Achieve Innovative Models of Family Housing'.

Our project, Urban Residence, was highlighted as an example of successful collaboration. It creates meaningful spaces where people not only reside but also live – with everything that goes with it: a community, high-quality public spaces and accessible services.



Nesto

The year 2025 marked the first full year of operation for Nesto's residents, and the neighbourhood began to thrive as a community. As a responsible neighbourhood, we encouraged physical activity and an appreciation of local history, whilst gradually laying the foundations for new services and spaces that Nesto will offer as early as 2026.

FIRST NEIGHBOURHOOD GATHERINGS AND ACTIVITIES

In June 2025, residents came together for the first neighbourhood event – Community Day – which combined history, exercise and entertainment. Visitors were able to enjoy guided tours with Juraj, a historian from the 'Tak bolo' podcast, a barbecue and a host of activities for children. This was followed in September by a community barbecue, which already had a distinctly neighbourly feel. The atmosphere at the end of the year was further enhanced by the lighting of the Christmas tree, which brought a peaceful and festive mood to the neighbourhood for the residents.

SUPPORT FOR PHYSICAL ACTIVITY AND LOCAL HISTORY

The year 2025 was also significant in terms of supporting communities and social activities.

We provided financial support to the Sport Institute civic association and, in collaboration with the Petržalka city district, we once again supported the free swimming programme for children from Petržalka's primary schools this year.

At the same time, we established a partnership with the nearby military bunkers, Bunker BS-8 Hřbitov and Bunker BS-6 VRBA. We firmly believe that even small steps help to keep history alive and accessible to everyone.



NESTO FOR CYCLISTS

One of Nesto's main advantages is its location. It is situated just a stone's throw from the city centre, yet is surrounded by nature and tranquillity, which sets it apart from other projects. What's more, you can easily access the network of cycle routes directly from the neighbourhood by bike. As early as 2020, we began promoting cycling when we built the first cycle route running along Kopčianska Street.

Our plans for cycling infrastructure do not end there. As Nesto grows, we will gradually introduce dedicated cycle paths and shared spaces – accessible to cyclists – throughout the entire neighbourhood.

We are thinking of cyclists not just outdoors, but indoors too. Currently, in the Na námestí section, flat owners will find a lockable bicycle storage room and a special shower, allowing them to clean their bikes and keep them in top condition. The installation of surface-mounted bike racks is also a standard feature of every phase of Nesto.





PLAY AREAS IN NESTO

A high-quality public space is a place where long-term neighbourly relationships are built, and which adds value to any modern residential development. That is why we entrusted the street furniture – from benches to litter bins – to the internationally renowned Czech company mmcité, which has specialised in the development, design and manufacture of street furniture for three decades.

At Nesto, a modern children's playground featuring distinctive elements made from oak and larch – sustainable natural materials – has also been created in the inner courtyard of the first three residential blocks.

PARKING IN NESTO

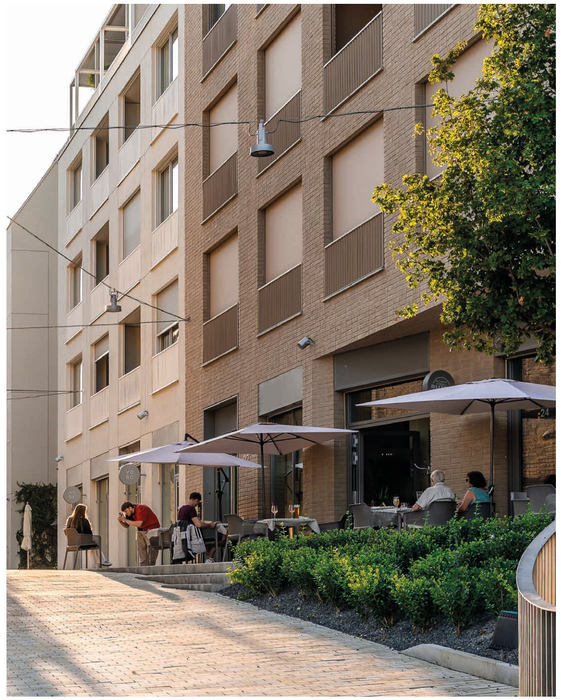
We realise how important it is to have somewhere to park. That is why we have built almost 100 new parking spaces, which can be used not only by Nesto residents but also by their visitors. We have handed over the management of these parking spaces to the Petržalka district council.

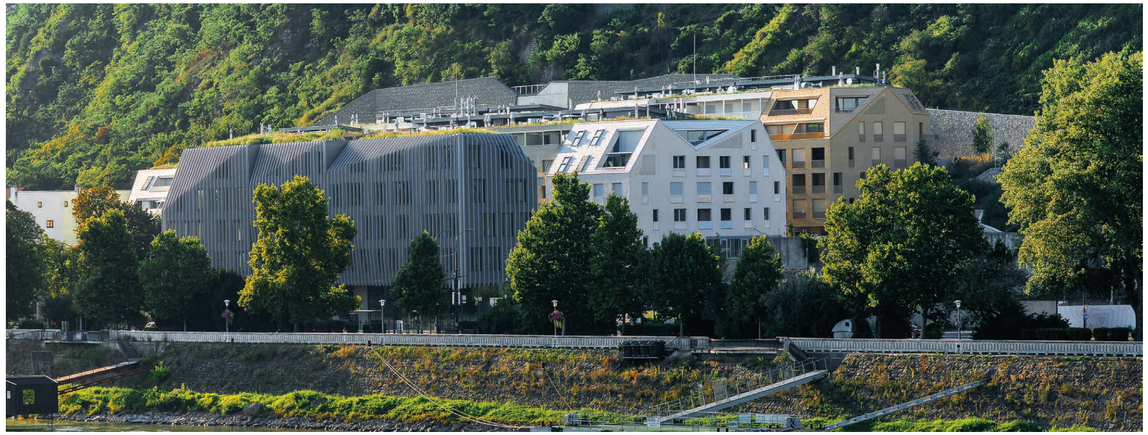
Vydrica

In 2025, we entered the next phase of the Vydrica project and commenced construction of a building directly above the Water Tower. The V4 residential building represents a significant milestone for the entire project. It is situated in the heart of the revitalised Podhradie district, with views of the Water Tower landmark and the Danube embankment.

MODERN ARCHITECTURE WITH RESPECT FOR HISTORY

The V4 building was designed by the architectural practice šujan_stassel, which sensitively blends modern architecture with the historic setting of Bratislava's Podhradie district. The building has been divided into three sections, thereby respecting the original layout of the site. The raised ground floor is designated for shops, above which are three full storeys and two recessed storeys containing flats. The building is crowned with sloping rooflines, thereby echoing the traditional built environment. The façade features brick cladding in a muted terracotta shade, with an emphasis on detail and the variety of patterns that distinguish the individual sections of the building. The glazed areas and terraces are fitted with shading elements to enhance comfort.





A NEIGHBOURHOOD WITH A STRONG SENSE OF COMMUNITY

Vydrica is gradually transforming into a community of active city dwellers with a strong identity and high-quality public spaces. Events are already taking place in the neighbourhood, and high-quality establishments such as Bistronomy, Ristorante Italiano da Cono i tre somari and OST BLOCK are already in operation.

The plans also include the regeneration of the Water Tower site, on which we are collaborating with heritage conservationists and the city council – following the renovation, the site will be opened to the public as another community hub in the new neighbourhood.

