

Vajda-Papír Group
Sustainability
Report 2024



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”
SUSTAINABILITY GOES HAND IN
HAND WITH COMPETITIVENESS.
”



A Letter from the Owner

GRI 2-22

Dear Reader,

Dear Investor,

2024 was a special year in the life of Vajda-Papír Group, **the celebration of our 25th anniversary**. To mark this special occasion, we launched various prize draws and uniquely packaged products throughout the year to thank our loyal customers for their commitment.

However, the year was not only about celebration. Inflation spiralled out of control in 2023, leading to a drastic decline in purchasing power in 2024, which also affected the hygiene paper market. In the first months of the year demand declined in both volume and value, and retail chains began to engage in intense promotional competition. As a result, we had to reckon with an annual deflationary effect of nearly 8%, while supply chain disruptions and rising global cellulose prices posed further challenges for the industry.

We responded proactively to the difficulties arising from external factors: we developed special promotional products in extra-large packaging and adapted to market demands with increased promotional presence and conscious product development. While the market environment presented numerous challenges, our company performed steadily: we managed to maintain our sales base in terms of volume even in a declining market. We achieved outstanding results in the public sector, where we further strengthened our market position with a more than 30% increase in sales. At the same time, we doubled our sales of base paper.

Assessing the results of a challenging yet promising year, I am proud to say that we continue to be Hungary's largest manufacturer, second strongest brand and market leader in our category. In export markets we laid the foundations for our 2025 growth by winning a 6,500-ton tender.

We manufacture our products with sustainability in mind, focusing on environmental protection, energy conservation and green solutions. In 2024 we took automation to a new level at our Dunaföldvár plant, **increasing our efficiency with robotic packaging systems and automated forklifts**.

We have also committed to further measures enhancing energy efficiency, environmental protection and pollutant emission reduction: **we plan to build a solar park** and a biomass power plant in the coming years with a more than HUF 10 billion funding from the Factory Rescue Program of the Hungarian government.

Vajda-Papír Kft., part of Vajda-Papír Group, receives HUF 5,710,659,000 in support under the Factory Rescue Program. Vajda Real Estate Kft. is also participating in the program and receives a HUF 5,714,850,000 subsidy. We plan to install and operate small solar power plants on our own properties. The 29,000 kWp (kilowatt peak) peak capacity power plant will be able to cover a significant part of the manufacturing units' own energy needs, making operation more predictable and increasing competitiveness. The grant awarded to Vajda Real Estate will enable the construction of a biomass power plant that will produce the

industrial steam required for the technology used in the paper mill and generate electricity for Europe's largest and most modern paper mill. The heat generation unit of the power plant is a state-of-the-art steam boiler with a circulating fluidized bed (CFB) system. Even at maximum load, the boiler is capable of meeting the steam requirements of the paper mill while also satisfying maximum electricity demand. The special feature of the boiler is that it is fuelled by wood chips, but it is also suitable for burning sunflower husks and grain straw. Furthermore, it will also enable the energy recovery of paper production residues from the site and pre-treated biomass waste (RDF/SRF) for energy purposes, thus providing us with cheap electricity and also allowing us to reuse the waste generated during paper production.

The energy efficiency investments made possible by the subsidies will enable us to achieve our ambitious goals, namely to reduce our water consumption related to production and operations by 20% by 2030, increase the share of renewable energy at our sites by 50%, and reduce the amount of waste generated. Our main commitment is to become carbon neutral by 2050.

Over the past 10 years we have spent approximately HUF 40 billion on ensuring that our hygiene paper production and operations are carried out using the most environmentally friendly and sustainable technologies. It is particularly good news that these developments have now come to fruition and as a result, by securing our own raw materials and eliminating transport, we have achieved significant annual fuel savings of around 400,000 litres. We have also reduced our carbon footprint, moderated the carbon dioxide emissions associated with our operations, and made our manufacturing process more sustainable: we produce 1 ton of

base paper using up to 26% less electricity and 70% less water than a few years ago.

We were the first industrial manufacturing company in Hungary to issue a green bond and were among the first to develop our ESG strategy. I am proud that Vajda-Papír is one of the greenest industrial companies, which is also highly valued by investors.

We produce 140,000 tons of paper products annually in a particularly energy-intensive field, so sustainable operation and reducing our environmental impact is a huge responsibility. From the very beginning, we have purchased the most modern, energy-efficient equipment to stay competitive and ensure sustainable production. This proves that, contrary to popular belief, consciously planned sustainability is not a disadvantage but a competitive advantage in business.

In 2024 we were the first Hungarian manufacturing company to join the international SBTi (Science Based Targets Initiative), which helps companies set science-based emission reduction targets to accelerate the fight against climate change.

Our approach to sustainability has also been positively influenced by the fact that we have had our own factory in Norway for ten years, a pioneer in sustainability and ESG. Scandinavian customers, who traditionally live in harmony with nature, have always had extremely high environmental expectations. This motivates us to continuously improve and expand our sustainability measures. This has also been beneficial because strict Scandinavian expectations have now become the norm for companies in Central and Eastern Europe.

While striving to provide consumers with the highest quality products, we are socially sen-

sitive to disadvantaged social groups. We feel it is our duty to support communities that operate in line with the values we represent as part of our social responsibility. In recent years we have been carrying out support activities in an increasingly structured manner and with long-term thinking, but we do not shy away from providing ad hoc help when justified. To make sure that this support reaches its intended destination, we have been working with the Hungarian Charity Service of the Order of Malta since 2020. Over the past five years we have donated more than 50 tons of hygiene paper products to disadvantaged social groups through them, in cooperation with our Ooops! customers and partners.

A unique feature of our corporate operations is that in 2011 single-person management was replaced by a structured corporate management and organizational system that, in addition to providing agile solutions to current issues, consciously prepares us for the challenges of the future.

I am proud that my colleagues have readily accepted and understood the importance of sustainability, which has quickly become part of our DNA. While the purchase of state-of-the-art equipment is a significant expense, in the long run it pays off not only financially but also in terms of moral gains, as both partners and consumers appreciate that Vajda-Papír conducts its activities respecting the natural and social environment.

As a responsible manufacturer, sustainability is a key pillar of our operations. We remain committed to contributing to the development of our partners and communities through innovative solutions that take environmental and social values into account.

With our bond listed on the XBond market of

the Budapest Stock Exchange and in the Green Products category as well as with our active Green Committee, we further strengthened our ESG maturity in 2024 and are now publishing our annual ESG report for the fourth time to transparently report on our achievements in sustainability.

Our commitment to sustainability is also reflected in our ESG-conscious decisions and investments, and we continue to operate in an environmentally and economically responsible manner, keeping the interests of our customers, partners, and future generations in mind.

Best regards,

Attila Vajda
Managing Director and
Owner of Vajda-Papír Group

About our report

(GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-14)

By publishing our ESG report, we inform our stakeholders, the Budapest Stock Exchange, our investors, and all interested parties in **Hungarian** and **English**¹. Our goal is to provide clear and transparent information about our sustainability efforts, achievements to date, and the impact of our activities on the environment, society, the economy, and human rights.

THE ESG REPORT OF VAJDA-PAPÍR GROUP FOR 2024

Vajda-Papír Group

Headquarters in Hungary:
2330 Dunaharaszti, 51 Némedi road.

Entities included in the report and their areas of operation:

Vajda-Papír Group consists of two Hungarian companies with the same owners (Vajda-Papír Kft., Vajda Real Estate Kft.) and a Norwegian subsidiary with the same ownership structure (Vajda-Papir Scandinavia AS).

Hungary

Vajda-Papír Kft.
Vajda Real Estate Kft.

Norway

Vajda-Papir Scandinavia AS

Data sources:

The data published in the report was provided by Vajda-Papír Group, which we used after systematization and professional review.

Management approval:

The ESG report of Vajda-Papír Group and the list of material issues are published with the approval of the managing director.

The GRI index and glossary are mandatory parts of the publication.



Reporting period:

The reporting period corresponds to the financial year, i.e. the period between January 1, 2024, and December 31, 2024. The data provided refer to December 31, 2024.²

Reporting frequency:

annually

Standard: Vajda-Papír Group has prepared its sustainability report for the reporting period between January 1, 2024, and December 31, 2024, taking into account the "in accordance with" guidelines of the Global Reporting Initiative (GRI)³ „GRI Standards 2021”. The report was prepared without external, independent certification.

At the time of preparing our report, no industry-specific standards linked to the GRI standard were available, so we were unable to take them into account.

There are no applicable GRI standards for two material topics (green bonds and quality management).

Date of publication of the report: January 15, 2026.
(Previous ESG report published: December 20, 2024.)

This report is the group's third ESG report and its second report prepared in accordance with GRI standards.

Further information: esg@vajdapapir.com

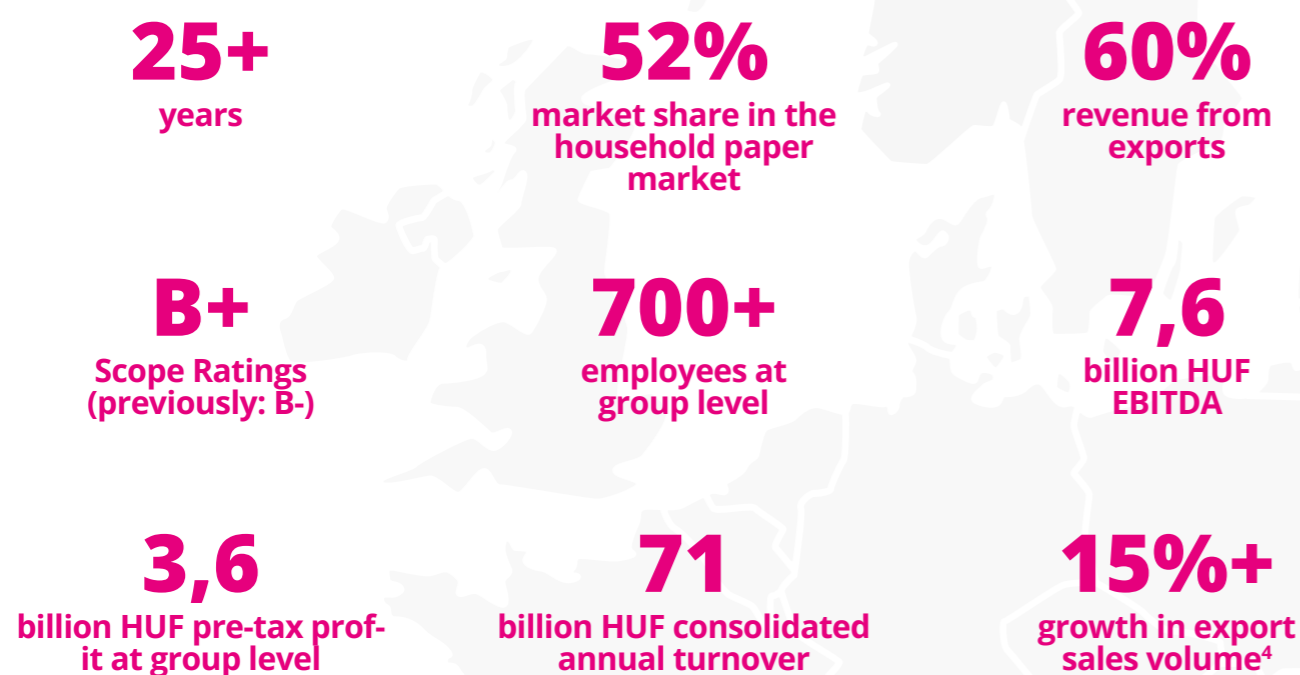
¹ There is no difference in content between the Hungarian and English versions of this publication.

² Any data that differs from this is clearly indicated in the report.

³ GRI (Global Reporting Initiative) <https://www.globalreporting.org/standards>

2024: Facts and figures

ESG jelentésünk közzétételével érdekelt feleinket, a Budapesti Értéktőzsdét, befektetőinket, továbbá minden tisztelt érdeklődőt **magyar** és **angol** nyelven tájékoztatunk¹. Célunk, hogy fenntarthatósági törekvéseinkről, eddig elért eredményeinkről és tevékenységünkben fakadó, környezetre, társadalomra, gazdaságra és az emberjogra gyakorolt hatásokra vonatkozóan egyértelmű és transzparens tájékoztatást adjunk.



⁴Compared to the previous year. An 8.5% decline in volume on the domestic market.

Most significant events of 2024

ESG jelentésünk közzétételével érdekelt feleinket, a Budapesti Értéktőzsdét, befektetőinket, továbbá minden tisztelt érdeklődőt **magyar** és **angol** nyelven tájékoztatunk¹. Célunk, hogy fenntarthatósági törekvéseinkről, eddig elért eredményeinkről és tevékenységünkben fakadó, környezetre, társadalomra, gazdaságra és az emberjogra gyakorolt hatásokra vonatkozóan egyértelmű és transzparens tájékoztatást adjunk.

A VAJDA-PAPÍR CSOPORT 2024. ÉVRE VONATKOZÓ ESG JELENTÉSE

„Where does dad/mom work” event

In 2024 we held the „Where does my dad/mom work” event at the Budapest and Dunaföldvár sites, combined with a factory tour. Parents proudly showed their children around their workplace, and Vajda-Papír also prepared with surprises for the children.



25th anniversary celebrations

We celebrated the 25th anniversary of Vajda-Papír at our Budapest and Dunaföldvár sites with a fantastic event with delicious food and a friendly atmosphere. During the evening, the employees celebrating a work anniversary were honoured by Managing Director Attila Vajda, who thanked them for their work and dedication. In addition to retro music, a few modern songs were also played, and the guests danced the night away.

The occasion crowned the 25th anniversary of Vajda-Papír, a leading manufacturer and employer in the Hungarian and European markets for two and a half decades.

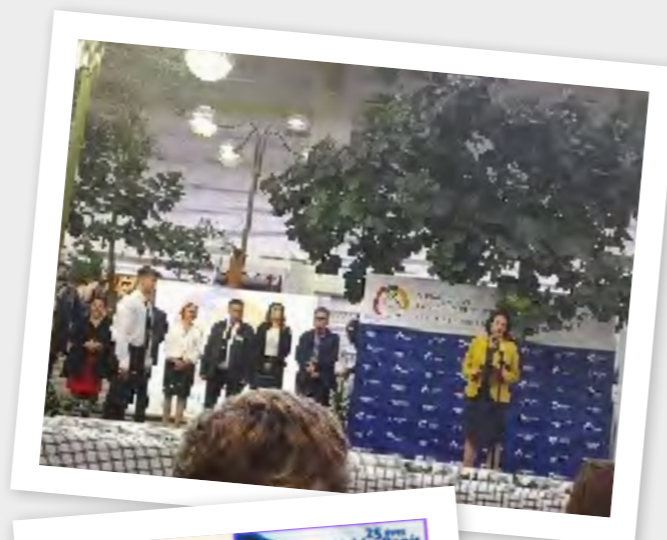


We held our third career open day at our Dunaföldvár factory.

Hundreds of students and accompanying parents took part in the event during which we guided small groups of interested visitors, including 7th and 8th grade students, their parents and teachers, through Central Europe's most modern paper factory.

The number of students in dual training has tripled

In 2021/2022 Vajda-Papír Group developed and launched a dual training program in close cooperation with the Lórántffy Zsuzsanna Technical College and Boarding School of the Dunaújváros Vocational Training Center, where theoretical training is supplemented by the acquisition of practical skills and competencies with the involvement of industry players. The training focuses on practical skills and is becoming increasingly popular among young people, the number of students tripling in recent years. It is the fourth consecutive year when Vajda-Papír has promoted the profession at the Dunaújváros Vocational Training Day, attended by more than 2,000 students from the surrounding area in grades 7 and 8.



2024 prize draw VP25

To mark its 25th anniversary, Vajda-Papír announced a prize draw for its employees, with valuable prizes to be won every month between January and December 2024.



Participation in exhibitions supporting marketing and sales at international professional events

Awards in 2024



BEST MANAGED COMPANIES CERTIFICATION

Vajda-Papír was awarded a Best Managed Companies certification in Deloitte's competition.

Deloitte's mentoring program is open to successful Hungarian-owned and managed companies that, among other criteria, have annual sales of at least €20 million and more than 50 employees.

The recognition is primarily due to the fact that the operations of Vajda-Papír are unique, since its large corporate structure allows it to respond quickly, and the company's strength lies in its forward-thinking and flexible management, adapting to the financial environment and finding the best solutions.

