



SPEEDWELL

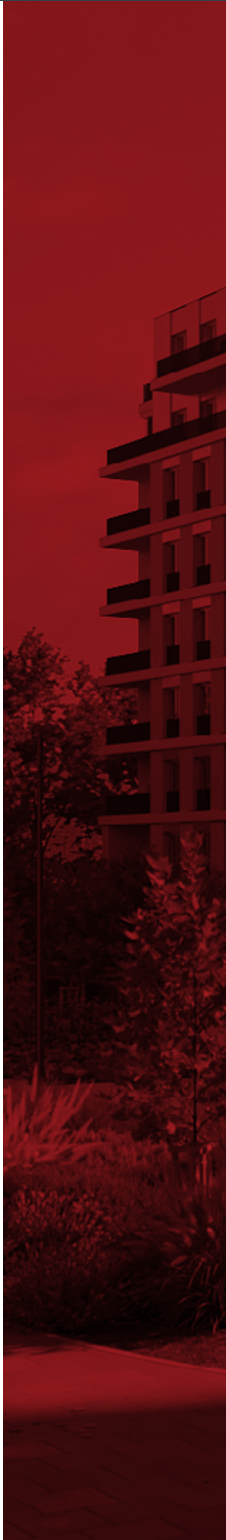
# SUSTAINABILITY REPORT 2026



www.speedwell.be

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# ABOUT THIS REPORT

**This Report has been prepared in accordance with the GRI Standards 2021 and covers the financial year 2025 (January 1, 2025 - December 31, 2025).**

**The results presented in this Report are consolidated at the level of SPEEDWELL Group, namely SPEEDWELL S.R.L. as the development company, as well as all of SPEEDWELL's subsidiaries and project companies (SPV, Fuse, Focus). This limitation applies to all material topics, unless otherwise clearly and distinctly mentioned for a specific material topic in the text of the Report.**

**This document builds upon the material topics that we have identified through our materiality assessment undertaken in 2022. We aim to present our stakeholders with an overview of our sustainability initiatives, as well as with details regarding SPEEDWELL's business, developments, goals, and ambitions. The Report also serves to present our Sustainability Strategy, our approach to sustainability, as well as the related risks and the opportunities and how SPEEDWELL tackles them.**

**This report has not been subject to external assurance. For more information related to this report, comments, suggestions and other questions regarding our approach to sustainability, do not hesitate to contact us:**

**Email address: [office@speedwell.be](mailto:office@speedwell.be)**

# MESSAGE FROM THE CEO



Dear Valued Stakeholders,

I am proud to share with you SPEEDWELL BV/SRL's 2025 ESG Report, which builds on our road sustainability set out in 2022.

SPEEDWELL is a trusted premium real estate developer active in Romania and Poland with Belgian roots, building residential, mixed-use, office, commercial, and industrial destinations on a foundation of structural discipline and real sustainability. With in-home design services, oriented towards delivering projects based on the highest European construction standard, we are directly involved in all stages of development, from land acquisition, up to the building's delivery, and we are very passionate about creating vibrant and connected communities, where wellbeing has a central place in the design and development of every project. All projects are closely benchmarked towards energy efficiency and a continuous effort to reduce GHG emissions.

We understand the importance of sustainable development in creating a better future for all. We have taken a proactive approach to address the most pressing issues facing our communities, our customers, and our planet. These are our focus areas, identified through the materiality assessment.

Our first focus area is **customer health, safety and wellbeing**. We recognize that our customers spend a significant portion of their time in our buildings, whether that be residential, office, commercial or industrial spaces. Therefore, it is our responsibility to ensure that our buildings are designed and operated in a way that promotes the health, safety, and wellbeing of our customers. To this end, we are committed to complying with the best health & wellbeing standards in order to ensure that our buildings are safe and healthy places to live and work.

Our second focus area is represented by **local communities**. We understand that our success is closely tied to the health and vibrancy of the communities in which we operate. That's why we work closely with local stakeholders to ensure that our developments align with community needs and priorities. We strive to create spaces that promote social cohesion and inclusivity.

Our third focus area is **greenhouse gas emissions**. We recognize the urgent need to address the threat of climate change. To this end, we're committed to reducing the GHG emissions of our projects and reaching near zero emissions by 2050.

Overall, our sustainable development strategy is rooted in a long-term commitment to sustainability across all stages of development. We remain committed to working closely with our stakeholders to ensure that our actions align with our values and goals.

**DIDIER BALCAEN**

**CO-FOUNDER / CEO**

AT SPEEDWELL BV/SRL

# 2025 IN NUMBERS

YOUR CITY, YOUR FUTURE

- 2 developments finalized and handed over to the occupiers.
- 0 confirmed incidents of corruption
- 51 employees; 55% women
- 0 work-related incidents
- € 52 million revenues
- 250,000 m2 of offices and retail, 6,500 residential units and 25,000 m2 industrial area amounting to 2,2 billion Euro in development
- 100% of finalized projects with a Stakeholder Consultation Plan (SCP) completed
- 100% of finalized projects with an Economic and Demographic Needs Study (EDNS) in place
- 100% of finalized projects delivered assessed for Health and Wellbeing

# 1 INTRODUCTION TO SPEEDWELL

## 1.1 ACTIVITIES, STRUCTURE AND SHAREHOLDERS

With its headquarters in Bucharest, **SPEEDWELL** has grown to be a team with in-house architects, designers, legal and financial advisors, a commercial team, and project managers, thus covering the full spectrum of the real estate development process. **SPEEDWELL** is a group of companies which includes:

- **SPEEDWELL BV**, the operational holding company in Belgium;
- **SPEEDWELL S.R.L.**, the development management company in Romania;
- **The SPV's**, which are our projects, contract all services themselves, internally (architect) and externally (general contractor);
- **Fuse Architecture & Interior Design ARL** is the affiliated architectural company for **SPEEDWELL**
- **Focus Management & Accounting SRL** is our accountancy firm, providing services to the companies mentioned above.
- **SPEEDWELL S.R.L.** is an urban developer with in-home design services, oriented towards delivering projects based on the highest European construction standards. We were founded in 2014. Currently we have a development pipeline with 250,000 m<sup>2</sup> of offices and retail, 6,500 residential units and 25,000 m<sup>2</sup> industrial area amounting to 2,2 billion Euro in development.

**SPEEDWELL** operates in Romania and Poland, being owned entirely by **SPEEDWELL BV**, a company organized and operating according to the legislation of Belgium, with headquarters in Belgium. **Speedwell BV** is owned in equal shares by **Straco RE BV** and **Baltisse Real Estate NV**.

We serve the Romanian and Polish market on Office, Residential and Industrial sectors, with most of our projects being developed in Bucharest, but also in Brasov, Cluj-Napoca, Timisoara, Warsaw and Gdansk.



# SPEEDWELL GROUP'S EVOLUTION TIMELINE



## 2014

SPEEDWELL SRL IS FOUNDED

## 2015

SPEEDWELL SRL BECOMES OPERATIONAL

## 2016

ACQUIRED LAND PLOT FOR RECORD PARK  
UNIRII VIEW CONSTRUCTION STARTS  
NEGUSTORII VILLA REFURBISHMENT STARTED

## 2018

RECORD PARK CONSTRUCTION STARTS  
ACQUIRED LAND PLOT FOR THE IVY  
CONSTRUCTION STARTS AT TRIAMA RESIDENCE  
ACQUIRED LAND PLOT FOR MIRO  
UNIRII VIEW IS DELIVERED

## 2019

ACQUIRED LAND PLOT FOR PALTIM

## 2020

ACQUIRED LAND PLOT FOR THE MEADOWS  
CONSTRUCTION STARTS AT MIRO  
CONSTRUCTION STARTS AT THE IVY  
RECORD PARK OFFICE IS DELIVERED  
RIVERSIDE CITY PUZ STAGE

## 2021

RECORD PARK APARTMENTS ARE DELIVERED  
ACQUIRED LAND PLOT FOR SPACEPLUS  
TRIAMA RESIDENCE 1 APARTMENTS ARE DELIVERED  
PALTIM SALES ARE LAUNCHED  
MIRO OFFICES ARE DELIVERED  
RIVERSIDE CITY FIRST LAND PLOT IS SOLD  
LAND PLOT FOR CITYZEN ACQUIRED

## 2022

RECORD PARK OFFICE IS SOLD  
THE MEADOWS PROJECT IS ANNOUNCED  
CONSTRUCTION STARTS AT SPACEPLUS  
ACQUIRED LAND PLOT FOR GLENWOOD ESTATE  
THE IVY 1 IS DELIVERED  
SPACEPLUS CHITILA 1 IS DELIVERED

## 2023

ACQUIRED LAND PLOT FOR QUEENS  
THE IVY 2 IS DELIVERED  
ACQUIRED LAND PLOT FOR JUNE  
ACQUIRED LAND PLOT FOR TINO  
SPACEPLUS CHITLIA 2 IS DELIVERED  
TRIAMA RESIDENCE 2 IS DELIVERED

## 2024

ACQUIRED LAND PLOT FOR TRIBERA WARSAWA  
ACQUIRED LAND PLOT FOR GEDANIA RIVERSIDE LIVING  
GLENWOOD ESTATE IS ANNOUNCED AND STARTED  
PALTIM VILLA IS SOLD  
PALTIM 1 IS DELIVERED

## 2025

THE IVY BUILDING 3 DELIVERED  
THE MEADOWS PH 1 DELIVERED  
CONSTRUCTION STARTS AT TRIBERA WARSAWA  
QUEENS IS ANNOUNCED AND STARTED  
ACQUIRED LAND PLOT IN WARSAW  
DEMOLITION STARTS AT JUNE

The key activities of SPEEDWELL Group include **Project Management, Design, Financial, Marketing, Sales, Leasing, Legal, and Property Management**. We have a track record of developing mixed-use, residential, office and industrial / logistics projects. SPEEDWELL plans to develop further mixed-use inner-city projects in Romania, both in the capital Bucharest and in its regional cities. Further expansion to other CEE countries is an option.