NEW TRAM STOP

From 29 March 2025, Vydrica will also be accessible via tram number 4, which offers an eco-friendly and convenient mode of transport.

'FACADE OF THE YEAR 2025' AWARD

During the period under review, the Vydrica project also won the 'Facade of the Year 2025' award in the Creative Structures and Design category. The competition annually recognises architectural works that combine the inventiveness of their creators with the quality of the materials used, whilst also enhancing the environment of our towns and countryside. Vydrica succeeded against strong competition from more than 100 entries from across Slovakia. "**The expert jury particularly praised the high quality of the architecture and the precise craftsmanship, which together create an authentic and valuable urban space.**"

We see this award as strong confirmation that integrating modern architecture with its historical context makes sense.

It creates value that enriches the lives not only of residents but also of visitors to Bratislava.



Arboria

For more than fourteen years, Arboria has been a neighbourhood where residents take centre stage. The close-knit community regularly comes together for neighbourhood events that are popular with residents of all ages.

During the period under review in 2025, the most popular activities included St Nicholas's visit, Halloween pumpkin carving, a summer barbecue and an Easter egg hunt, which has become a favourite family tradition.

NEW SERVICES RIGHT IN THE NEIGHBOURHOOD

In 2025, Arboria also saw an expansion of its community facilities. The Health&Balance Centre Sorrisso General Practice Clinic for adults has set up its new premises here; together with the SK Dental Clinic and the iDentic dental practice, it provides comprehensive healthcare right in the neighbourhood.

A FULLY-FLEDGED URBAN NEIGHBOURHOOD

Arboria is not just a collection of apartment blocks, but a well-planned urban district. This is further confirmed by its excellent transport links – access to the ring road and motorway, a public transport stop and a cycle path that connects you to the rest of Trnava in just a few minutes. An added bonus is the abundance of green spaces, which stretch across almost the entire neighbourhood and serve as a public park. The newly built Relax Park is a haven for sports enthusiasts, whilst 10 unique children's playgrounds are available for children in the inner courtyards.

The 'Na námestí' phase aims to become the natural centre of the whole of Arboria. The phase will include the construction of relaxation areas, playgrounds and plenty of green spaces. This will create another space where neighbours will enjoy meeting up.



Rakyta

Rakyta offers community living with a family atmosphere in 1- to 4-room flats situated in low-rise buildings, which will be surrounded by plenty of greenery and high-quality public spaces.

DEVELOPING COMMUNITY LIFE

The year 2025 marked Rakyta's first major milestones and laid the foundations for both a new neighbourhood and a strong community.

During the Open Day in September, visitors had a unique opportunity to discover the modern Rakyta and take a look inside the show flats. The Open Day offered a programme that delighted not only parents but also children. The Open Day also included the inaugural Rakyta Run – a run for adults and children alike, which created the first shared moments even before the neighbourhood begins to thrive as a community.

RAKYTA SUPPORTS SOFT MOBILITY

When planning and designing public spaces in Rakyta, we focus on promoting walking, cycling and public transport. This includes the design of pavements and cycle paths, as well as safe junctions and pedestrian crossings. At the same time, we will ensure that public spaces are accessible to everyone, including people with reduced mobility. We are investing in infrastructure that supports soft mobility, building cycle racks and creating space for electric vehicle charging points.

The location in Devínska Nová Ves will enable residents to make the most of the wealth of opportunities for relaxation and leisure activities in the countryside. The neighbourhood is linked by footpaths and cycle routes leading to Devínska Kobyla, Sandberg, along the River Morava as far as Devín, and into Austria via the Freedom Cycle Bridge. In the first phase of Rakyta, a section of the cycle route will be built, which will connect to other planned routes within the project.

Residents of the new Rakyta neighbourhood will be able to reach the centre of Bratislava by train in just 20 minutes. The construction of a city railway interchange, known as the Integrated Passenger Transport Terminal (TIOP), is planned near the project site. The project also includes provision for a future tram line.



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Current Projects

WHAT WE HAVE MANAGED TO ACHIEVE



Vydrica

- We contributed to the redevelopment of the Danube promenade from River Park to the SNP Bridge
- We have preserved the historic character of the area below the castle and built on its rich history, which is reflected in the design and materials used
- We have preserved the ice pits, which are now open to visitors and the public
- We built a tram stop called ‘Vodná veža’
- We have supported the development of the local community by organising various events
- We have built high-quality facilities and expanded public amenities for the residents of Vydrica and the wider public



Arboria

- We have already handed over two roundabouts to the city of Trnava
- We have built public spaces for residents
- We have launched a rental housing scheme
- We have built the Relax multi-purpose sports ground
- A park for residents and the general public
- We have breathed new life into a peripheral part of Trnava
- We have launched a bike-sharing scheme in Trnava and promoted low-emission transport for residents
- We organise regular neighbourhood events and activities to build the community
- We have expanded facilities for residents and the wider public



Nesto

- We have refurbished the Kopčianska–Bratská junction and built new infrastructure
- We have opened Nesto up to experiential learning in collaboration with EDULAB
- We have planted around 600 trees and 1,642 shrubs, mainly grouped around the boundaries of the site as well as along the national border, and we plan to plant more next year
- We have revitalised and developed the area around the bunker so that it can also be used by the general public – we have added gazebos, benches and barbecue facilities
- We have built the first cycle path, which runs along Kopčianska Street
- We have provided financial support to the Sport Institute civic association and organised swimming lessons for children
- We have built high-quality playgrounds for local residents and the wider community
- We have established cooperation with the nearby military bunkers

Completed Projects

WHAT WE HAVE MANAGED TO ACHIEVE



Malé Krasňany

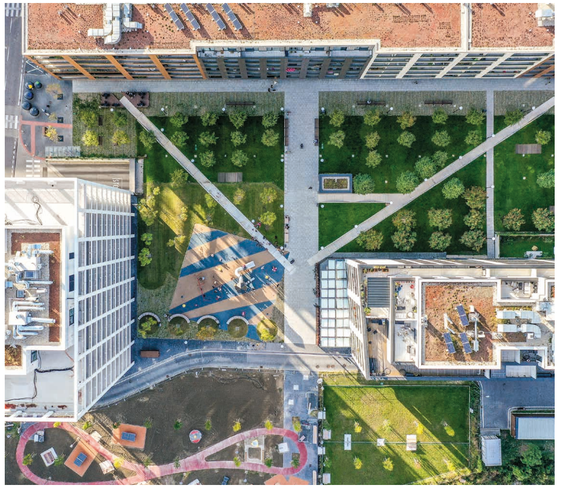
- We have built and provided our first retail outlets as part of our projects for local residents
- We have converted two-thirds of the undeveloped areas into play areas for children and adults, with benches and trees
- We have built a direct link to the network of cycle routes and footpaths
- We have organised annual neighbourhood events to build relationships and foster a sense of community





Urban Residence

- As part of the project, we have built a multi-purpose park in the wider centre of Bratislava
- We have built our first Urban Street Retail, which features a number of smaller shops conveniently accessible from the street
- In 2024, Urban Residence was awarded the prestigious 2024 Architecture Prize.



Meaningful Partnerships

Education matters to us

Our CEO, Zoltán Müller, has long been an active supporter of education, as evidenced by his personal involvement in the Change for Slovakia initiative. Thanks in part to this, as a company we are committed to contributing to areas related to our business.