VAJDA-PAPÍR WAS HONOURED AT THE FIGYELŐ TOP200 GALA

Vajda-Papír was also honoured at the Figyelő TOP200 gala, a prominent annual event in Hungarian business life, held under the patronage of Finance Minister Mihály Varga. The NTH Successful Foreign Direct Investment Award was presented by József Tóth, investment director of National Capital Holding, to Attila Vajda, founding managing director of Vajda-Papír. It was a source of great pride for Vajda-Papír Group, which will celebrate its 25th anniversary in 2024 and has been successfully operating its factory in Norway for more than 10 years, to be among the best as a 100% Hungarian-owned, foreign investment-active large company.





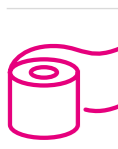
FINANCIAL AND ECONOMIC MANAGEMENT AWARD TO DR. JULIANNA KOZMÁNÉ KISS

Dr. Julianna Kozmáné Kiss, Chief Financial Officer of Vajda-Papír, won the CFO of the Year award at the Portfolio Future of Finance 2024 conference. The award recognizes the company's outstanding financial stability, sustainable growth and economic performance, in which she plays a key role as a leader.



About Vajda-Papír Group

ESG jelentésünk közzétételével érdekelt feleinket, a Budapesti Értéktőzsdét, befektetőinket, továbbá minden tisztelt érdeklődőt **magyar** és **angol** nyelven tájékoztatunk¹. Célunk, hogy fenntarthatósági törekvéseinkről, eddig elért eredményeinkről és tevékenységünkéből fakadó, környezetre, társadalomra, gazdaságra és az emberjogra gyakorolt hatásokra vonatkozóan egyértelmű és transzparens tájékoztatást adjunk.

 <p>Year of establishment: 1999</p>	 <p>100% Hungarian, family-owned</p>
 <p>Founders: Attila Vajda and Szilvia Vajdáné Csata</p>	 <p>As Hungary's first industrial manufacturing company, it played an exemplary role by issuing green bonds worth HUF 9.9 billion⁵.</p>
 <p>Hungary's market-leading manufacturer of hygiene paper products</p>	 <p>Listed in the Xbond Corporate Bonds and Green Products category⁶</p>

Vajda-Papír Group consists of two Hungarian companies with the same owners (Vajda-Papír Kft. and Vajda Real Estate Kft.) and a Norwegian subsidiary with the same owners (Vajda-Papír Scandinavia AS). Vajda-Papír Kft. was founded in 1999 by Attila Vajda and Szilvia Vajdáné Csata. It is a company that manufactures household paper products (toilet paper, kitchen paper towels, paper tissues and paper napkins) and distributes public and chemical products.

Our company, which started as a family business in 1999, now employs more than 700 people in its plants in Budapest, Dunaföldvár, Székesfehérvár, and Drammen, Norway.



⁵The green bond was issued by Vajda-Papír Kft. in 2021.

⁶Vajda-Papír Kft.

Vajda Papír Kft.

manufactures and distributes hygiene paper products.

Vajda Real Estate Kft.

owns the group's real estate properties in Hungary. Since 2018, following the establishment of the production capacity in Dunaföldvár, it has been manufacturing base paper for hygiene products and selling it to Vajda-Papír Kft.

Vajda-Papír Scandinavia AS

is the Norwegian subsidiary of Vajda-Papír Group.

SIGNIFICANT CHANGES EFFECTIVE FROM THE 2024 REPORTING PERIOD

Acquisition of the majority stake in Vajda-Papír Scandinavia AS

Vajda-Papír Kft. has acquired the majority stake in Vajda-Papír Scandinavia AS, which has been part of the group for more than 10 years. The aim of this transaction is to strengthen economic efficiency including simplification, increased efficiency and the creation of a large corporate structure.

Successful participation in the Factory Rescue Program of the Hungarian government

The group successfully participated in the Factory Rescue Program of the Hungarian government, from which Vajda-Papír Kft. received 5 billion 710 million 659 thousand forints in support. Of the total amount of support, 1 billion 313 million 451 thousand 570 forints was paid to the company as an advance at the end of December 2023. Vajda Real Estate Kft. (bond guarantor) also successfully participated in the program, receiving HUF 5,714,850,000 in support, of which HUF 2,857,425,000 was paid out as an advance at the end of December.

Vajda-Papír will use the subsidies to launch energy efficiency investments.

A key objective is to reduce the group's water consumption in production and operations by 20% by 2030, to further reduce waste production, and to increase the share of renewable energy in its own operations and at the group's sites by 50% through prevention, reduction, recycling and reuse, and to increase the share of renewable energy in its own operations and at the group's sites by 50%.

VALUE CHAIN

The value chain of Vajda-Papír Group covers the entire process, from the sustainable procurement of raw materials to the production of high-quality hygiene paper products and the logistics of their distribution. The company pays particular attention to using environmentally friendly technologies and maximizing resource efficiency, for example by optimizing water and energy consumption and minimizing waste. Innovation and product development tailored to consumer needs play a key role in manufacturing. Logistics and sales processes are supported by modern, digitized systems, ensuring fast and reliable service in both domestic and international markets. The entire value chain is permeated by responsible corporate governance, a commitment to employee well-being and to sustainable growth.

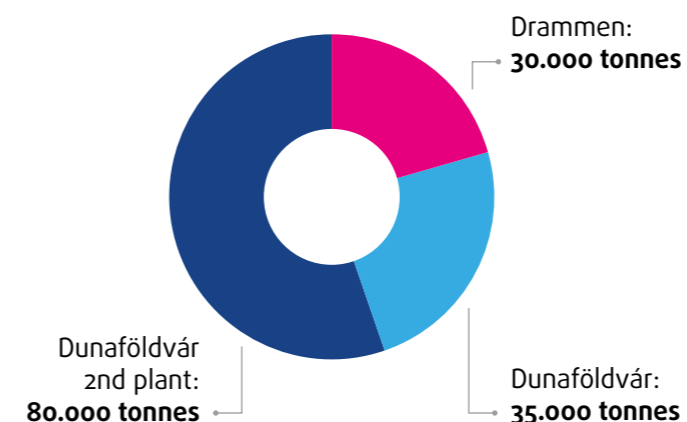
Key customers of Vajda-Papír



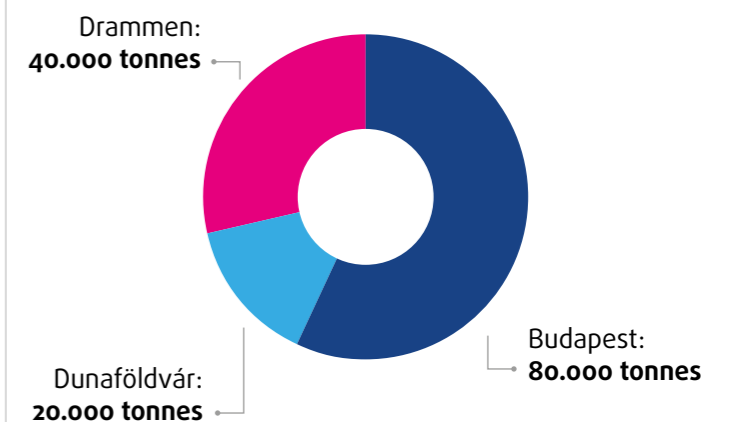
PRESENCE



Production capacity
145,000 tonnes produced



Processing capacity
140,000 tonnes processed



HUNGARY

Vajda-Papír – Budapest

Built in 2008.
Annual capacity:
80,000 tonnes of finished products
(toilet paper, paper towels, paper tissues)



Vajda Real Estate – Dunaföldvár

Built in 2018 (an integrated factory producing hygiene household paper products and base paper).
Expansion in 2022: new factory unit (new base paper production hall, base paper warehouse and areas for storing and preparing cellulose).

Annual capacity

Paper base material production: 35,000 tonnes + Phase 2: 80,000 tonnes = 115,000 tonnes
Finished products: 20,000 tonnes (toilet paper, paper towels, napkins)

Dunaföldvár – the factory unit expanded in 2022 = the most modern paper factory in Europe and the biggest one in the region

- State-of-the-art, energy efficient technology
- With one of the largest paper machines in Europe



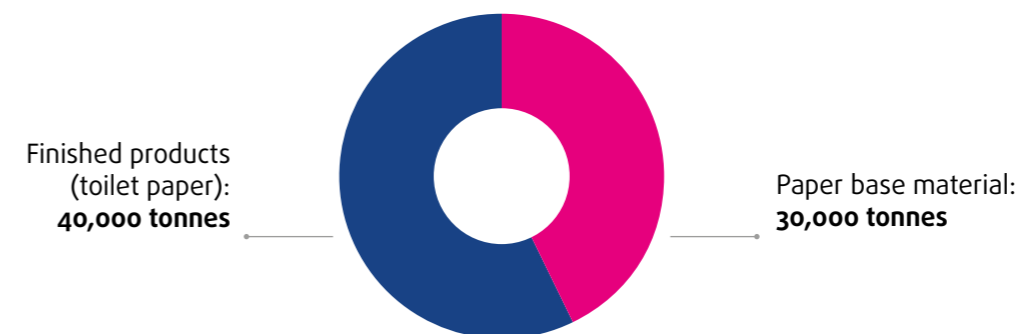
NORWAY

Vajda-Papír Scandinavia AS Drammen

A more than 100 year-old paper factory
A member of Vajda-Papír Group since 2013

Annual capacity

- Paper base material production: 30,000 tonnes
- Finished products: 40,000 tonnes
(toilet paper, paper towels)



Product range

toilet paper, paper tissues, paper towels, paper napkins, industrial products, surgical face masks



A MARKET LEADER IN HUNGARY

Nr.1



Vajda-Papír is the market-leading brand producer in the Hungarian household hygiene paper market in the paper towel category.⁷

Nr.2



Vajda-Papír branded products rank second in the toilet paper category on the Hungarian market surveyed.⁸

⁷ Based on the September 2023 data bank report provided by AC Nielsen Market Research Kft.

⁸ Based on the September 2023 data bank report provided by AC Nielsen Market Research Kft.



Our flagship manufacturer brand, Ooops!

Our group is represented on the shelves of domestic stores with several manufacturer brands, and also produces large quantities of own-brand products for retail chains.

Our brand, launched in 2011, is a well-known and popular hygiene paper product among our consumers.



Ooops! Professional

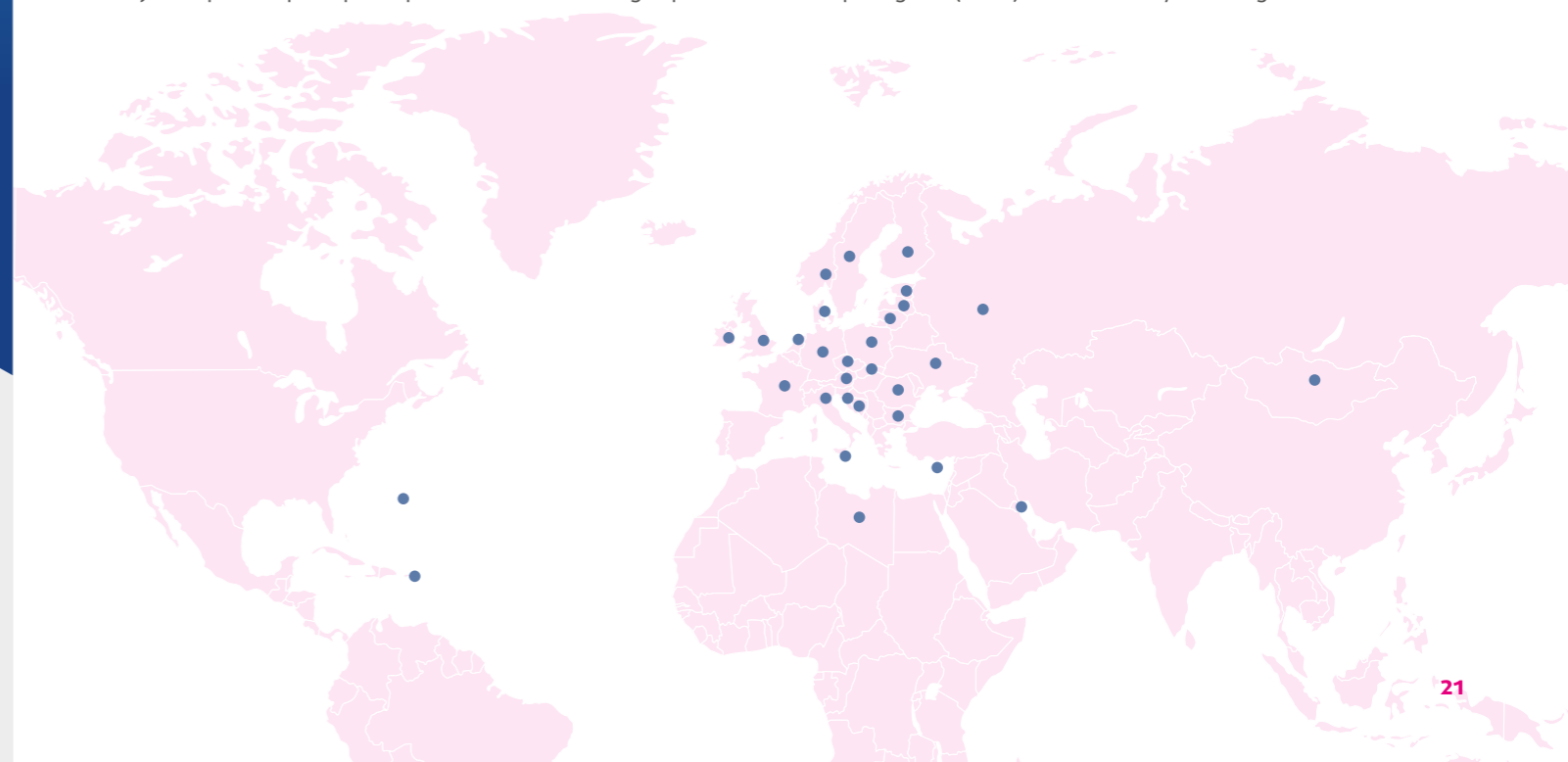
In 2018 we targeted a new customer segment, the industrial market, and launched our Ooops! Professional brand.

Our innovative achievement is our surgical face mask, which is manufactured within the healthcare product category. Our product is manufactured from high-quality raw materials, using state-of-the-art technology, on production lines made in Europe.

Sales in more than 30 countries

Norway, Sweden, Finland, Denmark, the Netherlands, the United Kingdom, Ireland, Germany, France, Austria, Latvia, Lithuania, Estonia, the Czech Republic, Slovakia, Poland, Italy, Croatia, Malta, Romania, Bulgaria, the Ukraine, the Russian Federation, the Republic of Cyprus, Bosnia and Herzegovina, Libya, Mongolia, Kuwait, Bermuda, Saint Martin)

Vajda-Papír Group is a participant in the Outstanding Exporter Partnership Program (KEPP) of the Ministry of Foreign Affairs and Trade.



Key sustainability results in 2024

SBTi
(Science Based Targets Initiative)

50
million forints worth of material donations

ESG strategy

(GRI 2-22)

The main pillars of the ESG strategy of the Vajda-Papír Group



ETIKAI ÉS ÜZLETI MAGATARTÁSI KÓDEX



ENVIRONMENTAL

- Specific sustainability commitments in the Green Bond Framework
- Scope 1,2,3 reduction and compensation
- Conscious waste management
- Increasing renewable energy
- Efficient water management



SOCIAL

- Recognition of staff
- Paper industry knowledge transfer: through vocational training and dual training
- Quality education and training
- CSR activities and support for local communities
- ESG awareness-raising



CORPORATE GOVERNANCE

- ESG-compatible operation
- Embedding ESG thinking in strategic decisions
- Tracking ESG performance indicators and commitments
- Monitoring the commitments set out in the ESG Roadmap

GREEN COMMITTEE

CODE OF ETHICS AND BUSINESS CONDUCT

⁹ Following preparatory work in the previous period, the company joined GRI in the first half of 2024, when this report was compiled.

ESG ROADMAP

Our commitments are in line with the UN Sustainable Development Goals, and our key task is to achieve climate neutrality by 2050.

