

ANY Security Printing Company
PLC



ANNUAL REPORT

30 April 2026



Dear Shareholders,

175 YEARS



175 years ago, by decree of the Imperial Ministry of Finance, the Hungarian Imperial and Royal State Printing House was established under the leadership of Vazul Zawadovszky.

The history of the Printing House reflects this long period of Hungarian history in a unique and fascinating way. State intentions are expressed with remarkable clarity through its products. Today, the long series of cadastral maps has become a valuable collector's rarity, originally produced to support the introduction of land taxation. The first Hungarian postage stamp was printed here, and stamp production has remained a continuous activity within the renewed walls of the Printing Company ever since. The stamps of our distinguished Printing Company have been deemed worthy of commission by 24 countries. To support the financing of public debt, a wide range of bonds, shares, and lottery tickets were produced on these production lines. Tax stamps and excise stamps have always been important instruments of state financing, and they remain key elements of our portfolio today. Just as various official documents have been produced in the Company for one and a half centuries, the production of Hungarian passports also began here more than a century ago. At a time when trains were already racing at speeds of 60 kilometres per hour, the tickets of the Hungarian State Railways were ordered from the Company. The Company was also a producer of finely crafted banknotes, both in periods of economic stability and in times of inflation. Hundreds of millions of ballot papers have been printed by our Company, from the notorious "blue slip" elections to the parliamentary elections of April 2026.

This is not an artificial parallel: our current product portfolio has evolved through a highly organic process, making effective use of the accumulated knowledge built up over successive eras. This experience, together with the expertise and dedication of our employees, has delivered the outstanding results of 2025, which are detailed in this report. We are proud of our past and our traditions, and also of the fact that in 2025, 60% of our revenue of HUF 71.9 billion was generated from international markets.

We extend our appreciation to the employees and management of the Printing Company, and our thanks to our shareholders for their continued trust.

DR. ERDŐS ÁKOS,
Chairman of the Board of Directors

For twenty years on the stock exchange

The net sales revenue of ANY Security Printing Company PLC in 2025 amounted to HUF 71.9 billion. After accounting for interest, taxation and minority interests, the consolidated profit for the period reached HUF 8,521 million.

Surpassing its previous results once again, export revenue totalled HUF 43 billion in 2025, exceeding the previous year by HUF 3.5 billion and representing an export ratio of 60%. Over the past 20 years, the Company's total revenue has increased sixfold, while its export revenue has grown sixty-eightfold.



Two decades of stock exchange presence demonstrate that tradition and technological renewal together are capable of creating long-term value.



**Stable
growth,
high
export ratio**

HUF 71.9
billion
net sales revenue

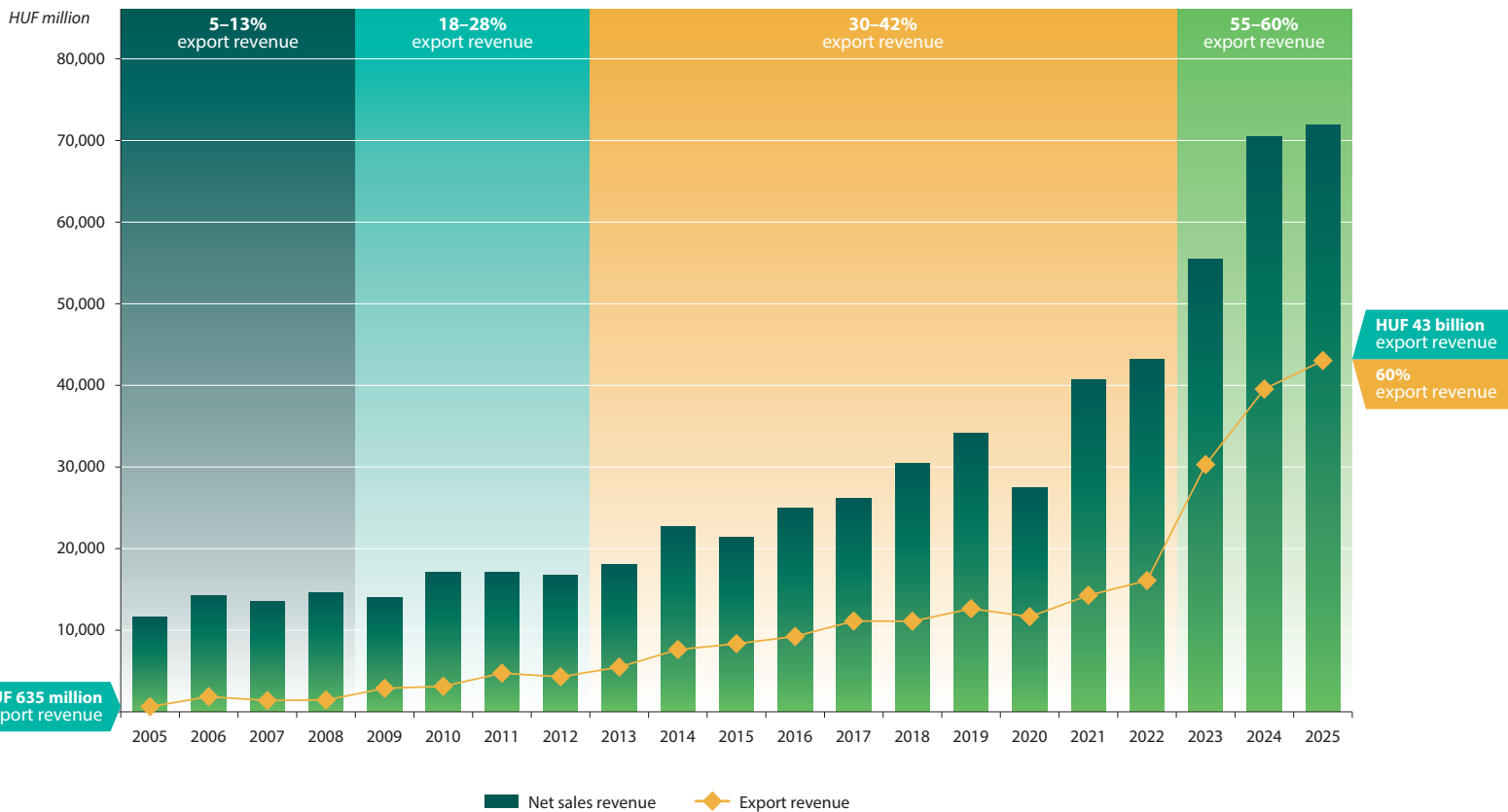
6x

HUF 43
billion
export revenue

68x

60%

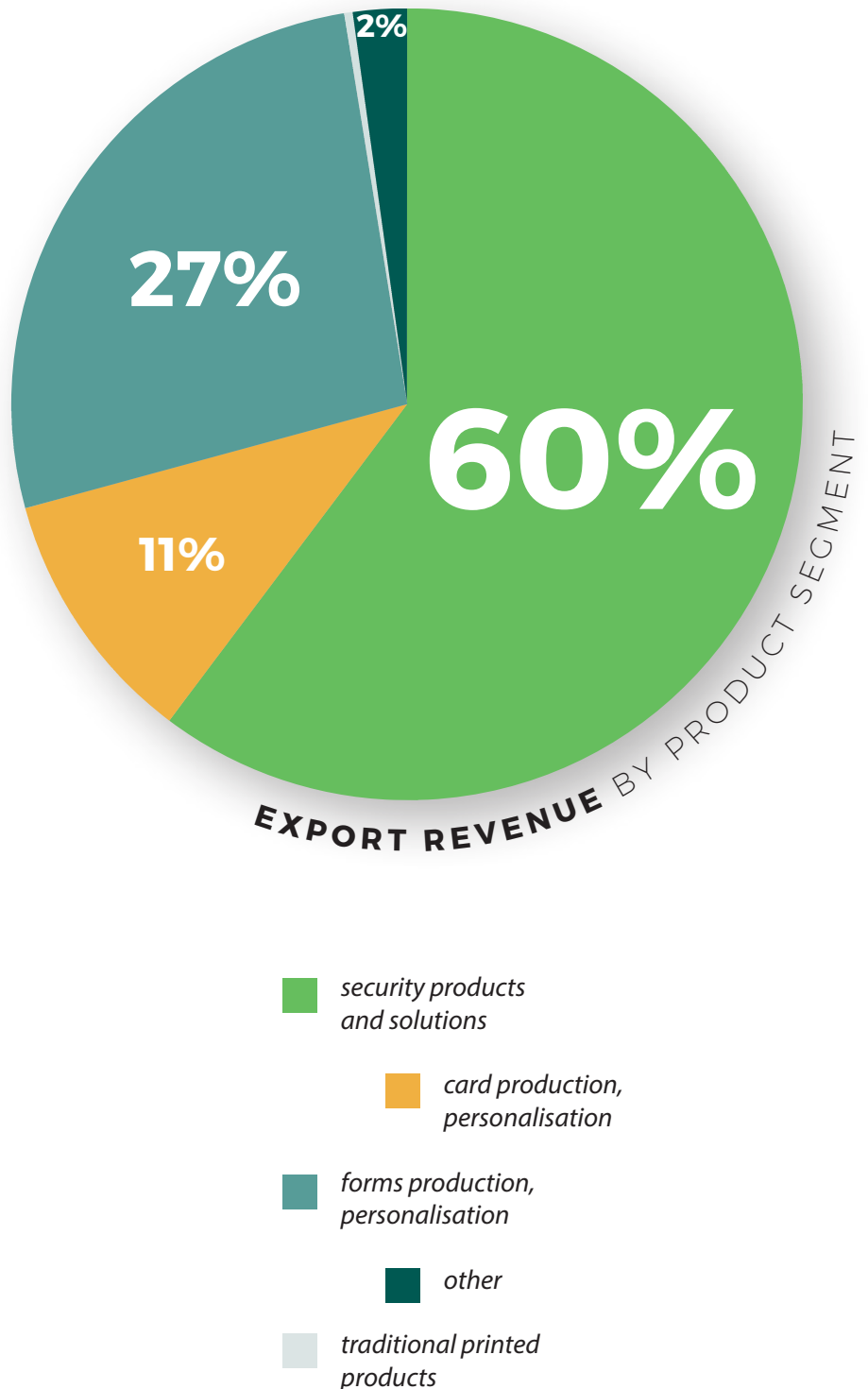
export ratio



Growing demand for security products and solutions

Revenue from card production and personalisation, one of the Company's strategic product areas, amounted to HUF 16.8 billion. Export revenue from security products and solutions reached HUF 39.2 billion, nearly HUF 3 billion higher than the 2024 base value. Growth was driven by increased deliveries of paper-based security products, visa stickers and passports; this strategic product segment accounted for 55% of total revenue.

Revenue in the forms production, personalisation and data processing segment increased by 3.6%, with a growing focus on artificial intelligence-supported digital solutions in the field of data processing.



HUF 594

earnings per share

The consolidated operating **profit** amounted to **HUF 11,783 million**.

The consolidated **EBITDA** amounted to **HUF 14,314 million**.

The EBITDA **margin** was **20%**.

After accounting for interest, taxation and minority interests, the **consolidated** profit for the period amounted to **HUF 8,521 million**.

With a view to maintaining the Company's stable **operations** and **strengthening** its market position through planned developments, the General Meeting, accepting the proposal of the Board of Directors, decided to pay

a dividend of **HUF 503** per share – representing nearly **85%** of **earnings** per share.

Governing bodies, management

BOARD OF DIRECTORS

Dr. Ákos Erdős, Chairman
Gábor Zsámboki, Vice Chairman
Tamás Erdős
Robert Elton Brooker III
Dr. Gábor Kepecs

SUPERVISORY BOARD

Dr. István Stumpf, Chairman
Dr. Istvánné Gömöri, Vice Chairman
Dr. Imre Repa
Katalin Hegedűs
László Hanzsek
Gábor Kun

MANAGEMENT

Gábor Zsámboki, Chief Executive Officer
Dr. István Ignácz, Deputy CEO for Security
Balázs Megyeri, Deputy CEO for Research and Development
Tamás Karakó, Deputy CEO for Finance
Gábor Péter, Deputy CEO for IT
Nikoletta Sajó, Deputy CEO for Operations

Consolidated annual report



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Consolidated Financial Statements

Consolidated Statement of Financial Position

AS AT DECEMBER 31, 2025 AND DECEMBER 31, 2024

In HUF thousands:	Notes	December 31, 2025	December 31, 2024
Current assets			
Cash and bank	3	8,592,677	7,601,559
Accounts receivables	4	8,532,293	8,418,005
Inventories	5	8,048,366	8,663,384
Other current assets and prepayments (without current tax receivable)	6	3,529,353	4,545,060
Contracted assets	6	2,408,355	5,863,564
Current tax receivables	6	304,118	162,745
Total current assets		31,415,162	35,254,317
Non-current assets			
Property, plant and equipment	7	14,549,379	14,496,734
Right of use	8	1,662,192	568,281
Goodwill	9	629,257	681,918
Deferred tax assets		–	–
Intangibles	10	56,834	105,352
Other assets		188,921	128,782
Total non-current assets		17,086,583	15,981,067
Total assets		48,501,745	51,235,384
Current liabilities			
Trade accounts payables	27	4,767,889	7,351,043
Short term part of lease liabilities	24	435,791	181,208
Contracted liabilities	11	2,535,532	2,718,657
Other payables and accruals (without current tax liabilities)	11	5,865,242	7,284,004
Current tax liabilities	11	1,782,531	1,890,724
Short term loans	12	8,102,012	10,318,180
Total current liabilities		23,488,997	29,743,816
Long term liabilities			
Deferred tax liability	20	1,091,262	1,052,779
Long term part of lease liabilities	24	1,224,117	191,552
Long term loans	12	2,711,088	2,291,205
Other long term liabilities		1,977	1,977
Total long term liabilities		5,028,444	3,537,513
Shareholders' equity			
Share capital	13	1,449,876	1,449,876
Capital reserve		250,686	250,686
Retained earnings	15	15,880,114	14,021,806
Treasury shares	14	(455,048)	(455,048)
Other comprehensive income	21	127,391	444,925
Total owners' equity		17,253,019	15,712,245
Non controlling interest	15	2,731,285	2,241,810
Total shareholders' equity		19,984,304	17,954,055
Total liabilities and shareholders' equity		48,501,745	51,235,384

The Supplementary Notes are inseparable parts of the consolidated financial statements.

Consolidated Statement of Comprehensive Income

AS AT DECEMBER 31, 2025 AND DECEMBER 31, 2024

In HUF thousands:	Notes	FY 2025	FY 2024
Net sales	16	71,856,950	70,502,996
Cost of sales	19	(45,700,887)	(45,786,108)
Gross profit		26,156,063	24,716,888
Selling general and administration costs	19	(13,697,146)	(11,928,888)
Gain on sale of fixed assets		(14,442)	4,900
Foreign currency (loss) / gain		(583,494)	210,280
Other expense, net	17	(77,775)	(2,174,499)
Operating income		11,783,206	10,828,681
Interest income	18	229,076	223,521
Interest expense	18	(653,563)	(636,511)
Profit before tax and non-controlling interest		11,358,719	10,415,691
Deferred tax income / (expense)	20	(38,483)	(111,015)
Income tax expense	20	(1,842,660)	(1,626,964)
Total tax expense		(1,881,143)	(1,737,979)
Profit after tax		9,477,576	8,677,712
Other comprehensive income for the year	21	(408,027)	286,172
<i>out of which: effect of revaluation based on IAS 21*</i>		<i>(408,027)</i>	<i>286,172</i>
Total comprehensive income for the year		9,069,549	8,963,884
<i>Profit after tax attributable to</i>			
Shareholders of the Company		8,520,752	7,917,791
Non controlling interests		956,824	759,921
<i>Other comprehensive income attributable to</i>			
Shareholders of the Company		(317,534)	220,605
Non controlling interests		(90,493)	65,567
Earnings per share (EPS):			
Basic (HUF per share)	22	594	552
Fully diluted (HUF per share)	22	594	552
Dividend per share paid (DPS)		464	261

* In case of derecognition of a foreign subsidiary the relevant part will be reclassified to profit and loss. The Supplementary Notes are inseparable parts of the consolidated financial statements.

Consolidated Statement of Changes in Shareholders' Equity

AS AT DECEMBER 31, 2025 AND DECEMBER 31, 2024

In HUF thousands:	Notes	Issued Capital	Capital Reserve	Retained Earnings	Treasury Shares	Other comprehensive income	Non controlling Interest	Total
December 31, 2023		1,449,876	250,686	9,845,826	(455,048)	224,320	1,601,002	12,916,662
Dividend paid (after FY 2023)		-	-	(3,741,811)	-	-	-	(3,741,811)
Dividend paid to minority shareholders (after FY 2023 income)	15	-	-	-	-	-	(184,680)	(184,680)
Profit after tax attributable to non-controlling interests	15	-	-	-	-	-	759,921	759,921
Effect of revaluation based on IAS 21	15	-	-	-	-	220,605	65,567	286,172
Profit after tax attributable to owners of the Company		-	-	7,917,791	-	-	-	7,917,791
December 31, 2024		1,449,876	250,686	14,021,806	(455,048)	444,925	2,241,810	17,954,055
Dividend paid (after FY 2024)		-	-	(6,662,444)	-	-	-	(6,662,444)
Dividend paid to minority shareholders (after FY 2024 income)	15	-	-	-	-	-	(376,856)	(376,856)
Profit after tax attributable to non-controlling interests	15	-	-	-	-	-	956,824	956,824
Effect of revaluation based on IAS 21	15	-	-	-	-	(317,534)	(90,493)	(408,027)
Profit after tax attributable to owners of the Company		-	-	8,520,752	-	-	-	8,520,752
December 31, 2025		1,449,876	250,686	15,880,114	(455,048)	127,391	2,731,285	19,984,304

The Supplementary Notes are inseparable parts of the consolidated financial statements.

Consolidated Statement of Cash-flow

AS AT DECEMBER 31, 2025 AND DECEMBER 31, 2024

In HUF thousands:	Notes	FY 2025	FY 2024
Cash flows from operating activities			
Profit before tax and non-controlling interest		11,358,719	10,415,691
<i>of which foreign currency (loss) / gain</i>		(583,494)	210,280
Effect of revaluation based on IAS 21		(408,027)	286,172
Depreciation cost of fixed assets	7	2,482,545	2,350,022
Amortization cost of intangibles	10	48,518	66,068
Changes in provisions	17	(160,719)	1,635,314
Gain on sale of property, plant and equipment		14,443	5,592
Interest expense		653,563	636,511
Interest income		(229,076)	(223,521)
Operating cash-flow before working capital changes:		13,759,966	15,171,849
Changes in accounts receivable and other current assets	4, 6	4,169,317	(4,455,482)
Changes in inventories	5	800,927	(3,669,899)
Changes in accounts payables, provision and accruals	11	(4,277,644)	4,445,964
Cash provided by operating activities		14,452,566	11,492,432
Interest paid		(669,153)	(693,459)
Interest received		234,649	225,394
Taxes paid, net	20	(1,827,485)	(1,641,726)
Net cash provided by operating activities		12,190,577	9,382,641
Cash flows from investing activities			
Purchase of property, plant and equipment	7	(3,629,101)	(3,907,023)
Gain on sale of property, plant and equipment		(14,443)	(5,592)
Changes in loans to employees and other loans		(60,139)	3,902
Net cash flow used in investing activities		(3,703,683)	(3,908,713)
Cash flows from financing activities			
Non controlling interest changes		(324,195)	(227,246)
Increase in short term loans	12	(2,216,168)	1,843,990
Repayment of long term loans	12	419,883	(1,758,054)
Increase of lease liabilities	24	1,719,290	112,392
Repayment of lease liabilities	24	(432,142)	(157,915)
Dividend paid		(6,662,444)	(3,741,811)
Net cash flow used in financing activities		(7,495,776)	(3,928,644)
Changes in cash and cash equivalents		991,118	1,545,284
Cash and cash equivalents at beginning of period		7,601,559	6,056,275
Cash and cash equivalents at end of the period	3	8,592,677	7,601,559

The Supplementary Notes are inseparable parts of the consolidated financial statements.

Supplementary
Notes to the
Consolidated
Financial
Statements
Dec. 31, 2025



1 General

ANY Security Printing Company Public Limited Company by Shares (ANY PLC or the Company) is a limited liability company incorporated under the laws of the Republic of Hungary. The Company operated as a State enterprise until 1992 when it was transformed into a limited liability company (Rt.). The Company's registered office is located at Halom u.5, Budapest, District 10. The Company's webpage: www.any.hu.

The persons authorized to represent the Company, and to sign the annual report: Gábor Zsámboki, CEO (Address: 1056 Budapest, Belgrád rakpart 21. IV/1.). The person responsible for the accounting services registered in IFRS: Tamás Karakó, CFO (Address: 1112 Budapest, Őrség u. 9/B). The auditor of the Company Deloitte Könyvvizsgáló és Tanácsadó Kft. (Address: 1068 Budapest, Dózsa György út 84/C.), registered statutory auditor: Tamás Horváth (MKVK: 003449) (Address: 1029 Budapest, Bölény utca 16.). The audit fee in 2025 is HUF 47.1 million (HUF 45.1 million in 2024). Deloitte Könyvvizsgáló és Tanácsadó Kft. provided assurance services to ANY Security Printing Company Plc. regarding Sustainability Statementing. The ESG audit cost concerns the year 2025, the contract value: HUF 26.6 million.

As of December 31, 2025 and 2024 – based on the Company's share book – the following owners have more than 5% voting right or the following groups of investors own the Company:

Investor	FY 2025		FY 2024	
	Voting right (%)	Ownership (%)	Voting right (%)	Ownership (%)
Owners above 5% share				
EG CAPITAL LLC (*)	12.12%	11.75%	12.12%	11.75%
DIGITAL FOREST LLC (**)	7.11%	6.89%	7.11%	6.89%
AEGON ALFA SZÁRMAZTATOTT ALAP	5.27%	5.11%	5.20%	5.04%
Owners below 5% share				
Domestic Institutional Investors	26.93%	26.11%	27.14%	26.32%
Foreign Institutional Investors	9.34%	9.05%	9.97%	9.67%
Foreign Individual Investors	0.11%	0.10%	0.11%	0.11%
Domestic Individual Investors	36.58%	35.47%	35.51%	34.43%
Management, employees	1.44%	1.40%	1.48%	1.44%
Treasury shares	0.00%	3.03%	0.00%	3.03%
Other	1.10%	1.09%	1.36%	1.32%

(*) The Chairman of the Board of Directors of ANY Security Printing Company PLC as owner of EG Capital LLC has a further 3.92% indirect ownership through Fortunarum Kft.

(**) Based on the AGM of March 31, 2014 the Tamás Erdős has been elected as a member of the Board of Directors of ANY Security Printing Company PLC has indirect ownership.

The Group produces security products and solutions (tax stamps, stickers with security elements), plastic and paper cards (document cards, bank and telephone cards, as well as commercial cards), personalized business and administration forms, as well as conventional printing products.

The consolidated subsidiaries of the Group at December 31, 2025 and at December 31, 2024 are as follows. The parent company primarily examines ownership when investigating control over subsidiaries based on IFRS 3.

Name of the Company	Place of registration and operation	Share capital	FY 2025		FY 2024		Classification ²
			Share of ownership	Voting right ¹	Share of ownership	Voting right ¹	
Gyomai Kner Nyomda Zrt.	Hungary	HUF 200,000,000	99.48%	99.48%	99.48%	99.48%	L
Specimen Zrt.	Hungary	HUF 100,000,000	100.00%	100.00%	100.00%	100.00%	L
Techno-Progress Kft.	Hungary	HUF 5,000,000	100.00%	100.00%	100.00%	100.00%	L
ANY Ingatlanhasznosító Kft.	Hungary	HUF 3,000,000	100.00%	100.00%	100.00%	100.00%	L
Zipper Services SRL	Romania	RON 2,060,310	60.00%	60.00%	60.00%	60.00%	L
Zipper Data SRL	Moldova	5,400 MDL	60.00%	60.00%	60.00%	60.00%	L
Tipo Direct Serv SRL	Moldova	30,000 MDL	60.00%	60.00%	60.00%	60.00%	L
ATLAS Trade Distrib. SRL	Romania	RON 1,000	60.00%	60.00%	60.00%	60.00%	L
Slovak Direct SRO	Slovakia	EUR 63,965	100.00%	100.00%	100.00%	100.00%	L
Superior ANY Global LLC (**)	United States of America	20,000 USD	51.00%	51.00%	0.00%	0.00%	L

¹ Voting rights that entitle the holder to participate in decision making at the general meeting of the company included in consolidation.

² Fully controlled subsidiaries (L); Joint ventures (K); Associated undertakings (T)

(**) Superior ANY Global LLC, a US-based subsidiary, has been part of the consolidation scope since October 1, 2025.

ESEF information	
Homepage of parent company:	www.any.hu
LEI code of parent company:	529900YYR637SPJ0JR59
Name of parent company:	ANY Security Printing Company Plc.
Domicile of parent company:	Hungary
Legal form of parent company:	Public Limited Company by Shares
Country of incorporation:	Hungary
Address of parent company's registered office:	H-1102, Budapest, Halom street 5., Hungary
Principal place of business:	H-1102, Budapest, Halom street 5., Hungary
Description of nature of parent company's operation and principal activities:	The Group produces security products and solutions (tax stamp, stickers with security elements), plastic and paper cards (document cards, bank and telephone cards, as well as commercial cards), personalized business and administration forms, as well as conventional printing products.

2 Significant accounting policies

BASIS OF PREPARATION


The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards as adopted by the European Union (the "EU"). The Parent Company, ANY Security Printing company Plc. prepares its separate financial statements in accordance with International Financial Reporting Standards from January 1, 2017. Its domestic subsidiaries prepare their financial statements in accordance with Hungarian Accounting Law, while foreign subsidiaries prepare their financial statements according to accounting principles generally accepted in their own countries, that are adjusted in accordance with IFRS from the consolidation package through the consolidation process.

The consolidated financial statements are mainly prepared due to the regulations related to listed companies based on the accounting act, so it contains reclassifications and adjustments through which it complies with IFRS.

IFRS as adopted by the EU does not significantly differ from IFRS as issued by the International Accounting Standards Board (IASB).

The reporting currency of the Group is the Hungarian Forint ("HUF"), rounded to nearest thousand forints.

The reporting period of the Group is equivalent to calendar years. Base period from 1st January 2024 to 31st December 2024, referred as FY 2024 in text and table headings as well, and current period from 1st January 2025 to 31st December 2025, referred as FY 2025 in text and table headings as well.



The consolidated financial statements have been prepared on the historical cost basis except for real estates and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The principal accounting policies are set out below.

Financial Statements are prepared based on the assumption of going concern of the activity of the Group in the foreseeable future.

BASIS OF CONSOLIDATION

The consolidated financial statements include the financial statements of ANY PLC and its subsidiaries after elimination of all intercompany transactions and balances, including unrealized intercompany profits. Subsidiaries are those companies in which one company of the Group has control over the subsidiary, so the company is exposed, or has rights, to variable returns from its involvement with the subsidiary and has the ability to effect those returns through its power over the subsidiary.

On acquisition, the assets and liabilities of a subsidiary are measured in the consolidated financial statements at their fair values at the date of acquisition. The interest of minority shareholders is stated at the minority's proportion of the fair values of the assets and liabilities recognized. Goodwill arising on consolidation represents the excess of the cost of acquisition over the Group's interest in the fair value of the identifiable net assets of a subsidiary at the date of acquisition.

The results of subsidiaries acquired or disposed during the year are included in the consolidated statement of comprehensive income from the effective date of acquisition or up to the effective date of disposal, as appropriate.

The transactions between the subsidiaries, including unrealized gains and losses as well as realized intra-group gains, were eliminated during consolidation.

The equity and net income attributable to minority interests are shown as separate items in the consolidated financial statements.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash at bank in hand, balances of bank accounts and short-term deposits with an original maturity of three months or less and the risk of their impairment is not significant.

CONSOLIDATED STATEMENT OF CASH FLOWS

For the cash flow statement the Cash and cash equivalents include cash and the value of bank deposits, as well as other short term (a term of three months or less at the time of their purchase) liquid investments, which may be immediately exchanged for the amount indicated on them, and their conversion does not come with the risk of a change in their value. Statement of cash-flow is prepared based upon the indirect cash-flow method.

INVENTORY

Inventory is stated at the lower of cost or net realizable value after making impairment for any obsolete or slow moving items. Cost is determined at standard cost adjusted to actual purchase price at period end. For purchased inventories cost comprises purchase price, possible additional customs, delivery costs, non-refundable taxes and any other costs related to acquiring the inventory. For finished goods and work in progress, cost comprises direct materials, direct labour and an appropriate allocation of manufacturing fixed and variable overheads.

Inventory impairment is calculated on obsolete or slow moving stocks item by item after judgement of the inventory item based on its physical status and future usage and selling opportunities. Full impairment is raised on inventories of which future usage and selling opportunities based on the unique debtors related characteristics of the inventories after the expiration of the contract or in lack of further orders are not probable. In case of inventories not connected directly to debtors, impairment on inventory is posted, if there was no consumption or sale in that item for a longer period before balance sheet day, based on individual assessment in this case as well. Furthermore the Group accounts impairment for inventories where cost of inventory is higher than the possible future net realizable value at a level until the net realizable

value. Furthermore raises the Group full impairment on inventories that are falling out of production during the different technological processes, checked but proved to be not sufficient quality, and which were moved to scrap inventory location during the year, but have not been scrapped yet.

PROPERTY, PLANT AND EQUIPMENT (PP&E)

Property, plant and equipment are stated at cost less accumulated depreciation less accumulated impairment losses. Freehold land is not depreciated. Depreciation is provided using the straight-line method at rates calculated to write off the cost of the asset over its expected economic useful life. The estimated useful life and depreciation methods are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. The rates used are as follows:

Buildings, rented property	2% to 5%; 6%
Machinery and equipment	14.5 to 33%
Vehicles	20%

At each balance sheet date, the Group reviews the carrying amount of its tangible and intangible assets to determine whether there is any indication in accordance with internal or external information that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the amount of such an impairment loss (if any). If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. Impairment loss is recognized as an expense immediately.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of PP&E is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss. Depreciation of assets directly attributed to operation is posted to cost of sales, depreciation of assets directly not attributed to operation is posted to selling, general and administration costs.

RIGHT OF USE ASSETS


The Group recognises its assets owned in connection with lease contracts as right of use assets from 1st January 2019 based on the regulations of IFRS 16. Based on these regulations all assets are classified as right of use assets of which use is controlled through lease contracts or long term rental contracts. As there is no guaranteed residual value or lease payments due at the end of the contractual period, in the lease contracts of the Group, initial value of right of use assets are equal to initial value of the lease liabilities. The Group has three different classes of right of use assets. These are real estates, machineries and equipments and vehicles and other equipments. Depreciation is calculated on right of use assets based on IAS 16 through the entire life of the lease contracts and long term rental contracts applying the following rates:

Real estates	10.0% – 46%
Machineries and equipments	14.5% – 33%
Vehicles and other equipments	25.0% – 33%

LEASE LIABILITIES (AS LESSEE)

The Group recognises its lease liabilities based on IFRS 16. In accordance with that, all liabilities are recognised as lease liabilities which are connected to lease contracts or long term rental contracts. The Group measures its lease liabilities based upon the present value of contractual net cash-flows, with incremental borrowing rate available on the market for the Group for similar periods using as a discount rate. The Group has no initial lease obligations, no dismantling or removing costs, variable lease conditions and does not receive any lease incentives. The members of the Group have no option to prolong or terminate the contracts neither in lease contracts nor in long term rental contracts, though not even the lessor has the right to change the lease conditions during the lease period.