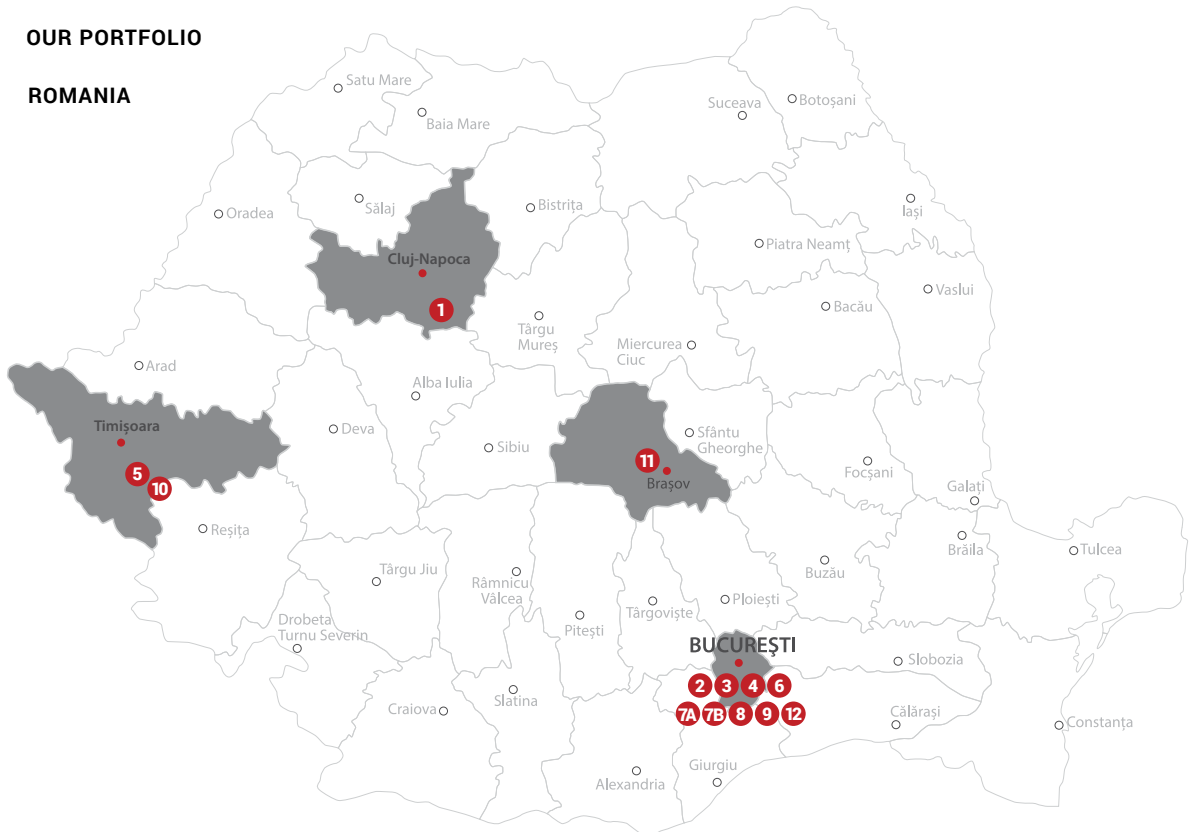
**SPEEDWELL GROUP'S BUSINESS MODEL FLOW CHART FOR PROJECT DEVELOPMENT IS AS FOLLOWS:**



Our customers are grouped into offices (leasing: multinationals, local companies and retail and amenities; exit/sale: institutional investors and HNWI), residential (end users, investment buyers, retail, and amenities) and industrial (SME and Institutional investor).

**OUR PORTFOLIO**

**ROMANIA**



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## POLAND



Starting from the optimal location, we focus on the well-being of end-users and our investors by combining efficient architecture, the newest technology and raw-data analysis.

# 1 RECORD PARK

CLUJ-NAPOCA



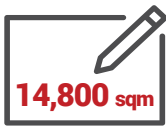
236

APARTMENTS



17,900 sqm

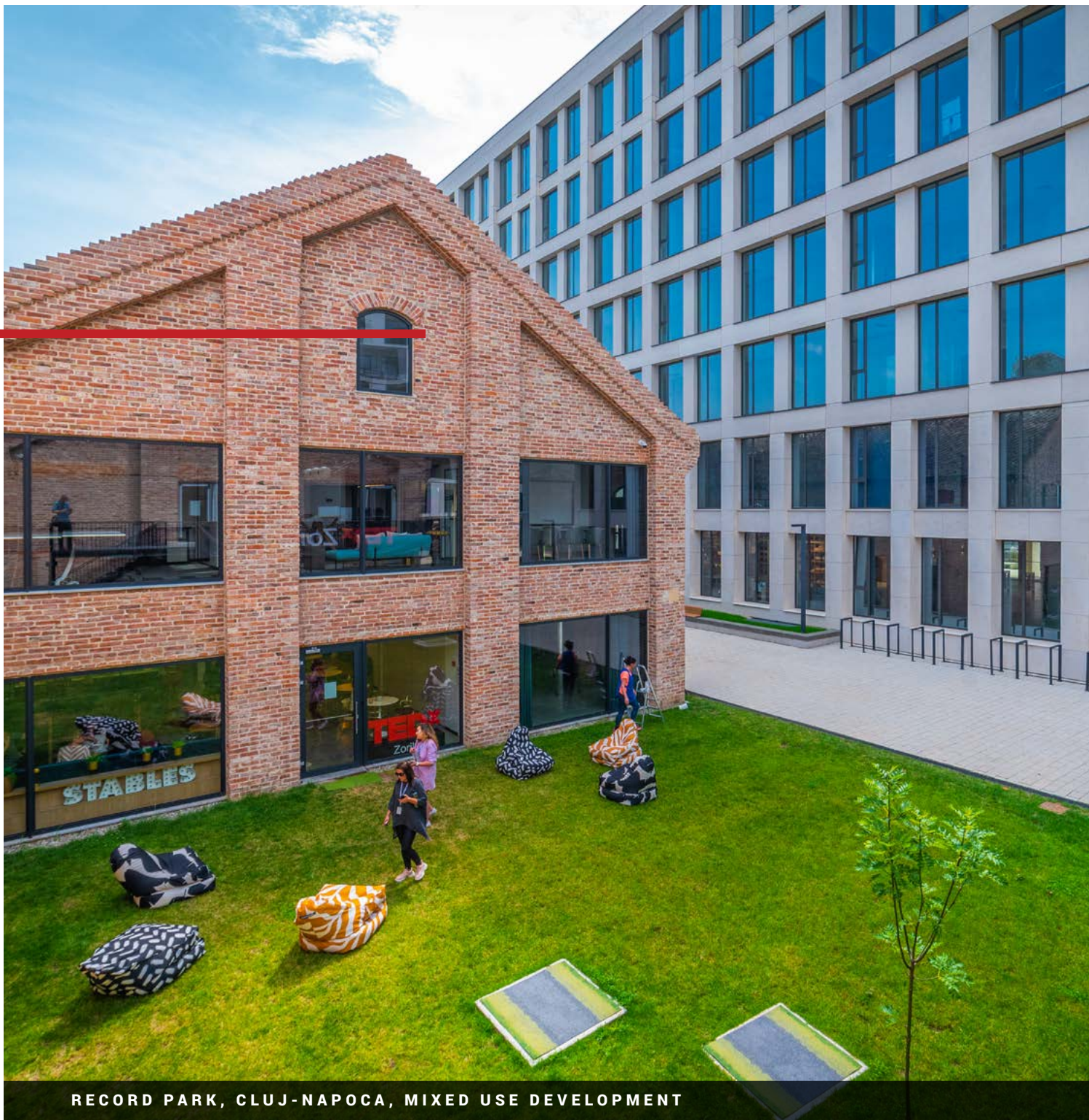
RESIDENTIAL



14,800 sqm

COMMERCIAL

**RECORD PARK** is a mixed development in the city of **Cluj-Napoca**. The project consists of residential, retail, services, offices and leisure with a gym and pool. We started from a brownfield setup to minimize the land use, after which we have studied brownfield integration through a re-use assessment (access, compatibility with surrounding land use, the historic / cultural significance of the buildings on the site, etc.). Based on these solutions, we created "Stables" which became part of the project's cultural significance. Every building in the development is BREEAM Excellent certified, putting the quality of living in the center of the design and execution of the project.



**RECORD PARK, CLUJ-NAPOCA, MIXED USE DEVELOPMENT**

The project is a perfect example of transit-oriented development (TOD), by offering all needed amenities such as leisure, shopping, living and working space in close proximity to public transport. **RECORD PARK** consists of 236 apartments that are affordable units, with a chic design and cool personality, 12,000 m<sup>2</sup> of offices, in a blue building, with smart systems and apps that connect humans, beyond the brick and mortar. 1,000 m<sup>2</sup> dedicated to retail facilities, focused on making residents live easier: groceries, convenience stores, cleaning, and other services.

World Class will operate in **RECORD PARK** a flagship facility in a separate building, with a retractable roof-top pool, gym facilities and a courtyard. Minutes away from the other functions, yet in a dedicated area. We've looked carefully after the green areas in this new compound. We are sending all the cars underground and we encourage walking in the park, on green alleys and tree-lined walkways. We are creating a community by opening a water promenade along Canalul Morii, with bridges and urban furniture.

## 2 TRIAMA RESIDENCE

BUCHAREST



APARTMENTS



COMMERCIAL



RESIDENTIAL

**TRIAMA** is a residential project bringing facilities to its residents with a commercial ground floor. The ensemble is composed of 3 buildings with a total of 202 apartments. It offers affordable modern living in an attractive Bucharest neighbourhood. The project benefits from a good location with easy access to various means of public transportation and road networks, shopping centers, event arenas, parks, and schools.

We used the highest quality materials and modern construction techniques, all aligned with European standards. Triama is the first project for which we took a very engaged approach in the execution, by leading the construction management team we were able to gain better control over our supply chain.



### 3 THE IVY

BUCHAREST



**THE IVY** is SPEEDWELL's largest residential project in construction, housing over 800 apartments, and a unique living environment. The first 2 buildings are BREEAM Excellent and Green Homes certified with an Exceptional scoring on Health and Wellbeing. It therefore bears no doubt that we placed the residents at the very core for this development. Positioned in the North of Bucharest, close to the forest, it covers over 5 hectares of land and includes many facilities made to complement contemporary modern living. The Green Homes certification from ROGBC enabled THE IVY to be SPEEDWELL's first project financed by green loans. This certification also enable future residents to apply for green mortgages.

Due to its proximity to public greenery, we took responsibility for improving the biodiversity in the development and upgrade the site from an abandoned parking building to a community with the common areas designed by a renowned

landscaper. To make this impact significant, we decided to decrease the footprint of the buildings to roughly 30%, leaving exceptional open spaces to enjoy the nature, walk and play. By moving all cars underground, THE IVY will offer a gated community where children can safely play on the entire land (5ha).

THE IVY has a mainly residential focus, but will supplement this with the needed facilities, such as leisure and retail to accommodate its residents daily needs and reduce the need for a car.



APARTMENTS



COMMERCIAL



RESIDENTIAL



**KEY FIGURES:**

- 4 phases of development;
- 800 units in total;
- 228 dwellings in the first phase of construction;
- Many other facilities like underground parking, generous green spaces, swimming pool, kindergarten, shops, fitness, and restaurant.

## 4 MIRO

BUCHAREST



OCCUPANCY  
RATE



COMMERCIAL

**MIRO** is a standalone office in walking distance from THE IVY and the future metro station. Positioned in the North of Bucharest, MIRO benefits from great visibility and accessibility and offers class A office spaces with a BREEAM Excellent rating, WELL certification and various facilities designed for the employees' well-being. The inner courtyard is filled with greenery and benches to offer a meeting point for relaxation between employees.

**MIRO** is the first building in Romania that was able to receive the WELL Platinum, which is the highest certification a building can receive. After being put into function MIRO added PV panels on the roof to further reduce its carbon footprint.