Clearly defined goals in line with the UN Sustainable Development Goals

Achievements in 2024

	<p>Our goals as set out in our Green bond framework with regard to paper production in Dunaföldvár:</p> <ul style="list-style-type: none"> • reducing water consumption (less than 5.5 m³ / ton) • reducing specific energy consumption (less than 2800kWh/ton) • increasing the use of renewable energy by 50% • reducing CO₂ emissions 	<p>We publish our results in our annual Allocation & Impact Report.</p>
	<p>Good health and well-being Our goal is to have 45% of our products be environmentally conscious by 2023.</p>	<p>In 2024 the proportion of our environmentally conscious products exceeded 50%.</p>
	<p>Quality education Our goal is to increase the average number of training hours per employee by 25% by 2023.</p>	<p>We spent HUF 1.4 billion on employee training in 2023. As a result, we won the "Largest Training Program of the Year" award. This means we have successfully achieved our goal set for 2023. We will continue to place a strong focus on education in the future.</p>
	<p>Water consumption We will reduce our water consumption in production and operations by 20% by 2030.</p>	<p>We reported on our water consumption linked to our green bond in our annual Allocation & Impact Report.</p>
	<p>Renewable energy By 2030 we will increase the share of renewable energy in our own operations and at our group's sites by 50%.</p>	<p>In 2024 preparations were made for the investments necessary to achieve our goal.</p>



Responsible consumption and production

We will further reduce waste generation by 2030 through prevention, reduction, recycling, and reuse.

Together with our retail partners, we aim to sell roll products in stores on pallets instead of in secondary (collection) packaging, and in 2024 we increased our efforts to this end. For roll products, we can save nearly 1 kg of LDPE film per pallet this way. Pallet packaging accounts for 20% of total sales volume. In 2024 we expanded the use of bags, collection bags, cover film, and stretch film with a minimum of 30% PCR content. For branded products, we placed particular emphasis on encouraging circular economy practices and educating consumers.



Action against climate change

We are committed to continuously reducing our carbon dioxide emissions.

In order to achieve our goal for 2024, we have made the necessary investments and joined the SBTi initiative.

Significant professional roles

(GRI 2-28)

Our group plays a key role in professional organizations. Through our memberships we have the opportunity to engage in valuable professional and partner collaborations, exchange experiences, and share and discuss best practices.



As a founding member of the non-profit organization [ESG Club Hungary](#), we play an active role in shaping the domestic ESG ecosystem.

Dr. Julianna Kozmáné Kiss (Chief Financial Officer of Vajda-Papír Group) is a member of the board of ESG Club Hungary.

OTHER ORGANIZATIONAL MEMBERSHIPS::

- National Association of Packaging and Material Handling ([CSAOSZ](#))
- [MAPI Hungarians on the Market Club](#)
- [Family Business Network Hungary / Association of Responsible Family Businesses in Hungary \(FBN-H\)](#)
- National Association of Family Businesses



Stakeholders

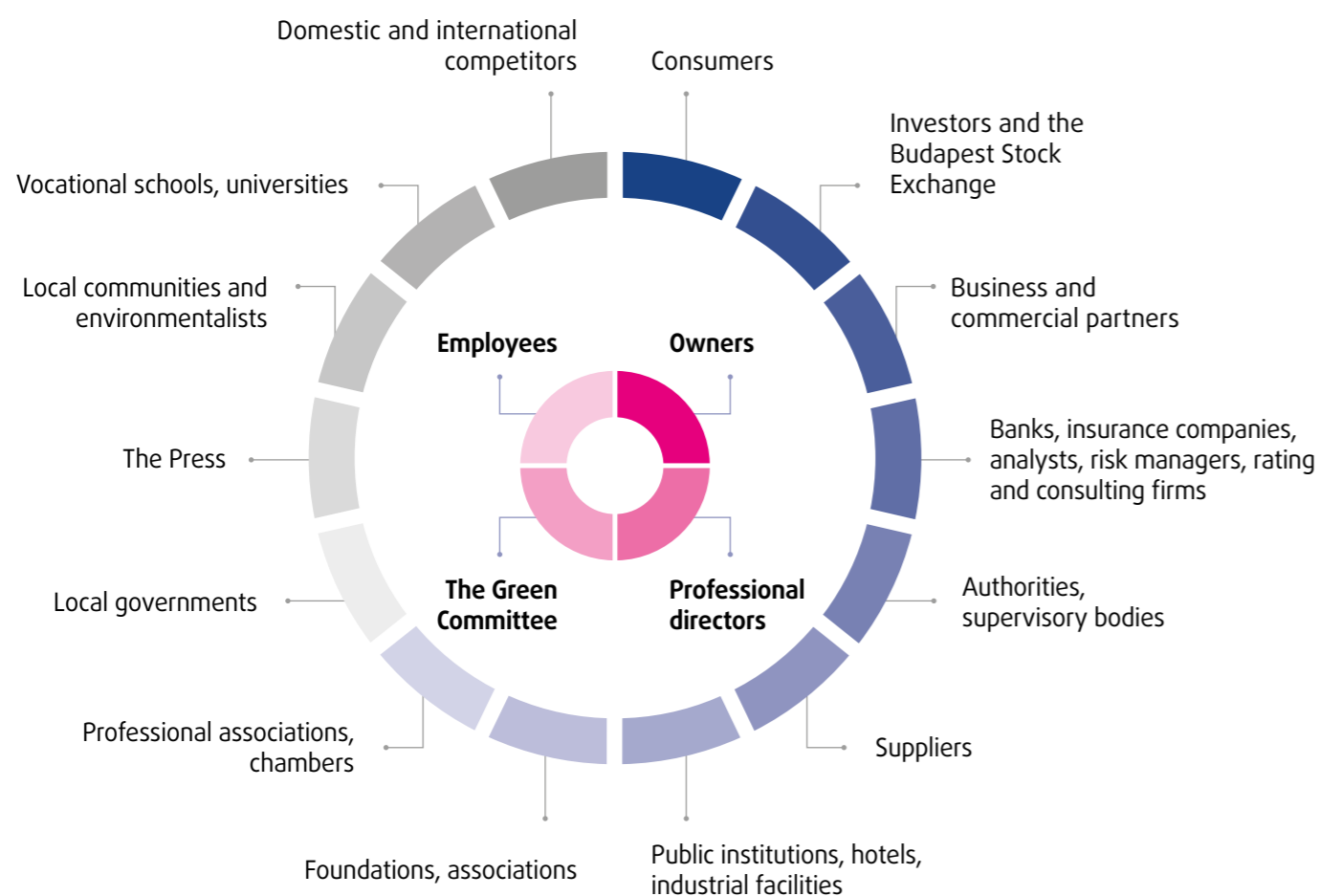
(GRI 2-29)

As a responsible corporate group, it is essential for us to identify our key internal and external stakeholders and to engage in active dialogue and effective cooperation with them. To the extent possible, we involve them in determining our positive and negative impacts on society, human rights, the economy, and the environment.

Key stakeholders

Our stakeholders are those individuals and groups who are or may be affected by our activities, who have an impact on our operations, or whose interests are or may be affected by our corporate activities. In our day-to-day operations, we interact with numerous external and internal stakeholders. We regularly communicate with our stakeholders. In our communications, we pay particular attention to sustainability issues, and we also influence our stakeholders through our example and attitude.

Stakeholders of Vajda-Papír Group



OVERVIEW OF RELATIONSHIPS ESTABLISHED WITH KEY STAKEHOLDERS

Key stakeholders	Purpose of cooperation	Method and frequency of communication
Employees	Our communication with our employees focuses on sharing work-related information and news about our activities in a timely and target group-oriented manner.	<ul style="list-style-type: none"> Information shared on notice boards (regularly) Company newsletter (monthly) Our company's virtual assistant Ooopsi-Maxi, a Viber-based chat-bot (regularly) Managing director and/or director briefings (regularly) Communication emails on key topics (regularly)
Customers	Regular contact with our customers is essential in order to map and identify their needs, and to gauge their level of satisfaction with our products and other related parameters.	<ul style="list-style-type: none"> Email communication (regularly) Personal visits (regularly) Customer satisfaction surveys (regularly, according to business decisions, annually if possible) Face-to-face meetings, exhibitions (occasional)
Educational institutions	We develop close cooperation with educational institutions in the course of our professional collaborations. In addition, we consider our active role in dual training to be important, in terms of transferring both theoretical and practical knowledge.	<ul style="list-style-type: none"> Professional collaborations (ongoing) Participation in dual training (ongoing)
Suppliers	We strive to build long-term, reliable, stable partnerships with our suppliers, while paying special attention to sustainability, environmental protection, and human rights issues.	<ul style="list-style-type: none"> Daily business relations (regularly) Supplier questionnaire (regularly, according to business decisions, at least once a year if possible)

Material topics

(GRI 3-1, 3-2)

Before preparing this report, we reviewed the need to update our latest materiality assessment, but we did not identify any relevant economic, regulatory, social, or corporate changes that would have significantly affected our operations or the human rights and environmental impacts of our activities. Therefore, we did not conduct a new materiality assessment before preparing our 2024 sustainability report, but based it on the results of the previous assessment.

LIST OF MATERIAL ISSUES



DOUBLE MATERIALITY ANALYSIS

In order to comply with the CSRD Directive and the ESRS standard, we plan to use a double materiality analysis to map our impact on society and the environment, as well as our opportunities and risks.

¹⁰ GRI-417: Marketing and labelling standard
¹¹ There is no GRI standard for this material topic.

Society

THE SOCIAL AND EMPLOYMENT IMPACTS OF VAJDA-PAPÍR

We pay particular attention to ensuring that our activities have a positive social impact, especially in terms of employment and economic contribution. One of the key elements of our social responsibility is job creation and sharing the economic benefits of our operations with local communities.

We have created hundreds of jobs directly in Hungary and Norway, contributing to local employment growth, with a particular focus on reducing regional inequalities. Our ongoing training and development programs promote the professional development of employees, thereby strengthening long-term workforce retention.

Through our supplier network we indirectly support additional jobs in the European economic ecosystem.

THE ECONOMIC AND SOCIAL CONTRIBUTION OF VAJDA-PAPÍR

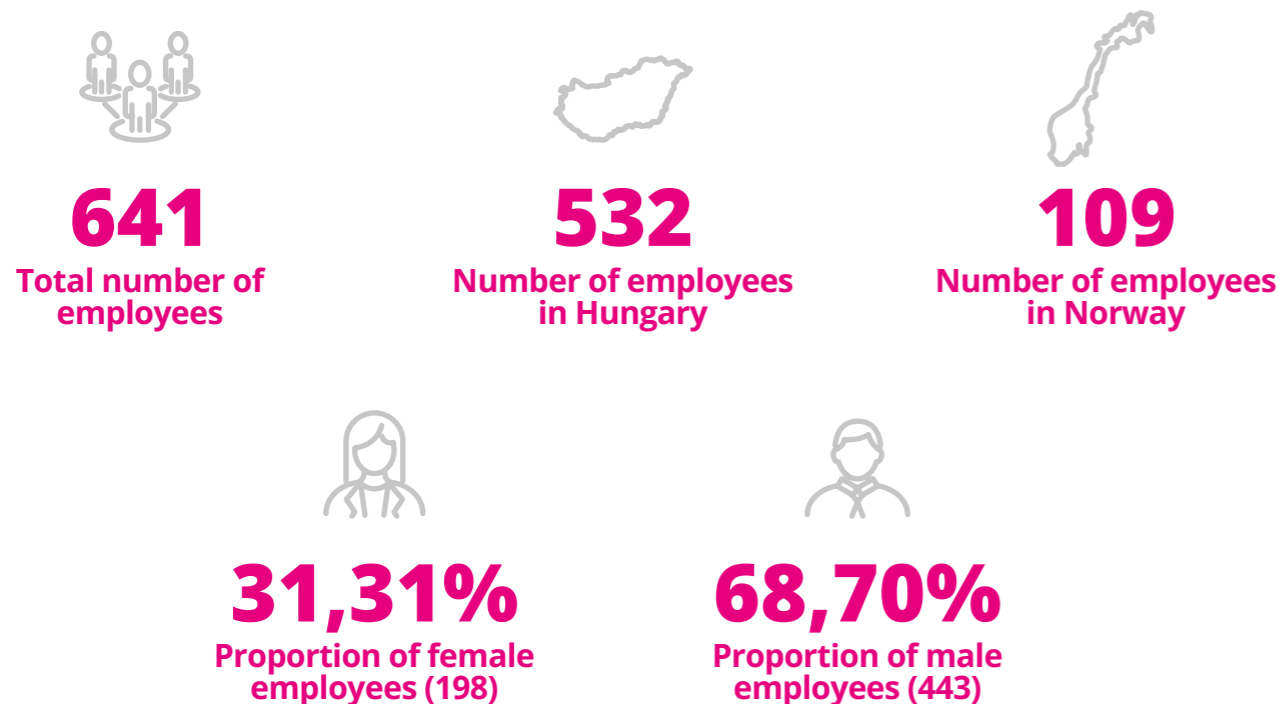
By accurately fulfilling our local and national tax obligations, we actively participate in the financing of community infrastructure and services. Through our contribution we support the sustainable development of the European economy, with a particular focus on low-carbon investments and resource-efficient operations. Our contribution to social welfare is not only economic in nature but also directly manifested through the provision of stable, predictable jobs and fair working conditions.



Employees - our most important asset

(GRI-2-7, GRI-2-8, GRI-401, GRI-401-1, GRI-401-2, GRI-401-3)

Number of employees at Vajda-Papír in 2024¹²



RESPONSIBLE EMPLOYMENT POLICY

Our employment policy is based on clearly defined guidelines set out in our Code of Ethics and Conduct. Respect for fundamental human rights and ensuring equal treatment are key priorities. In addition to this, we place particular emphasis on appropriate working conditions, remuneration, the regulation of working hours and rest periods, statutory leave, occupational safety and health issues, the process of recruiting, hiring, and dismissing employees, the parental leave system, and the creation of a healthy and safe work environment. We also pay attention to the well-being of our employees, their experience, and their satisfaction.

We set out the rules for human resources management processes, the cafeteria system, recruitment, remote working, office rules, and mentoring programs in our regulations. We apply our employment guidelines not only to work processes under the direct control of the group but also to those working on a non-employee contract basis, temporary workers, contractors, and suppliers.

¹² On December 31, 2024



Our group's HR department is responsible for the design, development, and efficient operation of organizational and HR processes, as well as for securing, developing, and retaining the professional staff necessary to achieve the company's goals. Both in the Hungarian group and the Norwegian subsidiary, the HR department operates as a key area reporting directly to the managing director. The operation of the HR department is governed by transparent regulations.

The most important regulations in our HR department

- **General guidelines:** Code of Ethics and Business Conduct, Employee Handbook
- **Training:** Training and Development Policy
- **Recruitment:** Recruitment, Employee referral program
- **Special regulations:** Energy Efficiency and Tidy Office Regulations, Travel Regulations, Cafeteria Regulations, Remote Work Regulations

HR-specific challenges in 2024

In the field of recruitment, exceptionally high salary expectations have been a major challenge for years, while the lack of relevant work experience and inadequate language skills among the majority of applicants also make it difficult to find suitable employees. Despite this, our group took proactive steps in 2024 to ensure a sufficient supply of labour: we launched nationwide campaigns and expanded our advertising platforms. As a result of these measures, 90% of our workforce needs at the sites was filled by the end of the year.

TOTAL NUMBER OF EMPLOYEES AT VAJDA-PAPÍR

	Vajda-Papír Kft.	Vajda Real Estate Kft.	Vajda-Papír Scandinavia AS	Vajda-Papír Group 2024 Total	Vajda-Papír Group 2023 Total
Total number of employees	321	211	109	641	653
Of which number with permanent (indefinite) employment contracts	390	221	114	725	736
Women	171	42	14	227	239
Men	219	179	100	498	497
Of which, number of employees with fixed-term employment contracts	0	0	0	0	0
Women	0	0	0	0	0
Men	0	0	0	0	0
Number of active employees	373	212	114	699	715
Women	155	39	14	208	219
Men	218	173	100	491	496
Number of inactive workers	17	4	0	21	21
Women	16	3	0	19	20
Men	1	1	0	2	1
Number of employees by type of employment	390	221	114	725	736
Full-time employees	387	216	114	717	729
Women	168	42	14	224	234
Men	219	174	100	493	495
Part-time employees	3	5	0	8	7
Women	2	3	0	5	3
Men	1	2	0	3	4
Number of persons employed as non-employees	40	0	0	40	49
Women	20	0	0	20	22
Men	20	0	0	20	27
Number of employees with changed working capacity	0	0	0	0	0
Women	0	0	0	0	0
Men	0	0	0	0	0

In 2024 we employed a total of 725 people, 611 in Hungary and 114 in Norway. 31.31% of our employees (227) are women and 68.70% (498) are men. The total number of employees decreased by 1.49% compared to the previous year (2023: 736). At group level, we employed 717 people full-time, of whom 224 were women and 493 men.