The Group has no small value or short term leases based on IFRS 16, has no sub-lease contracts and has no sale-and-lease-back type transactions.



Lease interest is calculated on lease liabilities applying the interest rate implicit in the lease or incremental borrowing rate (if the implicit interest rate is not available), which is recognised in the statement of profit or loss and other comprehensive income on the line interest expense.

INTANGIBLE ASSETS

Intangible assets are considered to be definite useful life by the Group. Intangible assets can be purchased, self produced or recognised in compliance with IFRS3 business combinations. Intangible assets with definite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful lives. The estimated useful life and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with infinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. Amortization is provided at rates between 16.7% and 33% per year.

An item of intangible asset is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of intangible asset is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss.


GOODWILL

On acquisition, the assets and liabilities of a subsidiary are measured in the consolidated financial statements at their fair values at the date of acquisition. The interest of minority shareholders is stated at the minority's proportion of the fair values of the assets and liabilities recognized. Goodwill arising on consolidation represents the excess of the cost of acquisition over the Group's interest in the fair value of the identifiable net assets of a subsidiary at the date of acquisition. Goodwill is included as intangible asset in the statement of financial position, to which impairment loss is calculated, if based on annually performed impairment test it is necessary. For the purpose of impairment test, the value of goodwill is allocated to those Cash Generating Units (hereinafter: CGU) of the Group that probably will have positive effects from the synergies. Those CGU-s, to which goodwill is allocated are subject to goodwill impairment test annually or more often if circumstances indicate any loss in the value of the Unit. If the book value of the goodwill is higher than the fair value of the CGU, impairment loss is accounted on the goodwill. The impairment loss decreases mainly the value of the goodwill allocated on the CGU, then the remaining amount decreases the net book value of the CGU's other assets, in proportion of the book value of the assets. The goodwill impairment loss once accounted cannot be reversed in the future. On disposal of a CGU the attributable amount of goodwill is included in the determination of the profit or loss on disposal. The goodwill impairment calculation is based upon companies' budgets containing more financial years. Present value of earnings before interest, tax and depreciation is calculated to the date of year end, using the companies' expected earnings before interest, tax and depreciation ratio as a discount factor. Thus enterprise values are adjusted by cash balance and net debt balance resulting in final enterprise value. This final enterprise value is compared to the net book value of the goodwill.

FINANCIAL INSTRUMENTS

In order to define the category of financial assets, the Group defines whether the financial asset is a debt instrument or an equity instrument. Debt instruments must be measured through fair value to profit and loss statement, though when recognizing, the Group can decide that debt instruments not held for sale can be measured through fair value to other comprehensive income. If the financial asset is a debt instrument, the following has to be considered.

- ◆ Amortised cost – purpose is to have the contractual cash-flows, which contains only and only the principle part of the liability and the interests.
- ◆ Fair value through other comprehensive income (FVTOCI) – purpose is to held, which achieves its goal by having contractual cash-flows and the sale of the financial instrument and the contractual conditions of the financial asset contain in defined periods cash-flows only from principle part of the liability and interests.
- ◆ Fair value through profit and loss statement (FVTPL) – which do not belong into neither of the above mentioned categories, or when recognition were marked as FVTPL financial assets.



Financial liabilities must be measured at amortised cost, except for those, which must be measured FVTPL or the Group chose to measure at fair value.

Financial liabilities and derivative products must be measured at FVTPL. When recognizing, the Group can mark a financial liability to be measured at FVTPL irrevocably if:

- ◆ it ceases or significantly decreases a measurement inconsistency, or
- ◆ a group of financial liabilities or a group of financial assets and liabilities are measured at fair value in accordance with a documented risk or investment strategy.

Subsequent measurement

Subsequent measurement is based upon the category of the financial instrument.

AMORTISED COST

Financial liabilities are measured at amortized costs, so do lease liabilities as well, and also those parts of financial liabilities which are held by the Group based on the business model for collecting contractual cash-flows and contractual cash-flows consist solely payments of principle and interest on the principal amount outstanding. Amortised cost is the original historical cost of the financial asset or liability decreased by the principal payments increased or decreased by the accumulated amortised cost of the difference between the original historical cost and the maturity cost and decreased by the possible impairment costs or loss of value. Effective rate of interest method should be used, interest has to be accounted in P&L.

DEBT INSTRUMENTS MEASURED FVTOCI

The asset must be measure at fair value. Interest income, impairment and foreign exchange differences must be accounted in P&L (similar to amortised cost assets). Fair value differences must be accounted in OCI. When derecognizing the asset, the previously accounted loss or gain must be reclassified to P&L. When reclassifying or derecognizing the asset, the previously accounted fair value differences accumulated in equity must be reclassified to P&L in a way like the asset would have been measured by amortised cost from initial recognition.

EQUITY INSTRUMENT MEASURED FVTOCI

Dividend can be recognised, if:

- ◆ the entity is eligible for that,
- ◆ economic benefits will flow to the entity and can be reliably measured.

Dividend has to be accounted in P&L, except when dividend is obviously partial return for the costs of the investment, in which case it has to be accounted in OCI.

Fair value differences are accounted in OCI. Fair value differences accounted in OCI cannot be reclassified to P&L later, even if the asset is impaired or sold.

DEBT INSTRUMENTS MEASURED FVTPL

Assets must be measured at fair value, and fair value differences must be accounted in P&L.

FAIR VALUE MEASUREMENT

Based on market prices valid on the date of the statement of financial position without deducting transaction costs. If such cannot be found, then based upon market price of similar assets, or based upon the cash-flows deriving from the net assets of the investment.

IMPAIRMENT OF FINANCIAL ASSETS

At each reporting date, the Group assesses whether the credit risk on a financial instrument has increased significantly since initial recognition. When making the assessment, the Group uses the change in the risk of a default occurring over the expected life of the financial instrument instead of the change in the amount of expected credit losses. To make that assessment, the Group compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition and consider reasonable and supportable information, that is available without undue cost or effort, that is indicative of significant increases in credit risk since initial recognition. The Group assumes that the credit risk on a financial instrument has not increased significantly since initial recognition if the financial instrument is determined to have low credit risk at the reporting date. The Group analysed whether how much credit loss on trade receivables should be raised based on expected credit loss of IFRS 9, and found that based on the return of previous years' trade receivables as future expected credit loss on trade receivables will account to Statement on Profit and Loss and Other Comprehensive Income (SPLOCI) 0.31% of gross value of trade receivables. The Group has significant number of trade debtors with governmental background, and the Group also ensures the inflow of trade receivables in the form of advances or other payment guarantees. General credit losses are not significant based on the Group's assessment, although based on individual trade debtors' assessment the necessary impairment on trade receivables is accounted.

Credit-loss accounted in previous years in proportion of value of gross receivables:

2019.12.31.	2020.12.31.	2021.12.31.	2022.12.31.	2023.12.31.	2024.12.31.	2025.12.31.
0.09%	0.07%	0.07%	0.15%	0.31%	0.47%	0.67%

Receivables by due date	Not overdue or 0-90 days overdue	More than 90 days overdue
Amount of write-off receivable	1.07%	Individually measured


DE-RECOGNITION OF FINANCIAL ASSETS

The Group derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Group neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Group recognises its retained interest in the asset and an associated liability for amounts it may have to pay. If the Group retains substantially all the risks and rewards of ownership of a transferred financial asset, the Group continues to recognise the financial asset and also recognises a collateralised borrowing for the proceeds received.

TAXATION

The amount of company tax is based on the taxation obligation defined according to the law on corporate income tax and dividend taxes, which is modified by the deferred tax. Based on the decision of the Hungarian Parliament, 9% corporate tax rate has to be applied for the Hungarian companies from the calendar year of 2017. In case of the domestic subsidiaries we applied the new 9% corporate tax rate when calculating deferred tax. The tax liability of the foreign companies of the Group is taken into consideration with the effective tax legislation of their country of incorporation.

Deferred taxes are calculated using the balance sheet liability method. Deferred taxes reflect the net tax effects of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for income tax purposes. Deferred tax assets and liabilities are measured using the tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be realized or settled. The measurement



of deferred tax liabilities and deferred tax assets reflects the tax consequences that would follow from the manner in which the Group expects, at the balance sheet date, to realize or settle the carrying amount of its assets and liabilities. The conditions of netting deferred tax liabilities and deferred tax assets are met, as deferred tax arises only as deferred tax assets and deferred tax liabilities under the legislation of Hungarian tax authorities.

Deferred tax assets are recognized only if it is probable that sufficient taxable profits will be available against which the deferred tax assets can be utilized. At each balance sheet date, the Group re-assesses unrecognized deferred tax assets and the carrying amount of deferred tax assets. The Group recognizes a previously unrecognized deferred tax asset to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered. The Group conversely reduces the carrying amount of a deferred tax asset to the extent that it is no longer probable that sufficient taxable profit will be available to allow the benefit of part or that entire deferred tax asset to be utilized. The Company classifies the local taxes and innovation contribution to corporate tax in profit and loss statement based on IAS 12 requirement.

TREASURY SHARES

Treasury shares repurchased are included in shareholders' equity and are measured at cost. Premiums and discounts arising on sale of treasury shares, and differences on repurchase, are credited or debited to retained earnings.

REVENUE RECOGNITION

IFRS 15 defines a five-step model to recognize revenue coming from the contracts with the clients, which – apart from a few exceptions – irrespectively to the type of the transaction or the industry must be applied in all cases. Rules of the standard must be applied for the sale of some non-financial assets as well, where such sale is out of the standard business activity of the company. (E.g. sale of fixed assets or intangible assets.)

Revenue is recognized at the time goods are dispatched and services rendered by the Group, as this is the point at which control of the goods and services are transferred to the customer.

Revenue is measured from contracts with customers at the amount of consideration to which the entity expects to be entitled in exchange for transferring promised goods or services. Revenue is reduced for estimated customer returns, rebates and other similar allowances.

Revenue is separated into five different product category by the Group. The management considers these product categories strategically important. These categories are monitored and these are the basis of evaluating the performance. However, classification of turnover by product categories do not mean that these products can be produced in a clearly separable way in terms of assets and liabilities.

Revenue from sale of printing solutions is recognised at the point in time when control of the asset is transferred to the customer, generally on delivery of the equipment at the customer's location. The normal credit term is 30 days upon delivery.

The Group considers whether there are other promises in the contract that are separate performance obligations to which a portion of the transaction price needs to be allocated (e.g., warranties, customer loyalty points). In determining the transaction price for the sale of printing solutions, the Group considers the effects of variable consideration, existence of a significant financing component, noncash consideration (if any).

Variable consideration

If the consideration in a contract includes a variable amount, the Group estimates the amount of consideration to which it will be entitled in exchange for transferring the goods to the customer. The variable consideration is estimated at contract inception and constrained until it is highly probable that a significant revenue reversal in the amount of cumulative revenue recognised will not occur when the associated uncertainty with the variable consideration is subsequently resolved.

Rights of return

The Group uses the expected value method to estimate the variable consideration given the large number of contracts that have similar characteristics. The Group then applies the requirements on constraining estimates of variable consideration in order to determine the amount of variable consideration that can be included in the transaction price and recognised as revenue. A refund liability is recognised for the goods that are expected to be returned (i.e., the amount not included in the transaction price). A right of return asset (and corresponding adjustment to cost of sales) is also recognised for the right to recover the goods from the customer. A refund liability is recognised for the expected future rebates (i.e., the amount not included in the transaction price).



Volume rebates

The Group applies either the most likely amount method or the expected value method to estimate the variable consideration in the contract. The selected method that best predicts the amount of variable consideration is primarily driven by the number of volume thresholds contained in the contract. The most likely amount is used for those contracts with a single volume threshold, while the expected value method is used for those with more than one volume threshold. The Group then applies the requirements on constraining estimates of variable consideration in order to determine the amount of variable consideration that can be included in the transaction price and recognised as revenue.

Significant financing component

The Group applies the practical expedient for short-term advances received from customers. That is, the promised amount of consideration is not adjusted for the effects of a significant financing component if the period between the transfer of the promised good or service and the payment is one year or less.

Non-cash consideration

The fair value of such non-cash consideration received from the customer is included in the transaction price and measured when the Group obtains control of the equipment. The Group estimates the fair value of the non-cash consideration by reference to its market price. If the fair value cannot be reasonably estimated, the non-cash consideration is measured indirectly by reference to the stand-alone selling price of the fire prevention equipment.

Contract balances

Trade receivables

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e., only the passage of time is required before payment of the consideration is due).

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Group transfers the related goods or services. Contract liabilities are recognised as revenue when the Group performs under the contract (i.e., transfers control of the related goods or services to the customer).

Cost to obtain a contract

The Group pays sales commission to its employees for each contract that they obtain for sales of printing solutions and services. The Group applies the optional practical expedient to immediately expense costs to obtain a contract if the amortisation period of the asset that would have been recognised is one year or less. As such, sales commissions are immediately recognised as an expense and included as part of employee benefits.


INTEREST REVENUE

Interest revenue is recognised when it is probable that the economic benefits will flow to the Group and the amount of revenue can be measured reliably. Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

PROVISIONS

The Group recognises provision in case when:

- ◆ an entity has a present obligation (legal or constructive) as a result of a past event;
- ◆ it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and
- ◆ a reliable estimate can be made of the amount of the obligation.



The Group is involved in a low number of ongoing legal disputes. Based upon historical experience and expert reports, the Group assesses the developments in these cases, and the likelihood and the amount of potential financial losses which are appropriately provided for.

CONTINGENT LIABILITIES ACQUIRED IN A BUSINESS COMBINATION

Contingent liabilities acquired in a business combination are initially measured at fair value at the acquisition date. At the end of subsequent reporting periods, such contingent liabilities are measured at the higher of the amount that would be recognised in accordance with IAS 37 Provisions, Contingent Liabilities and Contingent Assets and the amount initially recognised less cumulative income recognised in accordance with IFRS 15 Revenue.

GOVERNMENT GRANTS

Assistance by the government in the form of transfers of resources to an entity in return for past or future compliance with certain conditions relating to operating activities of the entity. Government grants are not recognised until there is reasonable assurance that the Group will comply with the conditions attaching to them and that the grants will be received. Government grants are mostly used by the Group to purchase assets. In case of purchasing assets the Group accounts government grants based on income approach. Grants connected to asset purchases are accounted to the period and in that proportion, which period and which proportion the depreciation of the asset is also accounted. Grants are accounted in compliance with gross method. Grants related to income should be recognised as deferred income in the statement of profit or loss and other comprehensive income on a systematic basis that matches them with the related costs.

SEGMENT REPORTING

The Group has identified one segment based on IFRS 8 – Segment reporting, but revenue is separated into five different product category. The management of the Group considers these product categories strategically important. These categories are monitored and these are the basis of evaluating the performance. However, classification of turnover by product categories do not mean that these products can be produced in a clearly separable way in terms of assets and liabilities.

EARNINGS PER SHARE

Basic earnings per share data is calculated based on the weighted average number of shares outstanding during the period excluding treasury held by the Company and employee shares. Fully diluted earnings per share is calculated based on the weighted average number of shares outstanding as calculated for basic earnings per share and as adjusted for giving effect to the assumed issuance of all potentially dilutive securities. Net income is adjusted in the fully diluted earnings per share calculation for any income or expense associated with the potentially dilutive securities.

FOREIGN CURRENCIES

In preparing the financial statements of the individual entities, transactions in currencies other than the entity's presentational currency (HUF) are recorded at the rates of exchange prevailing at the dates of the transactions. At each balance sheet date, monetary items denominated in foreign currencies are retranslated at the rates prevailing at the balance sheet date. Exchange differences are recognised in profit or loss in the period in which they arise.

From the foreign subsidiaries of the Group Zipper Services S.R.L. prepares its financial statements in Romanian Lei, Tipo Direct SERV S.R.L. in Moldavian Lei, Slovak Direct S.R.O. prepares its financial statement in EURO, while Superior ANY Global LLC prepares its financial statements in USD (presentational currency, and functional currency as well). The balances of foreign currency assets and liabilities of the foreign subsidiaries of the Group are translated at the relevant year-end MNB (National Bank of Hungary) foreign exchange rate, while incomes and expenditures are translated at the yearly average MNB rates in the consolidated financial statements in the parent company's presentational currency (HUF), which is the functional currency of the Group at the same time. Differences arising from translation are presented in other comprehensive income. The details of the conversion have been presented in table 27 Risk Management.



The effect of adopting new and revised International Financial Reporting Standards effective from 1 January 2026

THE FOLLOWING AMENDMENTS TO THE EXISTING STANDARDS AND NEW INTERPRETATION ISSUED BY THE INTERNATIONAL ACCOUNTING STANDARDS BOARD (IASB) AND ADOPTED BY THE EU ARE EFFECTIVE FOR THE CURRENT REPORTING PERIOD:

- ◆ Amendments to the Classification and Measurement of Financial Instruments Amendments to IFRS 9 and IFRS 7 (issued on 30th of May 2024)
- ◆ Contracts Referencing Nature-dependent Electricity Amendments to IFRS 9 and IFRS 7 (issued on 18th of December 2024)
- ◆ Annual Improvements Volume 11 (issued on 18th of July 2024)

The adoption of these amendments to the existing standards has not led to any material changes in the Group's financial statements.

NEW AND REVISED STANDARDS AND INTERPRETATIONS ISSUED BY IASB AND ADOPTED BY THE EU BUT NOT YET EFFECTIVE

- ◆ IFRS 18 Presentation and Disclosure in Financial Statements (issued on 9th of April 2024, effective 1st January 2027)

As of the date of approval of the financial statements, the Group's has not yet applied the following IFRS accounting standard amendments issued by the IASB and endorsed by the EU, which are not yet effective.

STANDARDS AND INTERPRETATIONS ISSUED BY IASB BUT NOT YET ADOPTED BY THE EU

- ◆ Amendments to IFRS 19 Subsidiaries without public accountability: Disclosures (issued on 21st August of 2025)
- ◆ Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency (issued on 13th of November 2025)
- ◆ IFRS 14 Regulatory Deferral Accounts (issued on 30th of January 2014, the European Commission decided not to launch the endorsement process for this interim standard and to wait for the final standard instead)
- ◆ Amendments to IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture (the IASB has deferred the effective date indefinitely; early application is permitted).

The Group anticipates that the adoption of these new standards, amendments to the existing standards and new interpretations will have no material impact on the financial statements of the Group in the period of initial application.

CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATES BY APPLYING THE ACCOUNTING POLICY

The process of preparing financial statements in accordance with International Financial Reporting Standards requires the use of estimates and assumptions regarding the carrying amounts of assets and liabilities presented in the consolidated financial statements and the Notes.

CRITICAL ASSUMPTIONS BY APPLYING THE ACCOUNTING POLICY

The Management of the Group had certain assumptions when applying the accounting policy, that can influence the carrying amounts of assets and liabilities presented in the consolidated financial statements (apart from the impact of the estimates, presented at the next point). These assumptions are presented in details in the Notes, but the most important ones are the following:

- ◆ The temporary differences calculated with deferred tax liabilities will reverse in the foreseeable future, and the corporate tax rate is 9%, which is effective from 1st January 2017.
- ◆ The outcome of certain contingent liabilities.
- ◆ Zipper Services Srl, and TipoDirect Moldova Srl are subsidiaries of the Group because the Group owns a 60% ownership interest in these companies since 31st December 2021, while ATLAS Trade Distribution SRL is a subsidiary of the Group since 15th February, 2022, while Supreior ANY Global LLC is a subsidiary of the Group because the Group owns a 51% ownership interest in this company since 1st October 2025. Based on the contractual arrangements between the Group and other investors, the Group also has the power to appoint and remove the majority of the board of management of these companies that has the power to direct the relevant activities of these companies. Therefore, the management of the Company concluded that the Group had and has the practical ability to direct the relevant activities of these companies unilaterally and hence the Group has control over these companies. Since 31st December 2021 the Group has majority ownership as well beside control through arrangements.

UNCERTAINTIES IN THE ESTIMATES

The process of preparing consolidated financial statements in accordance with International Financial Reporting Standards as adopted by EU requires the use of estimates and assumptions regarding the carrying amounts of assets and liabilities presented in the consolidated financial statements and the Notes. These estimates are based on the best knowledge of the Management, in spite of this actual results may differ from estimated amounts. These estimates are presented in details in the Notes, but the most important ones are the following:

- ◆ Determining the fair value of Financial Instruments
- ◆ Determining the economic useful life of fixed assets
- ◆ Calculating the impairment loss on fixed assets and goodwill
- ◆ Calculating provisions

3 Cash and bank

	December 31, 2025	December 31, 2024
Cash and cash equivalents	8,592,677	7,601,559
Total cash and cash equivalents:	8,592,677	7,601,559

Balance of cash and cash equivalents at the end of the period is HUF 8.593 million, which is HUF 991 million higher than at the end of year 2024.

4 Accounts receivables

	December 31, 2025	December 31, 2024
Trade receivables	8,613,969	8,474,491
<i>Allowance for doubtful debts</i>	<i>(81,676)</i>	<i>(56,486)</i>
Total:	8,532,293	8,418,005

The carrying value of trade receivables is fair value. Balance of trade debtors is HUF 8,532 million, which is HUF 114 million higher than at the end of 2024. From the year-end balance, receivables worth HUF 1,698,729 thousand were individually measured. Of the individually measured amount, HUF 670,042 thousand was received by the time the report was approved by the Board of Directors.

Movement of the allowance in doubtful debts is broken down below:

	December 31, 2025	December 31, 2024
Balance at the beginning of the year	56,486	53,241
Impairment losses recognised on receivables	29,665	7,261
Impairment losses reversed	4,475	4,016
De-recognition of receivables as uncollectable debt	–	–
Balance at the end of the year	81,676	56,486

5 Inventories

	December 31, 2025	December 31, 2024
Raw materials	5,861,184	5,634,219
Work in progress	3,383,634	4,157,694
Finished goods	2,240,290	2,502,516
Goods	88,998	80,604
<i>Cumulated loss in value for inventories (*)</i>	<i>(3,525,740)</i>	<i>(3,711,649)</i>
Total:	8,048,366	8,663,384

(*) Inventory impairment is calculated on stocks item by item after judgement of the inventory item based on its physical status and future usage and selling opportunities.

The total amount of inventories is HUF 8,048 million, which decreased by HUF 615 million (7.1%) compared to 31 December 2024.

6 Other current assets and prepayments

	December 31, 2025	December 31, 2024
Prepayments	468,699	235,621
<i>Of which: revenue recognized but not invoiced</i>	2,308	43,178
<i>Of which: rental fee of softwares</i>	117,628	60,577
<i>Of which: other prepayment</i>	348,763	131,866
Guarantee receivables	662,955	537,461
Advances paid	821,196	2,333,570
<i>Of which: advances paid for PP&E</i>	739,912	1,495,950
<i>Of which: other advances paid</i>	81,284	837,620
Other receivables	1,576,503	1,438,408
<i>Of which: advances payment for service*</i>	1,518,048	1,152,790
Total other current assets and prepayments:	3,529,353	4,545,060

*Includes advances payment related to the Angolan project.

	December 31, 2025	December 31, 2024
Other taxes receivable	110,133	27,393
Corporate income tax receivable	9,452	24,627
VAT receivable	184,533	110,725
Total current tax receivables	304,118	162,745

Year-end balance of current tax receivables is HUF 114 million higher than in previous period. Interest in employees loans are the same for each employee, Hungarian prime rate + 5%.

	December 31, 2025	December 31, 2024
Contracted assets	2,408,355	5,863,564
Total contracted assets	2,408,355	5,863,564

Contract assets include ongoing obligations related to the Angolan passport project that have not yet reached the stage required for the issuance of an invoice, but revenues have been accrued in proportion to the costs incurred in that phase. The contractual obligations have been invoiced until the financial statements are accepted, do not contain any financing or variable consideration components, there is no possibility of revenue reversal, and the invoices were issued with the usual payment terms.

7 Property, Plant and Equipment

	Land and buildings	Machinery and equipment	Property rights	Vehicles and other equipments	Capital projects	Total
Cost:						
January 1, 2024	9,695,962	17,266,345	65,565	4,436,342	64,893	31,529,107
Capitalization	342,988	2,651,838	5,923	543,311	488,539	4,032,599
Disposals	3,718	481,858	94	102,696	0	588,366
Reclassification	-	-	-	-	-	-
December 31, 2024	10,035,232	19,436,325	71,394	4,876,957	553,432	34,973,340
January 1, 2025	10,035,232	19,436,325	71,394	4,876,957	553,432	34,973,340
Capitalization	1,572,051	1,905,093	45,804	339,225	6,362,966	10,225,139
Disposals	0	1,033,951	0	86,789	6,906,853	8,027,593
Reclassification	-	-	-	-	-	-
December 31, 2025	11,607,283	20,307,467	117,198	5,129,393	9,545	37,170,886
Accumulated depreciation:						
January 1, 2024	2,772,200	12,736,027	27,146	3,154,727	0	18,690,100
Charge for year	313,668	1,479,558	5,911	465,107	0	2,264,244
Impairment	-	-	-	-	-	-
Disposals	3,718	352,544	94	121,382	0	477,738
December 31, 2024	3,082,150	13,863,041	32,963	3,498,452	0	20,476,606
January 1, 2025	3,082,150	13,863,041	32,963	3,498,452	0	20,476,606
Charge for year	361,553	1,473,024	8	450,343	0	2,284,928
Impairment	-	-	-	-	-	-
Disposals	61	40,911	2,918	96,137	0	140,027
December 31, 2025	3,443,642	15,295,154	30,053	3,852,658	0	22,621,507
Net book value:						
January 1, 2024	6,923,762	4,530,318	38,419	1,281,615	64,893	12,839,007
December 31, 2024	6,953,082	5,573,284	38,431	1,378,505	553,432	14,496,734
December 31, 2025	8,163,641	5,012,313	87,145	1,276,735	9,545	14,549,379

Fair value of the PP&E exceeds book value, therefore no impairment loss was calculated. Frame mortgage right is registered on the real estates of ANY Ingatlanhasznosító Kft., covering the risk of the loan of ANY Nyrt.

8 Right of use assets

Rights of use movement table (values in thousands of HUF)	Property rights	Machinery and equipment	Vehicles and other equipments	Total
Cost:				
January 1, 2024	-	468 323	560 476	1 028 799
Additions	-	-	164 233	164 233
Disposals	-	-	-	-
Reclassification	-	-	-	-
December 31, 2024	-	468 323	724 709	1 193 032
January 1, 2025	-	468 323	724 709	1 193 032
Additions	243 697	1 319 339	-	1 563 036
Disposals	-	271 875	384 771	656 646
Reclassification	-	-	-	-
December 31, 2025	243 697	1 515 787	339 938	2 099 422
Accumulated depreciation:				
January 1, 2024	-	124 363	414 604	538 967
Charge for year	-	41 453	44 331	85 784
Reclassification	-	-	-	-
December 31, 2024	-	165 816	458 935	624 751
January 1, 2025	-	165 816	458 935	624 751
Charge for year	75 978	65 127	56 520	197 625
Reclassification	-	108 092	277 054	385 146
December 31, 2025	75 978	122 851	238 401	437 230
Net book value:				
January 1, 2024	-	343 960	145 872	489 832
January 1, 2025	-	302 507	265 774	568 281
December 31, 2025	167 719	1 392 936	101 537	1 662 192

Right of use assets were increasing due to the increase of leased assets of ANY Nyrt. Further details about leases can be found in Note 24 Leases.

9 Goodwill

	December 31, 2025	December 31, 2024
Zipper Services SRL	276,231	276,231
ATLAS Trade SRL	233,966	233,966
Gyomai Kner Nyomda Zrt.	26,994	26,994
Techno-Progress Kft.	20,509	20,509
Specimen Zrt.	12,123	12,123
Foreign currency goodwill revaluation effect (Zipper and ATLAS)	59,434	112,095
Goodwill	629,257	681,918

The five year term budgets used for the evaluation of the goodwill are reflecting the management's best knowledge and information about the expected conditions of the financial environment. The expected net sales revenue growth rate is between 4-6% based on the financial achievement and market conditions. Discount rate used is 10%.

COST

	December 31, 2025	December 31, 2024
Balance at the beginning of the year	681,918	639,352
Foreing currency goodwill revaluation effect (Zipper and ATLAS)	(52,661)	42,566
Balance at the end of the year	629,257	681,918

ACCUMULATED IMPAIRMENT LOSSES

At the end of the year the Group examined goodwill's remunerative value and recognized that there was no need to account impairment losses on the goodwill. When evaluating the goodwill the Group uses 5 year plans and uses DCF method for EBITDA, which is adjusted by cash balance and net debt balance resulting in final enterprise value. When applying 5 year budgets, first year budget is approved, next years' budgets are calculated by considering yearly 5% growth rate. This 5% growth rate is the expected growth rate of subsidiaries by the parent company. Any further 100 basis point increase in the discount rate would result in a decrease of recoverable amount by 2%. The Group considers the subsidiaries as CGU (cash-generation unit) based upon their sizes, assets and operation.

Goodwill impairment indications calculated on cash-generation units (CGU) in HUF thousands:	December 31, 2025		December 31, 2024	
	Recoverable amount	Proportionate part of carrying value of CGU	Recoverable amount	Proportionate part of carrying value of CGU
Zipper Services SRL	7,695,902	949,274	7,495,719	913,674
ATLAS Trade SRL	1,478,366	327,495	1,637,135	315,948
Gyomai Kner Nyomda Zrt.	758,552	688,197	977,738	672,892
Techno-Progress Kft.	751,761	47,071	993,011	56,377
Specimen Zrt.	172,444	12,568	162,745	13,176
Net value of Goodwill	10,857,025	2,024,605	11,266,348	1,972,067

10 Intangibles

	Research and development costs	Softwares	Value of contracts recognised based on IFRS 3	Total intangibles
Historical cost:				
January 1, 2024	269,161	100,544	343,427	713,132
December 31, 2024	269,161	100,544	343,427	713,132
January 1, 2025	269,161	100,544	343,427	713,132
Additions	–	–	–	–
Revaluation	–	–	–	–
December 31, 2025	269,161	100,544	343,427	713,132
Accumulated amortisation:				
January 1, 2024	269,161	100,544	172,007	541,712
Amortisation	–	–	66,068	66,068
December 31, 2024	269,161	100,544	238,075	607,780
January 1, 2025	269,161	100,544	238,075	607,780
Amortisation	–	–	48,518	48,518
December 31, 2025	269,161	100,544	286,593	656,298
Net book value:				
January 1, 2024	–	–	171,420	171,420
December 31, 2024	–	–	105,352	105,352
December 31, 2025	–	–	56,834	56,834

11 Contracted liabilities, other payables tax liabilities, government grants and accruals

Contracted liabilities:

	December 31, 2024	Increase	Decrease	Revaluation	December 31, 2025
Contracted liabilities	2,718,657	-	183,125	-	2,535,532

Tax liabilities, other liabilities, accruals:

	December 31, 2025	December 31, 2024
Accrued management bonuses	580 819	656 844
Other accruals	3 677 056	4 154 477
<i>Of which: accrued creditors*</i>	<i>2 468 984</i>	<i>2 516 013</i>
Social security	240 401	209 574
Salaries and wages	354 065	526 542
Advance payments from customers	740 079	1 432 232
Other short term liabilities	272 822	304 335
Other payables and accruals	5 865 242	7 284 004

* Mainly contains current year expenses occurred but not invoiced connected to Angolan project

	December 31, 2025	December 31, 2024
VAT	1,158,405	928,353
Personal income tax	179,514	163,362
Social contribution	138,340	108,364
Other taxes	306,272	690,645
Total current tax liabilities	1,782,531	1,890,724

Total current tax liabilities, other payables and accruals amounts to HUF 7,648 million, which decreased by HUF 1,527 million compared to December 31, 2024.

