

ANY Security Printing Company PLC **Sustainability report**

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With more than 8 billion people on the planet, 14% of humanity still does not have any form of identification.

The "invisible people" are not registered and therefore do not have access to any social or civic benefits: they are excluded from education, health care, they do not even have the right to vote. The question is: without education and adequate health care, how can we fight overpopulation?

One of the goals of the Sustainable Development Framework is that everyone should have a legal identity document by 2030.

At ANY Security Printing Company, we aim to provide a solution to this problem with our identity products and the associated IT and biometric data processing and the necessary infrastructure systems for their use. The aim is to ensure that no baby will ever again be "invisible" and that they can legally exercise all their rights as citizens.

STATEMENT FROM SENIOR DECISION-MAKER



Dear Partner, Investor, Colleague, Dear Reader,

We have had a very busy year. The effects of the unpredictable economic environment of recent years have made it difficult to plan but we have been successful as a result of swift decisions, actions and the persistent and high-quality work of our colleagues. I believe that the key to the future of our company is constant improvement. Our 172 years of history provide the expertise and experience, the innovative ideas of our highly skilled colleagues ensure innovation, and this duality ensures progress and growth.

From year to year, more and more countries are becoming familiar with our products, new technological solutions, services and patents resulting from developments in this field. Our developments and investments also extend to more efficient and sustainable operations, balancing economic goals with social and environmental sustainability. Environmentally conscious operations have always been important to us, and we are now focusing our efforts more intensively on these, in line with ESG principles. We will continue investing in energy efficiency and expand our portfolio with environmentally friendly raw materials.

Social responsibility has also always been a priority in the life of our company. Keeping our employees is a top priority in all extreme circumstances, as it was during the Covid epidemic and now with the challenges caused by the war in our neighbourhood.

I am proud of the achievements we have made so far in cooperation with our partners and colleagues, both for the success of our operations and for a sustainable future, and I am confident that we will continue to take the next steps together! We are delighted to publish our first Sustainability Report, showcasing our achievements until now, our plans for the future, and our commitment to creating a more sustainable world.

Budapest, 28 April 2023.

Kind regards,

Gábor Zsámboki

Vice-president Chief Executive Officer

ABOUT THIS REPORT

→ 102-50, 102-52, 102-53, 102-54

From now on, our company will report annually on its economic, environmental and social performance in its Sustainability Report. Our report is not certified. The Sustainability Report currently follows the GRI Standard "Core", i.e. Base compliance level.

Our first Sustainability Report aims to demonstrate our commitment to focus on responsible business practices in our work. As a public company, transparency has always been important, and now, in addition to our financial and corporate governance reports, the ESG report helps to provide more information.

For comments, suggestions for improvement or questions, contact us at: info@any.hu

Scope of this report The report covers all sites of ANY Security Printing Company PLC.

Reporting period Calendar year 2022, which corresponds to the financial year 2022

Reporting cycle

1 year







ANY SECURITY PRINTING COMPANY GROUP

→ 102-2, 102-3, 102-4, 102-5, 102-7

Founded in 1851, ANY Security Printing Company PLC – formerly known as State Printing House - is among the leading security printing companies in Hungary and in the CEE region and is present in more than 60 countries. The Printing Company aims to serve its partners to the highest standards through continuous innovation and development. The Company offers complex solutions in secure person and product identification projects from conceptual planning to implementation, as well as in the field of high-volume print production and personalization. It also produces Mastercard and VISA bank cards for several domestic and international banks. The security solutions and special technologies developed by ANY's Document Security Laboratory and national and international references guarantee world-class preparedness. In addition to its Hungarian subsidiaries (Gyomai Kner Nyomda Zrt., Specimen Zrt., Techno-Progress Kft., ANY Ingatlanhasznosító Kft.) the Group has a commercial office in Slovakia (Slovak Direct s.r.o.) and jointly managed companies in Romania (Zipper Services s.r.l. / Atlas Trade Distribution SRL) and Moldova (Tipo Direct Serv SRL). Its largest domestic subsidiary, Gyomai Kner Printing Company offers in addition to traditional book production digital book printing and fulfilment services.



More than

1000

→ 102-2, 102-4, 102-7, 102-8, 307

ANY in numbers

















Employees

620ANY Budapest

51 ANY Pásztó 146 Gyomai Kner Nyomda 180 Zipper 28
Atlas

22Tipo Direct

women co-workers
49%

women managers
42%

fluctuation 13%

under 30 years old

52%

over 50 years old

Number of years working for the company

more than 40 years: 4 people

etween 30-40 years: 14 people between 20-30 years: 120 people between 10-20 years: 145 people

CERTIFICATES

Certifications of ANY Security Printing Company PLC guarantee that its products and services are in line with accepted international standards and domestic requirements:

- **ISO 9001** quality management system certificate
- **ISO 14001** environmental management system certificate
- **ISO 27001** information security management certificate
- ISO 45001 occupational health and safety management system certificate
- VISA EMV bank card manufacturer and personalizer licence
- Mastercard EMV bank card manufacturer and personalizer licence
- Mastercard CQM Bank Card Quality Management
 System certificate
- ISO 14298 Management of security printing processes certificate, Governmental and Central Bank level, Intergraf
- **AQAP-2110 NATO** Quality Assurance Certificate
- **NATO** Eligibility decision, Ministry of Defence
- National "Top Secret", EU "Secret", NATO "Secret" Site Security Certificates
- **GPwA** (Green Printworld Award)
- certified bidder and securities producer of **Hungary**

We do not only create documents, produce barcodes or print invoice forms, but we offer secure person identification, innovative product identification and data logistics in large volumes and solutions that support payments.



Document and bank cards

With a production capacity of more than 500 million cards per year, our company produces document, bank and commercial cards for the domestic and international markets. In addition to contact and contactless document cards - the new Hungarian eID -, Mastercard and Visa chip bank cards, it offers a full range of card solutions.



Business forms

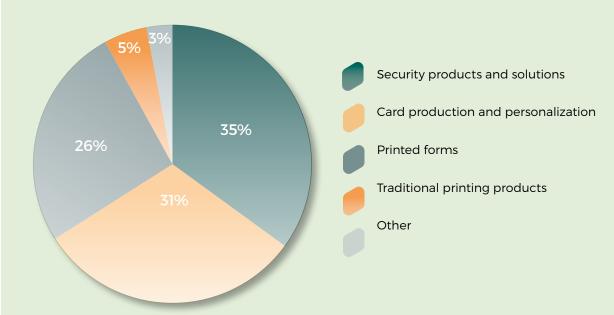
The company produces business forms, invoices, and notices - from printing, personalization and enveloping to mailing. Special products such as gambling tickets and election forms, as well as a variety of value items - from food vouchers to stamps - broaden the portfolio.

Security forms and solutions

ANY has the technological and professional background to produce electronic passports and visas. Its production technology allows the production of billions of excise and tax stamps and meal vouchers.