This project has a direct connection to the city center and Henri Coanda International Airport. Because we care about our tenants' carbon footprint, we provide plenty of electric car charging stations inside the building, but also bike storage and shower rooms for its more athletic tenants.



**KEY FIGURES:**

- 4,570 sqm floor plate;
- 5 levels;
- 23,692 sqm rentable area;
- 1:40 m<sup>2</sup> parking ratio.

## 5 PALTIM

TIMISOARA



**PALTIM** is SPEEDWELL's first project in the city of Timisoara. As a mixed-use project, it combines premium apartments, office and retail components. Located in a central area of Timisoara, on the Bega riverbanks, it combines the benefits of easy access and a short commute time towards all the city's areas with a contemporary design and a rich cultural heritage.

We started the development from a brownfield on which historically a hat factory was located. The design of the entire project and more specifically the rehabilitation of the buildings were done in close collaboration with the city hall's cultural department. This enabled the integration of the cultural significance into our development.

At the end of 1911, the hat factory in Timisoara was one step

ahead of the times, with over 500 employees, of which 70% were women. The employees benefited from numerous facilities, including access to a cafeteria and a dance studio. Through the PALTIM project, we want to bring this area back to life, along with its history, and give it back to the community. Our goal is to integrate all the facilities that will contribute to the creation of a high standard of quality of life.

The project will include two residential buildings totaling 236 apartments, 2 renovation projects and an office building of 16.000 sqm. With premium apartments, class A office spaces in a dedicated building, spaces for services and recreation, **PALTIM** is a one stop shop for most of its community members. Moreover, a monument



APARTMENTS



COMMERCIAL



RESIDENTIAL

villa and one of the former offices will be refurbished to create a resemblance to its former historical importance. Once completed, the PALTIM project will create a vibrant, lively neighborhood, ideal for those who want to enjoy a high level of quality of life.

**PALTIM** is completed with green loans, aligned with the European taxonomy ensuring that every aspect of our development meets the highest standards of environmental sustainability. The European Taxonomy provides a clear framework for identifying environmentally sustainable activities, focusing on six key objectives, including climate change mitigation and adaptation, sustainable use of water resources, and the protection of biodiversity. By adhering to these rigorous criteria, our development not only reduces greenhouse gas emissions and energy consumption with an extra 10% compared to NZEB, but also promotes a healthier, more sustainable lifestyle for our residents.

## 6 THE MEADOWS

BUCHAREST



**THE MEADOWS** introduces a unique concept: contemporary living in low-rise buildings and houses with lakefront view in a landscaped park. Located on Fabrica de Caramida Street, Bucharest's city centre and northern business hubs are easily accessible. Laminorului subway station is also only a 10 minutes' walk away.

Currently in the early stages of its development, the project will be mostly oriented towards the residential segment, whilst providing the needed services to create a vibrant lake front. The project will aim to include all

demographics by combining 60 townhouses with spacious gardens and 219 low-rise apartments.

The project is bordering the Grivita lake, therefore SPEEDWELL will carefully design a green border between the lake and the housing. The specifically designed landscaping will minimize car traffic and allow greenery to penetrate the entire development and create a livable atmosphere for everyone, including wildlife.

In addition to its environmental focus, THE MEADOWS fosters a vibrant community with facilities for sports



UNITS



COMMERCIAL



TOWNHOUSES



RESIDENTIAL

and leisure, encouraging residents to stay active and social. The development's strategic location offers easy access to essential services and transportation hubs, promoting a higher quality of life and reducing commute times.

Developed by SPEEDWELL, a leader in sustainable real estate, and designed by ADNBA, an award-winning Romanian architecture studio, The Meadows exemplifies high standards of quality and innovation by being SPEEDWELL's first project without a gas connection, enabling the community for a zero carbon future. Experience the perfect harmony of city and nature at The Meadows, where sustainable living is not just a concept but a way of life.

## 7A SPACEPLUS WEST

BUCHAREST



I & L SPACES

**SPACEPLUS** is a new concept on the Romanian market, focusing on covering the extra space needs of SME (Small & Medium Enterprise) clients for light industrial and logistical use. Our storage units are built to the highest environmental standards, featuring energy-efficient designs and BREEAM certification. With 15 cm insulated walls, 20 cm insulated roofs, and ample natural light, our spaces ensure minimal energy consumption and a reduced carbon footprint. The integration of HVAC systems and ESFR sprinklers further enhances the safety and efficiency of our facilities.

At **SPACEPLUS**, we prioritize the well-being of our tenants by offering a high-quality environment that promotes productivity and comfort. Our modular spaces, ranging from 400 to 3200 sqm, are designed to be flexible and adaptable to your business needs. The strategic location with direct access to major transportation routes ensures convenience and ease of operations. Currently, **SPACEPLUS WEST** is in operations and 100% leased, whilst construction has started on a second warehouse in the East of Bucharest.



## 7B SPACEPLUS EAST

POPEȘTI-LEORDENI



I & L SPACES

**SPACEPLUS EAST** is SPEEDWELL's second light industrial hub, developed on a 28,000 sqm land plot acquired in Popești-Leordeni in 2023. The project will deliver a total rentable area of approximately 12,500 sqm, replicating the same first-rate specifications as SPACEPLUS WEST.

The project is strategically located in the southern part of Bucharest, positioned at the intersection of Bucharest's Ring Road and DN4 – one of the most sought-after locations for future industrial developments in the capital, situated between the Ring Road and the A0 motorway. This provides top visibility and easy access to all major areas of the city. Both SPACEPLUS locations are just 9 km from Bucharest's city centre, offering businesses a compelling alternative to urban logistics. The project aligns fully with SPEEDWELL's ESG strategy – prioritising energy efficiency, low carbon operation, and tenant well-being.



# 8 CITYZEN

BUCHAREST



1,821

APARTMENTS

98,100 sqm

COMMERCIAL

189,500 sqm

RESIDENTIAL

The **CityZen** project will be developed on a 11-hectares land plot, covering a section of the former Griro factory, located on Calea Grivitei. It will be a mixed use project and will include apartments, office and retail spaces, all these built around public spaces for the community.

**CityZen** is aiming to become the example of urban regeneration in Romania. SPEEDWELL is heavily engaging the community, local authorities, and consultants to create a masterplan that transforms an old brownfield factory that has lost all value to the residents of Bucharest into an environment that could become one of the future landmarks in Bucharest as it is on the axis of an important train station, subway station and access roads to and from Bucharest. SPEEDWELL is committed to incorporate the industrial heritage into its new development whilst mixing it with all functions, amenities and greenery to make a village in the city.



## 9 GLENWOOD ESTATE

CORBEANCA



**GLENWOOD ESTATE** is SPEEDWELL's pioneering net zero residential housing project located in Corbeanca, in the north of Bucharest. This innovative development is designed with a strong commitment to Environmental, Social, and Governance (ESG) principles, ensuring a harmonious balance between modern living and nature. Bordering a lake, **GLENWOOD ESTATE** has undergone extensive biodiversity and climate change adaptation studies. These efforts have been translated into a sustainable masterplan that benefits both residents and the surrounding environment. A green border along the river and green spaces throughout the development enhance biodiversity and create a tranquil living environment. Spanning 14 hectares, **Glenwood Estate** will feature 209 family homes, with only 17% of the land built upon. This leaves more than half of the area dedicated to greenery

and parks, providing ample space for outdoor activities and community gatherings. The project aims to achieve net zero status through high insulation standards, the use of heat pumps, photovoltaic panels, and rainwater storage systems.

Residents will enjoy both private and public green spaces, offering safe areas for social interaction and play. **Glenwood Estate** is not just a place to live; it's a community that fosters a sustainable and healthy lifestyle.



VILLAS



RESIDENTIAL



COMMERCIAL





**1 IUNIE** is a brownfield project in the center of Timisoara. The design results from a masterplan competition organized with local and international architects and a jury consisting of community members, historians and professional urbanists. The masterplan emphasizes the historical significance of the old textile factory “1 Iunie”, which was monitored for 2 years and then cleaned for residential use. The project reincorporates 4 of the existing buildings into the new design.

**1 IUNIE** is still in its early stages of development, but will be a mixed project with a predominantly residential focus, this component amounting to over 400 apartments and almost 70% of the site’s surface, alongside with added non-residential components such as office spaces, proximity shops, kindergarden, remote working spaces, leisure, gym etc.

The office spaces are going to be designed for SMEs, starting from 100 sqm, for retail and light industrial (non-polluting, not noisy production facilities, such as textile, to create a link to the past).

The project aims to build a mixed-use development and create a vibrant community. Similarly to PALTIM it will feature riverfront location, right on the Bega River shores.



APARTMENTS



RESIDENTIAL



COMMERCIAL



# 11 TINO

BRASOV



**TINO** is SPEEDWELL's first project in Braşov, located on the premises of Tino S.A., a shoe factory in Braşov, Romania. It was known as the oldest shoe factory in Romania before its closure. SPEEDWELL is currently working with historical experts and urbanists to create a masterplan that answers both community needs as historical significance

factory that once resided on the plot. This development is designed with a deep respect for the historical significance of the neighborhood, ensuring that

it seamlessly integrates with the existing architectural landscape of Braşov Vechi, a culturally protected area rich in history and charm. Braşov Vechi, also known as Old Braşov, is one of the oldest and most picturesque areas of the city. It has a rich history dating back to the 13th century. The neighborhood has played a crucial role in the economic and cultural development of Braşov, making it a significant part of the city's identity. The **TINO** project maintains a lower height regime



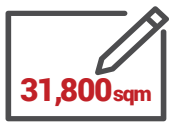
**350**

APARTMENTS



**5,000 sqm**

COMMERCIAL



**31,800 sqm**

RESIDENTIAL

to preserve the traditional skyline and focuses on the restoration of street-facing houses. By carefully refurbishing these historic structures, **TINO** not only honors the architectural heritage of Braşov Vechi but also revitalizes the area, bringing new life to its storied streets.

Every aspect of **TINO** is thoughtfully designed to reflect the timeless elegance of Braşov's past while incorporating modern sustainability practices. The use of eco-friendly materials and energy-efficient designs ensures that the project is both environmentally responsible and historically sensitive.

## 12 QUEENS DISTRICT

BUCHAREST



**QUEENS** is a mixed-use development located in the North of Bucharest with over 20.000sqm office, 237 apartments and ground floor retail. It is a perfect example of transit-oriented development (TOD), both within the development as to its nearby surroundings with all amenities and transportation hubs within walking distance. Transit-Oriented Development (TOD) focuses on creating compact, walkable communities centered around public transportation. It reduces greenhouse gas emissions and air pollution by encouraging the use of public transit, cycling, and walking. TOD fosters inclusive

communities with accessible housing and improved access to jobs and services, enhancing social equity. By creating this new development SPEEDWELL's purpose is to improve the neighborhood by revitalizing an outdated warehousing complex, one that didn't fit into the city anymore, and transform it into a community space for everyone. The project will also include a hospital, bringing much needed healthcare services to a dense area of Bucharest. The project has no connection to the old gas network, focusing entirely on a net zero carbon future with



APARTMENTS



RESIDENTIAL



OFFICE SPACES



RETAIL SPACES

heat pumps as its main source for heating and cooling. The office is committed to be operationally net zero carbon by offsetting its remaining energy needs with local photovoltaic panels and renewable power purchase agreements.