Other accruals consists government grants accrued according to the following table:

	December 31, 2025	December 31, 2024
Opening balance of accrued government grant:	103,057	139,709
Government grant posted to other income in current year:	36,652	36,652
Closing balance of accrued government grant:	66,405	103,057
Out of which long term part:	29,753	66,405
Out of which short term part:	36,652	36,652

SUPPORT RECEIVED

Gyomai Kner Nyomda Zrt. won government grant in PM/3935 subsidy project for purchasing innovative, modern printing machine in 2020. The grant received was in amount of HUF 259,739 thousands in 2020, out of which was accounted to SPLOCI in 2022 in value of HUF 36,652 thousands parallel to the depreciation charged to SPLOCI in connection to the assets purchased from the grant, so accrued balance of the grant was HUF 66,405 thousands as at 31st December 2025.

12 Short term and long term loans

	December 31, 2024	Increase	Decrease	December 31, 2025
Parent company overdraft facility, HUF based	2,816,270	59,023	–	2,875,293
Parent company short-term loan, EUR based	6,005,640	4,500,500	6,552,468	3,953,672
Short term part of long term loan of Parent Company	998,472	–	431,165	567,307
Other short term loans of subsidiaries	497,798	292,684	84,742	705,740
Total short term loans and overdrafts	10,318,180	4,852,207	7,068,375	8,102,012
Long term loan of Parent Company	2,291,205	1,152,796	732,913	2,711,088
Long term loan of subsidiary	–	–	–	–
Total long term loans	2,291,205	1,152,796	732,913	2,711,088
Total loans and borrowings:	12,609,385	6,005,003	7,801,288	10,813,100

The Group has overdraft limit (market interest rate, based on 1 month BUBOR) in value of HUF 5.8 billion from which HUF 0.3 billion is secured by mortgage and sales revenue assignment.

Based on the overdraft limit contracts the available amount of overdraft can be used is HUF 5.8 billion. For the long term loans mortgages of real estates and current assets were involved. Furthermore, the Group also has a revolving credit line of 13 million EUR (1-month EURIBOR), of which was not utilized by the end of the year.

For the financing of export projects parent company uses 10 million EUR revolving loan, which is covered by 11.3 million USD fixed-term deposit.

13 Share capital

Share capital (at par value, in HUF thousands) authorized, issued and outstanding at year-end:

	December 31, 2025		December 31, 2024	
	Issued	Treasury	Issued	Treasury
Registered shares	1,449,876	43,986	1,449,876	43,986
Total	1,449,876	43,986	1,449,876	43,986

The number of shares issued by the Company is 14,794,650 of which par value is HUF 98 per share.

14 Treasury shares

Number of treasury shares held by the Company on 31st December 2025 is 448,842 which were purchased at an average price of HUF 1,014 per share.

15 Retained earnings, non-controlling interest

Retained earnings available for distribution are based on the unconsolidated financial statements of the Company prepared in accordance with IFRS as adopted by EU and related Hungarian Accounting and Civil Law. The amount of the retained earnings in the Company's IFRS financial statement is HUF 15,863,571 thousands of which not distributable HUF 3,791,078 thousands. Retained earnings available for distribution is HUF 12,072,493 thousands.

Non-controlling interest is a part of the Shareholders' equity, which belongs to the owners of the subsidiaries other than the parent Company in the proportion of their ownership.

Non-controlling interest in HUF thousands	FY 2025	FY 2024
Opening balance	2,241,810	1,601,002
Dividend paid to minority shareholders (after FY 2024 income)	(376,856)	(184,680)
Profit after tax attributable to non-controlling interests	956,824	759,921
<i>Effect of revaluation based on IAS 21</i>	<i>(90,493)</i>	<i>65,567</i>
Closing balance	2,731,285	2,241,810

16 Net sales

Sales	2025 (thHUF)	2024 (thHUF)
Sales revenue from customer contracts	69,448,595	64,639,432
Invoiced and accrued revenue	2,408,355	5,863,564
Total sales	71,856,950	70,502,996

Sales categories	2025 (thHUF)	2024 (thHUF)
Security products and solutions	39,236,107	36,265,050
Card production and personalization	16,750,289	18,269,599
Form production and personalization. data processing	12,418,455	11,986,112
Traditional printing products	2,004,000	2,007,692
Other	1,448,099	1,974,543
Total net sales	71,856,950	70,502,996

The Group does not separate different segments based on IFRS 8 – Segment reporting, but revenue is separated into five different product category. The management of the Group considers these product categories strategically important. These categories are monitored and these are the basis of evaluating the performance. However, classification of turnover by product categories do not mean that these products can be produced in a clearly separable way in terms of assets and liabilities.

Total revenue in 2025 by countries:

Revenue by Countries	2025	2024
Hungary	28,815,308	30,958,248
Africa	20,106,759	18,744,006
Romania	14,729,762	11,494,459
Iraq	4,642,048	6,111,884
Germany	277,967	409,746
Turkey	703,220	408,366
Austria	196,419	362,318
Slovakia	348,504	402,917
Moldova	491,360	329,046
Norway	178,305	269,285
Other European countries	1,209,052	746,341
Other countries of the world	158,246	266,380
Total	71,856,950	70,502,996

17 Other expenses, net

Other incomes and expenses	2025 (thHUF)	2024 (thHUF)
Received subsidy	149,854	5,894
Other items	131,347	63,715
Received discount	18,599	12,047
Reversed loss in value for inventories	–	31
Reversed loss in value for trade receivables	–	–
Reversed loss in value for receivables	705	4,643
Total other incomes	300,505	86,330
Loss in value for inventories (*)	102,902	2,037,902
Permanent cash contribution	–	94,052
Fines, penalties	–	20,430
Building tax, land tax	40,544	21,392
Loss in value for trade receivables	4,300	36,790
Other items	230,534	50,263
Total other expenses	378,280	2,260,829
Total	(77,775)	(2,174,499)

(*) Inventory impairment is calculated on stocks item by item after judgement of the inventory item based on its physical status and future usage and selling opportunities.

The customers' and inventories' impairment haven't been occurred in one company so the presentation of current years' impairment and impairment reversal on a net basis is not possible.

18 Interest income / expenditure

	2025 (thHUF)	2024 (thHUF)
Interest income	229,076	223,521
Interest expenditure	(653,563)	(636,511)
Net profit on interest	(424,487)	(412,990)

19 Cost of sales and selling general and administration costs

Breakdown of cost of sales and selling general and administration cost is the following:

	2025 (thHUF)	2024 (thHUF)
Material type expenditures	39,859,524	42,814,010
Personal type expenditures	16,211,905	15,524,494
Depreciation and amortization	2,531,063	2,416,090
Changes in inventory and own performance	795,541	(3,039,598)
Total cost and expenditures	59,398,033	57,714,996
Cost of sales	45,700,887	45,786,108
Selling general and administration	13,697,146	11,928,888
Total direct and indirect cost of sales	59,398,033	57,714,996

During the year 2025, 2,531 million depreciation was accounted for, which is 115 million (5%) higher than the base period value.

Personal type expenditures amounted to 16,212 million, which is 688 million higher than the base period value.

Selling general and administration amounted to 13,697 million, compared to the last year's figure 11,929 million.

The average number of employees of the Group during the year was 1,218.91 (2024: 1,145.98).

20 Taxation

	December 31, 2025	December 31, 2024
Current year local business tax	713,760	659,668
Current year corporate income tax	1,021,632	867,377
Innovation contribution	107,268	99,919
Current year tax expense	1,842,660	1,626,964
Deferred tax (income) / expense	38,483	111,015
Total tax expense	1,881,143	1,737,979

Based on the decision of the Hungarian Parliament, 9% corporate tax rate has to be applied for the Hungarian companies from the calendar year of 2017. In case of the domestic subsidiaries we applied the new 9% corporate tax rate when calculating deferred tax. The tax liability of the foreign companies of the Group is taken into consideration with the effective tax legislation of their country of incorporation.

Under the tax legislation the Group is allowed to establish a tax-deductible development reserve. Assets acquired using this reserve then do not qualify for tax depreciation up to the value of the reserve. Therefore this is effectively a form of accelerated depreciation. Development reserves have been established based on the Group's current year and previous years pre-tax profit and a deferred tax liability has been recognized on the deferred tax effect of the accounting and tax depreciation difference of the assets. The Group decreased its deferred tax liabilities by the valuation difference for treasury shares based on the Hungarian Accounting Standards.

Tax losses can be carried forward up to the next years offset future taxable profits (until its 50% and 5 years). Deferred tax assets relating to tax losses are netted off against deferred tax liabilities.

ANY PLC and its subsidiaries are subject to periodic audits by the Hungarian Tax Authority (NAV). Since the application of tax laws and regulations may be susceptible to varying interpretations, amounts reported in the financial statements could be changed at a later date upon final determination by the tax authorities. The last comprehensive NAV audit of the Company was in 2024 regarding the year 2022, covering all tax types. The tax authority did not establish any numerical tax differences compared to its tax returns during the tax audit, with regard to the tax types and periods under examination. Based on the available data, the tax authority found that the tax obligations affected by the audit were fulfilled in order.

	December 31, 2025	December 31, 2024
Opening deferred tax liability	1,054,876	954,337
Deferred tax liability due to development reserve	6,335	45,745
Deferred tax on accounting and tax depreciation difference of assets not connected to development reserve	44,452	68,022
Financial leasing	–	–
Depreciation accounted on ANY Ingatlanhasznosító Kft. revaluation reserve until 2025	(1,556)	(1,556)
Deferred tax liability arising from ATLAS transaction	(9,507)	(11,672)
Closing deferred tax liability	1,094,600	1,054,876

	December 31, 2025	December 31, 2024
Opening deferred tax assets	2,097	12,574
Deferred tax asset on write-off for bad debts	1,618	(245)
Deferred tax asset on deferred yearly losses	(377)	(10,232)
Closing deferred tax assets	3,338	2,097
	December 31, 2025	December 31, 2024
Opening deferred tax liability net	1,052,779	941,763
Closing deferred tax liability net	1,091,262	1,052,779

The effective income tax rate defers from the statutory income tax rate due to the following items:

	December 31, 2025	December 31, 2024
Profit before tax and non-controlling interest	11,358,719	10,415,691
Tax at statutory rate of 9% (*)	1,022,285	937,412
Effect of the development reserve raised	(225,000)	(180,000)
Other permanent differences (**)	224,347	109,965
Corporate income tax expense	1,021,632	867,377

* The foreign tax rules were not considered in this calculation. The differences from that method can be find in row of Other permanent differences (net). In this calculation 9% tax rate valid in 2024 has been applied.

** Other permanent differences are coming from tax base modification items, and from the different tax rates used abroad.

21 Other comprehensive income for the year

	December 31, 2025	December 31, 2024
Other comprehensive income for the year		
Revaluation effect of non-monetary SOFP items in other currency than HUF based on IAS 21 (*)	(408,027)	286,172
Total other comprehensive income for the year	(408,027)	286,172

* Revaluation effect of increasing RON fx exchange rate from consolidation

22 Earnings per share

Weighted average shares outstanding, net income used in the calculation of earnings per share and calculated earning per share details are set out below: (number of weighted average shares and net income is the same both at 'Basic' and 'Fully diluted' EPS calculation)

	December 31, 2025	December 31, 2024
Weighted average shares outstanding for:	14,345,808	14,345,808
Net income used in the calculation	8,520,752	7,917,791
Basic and diluted earnings per share:		
Basic (HUF per share)	594	552
Fully diluted (HUF per share)	594	552

23 Contingent liabilities and provisions

The Company has arranged bank guarantees. The guarantees largely relate to commitments under Government and corporate tenders. Guarantees are provided up to a maximum limit of HUF 2,500 million. The Company uses HUF 452 million from its guarantee limit which is connected to tenders.

The Group reclassified HUF 4,166 million to the restricted reserves, which has not been utilised yet, of which 2,500 million was allocated to the development reserve from the profit of 2025. Corporate tax base was decreased by this amount in line with the relevant Hungarian regulations under the condition, that this amount will be spent for capital expenditures in the following six years, otherwise the deducted corporate tax has to be repaid to the Hungarian Tax Authority grossed up with its fines and interests.

The Group does not have any provisions.

24 Short term and long term part of lease liabilities

Leasing liabilities expiry analysis as at 31.12.2025 (in thHUF)	Leasing liabilities related to real estates	Leasing liabilities related to machinery and equipment	Leasing liabilities related to vehicles	Total
Expired leasing liabilities in 2025:	80,598	280,589	74,604	435,791
Expired leasing liabilities in 2026:	88,032	269,022	11,846	368,900
Expired leasing liabilities in 2027:	19,798	277,595	11,572	308,965
Expired leasing liabilities in 2028:	–	285,228	–	285,228
Expired leasing liabilities in 2029:	–	261,024	–	261,024
Total:	188,428	1,373,458	98,022	1,659,908

Leasing liabilities expiry analysis as at 31.12.2024 (in thHUF)	Leasing liabilities related to real estates	Leasing liabilities related to machinery and equipment	Leasing liabilities related to vehicles	Total
Expired leasing liabilities in 2024:	–	68,087	113,121	181,208
Expired leasing liabilities in 2025:	–	50,096	62,260	112,356
Expired leasing liabilities in 2026:	–	23,727	11,652	35,379
Expired leasing liabilities in 2027:	–	22,481	1,946	24,427
Expired leasing liabilities in 2028:	–	19,390	–	19,390
Total:	–	183,781	188,979	372,760

Leasing interest analysis (in thHUF)	Leasing interest relating to real estates	Leasing interest relating to machinery and equipment	Leasing interest relating to vehicles	Total
Leasing interest in 2025	15,838	9,598	4,794	30,230
Leasing interest in 2024	–	–	3,043	3,043

Leasing obligation movement table (values in thousands of HUF)	Leasing liabilities related to real estates	Leasing liabilities related to machinery and equipment	Leasing liabilities related to vehicles	Total
January 1, 2024	-	112,383	127,576	239,959
Additions	-	112,392	164,233	276,625
Disposals	-	40,994	102,830	143,824
December 31, 2024	-	183,781	188,979	372,760
January 1, 2025	-	183,781	188,979	372,760
Additions	345,832	1,373,458	-	1,719,290
Disposals	157,404	183,781	90,957	432,142
December 31, 2025	188,428	1,373,458	98,022	1,659,908
Long term part of closing balance	107,830	1,092,869	23,418	1,224,117
Short term part of closing balance	80,598	280,589	74,604	435,791

SPLOCI items connected to leasing transaction (in HUF thousands)	December 31, 2025	December 31, 2024
Depreciation charged of leased assets:	197,625	214,035
Interest expenses of lease liabilities:	30,230	3,043
Total costs / expenditures:	227,855	217,078

25 Related party transactions

The Group has no other partner considered to be be related party based on IAS 24 than members of the Board of Directors, members of the Supervisory Board and management personnel. The Group purchased management services from EG Capital in value of HUF 236 million in 2025 (HUF 218 million in 2024).

26 Remuneration of the members of the Supervisory Board and the Board of Directors

HUF 16,800 thousands remuneration was paid to the Supervisory Board, while HUF 9,000 thousands to the Board of Directors in 2025.

The following table presents the beginning and the end of the assignment of the members of the Board of Directors, the members of the Supervisory Board and the senior officers. The number of shares hold in ANY Security Printing Company PLC is also presented as at 31 December 2025.

Type ¹	Name	Position	Assignment started	Assignment ends	ANY shares owned (no.) ^{**}
BD	Dr. Ákos Erdős ²	Chairman of Board of Directors	1993*	May 1, 2028	2,317,987
BD	Gábor Zsámboki	Deputy chairman of Board of Directors ^{**}	August 11, 2005*	May 1, 2028	143,923
BD	Robert Elton Brooker III.	Member of Board of Directors	May 1, 2024	May 1, 2028	16,685
BD	Dr. Gábor Kepecs	Member of Board of Directors	May 31, 2018	May 1, 2028	–
BD	Tamás Erdős ³	Member of Board of Directors	May 31, 2014	May 1, 2028	1,020,001
SB	Prof. Dr. István Stumpf	Chairman of Supervisory Board	April 27, 2021 ^{***}	May 31, 2029	680
SB, AC	Dr. Istvánné Gömöri ⁴	Deputy chairman of Supervisory Board and member of Audit Committee	August 11, 2005*	May 31, 2029	536,703
SB, AC	Dr. Imre Repa	Member of Supervisory Board and Audit Committee	March 30, 2007*	May 31, 2029	1,200
SB	Katalin Hegedűs	Member of Supervisory Board	May 31, 2020	May 31, 2029	–
SB	László Hanzsek	Member of Supervisory Board	May 31, 2020	May 31, 2029	–
SB	Gábor Kun	Member of Supervisory Board	May 31, 2020	May 31, 2029	–
Number of ANY shares hold, TOTAL:					4,037,179

¹ Board of Directors member (BD), Supervisory Board member (SB), Audit Committee member (AC)

² Dr. Ákos Erdős controls ANY shares indirectly through EG Capital LLC and Fortunarum Kft.

³ Tamás Erdős controls ANY shares indirectly through Digital Forest LLC.

⁴ Dr. Istvánné Gömöri controls ANY shares indirectly through BELU S.A.R.L.

* Re-elected by the Annual General Meeting held on 31st March, 2014

** Gábor Zsámboki has been the deputy chairman of the Board of Directors since 11th August, 2014.

*** Elected by the Board of Directors entitled with AGM rights on 27th April, 2020

27 Risk management

FOREIGN CURRENCY RISK

Among foreign currency transactions of the Group EURO based transactions are the most important ones. Foreign currency liabilities mainly occur from raw material purchases, which are hedged by the receivables from the export sales in foreign currency as a natural hedge. Due to the balance of foreign currency receivables and liabilities the foreign currency risk of the Group is moderate.

ANY Group	Currency	December 31, 2025		December 31, 2024	
		in original currency	in HUF thousands	in original currency	in HUF thousands
Foreign currency receivables	EUR	7,013,791	2,703,115	6,663,286	2,740,943
	RON	52,033,281	3,934,236	43,367,164	3,582,128
	MDL	689,386	13,457	1,089,456	23,216
	USD	9,854	3,236	25,866	10,181
Total (in HUF thousands)			6,654,044		6,356,468
Foreign currency cash	EUR	5,631,779	2,170,488	3,067,018	1,261,618
	USD	12,751,250	4,187,765	11,674,572	4,595,111
	GBP	546	241	1,300	642
	RON	22,534,389	1,703,825	13,052,813	1,078,162
	MDL	23,167,682	452,233	18,739,475	399,338
Total (in HUF thousands)			8,514,552		7,334,872
Foreign currency liabilities	EUR	15,992,223	6,163,403	15,775,559	6,489,276
	USD	325,874	107,024	1,617,103	636,492
	CHF	24,088	9,970	28,431	12,380
	RON	33,459,350	2,529,861	27,600,344	2,279,788
	MDL	353,209	6,895	1,191,054	25,381
	GBP	0	0	7,000	3,459
	BGN	0	0	0	0
Total (in HUF thousands)			8,817,153		9,446,777
Impact of a possible 1% foreign exchange rate decrease in each foreign currency (in HUF thousands)*			December 31, 2025		December 31, 2024
Impact on foreign currency assets			1,516,860		1,369,134
Impact on foreign currency liabilities			(881,715)		(944,678)
Total impact of possible foreign exchange rate change			635,145		424,456

In case of a same percentage forint exchange rate increase the same numbers apply like in the table up, only with opposite sign.

The Group values financial instruments (cash, receivables, suppliers, loan-related liabilities) in accordance with the amortized cost method. In the case of receivables and liabilities with a maturity of more than one year, it takes into account the time value of money and the effective interest rate by applying the appropriate discount rate.

INTEREST RATE RISK

Due to the moderate level of debts in the Group potential interest rate changes would not influence significantly the amount of interests to be paid by the Group. Based on the balance of Credits of the Group a potential interest rate increase of 100 basis points relevant to our credits would increase our interest expenses by approximately HUF 108,131 thousands in the year 2025. (This was HUF 126,094 thousands in the year 2024.)

LIQUIDITY RISK

The Group manages liquidity risk by maintaining adequate reserves, banking facilities and reserve borrowing facilities, by continuously monitoring forecasts and actual cash-flows and by matching the maturity profiles of financial assets and liabilities.

Liquidity risk of the Group, due to the high balance of net working capital, is low.

The maturity of trade payables, lease liabilities and credits is shown in the next table (not discounted values):

ANY Group FY 2025	In 1 month	1–3 months	3 months–1 year	1–5 years	Over 5 years	Total
Trade payables	4,689,809	60,884	7,674	9,522	–	4,767,889
Lease liabilities	36,316	72,632	326,843	1,224,117	–	1,659,908
Credits	910,643	1,302,749	5,884,254	2,715,454	–	10,813,100
Other liabilities and accruals (without taxes)	8,312,622	–	88,152	–	–	8,400,774
Current tax liabilities	1,767,079	15,452	–	–	–	1,782,531
Total	15,716,469	1,451,717	6,306,923	3,949,093	–	27,424,202

ANY Group FY 2024	In 1 month	1–3 months	3 months–1 year	1–5 years	Over 5 years	Total
Trade payables	6,098,383	725,708	526,952	–	–	7,351,043
Lease liabilities	18,195	36,390	163,755	154,420	–	372,760
Credits	971,038	1,687,662	7,641,257	2,309,428	–	12,609,385
Other liabilities and accruals (without taxes)	9,822,472	–	180,189	–	–	10,002,661
Current tax liabilities	2,035,750	–	–	–	–	2,035,750
Total	18,945,838	2,449,760	8,512,153	2,463,848	–	32,371,599

CREDIT RISK

Credit risk refers to the risk that counterparty will default on its contractual obligations resulting financial loss to the Group. The Group has adopted a policy of only dealing with creditworthy counterparties, and obtaining sufficient collateral, where appropriate, as a means of mitigating the risk of financial loss from defaults. Trade receivables consist of a large number of costumers, spread across diverse industries and geographical areas. Ongoing credit evaluation is performed on the financial condition of accounts receivable.

The financial discipline of the debtors of the Group is really good, which is also represented by the low portion of cumulated provision on trade receivables compared to the gross amount of trade receivables: 0.47%. (This was 0.31% in 2024.) (For further details see the section of „Impairment of financial assets“). The more than 180 days overdue receivables out of total aged receivables of the Group is 2.8%.



28 Significant events after the reporting period

Decisions of the 11th March 2026 Board of Directors' meeting

The Consolidated Financial Statements were authorized for issue by the Board of Directors of ANY Nyrt. on 11th March, 2026. The Board of Directors proposes HUF 503 dividend per share to the shareholders on the annual general meeting to be held in April 2026.

Budapest, 25th March 2026

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Chief Executive Officer



Consolidated business report

General information on the Group

Parent company name:	ANY Security Printing Company Limited by Shares
Abbreviate parent company name:	ANY Plc.
Tax registration number:	10793509-2-44
Seat:	1102 Budapest, Halom u. 5.
Premises of the parent company:	1106 Budapest, Fátyolka utca 1-5. 3060 Pásztó, Fő út 143.

Subsidiaries

Gyomai Kner Nyomda Zrt., Seat: 5500 Gyomaendrőd, Kossuth Lajos u. 10-12.
 Specimen Zrt., Seat: 1102 Budapest, Halom u. 5.
 ANY Ingatlanhasznosító Kft., Seat: 1102 Budapest, Halom u. 5.
 Techno-Progress Kft., Seat: 1102 Budapest, Halom u. 5.
 Zipper Services s.r.l., Seat: Bucuresti, Bd 1 Decembrie 1918, Nr. 1G, Sect. 3
 Zipper Data s.r.l., Seat: Chişinău 2001, str. Tighina 49/3, ap. 41C
 ATLAS Trade Distribution SRL., Seat: Str. Valea Cascadelor nr. 21, cladirea 4 Sector 6, Bucuresti
 Slovak Direct s.r.o., Seat: Nové Záhřady I/11, 821 05 Bratislava
 Tipo Direct Serv SRL, Seat: Chişinău 2001, str. Tighina 49/3, ap. 41C
 Superior ANY Global LLC, Seat: Braintree, MA, 02184, 120 Campanelli Dr

Analysis of the Group's performance in FY 2025

Net sales of ANY PLC for 2025 amounted to HUF 71.9 billion which is higher by HUF 1.4 billion (2%) than in the previous year. Changes in case of strategic product categories were as follows: sales of security products, solutions were HUF 39.2 billion, which is HUF 3 billion (8%) higher than the figure in the basis period; data processing were HUF 12.4 billion, which is HUF 0.4 billion (4%) higher than the figure in the basis period, whilst sales of card production, personalisation were HUF 16.8 billion, which is HUF 1.5 billion (8%) lower than the figure in the basis period. Ratio of strategic products categories in total net sales was 95% in 2025.

Export sales amounted to HUF 43 billion as at December 31, 2025, which is HUF 3.5 billion higher than in the previous year, representing 60% export sales ratio.

Consolidated EBITDA is HUF 14,314 million.

Consolidated operating income is HUF 11,783 million.


Consolidated net income after interest income, taxation and non-controlling interest is HUF 8,521 million.

Income statement analysis

The breakdown of net sales by category is presented in the table below:

1. Table: Net sales by categories

Sales categories	2024 HUF millions	2025 HUF millions	Change	Change %
Security products and solutions	36,265	39,236	2,971	8.19%
Card production and personalization	18,270	16,750	(1,520)	(8.32%)
Form production and personalization, data processing	11,986	12,418	432	3.60%
Traditional printing products	2,008	2,004	(4)	(0.20%)
Other	1,974	1,449	(525)	(26.60%)
Total net sales	70,503	71,857	1,354	1.92%



ANY PLC had consolidated net sales of 71,857 million in Q1-Q4 2025, which is HUF 1,354 million (1.92%) higher than the sales for the base period.

Sales of **security products and solutions came** to HUF 39,236 million in Q1-Q4 2025 which means a increase of HUF 2,971 million (8.19%) compared to the base period. The growth was primarily due to the increase in the volume of passports and other security products, as well as higher revenue from passport system roll-out tasks.

The Company's revenues from **card production and personalisation** totalled HUF 16,750 million in the period of reference, a HUF 1,520 million (8.32%) decrease compared to similar period of year 2024. The main reason for the change is the decreasing turnover of domestic and export document cards.

The Company's revenues from **form production, personalisation and data processing** came to HUF 12,418 million in Q1-Q4 2025, HUF 432 million (3.6%) higher than the sales for the base period. The change is mainly due to the increase in the production of export forms.

Sales of **traditional printing products** amounted to HUF 2,004 million in the period of reference, which means a HUF 4 million (0.2%) decrease compared to the previous year's similar period.

Other sales totalled HUF 1,449 million in Q1-Q4 2025, which is a decrease of HUF 525 million compared to the correspondent period of the last year. This category mainly comprises revenues from the sale of commercial materials and goods.

Operating income came to HUF 11,783 million, an increase of HUF 954 million compared to the previous period. Gross profit totalled HUF 26,156 million, which means a 36% gross margin. General (SG&A) expenses amounted to HUF 13,697 million in Q1-Q4 2025, which equals to 19% of net sales.

Material expenses amounted to HUF 39,860 million, lower by HUF 2,954 million (7%) in the current period due to increased sales volume and due to a shift towards the sale of less material-intensive products.

The capitalized value of own performance line shows the capitalized value of assets produced and the change in inventories manufactured. These figures were driven mainly by the change in inventories in both periods presented; the most significant of these is the value of work-in-production (WIP) connected to security and card products.

Personnel expenses totalled HUF 16,212 million, which is HUF 688 million higher than in the base period, due to the increase in staffing levels, wage development and to the achievement based salaries connected to higher turnover and its contributions.

EBITDA amounted to HUF 14,314 million due to the change in operating income and depreciation, which represents an increase of HUF 1,069 million compared to previous period's EBITDA. Therefore EBITDA margin is 20%. Net interest income amounted to (424) million HUF in Q1-Q4 2025. The foreign currency loss is HUF 586 million, which is the result of the unfavourable change in the foreign exchange rates. Net income – after financial operations, taxation and minority interest – came to HUF 8,521 million in Q1-Q4 2025, which is HUF 603 million higher in the base period.

Balance sheet analysis

The Group had total assets of HUF 48,502 million on 31 December 2025, which decreased by HUF 2,733 million compared to the previous year-end.

Receivables amounted to HUF 8,532 million which represents a HUF 114 million increase compared to the 2024 year-end balance, due to the accrued revenue related to the Angolan passport project until the end of the period.

Cash and bank totalled HUF 8,593 million which represents a HUF 991 million increase compared to the 2024 year-end balance.


Inventories totalled HUF 8,048 million, which is a HUF 615 million (7%) decrease compared to the 31 December 2024 figure mainly due to the decrease of work-in progress and finished goods.

Other current assets and prepayments amounted to HUF 3,529 million, which is decreased by HUF 1,016 million compared to previous year-end mainly due to the decrease of paid advances, mainly due to the decrease of advances for investments and inventories. The balance of property, plant and equipment at the end of December 2025 was HUF 14,549 million, an increase of HUF 53 million compared to the end of 2024. Goodwill amounted to HUF 629 million.

The balance of right of use at the end of December 2025 was HUF 1,662 million, which increased by HUF 1,094 million, mainly due to new production machinery acquired through leasing agreements.

Accounts payable totalled HUF 4,768 million, HUF 2,583 million (35%) lower compared to the end of December 2024, mainly due to the higher base and reduced trade payables of current period.

Other payables and accruals amounted to 5,865 million, which is decreased by HUF 1,419 million (20%) compared to the 31 December 2024 figure mainly due to the decrease in advance payments from customers.



Lease liabilities relating to the purchase of fixed assets have a balance of HUF 1,660 million, from which HUF 1,224 million is long-term part, HUF 436 million is short-term liability.

Balance of long-term loans totalled HUF 2,711 million which represents a HUF 420 million increase compared to the 2024 year-end. The Group's operation is financed by short term loans, which reached HUF 8,102 million on 31 December, 2025, out of which short term part of long term loan is HUF 4,521 million.

Risk management

FOREIGN CURRENCY RISK

Among foreign currency transactions of the Group EURO based transactions are the most important ones. Foreign currency liabilities mainly occur from raw material purchases, which are hedged by the receivables from the export sales in foreign currency as a natural hedge. The balance of foreign currency receivables and liabilities are almost the same within the Group, therefore the foreign currency risk of the Group is not significant.

INTEREST RATE RISK

Due to the moderate level of debts in the Group, potential interest rate changes would not influence significantly the amount of interests to be paid by the Group. Based on the balance of Credits of the Group a potential interest rate increase of 100 basis points relevant to our credits would increase our interest expenses by approximately HUF 108,131 thousands in the year 2025. (This was HUF 126,094 thousands in the year 2024.)

LIQUIDITY RISK

The Group manages liquidity risk by maintaining adequate reserves, banking facilities and reserve borrowing facilities, by continuously monitoring forecasts and actual cash-flows and by matching the maturity profiles of financial assets and liabilities.

Liquidity risk of the Group, due to the high balance of net working capital, is low.

CREDIT RISK

Credit risk refers to the risk that counterparty will default on its contractual obligations resulting financial loss to the Group. The Group has adopted a policy of only dealing with creditworthy counterparties, and obtaining sufficient collateral, where appropriate, as a means of mitigating the risk of financial loss from defaults. Trade receivables consist of a large number of costumers, spread across diverse industries and geographical areas. Ongoing credit evaluation is performed on the financial condition of accounts receivable.