Its Document Security Laboratory offers a range of tailormade products, from document printers and security inks to paper additives and their specialized control devices. In recent years, the Laboratory's experts have developed several new document security solutions that make document fraud even more difficult

TURNOVER BY MAIN PRODUCT CATEGORIES



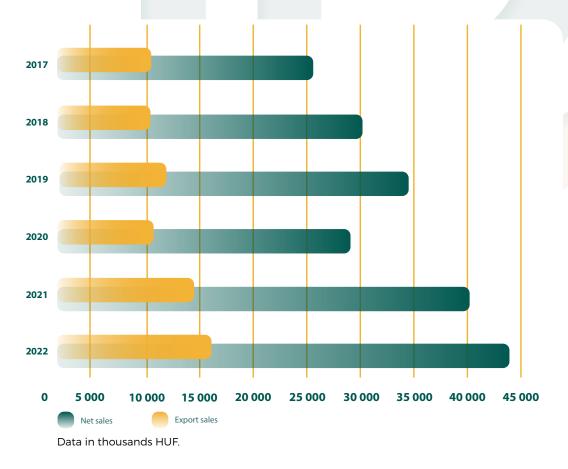
MARKETS SERVED

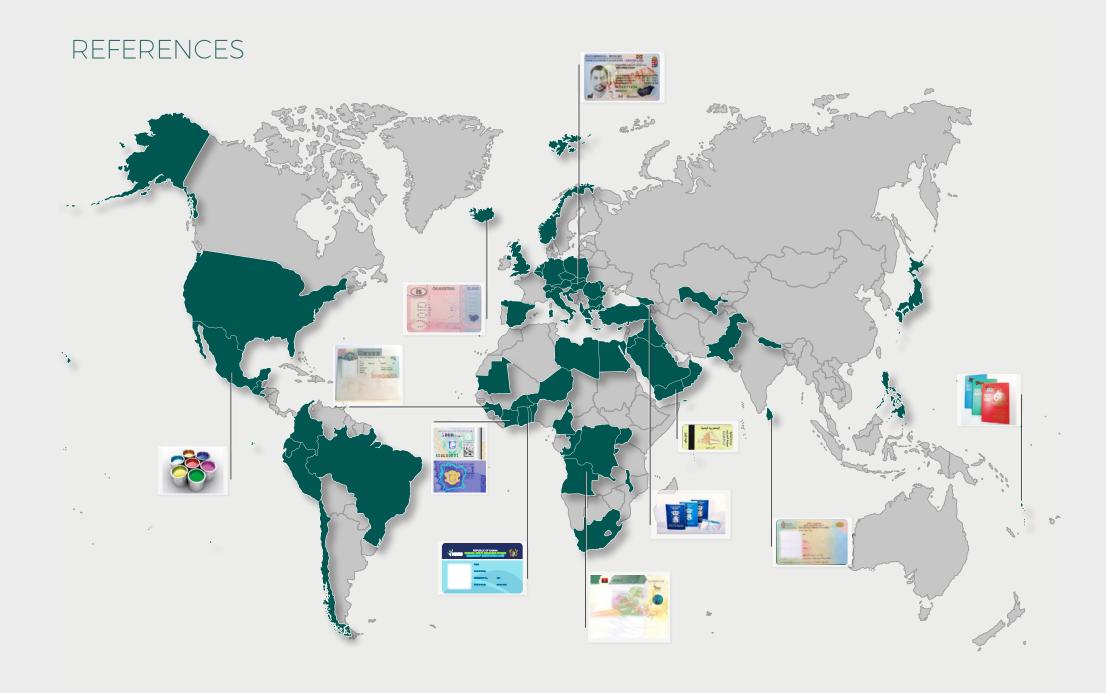
→ 102-6

Our main clients include public administration (e.g. home affairs, foreign affairs, health, education), public authorities (e.g. transport, agriculture), banks and financial institutions, financial service providers, but we also work with the commercial, transport and service sectors.

In addition, we supply paper mills and other security printers with products developed by our document security laboratory and with components of certain products.







OUR APPROACH TO SUSTAINABILITY

→ 102-11, 102-16, 102-46

Global challenges

Our world and our environment are constantly changing, and we try to prepare for these changes by adapting on the one hand, and doing something about it on the other. Recently, difficulties have come quickly and one after the other, and we had to learn to react and adapt even more promptly. We had barely recovered from the effects of a pandemic when war broke out in our neighbourhood. These events had and continue to have an impact on the operation of our company, but the rapid and flexible measures taken to avoid significant disruptions have helped and continue to support our daily work and activities.

While during the Covid epidemic, health protection was the priority, in the current market situation, with extreme energy prices, the focus has been even more on increasing energy efficiency. It is also a priority to respond most appropriately to the specific challenges in the security printing market, such as the unfavourable changes in the raw material market and the situation in the labour market. In both cases, it is essential to guarantee and maintain our resources.

Our values

"We, at ANY Security Printing Company believe that the success and recognition of the Company, prevailing over the last one and a half century, was made possible by the Company's ethical conduct, commitment to the profession and peopleoriented corporate culture. Therefore it is important to adapt to the ever-changing conditions with our traditional set of values in mind." – ANY Code of Ethics

The core value of the Printing Company is its responsibility towards its employees and the wider society and environment. Our long-term goal is to develop a responsible business model that ensures a sustainable future alongside successful operations.

Our goals

As one of the leading security printers in Central and Eastern Europe and Africa, ANY Security Printing Company PLC has a long-term strategic goal to produce specialized, high-added value security products for its business partners using modern information technology, and to provide a full range of business solutions and innovative services in the traditional and security printing markets. Personal identification is also a response to the goals set by the UN in its Framework for Sustainable Development. It prioritizes the eradication of poverty and injustice, one of the foundations of which is that there should be no more "invisible people". Everyone should have the basic right to health care and education, and a system of registration and identification is essential to the exercise of this right.

ESG targets

In the long term, we believe that internal education and awareness-raising are very important, and we will only be able to make effective progress towards our ESG targets if we make our employees, managers and owners aware of these guidelines. This can support us in developing a well-conceived sustainability strategy, operating according to ESG principles, and publishing a high-quality report to stakeholders, partners and investors.

Commitment to the UN Sustainable Development Goals Increasing energy efficiency in everyday life - renewable energy investments

Expanding the ECO product range in our portfolio - recycling, digitalization, eco-friendly raw materials

Short-term development plans

- Continuing investment in energy efficiency
- Broadening the range of suppliers
- Increasing the proportion of environmentally friendly raw materials
- Creating an open-air community space
- Expanding health screening tests

THE MAIN PILLARS AND AREAS OF OUR SUSTAINABILITY STRATEGY

→ 102-47



KEY SUSTAINABILITY TOPICS

→ 102-47



Our development is ensured by continuous product and service development, portfolio expansion and cleaning.



Ethical business conduct and legal compliance are fundamental.



Job security, social security.



We help and support to the best of our ability.



Integrating sustainability into the management of the company.
Increasing emphasis on renewable energy and energy efficiency.

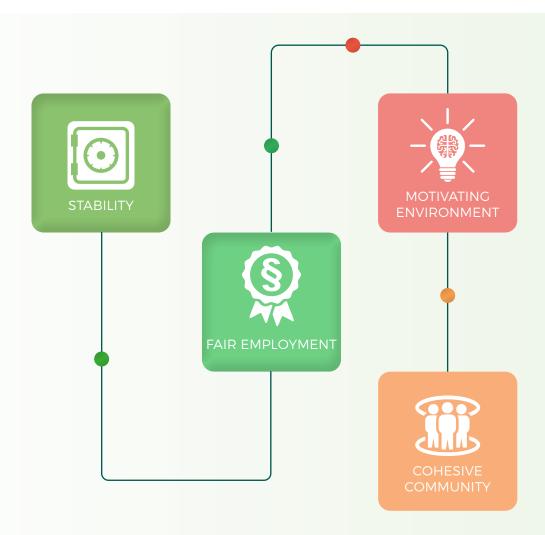


RESPONSIBLE EMPLOYMENT

→ 103-1,2,3, 102-41, 401, 403, 404

What do we offer to our employees?

The ANY Group pays particular attention to compliance with labour law, occupational health and safety, employment, tax and social security legislation. The Group considers it of strategic importance to continuously train and educate its employees in order to renew skills within the company and ensure the adaptability of its employees. It provides its employees with a wide range of social benefits to help them achieve a good work-life balance. The principles of benefits and pay are laid down in the Collective Agreement. In addition to complying with the legal provisions, the Printing Company strives to create a workplace for its employees that respects family responsibilities and has good working relations, thus increasing employee commitment and, in the long term, the company's profitability. To protect and improve the working conditions of our employees, we also have a representative body – the Trade Union, the Works Council and safety and health representatives – which provides an opportunity to discuss current issues and problems through an organized forum and then make proposals to the management.



BENEFITS

→ 401-2



We also try to create opportunities for our employees to spend quality time with their family members, recharge and enjoy a healthy lifestyle.