Staff turnover

CHANGES IN STAFF NUMBERS AT VAJDA-PAPÍR GROUP

	Vajda-Papír Kft.	Vajda Real Estate Kft.	Vajda-Papír Scandinavia AS	Vajda-Papír Group 2024 Total	Vajda-Papír Group 2023 Total
Number of employees dismissed (excluding employees who resigned voluntarily)	10	13	5	28	31
Number of employees who resigned	62	62	0	124	133
Number of new employees	121	82	23	226	285
Women	78	12	0	90	87
Men	43	70	23	136	198
Number of employees hired on fixed-term contracts	0	0	0	0	0
Women	0	0	0	0	0
Men	0	0	0	0	0
Number of employees hired on permanent contracts	121	82	23	226	285
Women	78	12	0	90	87
Men	43	70	23	136	198
Number of employees leaving	72	75	23	170	231
Women	38	18	0	56	79
Men	34	57	23	114	152
Number of employees leaving after the expiry of a fixed-term employment contract	0	0	0	0	0
Women	0	0	0	0	0
Men	0	0	0	0	0
Number of employees leaving with indefinite-term employment contracts	72	75	23	170	231
Women	38	18	0	56	79
Men	34	57	23	114	152

In order to retain workforce, we pay special attention to identifying the reasons for leaving. As part of this, we analyse the factors leading to resignation during so-called "exit interviews" and, if necessary, develop an action plan for effective workforce management, which we then implement in practice.

We place a strong focus on optimizing **onboarding processes** and supporting the integration of new employees in order to minimize early turnover. Our goal is for new colleagues to learn about our corporate culture and operations as quickly and thoroughly as possible. Our employee handbook, special basic training, and mentoring program also support smooth integration.

In our mentoring program, experienced employees support new hires in their integration for six months. To ensure effectiveness, mentors are prepared in advance for the tasks and challenges that await them.

Attracting talent

The sustainable operation of our group is based on motivated employees with the right expertise. To this end, we pay special attention to the selection of workforce and the support of their professional development, thus ensuring the long-term success of our company and employee satisfaction. We use various channels in the recruitment process, such as internal job opportunities, the Referral Program, job portals, our company website, and social media platforms such as Facebook and LinkedIn.

Career and performance evaluation

Our career plan provides employees with transparent development opportunities, promoting their professional advancement. Our colleagues can be appointed to higher positions or try out new roles through internal applications and transfers. In this way, we support their individual career paths and long-term commitment.

Our employee appraisal system aims to support the professional development and commitment of colleagues while promoting the effective achievement of corporate goals. During the appraisal we examine our employees' performance, development, and efforts to achieve their goals. The process begins with a personal self-assessment, followed by feedback from the relevant manager. We believe it is important to provide both clerical and physical workers with opportunities for assessment and development. All employees undergo a performance assessment when salaries are adjusted.

Employee experience and satisfaction

We measure satisfaction annually using a survey, evaluate the results, and develop an action plan to increase satisfaction in areas that need improvement.

Team building

To strengthen corporate team cohesion, we regularly organize company and family days, which are key elements of employee experience and satisfaction. In 2024 we successfully held our traditional summer rowing team day.

Internal communication

Our group is committed to creating an open and supportive work environment. Under our "open door" policy colleagues can turn not only to their immediate superiors but to any company manager if they feel the need to do so. This approach promotes an atmosphere of trust, encourages dialogue, and supports the effective management of problems, thereby contributing to the realization of a sustainable and transparent corporate culture.

In order to effectively inform and involve employees, we use a variety of channels and forums to share company information. We use bulletin boards, a monthly company newsletter, and management and director briefings. An important means of internal communication is Ooopsi-Maxi, a Viber-based chatbot that provides employees with quick and easy access to information.



Incentive and benefit system

We value employees, which is why our group offers a number of fringe benefits, currently numbering around twenty. These benefits enable us to provide a competitive and attractive working environment that supports long-term sustainable development and employee commitment.



Non-wage benefits at Vajda-Papír

- cafeteria
 - products for household use
 - discounted banking services
 - discounted phone package
 - discount on eyewear
 - for home office workers: contribution towards a monitor and home office chair
 - anniversary bonuses for long-term employees
 - hot meals
 - travel allowance
 - shuttle bus for employees from other locations
 - support for weekend travel home
 - housing support, workers' hostel for those arriving from rural areas
- Events:**
- Women's Day
 - Santa Claus packages for employees' children
 - team-building trips
 - Christmas bonus
- bereavement support
- utilities contribution
- During the energy crisis, we started paying even greater attention to our employees, and from November 2022 we have provided a monthly gross energy cost subsidy of HUF 30,000 to our employees with lower incomes¹³. This subsidy helps more than 100 people/families.

¹³ Supported employees are not employed at minimum wage.

Children

We place great emphasis on supporting employees in balancing work and family life, thereby strengthening their long-term commitment and well-being. We believe that conscious and supportive management of parental leave and longer absences due to having children is essential for sustainable operation and for creating a healthy work-life balance. These factors play a key role in shaping workplace culture and the labour market, which is why it is extremely important for us to ensure support during parental leave and a smooth return to work.

SUMMARY OF VAJDA-PAPÍR GROUP EMPLOYEES ON PARENTAL LEAVE AND TRENDS IN LONGER ABSENCES DUE TO CHILDBIRTH IN 2024

	Vajda-Papír Kft.	Vajda Real Estate Kft.	Vajda-Papír Scandinavia AS	Vajda-Papír Group 2024	Vajda-Papír Group 2023
Number of employees taking parental leave	15	8	6	29	28
Women	11	2	2	15	15
Men	4	6	4	14	13
Number of employees who returned to work during the reporting period after their parental leave expired	3	0	4	7	3
Women	3	0	1	4	0
Men	0	0	3	3	3

In 2024 a total of 29 people – 15 women and 14 men – took extended parental leave. Of these, seven returned to work during the reporting period.

Remuneration policy

At our group, the performance of directors and managers is evaluated on target-based indicators, and performance also depends on the company's financial results and success. To determine the total annual remuneration ratio, we compare the annual remuneration ratio of the highest-paid person in the organization to the median total annual remuneration of all employees (excluding the highest-paid person from the average).

Training and education

(GRI 404)

The rapid development of paper manufacturing and related technologies is placing new demands on all areas of corporate operations. Due to the spread of digitalisation and industry innovations, it is extremely important for us that our investments are successfully implemented and our competitiveness is increased with the support of employees who have the right skills, are open to continuous development and are committed to their work.

The quality of human resources has a direct impact on the efficiency of operations, the achievement of sustainability goals, and our ability to adapt to industry challenges. Therefore, employee training and development is a strategic area in our management approach. To address this, we use internal training programs, targeted training courses and knowledge-sharing initiatives that enable our colleagues to stay up to date with technological and industry changes. Providing training opportunities not only increases employee satisfaction and commitment but also contributes to the company's competitiveness, sustainable operation, and value-creating role in the economy in the long term.



STRATEGIC COMMITMENTS

In 2024 we continued to pay special attention to the development of employees and implemented a number of excellent training programs to this end. From professional training to leadership skills development and training in sustainability and digital competencies, we provided a wide range of opportunities for colleagues. Thanks to these programs, our employees gained new knowledge and also showed significant improvement in their professional and personal skills.

As a result, their efficiency increased, contributing to the improvement of our corporate performance. Our employees developed innovative solutions that significantly promoted sustainable operations, while their participation in leadership and teamwork strengthened, making cooperation within the organization even more effective. Satisfaction indicators also improved, as the opportunities for continuous development had a motivating effect on colleagues. We are proud that our employees are committed to participating in our training programs not only for their own professional advancement but also for the long-term success of the company and the community. The results achieved clearly demonstrate that the energy invested in knowledge and development pays off, so we intend to continue on this path.

Training plan

The professional competence of employees is the foundation of our successful and sustainable operation. The aim of workplace training is to improve the quality of production and to ensure safe working practices and full compliance with occupational health and safety and fire safety regulations as well.

To this end, we prepare a comprehensive training plan every year that covers the key competencies necessary for the company's operations. These include digital, technical, managerial, sustainability, language, and communication skills. The training programs cover all employees, regardless of their position or responsibilities. To ensure effective implementation, we secure the necessary resources in part through grant funding.

Continuous learning and skills development contribute to keeping our employees' knowledge up to date and maintaining their competitiveness, thereby promoting the long-term sustainability and successful operation of the company. Through trainings we ensure that all employees have the knowledge necessary to work safely, in accordance with occupational health and safety and fire safety regulations.

STATISTICS ON TRAINING PER CAPITA AT VAJDA-PAPÍR IN 2024

	Vajda-Papír Kft.	Vajda Real Estate Kft.	Vajda-Papír Scandinavia AS
Average training per employee (number)	7	7	16
Total number of training hours per female employee	23 520	6 640	15
Total number of training hours per male employee	37 876	23 724	99
Total amount spent on training per year (HUF)	90 830 421	31 682 714	NOK 1450000
Total internal and external training hours	61 396	30 364	1808
Total time spent on occupational health and safety training (hours)	750	500	78

AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE BY CATEGORY IN 2024

	Vajda-Papír Kft.	Vajda Real Estate Kft.	Vajda-Papír Scandinavia AS
Senior management	78	152	16
Middle management	115	161	16

Dual training

Vajda-Papír Group developed and launched a dual training program for the 2021/2022 academic year in close cooperation with the Lorántffy Zsuzsanna Technical College and Boarding School of the Dunaújváros Vocational Training Center, in which theoretical training is supplemented by the acquisition of practical skills and competencies with the involvement of industry players. Within the framework of the agreement concluded with the vocational training institution, we have contributed significantly to the definition of these marketable competencies so that the curriculum is based on real needs and the young generation of professionals can receive knowledge in line with changing industrial production trends. The training focuses on the acquisition of practical skills: students can learn and practise in a corporate environment, even at their future employer's premises. The program is aimed at the younger generation in the hope that they will become long-term, committed professionals working for our group. [Further information](#)

Occupational health and safety

(GRI 403)

We are committed to protecting employee health and safety. Although the ISO 45001 occupational health and safety standard has not been formally implemented, our health and safety measures directly contribute to the well-being of colleagues while reducing the risk of accidents and illnesses in the workplace. In the long term, this not only promotes individual health but also has a positive impact on our company's operations, ensuring continuity of production and increasing competitiveness.

We are aware that a safe and healthy working environment increases employee satisfaction and motivation, which has a direct impact on the quality of work and the development of corporate culture. To this end, we conduct regular workplace risk assessments, provide all employees with targeted occupational safety training, and support the conscious recognition and management of hazards.

We continuously provide information on proper occupational safety practices and encourage the strengthening of a culture of safe working. We offer regular medical examinations and screening programs for employees to ensure their long-term health. We continuously review and improve our occupational safety regulations and procedures to ensure a safe, healthy, and supportive work environment for all employees.

These measures enhance the efficiency of operations and at the same time underpin our corporate social responsibility, contributing to long-term sustainable growth and maintaining good reputation.

Protecting health

For a manufacturing group, creating a safe working environment, protecting the health of employees, and complying with legal requirements are top priorities. Our goal is to proactively identify and prevent potential hazards while being prepared to deal with any incidents that may occur.

In the area of fire protection, all employees are required to act in accordance with the knowledge acquired during regular fire safety training and the provisions of the Fire Alarm Plan and Fire Safety Regulations. In the event of an accident, the provisions of the Occupational Safety Regulations and the knowledge gained at the occupational safety training shall apply. Our occupational safety and fire safety regulations apply to all employees, including students, external experts, non-employees, and visitors. The regulations and trainings ensure that everyone involved is aware of the relevant expectations, contributing to the safety of the working environment and the well-being of employees.

MANAGING OCCUPATIONAL HEALTH AND SAFETY RISKS

In accordance with legal requirements, we conduct occupational safety risk assessments and chemical risk assessments to identify potential hazards and dangerous situations. We determine the group of people at risk and the types of hazards (e.g. accident risks, potential health damage). In addition, we fully comply with our occupational health obligations, ensuring safe and healthy working conditions for employees.

In 2024 the risk report was updated with details of occupational accidents. During the reporting period, slippery, wet floors posed a hazard, but we took measures to prevent this and in the training we placed special emphasis on raising awareness of these hazards and how to avoid them. The measures are monitored by the managing director, factory manager, and operations director.

As part of our company's voluntary health promotion programs, we provide physiotherapy services to employees, thereby promoting the prevention and treatment of musculoskeletal problems. The aim of the service is to reduce workplace stress, promote healthy posture, and maintain long-term workability.

MANDATORY TRAINING

In our Code of Ethics and Conduct and in the training courses held for new employees, we draw employees' attention to the importance of safe working practices, and we pay particular attention to mandatory training, refresher courses and fire drills, as these form the basis of safe working practices.

The aim of our special occupational safety training is to give employees a comprehensive overview of the requirements for safe working practices that do not endanger health and of the mandatory procedures. The training is part of working hours and is repeated at prescribed intervals. Completion is recorded in a training log, together with signatures.

Occupational safety training

The aim of our training program is to inform employees about all important occupational safety issues and prepare them to recognize and deal with potential hazards. The legal background of occupational safety, with particular regard to Act XCIII of 1993 (Occupational safety law), provides further information, including the rights and obligations of employers and employees. The conditions of employment also play an important role, highlighting the importance of occupational health examinations.

The concept and content of risk assessment is essential for recognizing and properly managing workplace hazards. During the training, we place great emphasis on the provision of personal protective equipment and work tools, their inspection prior to use, storage, maintenance, as well as the reporting and replacement of any defects. In addition, we provide detailed information on the rules for labelling, storing, and using hazardous substances and mixtures, as well as the importance of safety data sheets.



Information on accident management also plays a prominent role, including what to do in the event of an accident, caring for the injured, first aid, the location of the first aid kit, and emergency telephone numbers. As part of the training, we discuss behaviour within the plant, traffic safety, material storage, and the management of specific hazards.

We also cover the different risks associated with different jobs and ways to manage them, as well as the specific hazards of working near machinery and equipment. We emphasize the importance of managing the risks of slipping, tripping, falling, and their consequences. Lessons learned from previous accidents and injuries help to prevent further hazards.

A key objective is to provide comprehensive and continuous occupational safety training to protect employee safety and health.

STATISTICS ON ACCIDENTS AMONG VAJDA-PAPÍR EMPLOYEES

	Vajda-Papír Kft.	Vajda Real Estate Kft.	Vajda-Papír Scandinavia SA	Vajda-Papír Group 2024	Vajda-Papír Group 2023
Number of workplace accidents in the given year	4	12	17	33	36
Number of fatal accidents	0	0	0	0	0

In 2024 there were fewer accidents at group level than in the previous year, with a total of 33. The most common accidents at work were caused by tripping and hand injuries. As in previous years, there were no fatal accidents. The above indicates that our occupational safety performance has improved. This positive trend is due to professional training, the commitment of employees to safety, and increased focus on prevention. From a sustainability perspective, reducing the number of accidents contributes to increased well-being in the workplace and creating a healthy and safe working environment.

Social responsibility and support for local communities

(GRI 413)

We are committed to sustainability, supporting communities, and helping those in need. Our social responsibility initiatives aim to create a more liveable and conscious future. We pay special attention to supporting local communities. Our goal is to be actively involved in community life and to contribute positively to the development of society as best as we can. With the participation of colleagues, we support local initiatives and events, especially those recommended by our employees.

DONATIONS

As Hungary's leading manufacturer of hygiene paper products, it is natural for us to use our own high-quality products in charitable activities to help those for whom the purchase of basic hygiene products represents a serious financial challenge. During the reporting period, we contributed nearly HUF 50 million worth of material donations to improve the living conditions of vulnerable social groups.



Support for healthcare institutions

As part of our "You are all heroes!" campaign, Vajda-Papír provided hygiene paper products to the **Semmelweis University Városmajor Heart and Vascular Centre** from April 2024 until the end of the year. The donation, worth 17 million forints per year, was symbolically accepted from Attila Vajda by Dr. Béla Merkely, Rector of Semmelweis University, Dr. Livia Pavlik, Chancellor, and representatives of the institution at the clinic's Department of Cardiac Surgery. We respect the indispensable work of the clinic, and we hope that our example will encourage other companies to provide similar support.



Social responsibility and helping those in need

On May 21, 2024 we handed over our Ooops! product donations to the **Bárka Foundation**. This time, the paper products will be used in a day care centre operated by the foundation to help adults with disabilities and autism, as well as in a residential home for nursing and care purposes. We hope everyone enjoys using our products!





We have been supporting the **Hungarian Charity Service of the Order of Malta** since 2020, paying special attention to helping those in need. In 2024 we supported 6,000 disadvantaged children with a year's supply (10 tons) of hygiene paper products, worth a total of 30 million forints. The donation was distributed through the national network of the Hungarian Charity Service of the Order of Malta, and our employees also participated in the renovation of the Maltese Playground through volunteer work.