The financial discipline of the debtors of the Group is really good, which is also represented by the low portion of cumulated provision on trade receivables compared to the gross amount of trade receivables: 0.47%. (This was 0.31% in 2024.) The more than 180 days overdue receivables out of total aged receivables of the Group is 2.8%

Supplementary information for the business report of ANY Group

THE COMPANY'S EMPLOYMENT POLICY

ANY Group places high priority on keeping labour law, labour safety, employment, tax and social insurance regulations connected to working. The Group considers the employees' continuous training and education as of strategic importance in order to ensure the renewal of professional knowledge within the Group and the adaptability of employees. ANY Group gives wide scale of social benefits to its employees, helping to create the balance between private life and the workplace. The principles of benefits and wages are set out in the Collective Agreement. Besides keeping the regulations, the Group is trying to create a workplace with proper working relations, taking the family obligations into consideration which increases the Group's profitability on the long term as well.

ENVIRONMENT PROTECTION

The parent company has ISO 14000:2015 Environmental Control System certificate audited by Det-Norske Veritas. The expiry date of the certification is January 11, 2028. The environmental certificate covers the following fields: printed products, security products, documents, development, production and personalization of plastic cards and bankcards. Research and development and production of security materials. Electronic reprocessing and delivering of printed forms. Chip embedding and encoding at smart cards. Research and development of traditional/general and mobile information technology solutions, operation and support of connected services. Electronic archiving of data, data processing, database management, setting up archives, storing of documents for fee.

Dangerous waste is continuously eliminated after leaving the company sites. In 2025, 37,483 kg dangerous waste was transported and eliminated. The parent company has being awarded Green Printing House Award for fifteenth consecutive years this year. Detailed information related to environmental protection can be found in the attached Sustainability Report.

RESEARCH AND DEVELOPMENT

The parent company has two significant R&D areas:

1. R&D projects included in the activity of the Document Security Laboratory. The projects based on the special phenomenon of luminescence project has a key importance in this area. Using this technology in security inks and additives may contribute to drawing back forgeries and the fight against black economy.
2. Unique security graphic design and development of products has a significant role related to new tenders.

The direct cost of basic research, applied research and experimental development incurred in the current year is HUF 155 million.

Significant events after the reporting period

The Consolidated Financial Statements were accepted by the Board of Directors of ANY Group on 11th March, 2026.

TREASURY SHARES IN FY2025

2. Table: Treasury shares

Description	Number of shares	Nominal value (HUF thousands)	Purchase value (HUF thousands)
Opening balance as at 1 January, 2025	448,842	43,987	455,048
Closing balance as at 31 December, 2025	448,842	43,987	455,048

Number of treasury shares held by the Group on 31st December 2025 is 448,842 which were purchased at an average price of HUF 1,014 per share.

The Group's total share equity was HUF 1,449,876 thousands on 31 December 2025 which consists of 14,794,650 pieces of series 'A' registered, dematerialized ordinary shares with a nominal value of HUF 98 each.

Competence, election and removal of corporate officers

Statutes effective from 17th April 2025 of ANY Security Printing Company PLC point 10.10 prescribes the competence of the General Meeting, of which point 'd' regulates the election (simple majority of the votes of the shareholders present) and the removal (three-quarters of the votes of the shareholders present) of the corporate officers (Members of the Board of Directors, Members of the Supervisory Board or Members of the Audit Committee).

Competence and operation is regulated in point 12 of the Statutes for the Board of Directors is, while point 14 for the Supervisory Board and point 15 for the Audit Committee.

Purchase of treasury shares is regulated by point 9.3 of Statutes, according to which General Meeting authorises the Board of Directors for purchasing treasury shares of the Company by simple majority of the votes of the shareholders present. The Board of Directors authorises the management for purchasing treasury shares of the Company by simple majority of the votes of the Board members present. The regulation effective at present in connection with purchasing treasury shares is the General Meeting Resolution No 11/2015 (20th April).

Statutes effective of the ANY Security Printing Company PLC can be found on the website of the Company under the link of Investors.

https://www.any.hu/wp-content/files_mf/1747320807ANY_Statutes_17.04.2025.pdf

Modification of the Statutes

Statutes effective from 17th April 2025 of ANY Security Printing Company PLC point 10.10 prescribes the competence of the General Meeting, of which point 'a' regulates the modification of the Statutes, which is connected to three-quarters of the votes of the shareholders present.

Statutes effective of the ANY Security Printing Company PLC can be found on the website of the Company under the link of Investors.

https://www.any.hu/wp-content/files_mf/1747320807ANY_Statutes_17.04.2025.pdf

Structure of shareholders over 5% share

3. Table: Structure of shareholders

Investor	Voting right (%)	Ownership (%)
Owners above 5% share		
EG CAPITAL LLC (*)	12.12%	11.75%
DIGITAL FOREST LLC (**)	7.11%	6.89%
AEGON ALFA SZÁRMAZTATOTT ALAP	5.27%	5.11%
Owners below 5% share		
Domestic Institutional Investors	26.93%	26.11%
Foreign Institutional Investors	9.34%	9.05%
Foreign Individual Investors	0.11%	0.10%
Domestic Individual Investors	36.58%	35.47%
Management, employees	1.44%	1.40%
Treasury shares	0.00%	3.03%
Other	1.10%	1.09%

(*) The Chairman of the Board of Directors of ANY Security Printing Company PLC as owner of EG Capital LLC has a further indirect ownership through Fortunarium Kft (3.92%).

(**) Indirect ownership of Tamás Erdős, member of the Board of Directors of ANY Security Printing Company PLC based on the AGM held on 31st March, 2014.

Budapest, 25th March 2026

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Chief Executive Officer



Sustainability Statement

1 ESRS 2 – General Disclosures

[BP-1] General Basis for the Preparation of Sustainability Statements

BP-1_01 | BP-1_02 | BP-1_03 | BP-1_04 | BP-1_05 | BP-1_06 | 5 a, b, c, d, e

ANY Security Printing Company PLC and its subsidiaries (hereinafter: ANY, ANY Group, or Group) prepare their consolidated Sustainability Statement in accordance with Article 48i of Directive 2013/34/EU of the EU.

The consolidation scope of the Sustainability Statement is identical to that of the financial statements.

The Hungarian subsidiaries of the Group include Gyomai Kner Printing Company, Specimen PLC, Techno-Progress LTD, and ANY Property Management LTD. The foreign subsidiaries include Slovak Direct s.r.o. (Slovakia), Zipper Services s.r.l., Atlas Trade Distribution s.r.l. (Romania), Tipo Direct Serv s.r.l. and Zipper Data s.r.l. (Moldova). Subsidiaries included in the consolidation are exempt from individual sustainability reporting obligations under Article 29a (8) of Directive 2013/34/EU.

ANY Group publishes its CSRD-compliant report for the second time. While it analyses its upstream and downstream value chain, no comprehensive, detailed and precise data source is available with regard to the value chain; therefore, this statement covers the Group's own operations.

The Group acted in accordance with point 29 of the European Commission Interpretative Communication C/2024/6792, pursuant to which ESRS requires undertakings, where they are unable to obtain all necessary information regarding their value chain after having made reasonable efforts, to use estimates. Paragraph 70 of ESRS 1 (General requirements) acknowledges that obtaining information from the value chain may present challenges where a value chain actor is an SME or another undertaking not subject to the reporting requirements of the Corporate Sustainability Reporting Directive. The sustainability strategic plan includes, inter alia, the definition of upstream and downstream data collection processes, the implementation and further development of which will be continuous.

The company has not exercised the option to omit any specific information related to intellectual property, know-how, or innovation results and has not claimed an exemption from the disclosure of information on impending developments or ongoing negotiations, as prescribed in Article 29a(3) of Directive 2013/34/EU.

As this is the second report, comparative data from the previous year are available. However, certain data collection processes and methodologies relating to individual sustainability indicators were established in 2025. Accordingly, baseline data may in some cases have been based on estimates or assumptions, whereas data for the year 2025 are based on measurement and more precise data collection. This may have an impact on the reported sustainability indicators.

The sustainability impacts described herein are influenced by external factors such as regulatory changes, market conditions and technological developments, which may affect the outcomes of the Group's sustainability initiatives.

The Group remains committed to continuously improving its sustainability reporting processes and addressing these limitations in future reports to provide more comprehensive and reliable information for stakeholders.

According to Section 134/J. § (1) of the Accounting Act, the Group is required to prepare its consolidated business report in electronic reporting format (XHTML) specified in the Commission Regulation based on the (EU) 2019/815 empowerment (ESEF Regulation) and to tag the sustainability disclosures defined by the ESEF taxonomy in the consolidated sustainability statement using the XBRL markup language, including the disclosures mandated in Article 8 of Regulation (EU) 2020/852. However, since the ESEF taxonomy for sustainability statements has not yet been adopted, the Group was unable to perform the XBRL tagging.


[BP-2] Disclosures on Specific Circumstances

BP-2_01-02 | 9 a, b

The Group has not deviated from the short-, medium-, and long-term horizons defined in Section 6.4 of ESRS 1 Standard.

BP-2_07-09 | 11 a, b; BP-2_03-06 | 10 a, b, c, d

The Group commenced the assessment of suppliers in 2025 in line with CSRD principles. As part of the value chain assessment, a questionnaire covering sustainability-related topics was distributed. The response rate was 25%. This was primarily due to the fact that a significant proportion of the Group's suppliers and partners are not subject to CSRD obligations and are therefore not prepared to provide data in accordance with CSRD data requirements.



For the purpose of determining double materiality and preparing the Sustainability Statement, industry studies and analyses published in the field of sustainability, as well as sustainability reports already published by companies operating in the same market, were also taken into consideration.

With respect to the Group's own operations, data are provided by internal systems, including the integrated enterprise resource planning (ERP) system, payroll and HR administration software, and waste management software.

It is a medium-term objective to achieve effective progress in this area in close cooperation with partners. From 2025 onwards, the extended supplier audit includes the assessment of partners' operations in line with CSRD requirements. As a result, these criteria will be incorporated into the supplier scoring methodology in the future. In order to support compliance, ANY provides assistance to its partners, where necessary, through development initiatives and training. The introduction of the new scoring criteria is expected to have an incentive effect on the Group's suppliers.

ANY Group's Sustainability Statement has been prepared in accordance with the standardised reporting requirements set out in the ESRS (European Sustainability Reporting Standards), adopted under the CSRD (Corporate Sustainability Reporting Directive) by the European Commission.

BP-2_10-12 | 13 a, b, c, BP-2_13-15 | 14 a, b, c

This is the Group's second audited Sustainability Statement prepared in accordance with ESRS.

BP-2_16-20 | 15

The Group holds 11 different certifications and additional sustainability-related reports, including regulatory frameworks covering various sections of this report, which are referenced accordingly.

Referenced certifications and reports include:

- ◆ Report on Corporate Governance
- ◆ Code of Ethics
- ◆ Partner Code of Ethics
- ◆ ISO 9001 Quality Management System Certification
- ◆ ISO 45001 Occupational Health and Safety Management System Certification
- ◆ ISO 14001 Environmental Management System Certification

Additional (non-referenced) certifications of ANY PLC:

- ◆ ISO 27001 – Information Security Management System Certification
- ◆ VISA EMV – Bank Card Manufacturing and Personalization License
- ◆ Mastercard EMV – Bank Card Manufacturing and Personalization License
- ◆ Mastercard CQM – Bank Card Quality Management System Certification
- ◆ ISO 14298 – Security Printing Process Management System Certification (Governmental and Central Bank Level)
- ◆ AQAP-2110 – NATO Quality Assurance Certification
- ◆ NATO Supplier Approval – Including Hungarian Ministry of Defence National "Strictly Confidential", EU "Secret", NATO "Secret" Site Security Certifications
- ◆ GPwA Green Award
- ◆ Qualified Bidder and Securities Manufacturer of Hungary

Additional (non-referenced) certifications of Zipper Services s.r.l.:

- ◆ ISO 27001 – Information Security Management System Certification
- ◆ ISO 20001 – IT Service Management System Certification
- ◆ ETSI EN 319 401 v2.3.1 – General Trust Service Provider Certification
- ◆ ETSI EN 319 421 v1.1.1 – Timestamping Service Certification
- ◆ eIDAS Trust Services
- ◆ ADR – Electronic Archiving Service Provider License
- ◆ ADR – Data Center License



Additional (non-referenced) certifications of Gyomai Kner Printing Company:

- ◆ ISO 27001 – Information Security Management System Certification
- ◆ ISO 12647-2 – Graphic Technology – Color Management Certification

The certifications are audited annually by authorized professional and auditing organizations that hold the necessary accreditations and required permits. These organizations operate in compliance with strict professional standards and regulations.

BP-2_21-27 | 17 a, b, c, d, e

ANY Security Printing Company PLC employs over 750 people, thus gradual implementation is not an option.

[GOV-1] Role of Management, Executive, and Supervisory Bodies

Comprehensive information on corporate governance is detailed in the company's [Report on Corporate Governance](#). The Board of Directors consists of 5 members, none of whom are women. The Chief Executive Officer, supported by the management team, oversees operational management. The leadership team comprises 83% men and 17% women, the list of executives is available on the Group's website under the "[Bodies and Management](#)" section. The Supervisory Board consists of 6 members, with women comprising 33%, and the Audit Committee consists of 3 members, chaired by a woman. ANY Security Printing Company PLC employs a total of 1279 people.

The Board of Directors of Gyomai Kner Printing Company consists of 3 members, none of whom are women. The Board of Directors of Zipper Services s.r.l. also consists of 3 members, but currently has no female members.

The Company's administrative, executive, and supervisory bodies possess the necessary professional competence and expertise at all operational locations to fulfill their responsibilities. Members of the Board of Directors and the Supervisory Board are selected based on their expertise. Employee representation in the committees is also considered essential. The resumes of the Board and Supervisory Board members are also accessible on the Group's website. [Bodies and Management. \(Members of the Boards\)](#)

Independent members make up 64% of the governing body.

The protection and improvement of employees' working conditions are also supported by employee representation bodies, including the Trade Union, Works Council, and workplace safety representatives. These bodies provide a structured forum for discussing current issues and concerns and for submitting proposals to the management. Zipper Services also elects its own employee representatives, as does Gyomai Kner Printing Company. For smaller subsidiaries, employee representation is not considered as relevant.

Six additional employees of the Group participated in an accredited training programme and, upon completion, support the Group's sustainability efforts as ESG experts. The ESG–CSR D Preparation Workshop was organised by Budapest Business University as an accredited programme. Within this framework, participants, supported by mentors and subject-matter experts, became familiar with the requirements of the Hungarian ESG Act and the process of CSR D-based sustainability reporting. Upon completion of the programme, participants received a certificate issued by Budapest Business University qualifying them as professionals competent to prepare CSR D-based sustainability reports.

Their work is supported by external experts and consultants. Sustainability matters are managed at the Group level by the parent company.

Within the administrative, management and supervisory bodies, the person designated as responsible for overseeing impacts, risks and opportunities is the Head of IT Organisation of ANY Security Printing PLC, who is also a member of the Supervisory Board.



SUSTAINABILITY PROJECT TEAM – EXPERTISE COMPOSITION		
Department	Positions	Participated in a CSR training course
Operations	Deputy Chief Operating Officer	x
Finance	Deputy Chief Financial Officer	x
Controlling	Controlling Director; Project Leader	x
	Controlling Associate	x
Human Resources	Human Resources Director	x
	Human Resources Associate	x
Quality and Technology	Senior Director for Quality Management and Process Development	x
	Quality Management and Environmental Manager	x
Information Security	Data Protection and Information Security Leader	
Marketing	Marketing Manager	x
	Marketing Associate	x

The project leader for preparing the Sustainability Statement is the Controlling Director of ANY Security Printing Company PLC, who directs and oversees the work of the project team. The team is comprised of delegates with the appropriate competencies from organizations involved in sustainability topics, and they are responsible for developing the strategy and providing long-term support for achieving the strategic sustainability objectives.

The Group issues the internal rules necessary for its current operations in the form of procedural instructions. Employees perform their duties in accordance with the procedures defined therein. In order to ensure efficient and compliant operations, these instructions are reviewed annually and amended where necessary; furthermore, new procedures are developed in response to internal and external requirements, standards and regulations.

Members of the project team are responsible for developing the strategy and submitting it to management. Management evaluates the proposals and decides on the action plan and its implementation timeline.

Operational management regularly addresses CSRD-related matters. Taking into account the interests of all relevant stakeholders, function leaders present current matters, analyses and objectives to management within the framework of weekly strategic meetings. Items are submitted to the Executive Management in accordance with the procedures set out in the Report on Corporate Governance.

The CSRD strategy is managed by the parent company at Group level. The work of the project team and management at Zipper Services s.r.l. is supported by one appointed sustainability expert.

GOV-1_15-17 | 23 a, b


The Company engages a specialized expert group for consultancy to enhance sustainability capabilities within the organization. With their expertise, several processes are being developed to ensure progress. The identification of additional skills and the means of securing further expertise, if necessary, are part of the sustainability action plan, which is currently under development.

[GOV-2] Information provided to the Company’s administrative, executive, and supervisory bodies and the sustainability issues they manage

GOV-2_01-03 | 26 a, b, c

The development of a formal and regulated reporting framework for sustainability matters forms part of the sustainability strategic plan and is scheduled to be implemented during 2026. At present, reporting follows the same procedural framework as applied to other projects. The process and responsibilities are addressed, on the one hand, in the Group’s Report on Corporate Governance and, on the other hand, in the Group’s relevant internal procedural instructions.

The Group’s Board of Directors and Supervisory Board meet on a quarterly basis at dates predetermined in the corporate calendar. Based on submitted proposals, they adopt decisions and may formulate recommendations affecting the entire Group.



The Group has previously shaped its strategy taking sustainability considerations into account. In relation to specific functional areas, responsible managers have addressed certain CSRD sub-topics and their related impacts, risks and opportunities. These impacts, risks and opportunities have been examined and analysed across the Group's operations and value chain. Taking these into consideration, the project team prepared the sustainability strategy in 2025. The sustainability strategy was developed on the basis of the analysis of material impacts, risks and opportunities and sets out phased targets. For the purposes of the report for the year 2025, impacts, risks and opportunities were assessed in accordance with the methodology described under GOV-4, in line with the established sustainability strategy.

[GOV-3] Integration of sustainability performance into incentive mechanisms

GOV-3_01-06 | 29 a, b, c, d, e

At present, sustainability matters do not form part of the performance incentive mechanism established within the Group. Their integration will form part of the sustainability strategic plan. The foundation of this plan was developed during 2025; however, it does not yet address the performance incentive mechanism, the development of which is planned for the next two years.

[GOV-4] Statement on Due Diligence

GOV-4_01 | 30; 32

ANY's applied method for determining double materiality as the basis of the CSRD report:

Materiality assessment is a fundamental step in the CSRD reporting process, serving as the foundation for identifying significant impacts, risks, and opportunities. The double materiality assessment follows a structured approach to identifying and evaluating the company's financial and non-financial impacts and dependencies. This process consists of several phases: preparation and planning, understanding the context, identifying material topics, assessing impact materiality, and evaluating financial materiality.

The double materiality assessment was initiated following thorough preparation and planning, during which the objectives, scope and key stakeholders were defined. The identification, analysis and evaluation of relevant CSRD topics are the responsibility of the project team, supported by the Group's functional areas. The results of consultations conducted with internal stakeholders were incorporated into the development of the double materiality assessment. This approach enabled the identification and prioritisation of those sustainability matters that are most significant for the Group's operations and its stakeholders.


Prior to conducting the materiality assessment, the Group engaged with stakeholders through various methods, primarily by means of questionnaires. As a result, not only was a stakeholder assessment prepared, but a list of material topics was also established, which served as the basis for the double materiality assessment.

With the support of the project team and an external advisor, the double materiality assessment was further refined through the application of a more structured approach and methodology. This forms the basis of the Group's Sustainability Statement, determining the material topics relevant to the Group.

Using ESRS 1 and other relevant sources, environmental, social and governance (ESG) matters material to the organisation were identified. This included the collection of data from various sources and engagement with stakeholders through surveys and workshops. A bottom-up approach was applied, identifying material matters based on the specific context of the organisation.

The report includes the list of material topics relating to the operations of ANY Group as identified through the double materiality assessment, as well as the CSRD disclosures applicable to the topics assessed as material, following the relevant provisions of the EU Directive. The corresponding disclosure references for each topic and sub-topic are indicated at the beginning of the respective sections.

In each sustainability topic area, the relevant functional departments performed risk assessments and analyses. These due diligence processes formed the basis for the development of the sustainability strategy and ensure operation within a regulated framework, transparency and completeness. In certain areas, such due diligence and compliance are subject to annual audit.



To date, the forms of assessment applied for the identification of impacts have included: supplier audits, sustainability questionnaires, customer satisfaction surveys, whistleblowing channels, the ANY Idea (Kaizen) initiative, professional review of internal processes, employee needs assessments aimed at supporting employee well-being, reports submitted through the Occupational Health and Safety (called MEBIR) reporting system, and impact, risk and opportunity assessments prepared by functional managers.

[GOV-5] Risk management and internal control of the sustainability statement

GOV-5_01-05 | 36 a, b, c, d, e

The detailed design of the internal sustainability-related process forms part of the sustainability strategic plan. The methodology is aligned with the Group's operational structure, with designated sustainability project representatives appointed from the relevant functional areas. Within the framework of internal meetings, the Group discusses plans and objectives related to sustainability matters. Based on the examination and analysis of risks, phased action plans are developed and submitted to management for final approval. In accordance with the rules set out in the Report on Corporate Governance, the plans are submitted to the Board of Directors for consideration and decision. Proposals relating to internal processes, once prepared and approved, are continuously incorporated into the organisational and operational rules and procedural instructions (SZMSZ), with clearly defined areas of responsibility and implementation timelines.

The assessment underlying the 2025 report, including the examination of material topics, risks and opportunities, was carried out by the internal project team with the support of an external advisor. Based on the results of this work, the internal project team prepared the Group's sustainability strategic plan.

The purpose of the assessment was to evaluate how the Group's activities impact environmental and social factors. This includes the analysis of impacts on natural resources, ecosystems, communities and labour practices. A sustainability matter is considered material if it has, or may have, a significant impact on people or the environment in the short, medium or long term. This includes impacts arising from the Group's operations, products or services, as well as impacts occurring throughout the value chain, including production and distribution chains and extending beyond direct contractual relationships.

During the assessment, the project team ranked the materiality of individual impacts using a six-level scale. In the case of financial materiality, thresholds were determined based on percentage bands relative to annual revenue in order to assess the degree of materiality.

For identified risks, proposals are prepared in the relevant thematic areas with the involvement of the responsible functional managers. These proposals address risk mitigation, risk elimination and the identification of opportunities. Following approval, action plans are implemented accordingly.

[SBM-1] Strategy, business model, and value chain

SBM-1_01-23 | 40 a, b, c, d, e, f, g

The Group operates, in addition to the Hungarian parent company, four subsidiaries in Hungary, two in Romania, two in Moldova, as well as one subsidiary in the United States and one in Slovakia, across a total of ten sites.

The total headcount of ANY Security Printing PLC Group is 1,279 employees, of whom 235 are employed in Romania, 59 in Moldova and 2 in Slovakia. Gyomai Kner Press PLC employs 159 people in Gyomaendrőd. The US subsidiary is currently not carrying out operational activities; its management is performed by one individual under a mandate arrangement. Accordingly, it has no impact on the consolidated CSRD report. *(Further details are provided in the table under S1-6_01 | 50 a and S1-6_04 | 50 a.)*

ANY Group, as one of the leading security printing groups in Central and Eastern Europe, pursues a long-term strategic objective of producing original, high value-added products for its business partners through the application of modern information technologies, and of providing comprehensive business solutions and innovative services in the markets of security and conventional printing products. Personal identification solutions also contribute to the achievement of the objectives set out in the United Nations Sustainable Development Framework.

The Group offers complex solutions in secure personal and product identification projects from concept development to implementation, as well as in the field of high-volume document production and personalisation. In addition, the Group manufactures Mastercard and VISA bank cards for numerous domestic and international banks. Security solutions and specialised technologies developed by ANY Security Printing PLC's Document Security Laboratory, together with domestic and international references, ensure world-class professional capabilities.



A significant portion of revenue is generated from products and services supplied to the public administration sector. The products and solutions provided to governments and authorities cover a wide range of areas, including identity documents (e.g. electronic identity cards, passports, residence permits, refugee cards, driving licences, student cards, voter cards), additional paper-based documents (e.g. civil registry documents, visas, election forms), other official documents, as well as vouchers, tax stamps, excise stamps and duty stamps. ANY offers modular products and complex services within the document issuance process.

The composition of the broad product portfolio continuously evolves in response to market demands, with hybrid solutions gaining increasing prominence. In particular in the field of security products and services, physically produced products are increasingly combined with digital security solutions and verification mechanisms.

The Group's customers are present in both domestic and international markets, including, beyond the governmental sector, the commercial, financial and transport sectors. The Group also cooperates with partners requiring specific, tailor-made solutions for their projects.

ANY's total revenue for 2025 amounted to HUF 71.8 billion. In line with the financial statements, product categories are classified into the following categories: security products and solutions; card manufacturing and personalisation; forms; conventional printing products; and other products and services not classified in the foregoing categories.

Revenue by Product Category	Year 2024 (thousand HUF)	Year 2025 (thousand HUF)
Security products and solutions	36,265,050	39,236,107
Card production and personalization	18,269,599	16,750,289
Form production, personalization, and data processing	11,986,112	12,418,455
Traditional printing products	2,007,692	2,004,000
Other	1,974,543	1,448,099
ANY Group Total	70,502,996	71,856,950

The Group does not supply any restricted or prohibited products to any market.

ANY's activities do not involve the extraction, production, or sale of fossil fuels. Furthermore, the company does not manufacture any weapons or tobacco products.

The ANY Document Security Laboratory develops and manufactures printing inks and security additives, which fall under sector 20.2 of Annex I of Regulation (EC) No 1893/2006, as they pertain to the manufacture of chemical products. However, this activity is not of significant scale.

ANY Group continuously seeks opportunities to use environmentally friendly and recycled raw materials across the full spectrum of its product portfolio through ongoing product development, including the continuous expansion of its ECO product family (recycled, environmentally friendly and digital solutions). In the case of certain specialised security products, the substitution of raw materials is not feasible; opportunities for material replacement primarily exist in the financial sector. The number of bank cards produced using environmentally friendly raw materials has increased significantly. Over the past year, the proportion of bank cards manufactured from recycled PVC increased from 76% to 99.6%. Successful pilot production tests were also carried out for bio-based polycarbonate (PC) card types. Based on the results to date, the material is suitable for use in the production of secure documents; however, serial production and commercial sales have not yet commenced.

In the area of paper usage, environmentally friendly and recycled raw materials are also gaining prominence. As a significant paper user, and considering its value chain, including paper suppliers, the Group has a material environmental impact and therefore places increased emphasis on the due diligence of its raw material suppliers.

In the longer term, the Group aims to ensure that an increasing number of products within its portfolio become part of a circular system. This includes, inter alia, the collection and recycling of high-volume issued documents once they expire. In the case of Hungarian documents, this process is already in place: expired documents are returned to the Printing Company, where they undergo pre-processing under controlled procedures before being transferred to a specialised waste management company for recycling.

Digitalisation initiatives and achievements in the field of security printing solutions not only strengthen the Group's market position and improve operational efficiency, but also support the achievement of sustainability objectives and the reduction of the ecological footprint.

Ongoing technological developments, automation and more efficient operations – including measures aimed at reducing energy consumption – also contribute to a more sustainable future.



A core value of the Group is responsibility towards employees, the broader society and the environment. It is therefore important that its products and services contribute positively to the achievement of the United Nations Sustainable Development Goals (SDGs). According to international assessments, more than 10% of the world's population still does not possess any form of legal identification document. These "invisible people" are not included in official registries and therefore lack access to social and public services, including education and healthcare, and in many cases do not have voting rights. The Sustainable Development Framework sets the objective that, by 2030, everyone should have access to legal identification. ANY Group contributes to addressing this challenge through its identity products, as well as related IT and biometric data processing solutions and the necessary supporting infrastructure systems. The objective is to enable individuals to exercise their legal civic rights.

Technological developments, automation and investments aimed at improving energy efficiency also contribute to improved working conditions for employees, alongside enhanced operational efficiency.

While the Group has previously defined its business objectives and strategy with sustainability considerations in mind, it did not have a unified, comprehensive and regulated sustainability strategy covering its entire operations. Such a strategy was developed during 2025. The project team, with the involvement of an external advisory partner, prepared the foundation of ANY Group's sustainability strategic plan, which will be reviewed on a regular basis in the coming years. Based on the findings of these reviews, their results and approved proposals, the strategy will be continuously updated and, where necessary, expanded.

THE SUSTAINABILITY STRATEGY OF ANY GROUP

The sustainability strategy of ANY Group is guided by principles that define its daily operations and long-term objectives. The following values reflect its commitment to environmental protection, community engagement and responsible corporate governance.

Core principles

Human-centred approach; compliance with laws and regulations; fairness and equal opportunity; health and safety-oriented operations; responsible commitment towards local communities; and transparency and measurability.

Security and trust

The Group builds long-term, trust-based relationships with its partners and strives for the highest level of security in the design and delivery of its products and services.

Innovation

ANY continuously develops its products and services. In addition to implementing international trends, the Group also realises proprietary innovations.

Sustainability and mobility

ANY gradually integrates sustainability principles into its operations and production technologies and encourages its leaders, employees and partners to do the same.



Health and safety

The Group strengthens employee well-being by providing a safe working environment, ensuring health-supportive working conditions, fostering community development and promoting an active lifestyle.

Identified impacts

E – Environmental

- ◆ Transportation – CO₂
- ◆ Packaging
- ◆ Use of raw materials
- ◆ Pollution
- ◆ Hazardous substances
- ◆ Plastic raw materials
- ◆ Energy consumption
- ◆ Logistics (upstream/downstream)
- ◆ Fleet (vehicle use)
- ◆ Waste (scrap, technological waste)

S – Social

- ◆ Wages
- ◆ Working environment
- ◆ Noise
- ◆ Materials handling
- ◆ Confinement (workplace constraints)
- ◆ Intergenerational workforce considerations
- ◆ Data protection

G – Governance

- ◆ Organisational structure
- ◆ Communication and information flow
- ◆ Regulation of processes
- ◆ Competence and capabilities
- ◆ Measurement and performance monitoring

STRATEGIC PILLARS

Raw material use

Energy efficiency

Employee satisfaction

Standardisation, regulation and transparency

Data-driven management

STRATEGIC OBJECTIVES	OBJECTIVES	ACTIONS/KPIs
Environmental Energy efficiency, environmentally friendly raw material use	Increase energy efficiency	Reduce carbon dioxide equivalent emissions per revenue by 20% [tCO ₂ e/MHUF]; Reduce specific energy consumption by 20% [MWh/MHUF].
	Waste reduction	Reduce waste and increase yield (15%); Increase recycling rate.
	Increase the share of environmentally friendly raw materials	Assessment of all product lines; introduction of sustainable product alternatives into the product portfolio where feasible by 2030.
	Partial transition of the Company's vehicle fleet to alternative propulsion	Achieve a 20% electric or hybrid ratio by 2030.
	Scope 1–3 emission targets	Reduce Scope 1 and Scope 2 emissions by 20% by 2030.
Social Increase employee satisfaction	Increase employee satisfaction	Conduct an employee satisfaction survey (2026); Adopt a two-year action plan based on survey results (2026); Expand health screenings and health programmes; Become the most attractive employer in the industry in Hungary.
	Reduce employee turnover	Strategic restructuring of working time arrangements; -> Introduction of a two-shift working model; Expansion of remote working opportunities depending on job roles.
	Ensure workforce succession	Reduce average employee age; Strengthen employer branding; school programmes; dual education; internship programmes; continued employment schemes; mentoring.
	Expand training programmes	Develop training programmes aligned with evolving industry requirements; further develop university partnerships; Expand the scope of training (including sustainability topics); strengthen e-learning; introduce more attractive and simplified internal training formats; Enhance competences -> increase the proportion of internal workshops by 20%; Establish the ANY Academy (digital capabilities, including AI).
Business conduct Standardisation, regulation, transparency, data-driven management, value chain operation in line with CSRD	Standardisation and documentation of processes	Ensure interoperability and flexibility; Reduce workload pressure; increase safety; increase the proportion of competence-based flexible workforce arrangements.
	Data-driven management	Define KPIs for all functional areas and ensure their monitoring (2027).
	Enhance security and data protection	Achieve comprehensive certification coverage; Update internal policies (introduce a 1–2 year review cycle).
	Improve internal transparency	Precisely define decision-making processes, competences and decision points (Organisational and Operational Rules, Delegation of Authority) (2026).
	Enhance annual sustainability reporting	Gradual qualitative improvement.
	Full value chain operating in accordance with CSRD principles	Gradual and continuous development and training of the value chain in line with CSRD principles.