Our colleagues can visit for free twice a week one of the gyms in Kőbánya. Our employees can visit the Palatinus Spa in Margaret Island freely with a company ticket in the summer, so they can spend unforgettable moments with their children and friends, especially during the hot summer season. On colder days, the CSOPA Science Center provides entertainment for ANY families.

We enrich the annual program calendar with the organization and financial support of leisure activities, team-building programs, joint walking and cycling tours, participation in running competitions and sightseeing trips. Those who go to work by bike can leave it in covered storage during working hours.

Our telecommunications partner provides different discounted packages for our employees and their family members.

In 2022, in addition to the year-end gift package and the "Christmas" contribution, our employees also received a one-off emergency aid to help alleviate the inconvenience of soaring inflation and energy prices.

ANY's own "book stop" is not only a wallet-saving but also an environmentally friendly solution. Anyone can bring a book they have already read and take another book that suits their interests.













ANY EVENTS

Family Days, Santa Claus celebrations and year-end toasts can be said to be traditional in the life of the Printing Company and were cancelled only during the epidemic period.



OUR FOUNDATION HELPS

The Foundation for Printers organizes summer camps and provides scholarship opportunities for elementary and high school children of printers. In addition to these, it is also possible to apply for maternity and funeral benefits at our printing company.



OCCUPATIONAL HEALTH AND SAFETY

→ 103-1,2,3, 403

We also try to draw attention to significant days related to environmental protection and health preservation, e.g.: European Mobility Week and World Car Free Day, World Walking Day, World First Aid Day, Recycled Paper Day, etc. A special section of our press reviews is "Green News", which provides an additional opportunity to shape the attitude of our community and provide up-to-date information. In our newsletters, we regularly draw attention to the importance of healthy eating and exercise. During the autumnwinter period, we pay particular attention to regular fruit consumption, and the Printing Company provides all its staff with local, farm-grown seasonal fruits.

We consider it important to prevent diseases, for which regular medical examinations and consultations are essential. Our company doctor makes appointments four days a week, in addition, we help our employees maintain their health with regular screening tests, and we centrally organize the administration of influenza and other currently recommended vaccinations. A defibrillator is available in all the major units of the Printing Company, which can be used professionally by colleagues who have completed first aid training. After completing the compulsory training, more than 70 people are now qualified to administer first aid.



Our first application for the Responsible Employer of the Year competition was awarded a certificate of recognition by OFA Nonprofit Ltd. According to the judging committee, ANY Security Printing Company PLC as an employer, acts in an exemplary and versatile manner for the "well-being" of its employees. We are proud of this recognition and will continue on the path we have begun. We strive to make the Printing Company not just a place to work, but a cohesive, physically and mentally healthy, proactive community.

TRAINING, DEVELOPMENT

→ 103-1,2,3, 401-1, 404-2

Programs to develop employee skills

Among the internal training activities, a series of training sessions and workshops on LEAN principles and standardization has been a priority in the past period at all Parent Company's operational sites.

Training for NEXON's key users has also continued in 2022. Technological and capacity-enhancing investments and machine relocations were combined with internal training. Several specialized training took place in the technical and security areas. In the economic field, we pay special attention to the acquisition of up-to-date knowledge and credit points. Our colleagues have taken part in accounting training, IFRS accounting training and ACCA Dip IFRS training.

3 years ago, we launched the Company's talent management program, mapping our strengths and building a more conscious approach to recruitment planning. This serves as a basis for the planning and organization of individual training and education, as well as for the further development of the internal and external training system. We consider it important that employees in each field can always acquire new solutions and knowledge related to their field. We always provide our staff with the most effective form of training available to keep up with the rapid developments in the industry, whether it's a longer training course or a shorter conference or exhibition.

We sell expertise and knowledge continuous training, development, research and talent retention are essential







MENTOR-PROGRAM

To help new colleagues settle in and acquire the right skills, we have a mentoring program.

All newcomers are paired with a colleague who has been with the Printing Company for a longer period of time to support their successful integration.

DUAL TRAINING

In the framework of a dual training program, we provide training places for 5 students studying at the Mechatronics Secondary School.

A COMMITMENT TO THE ENVIRONMENT

→ 103-1,2,3, 307-1

This is the twelfth time that ANY Security Printing Company PLC and the fifth time that our largest domestic subsidiary, Gyomai Kner Printing Company, has been awarded the "Green Printing Company of the Year" award.

The Company's commitment to the environment is indicated by the fact that, as the second of its international certificates, it introduced the management system according to the ISO 14001 standard in 2001 and has been continuously operating it ever since.

The Management has defined and made public its commitment to maintaining and improving environmental performance and creating safe and healthy working conditions through the Integrated Management Policy.

Integrated Management Policy

To achieve our strategic goals, we operate our business processes safely, at a low-risk level, taking into account the relevant legal regulations and standards.



THE LONG-TERM STRATEGIC GOAL

is to produce special, original products with high added value for our business partners using modern information technology, as well as to provide complete business solutions and innovative services on the domestic and international market of security and traditional printing products, security and document security materials and devices.

The Company shall ensure through the operation and continuous improvement of the integrated management system

- to produce and deliver products and services that meet customer requirements and needs in all aspects,
- to increase the satisfaction and confidence of business partners through the design and implementation of quality, technological processes and quality controls, using the best available technological solutions as far as possible,
- product and production safety, the high standard of the related physical and information security environment,
- the maintenance and improvement of environmentally responsible operations, through measures such as pollution prevention, reduction of environmental impacts, rational resource management, selective waste management, reduction and management of hazardous substances,

- suppliers and business partners that support our performance and meet the quality, safety and environmental standards expected by the Company and our customers,
- the protection of the personal data processed in accordance with the law and the protection of the rights of those concerned,
- trustworthy professionals with the necessary skills and knowledge,
- balanced relations and ongoing dialogue with customers, public authorities, the public, partners and internal staff.

The management of ANY has committed itself to provide the resources necessary to achieve the goals, and its employees have undertaken to consistently and fully comply with the provisions of the Integrated Management Policy, thus jointly guaranteeing the achievement of the goals.

Short-term and longer-term environmental objectives and measures are defined in accordance with the policy. Performance is evaluated regularly during management reviews.



USE OF PAPER AND FOIL, USE OF ENVIRONMENTALLY FRIENDLY PRODUCTS

→ 103-1,2,3, 301-1

During production planning, where possible, we prefer to use roll paper with a more favourable width and a lower weight per square metre in order to improve material yield and reduce waste. For large-volume projects, we can save tons of raw material by ordering a custom paper size. When designing the graphic layout, we strive for further material savings in consultation with our customers. We use a significant amount of environmentally certified roll paper produced by our largest paper suppliers.

Material uses	2021	2022	Change compared to the previous year (%)
Paper (t)	2002	1818	↓ 10
Card foil (t)	141	129	↓ 8.5
Paper-based packaging material (t)	85	120	† 71
Plastic-based packaging material (t)	14	23	† 64

The significant increase in packaging materials is partly due to increasing exports and the higher demand for the packaging of security documents to be shipped, and partly to the increased use of packaging materials for the parliamentary elections as a one-time priority project.

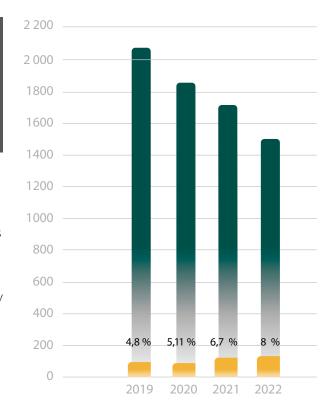
USE OF ENVIRONMENTALLY FRIENDLY PAPERS AND AUXILIARY MATERIALS

→ 301-1, 301-2

In 2022, the proportion of cards made from recycled materials accounted for 11% of the total production of bank cards.