As part of our long-standing cooperation, Father Imre Kozma, founding president of the Hungarian Charity Service of the Order of Malta, accepted the donation at the Maltese Playground on Zemplén Győző Street on June 25, 2024.



Father Imre Kozma, Catholic priest and founding president of the Hungarian Charity Service of the Order of Malta, passed away on October 17, 2024, at the age of 85. The owners, management and employees of Vajda-Papír Group pay tribute to his work with memorable photos taken at the handover ceremony in June.

Environmental sustainability and waste reduction

On April 13, 2024, **Aztakeservit Értékőr Association** in Dunaföldvár organized its tenth annual litter collection event, which our company also supported. During the event, participants cleaned up the areas surrounding the town and along public roads. Vajda-Papír contributed to the event with hygiene paper products delivered from our local paper mill, thus minimizing the environmental impact.

Equal opportunities

(GRI-405)

Equal treatment and equal opportunities is one of the fundamental principles of our operations. In recruitment processes we consciously strive to create equal opportunities, ensuring that employees and applicants do not suffer any form of discrimination based on skin colour, religion, origin, ethnicity, nationality, age, physical disability, or marital status.

Our Code of Ethics and Conduct provides clear guidance on the principles of equal treatment and equal opportunity, which are binding on all employees. Positions are filled based solely on professional criteria, and we ensure that all workers have equal opportunities for development and can achieve their professional goals, including management positions.

We make no distinction between male and female employees in terms of pay. Salaries are determined solely on the basis of the value of the job in question, regardless of gender. In line with the "same job – same pay" principle applied in Norway, we guaranteed equal pay for employees in the same job in 2024.

Employee diversity continues to be an important value for us, reflected in age, gender, professional experience and nationality. In 2024 Austrian, Ukrainian, Vietnamese and Serbian employees also worked at our Hungarian sites, contributing to cultural diversity.



	Vajda-Papír Kft	Vajda Real Estate Kft	Vajda-Papír Scandinavia AS	Vajda-Papír Group 2024	Vajda-Papír Group 2023
Number of female employees on the last day of the reporting year	155	39	14	208	239
Number of female employees in senior management on the last day of the reporting year	3	1	2	6	2
Number of women among middle managers	9	2	0	11	0
Number of employees with changed working capacity	0	0	0	0	0
of which clerical, women	0	0	0	0	0
of which clerical, men	0	0	0	0	0
of which physical, women	0	0	0	0	0
of which physical, men	0	0	0	0	0
Number of employees under 30 on the last day of the given year	52	49		101	145
of which women	31	8	0	39	61
of which men	21	41	9	71	84
Number of employees aged 30-50 on the last day of the given year	205	134		339	472
of which women	89	24	11	124	142
of which men	116	110	49	275	330
Number of employees over 50 on the last day of the given year	133	38		171	124
of which women	51	10	4	65	36
of which men	82	28	39	149	88

We employ several generations, women and men, and employees of different nationalities working together. We are proud that we received no complaints of discrimination in 2024, which reflects our inclusive corporate culture and commitment to social sustainability.

Ratio of women to men in the management of Vajda-Papír Group

We have a 50% female ownership rate in Hungary. Two of our directors in senior management were women in 2024. Our Norwegian subsidiary was managed by male senior executives.

MANAGING DIRECTORS AND PROFESSIONAL DIRECTORS

	In Hungary	In Norway
Total	6 persons	2 persons
of which men		
of which women		

Environment

Green Bond

THE GREEN BOND ISSUED BY VAJDA-PAPÍR KFT. IS OUTSTANDING IN SEVERAL RESPECTS.

First industrial green bond in Hungary

This is the first green bond in Hungary issued by an industrial manufacturer, and this pioneering role not only emphasizes our commitment to sustainability but also sets an example for other industries in terms of green financing.

Supporting significant environmental goals

The proceeds from the bond are used to achieve specific, measurable sustainability goals (such as drastically reducing water consumption, increasing energy efficiency, increasing the share of renewable energy sources, and reducing transport emissions). All of this contributes significantly to achieving climate protection goals.

Exemplary ESG compatibility

It meets strict sustainability and ESG criteria, which strengthens the position of Vajda-Papír among sustainable companies both domestically and internationally. Transparency and results achieved are also important factors for investors.



Further information on Green Bonds is available at

- [Framework](#)
- Our results are presented in the "ESG Strategy" section of this publication, as well as in the "Allocation and Impact Report 2024" published on the Budapest Stock Exchange and [our company website](#)

SIGNIFICANT ENVIRONMENTAL ANNOUNCEMENTS FOR 2024

Planning: a solar park and a biomass power plant

Vajda-Papír group, the market-leading hygiene paper manufacturer is financing energy efficiency, environmental protection and pollutant emission reduction measures, and plans to build a solar park and a biomass power plant in the coming years with more than HUF 10 billion won from the Factory Rescue Program of the Hungarian government.

Two companies belonging to the group successfully applied for support under the program. Vajda-Papír Kft., part of Vajda-Papír group, receives HUF 5 billion 710 million 659 thousand in support. Vajda Real Estate Kft., also part of Vajda-Papír group, is also participating in the program and receives 5 billion 714 million 850 thousand forints thanks to the program.



The energy efficiency investments made possible by the subsidies will enable the company to achieve its ambitious goal of reducing water consumption related to production and operations by 20% by 2030, increase the share of renewable energy at the group's sites by 50% , and reduce the amount of waste generated. Our main commitment is to become carbon neutral by 2050. As is well known, in the HUF 150 billion Factory Rescue Program announced in 2023, the government provided support to 140 companies for energy efficiency and energy production investments to remedy the energy procurement problems caused by the war in Ukraine.

Thanks to this support, we plan to install and operate small solar power plants on our own properties. The 29,000 kWp (kilowatt peak) peak capacity power plant can cover a significant part of the manufacturing units' own energy needs, making operation more predictable and increasing competitiveness.

The grant awarded to Vajda Real Estate will enable the construction of a biomass power plant that will produce the industrial steam required for the paper mill's technology and generate electricity for Europe's largest and most modern paper mill. The power plant's heat generation unit is a state-of-the-art steam boiler with a circulating fluidized bed (CFB) system. Even at maximum load, the boiler is capable of meeting the steam requirements of the paper mill's technology while also satisfying maximum electricity demand. The boiler is fired with wood chips, but is also suitable for burning sunflower husks and grain straw. It also allows for the energy recovery of paper production residues from the site and pre-treated biomass waste (RDF/SRF) for energy purposes. This not only allows them to use cheap electricity but also to recycle the waste generated during paper production.

Vajda-Papír was the first Hungarian manufacturing company to join the SBTi (Science Based Targets Initiative) international initiative, which helps companies set science-based emission reduction targets to accelerate the fight against climate change. He (Mr Vajda) emphasized that as a company operating in an energy-intensive industry, they set ambitious, scientifically based, and transparently communicated climate goals for themselves and do everything in their power to achieve them.

Material use

(GRI-301)

In paper manufacturing, sustainable material use is key to conserving natural resources and reducing environmental impacts. Our group is committed to sustainable manufacturing practices, as reflected in the use of certified, responsibly sourced wood fibre and other controlled sources, and the comprehensive recycling of manufacturing by-products. In this way, we contribute to responsible forest management and waste minimization.

We source the cellulose needed for paper production from two main geographical areas. Long-fibre pulp comes from Scandinavia, mainly Sweden and Finland, while short-fibre pulp comes from South America. Most of the cellulose arrives by sea and is then transported by river to our plant in Dunaföldvár, where the raw material is processed into a semi-finished product, known as base paper.

Total weight or volume of materials used for manufacturing and packaging primary products and services	2024	2023
Paper production (Vajda Real Estate Kft.)		
Cellulose	83 201	63 487
Cardboard tubes (cardboard)	612.940	345.369
Process chemicals (paper production, heat generation, water treatment)	463.800	429.89
pH stabilizer	142.700	191.80
Wet strength	737.500	582.920
Stretch film	53.500	43.835
Paper processing (Vajda Papír Kft.)		
Packaging material (LDPE, PP)	1 386.872	457.428
Stretch film	159.500	110.307
Tube paper	2 348.924	2 674.726
Cardboard (cardboard box, cardboard divider)	493.000	398.835
Box insert	43.200	70.976
Fragrance	2.800	3.233
Dyes	7.888	5.823
Other (labels, handles)	12.462	
Use of recycled raw materials (%)		
Packaging material (LDPE, PP)	40%	39%
Tube	100%	100%
Tube paper	100%	100%
Cardboard (cardboard box, cardboard divider)	93%	100%

MATERIALS USED IN NORWAY

Total weight of materials used in production and packaging in 2024, in tons

Total weight or volume of materials used for manufacturing and packaging primary products and services (tonnes)	
Paper machine	
Cellulose	14 266.201
Paper tubes	1.490
Cylinder protection agents	54.600
pH stabilizer	12.000
De-foaming agents	4.750
Wet strength	82.220
Processing	
Polyethylene film	318.613
Stretch film	37.568
Cardboard - cores	1 063.434
Cardboard (other)	21.649
Cleaning agents	41.780
Use of recycled raw materials (%)	
Polyethylene film	41
Cardboard - cores	100
Cardboard (other)	100



Waste management

(GRI 3-1, GRI 306: 306-1, 306-2, 306-3, 306-4, 306-5)

Due to our paper manufacturing activities, the environmental impact of waste generation requires special attention. Waste management is a strategically important issue at group level, supported by specific commitments and targeted measures to minimize environmental impact.

Environment-focused management system and responsible waste management

We operate an environmental management system that complies with the ISO 14001:2015 standard, which forms the basis of responsible waste management practices. This system helps to identify, mitigate and manage the environmental impacts of waste. Our goal is to identify, track and reduce the amount of waste generated and maximize recycling opportunities. To this end, we set specific targets and implement programs. We collect and report waste-related data in accordance with current legal requirements. We only transfer non-hazardous waste that we cannot utilize to licensed partners. We have implemented strict controls at the organizational level and regularly evaluate the performance of partners in order to further improve waste management processes.

In 2024 the total amount of waste generated by Vajda-Papír was 2,305.593 tons, lower than last year's figure (2,360.0 tons). In 2024 the amount of non-hazardous waste was 2,107.775 tons, while hazardous waste amounted to 197.818 tons, higher than last year's figure (23.967) due to technological waste. 91.42% of the waste generated was non-hazardous and 8.58% hazardous, which did not show a significant change compared to the previous year.

Waste management	Unit of measurement	Year	Vajda-Papír Kft.					Vajda Real Estate			Vajda-Papír Scandinavia			Vajda-Papír Group		
			2022	2023	2024 Budapest	2024 Duna-földvár	2024 Székesfehérvár	2024 Total	2022	2023	2024	2022	2023	2024	2022	2023
Total waste generated	Tonna	-	349.402	297.656	85.92	13.64	397.216	-	1710.305	1608.377	267	300	300	1616.61	2360.08	2305.593
Non-hazardous waste out of total waste generated	Tonna	-	332.465	178.135	85.92	13.64	277.695	-	1703.505	1541.08	262	299.67	289	1594.78	2336.01	2107.775
Hazardous waste as a percentage of total waste generated	Tonna	-	16.937	119.521	0	0	119.521	-	6.8	67.297	5	0.23	11	21.84	23.967	197.818
Amount of waste recycled/transferred for recovery out of total waste generated	Tonna	-	349.402	297.656	85.92	13.64	397.216	-	1673.11	1481.27	267	300	300	1616.62	1673.11	2178.486
Amount of hazardous waste recovered/transferred for recovery	Tonna	-		119.521	0	0	119.521	-	-	67.297	5	0.23	11	5	0.23	197.818
i. Preparation for recycling	Tonna	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ii. Reprocessing	Tonna	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
iii. Other utilization operations	Tonna	-	-	119.521	-	-	119.521	-	-	67.297	5	0.23	11	-	-	197.818
Quantity of non-hazardous waste recovered/transferred for recovery	Tonna	-		178.135	85.92	13.64	277.695	-	-	1541.08	262	299.67	289	262	299.67	2107.775
i. Preparation for recycling	Tonna	-	-	45.865	-	13.64	59.51	-	-	1481.27	-	-	-	-	-	1540.775
ii. Reprocessing	Tonna	-	-	52.46	85.92	-	138.38	-	-	-	-	-	-	-	-	138.38
iii. Other utilization operations	Tonna	-	-	79.81	-	-	79.81	-	-	59.81	262	299.67	289	262	299.67	368.81
Total hazardous and non-hazardous waste recovered from all waste generated on and off site	Tonna	-	-	119.521	85.92	13.64	219.081	-	-	-	267	300	300			
i. locally	Tonna	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ii. outside the premises	Tonna	-	-	119.521	85.92	13.64	219.081	-	-	-	267	300	300	267	300	519.081
Waste transferred for disposal from total waste generated	Tonna	-	37.195	-	0	0	-	-	0	67.297	N/A	N/A	300	N/A	37.195	67.297
Quantity of non-hazardous waste intended for disposal	Tonna	-	-	N/A	N/A	N/A	N/A	-	-	59.81	262	299.77	289	262	299.77	289
i. Incineration (with energy recovery)	Tonna	-	-	N/A	N/A	N/A	N/A	-	-	N/A	65	108	68	65	108	68
ii. Incineration (without energy recovery)	Tonna	-	-	N/A	N/A	N/A	N/A	-	-	N/A	N/A	N/A	N/A	N/A	N/A	N/A
iii. Waste disposal	Tonna	-	-	N/A	N/A	N/A	N/A	-	-	N/A	N/A	N/A	N/A	N/A	N/A	N/A
iv. Other disposal operations	Tonna	-	-	N/A	N/A	N/A	N/A	-	-	N/A	197	191.77	221	197	191.77	221

¹⁵ Termékportfólióváltozás következtében keletkező színezett, nyomdázott anyagok.



Hazardous waste management

In 2024 hazardous waste generated at our sites accounted for 7.58%. (1.02% in 2023). Our internal regulations on hazardous waste management contain strict requirements. We treat hazardous waste as the property of the group from the moment it is generated until it is disposed of, and we comply with all relevant regulations. This waste is collected in special containers that are resistant to chemical effects.

Recycled waste ratio

Waste management is an important aspect of environmental protection and sustainability. The waste pyramid of the European Union is a principle that helps us determine how to manage waste, minimize environmental impact, and increase efficiency. We want to reduce the environmental impact of paper production through recycling, so we pay close attention to increasing the proportion of recycled waste from the waste we generate.

In 2024 the entities of Vajda-Papír Group recycled or transferred for recovery 94.49% of all waste generated, which represents a significant increase compared to 2023 (71%).

Informing stakeholders

For new colleagues the Employee Handbook provides comprehensive guidance, with a particular focus on the importance of mandatory selective waste collection. Employees who come into contact with hazardous or non-hazardous waste receive regular training to ensure that they have up-to-date knowledge and can perform their tasks in accordance with expectations.

Waste records and waste reporting

We fulfil waste reporting obligations on time and accurately, thereby supporting the authorities in monitoring waste management processes. The information we provide—including the quantity, composition, origin and utilization of waste—contributes to waste reduction efforts and the development of a circular economy.

Our best practices in waste management

- In paper production we recycle 100% of the raw material paper waste, the by-product of paper production.
- The skiving, edge trimming and trimmings generated during processing are 100% recovered and reprocessed, and the cutting trimmings are 100% recycled.
- Our innovative solutions help to reduce waste. (For example, the production of roll-free paper towels generates less waste.)
- We reduce the amount of packaging materials with innovative packaging methods and modern solutions, and strive to eliminate secondary packaging.
- We place particular emphasis on educating consumers: we draw attention to the importance of recycling through our product packaging and communication.
- We also avoid unnecessary paper use within the group by using electronic invoices and other e-documents.
- We support litter collection campaigns in the vicinity of our sites and the seasonal tidying up of institutional courtyards.