SBM-1_24 | 41

The company does not utilize the exemption from disclosing information as mentioned in point (a) of Article 22(18) of Directive 2013/34/EU.

SBM-1_25-28 | 42 a, b, c

The stakeholders of ANY Group include its shareholders, suppliers, employees, employee representative bodies, customers, subcontractors, additional cooperating partners, authorities, and, in a broader sense, society as a whole.

The Group's long-term strategic objective is to provide its business partners with original, high value-added products through the application of modern information technologies, as well as comprehensive business solutions and innovative services, all implemented within a sustainable operating framework. In order to achieve these objectives in a sustainable manner, it is essential that the Group operates with due consideration of the needs of all stakeholders and shapes its future ambitions and targets accordingly.

In pursuit of its strategic objectives, the Group operates its business processes securely, at a low risk level, and in compliance with applicable legal requirements and regulations. The Group strives to maintain continuous communication in order to properly assess needs and risks and intends to further develop this approach with particular regard to sustainability-related matters.

The number of countries characterised by political instability has increased worldwide. This may not only complicate or even prevent cooperation with certain target countries, but may also affect transportation routes, delivery times and costs. In the exponentially expanding digital environment, the number of abuses, counterfeiting activities and cyberattacks has also increased. These trends have a significant impact not only on production processes and supply chains, but also on the direction of industry innovation. In the future, demand for advanced security technologies and sustainable manufacturing methods is expected to increase, as these together can meet emerging market requirements. The industry's resilience and innovation capability will be key to successful operation in a continuously changing market environment. The Group's strategy is developed with these considerations in mind.

PARTICIPANTS OF THE VALUE CHAIN

Supplier partners are primarily involved in product manufacturing, the creation of value-added services, and their distribution. Given the Group's broad portfolio, the demand for raw materials is equally diverse, primarily including paper, plastic, and electronic components, as well as specialized products linked to various technologies and security solutions, such as intaglio plates and holograms. Machinery and technology suppliers also play a critical role, particularly in the case of unique and high-value procurements. Beyond compliance with legal requirements, partners must meet stringent quality standards and, depending on the supplied products, strict security regulations as well. The Group typically operates with long-term partnerships, emphasizing stable, sustainable, and mutually beneficial cooperation. Suppliers are primarily assessed on the basis of ISO compliance and conformity with the ESG Act. These requirements further strengthen the Group's sustainability efforts across its value chain. Compliance with quality requirements defined in contractual agreements must be verified, including the availability of relevant certifications. Particular emphasis is placed—especially where required under public procurement or tender specifications—on compliance with data protection, information security and asset protection requirements, as well as on the proper handling and packaging of materials. New EU and national regulatory obligations, including the EUDR Regulation, the Hungarian ESG Act, and the EPR and packaging regulations, require closer cooperation with suppliers and more intensive engagement in relation to environmental protection and occupational health and safety matters. A significant number of suppliers operate in the IT sector, including software development and hardware manufacturing companies. The Group also maintains continuous cooperation with several logistics partners in international markets. In addition, advisory and audit firms, acting as external experts, support or review the Group's operations across a wide range of specialised areas.

[SBM-2] Interests and positions of stakeholders

SBM-2_01-12 | 45 a, b, c, d

It is essential for the Group to operate in a manner that ensures the satisfaction of all stakeholder segments. As a publicly traded company, ANY PLC places significant emphasis on transparency and on the timely and accurate communication of information to all relevant parties.

The role of ANY's employees is of paramount importance, as are their preferences for stable and legally compliant operations. They receive their salaries and supplementary benefits on time and regularly, while working in a healthy and safe environment. Their interests are represented and supported by various professional organizations and regulatory bodies, including the Works Council, Trade Union, Occupational Safety Representatives, collective agreements, and the Occupational Health and Safety Management System (called MEBIR). In the double materiality analysis, both positive and negative impacts related to the company's own workforce have been identified.

The shareholders are interested in the sustainable development and profitability of the Company. They require the Group to strictly comply with applicable legal requirements and to ensure transparency through annual reporting, strategic planning and the enforcement of internal regulations. As a Public Limited Company, the parent company must comply with all applicable stock exchange regulations.

The Company holds an Annual General Meeting each year, at which shareholders or their authorised representatives decide on the submitted proposals. It is also important that investors are able to obtain information via the Budapest Stock Exchange (BSE) website, the ANY website and through newsletter communications regarding current announcements.

The Group maintains close and continuous contact with the majority of its partners. Its largest customers operate in the public administration sector, including state institutions, authorities, governments, document issuing authorities, specialised ministries, and tax and customs authorities. Customers also include various participants in the financial sector, such as banks and insurance companies, as well as major commercial enterprises and users of high-security products, including transport companies, licensed gaming operators, schools and educational institutions. Their expectations include strict compliance with contractual terms, the establishment of sustainable and mutually beneficial business relationships, guaranteed product quality and product security, and reliable and continuous delivery. They also expect careful handling and appropriate packaging of products, as well as full compliance with legal requirements. The continuous maintenance of certifications and the possibility of conducting customer audits are also key considerations. Communication with partners takes place through multiple channels, including professional exhibitions, conferences, business meetings and online platforms. Customer feedback is assessed annually through customer satisfaction surveys.

The Group cooperates with local municipalities, professional and administrative bodies required for its operations, certification bodies and public utility providers, including disaster management authorities, environmental and occupational safety authorities, public health authorities, the tax authority (NAV), and energy service providers. Communication takes place in the formats and through the channels preferred or required by these organisations.

The Group has an impact on society and demonstrates particular commitment to the communities with which it maintains direct relations, including as a direct neighbour. Environmental impacts are managed consciously to ensure that the Group minimises its ecological footprint while supporting local communities and civil organisations. Active measures are taken to optimise air emissions, noise and light pollution. The Group ensures that equipment is properly licensed and that regulatory limits are complied with, which are verified through regular measurements.


The Group is committed to supporting foundations and associations that play a key role in promoting social well-being. Particular emphasis is placed on supporting the cultural, educational and healthcare sectors, as these fundamental areas contribute to improving the quality of life of employees and the broader social environment.

As a manufacturer and service provider of products used by end users, the Group recognises its responsibility to produce safe and ethical products that not only meet expectations but also contribute positively to users' lives.

The Group aims to establish a business model based on social and environmental responsibility that ensures not only current success but also serves as a foundation for sustainable development.

In the preparation and review of the sustainability strategic plan, the Group has taken and continues to take into account feedback from partners, potential negative impacts identified during supplier audits and possible mitigation measures, its ambition to develop circular economy solutions, employee preferences, and its broader responsibility towards society.

The CSRD requirements are not only obligations but also serve as guiding principles for the implementation of the Group's sustainability strategy. ANY recognises that the effective achievement of CSRD objectives requires that all relevant stakeholders understand their importance and consistently apply them. In this spirit, internal training and awareness-raising are treated as priorities and form an integral part of the sustainability strategy.



The sustainability strategy roadmap has been approved by management in accordance with the current governance framework and is being continuously integrated into operational processes and into all relevant documented procedures and regulations, including policies, collective agreements, internal regulations, procedural instructions and the Organisational and Operational Rules.

[SBM-3] Material impacts, risks, and opportunities, and their interaction with strategy and business model

SBM-3_01-12 | 48 a, b, c, d, e, f, g, h

KEY IMPACTS IDENTIFIED IN THE DOUBLE MATERIALITY ANALYSIS (DMA)

a) Impact materiality – Material negative impacts

The Group reviewed the 2024 double materiality assessment (DMA) and concluded that, contrary to the previous year, impacts relating to water pollution, the circular economy, biodiversity and ecosystems are not material.

Neither in relation to its own operations nor across its value chain did the Group identify any actual impacts in connection with pollution.

The Group's sites operate in urban or industrial areas that are not sensitive from a biodiversity perspective. Based on its own activities, the Group did not identify any material impacts related to biodiversity or ecosystems.

The previously identified material impact relating to marine water pollution due to the sea freight volume of raw material suppliers has been revised. The scale, volume and scope are not considered material, as only two shipments, comprising a total of five containers of non-hazardous raw materials, were involved. The scope of impact is also limited, as any potential water pollution would be confined to maritime transport routes.

Significant water pollution impacts associated with hazardous substances and hazardous waste management by printing industry raw material manufacturers are not supported by industry best practices or by the studies reviewed. Suppliers predominantly operate within the European Union and Switzerland.

Due to the nature of its operations, ANY Group is not classified as a hazardous installation. While certain emissions occur (see E1 topic), these remain well below regulatory threshold values and do not result in water or soil pollution.

As printing activities are carried out in enclosed, built facilities, the Group does not have a material negative impact on land degradation, desertification, soil sealing or habitats of threatened species.

The sites are located in mixed-use or industrial zones and are not situated near areas sensitive from a biodiversity perspective. No Natura 2000 sites or other protected areas fall within the operational vicinity of ANY Group's sites.

In 2024 the Group identified as a material impact the land-use and biodiversity effects associated with raw materials used in paper production, including deforestation and logging activities.

In 2025 the Company reviewed the impacts of its paper consumption, previously considered material, in relation to biodiversity, species status, soil sealing and land degradation and these were not identified as key impacts. The analysis was based on quantitative and qualitative data relating to paper procurement.

A significant proportion (84%) of the paper used originates from sustainably managed forests certified under FSC or PEFC schemes, ensuring the preservation of ecosystem integrity and responsible forestry practices. The majority of procurement takes place within the European Union, where the regulatory framework ensures forest protection and compliance with soil and water management requirements.

The proportion of paper and pulp-based raw materials sourced from outside the EU is low (5–11%); therefore, risks associated with tropical regions and vulnerable ecosystems are limited. Land-use impacts attributable to the Company's paper consumption – including changes in soil sealing and land degradation – are considered moderate, particularly in light of certified forest management practices.



Based on the double materiality assessment, the environmental impacts arising from paper consumption are classified as follows:

- ◆ biodiversity impact: moderate
- ◆ impact on species status: low
- ◆ land degradation: moderate
- ◆ desertification: very low
- ◆ change in soil sealing: moderate

The Company remains committed to further increasing the proportion of sustainably sourced raw materials and aims to maintain or increase the share of certified sources in order to minimise impacts related to biodiversity loss and land-use pressures.

E1 Climate Change

Although ANY Group has not prepared a climate change scenario analysis, in 2025, a comprehensive assessment was also carried out regarding physical risks related to climate change, as well as risks, opportunities and impacts associated with the transition to a low-carbon economy. With the climate change scenario analysis, the ANY Group wishes to wait for the EUDR detailed regulation so that it can be prepared in accordance with it.

Within the double materiality assessment, the following were identified as actual negative impacts in relation to climate change:

- ◆ greenhouse gas emissions arising from the Group's own operations, as well as from upstream and downstream activities;
- ◆ energy consumption related to raw material production, particularly in the paper and chemical industries;
- ◆ energy consumption associated with cooling capacity required for material storage, transportation and the provision of appropriate working conditions within the Group's own operations.

The material impacts arising from climate change do not fundamentally jeopardise the Company's procurement capabilities, operations or strategic objectives.

E3 Water and Marine Resources

- ◆ Water consumption – The paper industry appears as a significant water consumer within the value chain

S1 Own Workforce

- ◆ Working conditions - working hours - multi-shift schedules: there is a risk that, in the long run, employees in such roles may seek jobs with schedules that are more compatible with everyday life. This could lead to employee turnover, particularly among those with families or aging workers. The increased workload may also make employees more susceptible to illnesses and health issues.
- ◆ Working conditions - working hours - overtime: maintaining a work-life balance becomes more difficult. It places additional strain on employees, which may result in turnover or decreased performance.
- ◆ Working conditions - fair wages: in the case of Gyomai Kner Printing Company, the company has a collective agreement, but wage supplements follow the provisions of the labor code, with positive deviations only possible in the case of performance-based pay and bonuses.
- ◆ Working conditions - health and safety: concerns include restricted movement, confinement to the workspace, and entry control through airlock systems.
- ◆ Aging workforce and high proportion of middle-aged employees, with few skilled new hires: securing workforce replacement is becoming increasingly difficult, requiring greater efforts in training and mentoring unskilled workers. Middle-aged and older new employees tend to have shorter active careers within the group. This makes long-term workforce planning and shift organization more challenging.



b) Environmental Materiality – Significant Positive Impacts

S1 Own Workforce

- ◆ Working conditions – Secure employment - Registered employment, with 99% of contracts being indefinite-term, ensuring long-term job security, employee referral program, a significant portion of employees have decades-long tenure, diverse employment models (including interns, retirees, and active workers)
- ◆ Working conditions - Fair wages - The majority of employees receive base salaries above the minimum wage and guaranteed minimum wage, shift allowances and performance-based pay exceed the requirements of the Labor Code under the Collective Agreement
- ◆ Working conditions - Health and safety - Company-organized medical screenings and follow-up on employee health journeys, on-site occupational physician available four days a week at the Group's headquarters, on-site occupational physician available four days a week at the Group's headquarters
- ◆ Equal treatment and equal opportunities for all – Training and skill development - Annual training plan ensuring that all employees participate in at least one session, with numerous internal training opportunities available, training programs tailored to individual needs, with voluntary participation options
- ◆ Equal treatment and equal opportunities for all – Diversity - Balanced gender ratio (50-50 male/female), representation of all working-age generations, collaboration between white-collar and blue-collar employees, inclusive work environment for both Budapest-based and regional employees

BREAKDOWN OF SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES BASED ON VALUE CHAIN POSITIONING:

SIGNIFICANT ENVIRONMENTAL IMPACTS IN TERMS OF ENVIRONMENTAL MATERIALITY:

Topic	Subtopic	Sub-subtopic	Identified impact name	Impact type	Time horizon	Value chain
E1 Climate Change	Climate change mitigation		Greenhouse gas emissions	Negative	Short-term	Upstream, Downstream, Own operations
E1 Climate Change	Energy		Energy consumption in the supplier value chain (primarily for raw material production – chemical and paper industry)	Negative	Short-term	Upstream
E1 Climate Change	Energy		Increasing cooling capacity demand (energy consumption) for storage, transportation and ensuring appropriate working conditions aligned with technological processes	Negative	Short-term	Own operations
E3 Water and marine resources	Water	Water consumption	Paper industry as a significant water user within the value chain	Negative	Short-term	Upstream
S1 Own workforce	Working conditions	Secure employment	Formal employment (99% open-ended contracts), long-term employment relationships, referral programme, long employee tenure, diverse employment forms (interns, retirees, active workforce)	Positive	Medium-term	Own operations
S1 Own workforce	Working conditions	Work schedule	Multi-shift work schedule	Negative	Short-term	Own operations
S1 Own workforce	Working conditions	Work schedule	Overtime during concentrated periods	Negative	Short-term	Own operations
S1 Own workforce	Working conditions	Adequate wages	Base salaries exceeding statutory minimum wage and guaranteed minimum wage; application of shift allowances and performance-based remuneration exceeding statutory requirements under the Collective Agreement	Positive	Short-term	Own operations
S1 Own workforce	Working conditions	Adequate wages	At Gyoma Kner Press PLC., a Collective Agreement is in place; however, allowances are applied in accordance with the Labour Code, with positive deviations limited to performance-based pay and bonuses	Negative	Short-term	Own operations
S1 Own workforce	Working conditions	Health and safety	Confinement, workplace-bound working conditions, controlled access (airlock entry), underground (vault) facilities	Negative	Short-term	Own operations
S1 Own workforce	Working conditions	Health and safety	Company-organised medical screening programmes and monitoring of employee health pathways; occupational physician available four days per week at the Group's headquarters	Positive	Short-term	Own operations
S1 Own workforce	Equal treatment and equal opportunities for everyone	Training and skill development	Annual training plan ensuring that all employees participate in at least one training session per year, with multiple internal training opportunities tailored to individual needs, including voluntary participation	Positive	Short-term	Own operations
S1 Own workforce	Equal treatment and equal opportunities for everyone	Diversity	Workforce age structure characterised by a high proportion of middle-aged employees; ageing profession and decreasing availability of skilled labour	Negative	Medium-term	Own operations
S1 Own workforce	Equal treatment and equal opportunities for everyone	Diversity	Balanced female/male ratio; representation of all working-age generations; cooperation between white-collar and blue-collar employees; integration of Budapest-based and regional employees	Positive	Medium-term	Own operations

FINANCIAL MATERIALITY - SIGNIFICANT RISKS AND OPPORTUNITIES:

Topic	Subtopic	Sub-subtopic	Identified risks and opportunities	Impact type	Time horizon	Value chain
E1 Climate Change	Adaptation to climate change		Climate change-driven migration is becoming increasingly significant, creating a need for personal identification solutions and thereby offering opportunities to win new projects and increase the volume of existing projects	Opportunity	Medium-term, Long-term	Own operations
E1 Climate Change	Energy		Exposure to the energy crisis	Risk	Short-term, Medium-term	Upstream, Downstream, Own operations
S1 Own workforce	Equal treatment and equal opportunities for everyone	Diversity	Workforce age structure characterised by a high proportion of middle-aged employees; ageing profession; decreasing availability of skilled labour; potential investment risk	Risk	Short-term, Medium-term	Own operations
S1 Own workforce	Equal treatment and equal opportunities for everyone	Diversity	Workforce age structure characterised by a high proportion of middle-aged employees; ageing profession; decreasing availability of skilled labour; potential reduction in personnel-related expenses	Opportunity	Short-term, Medium-term	Own operations
S1 Own workforce	Work conditions	Work schedule	Overtime during concentrated periods	Risk	Short-term	Own operations
S1 Own workforce	Equal treatment and equal opportunities for everyone	Adequate wages	Base salaries exceeding statutory minimum wage and guaranteed minimum wage; application of shift allowances and performance-based remuneration exceeding statutory requirements under the Collective Agreement	Risk	Short-term	Own operations

Based on the assessment and analysis of significant impacts, the Group, with the support of a project team and external consultants, developed a sustainability action plan. This plan includes addressing identified negative impacts, reviewing them, and exploring opportunities for improvement. The proposed and planned measures will be implemented according to the submitted and approved roadmap.

The above list includes impacts on both people and the environment. The connection of each impact to the Group's own operations, its time horizon, and its position within the value chain have been specified (see table).

IDENTIFIED SIGNIFICANT FINANCIAL RISKS AND OPPORTUNITIES

a) As a result of the double materiality analysis, four significant financial risks have been identified:

1. Exposure to the energy crisis - The complex production technologies required for manufacturing the Group's products are energy-intensive. Increases in energy prices have a direct and measurable impact on production costs. The Company is not always able to fully pass these additional costs on to its customers. The impact is also evident on the supplier side: the production of raw materials requires significant energy consumption, resulting in further cost increases that suppliers partially or fully transfer to their customers. Consequently, the cost of goods sold is affected not only by the increase in the Group's own energy prices but also by rising raw material procurement costs.
2. Workforce age structure and shortage of skilled labour - The workforce age structure is characterised by a high proportion of middle-aged employees. Traditional printing professionals reaching retirement age can increasingly only be replaced by middle-aged workers, as there is limited young talent entering the profession. The printing industry is ageing, and the availability of skilled labour is declining. Replacing qualified professionals is increasingly challenging and often requires higher wage levels, leading to increased personnel expenses. Automation and technological development offer a potential solution by enabling the partial or full substitution of human resources. However, such innovations require significant initial capital investment.

3. Overtime during peak periods - There are periods characterised by large-volume projects with tight deadlines, during which regular shift arrangements are insufficient to complete the required work within the specified timeframe. In such cases, employees perform overtime to ensure timely delivery. In certain instances, this may result in exceptionally high overtime payments, increasing short-term personnel costs.
4. Salaries above statutory minimum levels and enhanced allowances - The Company pays base salaries above the statutory minimum wage and guaranteed minimum wage in the majority of cases. In addition, pursuant to the Collective Agreement, shift allowances and variable remuneration exceeding the minimum requirements of the Labour Code are applied. While this results in higher personnel-related expenses, it is considered essential to ensure business continuity. Without qualified, reliable and loyal employees, customer requirements could not be fulfilled. Competitive compensation is therefore necessary to secure and retain the required expertise.

b) Identified significant financial opportunity:

1. Increasing need for identity verification due to climate change-induced migration. Climate change-driven migration is becoming increasingly significant, creating a growing demand for identity verification. This presents an opportunity to secure new projects and expand the volume of existing ones. - Identity verification is essential for individuals to exercise their fundamental rights, such as access to basic healthcare, quality education, freedom of movement, and social protection, ensuring their physical, mental, and social well-being. For these rights to be upheld, every individual must have access to identity documents, even in cases where people arrive in another country without proper documentation. Many countries experience a high influx of refugees or migrants due to various reasons, which provides an opportunity for the Group to offer identity products and comprehensive solutions to public administrations. This is also in line with the United Nations Sustainable Development Goals, which state: *"... It is the duty of every state to respect, protect, and promote human rights and fundamental freedoms for all, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, disability, or other status."*
2. The workforce has a high proportion of middle-aged employees, and the Group increasingly replaces retiring traditional printing specialists with middle-aged workers. The availability of skilled labor is declining, leading to an aging profession. Opportunity to reduce personnel-related expenses – while the replacement of skilled workers presents a challenge, requiring significant investment in automation, it also represents a long-term opportunity. Replacing human resources with mechanization and automation can lead to a reduction in personnel-related expenses over time.

[IRO-1] Description of procedures for identifying and assessing significant impacts, risks, and opportunities

IRO-1_01-15 | 53 a, b, c, d, e, f, g, h

DISCLOSURES RELATED TO THE MATERIALITY ASSESSMENT PROCEDURE

ANY Group conducted the double materiality assessment (DMA), forming the basis of its sustainability strategy, in accordance with the requirements of the CSRD. The assessment took into account impacts, financial risks and opportunities identified across the entire value chain. The process was supported by a comprehensive corporate sustainability due diligence review. In addition, an external advisor was engaged to support the strategy development process and the preceding assessment phase.

A cross-functional project team was established to lead and execute the assessment, comprising members with expertise in sustainability, finance, risk management and stakeholder engagement. The objectives of the assessment and the boundaries of the analysis were defined, including the applicable time horizon, geographical scope and the specific Environmental, Social and Governance (ESG) aspects to be evaluated. As a next step, relevant stakeholders were identified based on an analysis of the integrated management system. These included internal teams, external experts, investors, customers and representatives of the broader community.

Identification of material matters: Using ESRS 1 and other relevant sources, environmental, social and governance matters material to the organisation were identified. This process included the collection of data from various sources and engagement with stakeholders through surveys and workshops.

A bottom-up approach was applied, identifying material matters based on the specific context of the organisation.



To further support the project team and the implementation of ANY Group's sustainability strategy, additional employees participated in accredited CSRD training programmes.

As part of a general review, the Group analysed its activities, business relationships and operating environment, including the identification of key stakeholders. This involved reviewing the business plan, ongoing and planned activities, products and services, as well as considering geographical locations and value chain participants. In parallel, relevant information was collected, including an overview of the legal and regulatory environment and other relevant publications, in order to identify potential impacts, risks and opportunities. Identifying and understanding stakeholders affected by the Group's activities and value chain is essential to gaining clarity on their views and interests, which may materially influence the strategic direction of the organisation.

Impact materiality was calculated based on the following methodology: the average of the magnitude, scope and remediability of the impact. The levels of the six-point scale applied are presented in the table below.

Size severity	Scope severity	Recoverability severity
1 – None	1 – None	1 – Very easy to manage
2 – Minimal	2 – Limited	2 – Relatively easy to manage in the short term
3 – Low	3 – Concentrated	3 – Recoverable with resource allocation
4 – Medium	4 – Moderate	4 – Difficult to recover or only possible in the mid-term
5 – High	5 – Widespread	5 – Very difficult to recover or only possible in the long term
6 – Massive	6 – Global / Comprehensive	6 – Irrecoverable

The calculation of financial materiality was based on the following methodology: the average of probability and financial magnitude. Financial risks, such as exchange rate, interest rate, liquidity, and credit risks, are examined and disclosed in detail in the Company's financial report. In addition, the Group places emphasis on sustainability risks based on the evaluation of the established DMA scale and in light of sector-specific analyses. The levels of the six-tier scale are shown in the table below.

Probability	Financial magnitude
1 – Almost never occurs	1 – No financial impact
2 – Rarely occurs	2 – Low (less than 0.1% of revenue, i.e., less than 70 MFt)
3 – Occasionally occurs	3 – Medium (more than 0.1% of revenue, i.e., more than 70 MFt)
4 – More likely to occur than not	4 – Significant (more than 1% of revenue, i.e., more than 700 MFt)
5 – Frequently occurs	5 – Very significant (more than 5% of revenue, i.e., more than 3500 MFt)
6 – Almost certain to occur / Actual	6 – Catastrophic (more than 10% of revenue, i.e., more than 7000 MFt)

The Group considered impacts to be material both from an impact materiality and a financial materiality perspective where, based on the applied methodology, the severity of the impact reached or exceeded level four on the six-point scale.

The entire reporting process is supported by dedicated software developed by sustainability experts to assist the project team.


A sustainability-related questionnaire was distributed to partners. The responses received were analysed, and the results served as an input to the evaluation of impacts, risks and opportunities, and provided a basis for the development of the sustainability strategy.

A survey was also conducted regarding employee commuting. In addition, customer feedback is collected annually through customer satisfaction surveys, and extended supplier audits are carried out.

Furthermore, continuous data collection performed by expert and environmental engineering staff provides additional input for the materiality analysis. Human resources data are extracted from the Company's payroll and HR management system. While no industry-specific standards exist specifically for the security printing industry, publicly available reports of companies performing similar activities provide partial benchmarks in certain areas.

The project team prepares proposals for management by involving the relevant departments and their responsible leaders. The senior manager of the affected functional area reviews feasibility, expected results and potential impacts. With professional endorsement, the proposal is submitted to management. Decisions may be taken within management's authority or escalated to the Board of Directors.

The Supervisory Board has appointed a member responsible for sustainability. The appointed member has further developed their expertise in sustainability matters through dedicated training. Sustainability has been included as a standing agenda item of the Supervisory Board. Submissions relating to CSRD are reviewed, risks are analysed, and the Supervisory Board formulates its own recommendations in alignment with the sustainability strategy prepared by the project team.



The procedure for identifying, evaluating and managing opportunities is currently only partially integrated into regulated processes. However, the relevant procedural instruction governing general management processes will be supplemented in line with the implementation schedule of the sustainability strategy.

Data sources consist of information collected by the relevant functional areas using various methods and software systems. HR data are retrieved from the internal financial and HR systems and records. Quality management, environmental and technological data are sourced from waste and emission tracking software, the enterprise resource planning system, and structured questionnaires.

E1 – Climate

[E1.IRO-1] Description of procedures for identifying and assessing material impacts, risks, and opportunities

E1.IRO-1_01 | 20 a, AR 9; E1.IRO-1_02 | 20 b; E1.IRO-1_03 | AR 11 a; E1.IRO-1_04 | AR 11 a; E1.IRO-1_05 | AR 11 b; E1.IRO-1_06 | AR 11 c; E1.IRO-1_07 | AR 11 d; E1.IRO-1_08 | 21; E1.IRO-1_09 | 20 c; E1.IRO-1_10 | AR 12 a; E1.IRO-1_11 | AR 12 a; E1.IRO-1_12 | AR 12 b; E1.IRO-1_13 | AR 12 c; E1.IRO-1_14 | AR 12 d; E1.IRO-1_15 | 21; E1.IRO-1_16 | AR 15

This section outlines the identification process of materially significant climate risks and opportunities (IROs).

The impact assessment methodology was as follows:

- ◆ Application of double materiality assessment and GHG inventory calculation, adhering to the multidisciplinary principle.
- ◆ Consideration of current activities and partially the upstream value chain (including purchased raw materials, employee commuting, and business travel).
- ◆ The assessment covered short-, medium-, and long-term time horizons.

The Group applies the strict emissions reduction scenario (1.5°C) as the most likely transition pathway. The entire value chain will be reviewed in the short term according to the sustainability strategy roadmap.

GHG emissions calculation is performed annually for Scope 1, 2, and 3 emissions.

To substantiate the above, greenhouse gas (GHG) emissions arising from the Group's own operations — including energy consumption and transportation-related activities — were calculated using the ESG calculator approved by the Supervisory Authority for Regulated Activities (Szabályozott Tevékenységek Felügyeleti Hatósága).

With regard to Scope 3 emissions, the GHG inventory is not yet comprehensive, as the significant majority of partners are not subject to CSRD reporting obligations and are therefore not prepared to provide data in accordance with CSRD requirements. Consequently, for Scope 3, only the most significant emission sources were taken into account, including raw material procurement, employee commuting and business travel.

Based on these data, the total location-based greenhouse gas (GHG) emissions of ANY Group amounted to 6,951 tCO₂e, of which 4,073 tCO₂e originated from Scope 3 emissions. This represents a 17% reduction compared to 2024.

E3 – Water and marine resources

[E3.IRO-1] Description of procedures for identifying and assessing material impacts, risks, and opportunities

E3.IRO-1_01 | 8 a; E3.IRO-1_02 | 8 b

Under the chapter on Water and Marine Resources, the Group did not identify any material risks arising from its own operations. However, based on industry-level materiality analyses under the CSRD framework (source: www.msci.com), water consumption related to paper production is considered material by ANY Group. In 2025, the Group commenced a questionnaire-based assessment of upstream value chain impacts and risks in relation to paper manufacturers. This assessment will continue in 2026, taking into account developments under the EUDR Regulation, including considerations related to water use.

[IRO-2] Disclosure requirements under ESRS covered by the company's sustainability statements

IRO-2_01 | 56

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/Non-Material
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				Material
ESRS 2 SBM-1 Participation in activities related to fossil fuels, paragraph 40(d)(i)	Indicator 4 in Table 1, Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818 Article 12.1 (d) to (g), and Article 12.2		Material
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Material
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				Material
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				Material

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/Non-Material
ESRS E1-6 Gross Scope 1,2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Non-material
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			Non-material
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Non-material
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Non-material
ESRS E2-4 Amount of each pollutant listed in Annex II of the E- PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Non-material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Material

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/Non-Material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Material
ESRS 2 - IRO 1 – E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Material
ESRS 2 - IRO 1 – E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Material
ESRS 2 - IRO 1 – E4 paragraph (c)	Indicator number 14 Table #2 of Annex 1				Material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Non-material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Non-material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Non-material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				Non-material
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				Non-material
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Material
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Material
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				Material
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				Material
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				Material
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				Material
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/Non-Material
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				Material
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				Non-material
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				Non-material
ESRS S1-17 Nonrespect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Non-material
ESRS 2- SBM3 - S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				Non-material
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				Non-material
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				Non-material
ESRS S2-1 Nonrespect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Non-material
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				Non-material
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Non-material
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Non-material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Non-material
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Non-material

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/Non-Material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Non-material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Non-material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Non-material
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				Non-material
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		Non-material
ESRS G1-4 Standards of anticorruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				Non-material

IRO-2_03 | 57, IRO-2_13 | 59

The company has deemed the ESRS E1 Climate Change topic material in relation to three impacts.