IN 2025, WE SUPPORTED THE ‘SUMMER CLASS’ EDUCATIONAL PROJECT WITH A FINANCIAL CONTRIBUTION BY PURCHASING CHARITABLE ADVERTISING.

This project provides outdoor learning, a change of scenery and direct contact with nature for pupils at the Deutsche Schule Bratislava. In this way, we helped to raise awareness of the project and supported educational activities aimed at children and young people.







WE SUPPORT YOUNG TALENT

Lucron actively supports young people and students by providing them with the opportunity to gain practical experience directly in the workplace. In 2025, we took on a further three students to join our team under work experience agreements. We also provided work experience for several students. By working with students, we contribute to their professional growth whilst supporting the continuous development of specialist skills within the sector, thereby contributing to a sustainable future for the entire industry.

WE CONTRIBUTED TO THE MODERNISATION OF THE STU STUDENT ZONE

In March 2024, a new, modern and inspiring student space at STU was successfully completed. We supported this project through a financial donation from our charity, Lucron Helps. We believe that even through these small steps, we are helping to develop the Slovak construction industry and supporting skilled and talented students in this field so that, in the future, they can positively influence the urban development of our city and the country.

STUDENT EXCURSIONS

In collaboration with a lecturer from the Faculty of Civil Engineering at STU in Bratislava, we have organised several excursions for students in recent years, particularly



to the Vydrica project. We strive to show students how they can apply the theory they have learnt at university to practice, and we provide them with all the relevant information about the project directly on the construction site.

COLLABORATION WITH EDULAB

Visitors to Nesto can read the educational display boards which we installed in the Nesto area in collaboration with Edulab during 2023 and 2024. The boards broaden horizons in the fields of history, natural sciences and social sciences. These panels create a space for experiential learning and interactive exploration of history in a natural setting. This is a modern approach to education that encourages a deeper interest in history and contemporary social issues.

The Lucron Helps Civic Association



As the Lucron Helps Civic Association, we focus primarily on environmental protection and development, education, humanitarian and social aid, health protection and promotion, as well as on assisting people with disabilities, children, young people and the general public.

Thanks to the Lucron Helps Civic Association, we were able to provide aid totalling over 10,000 euros in 2025.

Support for the Homeless

We have been supporting the non-profit organisation VAGUS for five years now. We established our partnership with the VAGUS civic association in 2020. We gradually became involved in their 'Medzimiesto' integration programme, which involves covering rent and providing material assistance to clients when they move into accommodation. We chose this programme precisely because it is closely linked to our core activity – providing housing for people who have the potential to turn their lives around.

At the end of the calendar year 2025, we once again supported Vagus with a financial donation.

Free Swimming Lessons

Thanks to the collaboration between the Petržalka district and the Sport Institute civic association, and financial support from our company, 1,560 children from Petržalka gained access to basic swimming lessons at no cost as part of their physical education lessons. Basic swimming skills are important not only for children's safety in the water, but also for ensuring their healthy physical, mental and emotional development and well-being.

All primary schools in Petržalka (with the exception of Pankúchova, which has its own swimming pool) took part in the project, representing 71 classes with 1,560 pupils.

The free swimming lessons at the Petržalka Swimming Pool will form part of the schools' educational programme within the physical education curriculum. **Each pupil will therefore complete five swimming lessons, with the sessions running until 28 March 2025.**

The free swimming project would not have been possible without our financial support.

> "Through Nesto, we are working on a range of activities to create an environment here with high-quality facilities for sport and active leisure. We are convinced that it is precisely this kind of environment that improves quality of life and motivates residents to adopt a healthy lifestyle. We regard swimming as a key skill and believe that this programme will not only give children a greater sense of safety in the water, but may also introduce them to sport in general."

Slavomír Habánik, Development Director at Lucron.

Who Did We Help through Lucron Helps In 2025?

Bradlo Bike

We contributed to the organisation of the Bradlo Bike cycling event (Bradlo Time Trial). This is a traditional cycling race organised by the Bradlo Bike cycling club in Brezová pod Bradlom. Through this contribution, we supported the development of regional sport and an active lifestyle within the local community.

Let's Save the Bunkers

We also supported the civic association OZ Let's Save the Bunkers (Let's Save the Petržalka Bunkers), which is dedicated to the preservation, restoration and opening to the public of historic military bunkers in Petržalka. These structures are an important part of Bratislava's cultural and historical heritage, and the association is transforming them into venues open to the public.

Support for the sporting activities of employees' children

– As in the previous year, in 2025 we allocated funds to support the sporting and leisure activities of our colleagues' children, particularly at sports clubs and dance schools.



OZ Brána do života

We made a financial contribution to social assistance for people in need as part of the activities of the Brána do života civic association. Brána do života runs a Crisis Centre – a Women's Shelter, a Halfway House and an Emergency Accommodation Facility.

Pontis Foundation

We supported the organisation and delivery of the largest corporate volunteering event in Slovakia – Our City 2025, which annually brings together companies and non-profit organisations to support activities for the public good.



Our Employees' Volunteering Activities

Our employees' voluntary work is an important part of our social responsibility. We believe that actively engaging in community support and charitable activities not only helps to improve the environment around us, but also strengthens our corporate culture and interpersonal relationships within the team.

We Have Supported the Centre for Children and Families in Bratislava

Volunteering and helping those around us have been an important part of what we do at Lucron right from the start. Especially in the run-up to Christmas, we realise that not everyone has the same background or opportunities. And that makes us all the more keen to contribute where it really makes a difference.

This year, we supported the Bratislava Centre for Children and Families – Röntgenova, which is home to 78 children. Our colleagues prepared sweet hampers for them and delivered them in person, dressed as St Nicholas, an angel and a devil.

We believe that our activities help to improve the lives of people in our local community.



Volunteering: Our City 2025

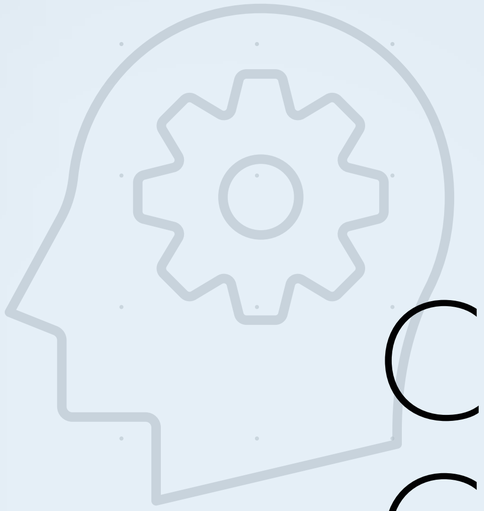
On Friday 6 June 2025, we took part in the 19th edition of the 'Our City' event, the largest corporate volunteering initiative in Slovakia, organised annually by the Pontis Foundation. The aim of this initiative is to bring together companies, their employees and local communities in a joint effort to improve the environment in which we live. This year, over 7,700 volunteers from 188 companies took part, helping with 233 projects across 53 towns and villages throughout Slovakia.

At Lucron, we believe that a good quality of life is built on strong and cohesive communities. Our Lucron clean-up team was tasked with sprucing up the nursery school on Šancová Street in Bratislava.

Together, we cleaned the entire nursery grounds, painted the fence and benches, pruned the trees and spruced up the whole area around the nursery.