Scope 1, 2, and 3 emissions

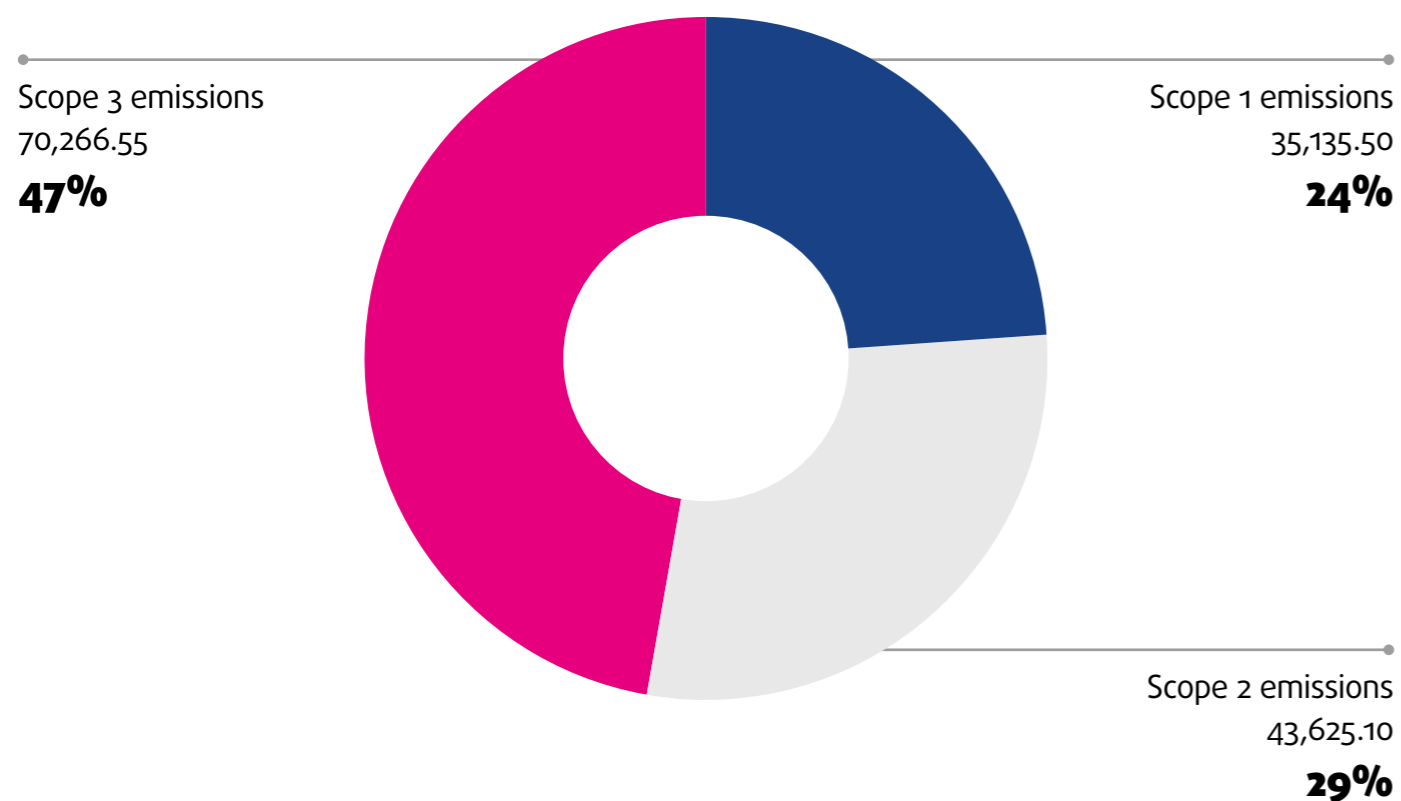
(GRI 305, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7)

The annual corporate carbon footprint and Scope 1, 2 and 3 calculations are prepared in accordance with the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

In 2024 the emission calculation was expanded to include Vajda-Papír Kft. Székesfehérvár and Vajda-Papír Scandinavia AS. Scope 1 and 2 emissions for 2023 were updated in line with the revised energy consumption data.

In 2024 Scope 3 (47.2%) accounted for the largest share of the total Scope 1, 2, and 3 emissions generated by Vajda-Papír Group. Scope 1 (23.6%) and Scope 2 (29.3%) emissions were almost identical. Scope 1 emissions come from the use of natural gas and fuel. Scope 2 emissions come from electricity consumption. Scope 3 emissions come from purchased goods and services, waste generated during operations, waste generated during the end-of-life treatment of sold products, incoming shipments, business travel, employee commuting, outgoing shipments, and the processing of sold products.

Vajda-Papír Group Scope 1, 2, 3 emissions total in 2024



The corporate carbon footprint of Vajda-Papír in 2024 (and in 2023¹⁶)

	Vajda Papír Kft. Budapest	Vajda Real Estate Kft. Dunaföldvár	Vajda Papír Kft. Székesfehérvár	Vajda-Papír Scandinavia AS Norway	Vajda-Papír Group 2024	Vajda-Papír Group 2023
GHG emissions, Scope 1 (tonnes CO₂ equivalent)	2 665.9	21 989.6	10.0	6 588.7	31 254.3	16 657.6
GHG emissions, Scope 2 (tonnes CO₂ equivalent)	1 536.9	19 714.4	157.7	11 678.1	33 087.1	16 136.5
GHG emissions, Scope 3 (tonnes CO₂ equivalent)	14 188.5	31 690.7	1 182.4	10 582.4	57 644.0	9 624.5
Total	18 391.4	73 394.8	1 350.0	28 849.2	121 985.4	42 418.6

When calculating GHG intensity, the intensity indicator was defined as the value of products sold in tons.



¹⁶ The 2023 measurement applies to Vajda-Papír Kft. and Vajda Real Estate Kft., excluding Székesfehérvár. No scientifically established data was available for the Norwegian subsidiary, Vajda-Papír Scandinavia AS, for Scope 2 and Scope 3 calculations.

Largest emission sources – greatest reduction potential

In terms of CO₂ emissions, the highest emissions in 2024 were from natural gas consumption (58.5%) and purchased electricity (37.4%) in Scope 1 and 2.

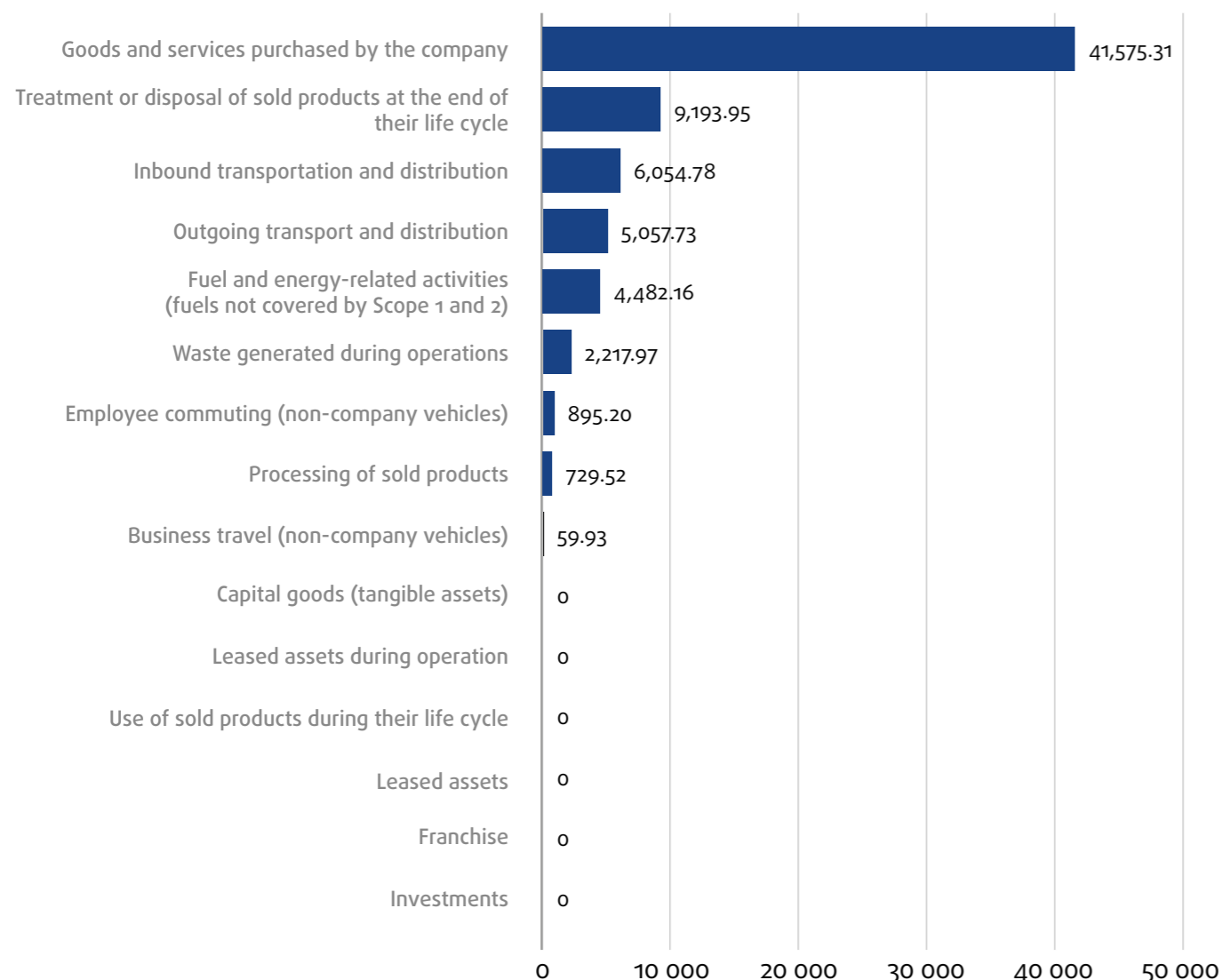
In order to reduce Scope 1 and 2 emissions, we identified the following measures for 2024:

- Measures to save energy in connection with operations and manufacturing activities
- Educating and involving employees in energy-efficient operations
- Developing and implementing energy saving procedures (tidy and energy-efficient office regulations)

Measures taken to reduce Scope 3 emissions in 2024:

- Optimization of incoming and outgoing shipments
- Rationalization of business travel
- Reduction of waste generated

Scope 3 emissions in 2024



Energy consumption

(GRI 302, 302-1, 302-2, 302-3, 302-4, 302-5)

The paper industry is an energy-intensive activity, so we pay special attention to efficient production and raising awareness of energy efficiency. Furthermore, as part of our green bond issuance, we have made a strategic commitment to focus on the share of renewable energy in our own operations and at our group's sites.

We are committed to efficient energy use. Within the group, Vajda-Papír Kft. has been MSZ EN ISO 50001:2015 certified since 2016, and Vajda Real Estate Kft. since 2022. We do everything we can to ensure that our energy goals are achieved and that the energy consumption resulting from operations is kept to the lowest possible level, adjusted to the circumstances.



Modern and energy-efficient technology

Our factory in Dunaföldvár expanded in 2022 is Europe's most modern and the region's largest paper mill, where we use the most modern energy-efficient technology available. Key parameters during the implementation of the investment:

- Specific energy consumption is reduced from 2900 kW to below 2800 kW/ton of paper produced
- As part of the investment, we increase the share of renewable energy to 50%.

We intend to reduce consumption by using energy-efficient lighting (LED) and other efficiency-enhancing solutions, such as heating with waste heat from technology in the offices and social rooms in Dunaföldvár. The education and involvement of employees is crucial to energy-efficient operations. We have also set out energy efficiency guidelines in our energy saving procedures.

Energy consumption of Vajda-Papír

	Vajda Papír Kft. Budapest	Vajda Real Estate Kft. Dunaföldvár	Vajda Papír Kft. Székesfehérvár	Vajda-Papír Scandinavia AS Norway	Vajda-Papír Group 2024	Vajda-Papír Group 2023	Vajda-Papír Group 2022
Total annual energy consumption (Megajoules)	52,484,599	740,067,128	2,187,531	250,063,093	1,044,802,351	872,026,620	448,156,939
Annual electricity consumption (kWh)	4,150,688	77,954,631	559,018	36,856,492	119,520,829	90,649,667	44,209,457
Annual gas consumption (m³)	22,429	13,512,412	5,149	4,982,320	18,522,310	15,370,839	7,766.98

A significant portion of group-level energy consumption in 2024 is related to manufacturing and occurs at Vajda Real Estate Kft and Vajda-Papír Scandinavia AS. Compared to the previous reporting period, total energy consumption increased by 95%, electricity consumption by 105% and natural gas consumption by 113%. This was due to increased production.

Fuel consumption of Vajda-Papír

	Vajda Papír Kft. Budapest	Vajda Real Estate Kft. Dunaföldvár	Vajda Papír Kft. Székesfehérvár	Vajda-Papír Scandinavia AS Norway	Vajda-Papír Group 2024	Vajda-Papír Group 2023
Annual diesel consumption (litres)	1,009,067	240	0	5,654	1,009,067.00	988,512.66
Annual petrol consumption (litres)	39,021	0	0	0	39,021	33,148.25
Engine gas/LPG consumption (kg)	0	0	0	100	100	100.00

During the reporting period, diesel accounted for 96.7% of fuel consumption, while petrol for 3.2%. LPG was consumed at our Norwegian subsidiary, but this cannot be expressed as a percentage. Annual petrol consumption increased by 17.72%, while diesel consumption by 2.079% due to increased production, transportation, road transport and growth in the company fleet.

Water management

(GRI 303: 303-1; 303-2; 303-3; 303-4; 303-5)

Paper production involves significant water consumption, which is why water management issues and measurement is a material topic. Among the green strategic goals set out in our green bond framework, we also made a commitment to reduce water consumption required for paper production in Dunaföldvár from 12 m³ to at least 5.5 m³ by 2030.

The company strives to manage water resources responsibly and efficiently. Water is primarily extracted from surface water bodies located in the immediate vicinity of the production plants (Dunaföldvár, Drammen). Part of the extracted water is used in the production process, while the remainder is returned to the environment after being treated in accordance with regulations. Technological developments minimize water consumption during production processes. In 2024 the biological water treatment system was optimized. Half of the water generated during paper production in Hungary is returned to the Danube River after biological treatment, while the other half undergoes further filtration through special equipment and can be reused in paper production. We report on our water management to the water authority in accordance with the applicable legislation.



Water consumption of Vajda-Papír Group

Unit	Vajda-Papír Kft.		Vajda Real Estate Kft.		Vajda Papír Scandinavia		2024 Total	2023 Total	
	2023	2024	2023	2024	2023	2024			
Water consumption	year	2023	2024	2023	2024	2023	2024		
Water extraction		6,436	2,396	572,495	414,296	268,392,000	269,036,000	269,452,692	268,970,931
i. Surface water	litres	0	0	0	0	266,771,000	264,420,000	264,420,000	266,771,000
ii. Groundwater	litres	0	0	563,361	413,896	0	0	413,896	563,361
v. Water from third parties	litres	6,436	2,396	9,134	400	1,621,000	4,616,000	4,618,796	1,636,570
c. Breakdown of total water abstraction from the listed sources									
i. Freshwater (≤1000 mg/l total dissolved solids)	litres	6,436	2,396	-	414,296	-	-	416,692	6,436
ii. Other water (>1000 mg/l total dissolved solids)	litres	0	0	-	0	-	-	0	0
Water discharge									
a. Total water discharge for all areas, by discharge location:	litres	6,436	-	-	-	276,002,000	280,362,000	280,362,000	276,008,436
i. Surface water	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
ii. Groundwater	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
iii. Seawater	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
iv. Water from third parties	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
b. Total water discharge to all areas	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
i. Freshwater (≤1000 mg/l total dissolved solids)	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
ii. Other water (>1000 mg/l total dissolved solids)	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
c. Total water discharge to all areas where there is a water shortage in litres:	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
i. Freshwater (≤1000 mg/l total dissolved solids)	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
ii. Other water (>1000 mg/l total dissolved solids)	litres	N/A	N/A	N/A	N/A	N/A	N/A	0	0
c. Water storage capacity	litres	0	0	-	0	-	-	0	0
Water consumption									
a. Total water consumption for all areas	litres		2,396		622		414,296	417,314	0
b. Total water consumption from water-deficient areas	litres		2,396		622		414,296	417,314	0
c. Water storage capacity	litres		0		0		0	0	0

In 2024 we significantly reduced water consumption thanks to the optimization of manufacturing processes.

Sustainable products

(GRI 417-1, 417-2, 417-3)

It is essential for us that consumers can clearly identify sustainability information through logos and pictograms displayed on product packaging. We reported on the details of our activities in [our 2023 ESG report](#).

We provide a brief overview of our commitment as set out in our sustainability strategy and its status in the chapter entitled "ESG Strategy" in this publication.

We conduct marketing, product communication, and labeling activities in accordance with current regulatory requirements. We communicate with consumers in a transparent and responsible manner, avoiding misleading, unfair, and unethical marketing and labeling practices.

In the 2024 financial year there were no violations of laws relating to product and service information, product marking, labelling, and marketing communication activities within the group.