The proportion of environmentally friendly paper in relation to the total use of roll paper shows an increasing trend. While the 8% is not outstanding, it is important to bear in mind that a very significant amount of our products are made on security paper, where required paper quality and properties must be used.

Currently, we receive continuous orders for environmentally friendly products from two partners operating in the financial sector and an insurance company. We use environmentally friendly Biotop paper for their invoice pages and envelopes. Last year, a voucher distribution company also ordered its products on environmentally friendly raw materials.





The greatest demand for environmentally friendly raw materials comes from the banking and financial sector.



HAZARDOUS MATERIAL AND ENERGY CONSUMPTION, SPECIFIC ENERGY

→ 302-1, 302-4, 302-5, 303-5, 306-3

Hazardous material and energy uses	2021	2022	change compared to the previous year (%)
Paints (t)	13	14	†
Detergent, solvent, water additive (t)	8.6	7.9	1
Water consumption (m³)	8516	6901	4
District heating (GJ)	8337	6990	4
Electricity (MWh)	4800	4805	
Gas (thousand m3)	112.3	100.7	4
Specific electricity consumption kWh/ revenue	0.0002	0.00018	
Hazardous waste/material use (%) Halom u.	0.42	0.4	
Hazardous waste/material use (%) Fátyolka u.	4.39	7.9	t

Regarding the use of electricity, it is important to emphasize that we have made major investments in machinery in the past period. On the one hand, we updated older, outdated technology, and on the other hand, we expanded capacity and technology.

The additional energy demand associated with the expansion was well compensated by the modernization. In terms of heating, the insulation of our central building and new - well insulating - windows and doors seem to be paying off.

TRANSPORT, FUEL CONSUMPTION

→ 302-1, 302-4

150 of our employees come from the agglomeration by public transport. The printing company contributes to the cost of this.

We provide covered bicycle storage at all our sites for our employees who travel by bicycle, and an electric charging station for colleagues with electric cars.

Online meetings, which proved their worth during the pandemic, have been maintained, allowing the possibility of replacing face-to-face meetings, thus reducing commuting between sites.

Transportation

The distance travelled by the fleet of 27 trucks operated by ANY in 2022 was nearly 2.5 million km, with specific fuel consumption per 100 km of 8.4 l, taking into account the consumption of 26 diesel vehicles.

Part of the fleet is 1 owned electric vehicle, which was purchased exclusively for use within Budapest due to environmental reasons, and which has fulfilled the expectations in urban use.

However, given the current state of technology and the required daily mileage of 600-700 km per vehicle, diesel vehicles cannot be replaced by electric vehicles.

For the sake of sustainable development, they operate according to the following measures:

- On each delivery day, they run in the prescribed order and route, to ensure the shortest route.
- We have set a fuel consumption standard to encourage our drivers to drive economically and reward them for their monthly fuel savings.
- To minimize environmental pollution, we strictly follow the manufacturer's instructions, particularly with regard to the use of lubricants and additives and regular servicing.



QUANTITY AND MANAGEMENT OF WASTE

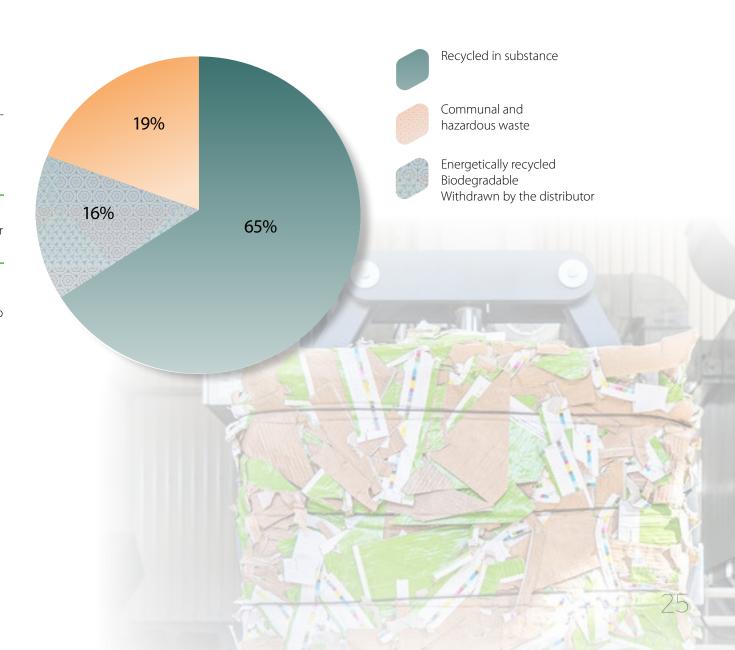
→ 103-1,2,3, 306

Since the introduction of the environmental management system, the biggest progress has been made in the area of selective waste collection and waste recycling.

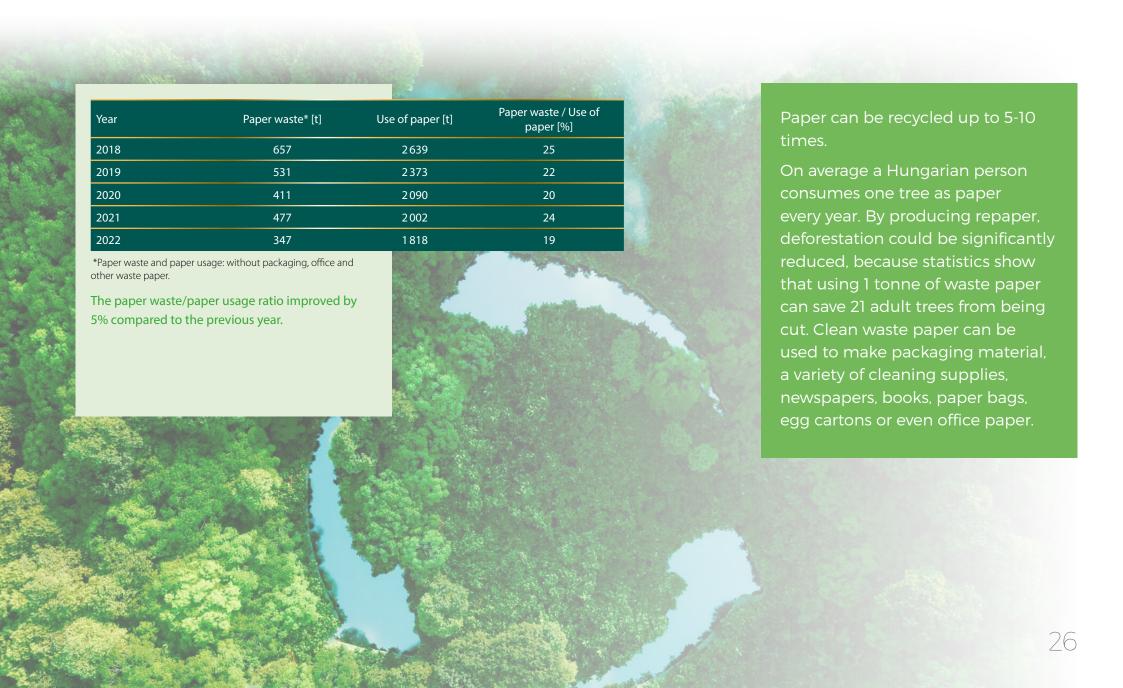
We have found a partner to reclaim the precious metal substance of the chip carrier foil waste. The amount of waste and material recycled is not significant, but it allows us to reuse our valuable natural resources.

81% of the waste generated is recovered in some form, 65% is recycled by material and only 19% goes to landfill, or to an incinerator for disposal.

We recycle a significant proportion of paper, plastic and metal waste. We sort paper waste into six, plastic waste into eleven, and metal into four categories. The use of energy recovery rather than material recycling is necessary for safety reasons.



PAPER WASTE AND PAPER USAGE



PLASTIC WASTE

Plastic waste (PVC, PC, mixed waste grids, pellets) and plastic usage (card body, PVC for passport production, PC core foil, cover foil)

Year	Plastic waste [t]	Plastic usage [t]	Plastic waste / plastic usage [%]
2018	30	130	23
2019	41	191	21
2020	29	103	28
2021	59	141	41
2022	77	129	60

The amount of plastic waste has increased as new technologies and equipment have been learned and developed, and the amount of waste treated in line with contractual obligations has also increased.