Through our dedication and energy, we have helped to create a better environment for the children, the teachers and the whole community.



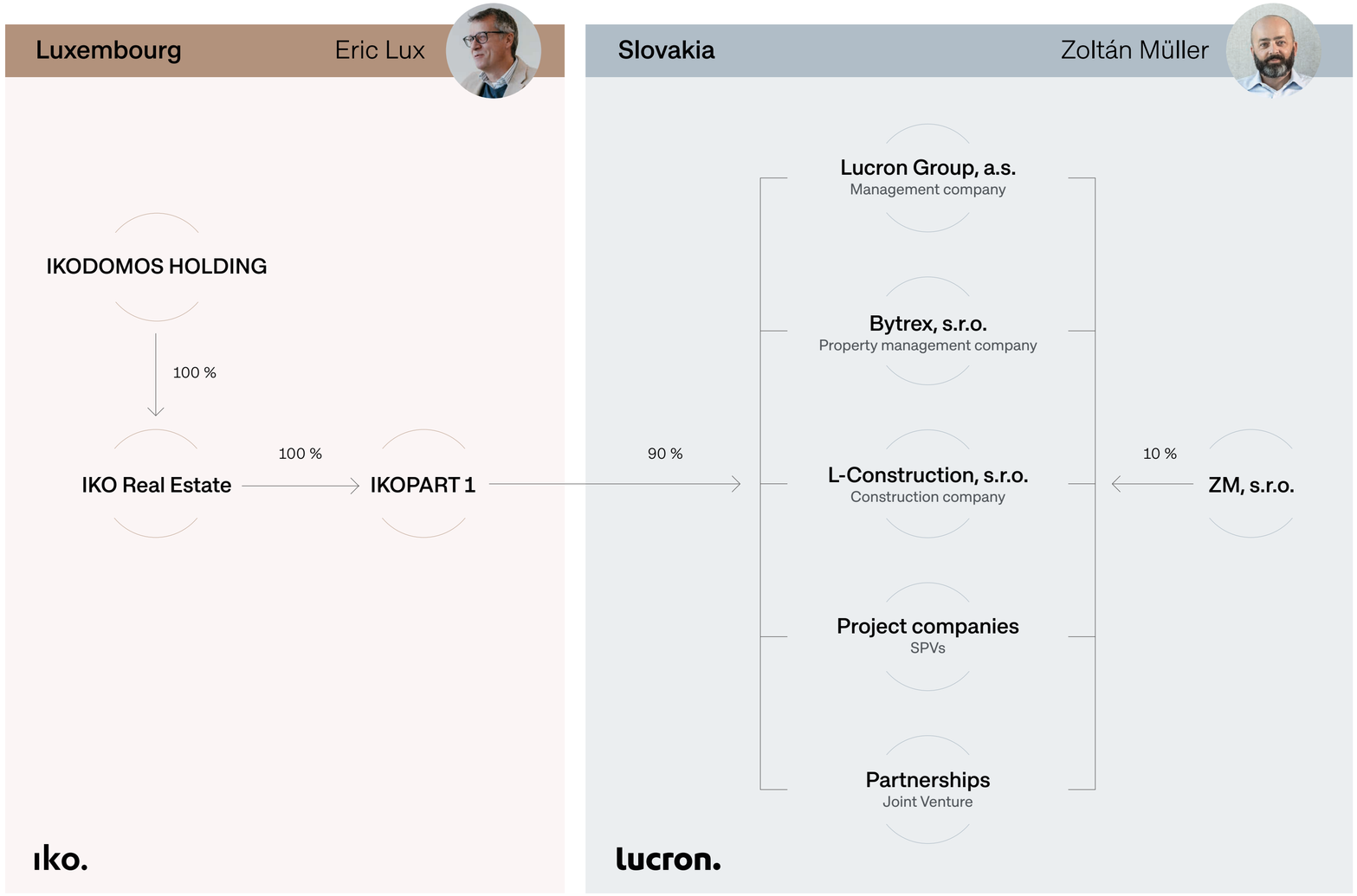


Corporate Governance

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Ownership Structure

Lucron is part of the international IKO Real Estate Group, originally from Luxembourg, which has a 30-year history in the property sector.



The Lucron Group's Business Model

Lucron Group, a.s.

is a holding company that carries out project management for individual special purpose vehicles (SPVs), through which we implement individual development projects - our products. Lucron Group oversees all activities, from land acquisition, planning, project management and financing through to marketing and final sales.

Bytrex

is a property management company providing comprehensive management of residential blocks and mixed-use buildings in Bratislava and Trnava. Bytrex oversees property management in the financial, technical-operational and legal spheres.