This mixed-use project in Bucharest's northern area is tailored to young professionals seeking elevated living standards and improved quality of life. **QUEENS's** strategic location, diverse amenities, and community-focused environment cater to the needs of modern urbanites. It offers accessibility (metro access) and convenience, making it an ideal choice for those who value a well-connected, multifaceted lifestyle.

# 13 TRIBERA WARSAWA

WARSAW



**TRIBERA Warszawa** is Speedwell's first project in Poland and the first Purpose-Built Student Accommodation (PBSA) project. The project is in the vibrant Warsaw's Mokotów district. Mokotów is a very well-recognized area that combines a bustling office hub, several universities, excellent public transportation, large green parks and vast entertainment offer. The strategic location of Mokotów with its proximity to educational institutions and amenities, positions it as the perfect spot for students seeking a connected, comfortable and convenient living.

Our 14-storey student house, consisting of 656 beds is designed with energy-efficient systems, which help reduce our carbon footprint. We also have a comprehensive recycling program to minimize waste. To encourage sustainable commuting, we provide convenient bike storage and easy access to public transportation. Tibera Group's operational expertise ensures that our facilities are managed with the highest standards of efficiency and sustainability. Their com-

mitment to innovation and excellence aligns perfectly with our ESG goals, ensuring that our community remains at the forefront of sustainable living.

We foster a diverse and inclusive environment where everyone feels welcome and valued. From mental health resources to academic support, we offer various programs to ensure your well-being and success. Additionally, we encourage community engagement by dedicating over 20% of the usable space to the community for studying, relaxation, community building and sport.



STUDENT BEDS



STUDENT HOUSING



RETAIL

# 14 GEDANIA RIVERSIDE LIVING

GDANSK



**GEDANIA Riverside Living**, a premier residential project of 500 units in Gdańsk, a **new development in the historic Polski Hak area through a joint-venture partnership with BPI**, on Wiesława Street, within the administrative district of Śródmieście, near Sienna Grobla, where sustainability meets modern living, ensuring that our residents enjoy a comfortable and responsible lifestyle.

Our project is designed with a strong focus on environmental sustainability. We incorporate energy-efficient building materials and systems to reduce our carbon footprint. Solar panels and green roofs are integrated into the design, promoting renewable energy use and enhancing biodiversity. Additionally, our landscaping includes native plants that require minimal water, further conserving natural resources. The project places a strong emphasis on residents' well-being, reflected in numerous green areas designed to encourage relaxation amidst nature despite the city-center

location. The project supports an active lifestyle with extensive bicycle infrastructure, including bike storage, racks, and a professional bike wash station in the garage

We aim to create a vibrant, inclusive community where residents can thrive. Our development features communal spaces such as greenery, playgrounds, and community centers that encourage social interaction and foster a sense of belonging. We also prioritize accessibility, ensuring that our facilities are welcoming to people of all ages and abilities.



APARTMENTS



RESIDENTIAL

## 1.2 OUR SUPPLY CHAIN

As a real estate developer, the supply chain is a critical aspect of our operations. From sourcing raw materials to delivering finished products, every step in the supply chain is important in ensuring timely and efficient completion of construction projects.

It is essential that we pay close attention to the sustainability aspect of our supply chain, which includes working with suppliers who follow environmentally responsible practices and sourcing materials that are sustainably produced and certified. Moreover, we consider the social impact of our supply chain, including the fair treatment of workers and their health and safety.

To execute local operations, we collaborate with third parties which include a diverse range of suppliers, service providers and business partners. These range from small businesses to multinational companies. In 2025, we have collaborated with over 1000 suppliers.

We are selecting our suppliers, service providers and business partners by a multi-criteria operational evaluation including criteria such as know-how, credentials, pricing, and past performance and by performing individual checks to ensure that we share the same values and to confirm that no new relationship exposes us to compliance risks. Therefore, we consider the risk profile of our suppliers to be low. Our supply chain includes:

- owners/sellers and agents – which represent land suppliers;
- designers, project managers, consultants, sales/leasing agents, marketing agencies, bank supervisors;
- general contractors, specialized contractors, and utility contractors.

## 1.3 VISION, MISSION, AND VALUES

Because 50% of the world population lives in cities and it will increase even more over the next decade, we aim to restore that history by repolishing the hidden values of urban locations and injecting new life by adding different functions: residential, office, retail, recreation, and public spaces.

### The seven principles that SPEEDWELL relies on for any development are:

#### 1. RESOURCEFUL

Being resourceful in an ecological and economical way. Welcoming to all human and living beings by using the circular principles for water, materials, and energy.

#### 2. ACCESSIBLE

A development should be built for diversity regardless of age, ability, or political views. It ensures a fair and equal access to urban amenities, employment, health care, education, services, culture, business, leisure, heritage, sport, and nature.

#### 3. SHARED

A shared development encourages a sense of community, collaboration, and social togetherness. It is designed for social interactions through shared facilities, public spaces, coworking and transportation. Encouraging initiatives that create meaningful social connections.

#### 4. SAFE

Promoting a feeling of safety by providing protection for all with an emphasis on crime prevention. Beyond that a safe development ensures a healthy environment to live by providing access to green spaces and health care.

#### 5. DESIRABLE

A desirable development is one that is pleasurable to be in. It is designed on a human scale, making everything accessible within a 15 min walk or bicycle trip. It nurtures a vibrant public life and promotes curiosity, wonder and discovery. Access to culture, art and activities and appealing public spaces for relaxation, wellbeing, and learning.

#### 6. RESTAURATION

Recognizing and respecting the soul and the history of a location. Rehabilitate buildings with an architectural or historical importance and by re-using materials or equipment.

#### 7. TECHNOLOGY

Embedding the newest technological resources and software applications that makes life more comfortable for all users.

All Speedwell's employees guide their work according to the 4 values of the company:

**EXCELLENCE**

We strive for continuous improvement and superior quality in everything we do. It drives us to stay ahead of the industry, anticipate market trends, and deliver outstanding results with precision and efficiency.

**INTEGRITY**

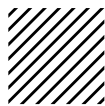
We operate with honesty, transparency, and accountability. Integrity creates a culture of trust, fosters strong relationships, and ensures a safe and ethical environment for our employees, partners, and clients.

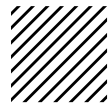
**INNOVATION**

We embrace creativity, challenge the status quo, and drive progress through new ideas and bold solutions. Our commitment to innovation fuels continuous improvement, adaptability, and excellence in an ever-evolving landscape.

**RESPECT**

We value people, diversity, and collaboration. By fostering an inclusive and supportive environment, we empower individuals, nurture professional growth, and contribute to a sustainable and responsible future.





We follow the Transit-Oriented Development (TOD) principles and strive to integrate them into every project that we deliver. The 8 principles of the TOD standard for designing better streets and better cities are:

**1. WALK**

Developing neighborhoods that promote walking

**2. CYCLE**

Prioritize non-motorized transport networks

**3. CONNECT**

Create dense networks of streets and paths

**4. TRANSIT**

Locate development near high-quality public transport

**5. MIX**

Plan for mixed-use

**6. DENSIFY**

Optimize density and transit capacity

**7. COMPACT**

Create regions with short commutes

**8. SHIFT**

Increase mobility by regulating parking and road use

## 1.4 CORPORATE GOVERNANCE

We operate on a basis of ethics, business responsibility and integrity. Our commitment towards ethical governance is to continuously meet regulatory requirements and ensure transparent communication throughout our business.

The sole shareholder of the company, SPEEDWELL BV, is tasked with appointing and revoking the administrators as well as discharging them of duties.

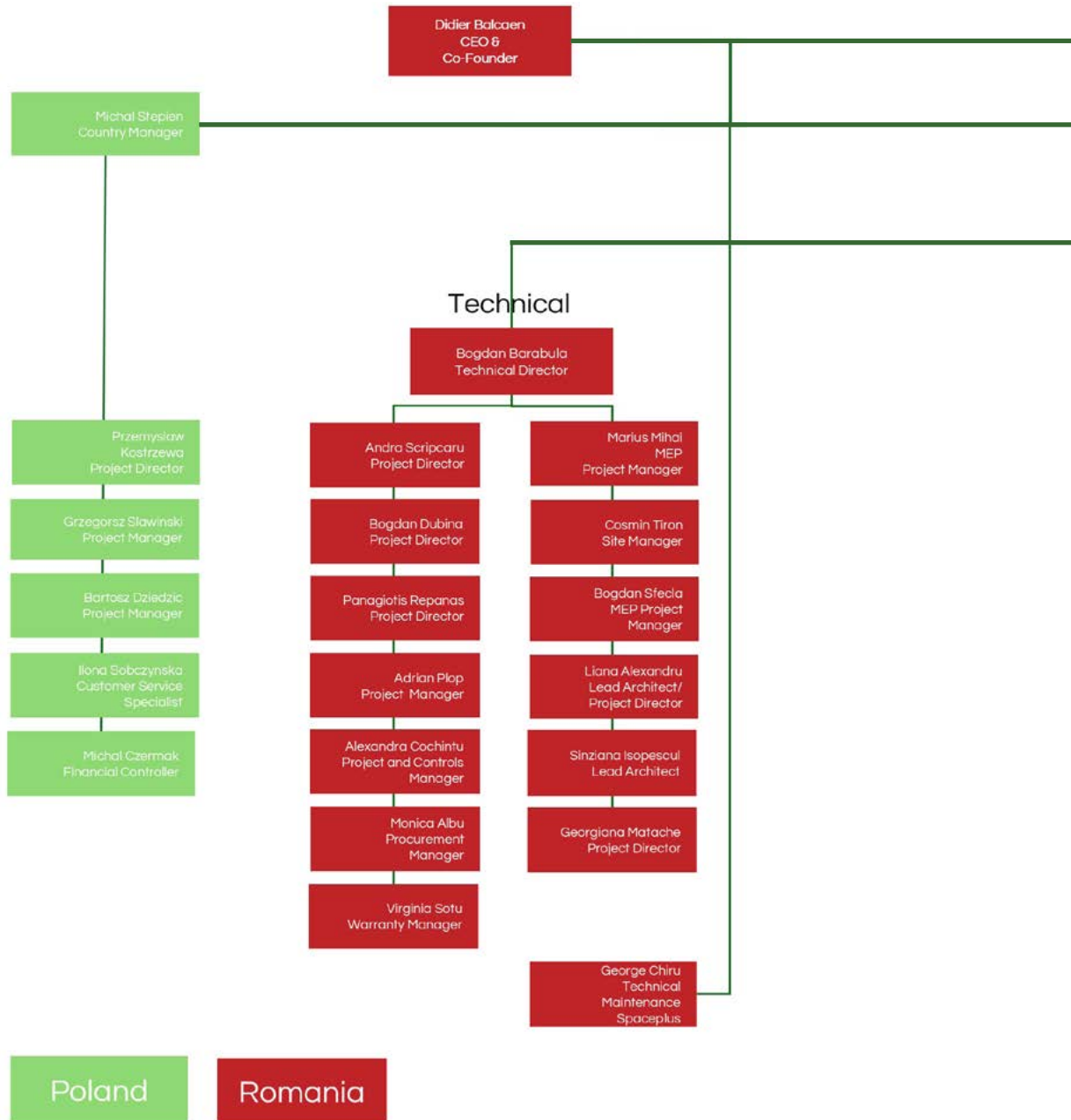
SPEEDWELL SRL is administered by two administrators, appointed for a mandate valid until

18.06.2026 or until revocation by the Sole Shareholder, each of them with full powers and the right to represent the company individually, namely by: Mr. Didier Balcaen and Mr. Jan Demeyere.