HAZARDOUS WASTE

Hazardous Waste	2018	2019	2020	2021	2022	Change compared to the previous year [%]
Volume (t)	18.9	23.1	19.4	19.4	17.4	↓ 11
Cost in Budapest (million HUF)	2.9	3.2	3.4	3.0	3.9	† 30

ACTIONS

- Waste paper, plastics, packaging and metal from production are collected separately and handed over to subcontractors who have permission to recycle it by material.
- We use multi-way packaging for deliveries to our permanent partners.
- To reduce hazardous waste, reusable wiping cloths are used for machine cleaning where technology allows.
- We sell machines for further use that are surplus due to technological upgrades or sell them as waste if they cannot be used anymore.
- We comply with environmental reporting, registration and declaration obligations.

IMPROVEMENTS

- The packaging of incoming raw materials EUR and one-way pallets, envelope collection boxes and edge protectors - is reused for the storage of semi-finished products and the delivery of finished products.
- To preserve quality and reduce hazardous waste, special paints are stored under refrigerated conditions.
- Light sources are constantly being replaced with LED lighting everywhere.
- We collect the paper core tubes of LDPE stretch film reels to reuse for our suppliers, thus reducing the amount of waste.
- New software application introduced to monitor environmental, health and safety, fire and energy legislation and to assess performance.
- Selective waste collection has also been established at our Pásztó site.
- The green waste from Fátyolka Street site is sent to the local composter and the mature compost is used to improve the soil in the green area.
- In Halom Street, we have improved the temporary storage conditions for non-hazardous waste. We have set up a storage and shelving system to handle PES waste, used plates and linen until the amount needed for transport is collected.

PLANS

- Checks on the use and storage of flammable materials in the machine room are mostly ad hoc and not always documented, we plan to introduce regular checks.
- The monitoring system will be restructured by defining new KPIs.
- Our priority is to reduce unjustified material use and waste. By analysing data from our recently purchased measure and quality control equipment, quickly evaluating it and analysing and feeding back errors, we plan to prevent and reduce the amount of waste in production.
- By shortening production processes, we will reduce the number of inadequate products resulting from handling and storage by setting up a process engineering office.
- We plan to implement ISO 45001 OHS management system, including environmental management, by 2023.
- The authorization of chemicals, record keeping and monitoring of workplace exposures will be further developed with software support.
- We are prepared to meet our obligations under the Extended Producer Responsibility (EPR). We are making improvements to our ERP system to collect the data needed for reporting and filing.

TECHNOLOGY AND PRODUCT DEVELOPMENT

→ 103-1.2.3, 308-1

- To expand capacity, and improve technology, we made two very significant investments in machinery in 2022. With the new 6-colour offset press, we can produce more efficiently, and with higher quality. As a result of the largest investment in recent decades, an intaglio printing machine was installed, and commissioned in the new site on Fátyolka Street. It provides faster printing, easier setup options, and a wider range of options for product security features.
- We expanded the number of workstations and software suitable for security graphic design, and organized professional training for our colleagues.
- We expanded our digital web printing machine park.
- We installed a sewing thread inspection camera system in passport production.
- We bought a new cutting machine for the precision cutting of small-size tax stamps.
- A cutting and punching machine was installed in the card body production, which reduces the amount of waste due to misalignment. The machine is also suitable for the removal of dust resulting from electrostatic charging in addition to the collation of 6-8 layers.
- We have installed a laser engraving machine for PC data page numbering, and laser perforating and mechanical numbering machines for booklet numbering.
- Our latest developments include the upgrading of our CTP technology with a 12000 dpi resolution device.

INTRODUCTION OF "GREEN" BANK CARDS

In addition to the continuous modernization of our machine park, we started a major project in 2021 together with GRÁNIT Bank, which is the introduction of green bank cards. The special feature of these environmentally friendly, fast-degradable bank cards is that they offer the same customer experience as their traditional counterparts, and they also contribute to achieving sustainable development. They have excellent printability and the same lamination parameters as traditional bank cards. The environmentally friendly bank card - made from fast-degradable PVC material - contains an additive that accelerates the degradation of plastic in microbial-rich environments, thus, under appropriate waste management and composting conditions, PVC will start to degrade within 60 days. When creating the design of the card, it was important to ensure that not only the core of the card was environmentally friendly, but also the cover foil. Results from supplier degradation tests confirm the suitability of the environment-friendly raw material. Tests on the quality and materials of the environmentally friendly bank cards have also been verified and approved by Mastercard. The next step in the development is the expansion of the ECO product range, within the framework of which recycled PETG and recycled PVC were tested, integrated into the technology and certified for bank card manufacturing. The introduction dates are influenced by the availability of the raw material. We already have a production licence from Mastercard for recycled PETG, recycled PVC is still under product development.

ANY also plans to implement the recycled raw material with other partners.

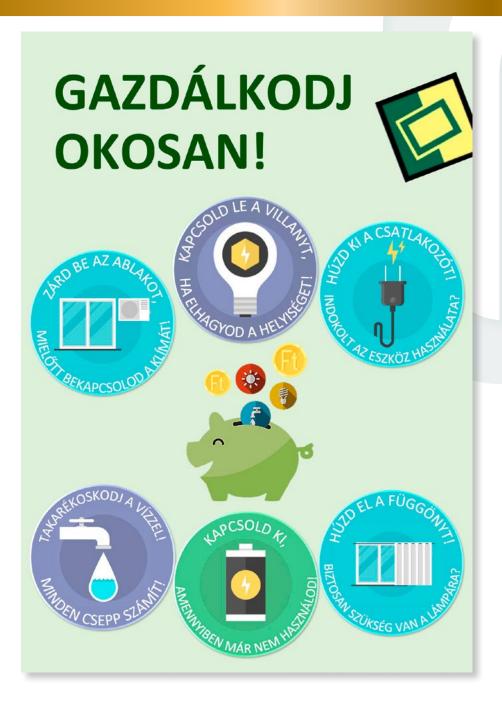


ENERGY EFFICIENCY MEASURES

To reinforce energy efficiency measures such as shift scheduling, and reorganizations for the optimization of machine utilization, posters with energy-saving tips were displayed in different areas of the Company. This is another way of raising awareness among colleagues of the need to use our energy resources sparingly and to strive for even more conscious energy use. Be more aware of our surroundings: turn off the lights when the sun comes out; close the windows when the air conditioning/heating is on; unplug or turn off appliances when they are not in use.

"If not necessary, avoid printing documents and work electronically instead. Online communication tools can also be used for meetings between colleagues at the two sites, so use them! It not only saves energy by not having to be present in person in these cases, but it also saves time by not having to commute. We can also manage time efficiently in our workspaces: have all tools and materials ready at the start of a shift, reducing the number of idle shifts."

These are just a few small things, but they contribute not only to energy efficiency and environmental protection but also to the company's effective operation. A lot of small things can make a big difference!



ENVIRONMENTALLY CONSCIOUS THINKING

Our environmental performance is published in an annual management review, as part of internal training, in a company newsletter. Through the press review, we regularly provide our employees with eco- and energy-saving ideas, and information on domestic, and global environmental and conservation issues and campaigns.

We ensure the conditions for selective waste collection in office buildings and plant areas, and the plant waste collection points on each site also comply with the latest legal requirements. Waste from our activities is recycled wherever possible, and hazardous waste is handed over to subcontractors with an official permit.

We pay special attention to developing an environmentally conscious attitude among our employees. As a result of the good attitude of our employees, the supervision of selective collections and the good relationship with our suppliers, we managed to significantly reduce the amount of operational waste over the years and increase the recycling of materials. On the initiative of employees, we acquired bottle presses, we collect PET bottles and metal beverage cans for recycling.