The method for determining the material information on significant impacts, risks, and opportunities is disclosed in IRO 1.

2 E1, E3 – Environment protection

E1.SBM-3_01 | 18; E1.SBM-3_02 | 19 a; E1.SBM-3_03 | 19 b; E1.SBM-3_04 | 19 b; E1.SBM-3_05 | AR 7b; E1.SBM-3_06 | 19 c; E1.SBM-3_07 | AR 8 b

E1 Climate change

[E1.SBM-3] – Significant impacts, risks, and opportunities, as well as their interaction with the strategy and business model

Climate change already has a significant impact on society and the business sector. Extreme weather events are becoming more frequent and severe, potentially disrupting supply chains, negatively affecting operations, damaging infrastructure, and altering the business environment.

To ensure long-term sustainability and societal well-being, it is essential to proactively address climate change. The foundation of this approach is a forward-looking strategy that focuses on both mitigating impacts and adapting to changes to enhance resilience and safeguard operations. This approach enables the company group to successfully adapt to evolving environmental and business conditions while minimizing the negative effects of climate change.

The Group's climate strategy goal is to achieve net-zero emissions across the entire value chain by 2050, in alignment with the 1.5°C global temperature target of the Paris Agreement. To achieve this, the sustainability strategy defines short-term (1-5 years), medium-term (5-10 years), and long-term goals, with a key focus on developing action plans to support these objectives. To this end, internal experts are mobilized, and the Group also engages external advisory partners.

During the double materiality assessment – see the Double Materiality Assessment Report – the following were identified as actual negative impacts related to climate change:

- ◆ Greenhouse gas emissions from own operations, as well as upstream and downstream activities.
- ◆ Energy consumption in raw material production, particularly in the paper and chemical industries.

In the medium and long term, rising temperatures are expected to require increased cooling capacity and higher energy consumption in connection with the transportation and storage of raw materials, production technologies and working environments.

A comprehensive assessment of the supplier and sales value chain has not yet been completed, as fully comprehensive and precise data sources are not currently available for the upstream and downstream value chain. However, the Group has partially taken Scope 3 upstream activities into account, including purchased raw materials, employee commuting and business travel.

In selecting the three assessed aspects, information from the ESG Industry Materiality Map published by MSCI (www.msci.com) was used as a reference during the impact assessment.

The transition to a low-carbon economy presents not only challenges but also significant business opportunities in relation to products and services. Climate change-driven migration may have a positive effect on business performance, as an increasing number of individuals may require personal identification documents. This aligns with the strategic objective formulated as follows:

According to the Sustainable Development Goals framework, by 2030 everyone should have access to legal personal identification. ANY, through its identification products and the related IT, biometric data processing and essential infrastructural systems, provides solutions to this challenge. The objective is to enable every individual to exercise their civil rights legally.

The material impacts arising from climate change do not fundamentally threaten the Company's procurement capabilities, operations or strategic direction.

Although the GHG intensity of the company's own operations is not significant according to [Atmospheric emissions: greenhouse gas emissions intensity by industry - Office for National Statistics](#), the Group is committed to reducing GHG emissions across its value chain and for all stakeholders, ensuring transparent reporting on these efforts.

[E1-1] Transition plan for climate change mitigation

E1-1_01 | 14; E1-1_02 | 16 a; E1-1_03 | 16 b; E1-1_04 | 16 c; E1-1_05 | 16 c; E1-1_06 | 16 c; E1-1_07 | 16 d; E1-1_08 | 16 e; E1-1_09 | 16 f; E1-1_10 | 16 f; E1-1_11 | 16 f; E1-1_12 | 16 g; E1-1_13 | 16 h; E1-1_14 | 16 i; E1-1_15 | 16 j; E1-1_16 | 17

Although ANY Group does not have a climate change mitigation transition plan, a comprehensive assessment of the physical risks related to climate change and the risks, opportunities and impacts of the transition to a low-carbon economy was carried out in 2025. With the climate change mitigation transition plan, ANY Group intends to wait for the detailed regulation of the EUDR in order to prepare it in accordance with it.

During 2025, ANY Group conducted a climate resilience analysis covering its own operations, greenhouse gas (GHG) emissions generated during the production of key purchased raw materials, as well as emissions related to employee commuting and business travel (scope). In 2025, the scope of purchased raw materials assessed covered individual components incorporated into the final products.

ANY reviewed available climate change scenario analyses and, in the medium and long term, considers expected adverse impacts in its investment decisions (Network for Greening the Financial System – NGFS; Intergovernmental Panel on Climate Change – IPCC). Climate-related risks are reflected both in the risk assessment of the management system and in the Group's strategy, through the evaluation of internal and external factors, stakeholders, risks and opportunities.

The Group applies a stringent emissions reduction scenario as the most likely global transition pathway (1.5°C scenario), in alignment with the objectives of the Paris Climate Agreement.

ANY Group will continue to monitor the impacts of climate change on an annual basis and will actively assess their implications for its business model.

The outcomes of the climate scenario analysis are incorporated into risk assessments and strategic planning. The sustainability strategic plan defines specific targets for the reduction of greenhouse gas emissions.

The Group does not yet have a formal transition plan in place. ANY intends to develop such a plan in several phases, taking into account the impacts identified.

Over the next two years, an initial framework plan will be prepared. This plan will be continuously reviewed and updated based on the ongoing assessment of impacts and the results thereof.

[E1-2] Policies related to climate change mitigation and adaptation

E1-2_01 | 25; E1.MDR-P_01 | 65 a; E1.MDR-P_02 | 65 b; E1.MDR-P_03 | 65 c; E1.MDR-P_04 | 65 d; E1.MDR-P_05 | 65 e; E1.MDR-P_06 | 65 f

The Group does not have specific, standalone policies explicitly addressing climate change and related adaptation measures, as the Company's management system documentation largely covers the relevant activities. The Company plans to develop and adopt a comprehensive sustainability policy in 2026.

The Group has an Integrated Management System Policy and an ISO 14001 certification, both of which are publicly available on its website. The policy complies with the requirements of management standards and defines the Group's core values, strategy, and operational framework.

The policy sets out principles relating to environmental protection and sustainability, and generally defines the objectives of risk minimisation and sustainable operation. Through the operation of its management systems, the Group ensures:

- ◆ the maintenance and continuous improvement of environmentally conscious operations,
- ◆ the prevention of environmental pollution,
- ◆ the reduction of environmental impacts,
- ◆ prudent resource management,
- ◆ selective waste management,
- ◆ the management of circular products subject to extended producer responsibility (EPR) requirements,
- ◆ the reduction and proper handling of hazardous substances and hazardous waste,
- ◆ safe and healthy working conditions,
- ◆ the mitigation of operational risks,
- ◆ compliance with applicable legal and regulatory requirements.

The Management has committed to the implementation of the policy.

Within the framework of the management system, the Company has assessed the needs and expectations of its stakeholders and incorporated them into the policy.

The Company monitors key environmental performance indicators and undertakes to supplement them with ESG-related metrics in connection with ESG compliance from 2026 onwards.

[E1-3] Measures and resources related to the climate change policies

E1-3_01 | 29 a; E1-3_03 | 29 b; E1-3_04 | 29 b; E1-3_05 | AR21; E1-3_06 | 29 c i; E1-3_07 | 29 c ii, 16 c; E1-3_08 | 29 c iii, 16 c; E1.MDR-A_01 | 68 a; E1.MDR-A_02 | 68 b; E1.MDR-A_03 | 68 c; E1.MDR-A_04 | 68 d; E1.MDR-A_05 | 68 e; E1.MDR-A_06 | 69 a; E1.MDR-A_07 | 69 b; E1.MDR-A_08 | AR 23; E1.MDR-A_09 | 69 b; E1.MDR-A_10 | 69 b; E1.MDR-A_11 | 69 c; E1.MDR-A_12 | 69 c

The assessment of ANY Group's energy consumption and greenhouse gas (GHG) emissions has been completed. In 2025, the Group also commenced the assessment of energy consumption and GHG emissions across its supplier and customer value chain.

Within its own operations, the Group continuously monitors material consumption, waste generation and energy use, and seeks to reduce these through the implementation of efficiency-enhancing measures.

Key performance indicators (KPIs) are continuously analysed, and necessary corrective actions are defined and reviewed as part of the management review process.

ANY Group has introduced and continues to develop key metrics (e.g. CO₂ emissions) to measure and monitor performance and emissions, and to assess the effectiveness of implemented measures.

Efficiency measures and investments support the principle of GHG reduction through the improvement of specific (intensity-based) emissions.

Measures implemented to reduce GHG emissions include:

- ◆ Building insulation and replacement of gas boilers (Pásztó site) to reduce energy consumption (2024). In 2025, energy consumption decreased by 51% compared to 2024.
- ◆ Use of an electric van for goods transportation between two Budapest sites.
- ◆ Acquisition of larger-format printing machines, automated collating systems and print inspection equipment to increase yield and reduce material consumption and technological waste.

The Group's activities do not fall under IPPC or site-permit-required activities; therefore, GHG emissions had not previously been measured for regulatory purposes.

An annual LM report is prepared for notifiable point sources. The point source related to GHG emissions is no longer subject to notification due to the boiler replacement. No GHG emissions are associated with technology-related point sources.

In connection with the sustainability reporting process, a formal measurement methodology was established in 2025. Data are collected and verified on a monthly basis. This reduces the administrative burden at year-end and allows for timely intervention in case of deviations or errors.


The resources required to fulfil ANY Group's commitments are available, subject to the level of preparedness and implementation phase.

[E1-4] Objectives related to climate change mitigation and adaptation

E1.MDR-T_14 | 81 a; E1.MDR-T_15 | 81 a; E1.MDR-T_16 | 81 b; E1.MDR-T_17 | 81 b i; E1.MDR-T_18 | 81 b ii; E1.MDR-T_19 | 81 b ii 80 d

The Group has adopted a net-zero approach and aims to achieve net-zero emissions by 2050. In 2025, the Group prepared the related strategic plan, which defines short-, medium- and long-term quantitative targets. The strategic plan and the associated targets are presented under chapter SBM-1.

As part of the environmental management system, the Group monitors the efficiency and effectiveness of material and energy use in accordance with internal procedure EU#6.1-01 on Environmental Risks and Opportunities.



In 2025, ANY commenced the assessment of emissions generated by its upstream and downstream partners in alignment with ESG expectations. Due to changes in the temporal scope of regulatory obligations, a comprehensive supplier assessment could not yet be completed; the Company will continue this process in 2026.

[E1-5] Energy consumption and structure

E1-5_01 | 37; E1-5_02 | 37 a; E1-5_03 | 37 b; E1-5_04 | AR 34; E1-5_05 | 37 c; E1-5_06 | 37 c i; E1-5_07 | 37 c ii; E1-5_08 | 37 c iii; E1-5_09 | AR 34; E1-5_12 | 38 c; E1-5_14 | 38 e; E1-5_16 | 39; E1-5_17 | 39; E1-5_19 | 41; E1-5_20 | 42; E1-5_21 | 43

Total energy consumption within ANY Group decreased in 2025.

ANY's total energy consumption in 2025 amounted to 8,493 MWh, representing 65% of the Group's total consumption of 13,048 MWh. Across nearly all energy types, ANY used less energy compared to the previous year, resulting in an overall 2% reduction in total energy consumption.

A significant improvement of 11% was achieved in electricity consumption, which represents the largest share of energy use. Gas consumption also decreased due to the energy modernisation project and gas boiler replacement at the Pásztó production site. The positive effects were partially offset by energy use for heating purposes (district heating and gas consumption at another site).

ANY uses electricity for its operations and production processes. Heating is provided through district heating and modern condensing gas boilers. All energy carriers are purchased. ANY does not directly use renewable or nuclear energy, and there is no own energy generation within its operations.

The breakdown by source for electricity consumption for the Hungarian entities (ANY Security Printing PLC and Gyomai Kner Printing PLC.) was based on data published by MVM for 2023 (MVM energy mix). According to these data, the energy mix consists of 41.3% fossil sources, 38.2% nuclear energy and 20.5% renewable energy. At the time of finalising the report, the most recent data available from MVM relate to 2023; no more recent data have been published.

The renewable share of district heating was considered based on data published by the Hungarian Energy and Public Utility Regulatory Authority (MEKH 6.1), where the renewable energy ratio is 22.6%.

Certain Group entities, such as Slovak Direct s.r.o., operate with low headcount in an office environment, and their energy consumption is negligible. Specimen PLC, Techno-Progress Ltd., and ANY Ingatlanhasznosító Ltd. operate at ANY's premises; their energy consumption is included in ANY Group's data. Therefore, the energy consumption figures reflect only the production companies of the Group, as well as the fuel consumption of Techno-Progress Ltd., which performs transportation activities.

Among the subsidiaries, Gyoma Kner Press PLC generates a small amount of electricity through solar panels, and Zipper Services s.r.l. uses renewable energy in relation to its leased premises.

Electricity represents the largest share of total energy consumption. The Group continuously monitors the specific electricity consumption, as it constitutes a significant component of overall energy costs. The reported energy data do not contain double counting; each energy type is recorded once and presented under the appropriate category.

Energy data of individual subsidiaries of the ANY Group:

Energy consumption to 2024-2025							
	Energy consumption and mix	ANY Security Printing Company PLC			ANY GROUP		
		2024	2025	%	2024	2025	%
1	Fuel consumption from coal and coal products (MWh)	–	–	–	–	–	–
2	Fuel consumption from crude oil and petroleum products (MWh)	750	658	(12%)	2,726	2,728	0.1%
3	Fuel consumption from natural gas (MWh)	1,027	976	(5%)	1,820	1,950	7%
4	Fuel consumption from other fossil sources (MWh)	0.92	0.53	(43%)	0.9	0.5	(43%)
5	Consumption of purchased or acquired from fossil sources (MWh)	3,348	3,525	5%	4,245	4,340	2%
6	Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	5,126	5,159	1%	8,792	9,018	3%
	Share of fossil sources in total energy consumption (%)	59%	61%	3%	0.66	0.69	5%
7	Consumption from nuclear sources (MWh)	2,101	1,887	(10%)	2,606	2,254	(14%)
	Share of consumption from nuclear sources in total energy consumption (%)	24%	22%	(8%)	0.20	0.17	(12%)
8	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	–	–	–	–	–	–
9	Consumption of purchased or acquired electricity from renewable sources (MWh)	1,436	1,446	1%	1,906	1,757	(8%)
10	The consumption of self-generated non-fuel renewable energy (MWh)	–	–	–	18	19	8%
11	Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	1,436	1,446	1%	1,924	1,776	(8%)
	Share of renewable sources in total energy consumption (%)	17%	17%	0%	14%	14%	0%
	Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	8,663	8,492	(2%)	13,322	13,048	(2%)

(The data for subsidiaries not listed in the table is zero in all cases, thus it does not affect the total value of ANY Group.)

The Group does not publish revenue data at subsidiary level; therefore, energy intensity indicators are available only at parent company and consolidated Group level, based on the annual financial statements.

The energy intensity data are presented in the table below.

Energy Intensity	ANY Security Printing Company PLC		%	ANY Group		%
	2024	2025		2024	2025	
Energy intensity per net revenue [MWh/mHUF]	0,15	0,16	1%	0,19	0,18	(2%)

Energy consumption and energy intensity improved by 2% compared to the previous year.

[E1-6] Gross and total greenhouse gas emissions under scopes 1, 2, and 3

E1-6_01 | 44; E1-6_02 | 50; E1-6_03 | AR 41; E1-6_04 | AR 46 d; E1-6_05 | AR 50; E1-6_06 | AR 52; E1-6_07 | 48 a; E1-6_08 | 48 b; E1-6_09 | 49 a, 52 a; E1-6_10 | 49 b, 52 b; E1-6_11 | 51; E1-6_12 | 44, 52 a; E1-6_13 | 44, 52 b; E1-6_15 | AR 39 b; E1-6_17 | AR 43 c; E1-6_18 | AR 45 d; E1-6_19 | AR 45 d; E1-6_21 | AR 45 d; E1-6_22 | AR 45 d; E1-6_23 | AR 45 d; E1-6_24 | AR 45 e; E1-6_25 | AR 46 g

In 2025, the total Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions of ANY Group amounted to 6,962 tCO₂e (location-based) and 7,547 tCO₂e (market-based). Within this total, the emissions of ANY Security Printing PLC amounted to 4,786 tCO₂e (location-based), representing 68% of the Group's total emissions.

Comprehensive data are not yet available for Scope 3 upstream and downstream value chain emissions, as the majority of partners are not yet subject to CSRD reporting obligations and are therefore not prepared to provide data in accordance with CSRD requirements. Consequently, for Scope 3, only the most significant emission categories were considered, including raw materials, employee commuting and business travel.

Scope 1 and Scope 2 emissions include data from the Group's production sites, aggregated by company: ANY Security Printing PLC, Gyoma Kner Press PLC., Zipper Services s.r.l., as well as the fuel consumption of Techno-Progress Ltd., which performs transportation activities, presented both individually and on a consolidated basis. Specimen PLC., Techno-Progress Ltd. (excluding transport fuel use) and ANY Ingatlanhasznosító Ltd. operate at the premises of ANY Security Printing PLC; therefore, they do not have separate energy consumption or GHG emissions.

No GHG emissions arise from regulated emission trading systems.

The following emission sources were taken into account:

- ◆ GHG emissions from point sources: measured or calculated hourly GHG emissions from technology-related point sources – no direct GHG emissions were identified (calculations were based on CO₂, with a GWP value of 1);
- ◆ emissions from notifiable and non-notifiable combustion installations and aggregates, calculated based on the quantity of fuel used;
- ◆ emissions from own transportation activities, company vehicles and forklifts, based on fuel consumption;
- ◆ emissions related to own renewable energy generation;
- ◆ emissions from purchased energy carriers (Scope 2);
- ◆ F-gases.

For the calculation of location-based GHG emissions, the ESG calculator approved by the Supervisory Authority for Regulated Activities was applied, based on actual consumption volumes. For the market-based calculation, specific emission factors provided by energy suppliers were used. Where such data were not available (for 2024 or at all), either 2023 supplier data or the relevant national energy mix data were applied. Data relating to F-gases were sourced from the database of the National Climate Protection Authority.

Emissions from energy consumption by ANY Group:

	ANY Security Printing Company PLC		%	ANY csoport		%
	2024	2025		2024	2025	
Scope 1 GHG emissions (tCO₂e)						
Gross Scope 1 GHG emissions (tCO ₂ e)	391	375	(4%)	1,027	1,071	4%
Percentage of scope 1 GHG emissions from regulated emissions trading systems (%)	-	-	-	-	-	0%
Scope 2 GHG Emissions						
Location-based gross scope 2 GHG emissions (tCO ₂ e)	1,430	1,392	(3%)	1,856	1,807	(3%)
Market-based gross scope 2 GHG emissions (tCO ₂ e)	1,980	1,881	(5%)	2,539	2,392	(6%)
Significant Scope 3 GHG emission categories:	4,511	3,020	(33%)	5,496	4,084	(26%)
3.1 – Purchased goods and services	3,632	2,157	(41%)	4,304	2,853	(34%)
3.6 – Business travel	78	122	57%	78	122	43%
3.7 – Employee commuting	801	740	(8%)	1,113	1,109	(0.4%)
Total GHG emissions						
Total GHG emissions – location-based (tCO ₂ e)	6,332	4,786	(24%)	8,378	6,962	(17%)
Total GHG emissions – market-based (tCO ₂ e)	6,883	5,276	(23%)	9,061	7,547	(17%)

(The data for subsidiaries not listed in the table is zero in all cases, thus it does not affect the total value of ANY Group.)

Compared to the base year, the total reduction in location-based greenhouse gas (GHG) emissions of the Group amounted to 1,416 tCO₂e, while the reduction in market-based emissions amounted to 1,514 tCO₂e, representing a 17% improvement.

The decrease in GHG emissions was primarily driven by a reduction in Scope 3 raw material consumption volumes, as well as a shift in the composition of raw materials used (paper and plastics). Order structures changed both in terms of raw material types and, in the case of paper, through a transition towards products with lower carbon dioxide equivalent intensity.

For Scope 3, emissions related to purchased goods and services, business travel and employee commuting were taken into account. In determining CO₂ equivalents, supplier-specific data were used where available; otherwise, recognised industry standard emission factors were applied.

For Scope 3 emissions, the following methodology was applied:

- ◆ Purchased goods and services: Procurement data for the most significant raw materials (paper and plastics) were used. Calculations were based on supplier-provided specific CO₂ equivalent factors or, where unavailable, accepted industry standard emission factors for the relevant material type.
- ◆ Employee commuting: The commuting habits of 100 employees, representing the overall population, were assessed through a questionnaire survey. Specific CO₂ equivalent emission factors for the relevant transport modes and service providers were applied to calculate per-employee emissions. These results were extrapolated to all sites proportionally based on headcount. Emissions from the regular bus service operating in Pásztó were calculated based on fuel consumption and added to ANY's total emissions. The calculation methodology applied in 2024 was identified as inaccurate and was revised in 2025. For comparability, 2024 data were corrected using appropriate business travel emission factors (ghg-conversion-factors-2024-full_set_for_advanced_users_v1_1).
- ◆ Business travel: Emissions were calculated based on travel documentation using the ICAO Carbon Emissions Calculator (<https://icec.icao.int/calculator>).

The positive results of GHG emissions intensity based on net revenue are presented in the following table.

	ANY Security Printing Company PLC			ANY Group		
	2024	2025	%	2024	2025	%
Net GHG intensity based on net revenue						
Total emissions per unit of net revenue – location-based (tCO ₂ e / mHUF)	0.11	0.09	(18%)	0.11	0.10	(9%)
Total emissions per unit of net revenue – market-based (tCO ₂ e / mHUF)	0.12	0.10	(17%)	0.12	0.11	(9%)

The Gyoma Kner subsidiary generates 19 MWh of electricity through solar power. The remaining portion of energy consumption is sourced through procurement. The related contracts do not include infrastructure for electricity sale or feed-in; they cover system usage fees and contracted energy volumes only.

At the Romanian subsidiary's production facility, purchased green electricity is used. This was taken into account in the market-based emission calculations.

Energy procurement contracts are concluded either for short-term periods or, in the case of exclusive service providers, for an indefinite term. Contracts specify the committed daily or monthly quantities, points of consumption, delivery points, system usage fees and settlement conditions for excess consumption.

There is no biomass combustion; therefore, no related GHG emissions arise.

The calculation does not include GHG emissions related to removals or carbon trading mechanisms, as no such activities occur within the Group's operations.

[E1-7] GHG mitigation projects financed through GHG absorptions and carbon credits

E1-7_01 | 56 a; E1-7_02 | 56b; E1-7_03 | 58; E1-7_04 | 58a; E1-7_05 | 58a; E1-7_06 | AR 58 f; E1-7_07 | AR 60; E1-7_08 | 58b; E1-7_09 | AR 58e; E1-7_10 | 59a; E1-7_11 | 59b; E1-7_12 | AR 61; E1-7_13 | AR 62 a; E1-7_14 | AR 62 a; E1-7_15 | AR 62b; E1-7_16 | AR 62 c; E1-7_17 | AR 62d; E1-7_18 | AR 62 e; E1-7_19 | AR 64; E1-7_20 | 60; E1-7_21 | 61; E1-7_22 | 61 a; E1-7_23 | 61 b; E1-7_24 | 61 a, b; E1-7_25 | 61c

ANY Group does not implement GHG absorption and storage projects and does not purchase carbon credits to mitigate GHG emissions.

Data on upstream and downstream emissions within the value chain is not yet available, as the majority of the Group's partners are not subject to CSRD reporting requirements and are therefore not prepared to provide the necessary CSRD data.

[E1-8] Internal carbon pricing scheme

E1-8_01 | 63 a; E1-8_02 | 63 a; E1-8_03 | 63 b; E1-8_04 | 63 c; E1-8_05 | 63 c; E1-8_06 | 63 d; E1-8_07 | 63 d; E1-8_08 | 63 d; E1-8_09 | AR 65

The Group currently does not apply an internal carbon pricing scheme. It is under no regulatory obligation to do so.

[E1-9] Expected financial impacts from material physical and transition risks, as well as climate-related opportunities

ANY Group identified two material financial impacts in relation to climate change.

The first relates to increasing migration driven by climate change, which creates a growing need for personal identification solutions. This may provide opportunities to secure new projects and increase the volume of existing projects. This impact is considered a potential positive financial effect.

The second relates to exposure to energy price volatility, which significantly affected the Group's financial performance, for example, following the outbreak of the Russia-Ukraine war. In response, ANY Group initiated discussions with Hungarian green electricity suppliers in order to reduce its energy exposure and mitigate related risks. The publication has been postponed based on the amendment to the law (EU) 2023/2772.

E3 Water and Marine Resources

[E3-4] Water consumption

E3-4_01 | 28 a; E3-4_02 | 28 b; E3-4_03 | 28 c; E3-4_04 | 28 d; E3-4_05 | 28 d; E3-4_06 | 28 e; E3-4_07 | 28 e

According to the assessment carried out within the double materiality analysis (DMA), this topic is not considered material in relation to the Group's own operations; although it was identified as a significant impact in relation to the upstream value chain. Water consumption targets will be developed depending on the precise EUDR regulation.

	ANY Security Printing Company PLC		%	ANY Group		%
	2024	2025		2024	2025	
Total water consumption [m ³]	8,313	8,984	8%	11,021	12,167	10%
Total reused and recycled water consumption [m ³]	-	-	-	-	-	-
Total volume of water stored [m ³]	-	-	-	-	-	-

Water intensity indicator:

Water intensity indicator – ANY Group (m ³ / mHUF net revenue)				
2023	2024	%	2025	%
0.18	0.15	(17%)	0.16	7%

The total water consumption of ANY Group amounted to 12,167 m³. The locations of operation are not situated in areas exposed to water-related risks or in regions classified as severely water-stressed.

Water is supplied to the Group's sites through public utilities via the municipal water network. The Group does not use recycled water and does not store water.

ANY's annual water consumption in 2025 amounted to 8,984 m³. Compared to 2024, no significant change was observed, including with regard to revenue-based water intensity.

Water abstraction at ANY's sites is provided through municipal utility networks. The sites do not abstract water directly from surface water bodies or seawater and are not located in water-scarce areas.

Water consumption is measured at each site at the point of entry into the buildings. Consumption and billing are based on these measurements. There are no sub-meters installed within individual production units; therefore, water consumption attributable to specific technologies or machines can only be estimated and calculated.

Technological water consumption is determined by deducting estimated personal (sanitary) water use, calculated based on headcount, from the total measured consumption. Personal water use benchmarks were derived from subsidiaries that do not consume technological water. The data indicate that specific water consumption is higher at companies applying offset printing technology.

Water use within technological processes includes:

- ◆ plate making and humidification,
- ◆ dampening water used in wet offset printing – representing the most significant share,
- ◆ wiping water in intaglio printing,
- ◆ cleaning of adhesive tanks,
- ◆ water use in security fibre production,
- ◆ replenishment water for cooling systems in hologram application processes.

ANY arranges for the removal of 17 m³ of water as hazardous waste in connection with intaglio printing and lamination activities.



3 ANY Group's 2024 EU Taxonomy Report

1 Introduction

The EU Taxonomy for Sustainable Activities is a classification framework developed by the European Union that establishes a list of environmentally sustainable economic activities.

The EU Taxonomy Regulation (2020/852/EU), adopted by the European Commission, aims to create a classification system for sustainable economic activities. Its objective is to define the conditions under which specific economic activities can be considered sustainable. The regulation provides a common interpretative framework within the EU, reducing the unfounded use of terms such as “green” or “sustainable.”

Additionally, the regulation imposes a reporting obligation on certain financial and non-financial companies regarding the extent to which their activities comply with the sustainability criteria set forth in the regulation. The reporting obligations are detailed in the Delegated Regulation (EU) 2021/2178. Companies subject to the regulation must present three financial indicators for both taxonomy-eligible and taxonomy-aligned economic activities. These indicators include the revenue, CAPEX, and OPEX values associated with each activity. The precise definitions of these indicators are provided in Regulation 2021/2178.

The EU Taxonomy defines six environmental objectives:

- ◆ Climate change mitigation
- ◆ Climate change adaptation
- ◆ Sustainable use and protection of water and marine resources
- ◆ Transition to a circular economy
- ◆ Pollution prevention and control
- ◆ Protection and restoration of biodiversity and ecosystems

Companies must assess whether their operations and investments are related to these environmental objectives (eligible) and, if so, whether they contribute to improving any of these objectives (aligned).

Company activities must be evaluated from multiple perspectives. The first step is eligibility, which involves identifying activities that fall under the scope of the taxonomy. If a company's activities match the descriptions defined in the taxonomy, they are considered taxonomy-eligible, meaning they are potentially sustainable.

The second step is alignment, which assesses compliance with the Technical Screening Criteria listed in the regulation. The Taxonomy Regulation sets three conditions that an economic activity must meet to be considered taxonomy-aligned:

- ◆ It substantially contributes to at least one of the environmental objectives.
- ◆ It does not significantly harm (DNSH) any of the remaining five environmental objectives.
- ◆ It complies with minimum social safeguards.

The detailed alignment criteria are outlined in the Climate Delegated Act and the Environmental Delegated Act. If a company's activities meet these requirements, they can be classified as truly sustainable. The proportion of revenue, CAPEX, and OPEX related to such activities must then be disclosed. Article 8(2) of Regulation (EU) 2020/852 requires non-financial undertakings to disclose the proportion of their revenue, capital expenditure, and operating costs associated with activities linked to environmentally sustainable assets or processes (key performance indicators).

2 Description of the Group's Activities

The Group manufactures security products and solutions (tax stamps and excise stamps, security-featured labels), plastic cards (identification documents, bank cards, and commercial cards), personalized business and administrative forms, as well as traditional printing products.

The Company's main activity (TEÁOR - Nomenclature of Economic Activities): 18.12'08 Printing (excluding newspapers). Additional activities of the Company can be found in the Articles of Association¹.

3 Results of the Taxonomy Assessment

EU Taxonomy assessment covers the entire consolidated corporate group. The Group's Hungarian subsidiaries include Gyomai Kner Printing Company, Specimen PLC, Techno-Progress LTD., and ANY Inगतlanhasznosító LTD. Its foreign subsidiaries are Slovak Direct s.r.o. (Slovakia), Zipper Services s.r.l. and Atlas Trade Distribution s.r.l. (Romania), Tipo Direct Serv s.r.l. (Moldova) and Zipper Data s.r.l. (Moldova).