The Administrators have all the rights and obligations referred to by the law for the Company's management and legal representation and pursue all necessary actions for the performance of the Company's object of activity.

They may transfer their right to represent the Company to third parties.

# SPEEDWELL'S ORGANIZATIONAL STRUCTURE IS PRESENTED BELOW:





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The Company has implemented the Code of Conduct, that is applicable to all employees, contractors and suppliers, both in Romania and Poland. The Code of Conduct requires them to adhere to standards of ethical behavior, to ensure compliance with national regulations, as well as good business practices and to follow the UN Guiding Principles on Business and Human Rights. The Code of Conduct also includes a section dedicated to the anti-corruption policy for employees, business partners and governance body members. A Whistleblowing reporting procedure has been implemented, where anonymous notifications can be made.

Part of the onboarding procedure is to acknowledge and adhere to the Internal Order Regulation, that has a section on discipline, conduct and conflict of interests, and also to the Code of Conduct. In the future we want to implement anti-corruption periodical trainings.

At present, we are proud to report zero confirmed incidents of corruption, employees dismissed or disciplined for corruption, terminated contracts due to violations related to corruption and no public legal cases regarding corruption brought against the organization or its employees, nor reports through the Whistleblowing reporting procedure.

## 1.5 EXTERNAL INITIATIVES, MEMBERSHIPS AND ASSOCIATIONS

We are following and aligning with The United Nations (UN) guiding principles on Business and Human rights which is an instrument consisting of principles implementing the UN “Protect, Respect and Remedy” framework on the issue of human rights and transnational corporations and other business enterprises. These Guiding Principles provided the first global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity and continue to provide the internationally accepted framework for enhancing standards and practice regarding business and human rights.

### **BEROCC**

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The Belgian Romanian Chamber of Commerce groups all Belgian and Romanian companies with an interest in sharing best practices across the border. SPEEDWELL is a long-term and active member of the association and was awarded the ESG award by BEROCC last year in its continued effort to put sustainability at the forefront of every development.



## 1.6 RECOGNITION

As we developed, our completed projects won nationally and internationally recognized awards for quality, concept, design and more. Below are some examples of awarded residential, office and industrial projects:

- 2020 CIJ Awards Romania: Best Office development and developer – RECORD PARK Office
- 2021 International Property Awards: Best Residential Project under Development – THE IVY
- 2021 BA TRA: Jury's prize in the Office & Industrial Category – RECORD PARK Office
- 2021 Belgian Luxembourg Romanian Moldovan Chamber of Commerce: Investment Award
- 2021 CIJ Awards Romania: Best Office Lease Award <10.000 sqm - MIRO
- 2022 Gala Forbes Residential Buildings
- 2022 Imobiliare.ro Awards: The best new concept of 2021 – PALTIM
- 2022 Reality Forum: The Best National Expansion recognition
- 2022 Property Forum: Best Office Building of the year – MIRO
- 2022 CIJ Awards Romania: Best Premium Residential development – THE IVY
- 2022 CIJ Awards Romania: Best Residential Developer of the year – SPEEDWELL
- 2022 CIJ Awards Romania: Best Warehouse Development of the year – SpacePlus
- 2023 Gala Forbes Residential Buildings – Special Award for SPEEDWELL's portfolio expansion
- 2023 Transilvania Business Awards: Recognition for SPEEDWELL's activity in regional cities
- 2023 CIJ Awards Romania: Best Land Transaction of the Year - 1 IUNIE
- 2023 CIJ Awards Romania – Best Property Leadership of the Year – Didier Balcaen
- 2024 Gala Forbes Residential Buildings: The Residential Project Outside Bucharest Award - PALTIM
- 2024 Imobiliare.ro Awards: The best new concept of 2023 – THE MEADOWS
- 2024 HOF Awards: Best of the Best Leadership of the Year - Didier Balcaen
- 2024 Business Review: Business Champion Award - SPEEDWELL
- 2024 CIJ Awards Romania: Best Residential Developer of the year – SPEEDWELL
- 2024 CIJ Awards Romania: Best Residential Build Up Development – THE MEADOWS
- 2025 SEE Property Forum: CFO of The Year – Natalia Sarpi, CFO SPEEDWELL
- 2025 Business Review: Business Champion Award - SPEEDWELL
- 2025 CEE Property Forum: Concept of The Year – TRIBERA Mokotow Warsawa

## 2 OUR SUSTAINABILITY

Vision									
Driving the business with the purpose of delivering sustainable and quality projects by putting its core principles into action: <i>Resourceful, Accessible, Respect for History, Shared, Safe, Desirable.</i>									
Material ESG aspects	GHG emissions	Connectivity	Customer H&S / Wellness	Local Communities	Material/ resource efficiency & Land use	Climate Change Adaptation	Biodiversity	Occupational H&S	Anti-corruption
Strategic objectives	Zero Operational GHG emissions  Align with the EU taxonomy and have only green loans	A scoring of above 80% on the walkability index	Obtain green certifications or BREEAM 'Outstanding' score on Health and Wellbeing for all projects	Stakeholder Consultation Plan and Economic & Demographic Needs to be included in the masterplan	No green field project and no landfill from demolition	Prevent / mitigate the potential for climate change impacts on new developments	No net impact on ecological value	Zero fatal or life changing injuries	No breaches of the code of ethics
Sustainability enablers	1. Top management awareness and commitment 2. Human resources (knowledge and skills) 3. Stakeholders' expectations 4. Innovation								

### 2025–2030 ESG STRATEGY: GHG EMISSIONS, CUSTOMER H&S / WELLNESS, LOCAL COMMUNITIES AND CONNECTIVITY

#### INTRODUCTION

Our 2025–2030 ESG Strategy outlines a comprehensive approach to driving sustainability across all facets of our operations and investments. This strategy aligns with the EU Taxonomy and Paris Agreement goals and is structured around key material ESG topics: GHG Emissions, Material/Resource Efficiency & Land Use, Connectivity, Customer Health & Safety/Wellness, Local Communities, Biodiversity, Climate Change Adaptation, Occupational Health & Safety, and Anti-Corruption. While all these areas are essential, this strategy places particular focus on **GHG Emissions, Customer H&S / Wellness, Local Communities and Connectivity** due to their critical importance in shaping sustainable, future-ready urban environments.

## GHG EMISSIONS

### STRATEGIC OBJECTIVE: ENABLE NEAR ZERO OPERATIONAL GHG EMISSIONS

#### Key Actions:

- **Design for Low Carbon:** Adopt passive design strategies, renewable energy integration (solar PV, geothermal), and prioritize low-carbon construction materials in every project.
- **Operational Efficiency:** Implement smart building systems and real-time energy monitoring to reduce operational emissions.
- **Green Certifications:** Target BREEAM 'Excellent' or higher with an emphasis on energy and emissions credits for commercial developments.
- **Scope 1 & 2 Reduction:** Electrify heating/cooling systems and eliminate on-site fossil fuel use wherever feasible.
- **Scope 3 Engagement:** Collaborate with supply chain partners to track and reduce embodied emissions.

#### KPIs:

- **CO2e/sqm/year** by asset type – measurement tool EPC certificates
- **100% of projects** with on-site renewables
- **100% of projects** with energy consumption monitoring systems
- **100% office projects** to be aligned with EU taxonomy and green loans

## CONNECTIVITY: ENHANCING WALKABILITY IN REAL ESTATE INVESTMENTS

### OVERVIEW

As part of our Environmental, Social, and Governance (ESG) strategy, we recognize the critical role that walkability plays in creating sustainable, inclusive, and vibrant communities. Walkable neighborhoods contribute to reduced greenhouse gas emissions, enhanced public health, stronger local economies, and improved quality of life. This chapter outlines our commitment to embedding walkability principles into the design, development, and management of our residential and commercial/office real estate investments.

### STRATEGIC OBJECTIVE

Our objective is to ensure that all new residential and commercial projects achieve a minimum walkability score of 80/100 as measured by the 15mincity.ai platform. This platform provides an evidence-based, standardized methodology for assessing how well an area supports access to essential amenities within a 15-minute walk.

## IMPLEMENTATION FRAMEWORK

<b>1. Baseline Assessment</b>	<ul style="list-style-type: none"> <li>• Each prospective investment will undergo a pre-development walkability analysis using 15min.city.</li> </ul>
<b>2. Design and Planning Integration</b>	<ul style="list-style-type: none"> <li>• This includes mapping the availability and proximity of key amenities such as grocery stores, healthcare, schools, parks, public transport, and cultural venues.</li> </ul> <hr/> <ul style="list-style-type: none"> <li>• Collaborate with urban planners, architects, and local authorities to design or retrofit sites to enhance pedestrian accessibility.</li> <li>• Incorporate pedestrian-friendly infrastructure: wide sidewalks, safe crossings, traffic calming measures, street lighting, and public seating.</li> <li>• Ensure connectivity to existing pedestrian and cycling networks.</li> <li>• To further enhance well-being, we will implement case by case car-free zones, install electric vehicle charging stations, and introduce safety and comfort measures such as shaded walkways, noise and air pollution buffers, rest areas, wayfinding signage, and enhanced lighting and surveillance features.</li> </ul>
<b>3. Amenity Anchoring</b>	<ul style="list-style-type: none"> <li>• Prioritize mixed-use developments and partnerships that bring critical services and businesses on-site or within walking distance.</li> <li>• Support zoning and planning proposals that enhance local amenity density.</li> </ul>
<b>4. Monitoring and KPIs</b>	<ul style="list-style-type: none"> <li>• Measure walkability pre- and post-development using 15mincity.ai</li> <li>• KPI Target: Achieve and maintain a minimum walkability score of 80/100 for all applicable assets.</li> <li>• Include walkability score as a key ESG metric in quarterly reporting.</li> </ul>
<b>5. Community Engagement</b>	<ul style="list-style-type: none"> <li>• Engage local stakeholders to identify gaps and opportunities for improving walkability.</li> </ul>

### IMPACT GOALS

By focusing on walkability, we aim to:

- Reduce reliance on private vehicles, lowering carbon emissions.
- Promote health and wellness through active lifestyles.
- Increase social cohesion and local economic activity.
- Attract tenants and residents who value sustainability and livability.

### CONCLUSION

Walkability is a cornerstone of resilient and future-ready urban environments. By integrating walkability into our ESG strategy, and through the strategic use of platforms like 15mincity.ai, we reinforce our commitment to building smarter, greener, and more equitable places to live and work.