Corporate governance

Responsible corporate governance

(GRI 2-9; GRI 2-10; GRI 2-11; GRI 2-12; GRI 2-13; GRI 2-14; GRI 2-15; GRI 2-16; GRI 2-17, 405-1)

Our long-term, successful operation is guaranteed by stable, transparent and responsible corporate governance.

ORGANIZATIONAL AND OPERATIONAL STRUCTURE

We operate as an international group of companies, building on large-scale corporate management methodologies, while retaining the key strengths of a family business: agility, flexibility and openness to innovation. All this contributes to sustainable development and strengthens competitiveness.



Attila Vajda – managing director, owner

The owners of Vajda-Papír Group, Attila Vajda and Szilvia Vajdáné Csata, launched Vajda Papír Kft. in 1999, and Attila Vajda remains its founding owner and managing director to this day. Relying on his professional and business experience, he has turned what was initially a two-person family business into Hungary's market-leading hygiene paper manufacturing group. Through his consistent work as owner, he is now responsible for the successful operation of an international group of companies employing more than 700 people. In his position at the domestic group, he is responsible for determining the company's strategic direction, growth, and the achievement of goals. He ensures that the business runs smoothly and efficiently and guarantees its effectiveness and sustainability.

The key to his success lies in his ability to adapt to change, his openness to innovation, and his effective problem-solving and decision-making skills.

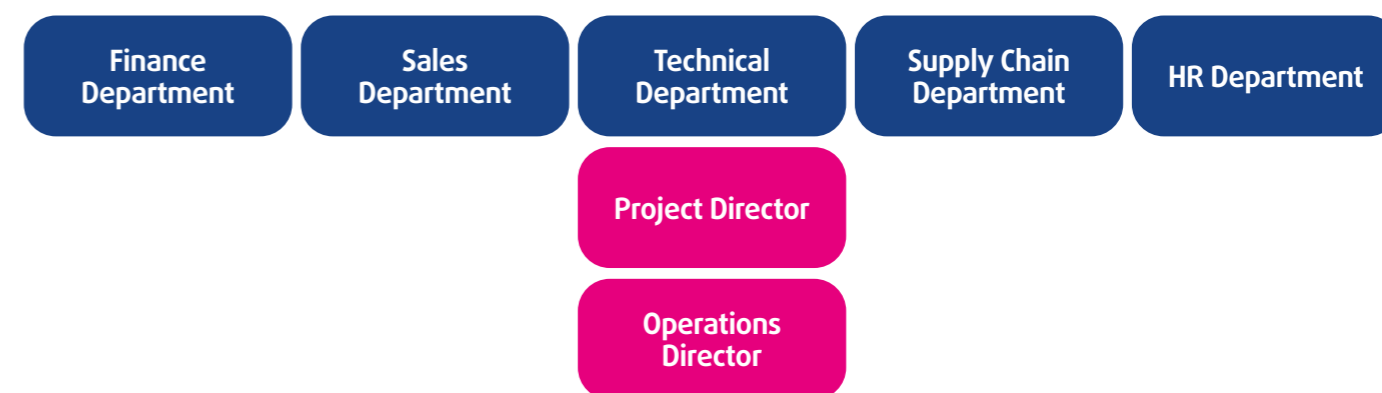
MANAGEMENT STRUCTURE AND COMPOSITION OF VAJDA-PAPÍR GROUP

Vajda-Papír Group is managed in Hungary by the managing director and owner, Attila Vajda, and the members of the board of directors. There is no separate management for the Hungarian companies of the group; founder and managing director Attila Vajda manages them together with the team of directors.

The managing director is the head of the company's work organization, the manager of the company's operational activities, and also one of the owners of the group.

At Vajda-Papír Group, the managing director and the five board members are responsible for managing, deciding on, and supervising the organization's economic, environmental, and social impacts. A key focus area is making strategic decisions based on sustainability and ESG principles, which is done jointly by the managing director and the directors.

Board members



The managing director and board members of Vajda-Papír in Hungary

Name	Position	Length of service at Vajda-Papír Group	Gender
Attila Vajda	Managing Director, Owner	Since 1999, 26 years	Male
Dr. Julianna Kozmáné Kiss	Chief Financial Officer	Since 2019, 6 years	Female
Szabolcs Sztaniszláv	Sales Department, Sales and Marketing Director	Since 2018, 7 years	Male
István Podlovics	Technical Department, Project Director	Since 2008, 17 years	Male
János Schoner	Technical and Operations Director	Since 2022, 3 years	Male
n/a	HR Director	n/a	n/a

The members of the board are not independent; there are 2 female and 4 male directors. Four are between 30 and 50 years old, and two are over 50.



Dr. Kiss Julianna Kozmáné – Chief Financial Officer

She has been the financial director of Vajda-Papír Kft. since 2019 and leads the company's financial management with significant professional experience behind her. In previous years, as the financial manager of domestic and international companies in various industries (manufacturing, trade), she demonstrated her competence and contributed to their efficient and profitable operation. In addition to accounting, taxation, and financing processes, she has extensive knowledge of change and project management.

During her financial studies at Corvinus University of Budapest, she obtained a PhD degree and is a chartered auditor.

She has been a member of the board of the non-profit organization ESG Club Hungary since its founding in 2021.



Szabolcs Sztaniszláv – Sales Department – Sales and Marketing Director

He has been working for Vajda-Papír Group since 2018. He started his career as a domestic sales manager, and then in 2022 he reached the next stage of his career through internal selection, becoming Sales and Marketing Director at Vajda-Papír Kft. He leads his team in the spirit of market-oriented thinking, defining strategic directions, optimizing the product range, innovating, and consciously promoting the company's image. In line with this, he also coordinates

sales tasks to increase profitability. In previous stages of his professional career, he gained extensive knowledge in commercial practices as a sales and key account manager and middle manager.

He completed his studies at the Faculty of Chemical Engineering at the Budapest University of Technology and Economics, supplementing this with numerous other sales-oriented training courses.



István Podlovics – Technical Management – Project Director

Since 2008, as Technical Director of Vajda-Papír Kft. and Vajda Real Estate Kft., he has been responsible for the efficient technological and technical implementation of projects, supervising and coordinating the design and manufacturing processes in compliance with standards, and managing the utilization of the company's real estate properties. Through his professional management of technical tasks, he contributes to the smooth and optimal production of high-quality products. At the beginning of his professional career he

was also involved in product development, which contributed to the expansion of his practical knowledge and his subsequent successful performance in management and technical leadership positions, typically at companies in the paper industry.

He studied mechanical engineering and industrial engineering at the Budapest University of Technology and Economics, where he also obtained an MBA degree, and participated in the marketing manager training program at Corvinus University of Budapest, in addition to numerous other specialized courses.



János Schoner – Technical and Operations Director

Since 2022 the responsibilities of the Operations Director at Vajda-Papír Kft. have included the efficient use of resources and the management and coordination of production, maintenance, and facility management in line with a KPI-based, efficiency-oriented approach. He is also responsible for development activities and production processes. All this is done in accordance with the theory and practice of Lean, 5S, and TPM business organization methods. During his professional career, he has become familiar with the specifics of several

industries, with a particular focus on the automotive industry, where he had the opportunity to acquire a future-oriented, strategic mindset in his field in a managerial position in order to achieve better productivity indicators and successful operational goals.

He began his higher education at the Kecskemét College of Mechanical Engineering and Automation, and subsequently obtained an MBA by completing the corporate management module at Neumann János University. In addition, he has participated in other leadership development, Lean, and other training courses.

Our company engages in dialogue with stakeholders, including employees, business partners, suppliers, and industry organizations. The board of directors takes into account the feedback and expectations of stakeholders in decision-making, particularly with regard to ESG and sustainability objectives.



Green Committee

The Green Committee, established in 2021, ensures that funds are used in accordance with our Green Bond Framework and is also responsible for monitoring the Group's sustainability efforts and strategic commitments.

- The committee has operating rules and meets quarterly.
- Members: CFO, Quality Management, Product Development and EHS Manager



EMBEDDING SUSTAINABILITY CONSIDERATIONS INTO CORPORATE OPERATIONS

The ESG approach is becoming an integral part of our operations. We assign the oversight of key sustainability issues to management levels.

Sustainability topic	Manager and/or committee responsible for the topic
Key social commitments	Managing directors
Management of the group's economic, social and environmental impact ESG strategy and sustainability goals and commitments ESG approach and awareness Annual ESG reporting Reviewing and monitoring commitments set out in the ESG strategy, reformulating them as necessary Business ethics and compliance	Managing directors and directors
Monitoring commitments set out in the green bond framework and targets linked to the ESG strategy	Green Committee
Coordinating the preparation of the ESG report Preparation of allocation reports and impact analyses linked to green bond issuance	CFO
Quality Management Occupational Safety Sustainable raw materials, sustainable products Environmental KPIs: Scope 1, 2, 3 emissions, energy efficiency, consumption, waste management, water consumption	Quality Management, Product Development and EHS Manager
Human resource management Training, education – dual training Equal opportunities Ethical operation	HR Director

Issues related to sustainability and ESG are discussed **at monthly performance reviews**. This forum also serves as a platform for developing ESG-specific knowledge and sharing information related to sustainability. Our commitments set out in the Group's ESG strategy are monitored at the **quarterly middle management forum**.

The managing director and financial director of Vajda-Papír Group, as well as all professional areas involved in ESG reporting—including the HR director, quality management, product development, EHS managers, marketing—play a key role in collecting the data and information necessary for the sustainability report and compiling the report. The ESG report prepared for publication is approved by the managing director.

NORWAY - VAJDA-PAPIR SCANDINAVIA AS

The owners of Vajda-Papír Group also have other international interests in the paper industry in Norway. In December 2023 Vajda-Papír Scandinavia AS became a subsidiary of the Company and its balance sheet items were included in the 2023 consolidated annual report.

Based on the owners' decision, the Norwegian subsidiary of the group is managed by the managing director of Vajda-Papír Scandinavia AS. Weekly meetings provide a forum for consultation between the owners and the managing director.

Organizational structure of the subsidiary Vajda-Papír Scandinavia AS



Mark Watkins - Managing Director (Vajda-Papír Scandinavia AS)

Since 2019 he has been the managing director of the Norwegian subsidiary of Vajda-Papír Group (Vajda Papír Scandinavia AS). With more than 15 years of practical experience behind him, the supportive manager has led international teams to success in achieving specific corporate goals. He has achieved significant success and efficiency within the FMCG sector in various organizational structures, coordinating and motivating teams across borders and disciplines. He has extensive knowledge and diverse practical experience across the entire value chain of the forestry industry, with a focus on operations and technical areas.

He is an open-minded person who is enthusiastic and always does his job as agreed, but in the interest of continuous improvement and development he is willing to question even the best, tried-and-tested practices. He enjoys motivating his colleagues and encouraging them to take responsibility for their own work. He graduated from the Vienna University of Technology with a degree in engineering after completing several specializations.

The Norwegian subsidiary's Code of Ethics sets out its sustainability guidelines in detail.¹⁷

¹⁷ Details of this are provided in the "Business Ethics and Compliance" section of our 2022 ESG report.

Business ethics and compliance

(GRI 2-15, GRI 2-16, GRI 2-23, GRI 2-24, GRI 2-26, GRI 2-27, GRI 205: GRI 205-1, GRI 205-2, GRI 205-3, GRI 206: GRI 206-1)

Compliance with laws and regulations and lawful conduct form the basis of our ethical corporate operations. To this end, it is of paramount importance that we apply the strictest legal and ethical standards to all employees and other persons in a legal relationship with us. These standards are set out in the Code of Ethics and Conduct.

Code of Ethics and Conduct

Detailed familiarization with and acceptance of the Code of Ethics and Conduct is an integral part of the onboarding and induction process for all employees. At the beginning of their employment, workers sign a written statement of acceptance of and compliance with the guidelines set out in the Code, which they must submit to the HR department.



The Code of Ethics and Conduct also covers the following

- Fair competition and anti-corruption
- Conflicts of interest
- Equal treatment and equal opportunities
- Prohibition of child labour and forced labour
- Prohibition of harassment
- Environmental, occupational safety, and social responsibility
- General employment principles, fair employment and fair working conditions

Further information

A szabályzat feltételezett megsértését minden esetben vizsgáljuk. Amennyiben a szabályszegés beigazolódik, az fegyelmi eljárást, írásbeli figyelmeztetést, a munkakör elvesztését, a jogszabályoknak megfelelő mértékű bérmegvonást, súlyos esetben pedig a munkaviszony megszüntetését vonhatja maga után. A szankciók minden esetben arányosan igazodnak a kötelezettségszegés súlyához, és tiszteletben tartják az emberi méltóságot.

WHISTLEBLOWING SYSTEM

We expect employees to report any violations of the law or internal regulations, as well as any significant risks they observe. The policy specifically sets out the investigation process for reports, the obligation to provide information, and the details of personal data processing.

ANONYMITY

Illegal conduct can also be reported anonymously via the Viber-based chatbot used for internal communication within the group and via our website.

[Further information](#)

Prohibition of retaliation

Except in cases of bad faith, the reporter shall not suffer any disadvantage as a result of making the report, and no retaliation, discrimination or sanctions against the reporter shall be tolerated.

Protection of anonymous whistleblowers

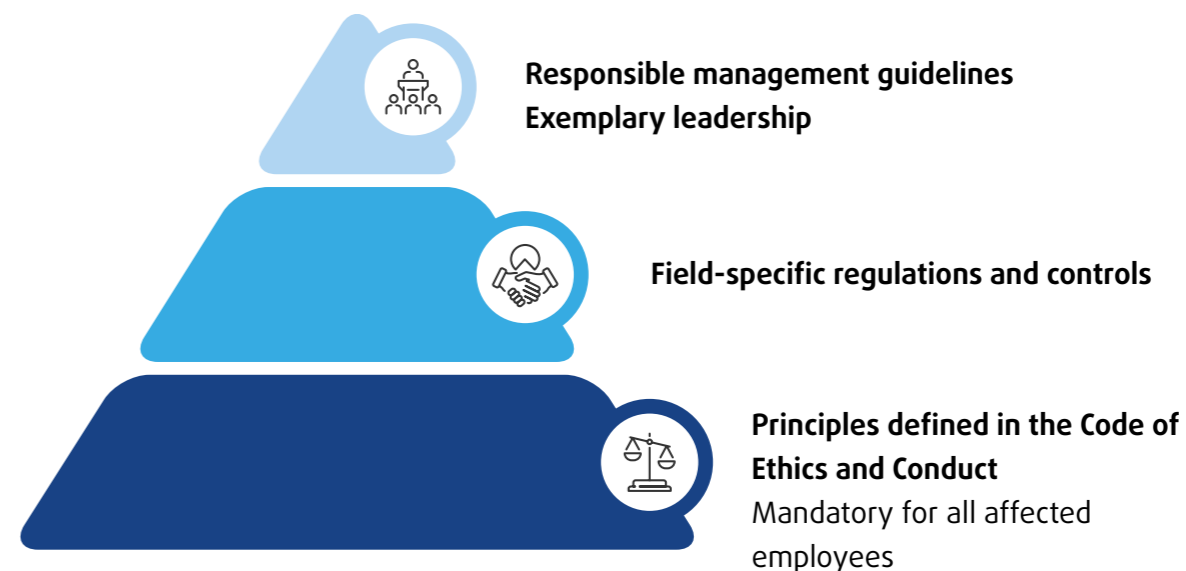
The identity of the whistleblower will not be disclosed, depending on the case.

COMPLIANCE: COMPLIANCE WITH RULES

Regular and transparent operation is essential for the successful operation of our group. To achieve this, we have defined basic principles in the Code of Ethics and Conduct, which are binding on all of us. These are supplemented by specialized regulations and controls.

Our presence on the Budapest Stock Exchange requires compliance with the current regulatory environment and transparent operation and communication in accordance with legal requirements. Disclosures are published on [https://bet.hu/oldal/ceg_adatlap/\\$issuer/3599](https://bet.hu/oldal/ceg_adatlap/$issuer/3599).