We collect on average a thousand kg of PET bottles and a few kg of aluminium beverage cans for recycling every year. We collect the caps separately for charity.

Instead of PET bottled water, we provide balloon drinking water where possible with a water dispenser connected to the water network. The employees can use these water fountains with their own cups/mugs, as well as the coffee machines.



Reducing office paper usage

First, to reduce office paper use, we made a significant part of the integrated management system documentation available via the corporate intranet. We mostly only provide paper copies for auditors and colleagues without computer access, printed on two sides.

The company newspaper ANY Newsletter is published electronically on a weekly basis, the Security Awareness Newsletter on a monthly basis and the Press Review on a daily basis. We only print a paper version for the bulletin boards for colleagues without a computer.

We introduced a new document management system several years ago, reducing the volume of paper documents and copies. Each year we use more and more features of the system. A significant proportion of contracts, management system document reviews, invoice approval processes and claims are now also handled electronically. We introduced the management of internal audit reports by email and corrective actions in Redmine.

Thanks to our new human resources and payroll system, paper documentation has been reduced, pay slips are now available electronically, and the system's app is becoming increasingly popular among employees, with most of them downloading information about their work through it.

Environmental considerations were also taken into account before concluding the lease contract for the central

printers. Our partner's products are environment-friendly and Energy Star certified. Ten central printers will be replaced, whose TEC - typical electricity consumption - is significantly lower (0.34 kWh/week) than the printers used so far (1.11 kWh/week).

Special awareness posters help to print consciously: print only when it is essential and choose double-sided printing if possible!

LEAN Management

LEAN management was introduced to increase efficiency, reduce losses, create a more orderly working environment and work more safely. Following the training phases, we have gradually introduced the 6S method at our sites, and by 2022 we have been operating on the principles of the 6S methodology at all three sites and at our subsidiary in Gyoma.

The designation of traffic routes, standardized labelling (waste containers, lockers), the introduction of a cleaning regime and marked cleaning equipment storage areas all help to maintain order, ensure transparency of processes and, last but not least, create the conditions for separate waste collection.

The launched project requires continuous monitoring and improvement, in which monthly 6S audits and the

commitment of colleagues in the field play an important role

LEAN PERSPECTIVE

We strive to continuously improve and optimize our processes. When introducing new technologies and designing processes that support them, we aim to optimize operations through efficient and safe material supply, product handling and workforce management.

ENERGY EFFICIENCY INVESTMENTS

New factory hall and office building Halom Street Pásztó Site on Fátyolka Street We carried out insulation, replacement of windows and do-Following the replacement of the light sources, we will ors and renovation of the facade of the Halom Street office continue to upgrade the Pásztó site. The expected environmental impacts have been taken into account in the design and construction of the new factory building. This has already had a positive impact on heating and office building on Fátyolka Street, which was opened in the second half of the heating season in 2022. in 2020. The building's wall thickness and insulation meet Last year, we also started to modernize the heating in the strict safety and new building regulations. A building macentral office building, replacing the outdated radiators nagement system was installed to optimize the building with controllable, modern heating panels. services. We use only LED light sources in the building and car park and installed charging stations for electric cars. Two collecting and leaching tanks have been constructed to collect and treat rainwater. Large quantities of rainwater can also be used for irrigation. The remaining green area has been landscaped. ANY O

RESPONSIBLE BUSINESS CONDUCT STAKEHOLDERS - INTERESTED PARTIES

→ 102-5, 102-40, 102-44

It is important for us to operate to the satisfaction of all our stakeholders. As a public limited company, ANY Security Printing Company PLC is committed to transparency and to providing prompt and accurate information to all stakeholders.



Investor information newsletter Budapest Stock Exchange Website

Investor relations contact



Disaster management, Environmental and occupational safety, Public health, Local government

Official procedures, controls Official correspondence



Internal communication channels Advocacy

Nexon



Customers

Suppliers, subcontractors

Competitors

Partners, representatives

Professional exhibitions, conferences

Partner meetings, business forums

Various forms of direct contact with colleagues

Website, social media



Support for foundations, associations, culture, education and health

Specific communication channels

OWNERS OF THE COMPANY

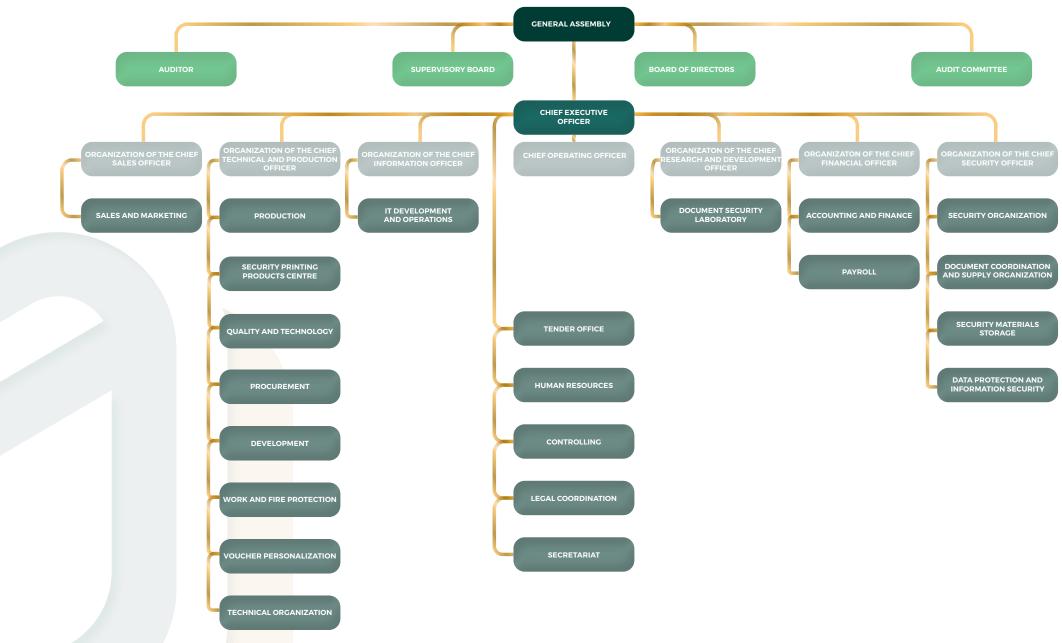
Shareholder	Type of shares	Shareholding	Voting rights
EG Capital LLC	А	11.62%	11.98%
Aegon Group	А	8.60%	8.87%
Digital Forest LLC	А	6.76%	6.97%
BE-LU S. a.r.l.	А	3.63%	3.74%
György Gyergyák	А	1.01%	1.05%
Gábor Zsámboki	А	0.97%	1.00%
ANY Security Printing Company PLC	А	3.03%	0.00%
Others	А	64.38%	66.39%

Ownership structure of ANY Security Printing Company PLC adjusted for investments and own share purchases.

Equity capital of ANY Security Printing Company PLC is HUF 1,449,875,700

Type of shares: Series "A" shares: 14,794,650 dematerialized, registered ordinary shares with a par value of HUF 98 each

ORGANIZATION CHART



THE RELATIONSHIP BETWEEN CUSTOMERS AND THE COMPANY



Our products and services require close and continuous contact with our partners. Our sales and marketing organization has 29 people at the disposal of our customers.

Our largest clients cover the public administration sector, such as public organizations, public authorities, governments, document issuing authorities, various line ministries and tax and customs offices. We serve several players in the financial sector, such as banks, insurance companies and large commercial companies. Our customers include users of products that require a high level of security, such as transport companies, companies with gambling licences, or schools and educational institutions.

Our partners and customers are often our competitors on the market, in some projects we participate together, in tenders we apply in consortia, in others we bid separately for the same work. We pay special attention to fair competition

Requirements:

- implementation of the contract
- sustainable and mutually beneficial business relationship
- product quality and safety
- continuous, reliable supply
- careful handling and packaging of products
- compliance with legal requirements
- maintenance of certifications
- possibility of customer audits

Every year, we ask our partners for their views in a customer satisfaction survey.