# CUSTOMER HEALTH & SAFETY / WELLNESS

## OVERVIEW

As buildings play a crucial role in human health, our ESG Strategy prioritizes the delivery of spaces that actively support physical and mental wellbeing. Our objective is clear: obtain BREEAM 'Outstanding' score or equivalent green certifications in Health and Wellbeing for all projects. Through thoughtful design, indoor air quality monitoring, and wellness-focused infrastructure, we aim to create safe, healthy, and comfortable environments for all users.

## STRATEGIC OBJECTIVE

Obtain green certifications or BREEAM 'Outstanding' score on Health and Wellbeing for all projects.

## IMPLEMENTATION FRAMEWORK

- |  |  |
|--|--|
| <b>1. Design for Human-Centered Wellbeing</b>            | <ul style="list-style-type: none"><li>• Integrate <b>biophilic design</b> (e.g., natural light, ventilation, greenery, water features).</li><li>• Ensure <b>thermal, acoustic, and visual comfort</b> across all occupiable spaces.</li><li>• Use <b>low-VOC and non-toxic materials</b> throughout construction and fit-out.</li></ul>  |
| <b>2. Health-Oriented Amenities &amp; Infrastructure</b> | <ul style="list-style-type: none"><li>• Provide access to outdoor green zones, rest areas, cycling facilities, etc.</li><li>• Use <b>wayfinding and design features</b> to promote movement.</li></ul>   |
| <b>3. Green Certification Pathways</b>                   | <ul style="list-style-type: none"><li>• Ensure all projects pursue either:<ul style="list-style-type: none"><li>◦ <b>BREEAM 'Outstanding' score in Health &amp; Wellbeing</b> category, OR</li><li>◦ <b>Recognized equivalent green health certification</b> (e.g. Green Homes).</li></ul></li><li>• Engage qualified assessors from early stages of design to align project features with certification requirements.</li></ul> |

### KPI

### Target by 2030

% of projects with BREEAM 'Outstanding' or equivalent green certification in Health & Wellbeing

100%

## IMPACT GOALS

- Deliver **healthy indoor environments** that actively support physical and mental well-being.
- Enhance **occupant satisfaction**, retention, and health outcomes.
- Achieve recognition through **global green health standards**.

**CONCLUSION**

Health and wellness are no longer optional in the built environment—they are essential. By mandating green health certifications we ensure that every project contributes to a safer, more comfortable, and more resilient living and working environment. Our holistic approach positions our developments as benchmarks for healthy, future-ready spaces. This commitment directly supports client satisfaction, long-term asset value, and overall ESG performance.

**LOCAL COMMUNITIES**

**OVERVIEW**

Sustainable development must begin with a deep understanding of the people it serves. We commit to ensuring that every project includes a **Stakeholder Consultation Plan** and an **Economic & Demographic Needs Study** as part of the masterplanning process. By embedding local voices and data into our planning, we create developments that reflect community needs, promote inclusion, and generate long-term social value.

**STRATEGIC OBJECTIVE**

Ensure Stakeholder Consultation Plans and Economic & Demographic Needs Studies are included in the masterplan for all developments.

**IMPLEMENTATION FRAMEWORK**

**1. Stakeholder Consultation Plan (SCP)**

- Conduct inclusive consultation with **community leaders and municipalities**.
- Use a mix of engagement formats: digital platforms, focus groups and surveys.
- Identify **local priorities, concerns, and aspirations** to guide masterplan outcomes.

**2. Economic & Demographic Needs Assessment**

- Conduct location-specific studies to assess:
  - o **Population demographics**, income distribution, education levels
  - o **Access to key services** like healthcare, childcare, and education
  - o **Housing needs** and affordability pressures
- Use findings to inform:
  - o **Land use planning** (e.g., mix of uses, density)
  - o **Public services integration** (schools, clinics, etc.)
  - o **Job creation** and training programs linked to construction and operations

### 3. Masterplan Integration

- Embed SCP results and Economic/Demographic study insights directly into:
  - o Site layout, zoning, and phasing
  - o Community infrastructure (e.g., parks, local business hubs, social services)
  - o Employment and procurement strategies favoring local benefit
- Collaborate with public authorities to ensure **alignment with regional development strategies**.

KPI	Target by 2030
% of projects with documented Stakeholder Consultation Plans	100%
% of projects with Economic & Demographic Needs Studies	100%
% of masterplans reflecting stakeholder input and local data	100%

### IMPACT GOALS

- Create **locally responsive masterplans** that reflect social, economic, and cultural realities.
- Foster **inclusive development and shared value** with host communities.

### CONCLUSION

Embedding stakeholder consultation and socioeconomic data into masterplanning is not only good practice—it is essential for creating developments that endure and thrive. By formalizing these processes, we ensure that every project reflects local realities, promotes inclusivity, and delivers meaningful community benefits. This approach strengthens our community relationships, reduces project risk, and ensures our investments are welcome and supported over the long term.

### ADDITIONAL ESG FOCUS AREAS

**Material / Resource Efficiency & Land Use:** Design for circularity and resource efficiency by minimizing waste, maximizing recycled content, and optimizing land use. Apply circular economy principles, reduce soil sealing, and promote compact, mixed-use development.

**Climate Change Adaptation:** Design for flood resilience, urban heat mitigation, and energy redundancy. Conduct climate risk assessments for new developments and integrate passive design strategies for long-term resilience.

**Biodiversity:** Prevent/mitigate impacts on ecologically sensitive areas. Apply biodiversity net gain principles and integrate green roofs, walls, and urban habitats.

**Occupational Health & Safety:** Maintain zero fatalities or life-altering injuries. Promote a safety culture through training, reporting, and continuous improvement.

**Anti-Corruption:** Develop and enforce a comprehensive Company Code of Ethics. Establish transparent governance practices and anti-bribery compliance.

### 3 OUR SUSTAINABILITY PERFORMANCE

From the very beginning, our main objective was delivering superior quality projects, based on the community's and city's needs, sustainability and high standards of comfort.

Starting with Triama, our first residential project for which we undertook a very engaged approach in the execution by leading the construction management team, we focused on increasing customer health and wellbeing in the area. Then, with mixed-use projects such as RECORD PARK, we put the quality of living in the center of the design and execution of the project, by ensuring that every building in the development is BREEAM Excellent certified.

Through the projects delivered in 2025, THE MEADOWS and the third building in THE IVY, we focused on delivering the best performance results in terms of residential and commercial functions.

Our long-term ambition is focused towards sustainability and obtaining green certifications for our developments to ensure the best possible performance and resilience in the face of climate change. We will continue to deliver high-quality projects with a focus on sustainability, such as PALTIM, CityZen, TINO and 1 IUNIE, four future developments which will be based on the urban regeneration concept, as well as THE MEADOWS and GLENWOOD, which will be oriented towards integrating large green spaces into a livable space for the residents and the local community, as well as QUEENS being the flagship development towards the principles of the 15min city. In Poland we will bring the same drive with projects such as TRIBERA Warszawa and GEDANIA Riverside Living that focus on brownfield projects and community development

In the following sub-chapters, we will present the performance of the buildings delivered in 2025:

## THE IVY C5 – BUILDING SUSTAINABILITY PROFILE

Aleea Meteorologiei 15C, Bucharest

Delivered: 2025

EPC Class: A

EU Taxonomy Aligned

### PROJECT OVERVIEW

THE IVY C5 is the third residential building delivered within SPEEDWELL's premium THE IVY development, a gated community located in the Băneasa area of northern Bucharest, adjacent to Băneasa Forest. Built with discipline and real sustainability, it is designed for quality living and long-term value retention, while contributing to the diversification of premium residential supply in northern Bucharest.

The building comprises of 128 apartments ranging from 54 to 121.6 square meters together with 173 parking spaces, representing a total value of €28.2 million – half of which was secured through a green financing agreement with Garanti BBVA.

Over 70% of the apartments sold in C5 were acquired through direct recommendations from existing THE IVY residents, reflecting the high trust and satisfaction within the community. Together with the first two buildings, the complex now counts 356 delivered apartments, forming a vibrant community of entrepreneurs, professionals, and public figures.

### ESG KEY PERFORMANCE INDICATORS

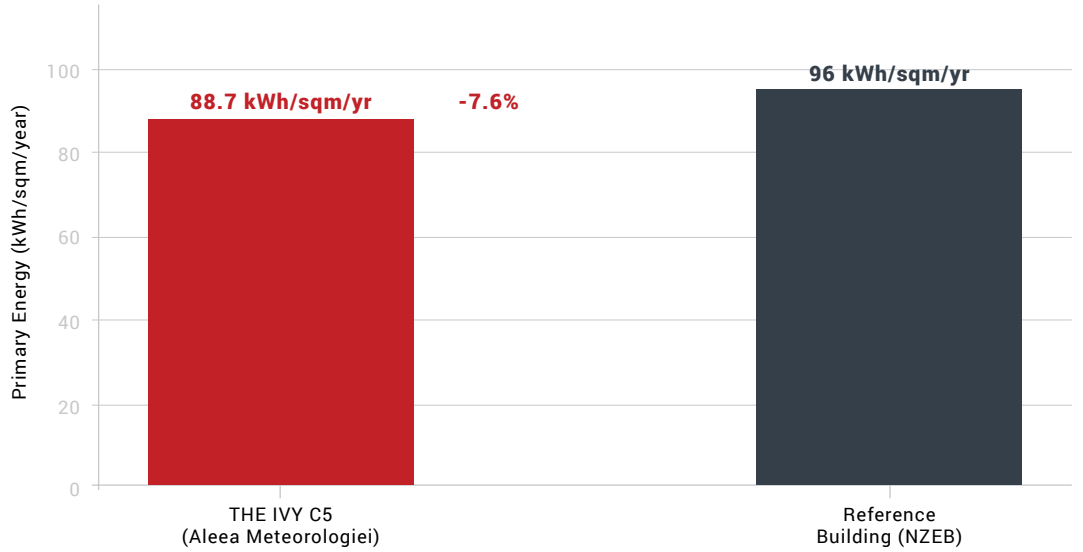
The table below summarises the key sustainability metrics for THE IVY C5, based on EPC certification data and internal ESG monitoring (ID EPC: 29054).