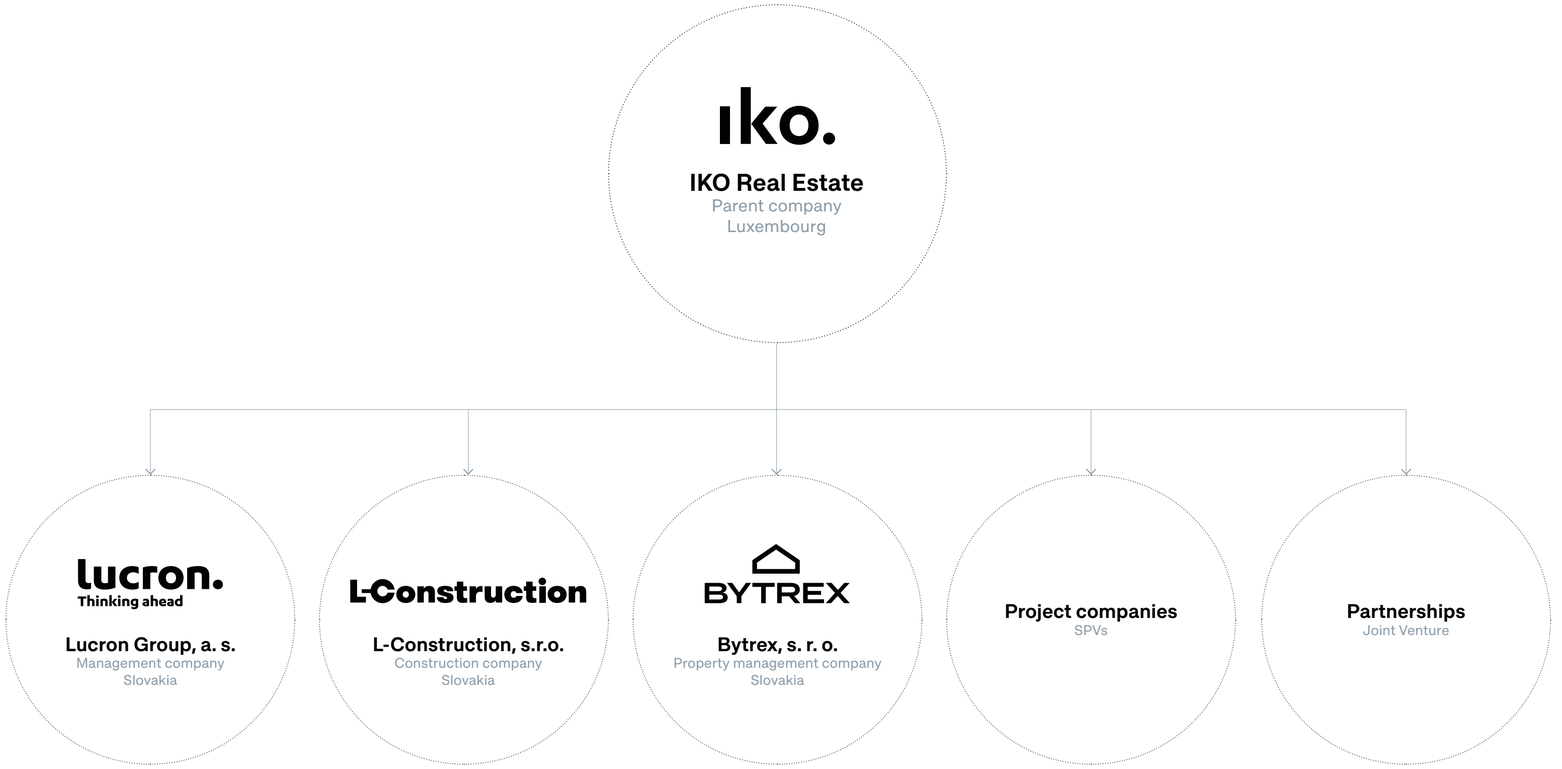
L-Construction

is a construction company specialising in residential, commercial, industrial and civil engineering projects. It has been active in the construction market since 2015. It has carried out the Malé Krasňany and Urban Residence projects for the Lucron Group. Currently, the Arboria and Nesto projects are under construction. In addition to the Lucron Group's projects, L-Construction carries out construction projects throughout Slovakia.

The group's **project companies (SPVs)** develop and implement the Lucron Group's individual property development projects.

Joint venture partners

We collaborate with joint venture partners on the Rakyta and Vydrica projects, with Lucron Group, a. s. acting as the managing company for these projects.



Lucron's Management

Company structure

Lucron is a joint-stock company, established and operating in accordance with the applicable legislation of the Slovak Republic. The company ensures compliance with all legislative requirements relating to corporate governance as set out in the laws of the Slovak Republic, in particular the Commercial Code. Lucron adheres to the Corporate Governance Code and employs full-time staff.

The governing body of Lucron Group, a.s. is the Board of Directors, which, as at 31 December 2025, comprises the following members:

Ing. Zoltán Müller – Chairman of the Board of Directors
Mgr. Zuzana Müller – Member of the Board of Directors
Mgr. Lukáš Dlugoš – Member of the Board of Directors
Ing. Juraj Ťahún – Member of the Board of Directors

The Board of Directors acts as the company's statutory body. It has the right to act on behalf of the company in all matters and to represent it in dealings with third parties, in court and before other authorities. The Board of Directors manages the company's activities and decides on all matters, unless these are reserved by law or the Articles of Association for the General Meeting or the Supervisory Board. Members of the Board of Directors are elected and removed by the company's General Meeting. The Chairman of the Board of Directors always acts and signs on behalf of the Board of Directors together with another member.

The Supervisory Board is the company's highest supervisory body. It oversees the exercise of the Board of Directors' powers and the conduct of the company's business activities. In 2024, we, as employees, elected a new employee representative as a member of the Supervisory Board.

As at 31 December 2025, the Supervisory Board consists of the following members:

Eric Lux – Chairman
Romain Mathias Joseph Bontemps – Member
Ing. Tomáš Gremeň – Member (employee representative)

Lucron's management

Lucron's management sets the direction and overall strategy of the company. Each member of the management team is responsible for their own departments and project teams, which have their own managers.



Zoltán Müller
Chief Executive Officer

Zoltán Müller is the company's CEO. He founded the company in 2005 and has been building up our operations from the very beginning. He was born in Bratislava and spent 18 years living, studying and working in Germany. He studied at the European Business School in Oestrich-Winkel, Germany, specialising in finance and international management, and in 1998 he was awarded the title of Dipl. Kaufmann. He began his career in asset management in Frankfurt am Main, but quickly turned his attention to property. After five years, he sought an opportunity to return to Slovakia and, together with his partner Eric Lux, launch property development activities.



Slavomír Habánik
Development Director

Slavomír Habánik is the company's Development Director. He is responsible for implementing the company's strategy and ensuring the timely and cost-effective delivery of development projects.



Zuzana Müller
Legal Director

Zuzana Müller is the company's legal director. She is responsible for the entire in-house legal department, managing transactions and coordinating projects from a legal perspective.



Ivana Černáková
Chief Operating Officer

Ivana Černáková is the COO of Lucron. Her key role is to lead information technology management with a focus on innovation.



Lukáš Dlugoš
Finance Director

Lukáš Dlugoš is the company's Finance Director. He joined the company in 2017 and his main responsibilities include finance, controlling and accounting for the entire Slovak group. He is a member of the board of directors at Lucron.



Juraj Ťahún
Commercial Director

Juraj Ťahún is the Commercial Director of Lucron; he is responsible for developing the commercial strategy, defining products within projects and managing the team that oversees sales, leasing and project management.

Our Values, Strategy and Philosophy

From the very beginning, we have approached project development responsibly – with an eye for detail and respect for both the environment and people. We believe that every decision has consequences, which is why we strive to act with prudence. We cannot see into the future, but we keep it in mind with every step we take.

Lucron's Strategy

We define the company's strategy in one sentence:

We cannot see into the future, but we can 'think ahead'.

For us, thinking ahead means two things:

We want to be pioneers and bring to market what others do not dare to do or do not think of.

Not recklessly, however, but on the basis of well-considered decisions supported by arguments and data. We increase our chances of success through rationality and hard work.

We always think at least one step ahead.

We assess everything from a long-term perspective and do not regard instant success as our main goal. We think about our projects not only in the context of the present, but we want them to still be working in 10 or 20 years' time.

Lucron – Values

This mindset is also reflected in the values we have upheld since Lucron's inception. Today, they are an integral part of our DNA.

AT LUCRON, WE BELIEVE IN:

sustainability

which will benefit future generations.

responsibility

which helps us to be mindful of our surroundings.

reliability

which commits us to thinking through every single detail.



A Strong Vision, Steady Growth – for 20 Years



This year marks a significant milestone in our company's history – Lucron is celebrating the 20th anniversary of its foundation. Over the past two decades, we have grown from a small but ambitious developer to become one of the leading developers in the field of sustainable urban development in Slovakia.

Over the past 20 years, we have confirmed that long-term development is the result of a responsible vision, strong values and open collaboration. It is precisely these principles that will continue to guide us.

Our ambition is to create modern, functional and sustainable urban neighbourhoods that bring value not only today, but also for future generations.

New challenges lie ahead, which we embrace with professionalism and respect for both the environment and people. Our current projects – Arboria in Trnava, Rakyta in Devínska Nová Ves, Vydrica in the historic centre of Bratislava and the Nesto project in Petržalka – are concrete evidence of our commitment to creating a high-quality urban environment that combines well-thought-out architecture with functionality and community life.





Honesty and Transparency at the Heart of Our Decisions

At our property development company, we regard honesty and integrity as the cornerstone of all corporate policies and decision-making processes. We believe that long-term trust from investors, partners, clients, suppliers and communities can only be built when our actions are transparent, ethical and in line with the highest standards of business ethics.

Recognising the importance of decent and fair behaviour towards our community and all stakeholders, we at Lucron adopted a Code of Ethics back in 2020 to guide our conduct.