The Group adheres to human rights policies as set forth in the Constitution, labor regulations, and EU legislation. These principles are also reinforced in the Group's internal policies, including:

- ◆ Code of Ethics
- ◆ Equal Opportunity Plan
- ◆ HR Regulations
- ◆ Collective Agreement
- ◆ Whistleblowing System

Relevant Activity Identified in the Assessed Corporate Scope:

6.6 Road Freight Transport

Activity Description:

- ◆ *Purchase, financing, leasing, rental, and operation of N1, N2 (241), or N3 (242) category vehicles falling under the scope of EURO VI (240), Step E, or its successor for the purpose of road freight transport.*
- ◆ *Multiple NACE codes, particularly H49.41, H53.10, H53.20, and N77.12, can be assigned to this economic activity in accordance with the statistical classification established by Regulation (EC) No 1893/2006.*
- ◆ *If an economic activity within this category does not meet the substantial contribution criteria set out in Section (1)(a), (1)(b), or (1)(c)(i) of this section, it qualifies as a transitional activity under Article 10(2) of Regulation (EU) 2020/852, provided that it complies with the technical screening criteria specified in this section.*

If road freight transport meets the technical screening criteria, it would substantially contribute to the following environmental objectives:

- a) Mitigation of climate change*
- b) Adaptation to climate change*

¹ Statutes of ANY Security Printing Company PLC

4 Key performance metrics

Road freight transport is carried out by the Techno-Progress LTD. subsidiary, whose main activity according to the TEÁOR (NACE) code is 4941 – Road Freight Transport.

Key Performance Indicators (KPIs) for Activities Aligned with the Taxonomy but Not Environmentally Sustainable:

- ◆ Revenue: –
- ◆ CAPEX: –
- ◆ OPEX: –

Basis for KPI Calculations:

Since the annual financial report is prepared on a consolidated basis, all key performance indicators (Revenue, CAPEX, OPEX) have been calculated using consolidated data to avoid double counting.

Revenue was calculated following the same accounting principles used for the company's financial statements. The total revenue corresponds to the consolidated net revenue.

CAPEX (Capital Expenditure) reflects total corporate capital investments, which equal the annual increase in tangible and intangible assets, specifically properties, machinery and equipment, intangible rights, vehicles, and other equipment.

OPEX (Operating Expenditure) includes all direct costs and expenses required for daily operations. The total OPEX corresponds to the cost of sales reported in the consolidated comprehensive income statement.

The taxonomy disclosure has been detailed in the following tables in accordance with Regulation (EU) 2021/2139:

Proportion of revenue derived from products or services related to taxonomy-aligned economic activities				Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)										
Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2023	Proportion of Revenue Aligned with the Taxonomy in 2022	Category (T: Enabling Activity)	Category (A: Transitional Activity)
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy alignment) activities – ALIGNED																				
Revenue from environmentally sustainable (taxonomy alignment) activities – (A.1)		-	0.00%													0.00%	N/A			
A.2 Activities eligible for taxonomy alignment but not environmentally sustainable – ELIGIBLE																				
Road freight transport		6.6	-	0.00%																
Revenue from activities eligible for taxonomy alignment but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		-	0.00%	0.00%												0.00%	N/A			
Total (A.1 + A.2)		-	0.00%													0.00%	N/A			
B. Activities not eligible for taxonomy alignment																				
B. Revenue from activities not eligible for taxonomy alignment		70,502,996	100.00%																	
Total (A+B)		70,502,996	100.00%																	

Proportion of CAPEX derived from products or services related to taxonomy-aligned economic activities

Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)					Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2023	Proportion of Revenue Aligned with the Taxonomy in 2022	Category (T: Enabling Activity)	Category (A: Transitional Activity)
				Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction					
A. Activities eligible for taxonomy alignment																			
A.1 Environmentally sustainable (taxonomy alignment) activities – ALIGNED																			
CAPEX of environmentally sustainable (taxonomy-aligned) activities (A.1)		-	0.00%													0.00%	N/A		
A.2 Taxonomy-ELIGIBLE but not environmentally sustainable activities																			
Road freight transport	6.6	-	0.00%																
CAPEX of taxonomy-eligible but not environmentally sustainable activities (non-aligned activities) (A.2)		-	0.00%													0.00%	N/A		
Total (A.1+A.2)		-	0.00%													0.00%	N/A		
B. Non-taxonomy-eligible activities																			
CAPEX of non-taxonomy-eligible activities (B)		3,544,060	100.00%																
Total (A+B)		3,544,060	100.00%																

4 ANY Group's 2025 EU Taxonomy Report

1 Introduction

The EU Taxonomy for Sustainable Activities is a classification framework developed by the European Union, establishing a list of environmentally sustainable economic activities.

The EU Taxonomy Regulation (2020/852/EU), adopted by the European Commission, aims to create a classification system for sustainable economic activities. Its objective is to define the conditions under which specific economic activities can be considered sustainable. The regulation provides a common interpretative framework across the EU, reducing the unfounded use of terms such as "green" or "sustainable."

The regulation also imposes a reporting obligation on certain financial and non-financial companies, requiring them to disclose the extent to which their activities align with the sustainability criteria set out in the regulation. The reporting obligations are detailed in the Delegated Regulation (EU) 2021/2178. Companies subject to the regulation must report three financial indicators under two perspectives: eligible and aligned economic activities. The financial indicators to be reported for both perspectives are: revenue, Capital Expenditures (CAPEX) and Operating Expenditures (OPEX).

The precise interpretation of these indicators is outlined in Regulation 2021/2178.

The EU Taxonomy defines six environmental objectives:

- ◆ Climate change mitigation
- ◆ Climate change adaptation
- ◆ Sustainable use and protection of water and marine resources
- ◆ Transition to a circular economy
- ◆ Pollution prevention and control
- ◆ Protection and restoration of biodiversity and ecosystems

Companies must assess whether their operations and investments are related to these environmental objectives (eligible) and, if so, whether they contribute to improving any of these objectives (aligned).

Company activities must be evaluated from multiple perspectives. The first step is eligibility, which involves identifying activities that fall under the scope of the taxonomy. If a company's activities match the descriptions defined in the taxonomy, they are considered taxonomy-eligible, meaning they are potentially sustainable.

The second step is alignment, which assesses compliance with the Technical Screening Criteria listed in the regulation. The Taxonomy Regulation sets three conditions that an economic activity must meet to be considered taxonomy-aligned:

- ◆ It substantially contributes to at least one of the environmental objectives.
- ◆ It does not significantly harm (DNSH) any of the remaining five environmental objectives.
- ◆ It complies with minimum social safeguards.

The detailed alignment criteria are outlined in the Climate Delegated Act and the Environmental Delegated Act. If a company's activities meet these requirements, they can be classified as truly sustainable. The proportion of revenue, CAPEX, and OPEX related to such activities must then be disclosed. Article 8(2) of Regulation (EU) 2020/852 requires non-financial undertakings to disclose the proportion of their revenue, capital expenditure, and operating costs associated with activities linked to environmentally sustainable assets or processes (key performance indicators).

2 Description of the Group's Activities

The Group manufactures security products and solutions (tax stamps and excise stamps, security-featured labels), plastic cards (identification documents, bank cards, and commercial cards), personalized business and administrative forms, as well as traditional printing products.

The Company's main activity (TEÁOR - Nomenclature of Economic Activities): 18.12'08 Printing (excluding newspapers). Additional activities of the Company can be found in the Articles of Association².

² Statutes of ANY Security Printing Company PLC

3 Results of the Taxonomy Assessment

The examination of EU taxonomy compliance took place within the framework of preparing the 2024 sustainability report. EU Taxonomy assessment covers the entire consolidated corporate group. The Group's Hungarian subsidiaries include Gyömai Kner Printing Company, Specimen PLC, Techno-Progress LTD., and ANY Inगतlanhasznosító LTD. Its foreign subsidiaries are Slovak Direct s.r.o. (Slovakia), Zipper Services s.r.l. and Atlas Trade Distribution s.r.l. (Romania), and Tipo Direct Serv s.r.l. (Moldova).

The Group adheres to human rights policies as set forth in the Constitution, labor regulations, and EU legislation. These principles are also reinforced in the Group's internal policies, including:

- ◆ Code of Ethics
- ◆ Equal Opportunity Plan
- ◆ HR Regulations
- ◆ Collective Agreement
- ◆ Whistleblowing System

Further information can be found under Section S1-1 of the Sustainability Statement.

Relevant Activity Identified in the Assessed Corporate Scope:

6.6 Road Freight Transport

Activity Description:

- ◆ *Purchase, financing, leasing, rental, and operation of N1, N2 (241), or N3 (242) category vehicles falling under the scope of EURO VI (240), Step E, or its successor for the purpose of road freight transport.*
- ◆ *Multiple NACE codes, particularly H49.41, H53.10, H53.20, and N77.12, can be assigned to this economic activity in accordance with the statistical classification established by Regulation (EC) No 1893/2006.*
- ◆ *If an economic activity within this category does not meet the substantial contribution criteria set out in Section (1)(a), (1)(b), or (1)(c)(i) of this section, it qualifies as a transitional activity under Article 10(2) of Regulation (EU) 2020/852, provided that it complies with the technical screening criteria specified in this section.*

If road freight transport meets the technical screening criteria, it would substantially contribute to the following environmental objectives:

- a) Mitigation of climate change*
- b) Adaptation to climate change*

4 Key performance metrics

Road freight transport is carried out by the Techno-Progress LTD. subsidiary, whose main activity according to the TEÁOR (NACE) code is 4941 – Road Freight Transport.

Key Performance Indicators (KPIs) for Activities Aligned with the Taxonomy but Not Environmentally Sustainable:

- ◆ Revenue: –
- ◆ CAPEX: –
- ◆ OPEX: –

Basis for KPI Calculations:

Since the annual financial report is prepared on a consolidated basis, all key performance indicators (Revenue, CAPEX, OPEX) have been calculated using consolidated data to avoid double counting.

Revenue was calculated following the same accounting principles used for the company's financial statements. The total revenue corresponds to the consolidated net revenue.

CAPEX (Capital Expenditure) reflects total corporate capital investments, which equal the annual increase in tangible and intangible assets, specifically properties, machinery and equipment, intangible rights, vehicles, and other equipment.

OPEX (Operating Expenditure) includes all direct costs and expenses required for daily operations. The total OPEX corresponds to the cost of sales reported in the consolidated comprehensive income statement.

Proportion of CAPEX derived from products or services related to taxonomy-aligned Economic Activities

Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)						Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2024	Proportion of Revenue Aligned with the Taxonomy in 2023	Category (T): Enabling Activity	Category (A): Transitional Activity
				Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems					
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy alignment) activities – ALIGNED																				
CAPEX of environmentally sustainable (taxonomy-aligned) activities (A.1)		-	0,00%													0,00%	N/A			
A.2 Taxonomy-ELIGIBLE but not environmentally sustainable activities																				
Road freight transport	6.6	-	0,00%																	
CAPEX of taxonomy-eligible but not environmentally sustainable activities (non-aligned activities) (A.2)		-	0,00%													0,00%	N/A			
Total (A.1+A.2)		-	0,00%													0,00%	N/A			
B. Non-taxonomy-eligible activities																				
CAPEX of non-taxonomy-eligible activities (B)		3,629,101	100,00%																	
Total (A+B)		3,629,101	100,00%																	

Ratio of OPEX derived from products or services related to taxonomy-aligned economic activities

Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Substantial Contribution Criteria					DNSH criteria (Does Not Significantly Harm)					Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2024	Proportion of Revenue Aligned with the Taxonomy in 2023	Category (T: Enabling Activity Category (A: Transitional Activity		
				Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy					Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems
A. Activities eligible for taxonomy alignment																			
A.1 Environmentally sustainable (taxonomy-ALIGNED) activities																			
OPEX from environmentally sustainable (taxonomy-ALIGNED) activities (A.1)		-	0.00%												0.00%	N/A			
A.2 Activities eligible for taxonomy alignment but not environmentally sustainable – ELIGIBLE																			
Road freight transport	6.6	-	0.00%																
OPEX from activities eligible for taxonomy alignment but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		-	0.00%	0.00%											0.00%	N/A			
Total (A.1 + A.2)		-	0.00%												0.00%	N/A			
B. Activities not eligible for taxonomy alignment																			
B. OPEX activities not eligible for taxonomy alignment)		45,884,439	100.00%																
Total (A+B)		45,884,439	100.00%																

5 S1 – Own workforce

[S1.SBM-2] Stakeholders' interests and positions

The Code of Ethics outlines the fundamental principles. [Bodies and Management](#)

HR Policy – Principles of the Preamble

“ANY Security Printing Company PLC, formerly known as Állami Nyomda PLC, has built its strong reputation both in Hungary and internationally on the impeccable conduct of the Company and its employees, upheld for more than 150 years. At ANY Security Printing Company PLC, we believe that the Company's long-standing success and recognition have been achieved through its ethical conduct, dedication to its profession, and people-centered corporate culture. Therefore, it is essential for us to adapt to ever-evolving circumstances while upholding our traditional values.

We fully respect our employees' privacy, including their religious, ideological, and political beliefs. This is of fundamental importance, as the Company's success has also been built on the diversity of its workforce and the variety of perspectives they bring. No one shall face discrimination based on their gender, age, ethnic background, religious affiliation, membership in an advocacy group, or any other characteristic or activity unrelated to their job performance. At the same time, employees must be aware that any social or public engagement they undertake must be conducted outside the workplace, and they may not use ANY Security Printing Company PLC's infrastructure for such private activities. When engaging in public activities, employees must respect the ethical principles of ANY Security Printing Company PLC.

It is the duty of the Company's senior employees to carry out all tasks under their management in accordance with their professional expertise and the expected ethical standards. Since successful and productive work requires teamwork and regular communication between organizational units and employees, all parties must uphold ethical standards in their professional and interpersonal relationships within the Company. Mutual respect, appreciation, and a willingness to compromise should guide all employees in their interactions, as these values serve the common interest of everyone.”

ANY Collective Agreement – CA .2., Gyoma Kner Printing Company Collective Agreement – I.3.

CA Sections: The Employer ensures equal opportunities and fair treatment for all Employees.

[S1.SBM-3] Significant impacts, risks, and opportunities, and their interaction with strategy and business model

S1.SBM-3_01 | 14, a, b, c, d, e

In the case of ANY Group, the identified risks and impacts play a fundamental role in the company's strategic adaptation and the refinement of its business model. This information enables ANY Group to proactively respond to market changes, optimize resource utilization, and develop sustainable growth strategies, thereby enhancing its competitiveness. The analysis is conducted independently by specialized departments within their respective areas of expertise, and recommendations are submitted to the management.

In addition to its own employees, ANY Security Printing Company PLC engages contracted private individuals and honorary fee-based individuals. External workers are also employed under service contracts (e.g., security, cleaning services). No leased labor was used in 2025.

At Gyomai Kner Printing Company, in addition to its own employees and contracted individuals, simplified employment workers were engaged in 2025 on a daily regulatory reporting basis for seasonal work.


Techno-Progress Ltd. employs only its own workforce.

Zipper Services s.r.l. employs only its own employees.

The scope applies to the company's own employees among the listed employment categories.

Due to its strategy and operations, the Group primarily relies on its own workforce.

Employees: The Group's own employees work under legally compliant employment conditions, with social security coverage and long-term (typically indefinite-term) employment contracts. Contracted workers are employed under service contracts perform specific tasks independently or take on additional targeted assignments while on unpaid leave. The executive officers are honorary fee-based executives are elected by the General Meeting for a fixed five-year term. Simplified employment workers are primarily employed at Gyomai Kner Printing Company, mainly due to existing or temporary labor shortages. Compliance with the prescribed minimum wage is mandatory for them as well, and their employment requires regulatory notification.



Employees Hired by Business/Service Partners: This includes security personnel and cleaning staff. These employees are officially employed by the contracted service provider but perform their daily duties on the Group's premises, adapting to its operations and work schedule. They are also subject to the Group's security, occupational safety, data protection, and confidentiality regulations.

Significant negative impact: multi-shift work schedule. The multi-shift work schedule affects the Group's own employees, primarily those in production areas and closely related preparatory and logistics departments. This work arrangement mainly applies to employees in physical job categories. Simplified employment workers at Gyomai Kner Printing Company work varying shifts based on current production demands. Their schedules are adjusted daily, allowing them to work either full shifts or partial shifts as required. This work schedule does not apply to contracted and honorary fee-based individuals. It has minimal and occasional impact on employees in white-collar positions.

External workers: due to the nature of their work, the shift schedule for security personnel differs from the Group's work schedule, as this activity is classified as standby duty. Cleaning staff perform their tasks according to the service contract, adapting to the requirements of the contracting party.

Significant negative impact: overtime affects the Group's own employees, primarily those working directly in production or in supporting and closely related areas, typically in physical job roles. In intellectual job roles, overtime occurs only occasionally and infrequently, usually due to exceptional tasks. These may include IT-related deadlines, system transitions, development, or operational tasks, where a standby system is also in place.

Significant negative impact: wage structure. In the case of Gyoma Kner Press PLC., although the Company has a Collective Agreement in place, allowances (including shift allowances and overtime pay) are applied in accordance with the Hungarian Labour Code. Positive deviations are possible only in relation to variable remuneration, bonuses and awards. With respect to 61 employees, the level of base salaries required alignment with the statutory minimum wage and guaranteed minimum wage for 2025. This adjustment was implemented in accordance with the relevant government decree, effective as of 1 January 2025.

Significant negative impact, restricted workspace and location-bound work (underground work)

At ANY Security Printing Company PLC, restricted movement and location-bound work primarily affect the Company's own employees as well as on-site external workers.

Employees working in production, operations, warehousing, and high-security areas perform their duties in a restricted environment, where access is controlled through security checkpoints and airlock entry systems. Movement within these work areas is also limited, as employees can only access specific production units and rooms independently using their access cards, based on their authorized entry permissions. Even within administrative areas, there are offices and building sections where employees have restricted independent access. Working hours must be spent on company premises, including designated work areas, social, and communal spaces. Leaving the site or moving between locations during working hours is permitted only for work-related purposes or with managerial approval. Underground work affects only a small number of employees. Additionally, some special work areas are subject to extra security measures due to the handling of classified data.

Simplified employment workers are also required to work in a fixed location at Gyomaendrőd, and their working hours must be spent at the designated worksite or facility.

At Zipper Services S.r.l., the applicable information security standards mandate that employees operate within a secure environment. During a work process, the security area operates in a highly restricted zone.

Significant negative impact within the ANY Group: the workforce is characterized by an **aging pool of specialists** and a declining number of skilled workers. The proportion of middle-aged employees is high both among the current workforce and job applicants, and replacements are predominantly sourced from this age group. For many advertised positions, the number of applicants is relatively low, and only 1-3% of candidates typically meet the required qualifications. In many cases, employment does not materialize due to a lack of interest from applicants.

Positive impact: diverse employment forms. The Group operates with legally registered employment, ensuring social security for its employees.

99% of employees work under indefinite-term, long-term contracts, providing job stability.

The parent company has an employee referral program with financial incentives.

A significant portion of employees have decades-long tenure with the company. A diverse range of employment types is present, including interns, retirees, full-time, and part-time workers, employees from all age groups, white-collar and blue-collar workers, men and women equally represented, employees from the capital, suburban, and rural areas, a mix of lower and higher educational backgrounds.

The term "employees" refers to the staff described in the previous sections.



Positive impact: wages and allowances. In the ANY Group, most employees receive base salaries exceeding the minimum wage and guaranteed minimum wage. Additionally, at ANY PLC, under the Collective Agreement, shift allowances and performance-based pay are applied beyond the requirements of the Labor Code, providing additional financial benefits to employees.

At Techno-Progress Ltd and in Gyomaendrőd, wage calculations follow the Labor Code, with performance-based pay and bonuses increasing the mandatory payments.

Positive impact: health screenings, occupational health services beyond mandatory requirements, and patient health monitoring. ANY Group places particular emphasis on the quality of occupational healthcare services. In 2025, a comprehensive health screening programme (“Screening in camions”) was organised through a tender procedure and financed from the Company’s own resources. All employees were eligible to participate. The screenings were conducted at the Company’s headquarters in Budapest. Comprehensive medical examinations were carried out, complemented by additional diagnostic tests selected in cooperation with the occupational physician of ANY Security Printing PLC. At the Halom Street headquarters, an in-house occupational health clinic operates under a licence issued by the competent public health authority (ÁNTSZ), with consultation hours available four days per week. In addition to mandatory fitness-for-work examinations, employees of ANY Security Printing PLC and Techno-Progress Ltd. receive ongoing occupational healthcare support. The occupational physician employed by ANY Security Printing PLC monitors employees’ health status and medical history, addresses health issues in a comprehensive manner and formulates recommendations aimed at prevention. These services primarily cover the Company’s own workforce, as well as prospective employees in the context of fitness assessments, and may also extend to providing support to retired colleagues in relation to health-related matters.

Positive impact: training and skill development. An annual training plan is prepared, under which all employees participate in at least one training session per year, with several internal training opportunities available. Individual development needs are also taken into account, and participation may occur on a voluntary basis. In 2025, an additional six employees completed the ESG–CSR workshop programme, thereby expanding the pool of sustainability professionals within ANY Security Printing PLC.

Positive impact: diversity. Diversity is a core principle of the Group, as reflected in its Code of Ethics.

The gender distribution is approximately 50-50% male and female, all working-age generations are represented within the company, white-collar and blue-collar employees work together in a collaborative environment. The workforce includes employees from both the central headquarters in the capital and regional locations.

Employees from all age groups are present in both large organizational structures and smaller units. This intergenerational workforce fosters knowledge sharing among colleagues and enhances the mentoring system through a diverse mix of ages. Diversity has a positive impact on corporate culture, creating an inclusive and collaborative work environment across the entire Group.

RISKS

Multi-shift work schedule: there is a risk that, in the long term, employees in multi-shift roles may prefer jobs with work schedules that better align with their daily lives. This could lead to employee turnover, particularly among those with families or aging workers. Additionally, increased workload and irregular hours may result in higher susceptibility to illness and health issues within the workforce.

Overtime: maintaining a work-life balance becomes more challenging. Increased workload puts additional strain on employees. Potential consequences include employee turnover or decreased performance.

Wage levels based on fundamental regulations: there is a risk that employees may seek higher-paying opportunities elsewhere. Lower wage levels could lead to higher absenteeism rates and an increase in secondary job searches.

Restricted workspace: for new employees, the controlled environment may be unexpected and not always easy to adjust to. While it may become familiar over time, for some individuals, it can lead to psychological strain, potentially resulting in health-related consequences. Occasional underground work: employees regularly exposed to underground work may experience a heightened sense of confinement, leading to increased mental and physical strain.



Aging workforce, high proportion of middle-aged employees, and shortage of skilled new hires: Workforce replacement is becoming increasingly difficult, with fewer skilled workers entering the industry. There is a growing need for training and mentoring of unskilled workers. Middle-aged and older new hires tend to have shorter active career spans within the Group. Ensuring long-term workforce stability and organizing sufficient shifts is becoming more challenging.

SIGNIFICANT OPPORTUNITIES ARISING FROM DEPENDENCIES FOR OWN EMPLOYEES

Thanks to diverse employment options, individuals can enter the workforce as interns while still studying. This provides a long-term career path for young, motivated learners and recent graduates. Later, they can transition into full-time positions, working in a dynamic and diverse community as employees, team leaders, or even senior managers. Within the Group, employees can continue contributing even beyond retirement, ensuring financial stability across all age groups. Intergenerational collaboration fosters mentorship programs and reskilling opportunities. Employment relationships are designed for the long term, allowing for mobility between physical and intellectual job roles based on expertise, experience, and job performance.

Allowances and minimum wages above mandatory levels: The compensation system ensured by the Collective Agreement makes securing a stable income more attractive and higher in standard for employees. Within the industry, this system—with all its components—ensures a competitive wage level. Base salaries are adjusted annually, regardless of the minimum wage, in agreement with employee representation, which also leads to increased allowance payments.

Improved healthcare support increases employees' sense of security and commitment. Proactive medical care helps prevent serious health conditions and complications. Employees benefit from faster diagnoses and access to treatment, contributing to their overall well-being and workplace productivity.

The frequency, structure, and integration of training programs enhance workforce preparedness, leading to more efficient work processes. Training helps reduce production waste, increase output quality and quantity, and has a positive impact on corporate culture, communication, and teamwork. Group training sessions foster collaboration among employees, strengthening teamwork. By acquiring new knowledge and certifications, the company can qualify for new projects and successfully compete in tenders.

Overall diversity; gender balance, diverse employment types, and a workforce from various geographic regions provide stable, long-term livelihoods for a broad social spectrum. A wider talent pool thus becomes available for recruitment, and employees are more likely to recommend friends and family to join a diverse and inclusive workplace. Positive employer perception enhances the Group's reputation, potentially leading to successful grant applications and industry awards.

Sustainability-related investments aimed at increasing automation levels require the company to rethink its workforce structure, as different skill sets will be needed. The group does not anticipate layoffs as a result; however, retraining and upskilling employees, as well as recruiting new staff with the necessary competencies, will be needed. The direct impact of sustainability requirements and international agreements on the workforce is assessed as minimal, but employee awareness and communication remain essential.

ANY PLC holds an ISO 45001 Occupational Health and Safety Management System certification. The certification process was preceded by an extensive preparation period several years ago, bringing significant changes in workplace safety and environmental protection. As part of this, new systems were introduced (e.g., chemical substance inventory management), and greater emphasis was placed on environmental protection, chemical risk management, occupational safety, and health protection. The company also expanded its relevant organizational units, increasing both staff numbers and expertise within its own workforce. The reinforcement of regulations and awareness led to a new communication approach at ANY Printing Company, with regular updates provided to employees and visitors through newsletters, posters, and awareness campaigns.

As a result of a conscious shift in mindset, we collect returnable bottles and beverage cans across all operational areas. The proceeds support a charitable cause and are donated to the Foundation for Printers (Nyomdászokért Alapítvány), which provides financial assistance to workers and their families in the printing industry.

This process will be further strengthened by:

- ◆ utilizing production waste
- ◆ supporting institutions with paper donations
- ◆ employee reuse, e.g., pallets
- ◆ expanding the use of renewable energy in more locations, including events and community spaces

The scope of the above IROs applies to own employees among the listed employment groups.

S1.SBM-3_07 | 14 f i

Forced labor does not occur within the Group. In line with fundamental standards, employees work with the Group's companies based on mutual consent, adhering to regulations and considering health status, suitability, capabilities, and skills. (According to Section 193 of the Criminal Code, forced labor is a punishable offense. Regardless of legal consequences, the Group's fundamental ethical stance is that it does not employ workers under such conditions.)

S1.SBM-3_08 | 14 f ii

Forced labor does not occur in any operational area.

S1.SBM-3_09 | 14 g i, ii

Child labor does not occur, in full compliance with Article 32 of the EU Charter of Fundamental Rights.

S1.SBM-3_11 | 15

Own employees working in multi-shift schedules, primarily in physical job roles, are the most exposed to the psychological and health challenges caused by irregular working hours. They also face greater difficulties in maintaining a work-life balance. As a responsible employer, the Group follows the principle of considering employees' requests when planning shift schedules whenever possible. Special attention is given to: family events and personal commitments, coordinating shifts for couples employed within the company, either by scheduling joint shifts or arranging alternating shifts, allowing flexible participation in medical check-ups to support employees' health needs.

Overtime demands primarily affect physical job roles, while for intellectual positions, it occurs only occasionally. The company fully complies with legal regulations by ensuring that all extra working hours are compensated accordingly. The Group aims to plan overtime in agreement with employees and, in case of unavailability, find substitute personnel to maintain workflow. During intense work periods with tight deadlines and increased overtime, the company provides fresh fruit and refreshments to support employees.

In employee groups where wages were set at the minimum wage or guaranteed minimum wage, the company provided additional adjustments from the annual wage development budget, beyond the government-mandated wage increase. Employees who receive allowances in accordance with the Labor Code and applicable regulations also benefit from additional variable pay, such as performance-based bonuses, incentives, or rewards, independent of their base salary and allowances. As a result, all employees receive a total income that exceeds the legally required minimum, ensuring more favorable compensation.

Restricted access, security-controlled entry, and limited movement during working hours primarily affect employees in physical job roles. Underground work is only required for a small number of employees within this group. The company strives to prepare applicants for these specific conditions during the selection process, ensuring they are aware of the security measures and work environment before joining. Mentors assist new employees in understanding the processes, while training programs help them adapt to the environment and better comprehend and follow security regulations. A fundamental element of the company culture – with full commitment from the ownership and management – is ensuring that the workplace and its social and community spaces are characterized by a pleasant environment, including well-equipped dining areas, a library, and recreational spaces. Employees are provided with communication tools and updates on daily events. Employees receive communication tools and regular updates on daily events. Community engagement is a priority, with a strong focus on team-building activities, sports programs, celebrations, and high-quality shared work and leisure experiences.

The aging workforce and difficulties in recruiting skilled professionals primarily affect the printing industry's skilled workers and those involved in servicing and maintenance. However, this challenge is also present in intellectual positions requiring higher education in light industry. To address this, the Group conducts extensive training programs for employees transitioning from other industries, whether internally within the organization or from the open labor market. Additionally, the company actively participates in dual education programs and collaborates with professional organizations to help modernize vocational training. Retired employees who are still medically fit are welcomed back to work, helping to alleviate resource shortages while ensuring that their expertise is transferred to new employees through training and mentoring.

ANY Group employs its workforce in full compliance with applicable labour regulations. Employees are formally registered and lawfully employed. Within the Group, 99% of employees work under open-ended, long-term employment contracts. A significant proportion of employees have been engaged by the Group for several decades under direct employment arrangements.

The diverse employment structure ensures cooperation across multiple generations, including interns, retired employees, employees of different age groups, persons with disabilities or reduced work capacity, women and men, as well as employees with family responsibilities.

Within ANY Security Printing PLC, blue-collar employees working in rotating shifts benefit from remuneration that deviates positively from the Hungarian Labour Code, as provided by the Collective Agreement, in the form of enhanced shift and overtime allowances.

Other employing entities within the Group fulfil their allowance obligations in accordance with the general labour law provisions applicable to all directly employed staff.

Both white-collar and blue-collar employees across the Group receive base salaries above the statutory minimum wage and guaranteed minimum wage, with the exception of Gyomai Kner Printing PLC., where base salaries were adjusted in accordance with the applicable government decree.

The Group has a contracted occupational physician. The occupational physician of ANY Security Printing PLC provides services at the headquarters and supports several Group companies in relation to mandatory fitness-for-work examinations and beyond. The occupational physician functions in a capacity similar to a general practitioner, monitoring employees' health conditions and placing strong emphasis on preventive care.

In 2025, a comprehensive health screening programme was again conducted at the headquarters, open to voluntary participation by all employees. Screenings were carried out during working days. Employees received their results accompanied by specialist explanations and evaluations, and the occupational physician provided recommendations for further treatment and preventive measures. Vaccinations, medical devices and medicines are provided in cooperation with the occupational physician.

Training: The annual training plan ensured that all employees participated in at least one internal or external training session in 2025. Certain training types applied to the entire workforce. In 2025, managers and team leaders participated in advanced soft skills training programmes. Employees from all workforce categories took part in professional or skills development training, including forklift certification training, quality management, LEAN methodology, supervisory training levels, digital development and language courses.

Across all employee groups, diversity is present, including women and men, younger and older generations, white-collar and blue-collar employees, as well as subordinates and managers. Part-time employment is more common in white-collar roles; in blue-collar positions, working time arrangements and security regulations generally limit the feasibility of reduced working hours. However, upon return from maternity leave, the Company seeks solutions—even in physical roles—to support work-life balance.

Across the Group, access to premises is controlled through entry card systems. Employees may enter work areas based on their assigned access rights. Work performed in enclosed environments and the requirement to remain within designated work areas during working hours primarily affects blue-collar employees, particularly those working in production areas and high-security units. Underground work affects only a limited number of employees within this group.

The proportion of middle-aged employees within the Group is high across all employment categories and classifications. The average age of specialists required for the core business activities is increasing. The number of young individuals obtaining vocational qualifications is limited, particularly in printing-related professions, and this trend also affects logistics. Ensuring succession is particularly challenging and often achievable only by recruiting middle-aged professionals. The Group is making efforts to revitalise vocational training through sectoral cooperation and participation in new training programmes. These initiatives are expected to yield measurable results in attracting younger applicants within four to five years.