Indicator	THE IVY C5	Reference (NZEB)	Status
EPC Energy Class	<b>A</b>	–	✓ Taxonomy Aligned
Primary Energy (kWh/sqm/yr)	<b>88.7</b>	96	-7.6% vs. reference
Operational CO <sub>2</sub> e (kg/sqm/yr)	<b>12.4</b>	–	✓ Heating: gas (on-site)
Renewable Energy Share	<b>42.81%</b>	–	✓ Energy monitoring active
On-site Renewable Generation	<b>Yes</b>	–	✓ On-site solar
Green Loan Financing	<b>Yes</b>	–	✓ Garanti BBVA
EU Taxonomy Aligned	<b>Yes</b>	–	✓ Confirmed
BREEAM H&W Score	<b>81% – Excellent</b>	≥70% Excellent	✓ Top 10% globally
Total Surface (sqm)	<b>19,764</b>	–	128 apartments

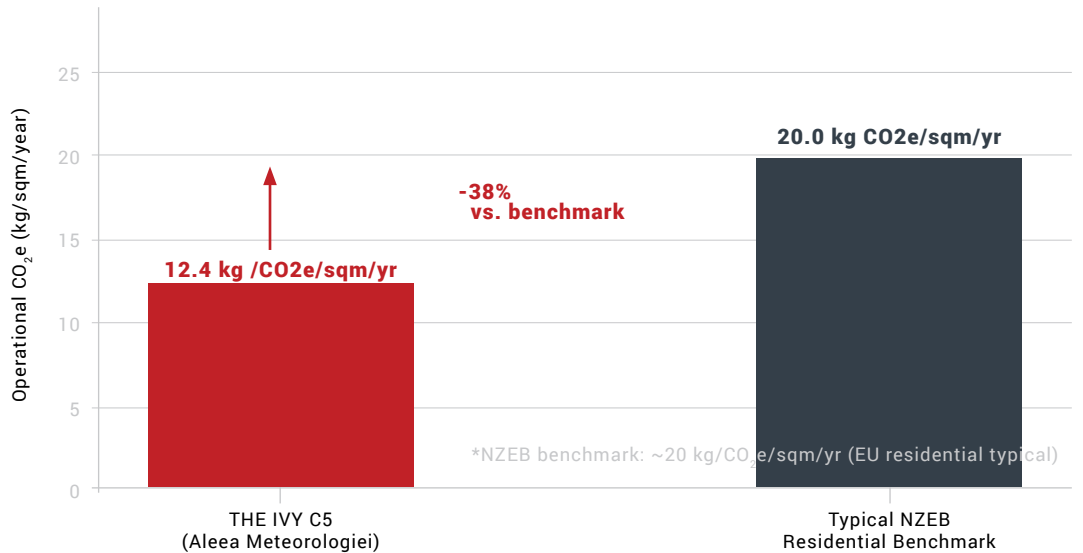
**ENERGY & ENVIRONMENTAL PERFORMANCE**

The following charts illustrate THE IVY C5's performance across primary energy consumption, carbon emissions and renewable energy integration.

**Primary Energy Consumption vs. Reference Building**

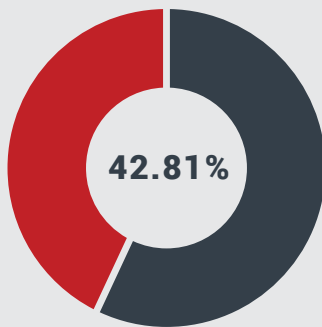


**Operational Carbon Emissions vs. NZEB Typical Benchmark**



## Energy Classification & Renewables

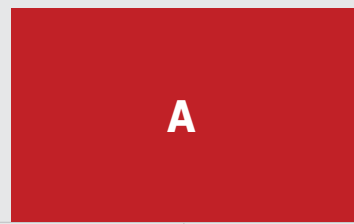
### THE IVY C5 Renewable Energy Share



Renewable

Non-renewable

### EPC Energy Classification



THE IVY C5

## SUSTAINABILITY CERTIFICATIONS & GREEN FINANCE

THE IVY C5 is certified BREEAM Excellent and Green Homes (Romania Green Building Council), placing it in the top 10% of residential buildings globally for sustainability performance. The building is EU Taxonomy aligned and financed through a green loan with Garanti BBVA, reflecting SPEEDWELL's commitment to responsible development.

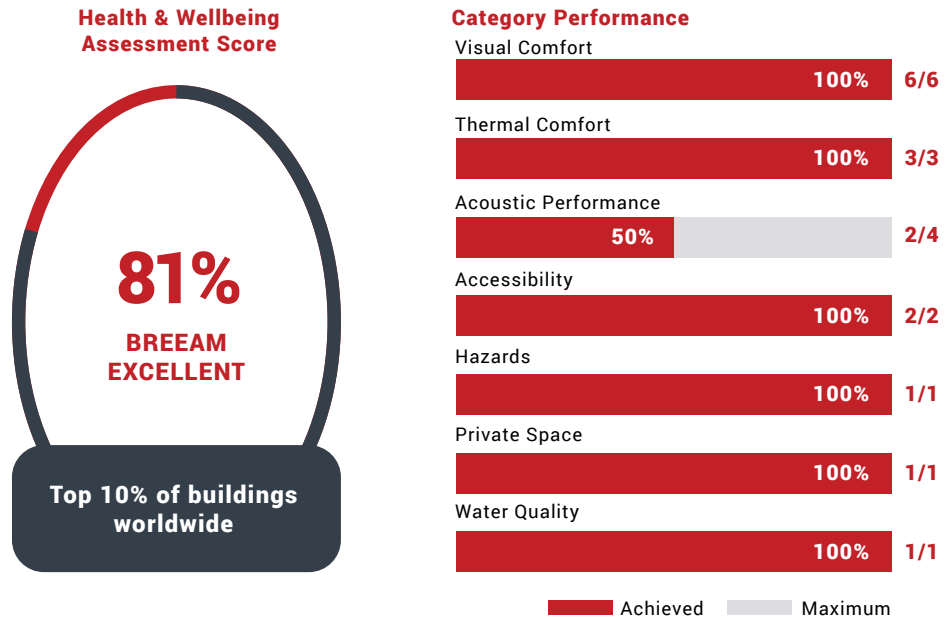
On the energy side, the building achieves a primary energy consumption of 88.7 kWh/sqm/year – 7.6% below the NZEB reference of 96 kWh/sqm/year – and benefits from on-site renewable energy generation, with 42.81% of energy sourced from renewables. Energy monitoring is active across all systems.

*Note: THE IVY C5 operates with on-site gas heating. This is reflected in the operational carbon figure of 12.4 kg CO<sub>2</sub>e/sqm/year, which remains significantly below the typical NZEB residential benchmark of ~20 kg CO<sub>2</sub>e/sqm/year.*

## THE IVY C5 – BREEAM HEALTH & WELLBEING DETAILED ASSESSMENT

THE IVY C5 achieved a BREEAM Excellent rating in Health & Wellbeing, with a score of 81% – placing it in the top 10% of residential buildings assessed worldwide. This certification reflects SPEEDWELL’s commitment to creating living spaces that genuinely support the health, comfort and well-being of residents.

### THE IVY C5 – BREEAM Health & Wellbeing



#### WHAT THIS MEANS

**THE IVY C5 achieved a BREEAM Excellent rating – placing it among the top 10% of residential buildings assessed worldwide.**

<b>Visual Comfort</b>	Full credits – optimal glare control, daylighting and view-out design.
<b>Thermal Comfort</b>	Full credits – thermal modelling, climate adaptability & zoning.
<b>Acoustic Performance</b>	Full residential credits – exceeds acoustic standards for housing.
<b>Accessibility</b>	Full credits – safe access and inclusive design for all residents.
<b>Hazards</b>	Full credit – thorough risk assessment and mitigation in place.
<b>Private Space</b>	Full credit – accessible outdoor space for every resident.
<b>Water Quality</b>	Full credit – water contamination risk minimised throughout.

*BREEAM criteria-based assessment March 2026*

The building excels across all core residential comfort categories. Visual comfort is addressed through optimal glare control, generous daylighting and unobstructed views – ensuring that every apartment benefits from natural light and a meaningful connection to the outdoors. Thermal comfort is fully achieved through advanced thermal modelling and climate-adaptable zoning systems, while acoustic performance meets all residential standards. Inclusive and safe access, hazard risk mitigation, private outdoor space and clean water provision all received full credits.



## THE MEADOWS PHASE 1 – BUILDING SUSTAINABILITY PROFILE

Fabrica de Căramidă Street, District 1, Bucharest

Delivered: 2025

EPC Class: A+

EU Taxonomy Aligned

### PROJECT OVERVIEW

THE MEADOWS is a premium residential project developed by SPEEDWELL on a 5.6-hectare land plot on the shores of Lake Grivita, in District 1 of Bucharest. Inspired by the concept of 'hidden beauty to uncover', the project introduces a unique typology to the Bucharest market: contemporary low-rise buildings and townhouses set within a landscaped park, blending lakefront living with the convenience of urban connectivity. Located on Fabrica de Căramidă Street, THE MEADOWS offers easy access to the city centre and northern business hubs, while the Laminorului metro station is just a 10-minute walk away. When fully built out across four phases, the development will deliver 38 townhouses and 250 villa apartments, with a total estimated value of €91 million.

Phase 1 delivers 15 townhouses with 4 and 5 rooms, featuring net areas between 133 and 157 sqm, spacious terraces and private gardens of up to 125 sqm. The project also provides sports facilities, playgrounds, recreation areas, and a proximity shop integrated in later phases, as well as a public promenade along the lakeshore – linking to Sector 1 City Hall's plans to connect the lake with the city centre via pedestrian and cycling paths. The Nordic-inspired architecture features floor-to-ceiling windows, minimalist design, neutral colour palettes and high-quality finishes, creating bright, functional homes that feel rooted in their natural surroundings.

### ESG KEY PERFORMANCE INDICATORS

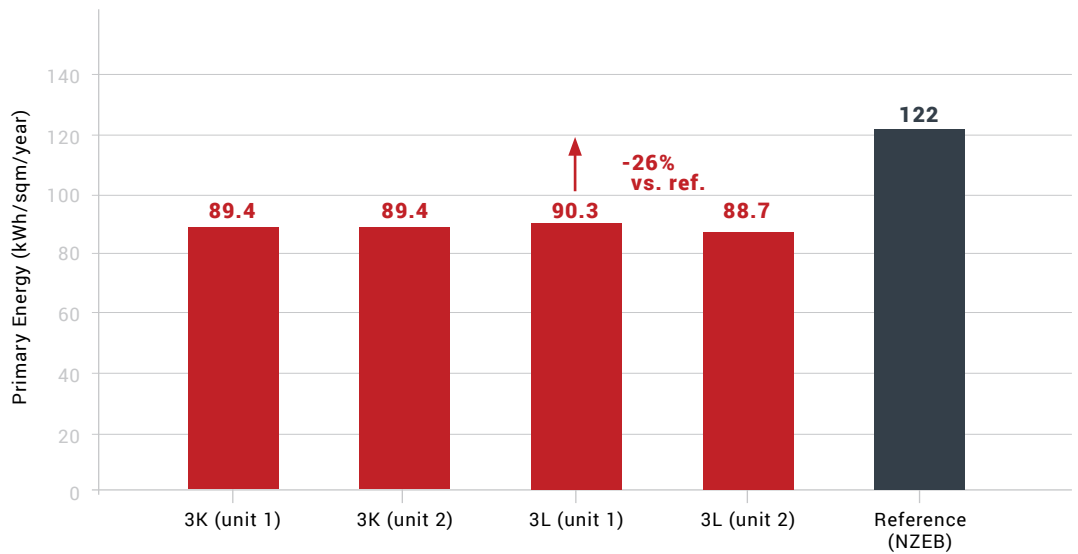
The table below summarises the key sustainability metrics for THE MEADOWS Phase 1, based on EPC certification data and ESG monitoring (ID EPC: 29659–29662, Fabrica de Căramidă 3K & 3L).