WE CONSIDER THE FOLLOWING POLICIES TO FORM THE FRAMEWORK WITHIN WHICH LUCRON OPERATES HONESTLY AND RESPONSIBLY:



ANTI-CORRUPTION POLICY AND THE FIGHT AGAINST MONEY LAUNDERING

PRIVACY AND DATA PROTECTION POLICY

ANTI-DISCRIMINATION POLICY

RESPONSIBLE PROCUREMENT POLICY

EMPLOYEE WELL-BEING AND OPEN-DOOR POLICY

EMPLOYEE HEALTH AND SAFETY POLICY

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Anti-Corruption Policy and the Fight against Money Laundering

In the area of preventing money laundering and the financing of terrorism, we systematically focused during the reporting period on strengthening, continuously maintaining and further developing our internal system of measures. We regard this system as an integral part of risk management, and we have designed it to ensure compliance with the relevant legislation, in particular Act No. 297/2008 Coll., as well as with related regulatory and methodological guidelines. At the same time, this approach helps to protect the company's reputation and strengthen trust on the part of clients, business partners and supervisory authorities.

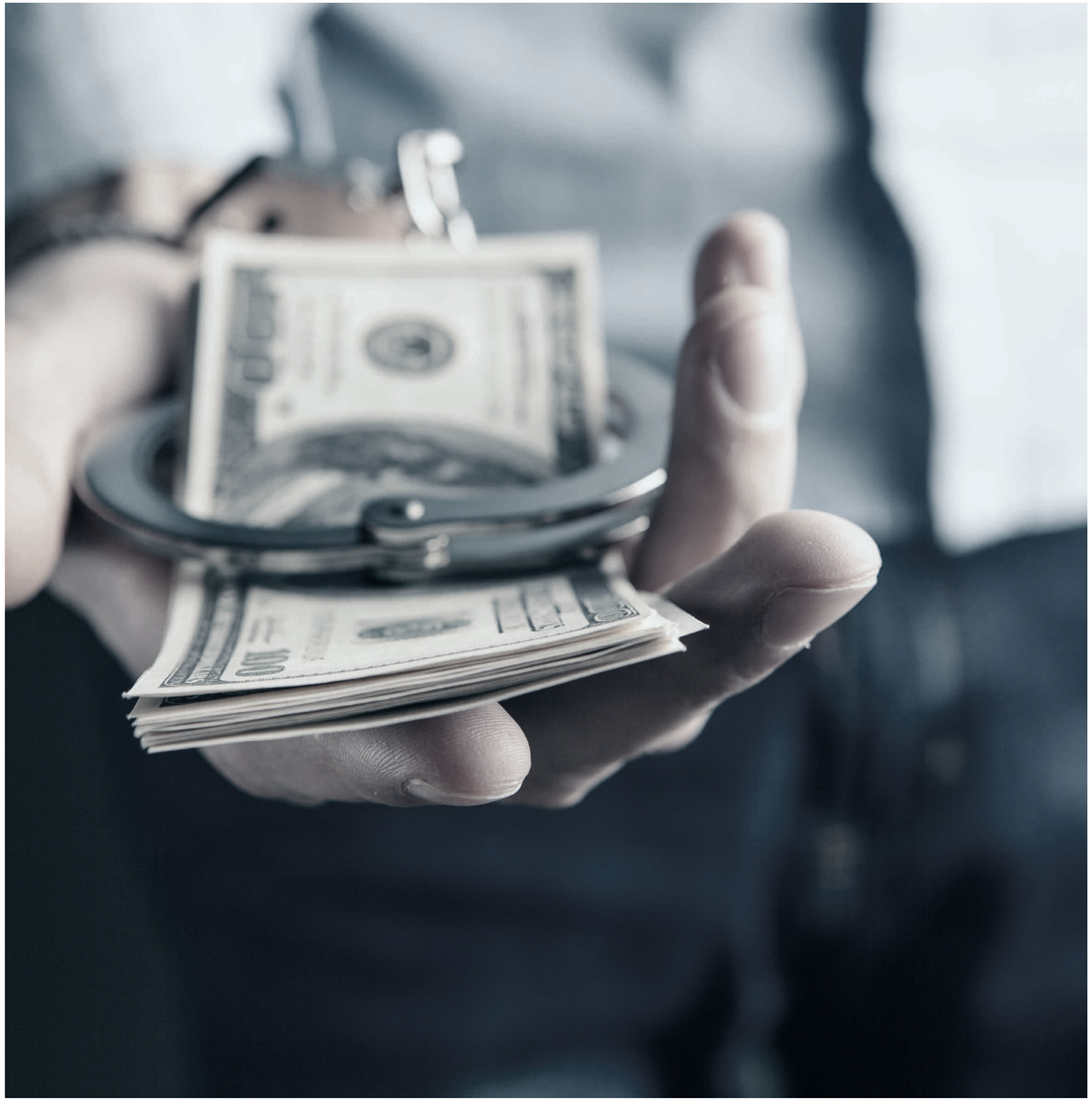
Following legislative changes coming into force in 2025, we have revised and updated our internal policy, the AML Manual and Due Diligence Procedure. A key aspect of this update was a significant overhaul of the client questionnaires, which are the fundamental tool for carrying out customer due diligence. The questionnaires have been expanded to include new mandatory information and structured to enable the systematic collection of information on the client's ownership structure, ultimate beneficial owners, economic profile, sources of income and sources of assets, as well as the purpose and intended nature of the business relationship.

At the same time, we have incorporated elements into the questionnaires to enable a better assessment of client risk, including questions aimed at identifying politically exposed persons and factors influencing the client's overall risk profile. The aim of these amendments was to ensure the consistency of the data collected, to make the data easier to evaluate and use and subsequent usability when applying a risk-based approach.

Following these changes, we have also refined the related internal procedures, particularly in the areas of client risk assessment, ongoing monitoring of business relationships and the documentation of actions taken. The amendments were also aimed at strengthening the verifiability of individual steps and ensuring their traceability within the framework of both internal and external controls.

In connection with the implementation of the aforementioned changes, we organised specialist training for staff, aimed at promoting a consistent interpretation and practical application of the updated requirements. The training focused primarily on the correct completion and assessment of client questionnaires, the identification of risk factors, and the practical application of internal procedures.

In 2026, we are preparing to introduce a new internal tool to support processes in this area, the aim of which is to promote the digitisation and automation of client data processing, increase the efficiency of working with questionnaires, and enhance the transparency of individual tasks. We expect that the implementation of this solution will contribute to greater consistency in decision-making and to the overall streamlining of the management of this agenda, whilst maintaining full compliance with regulatory requirements.



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Privacy and Data Protection Policy



In 2025, we continued to pay close attention to IT activities and focus on areas relating to data protection, personal data, electronic communications, information systems and cyber security.

Personal Data Protection

In the area of personal data protection, we continued to systematically strengthen our internal framework in 2025 with the aim of ensuring compliance with the requirements of the General Data Protection Regulation and Act No. 18/2018 Coll. We regard the protection of personal data as an important part of risk management, the internal control environment and the responsible conduct of our business activities.

We process the personal data of employees, clients, business partners and suppliers in accordance with the principles of lawfulness, transparency, proportionality, data minimisation, purpose limitation, accuracy and security of processing. We make information on the processing of personal data available via our website, contractual documentation and related internal procedures, whilst also placing emphasis on the verifiability of the measures taken and the consistent application of internal rules in practice.