While in the 2021 survey, we paid special attention to gathering our customers' views on the measures we have taken to respond to the pandemic, in 2022 we focused on whether the increase in energy prices has affected our partners' operations. If so, what measures have been taken to ensure business continuity and is there anything the Printing Company can do to help its Partners in this regard?

Based on the last customer review, the perception of the Printing Company and the employees is positive, they enjoy working with our colleagues and plan to continue to do so in the future. Answers and solutions to the specific questions, requests and issues raised have been developed in consultation with the relevant areas and the partner's contact person.

We also asked our customers about environment-friendly raw materials in the questionnaire, the first serious demand for environment-friendly raw materials from customers appeared eight years ago, and in many cases, this demand is now included in the calls for tenders.

SUPPLIER RELATIONS

Our supplier partners are linked to the creation and sale of our products to the greatest extent. In procurement, 9 colleagues work every day to ensure that the right raw materials are available in time for the manufacturing of the products. Our broad portfolio covers a wide variety of raw material requirements, typically from paper, plastics and electronics suppliers, but also includes specialized products for specific technology and security solutions, such as holograms. In addition to meeting legal requirements, our partners must comply with strict safety and quality regulations. We also typically have long-standing partnerships with our supplier markets, which is also a result of meeting mutual expectations:

- stable, sustainable, beneficial cooperation,
- compliance with the quality requirements laid down in the contract,
- certification requirements, in particular as a condition of compliance with tendering procedures,
- compliance with data, information and asset protection requirements,
- careful handling and packaging of materials.

In the current economic situation, increased attention was given to expanding sources of supply - alternative suppliers - to ensure business continuity. Greater emphasis was placed on reviewing and coordinating raw material requirements to optimize deliveries.

Investments

For priority purchases, such as major investments, the number of potential suppliers is limited, for example, machinery manufacturers of special technologies.



DATA MANAGEMENT, INFORMATION SECURITY

→ 418

Information security is a key pillar of the Company's operations. Security printing activities, the related legislation, standards and professional requirements demand the highest level of security measures. The ISO 27001 certificate provides the general information security framework, but we also renew our AQAP (NATO), PCI CP (Visa and Mastercard bank card production) and ISO 14298 (Intergraf - security document production) certificates every year. We protect our own and our partners' trade secrets as a matter of priority because this enables us to become a reliable partner for our clients and countries worldwide.

We have a dual role in data protection. On the one hand, as data controllers, we must comply with the GDPR in all areas of our business operations, both for our employees and guests. On the other hand, as a data processor, in our document production processes and as a banking supplier, we also process large amounts of personal data. To manage this - while fully complying with the above-mentioned regulations - we have adapted our Privacy Policy to the GDPR requirements in all respects.

Information security and data protection are not only a permanent feature of planned processes, high-tech security equipment and solutions, but also of everyday work. To develop security awareness, we train our employees first on their first day of employment and then on a recurring annual basis. Our staff is prepared, as this is the most basic requirement of security printing. In addition to our security



SOCIAL RESPONSIBILITY

→ 102-40, 413-1

Sponsorship, foundation grants

- Public Benefit Foundation for Printers: under a long-term donation agreement, grants, camps, pension club, and priority support for the entire printing industry and its suppliers, ANY staff volunteer as curators or personal contributors in social work.
- Many of our employees give 1% of their taxes to the Foundation for Printers, in which many of our current and former employees volunteer for the community and the printing society.
- In addition to the Foundation for Printers, we also promote the Kner Museum and Book Foundation, which also receives many 1% from our colleagues.
- Foundation for a Harmonious Childhood supporting Bóbita kindergarten in Kőbánya with donations of money for durable goods
- Foundation for the Future of Our Pupils supporting the events and camps of Szent László Elementary school
- Public Benefit Foundation for the Safety of Generations delivery of gifts for Santa Claus
- Bethesda Hospital Foundation support, book publishing, production support
- Support for the Printing Industry Training Foundation
- It is already a tradition that every year we sponsor the Public Administration Football Cup, a day of family and sport for public administration employees.



WHAT HAPPENED IN 2022?

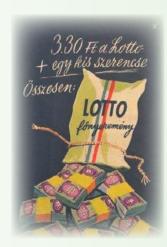
January

We help kindergartens and schools that educate employees' children with leftover paper. Thinking about this further, three years ago we joined the "Adopt a Kindergarten!" campaign and took Kölcsey Ferenc Kindergarten in Szatmárcseke under our wings. Since then, we have already sent several shipments to the Kindergarten in Szatmárcseke. The offerings were always supplemented by several boxes of paper, courtesy of the Printing Company.



The lottery is 65 years old

Our company is happy to support events that are closely related to it in some way, such as last year's Lottery exhibition in the Buda Castle, where we not only lent objects to make the event a success, but we also prepared the catalogue of the event as a support.



April

Habitat

We were all shaken by the events in neighbouring Ukraine. Hearing the terrifying news, we also provided support to those fleeing from the inhuman situation. Our employees moved at the same time by organizing a collection, whereas ANY Group contributed to the creation of humane conditions for the refugees through a solidarity housing fund, with the cooperation of the Habitat for Humanity Hungary aid organization.

Industry star exhibition and competition

Professional youth education is important, so we seize every opportunity to raise interest in the profession, and many of our colleagues are passionate about the future of printing education. This event was supported by the Printing Company both financially and in terms of human resources - our employees are happy to present the secrets of the profession, thereby guiding the next generation.





May

Ultrabalaton running race

In 2022, for the first time, an enthusiastic team of runners and cyclists from the Printing Company and their families joined together for the UltraBalaton on the last weekend in April, where they completed the Balaton circuit with an excellent result.

Hess András award

Every year, one of our printing colleagues is chosen to win the prestigious award of the profession for his or her expertise and work. In 2022, our colleague Zoltán Veress won the prestigious award.

Best Print Hungary

In 2022, ANY Group achieved excellent results again in the Best Print Hungary professional competition of the Federation of Hungarian Printers and Papermakers. We are proud to announce that we have been awarded the Gold and Bronze prizes in the "Security Printing" category. The awards went to the Romanian Hall stamp block produced for the Hungarian Post, the 150th Anniversary of Hungarian-Japanese Diplomacy stamp sheet and the speciality Vanuatu passport.

July

Summer camp for children of printing workers

Every year, a group of children in need - children of printing workers - can spend a week at Lake Balaton, and this was the case in 2022 too. They returned home with lasting memories of the lakeside. In addition to financial support, we also provided human resources and equipment to ensure the success of the camp.

September

School start allowance

We are well aware that starting school puts a significant strain on the family budget every year. That is why ANY provided a higher contribution in 2022 for the purchase of basic and supplementary school supplies.

Fruit Days

Fruit days have become a tradition in the life of our company. In preparation for the flu season, we support our employees' immune systems with fruit and vitamins.











We brought more donations to the children of Felsődobsza –

"Break out - You can be an idol too!" program support

The establishment of the "Port of Love" in Felsődobsza, Borsod-Abaúj-Zemplén county, was previously supported by our employees with a lot of material donations. In the "Port of Love", talent development, catch-up, and craft sessions are held in the afternoons and during holidays. This time, we helped the teachers with two pallets of paper left over from the production, and we organized a collection among our employees, which resulted in the distribution of coloured pencil sets, markers, and paints for the children.

Dual training at Óbuda University

At ANY Security Printing Company PLC, young people have already had the opportunity to complete their apprenticeships. Now, in cooperation with Óbuda University, we are looking forward to training future light industrial engineers in a dual training program from September. With dual training, students will have a diploma and several years of professional experience at the end of their studies.







ISO 45001 implementation started

To maintain and improve our occupational health and safety, the Company has decided to implement ISO 45001, the Occupational Health and Safety Management System, which will soon be part of the Integrated Management System of the Printing Company.