Key elements of the sound corporate governance of Vajda-Papír Group



SETTING AN EXAMPLE AND TAKING ON A PROMINENT LEADERSHIP ROLE

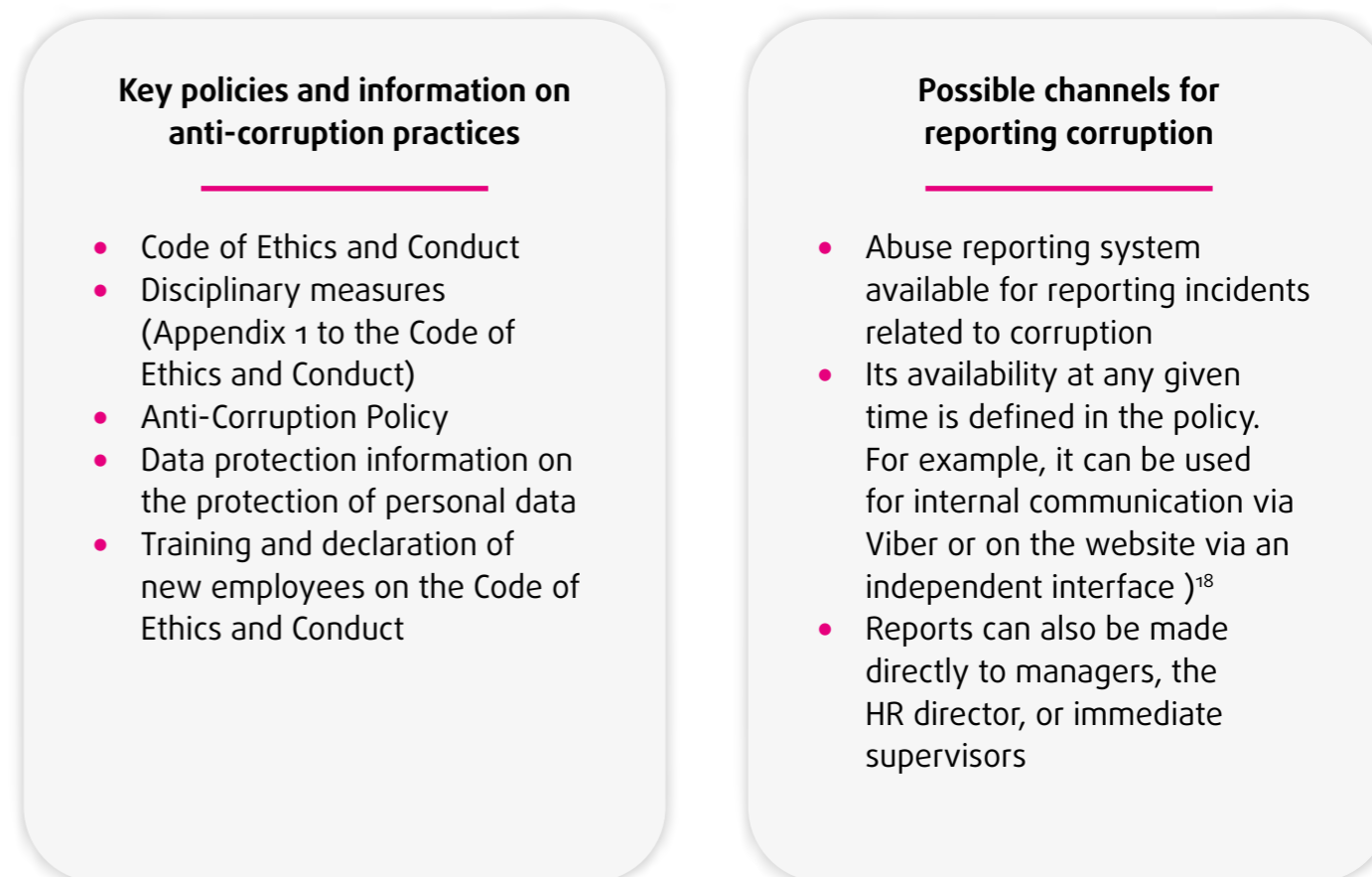
The commitment and example set by our managers is essential for effective and lawful operations. Our Code of Ethics and Conduct sets out the additional expectations we have of our managers, beyond the tasks specified in their job descriptions, in order to ensure effective and successful operations.

The key leadership roles of Vajda-Papír Group managers



ANTI-CORRUPTION

We expect all our employees to strictly adhere to anti-corruption conduct. We inform employees in detail about our anti-corruption practices and the possible consequences in our Code of Ethics and Conduct. All new employees are required to understand and thoroughly familiarize themselves with the contents of the code and to accept it in the form of a written statement. We also provide general training for new employees, which includes an introduction to our core values, guidelines, and ethical business practices.



REPORTING INCIDENTS

It is the duty of Vajda-Papír Kft. employees to report any violations of the requirements and provisions set out in the policy. This requirement must be communicated to all employees and partners. Cases where payments are made under duress, when the personal safety of an employee or representative of Vajda-Papír Kft. is at risk, or when the person concerned feels threatened, are also subject to reporting.

There were no substantiated incidents of corruption in our group during the 2024 reporting period.

¹⁸ <https://vajdapapir.hu/vallalat/visszaeles-bejelentes>

PROHIBITION OF ANTI-COMPETITIVE AND UNFAIR MARKET PRACTICES

Our group faces strong market competition for business orders and is committed to free and open competition. Employees must avoid any activity that violates the laws governing competitive practices in the market. Under no circumstances may our group or employees engage in unfair market practices. We do not tolerate questionable information gathering, and accordingly, our employees may not engage in or assist in any prohibited or unethical, illegal practices that target confidential or sensitive competitor information.

Preventing the discussion of prohibited topics necessary for fair competition is mandatory, and cooperation with competitors on prohibited topics may be illegal and constitutes an immediate violation of this Policy. Prohibited topics may include pricing, costs, marketing plans, market portfolio, technology guidelines, innovations, and the division of customers and clients. The above also represents a risk to fair competition in the areas affected by the topic. If a competitor raises a prohibited topic, even if only subtly, Vajda-Papír employees must protest and stop the conversation on that topic. As a last resort, they must leave the scene of the conversation and report it to their supervisor.

There were no incidents of anti-competitive behaviour in the 2024 fiscal year.

CONFLICT OF INTEREST

A conflict of interest exists when an employee has personal interests that may influence their objective decision-making in the performance of their duties. Violation of this rule will result in sanctions. All employees are required to voluntarily declare whether they or any of their close relatives have ownership interests/business interests in, or hold executive positions in, any business entity whose activities may be in line with any representative of our group's business chain, such as any supplier, customer, or competitor.

FINES AT VAJDA-PAPÍR

In 2024 there were no fines related to our professional activities.

Economic performance

(GRI 201, 201-1, 201-2, 201-3, 201-4)

Directly generated and distributed economic value in 2024		VP Group Kft. (VPP)	Vajda Real Estate Kft.	Vajda-Papír Scandinavia
		HUF, thousand	HUF, thousand	NOK
Economic value generated (i)	Revenues	57,954,076	35,473,998	483,207,582
Economic value distributed (ii)	Operating costs	48,394,669	29,127,705	129,790,306
	Employee salaries and benefits	3,035,541	1,865,638	317,223,003
	Payments to capital investors	0	0	0
	Payments to the state treasury	1,065,511	498,729	7,962,740
	Community investments	10,369	0	0
	Total distributed economic value	52,506,090	31,492,072	454,976,049
Retained economic value (i-ii)	Retained earnings	5,447,986	3,981,926	28,231,533

RISK MANAGEMENT

The financial impact of climate change, risk management and exploiting opportunities

We pay attention to examining how climate change may affect our activities and what risks may pose the greatest threat to our operations. Annual precipitation levels can have a negative impact on climate change. Although Hungary is one of the best-supplied areas in terms of average precipitation (Dunaföldvár, proximity to the Danube), a decrease in precipitation may lead to restrictions on water consumption.

We assess and manage various risks, but we also see opportunities among these risks to find innovative solutions to the problems arising in our constantly changing environment.

The paper industry is a challenging sector with significant opportunities, where sustainability-driven innovation and regulatory compliance will play a key role in future success. Here are some key risks and opportunities:



RISKS

- **Environmental impacts:** Paper production can have significant environmental impacts, including water consumption, carbon dioxide emissions, and waste generation. With stricter environmental regulations and increasing sustainability expectations, it is important for the paper industry to minimize these impacts.
- **Availability of natural resources:** Wood, the raw material for paper production, requires significant forest resources. Over-harvesting of forests and unsustainable forest management practices may pose a long-term risk, particularly if sustainable wood supply is not adequately ensured.
- **Legal and regulatory pressure:** Increasingly stringent legislation and regulations, such as carbon emission reduction obligations, water consumption restrictions, and waste management rules, represent additional costs and compliance risks for the paper industry.
- **Market volatility:** Fluctuations in the prices of raw materials (e.g. wood, water) and energy can pose a risk to paper production costs, which can be felt through increases in raw material or transportation costs.
- **Reputational risks:** Sustainability issues (e.g. deforestation, water use) not only affect the environment but can also directly influence how a company is perceived in terms of social responsibility. Responsible corporate governance and ethical operations are also key due to growing consumer expectations and demand for transparency.



OPPORTUNITIES

- **Sustainable paper production:** Sustainable forestry and the use of renewable raw materials provide opportunities to reduce costs and bring environmentally friendly products to market, for which there is growing demand.
- **Green innovations:** Innovative manufacturing processes (such as low-water or energy-efficient technologies) can reduce environmental impacts and improve competitiveness.
- **New market opportunities:** Growing demand for products based on sustainability and environmental responsibility such as recycled paper products, biodegradable packaging materials, and the role of paper products in the circular economy may offer new business opportunities for the paper industry.
- **Regulatory advantages:** Green financial instruments (e.g. green bonds) and regulations that support sustainability such as carbon emission reduction opportunities, can provide advantages to companies that comply with the latest environmental standards.
- **CSR and brand building:** A commitment to sustainability and responsible corporate governance can promote a positive social image for paper companies, enhance their brand, and increase consumer loyalty.

Indirect economic impact

(GRI 203, 203-1, 203-2)

In 2021 our company became the first industrial manufacturing company in Hungary to issue a 10-year green bond. Details of this are included in our green bond framework, which ensures the sustainable and transparent use of funds. We prepare a separate annual report on the allocation and positive economic and environmental impacts of our investments. The report is publicly available on the Budapest Stock Exchange and on our website.

Our 2021 investment in Dunaföldvár, which won the Factory of the Year award, has had a significant job creation impact on the local community. The development has not only boosted production but also promoted economic growth in the region. The relaunch of dual training for the paper industry was a key step in securing the future of the profession, providing an opportunity to train future paper industry professionals.

Our investment in Dunaföldvár and the relaunch of dual training have created opportunities to offer new jobs and professional development to the local community. By restarting dual vocational training in the paper industry, we have played a significant role in ensuring the long-term sustainability of the paper industry, thereby contributing to the growth of a skilled workforce and the strengthening of the local economy.



Quality management

The main objective of the corporate management systems of Vajda-Papír is to ensure long-term sustainable operation while continuously improving performance and efficiency to ensure a high level of compliance with customer expectations. In order to comply with the most stringent hygiene and product safety requirements in the industry, we have certifications that demonstrate our commitment to quality and safety. In addition, we operate with an internal company management manual, quality policy system, and documentation system that ensure continuous improvement and effective management of sustainable operations. All these measures contribute to the long-term success of the company and strengthen our social and economic responsibility, while also having a positive impact on raising industry standards and increasing consumer confidence.

Certified corporate management systems ¹⁹

Quality management system	Environmental management system	Energy management system	Medical device quality management system
ISO 9001 ²⁰ (MSZ EN ISO 9001:2015 standard)	ISO 14001 (MSZ EN ISO 14001:2015 standard)	ISO 50001 ²¹ (MSZ EN ISO 50001:2019 standard)	ISO 13485 (MSZ EN ISO 13485:2016 standard) ²²

In our business activities, clearly defined processes help prevent non-compliance in manufacturing, service provision and delivery. We ensure the operation of our group based on internationally accepted corporate management systems with the necessary supervisory audits. The purpose of the audits is to determine whether the operation of the management systems complies with internal requirements, as well as with relevant standards, legislation and other regulations. In 2023 there were a total of 10 audit days at the group.

¹⁹ Vajda Real Estate Kft. has been ISO 9001, 14001, 50001, Nordic Ecolabel certified and FSC licensed since 2022, while Vajda-Papír Scandinavia AS has an ISO 9001 and ISO 14001 management system.

²⁰ The company has been operating its quality management and environmental management systems continuously and in parallel since 2004.

²¹ Vajda-Papír Kft. has held this certification since 2016.

²² TYPE IIR for the design, manufacture, storage, and sale of surgical face masks.

CERTIFICATES

Certificates of Vajda-Papír Group ²³

HACCP	BRC²⁴	FSC²⁵	NE²⁶	FSC²⁷
Hazard Analyze and Critical Control Points	BRC Global Standard Consumer Products	Forest Stewardship Council	Nordic Ecolabel	Program for the Endorsement of Forest Certification Schemes

At Vajda-Papír, the Quality Management, Product Development and EHS manager oversees the organization, sustainable development and management of the management systems used, such as quality, environmental, energy management, hygiene and industry standards, as well as quality-related tasks, and monitors implementation through annual task plans and audits. He plays a key role in ensuring legal compliance, such as occupational safety, environmental protection and employment. In addition to all this, ensuring supplier quality levels, strengthening employee quality awareness, and continuously improving product and service quality and customer satisfaction as well as complaint handling are also key tasks.

CUSTOMER SATISFACTION

We do everything we can to provide customers with high-quality service, and assess their satisfaction on an annual basis. In the latest online satisfaction survey, customers rated our activities and products 4.5 points on a scale of 1 to 5. We identify and evaluate feedback and incorporate it into corporate decisions.

²³ Further information: <https://vajdapapir.hu/fenntarthatosag/tanusitott-vallalatiranyitasi-rendszerek-es-termekminositesek>
²⁴ The company has held this certificate since 2015. The company manufactures and distributes products in BRC Consumer Products Category 4.
²⁵ Vajda Real Estate Kft. FSC ID: CU-COC-859624
²⁶ Vajda Real Estate Kft. Nordic Ecolabel ID: 2005 0100
²⁷ Vajda-Papír Kft. licence number: PEFC/41-31-32, Vajda Real Estate Kft. licence number: PEFC/41-31-33



HANDLING COMPLAINTS

Our complaints handling system allows us to identify the causes of existing and potential non-conformities and prevent them from recurring in the future. By operating the complaints handling procedure, we implement standardized solutions and measures that prevent (pre-empt) the recurrence of errors and problems, while ensuring the continuous improvement of product quality, environmental compliance, and the management system. For quality measurement, a monthly threshold value is set for complaints and claims annually. We monitor the monthly value and trends. In the event of a significant deviation (drastic increase), we conduct an immediate investigation.

We communicate effectively about the occurrence of errors, root cause analysis, corrective and preventive measures verbally at morning or scheduled operational meetings. If a process-changing or critical error occurs, we provide information about it in writing (preferably by e-mail), together with a description of the process. In the event of a problem affecting the authority and the Partner, we use the official communication channels agreed upon with the Partner in writing. No specific complaints were identified in 2024.

Procurement practices

(GRI 204)

In procurement practices we strive for stability, good relationships, timely payments, and long-term cooperation. The majority of our suppliers operate in the European region, which is why it is crucial for us that our partners also take into account the priorities dictated by ESG and current regulations. It is important for us that partners comply with human rights standards. Based on our guidelines for suppliers, we also expect the responsible use of raw materials (e.g. FSC certification). In terms of shipping, we expect the most environmentally efficient means of transport (RO-LA, waterway). We also require suppliers to try and minimize the use of packaging materials, and it is advantageous if they have a carbon inventory and project management for carbon neutrality, and use green, renewable energy.

Key features of the procurement practices of Vajda-Papír



- Compliance with sustainability and environmental considerations**
- Respect for human rights**
- Stability and partnership**

Distribution of suppliers ²⁸

In 2024 we had a total of 2,460 suppliers, 75% of which (1,832) were domestic and 25% (628) were foreign.



Evaluation of our suppliers

As a group responsible for the entire value chain, it is essential that we understand our suppliers' activities, the quality they represent as well as sustainability aspects, and our ISO systems require a mandatory annual assessment. This is done partly through personal audits and mostly through a very detailed 19-aspect measurement system led by the Strategic Procurement Department. In 2024 we did not identify any negative impact on the environment, society or human rights, so no corrective measures were necessary during the reporting period.

²⁸ Regarding the domestic activities of Vajda-Papír Group..

Data protection

(GRI-418)

We fully comply with the Data Protection Regulation and the rules on the protection of personal data applicable to data controllers and data processors.

Data processing by the data protection officer

We also treat the processing of employment-related data with the utmost care. Our data processing policy is publicly [available on our website](#).

Substantiated complaints concerning breaches of customer privacy and losses of customer data

We attach great importance to lawful operation, maximum compliance with laws and regulations, and cooperation with supervisory authorities.

With regard to stakeholders, since the publication of Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR) there have been no complaints, data theft, data loss or data leaks in the 2024 reporting period.

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Impressum

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