During 2025, we incorporated relevant legislative changes into our internal regulations and processes, whilst also updating our documentation in line with a number of internal changes.

Particular attention was required for project activities related to the organisation of events, photo shoots and the associated documentation, as well as ongoing updates to documents resulting from structural changes within the companies.

At the same time, we continuously monitored developments in the field of data protection, including selected changes relating to communication rules and direct marketing. In this way, we ensured that internal guidelines, working procedures, information obligations and related documentation remained in line with the applicable legal framework and the company's practical needs.

In 2026, we plan to continue further optimising the personal data protection system, in particular by incorporating anticipated legislative changes into internal documentation, control mechanisms and operational processes. We intend to focus in particular on amending internal regulations in line with the forthcoming new national legislation, reviewing information obligations, revising forms, assessing and reviewing our data-protection impact assessment processes, and continuously evaluating the adequacy of technical and organisational measures.

Cyber Security

In 2025, at Lucron, we focused primarily on continuing the systematic digitalisation of our processes, with an emphasis on improving operational efficiency, data quality, risk management and information security.

In the area of tenancy management, we successfully implemented the Chastia platform, which has become a key tool for comprehensive tenancy management. The roll-out of the system has brought a higher degree of automation, improved data accessibility and more efficient management of business processes.

To support project management and construction delivery, we have introduced the Dalux solution, which centralises the management of project documentation and ensures it is easily accessible to all stakeholders. The digitisation of documentation has significantly streamlined project coordination and simplified operational work directly on site.

In the area of AML (Anti-Money Laundering), we have developed our own internal system for recording, monitoring and assessing the riskiness of transactions. The solution also includes the implementation of a qualified electronic signature for AML questionnaires and booking contracts, which provides clients with a more convenient digital process, reduces the administrative burden and supports the company's environmental goals by minimising paper-based documentation.

Tests carried out in 2025 confirmed the high level of security of the information systems, whilst the findings identified were of minimal scope and were promptly rectified.

Significant attention was also paid to the areas of cyber security and personal data protection. By implementing a centralised authentication system and Single Sign-On (SSO) for the CRM platform, we have strengthened access controls and enhanced the security of user identities.

In line with the principles of continuous cyber risk management, the company continues to carry out regular vulnerability assessments of its systems.

Anti-Discrimination Policy

Within our property development company, we regard adherence to the principles of equality and non-discrimination as a fundamental pillar of the social aspect of ESG. We are committed to creating an inclusive working environment and equal opportunities for all employees, suppliers, partners and members of the communities in which we carry out our property development projects.

Our anti-discrimination policy is based on current Slovak and European legislation (in particular Act No. 365/2004 Coll. on equal treatment and protection against discrimination) and on international standards. The company does not tolerate any form of discrimination on the grounds of gender, age, race, skin colour, ethnic origin, nationality, citizenship, language, religious belief, disability, sexual orientation, marital or family status, political or other views.

Given the nature of our business, this policy applies in particular to the following areas:

- **RECRUITMENT AND WORKING CONDITIONS**

  – equal opportunities in the selection of staff, project teams, foremen, technicians and administrative staff. All selection processes are transparent and based solely on professional qualifications and competencies.

- **SUPPLY CHAIN**

  – we require our main contractors and subcontractors to adhere to the same principles of non-discrimination. When selecting partners and consultants, we take into account quality and professional competence, not personal characteristics.

- **SALES AND RENTALS**

  – equal terms, equal care and equal service for all those interested in buying flats or renting premises, without distinction.

- **RELATIONSHIP WITH COMMUNITIES**

  – we respect all sections of the population, both when preparing projects and when communicating with residents. Our neighbourhood are open not only to our clients but also to the public – benches, playgrounds and pedestrian crossings do not exclude older people, children, people with disabilities or those with pushchairs.



Responsible Procurement Policy

When selecting suppliers and partners, we give preference to organisations that uphold the same values and standards of ethics, environmental protection and social responsibility. All collaborations are based on transparent and fair rules that minimise the risk of conflicts of interest and unethical practices.

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Employee Wellbeing and the Open-Door Policy

At Lucron, we have long been committed to fostering a strong corporate culture and strive to create a pleasant and functional working environment. This approach is reflected in particular in our regular efforts to strengthen team spirit and good workplace relationships, our benefits package and, last but not least, our ‘open-door’ policy.

WE STRIVE TO PROMOTE OUR EMPLOYEES’ WELLBEING IN SEVERAL WAYS:

We place great importance on strong interpersonal relationships in the workplace, which enhance our employees’ satisfaction and wellbeing. We consider organising team-building activities and social events to be very important, which is why, as a company-wide team, we regularly meet outside the workplace several times a year.

Through a functional working environment, we create suitable working conditions that enhance our employees’ comfort and productivity.

We support a healthy work-life balance.

We provide our staff with opportunities for regular training and further education, which help them to develop and fulfil their professional ambitions.

We actively promote a healthy lifestyle by providing a Multisport card, company yoga sessions and group running events.

We offer employees the option to work from home once a week, subject to approval by their line manager.

Health and Safety Policy

At Lucron, the health and safety of our employees, contractors and all those involved in our projects is an absolute priority. We are committed to creating and maintaining a safe working environment that minimises the risks of accidents, occupational illnesses and adverse health effects.

COMPLIANCE WITH LAWS AND STANDARDS

All the company’s activities are carried out in accordance with applicable legislation on health and safety at work, as well as with internal standards and guidelines. Upon joining the company, and subsequently in accordance with applicable legislation, every employee is familiarised with the regulations concerning occupational health and safety, as well as with fire safety regulations. This process has been carried out via e-learning for several years. The test, which every employee must take, is conducted electronically and is compulsory. A member of staff from the Human Resources department oversees its completion.

RISK PREVENTION AND CONTROL

We systematically identify and assess workplace risks and take measures to eliminate or minimise them. We also regard sufficient physical activity as part of health promotion, which is why we provide staff with regular yoga classes, back-health exercises and Multisport cards.

RESPONSIBILITY AND PARTICIPATION

Every employee is responsible for complying with health and safety rules and actively contributes to creating a safe working environment. The company’s management provides the necessary resources and support for the effective management of health and safety.

RESPONSE TO INCIDENTS

We are committed to promptly addressing all work-related accidents, occupational illnesses and other incidents, with a focus on investigating the causes and implementing measures to prevent recurrence.

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Risk Management

As a group, we face risks relating to our property development activities. We closely monitor the current situation and its impact on our company's business activities.

Risks Monitored

WAR SITUATION

Particular attention is being paid on an ongoing basis to the continuing military events in Ukraine. We regularly review current developments, available information and expectations for the future, analyse possible scenarios and assess their potential impact on financial performance, energy prices and availability, inflation trends, risks arising from rising prices of raw materials and supplies, a possible reduction in the availability of building materials, a decline in the market value of assets, a fall in purchasing power and living standards, and the effects on the development of interest rates for mortgage loans as well as project finance loans. The gradual decline in interest rates in 2025 may come under pressure again in the event of a rise in inflation, and these factors have the potential to negatively affect the pace of flat sales as a result of reduced purchasing power and a fall in demand. We take market developments and the potential for possible impacts into account in both our operational and strategic decisions.