Football betting exhibition

The successful lottery exhibition in the spring was followed by another jubilee in the autumn, when the Printing Company, as the manufacturer of the football betting tickets, was delighted to support the exhibition.





November

Chocolate collection for clown doctors

Last year, our employees joined forces and donated lots of sweets for Santa's elves. These were made into small parcels which Santa delivered to children in hospitals, sick, in need of care, or living in children's institutions.

Fundraising for puppies

Besides children, we also helped the rescued puppies of the Forte Animal Protection Association. The organization announced a Christmas fundraising campaign, which we joined as a company. We collected the donations needed to care for the puppies at the Company.

GPwA Green Printworld Award

2022 marked the twelfth year of the Green Printing Company Award, which specifically recognizes the actions and commitments made by printing companies to protect the environment.

December

Support for Bethesda Children's Hospital

In 2022, we could not fail to support Bethesda Children's Hospital, which asked for our financial and production support to publish a new book.

Andor Day

With gifts and professional tasks, our colleagues arrived in Békéscsaba for the traditional Andor Day, which also aims to raise the interest of young people in the profession.

Santa Claus

This year, ANY Santa Claus presented the children of the company's employees with a gift pack containing sweets and a book suitable for their age group. We hope we brought a smile to the faces of all the kids.

In the person of one of our colleagues, Santa Claus treated all the employees of the printing company with a little candy.

End of the year

The epidemic situation did not favour an end-of-year get-together, so this year our colleagues received a gift pack again, hoping that next year we can toast the New Year together in the form of an event.





MEMBERSHIP IN ASSOCIATIONS

→ 102-13

- KEPP Outstanding Exporter Partnership Program of the Ministry of Foreign Affairs and Trade of Hungary
- ITSA International Tax Stamp Association The special feature of ITSA membership is that it is not possible to apply, membership is awarded based on results. ITSA is the most important professional association for stamp manufacturers. We are proud and honoured to be among the largest. This membership is also a worthy recognition of our international presence in terms of our dynamically growing export activities, and of our regular participation in professional events, conferences and exhibitions around the world.
- Intergraf Professional association representing the interests of the graphics and printing industry at European level. Intergraf has 20 member associations from 19 countries each is a national printing association, representing the industry in their country.
- ICMA International Card Manufacturers Association
- PNYME-Technical Association of the Paper and Printing Industry
- PCC Pro Color Club membership organized by Mérnök és Nyomdász Kft.
- FEDPRINT Federation of Hungarian Printers and Papermakers
- We cooperate in dual training, teaching students from the Mechatronics Technical School, organized jointly with FEDPRINT and other printing companies, but as an independent training place. The practical trainings are organized by each printing house, the theoretical trainings are held together. We also teach them the basics of printing industry in the school, with the director of the printing industry technical school.
- We are involved in supporting the salaries of printing instructors; the Municipality of Békéscsaba, the County Chamber of Commerce and Industry and many participants from the printing industry and packaging material manufacturers have created a cooperation agreement. A financial fund was created by the members, from which the salaries of the teachers of the Békéscsaba Vocational Training Centre for printing are supplemented.

BSE SCHEDULE

ESG category	2022	2023	2024	2025
Type of disclosure (standalone or integrated)	standalone	standalone	standalone	standalone
Frequency of publication (annual, quarterly)	annual	annual	annual	annual
Report format (simple or standardized)	simple	simple	standardized	standardized
Third-party certification (yes, no)	no	no	no	no
Objectives (some, none, whether there is monitoring)	none	none	none	none
ESG category (level) during the year (based on existing elements can be classified)	entry level	entry level	entry level	entry level
Development targets by the end of the year for leveling up (e.g. use of standard, certification, etc.)	use of standards	use of standards	formulation of objectives	formulation of objectives
Planned measures until the end of the current year (e.g.: definition of baseline, reporting processes/capacity assessment, development of data collection methodology, carrying out a materiality test, etc.)	collecting data, finding out about the necessary disclosures	information about the available standards, compliance assessment related to the Company's activities	gathering objectives	obtaining information on certificates

→ GRI Content Index 102-55			
Indicator number	Indicator description	Where to find it	Note
GRI 102: General disclosures 2016			
Organizational structure			
102-1	Name of the organization	1	
102-2	Location of headquarters	6,7	
102-3	Activities, brands, products and services	6,8	
102-4	Location of operations	6,7	
102-5	Ownership and legal form	website	
6,34,35			
102-6	Markets served	9,10	
102-7	Scale of the organization	6,7,36	
102-8	Information on employees and other workers	7	
102-9	Supply chain	38	
102-10	Significant changes to the organization or its supply chain	website	Annual report, News
102-11	Precautionary Principle or approach	11,20,28	
102-13	Memberships in associations	44	
Strategy			
102-14	Statement from senior decision-maker	4	
Ethics and integrity			
102-16	Values, principles, standards and norms of behavior	11	
Governance			
102-18	Governance structure	website	Report on Corporate Governance, Statutes, Annual report
Stakeholder engagement			
102-40	List of stakeholder groups	34,37,40	
102-41	Collective bargaining agreements	14	
102-42	Identifying and selecting stakeholders	34	
102-43	Approach to stakeholder engagement	37	
102-44	Key topics and concerns raised	37	

Reporting practice			
102-45	Entities included in the consolidated financial statements	website	Annual report
102-46	Defining report content and topic Boundaries	11	
102-47	List of material topics	12,13	
102-50	Reporting period	5,45	
102-51	Date of most recent report		First report
102-52	Reporting cycle	5,45	
102-53	Contact point for questions regarding the report	5	
102-54	Claims of reporting in accordance with the GRI Standards	5	
102-55	GRI content index	46	
102-56	External assurance		The report in not audited
Material Topics			
GRI 201 Economic Performance 2016			
103-1,2,3	The management approach and its components	28	
201-4	Financial assistance received from government	website	Annual report
GRI 202 Market Presence 2016			
103-1,2,3	The management approach and its components	29	
GRI 204 Procurement practices 2016			
103-1,2,3	The management approach and its components	29	
GRI 301 Materials 2016			
103-1,2,3	The management approach and its components	21,29,32	
301-1	Materials used by weight or volume	21,22	
301-2	Recycled input materials used	22	
301-3	Reclaimed products and their packaging materials	28	
GRI 302 Energy 2016			
103-1,2,3	The management approach and its components	30,33	
302-1	Energy consumption within the organization	23,24,30	
302-4	Reduction of energy consumption	23,24,30	

302-5	Reductions in energy requirements of products and services	23
GRI 303 Water and Effluents 2018		
303-5	Water consumption	23
GRI 306 Waste 2020		
103-1,2,3	The management approach and its components	25,28,31
306-1	Waste generation and significant waste-related impacts	25,26,27
306-2	Management of significant waste related impacts	25,26,27
306-3	Significant spills	
GRI 307 Environmental compliance 2016		
103-1,2,3	The management approach and its components	19,29,31,32
307-1	Compliance with environmental laws and regulations	7,19,20,28
GRI 308 Supplier Environmental Assessment 2016		
103-1,2,3	The management approach and its components	21
308-1	New suppliers that were screened using environmental criteria	20,29
GRI 401 Employment 2016		
103-1,2,3	The management approach and its components	14
401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	14,15,16,41- 43
401-3	Parental leave	16
GRI 403 Occupational Health and Safety 2018		
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403-1	Occupational health and safety management system	17,28
403-3	Occupational health services	17
403-4	Worker participation, consultation and communication on occupational health and safety	17,31
403-5	Worker training of occupational health and safety	17
403-6	Promotion of worker health	17,41-43

403-9	Work-related injuries	17	
GRI 404 Training and Education 2016			
103-1,2,3	The management approach and its components	14, 18	
404-1	Average hours of training per year per employee		
404-2	Programs for upgrading employee skills and transition assistance programs	18,31	
GRI 413 Local Communities 2016			
103-1,2,3	The management approach and its components		
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GRI 418 Customer Privacy 2016			
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