Indicator	THE MEADOWS Ph.1	Reference (NZEB)	Status
EPC Energy Class	<b>A+</b>	–	✓ Taxonomy Aligned
Primary Energy (kWh/sqm/yr)	<b>88.7 – 90.3</b>	122	–26% vs. NZEB ref.
Operational CO <sub>2</sub> e (kg/sqm/yr)	<b>9.5 – 9.7</b>	–	✓ Avg. 9.6 kg CO <sub>2</sub> e/sqm/yr
Electrified Heating	<b>Yes</b>	–	✓ No fossil fuels on-site
Fossil Fuel On-site	<b>No</b>	–	✓ Fully electrified
Renewable Energy Share	<b>59.5 – 59.8%</b>	–	✓ Energy monitoring active
On-site Renewables	<b>Yes</b>	–	✓ Solar panels
EU Taxonomy Aligned	<b>Yes</b>	–	✓ Confirmed
Green Loan Financing	<b>Yes</b>	–	✓ Green loan
BREEAM H&W Score	<b>81% – Excellent</b>	≥70% Excellent	✓ Top 10% globally
Nr. of EPC units tracked	<b>4</b>	–	IDs: 29659–29662

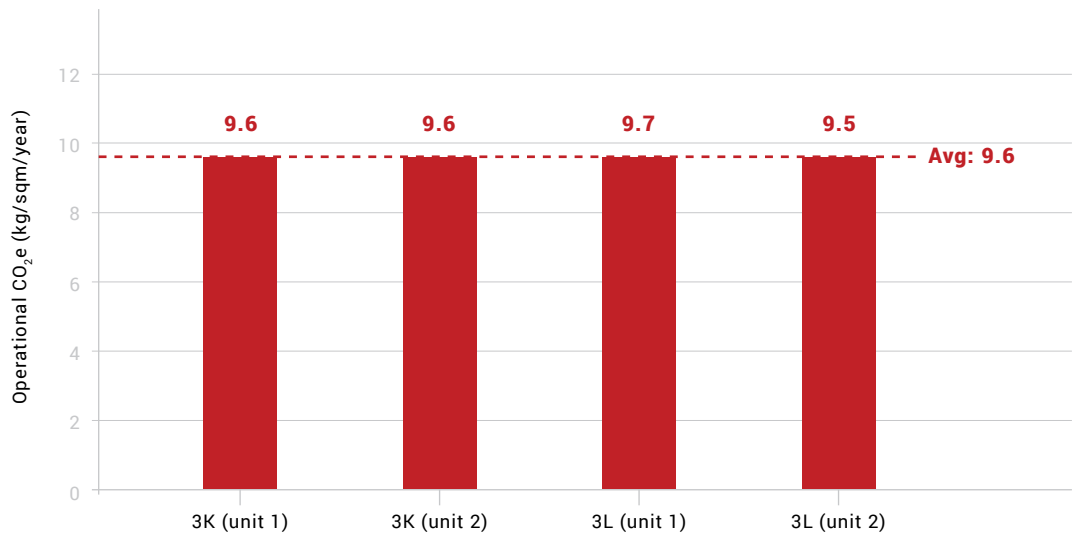
## ENERGY & ENVIRONMENTAL PERFORMANCE

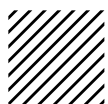
The charts below illustrate THE MEADOWS Phase 1 performance across primary energy, carbon emissions and renewable energy integration. All four tracked units achieve EPC Class A+, outperforming the NZEB reference building by approximately 26%.

### Primary Energy – THE MEADOWS Phase 1 vs. NZEB Reference



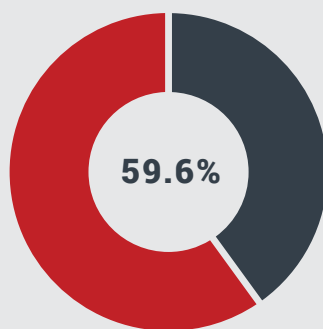
### Operational Carbon Emissions - THE MEADOWS Phase 1 (Fully Electrified Heating, No Fossil Fuels On-site)



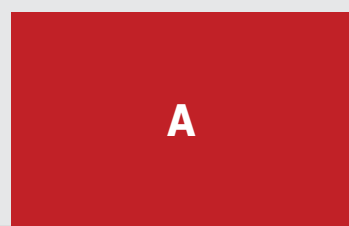


### Energy Classification & Renewables

Renewable Energy Share  
(avg. across 4 units)



EPC Energy Classification



THE MEADOWS Phase 1

Renewable / Project      Non-renewable

### SUSTAINABILITY APPROACH

THE MEADOWS Phase 1 is designed to the highest nZEB standards and achieved an A+ EPC energy classification – the highest available – across all four tracked residential units. Primary energy consumption ranges from 88.7 to 90.3 kWh/sqm/year, representing a reduction of approximately 26% against the NZEB reference of 122 kWh/sqm/year.

A defining sustainability feature of THE MEADOWS is its fully electrified heating and cooling system, based entirely on heat pumps, with no fossil fuels used on-site. This approach significantly reduces operational carbon emissions, which average 9.6 kg CO<sub>2</sub>e/sqm/year across Phase 1 units – well below sector benchmarks. Approximately 59.5–59.8% of energy consumed across the tracked units originates from renewable sources, with active energy monitoring in place.

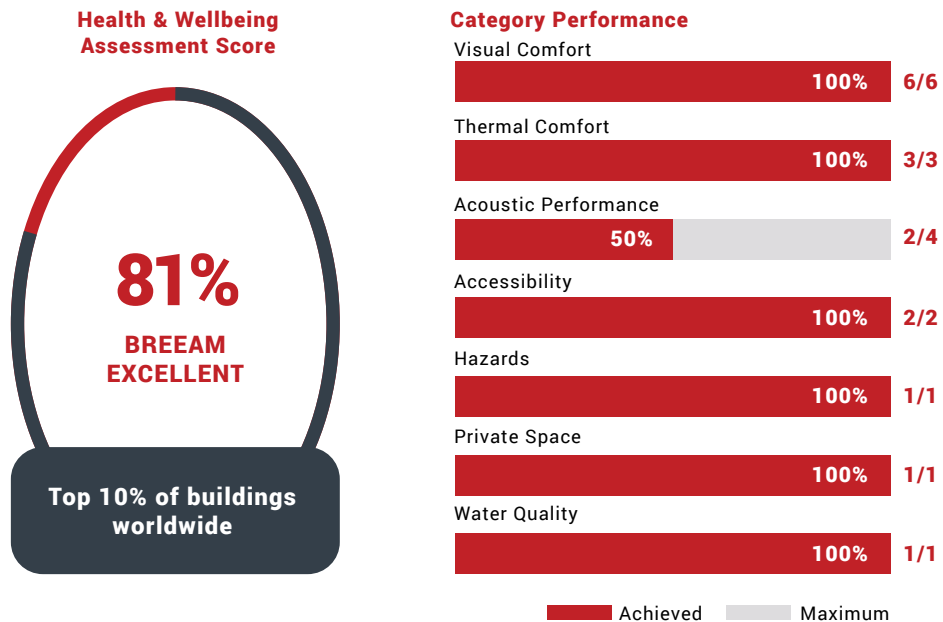
The project is aligned with the EU Taxonomy for sustainable finance and was financed through a green loan, reflecting SPEEDWELL's commitment to responsible, future-proof development. THE MEADOWS Phase 1 also achieved a BREEAM Excellent rating (81%) in Health & Wellbeing, placing it in the top 10% of buildings worldwide.

*The design integrates generous green spaces, a public lakeshore promenade, and energy-efficient materials – ensuring that environmental performance goes hand-in-hand with quality of life for residents.*

## THE MEADOWS PHASE 1 – BREEAM HEALTH & WELLBEING DETAILED ASSESSMENT

THE MEADOWS Phase 1 achieved a BREEAM Excellent rating in Health & Wellbeing, with a score of 81% – placing it in the top 10% of residential buildings assessed worldwide. This certification reflects SPEEDWELL's commitment to creating living spaces that genuinely support the health, comfort and well-being of residents in a natural lakeside setting.

### THE MEADOWS Phase 1 – BREEAM Health & Wellbeing



#### WHAT THIS MEANS

THE MEADOWS Phase 1 achieved a BREEAM Excellent rating – placing it among the top 10% of residential buildings assessed worldwide.

<b>Visual Comfort</b>	Full credits – optimal glare control, daylighting and view-out design.
<b>Thermal Comfort</b>	Full credits – thermal modelling, climate adaptability & zoning.
<b>Acoustic Performance</b>	Full residential credits – exceeds acoustic standards for housing.
<b>Accessibility</b>	Full credits – safe access and inclusive design for all residents.
<b>Hazards</b>	Full credit – thorough risk assessment and mitigation in place.
<b>Private Space</b>	Full credit – accessible outdoor space for every resident.
<b>Water Quality</b>	Full credit – water contamination risk minimised throughout.

BREEAM criteria-based assessment March 2026

The building excels across all core residential comfort categories. Visual comfort is achieved through optimal glare control, generous daylighting and unobstructed lake views – ensuring that every townhouse benefits from natural light and a meaningful connection to nature. Thermal comfort is fully addressed through advanced thermal modelling and heat pump-based zoning, while acoustic performance meets all residential standards. Inclusive and safe access, hazard risk mitigation, private garden space and clean water provision all received full credits.



# APPENDIX

## GRI Content Index

GRI standard	Indicator	Observations	Page
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details		7
	2-2 Entities included in the organization's sustainability reporting		7
	2-3 Reporting period, frequency and contact point		6
	2-4 Restatements	N/A, as this is SPEEDWELL's first Sustainability Report.	
	2-5 External assurance		6
	2-6 Activities, value chain and other business relationships		9
	2-7 Employees		32
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	205-3 Confirmed incidents of corruption and actions taken		20
<b>GRI 301: Materials</b>	301-1 Materials used by weight or volume		40
	301-2 Recycled input materials used		40
<b>GRI 302: Energy</b>	302-1 Energy consumption within the organization		41
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	304-2 Significant impacts of activities, products and services on biodiversity		46
<b>GRI 305: Emissions</b>	305-2 Energy indirect (Scope 2) GHG emissions		44
<b>GRI 306: Waste</b>	306-3 Waste generated		42
	306-4 Waste diverted from disposal		42
<b>GRI 403: Occupational Health and Safety</b>	403-9 Work-related injuries		35
<b>GRI 413: Local Communities</b>	413-1 Operations with local community engagement, impact assessments, and development programs		39
<b>GRI 416: Customer Health and Safety</b>	416-1 Assessment of the health and safety impacts of product and service categories		37

A modern brick building with balconies and a blue car in a parking lot. The building features a mix of red and light-colored bricks. The balconies have green metal railings. A blue car is parked in a paved area in the foreground. The sky is clear and blue.

**SP=DWELL**

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