Given that we do not operate in the Ukrainian or Russian markets, we are not aware of any direct links to these regions; the ongoing armed conflicts and the sanctions imposed do not have a direct impact on our strategic focus, our objectives or our liquidity position, as the



Identified Risks and Their Impacts

We anticipate indirect negative impacts on our activities arising from the above-mentioned risks, which increase market uncertainty, affect the pace of property sales and have a negative impact on the population's purchasing power, alongside reduced access to finance. Pressure to increase input costs persists, and this may be exacerbated by the conflict in the Middle East, mainly as a result of a significant rise in oil prices and a reduction in its availability, as well as the costs of preparing and implementing planned projects and those currently under construction; there is a possibility of a slowdown in the construction of projects currently under way in the event of a shortage of input materials, as well as the risk of potential disruption to supply chains. The combination of these impacts and risks may lead to a delay in the commencement of construction on planned projects compared with the original schedule, in order to minimise financial impacts and align the pace of sales with market conditions. The financing of individual projects and the safeguarding of liquidity will be adjusted to any changes in project timing.

Based on the identified risks and both the already visible and potential future impacts, we are taking these into account in our plans. In the long term, despite the continuing complex and uncertain market situation, we are basing our outlook on sustained demand for housing given the long-term shortage of flats in the regions where the companies belonging to the Lucron Group are concentrated, and we anticipate that the increased initial costs of project preparation and implementation, as well as higher financing costs, will be reflected in the final sale price.

Risks Relating to IT and Data Protection

In 2025, we continued to pay close attention to IT activities and focus on areas relating to data protection, personal data, electronic communications, information systems and ensuring and strengthening cyber security. To date, the company has not experienced any cyber-attacks, data breaches or any adverse incidents relating to the protection of personal data.

As already mentioned, given the rise in uncertainty, the large number of factors and the complex situation at a global level, combined with unfavourable macroeconomic developments in the Slovak Republic, it is currently practically impossible to predict with any greater accuracy the future effects and impacts on the company and the Lucron Group, its activities and financial position, and to quantify them.



Price Risks

Price risks for our company primarily include the risk of rising prices for building materials and labour, as well as the risk of falling selling prices in line with market developments. The development process encompasses all activities associated with each individual project, starting with the acquisition of land or property (e.g. the risk that the relevant acquisition will not go ahead), through the conceptual and design phase (e.g. the risk that the project parameters will not meet market requirements), the planning permission phase (e.g. the risk of delays in this phase), the construction phase (e.g. the risk of defects, delays and increased construction costs), the letting and management of properties, right through to the sale or letting of specific properties.

The implementation of Lucron's strategy and the subsequent achievement of its financial and investment objectives under current or future market conditions may not be fully realised and may adversely affect the company's economic and financial results and prospects, for example, by failing to pass on rising costs in full to the prices of properties sold. Liquidity risk may materialise in the event of a significant negative market trend (such as a sharp fall in property prices coupled with a significant slowdown in the pace of sales), thereby limiting the ability to realise its assets at a reasonable price within a reasonable timeframe, or in the event of unforeseen circumstances (e.g. a reduction in banks' willingness to finance the property sector). Similarly, capital expenditure may be higher than expected for various reasons arising from the complexity of the entire construction and development process, which may jeopardise financial targets and also have a negative impact on liquidity and cash flows.

As the Lucron Group, we rely primarily on our ability to sell the properties we have developed to finance further development activities and project expansion by reinvesting the proceeds from sales. We have control mechanisms in place that monitor the pace of sales and the sales prices achieved, analyse deviations from planned sales results, and update sales plans; at the same time, using controlling tools, they continuously monitor construction costs against budgets and analyse the potential impacts on financial performance, financial position and cash flows. Where necessary, and in the event of deviations, measures are taken to mitigate impacts, support sales and achieve cost savings, so that planned financial indicators are met and sufficient cash flows are secured to finance projects and repay all liabilities. These processes take place at company level, at other companies within the Lucron Group, and on an aggregated basis for the entire Lucron Group, in order to maintain the financial stability of the Group as a whole, as well as that of individual projects.

Credit Risks

We rely to a significant extent on external financing, primarily bank loans, to fund our activities and projects. From a credit risk perspective, the aforementioned potential reduction in banks' willingness to finance the property sector could have a negative impact, and, as the Lucron Group, we have observed a tightening of lending conditions over the past two years, which could lead to a deterioration in the availability of external financing and delays in the commencement of construction on planned projects. We therefore maintain regular and active communication with our lending banks, provide the necessary and up-to-date information, ensure compliance with contractual terms and the timely settlement of liabilities, and continuously monitor liabilities and planned repayments as part of our liquidity management.

Liquidity Risks

We continuously monitor and evaluate liquidity ratios, LTV and LTC parameters, as well as other indicators, and take measures to ensure a healthy ratio of external financing to the assets of our group and the company. We assess both the realised and expected impacts of rising interest rates on our financial performance and take these into account when drawing up budgets and in our profitability projections, as well as in our liquidity planning. We continuously monitor available external financing options and market conditions, and plan the appropriate structure of external financing in combination with our own resources over the long term to cover future activities and planned projects. We closely monitor developments, regularly update our budgets, medium- and long-term financial plans and funding structure, and take the necessary measures to minimise liquidity risks.

Tax Transparency

In our operations, we adhere to the governance and management requirements set out in the legislation of the Slovak Republic. A key component of this is reliable, transparent and secure internal processes in the areas of accounting and taxation.

Our accounts department is involved in all tax-relevant transactions from their inception; it contributes to the development of business plans, the preparation and implementation of projects, the preparation, verification and processing of relevant contractual and accounting documents, and ensures that all the Group's transactions comply with regulations and defined rules, whilst cooperating with the internal legal department on a daily basis. As part of our operations, we have established control mechanisms, authorisations, responsibilities and processes, as well as ensuring system support. An important part of this is transparent cooperation with tax and other authorities, the provision of relevant information, and the proper fulfilment of all obligations towards state institutions, business partners, customers, shareholders and employees. We also place emphasis on compliance with OECD guidelines and the laws of the Slovak Republic in the area of transfer and valuation when structuring and executing transactions with related parties. All tax-related matters are discussed with external tax advisers; where necessary, external analyses and opinions are prepared, and asset valuations are also carried out by external advisers. Control over all activities in the tax and accounting areas is exercised by the Group CFO/Finance Director, who, as a member of senior management, reports on relevant matters and, where necessary, involves other members of management and shareholders in the decision-making process.

The internal controlling department carries out ongoing monitoring and evaluation of operations, the achievement of strategic objectives, financial indicators and the application of established financial policies. In accordance with legislative requirements, statutory audits are carried out by external auditors, and the relevant documents are regularly published and permanently available on the website, as well as in publicly accessible databases. For legal entities within the group that are issuers of securities publicly traded on the market, statutory requirements and disclosure obligations are met, and transparent communication with institutions and external partners is of paramount importance. As part of the control mechanisms, a procedural framework has been defined, along with the persons responsible for reporting any suspicions or emerging risks relating to accounting, tax and other matters, to ensure that such matters are properly documented, investigated and dealt with appropriately with the involvement of management, whilst ensuring that, where necessary, appropriate measures and procedural changes are implemented. The established structures and mechanisms in the areas of accounting and taxation form one of the foundations of Lucron's long-term successful and sustainable business operations.

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Business name: Lucron Group, a. s.
Place of business: Bratislava
Registered office: Steinerka BC, Legionárska 10, 811 07 Bratislava, Slovak Republic