[S1-1] Policies related to own workforce

S1-1_01 | 19, S1-1_01 | 20 a, b, c

The Group does not have a declared policy for managing significant impacts, risks, and opportunities related to its own workforce, but it does have several regulatory documents covering this area.

The Group is characterized by diverse employment forms and a commitment to long-term employment relationships. This applies to all types of employment contracts, which are supported by uniform regulations, and the application of equal opportunity principles. Even honorary positions are filled with a long-term perspective, typically through multi-year appointments (Collective Agreement, HR Policy, Equal Opportunity Plan).

The Collective Agreement ensures the application of shift and overtime allowances that are more favorable than those stipulated by the Labor Code. This agreement was concluded with the Trade Union and applies to all employees under an employment contract.

Comprehensive health screenings and on-site access to an active occupational physician are available to all employees: ANY PLC, Techno-Progress Ltd. (HR Policy, Occupational Safety Regulation).

Most training programs are available to internal employees, but external staff can also participate in certain targeted training sessions, such as occupational safety training (HR Policy, Occupational Safety Regulation).

Equal opportunity, diversity, the employment of a mixed-age workforce, a nearly equal gender employment ratio, and hiring from any region suitable for commuting are fundamental principles within the Group. These principles apply to all employee categories in accordance with the Collective Agreement (ANY PLC, Gyomai Kner Printing Company), the HR Policy (ANY PLC), and the Code of Ethics (ANY PLC). In practice, these fundamental standards are also implemented at the subsidiaries.

The regulation of multi-shift work schedules and overtime is defined in our Collective Agreements, while the Labor Code provides the basic framework. These work arrangements primarily apply to our own workforce, particularly to blue-collar employees.

Restricted and location-bound work conditions are typical in physical, production, and high-security work zones. These conditions primarily affect employees working in such environments, but the rules must also be followed by employees and other visitors temporarily present in these areas. Access to underground work zones is strictly limited to a designated group of personnel.

The high proportion of middle-aged employees is evident across all employment types. The aging workforce particularly affects skilled professionals in both blue-collar and white-collar roles within our core activities, especially in the printing industry. To mitigate this impact and support workforce renewal, we participate in industry collaborations, such as establishing agreements to provide financial support for printing instructors. In addition to our industry association membership, we take part in vocational training reforms, promote printing industry education through open days and career orientation events, delegate employees to printing industry workshops, and employ interns and students in dual education programs. To engage young talent, we also organize Researchers' Night events at our own facilities and arrange factory visits for school groups.

The Group complies with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Human Rights Policy Commitments: The Group complies with the human rights policies set out in the Constitution, labor regulations, and EU legislation. These fundamental principles are also reinforced in its internal policies:

- ◆ Code of Ethics
- ◆ Partner Code of Ethics
- ◆ Equal Opportunities Plan
- ◆ HR Policy
- ◆ Collective Agreement
- ◆ Whistleblowing System
- ◆ Human Rights Statement

The Group's companies develop their regulations in consultation with employee representatives, with some documents being co-signed with the Trade Union. The subsidiaries maintain regular communication with employees through workplace/employee meetings and consultation negotiations, with the direct presence of the employer.

Human Rights Impact Management System, Channels, and Applied Solutions:

- ◆ Worksite administrators, managers, and HR personnel

In each major organizational unit, a worksite administrator supports employee communication, administration, and work accounting (ANY PLC, Gyomai Kner Printing Company), acting as an intermediary between employees and management/employer.

Open Offices: The HR organization, compensation department, and security team leaders and staff are available to employees during working hours. Colleagues can directly approach these departments with their requests, questions, feedback, complaints, and suggestions.

- ◆ Complaint reporting system
ANY Security Printing Company PLC operates a reporting channel (bejelentes@any.hu), Gyomai Kner Printing Company (bejelentes@gyomaikner.hu) and Zipper Services s.r.l. (etica@ezipper.ro) also operate complaint reporting systems. Other subsidiaries are not required to operate such systems due to their size or regional regulations.
- ◆ Equal Opportunity Officer
An appointed Equal Opportunity Officer is responsible for monitoring compliance with the Equal Opportunity Plan in coordination with employee representatives and the employer. Employees can turn to the officer if their human dignity is violated. The Equal Opportunity Officer investigates complaints, reports findings to the employer, and provides feedback to the employee, acting as a mediator in equal opportunity matters within the company.
- ◆ Corporate Legal Assistance and Advisory Services
Employees can seek advice from the corporate legal counsel or the external law firm associated with the company.

S1-1_07 | 21

The documents governing this area address the relevant United Nations Guiding Principles on Business and Human Rights. ANY Group has adopted a Human Rights Statement. Within the framework of the sustainability strategy, these documents are subject to continuous review and, where necessary, are updated based on the results of such reviews.

Alignment with Global Standards on Human Rights within a Multi-Level System:

Level I: Prevention - publication - information - declaration: The Ethical Code is publicly accessible, providing information and serving as a declaration to all stakeholders.

Level II: From Applicant to Employee: his phase involves familiarization with internal policies and the enforcement of the Collective Agreement, which is reinforced in employment contracts.

Level III: Active Employee – Employees, whether voluntarily participating in interest representation or without intent to join the trade union, engage in discussions and contribute through the suggestion box system.

Level IV: Complaint Handling – If a complaint or suspicion of misconduct arises, anybody can submit an anonymous report through the complaint reporting system or approach the plant administrator, manager, HR department, equal opportunity officer, or legal counsel.

Human rights policy commitments – The Group adheres to human rights policies as outlined in the Constitution, labor regulations, and EU legislation. These fundamental principles are reinforced in the internal policies:

- ◆ Code of Ethics
- ◆ Partner Code of Ethics
- ◆ Equal Opportunities Plan
- ◆ HR Policy
- ◆ Collective Agreement
- ◆ Whistleblowing System
- ◆ Human Rights Statement

S1-1_08 | 22

No human trafficking, forced labor, and child labor occur within the ANY Group. Human rights policies as outlined in the Constitution, labor regulations, and EU legislation are strictly adhered to. As a security printing company with a rich history, the Group's parent company, ANY Security Printing Company PLC, along with its management and ownership, unequivocally distances itself from human trafficking, forced labor, and child labor.

S1-1_09 | 23

Workplace accident prevention and occupational safety activities:

The Group has a designated occupational health and fire safety organization / responsible personnel.

A Workplace Safety Regulation is in place, which defines the procedures for pre-employment and recurring training sessions.

S1-1_10 | 24a

ANY's policies define the prohibition of discrimination, efforts to eliminate harassment, reporting channels, the promotion of equal opportunities, and the underlying principles related to these matters:

- ◆ Code of Ethics
- ◆ Partner Code of Ethics
- ◆ Equal Opportunities Plan
- ◆ HR Policy
- ◆ Collective Agreement
- ◆ Whistleblowing System
- ◆ Human Rights Statement

S1-1_11 | 24b

ANY's Equal Opportunity Plan explicitly covers the following forms of discrimination:


- ◆ Race and ethnic origin
- ◆ Gender
- ◆ Disability
- ◆ Age
- ◆ Religion
- ◆ Political opinion

S1-1_12 | 24c

ANY Group places great emphasis on fostering collaboration within a diverse workforce. The inclusion and employment of vulnerable groups is a key aspect of both physical and intellectual job roles. Employees with disabilities, such as hearing impairments, work in integrated teams alongside their colleagues, forming a supportive community that enhances both their professional and daily lives. The ownership and management are also committed to providing opportunities for employees to continue working after retirement, as well as supporting new mothers in their return to work, whether through new roles or flexible work arrangements.

S1-1_13 | 24d

ANY Group does not record or assess data related to individuals' gender identity, ethnic background, religion, or political opinions. Applicants and employees are selected and employed based solely on professional criteria across all subsidiaries.



The integration of selected individuals is supported by a mentor colleague, and all employees become familiar with the company's core principles during the onboarding process through regulations and policies. The Group operates an equal opportunity officer and a complaint reporting system, while representative members and organizations also contribute to maintaining and upholding the corporate culture and policies.

S1.MDR-P_01 | 65 a

Content of the Equal Opportunity Plan (ANY PLC and Gyomai Kner Printing Company):

The primary goal of the Equal Opportunity Plan is to draw the attention of both the employer, employees, and the representative bodies to the importance of workplace equal opportunity and the respect for the principles of equal treatment.

- ◆ General concepts and provisions
- ◆ General objectives, ethical principles
- ◆ Status assessment
- ◆ Equal opportunity goals – development
- ◆ Programs for achieving the goals

The Collective Agreement (ANY PLC and Gyomai Kner Printing Company) outlines the employment standards for both the employer and employees, including regulations that positively deviate from the Labor Code.

The Group places a strong emphasis on equal opportunity within the Collective Agreement (Section 2 / Page 1).

In the HR Regulations (ANY PLC), the preamble – introductory section – sets out provisions on equal opportunity and the prohibition of discrimination.

The ANY Code of Ethics is available at www.any.hu/en/company/bodies-and-management.

S1.MDR-P_02 | 65 b

The Equal Opportunity Plan (applicable to ANY PLC and Gyomai Kner Printing Company) covers all employees and operational sites.

The Collective Agreement applies to all employed workers, individuals exercising employer rights, and all operational sites.

The HR Regulations (ANY PLC) apply to all employees, contributors, and contractors and are valid across all operational locations.

The subsidiary companies follow the employment practices and ethical standards set forth by ANY PLC, ensuring compliance with its regulations.

S1.MDR-P_03 | 65 c

In the case of ANY PLC and Gyomai Kner Printing Company, the CEO is responsible for adhering to regulations, while for subsidiaries, this responsibility lies with the managing director.


The Collective Agreement and the Equal Opportunity Plan are jointly approved and signed by the CEO in collaboration with employee representation.

S1.MDR-P_04 | 65 d; S1.MDR-P_05 | 65 e

Employee representation and the employer engage in continuous negotiations on matters affecting some or all employees. Key policies, issues, and wage agreements are discussed, approved, and signed not only with the Trade Union but also with the Works Council.

S1.MDR-P_06 | 65 f

The regulations are available as follows: the Collective Agreement is posted on bulletin boards, the HR Regulations and the Equal Opportunities Plan can be found in the electronic folder of regulations, and the Code of Ethics is accessible at www.any.hu/en/company/bodies-and-management. There is no monitoring in place regarding the above regulations.



S1 MDR-M.R.ESRS 2, 72.a; S1 MDR-T.R.ESRS 2, 80.a.; S1 MDR-T.R.ESRS 2, 80.b.; S1 MDR-T.R.ESRS 2, 80.c.; S1 MDR-T.R.ESRS 2, 80.d.; S1 MDR-T.R.ESRS 2, 80.e.; S1 MDR-T.R.ESRS 2, 80.f.; S1 MDR-T.R.ESRS 2, 80.g.; S1 MDR-T.R.ESRS 2, 80.h.; S1 MDR-T.R.ESRS 2, 80.i.; S1 MDR-T.R.ESRS 2, 80.j.; S1 MDR-T.R.ESRS 2, 81.b.; S1 MDR-T.R.ESRS 2, 81.b.i.; S1 MDR-T.R.ESRS 2, 81.b.ii.; S1 MDR-T.R.AR 26

During the reporting period, the Company did not set specific targets in relation to the identified sustainability topics. The Company is currently further developing its approach and assessing the feasibility and relevance of establishing measurable targets. The Company intends to define appropriate targets once reliable baseline data, structured data collection processes and robust methodological frameworks are in place. Until such targets are formally adopted, the organisation monitors progress through policies, implemented measures and, where applicable, qualitative performance indicators.

[S1-2] Processes implemented to collaborate with own employees and employee representatives regarding identified impacts

The Group does not have a unified framework agreement or regulation in place; however, it provides multiple channels for two-way communication.

S1-2_24 b, c, d, e

A central employee representation body is in operation, with delegates elected from all areas and locations. No specific financial resources are allocated to this activity, and its operation is overseen by the HR Director. Suggestions and feedback received during discussions and consultations with employee representatives are addressed either immediately or after strategic-level discussions. Responses may take the form of a direct employer letter, CEO directive, newsletter, or amendments to the collective agreement.

S1-2_01 | 27 a, b, c, d, e; S1-2_07 | 28; S1-2_08 | 29

The employer within the ANY Group maintains continuous communication with employee representatives and strives to consider employee perspectives in its decision-making processes. During discussions and consultations with employee representatives, the elected representatives communicate the needs and insights of employees, which are taken into account when making human resource-related decisions.

The employers within the ANY Group work directly with employees and their representatives, while designated HR personnel also facilitate direct communication.

Types of collaboration include: worker-employee meetings (held during significant changes or when reaching major milestones), consultations between the employer and employee representatives (at least twice a year), negotiations between the employer and union leaders (typically 2-3 times per year, with HR participation and mediation), HR and employee representatives maintain ongoing communication. Additionally, the Group has established communication channels such as newsletters, an idea suggestion system, direct employer letters, MEBIR reporting platform within the HR management system.

Within the Group, the exercising authority of the employer (Chief Executive Officer, Managing Director) is responsible for cooperation with employee representatives.

The Group has an equal opportunity plan and policy in place concerning fundamental human rights and their respect. The principles outlined in these documents have been agreed upon by both the employer and employee representatives. Additionally, the ethical code also includes these fundamental principles. As a historically established and law-abiding organization, the Group remains fully committed to complying with the obligations set out in its statutes. Consultations are held jointly with employee-elected representatives, after which the final agreement or regulation is approved collectively with their signatures.

No reports were submitted to the Equal Opportunities Officers designated under the Equal Opportunities Plan during the 2025 reporting period. One employee report was received through the whistleblowing channel; however, the subsequent investigation did not substantiate any case of discrimination or harassment.



Measures taken for particularly vulnerable groups, as included in the Equal Opportunity Plan:

- ◆ The Human Resources Policy.
- ◆ Appointed Equal Opportunity Officer – Responsible for monitoring the implementation of the Equal Opportunity Plan, in coordination with employee representation and the employer. Employees can turn to the Equal Opportunity Officer if they experience a violation of their human dignity. The officer investigates complaints, reports findings to the employer, and provides feedback to the employee. In this role, the officer acts as a mediator for equal opportunity matters within the company.
- ◆ Recruitment Process: The principle of equal treatment is applied throughout all recruitment tasks and activities. Job advertisements and the hiring process must not include any discriminatory statements. The focus in recruitment is placed on the qualifications, skills, and competencies required for the given position.
- ◆ Human resource development, workplace training, retraining, and learning: efforts should be made to ensure life-long learning opportunities. All employees, regardless of age, should have access to training, retraining, and learning opportunities, provided that such development serves both the individual's career growth and the Group's interests. In roles requiring further education, access to training cannot be denied solely based on age or other inherent characteristics.
- ◆ Objective to improve work and living conditions: special focus is placed on disadvantaged employees (e.g., foundation-based financial support, assistance programs, and family-friendly work schedules).
- ◆ Employer Benefits and Discounts: Ensuring tailored benefits and support programs for disadvantaged groups.
- ◆ Additional welfare benefits for employees with children: beyond school enrollment support, additional well-being benefits must be provided (e.g., Santa Claus gift packages, holiday sweets, etc.). Parents requesting legally mandated working time benefits must be granted them.
- ◆ Facilitating reemployment and retirement transition: support for employees returning to work and assistance in transitioning to retirement.
- ◆ Communication with employees on maternity leave is conducted in an organized manner through the HR personnel, ensuring direct and personal communication. The reintegration of mothers returning to work is assessed on a case-by-case basis and may take place even while they are still receiving maternity benefits.
- ◆ In the event of downsizing, the scope and circumstances of the affected employees must be carefully examined, including the possibility of early retirement and its potential impact on both the individual and the employer.
- ◆ Upon retirement, the HR personnel monitor the retiring employee's pension application process prior to their departure, ensuring accurate information, proper handling of pension entitlements, and recognition of the employee's contributions.
- ◆ Communication with employees during long-term illness and support for their reintegration upon return to work are facilitated by the respective department heads and HR personnel.

The trade union gives special attention to these groups.

[S1-3] The processes for correcting negative impacts and the channels available for employees to raise concerns

S1-3_01 | 32 a, b, c, d, e

At ANY Group, due to the nature of operations, employees work in production areas, typically following a multi-shift schedule. The preparation of shift schedules is the responsibility of area managers. When planning schedules, the management team strives to consider employee needs, commuting conditions (for those traveling from outside the area), family-related requests, and aligning shifts for employees who commute together.

When assigning overtime, the Group also accommodates constraints and takes these into account in workforce planning.

Wage negotiations and discussions regarding benefits provided throughout the year are conducted annually with employee representatives. The employer reviews the proposals from employee representatives and incorporates them whenever possible, at least partially.



Communication channels in addition to direct management contact:

- ◆ Worksite administrators: in every major organizational unit, worksite administrators support employee communication, administration, and work accounting (ANY PLC, Gyomai Kner Printing Company). They serve as intermediaries between employees and management/employers.
- ◆ Employee representatives: the Trade Union and Works Council (employee representation bodies) have designated officials at each site, whom employees can approach directly. The employee representatives hold quarterly or semi-annual meetings for their members, which occasionally function as open forums, allowing any employee to participate and raise concerns.
- ◆ Occupational safety representatives: each site has trained representatives who maintain direct contact with the occupational safety organization, management, and the company doctor. These individuals are elected representatives, and the employer ensures their training is regularly updated. Employees can directly approach them with observations or complaints.
- ◆ Worker-employee meetings: these are convened by a manager, senior management, or the employer representative exercising employer rights.
- ◆ "Idea Box": a Kaizen system is in place, allowing employees to submit suggestions for improving work processes, conditions, and efficiency—whether related to their own area or another department. Valuable and feasible ideas are rewarded by the employer.
- ◆ Open offices: HR, compensation, and security department leaders and staff are available during working hours. Employees can directly approach them with requests, questions, feedback, or suggestions. If necessary, or upon employee request, a corporate lawyer also facilitates cooperation, ensuring fair communication for all parties.
- ◆ Industry collaboration in training and talent pipeline development: the Group actively participates in sector-wide initiatives, such as membership in the Printing and Paper Industry Association. It also contributes to financing printing instructors and modernizing vocational training.
- ◆ Equal opportunity representatives

There is no efficiency measurement related to this.
It is communicated through representative channels.

Channels for Raising Concerns:

- ◆ Managers
- ◆ Operations administrators
- ◆ Employee representatives, union leaders and trusted representatives
- ◆ Occupational safety representatives
- ◆ Employee meetings
- ◆ "Idea box"
- ◆ Open departmental offices
- ◆ Professional associations
- ◆ Equal opportunity representatives
- ◆ Whistleblowing platforms

The ANY Group has a grievance mechanism in place to address the issues defined in the second paragraph of the Objectives section. It operates a complaint reporting system in compliance with the local 2023/XXV Act (Complaint Act), which also covers employee-related matters.

As part of its existing process for handling the issues defined in Section 2 of the Objectives, ANY Group operates a reporting channel (bejelentes@any.hu) that is equally accessible to everyone. The details of the processing workflow for this channel are well established. ANY clearly communicates the availability of this reporting option on its website and at its sites, ensuring transparency and accessibility.

The internal guideline issued in 2023 regulates the tracking and monitoring of raised and resolved issues, as well as ensuring the effectiveness of the reporting channels, including the participation of intended users among stakeholders. This guideline defines the software-driven mechanism through which all reported cases are handled in compliance with the requirements of (Hungarian) Act 2023/XXV on Complaints, ensuring full legal compliance.

At ANY PLC, employees are aware of the available channels and processes for raising and handling complaints. As part of this, employees receive information on the complaint reporting procedures, with a particular emphasis on the fact that whistleblowers are granted enhanced protection under Act 2023/XXV on Complaints.

Policies ensuring protection against retaliation for individuals using the channels to raise concerns or needs: The “Whistle-blowing System Policy” operated by ANY PLC provides this protection. This policy has been in effect and valid since July 24, 2023.

[S1-4] Measures addressing significant impacts on own workforce, approaches to mitigating significant risks related to own workforce, and leveraging significant opportunities, as well as the effectiveness of these measures

ANY has efforts and measures in place to mitigate significant negative impacts on employees, but these are not consolidated into a unified policy or system. Metrics and indicators are not yet available, as business and investment plans do not include such detailed specifications.

In 2025, investments were implemented at ANY Security Printing PLC to automate quality control and improve operational efficiency, with the support of grant funding. (The specific details of these investments are treated as business secrets by ANY Group.) The objective of the technological developments is to enable production and closely related support functions to operate primarily in two shifts, limiting night work to standby duties or exceptional peak periods. These measures were also initiated to reduce overtime. Through workforce reallocation, resources can be concentrated on operating the new and more efficient machinery within a reduced number of shifts.

No direct reduction of active headcount is planned. The Company continues the restructuring and automation of production processes and aims to retrain employees performing manual or simpler tasks, through internal mentoring and training programmes, to become machine operators. Temporary increases in workforce demand are addressed through fixed-term contracts and the employment of retired workers.

Investment concept: A portion of ANY Security Printing PLC’s investment plans (collation and automation of quality control) had already been submitted to and approved by the Board of Directors in 2024. Implementation commenced accordingly and continues throughout 2025 and 2026.

Following the closure of a training grant programme in 2024, ANY Security Printing PLC continued in 2025 to provide soft skills trainings and workshops fully financed from its own resources. A priority area was commerce, where cooperation-focused training was organised for the export team. Additional training programmes were delivered in LEAN management, as well as communication, change management and advanced foreman-level training, with a particular focus on managers.

Remuneration: Additional workload and performance are rewarded through one-off payments, provided that revenue and project profitability allow. In 2025, salary increases exceeding the rate of inflation were implemented. In recent years, the Company has consistently sought to close wage gaps among lower-paid employees. Rising average wages have resulted in a decrease in the number of employees earning the statutory minimum wage. Base salary increases also generate additional allowance effects, contributing to real wage growth, particularly in blue-collar areas. For managers, lower base salary increases were applied, with a stronger emphasis on performance-related benefits.

Across the Group, the proportion of minimum wage earners continues to decline as a result of ongoing wage alignment. For example, at Gyoma Kner Press PLC., further wage development was implemented following the statutory minimum wage adjustment. At ANY Security Printing PLC (the parent company), Zipper Services s.r.l., and Techno-Progress Ltd., all employees receive base salaries above the statutory minimum wage.

A loyalty bonus scheme had already been introduced at the parent company in previous years as part of the annual salary review process. Employees with at least five years of service are entitled to a higher guaranteed wage increase, which increases progressively at each additional five-year interval. This remuneration framework was further enhanced in 2024 and remained in force during the 2025 salary review.



ANY Security Printing PLC operates an employee referral programme. Candidates recommended by employees are typically aware of the nature of the work, including shift work and occasional overtime, and submit their applications accordingly. The referring employee receives an incentive bonus upon successful completion of the probation period of the new hire and an additional bonus after one year of employment. The shared objective is successful onboarding and long-term integration.

In addition to the referral programme, a mentoring system supports onboarding and training. The mentor and direct supervisor work with the new employee for three months, during and at the end of which performance, work conduct and discipline are evaluated. Upon successful integration, mentors receive an additional training allowance following the probation period.

Over the past decade, vocational education in the Budapest printing sector has produced only a limited number of qualified bookbinders and printing machine operators, while the workforce in the sector— including at ANY Group— is predominantly middle-aged or older. Ensuring succession is therefore challenging. The Company actively participates in broad sectoral cooperation initiatives to revitalise vocational training.

The Company takes part in school and professional programmes, career orientation days and promotional events nationwide to increase awareness of printing-related professions. Through showcasing the unique features of the security product portfolio, the Group promotes itself as an attractive employer, including through communication with families and parents.

Since 2024, in cooperation with the Hungarian Printing and Paper Industry Association, ANY Security Printing PLC and Gyomai Kner Printing PLC. have participated in the reform of secondary-level vocational education. As a result of this sector-wide cooperation, BGSZC Mechatronikai Technikum has taken over printing-related vocational training in Budapest, establishing a modern and professional training workshop and allocating substantial resources to revitalise interest in the profession.

In 2025, several employees participated in vocational training programmes alongside their employment. The Company provides employment and practical training placements in dual education formats (e.g. for mechatronics students). Employees from other industries are also trained through the mentoring programme.

The Company supports printing instructors through cooperation agreements, including financial commitments jointly undertaken by ANY Security Printing PLC and Gyomai Kner Printing PLC.

Rental support may be granted to employees relocating from rural areas. Eligible employees may apply for rental contributions for a period of one year, with the possibility of extension upon request.

The on-site occupational health service at ANY Security Printing PLC goes beyond mandatory medical fitness examinations. The four-day-per-week consultation schedule, care provided during working hours, and continuous monitoring of employees' health conditions constitute enhanced occupational health support. Preventive measures, vaccination campaigns and health screening programmes, developed in cooperation with the occupational physician, contribute to reducing sick leave and waiting times for medical examinations. In 2025, a comprehensive multi-day on-site health screening programme was conducted using a mobile screening unit. The winning grant provided operational conditions, equipment and healthcare personnel, supplemented by the Company's financial contribution. Additional diagnostic examinations were offered beyond the basic package, and employees could opt for further targeted laboratory or diagnostic tests at discounted rates. Employees of Techno-Progress Ltd. and Gyoma Kner Press PLC. also participated. At Zipper Services s.r.l., the occupational health provider offers health insurance solutions for employees.


Through its diversity, ANY Group fosters an attractive workplace atmosphere and strong corporate culture that offsets the closed and highly regulated working environment. Multi-generational employment is common within the Group. Even prior to the introduction of the referral programme, efforts were made to identify suitable roles for motivated applicants, including family members.

Remuneration structure: Overtime, shift and overtime allowances result in higher income levels, which create a basis for future restructuring of base salaries and performance-related variable pay in a more predictable working time framework, enabling employees to maintain similar or improved income levels.

When organising shifts, managers seek to take family life, medical appointments and school commitments into account, where operationally feasible. Family members working together may be assigned joint or opposite shifts based on requests and coordination. When ordering overtime, the Company seeks to consider employees' personal constraints and, in many areas, substitute employees are available.

ANY Security Printing PLC partly supports commuting from Nógrád County through the operation of a dedicated Pásztó–Budapest bus service. The organised group transport ensures safe and coordinated commuting aligned with shift schedules, using a logistics partner. This arrangement supports a loyal, experienced core workforce in production areas, saves commuting time and contributes to work-life balance and environmentally conscious transportation.

All functional areas—including Finance, Human Resources, Production Management, Commercial Management and employee representation bodies—are committed to maintaining efficient operations and minimising negative impacts.



In case of tensions, priorities are set, and continuous, open communication is maintained between professional departments and employee groups. Measures affecting employee income and working conditions are given priority. The Group seeks consensus-based acceptance of measures. Employee groups and representation bodies prefer negotiation and agreement; no strike action has occurred in recent decades, and the Group has not lost business due to poor planning.

The continuity of decision-makers among stakeholders supports stable and compliant operations. Problems are identified based on management decisions and addressed through joint thinking and collaborative development of measures. Strategic meetings, quarterly management meetings, idea days and extended commercial or production meetings are regularly held.

Annual business, strategic and investment plans are prepared for the following year. The business plan includes measures affecting wage costs, with percentage-based projections for personnel expense changes per company. These measures are approved at Group level by the parent company.

The Group's generated results provide the financial basis for these measures. In certain cases, operating costs are supported by working capital credit facilities, while investments underpinning operations are financed through long-term loans and, where possible, grant funding.

The effectiveness of measures relating to material impacts, risks and opportunities concerning own workforce has not yet been formally tracked; however, such monitoring will be developed in the short term as part of the sustainability strategic plan.

[S1-5] Objectives related to managing significant negative impacts, promoting positive impacts, and addressing key risks and opportunities

S1-5_01-06

Throughout the year, the employer holds several meetings with trade union leaders and employee representatives, involving relevant functional executives (HR, Finance or Security senior management). The agenda regularly includes material issues affecting a broad group of employees, particularly those related to identified significant negative and positive impacts.

Trade union presidents and employee representatives receive continuous information on efficiency-enhancing investments, planned remuneration matters and production-related plans. They are involved in decision-preparation processes already at the planning stage of investments and organisational changes. Consultation forums include formal meetings, negotiations, coordination sessions and employee assemblies.

During these discussions, trade union leaders, employee representatives and the employer jointly assess the measures introduced in previous periods. Representatives report on their effectiveness, and employees may also express their views at open meetings. The lessons learned and experience gained are taken into account when planning efficiency-enhancing investments and remuneration-related measures for the following period.

The following business objectives and planned measures of the Group are expected to be incorporated into the sustainability strategic plan:

- ◆ Reduction of overtime and excessive working hours,
- ◆ Optimisation of shift structures, automation and the maintenance and continuous improvement of work-life balance,
- ◆ Workforce reskilling (e.g. operators, machine handlers),
- ◆ Further reduction in the number of minimum wage earners (e.g. at Gyoma Kner Press PLC.),
- ◆ Focused onboarding and training of new entrants in line with the requirements of the modernised machinery fleet,
- ◆ Active participation in vocational training, strengthened presence in the education system, promotion of dual education and the establishment of an internal instructor team within the Companies.

Systematising the actions included in the summary of measures will contribute to the development, over the medium term (3–5 years), of an HR strategy aligned with the business and investment plan, incorporating production optimisation objectives.

[S1-6] Characteristics of the company's employees

S1-6_01 | 50 a és S1-6_04 | 50 a

2024.12.31.			
Number of employees in employment relationship	FEMALE	MALE	Total
ANY Security Printing Company PLC	416	402	818
Gyomai Kner Printing Company	62	86	148
Techno-Progress Ltd.	6	28	34
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	2	2
Zipper Services s.r.l. (Romania)	102	53	155
Atlas Trade Distribution s.r.l. (Romania)	*19 (18)	16 (17)	35
Tipo Direct Serv s.r.l. (Moldova)	7	3	10
ANY Group Total	612 (611)	590 (591)	1202

2025.12.31.			
Number of employees in employment relationship	FEMALE	MALE	Total
ANY Security Printing Company PLC	390	399	789
Gyomai Kner Printing Company	67	92	159
Techno-Progress Ltd.	6	29	35
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	2	2
Zipper Services s.r.l. (Romania)	125	72	197
Atlas Trade Distribution s.r.l. (Romania)	18	20	38
Zipper Data (Moldova)	36	13	49
Tipo Direct Serv s.r.l. (Moldova)	7	3	10
ANY Group Total	649	630	1279

Difference between 31 December 2024 and 31 December 2025			
Number of employees in employment relationship	FEMALE	MALE	Total
ANY Security Printing Company PLC	-26	-3	-29
Gyomai Kner Printing Company	5	6	11
Techno-Progress Ltd.	0	1	1
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0
Zipper Services s.r.l. (Romania)	23	19	42
Atlas Trade Distribution s.r.l. (Romania)	0	3	3
Zipper Data (Moldova)	36	13	49
Tipo Direct Serv s.r.l. (Moldova)	0	0	0
ANY Group Total	38	39	77

% of difference between 31 December 2024 and 31 December 2025			
Number of employees in employment relationship	FEMALE	MALE	Total
ANY Security Printing Company PLC	-6,25%	-0,75%	-3,54%
Gyomai Kner Printing Company	8,06%	6,98%	7,43%
Techno-Progress Ltd.	0	3,57%	2,94%
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0
Zipper Services s.r.l. (Romania)	22,55%	35,85%	27,10%
Atlas Trade Distribution s.r.l. (Romania)	0	17,65%	8,57%
Zipper Data (Moldova)	100%	100%	100%
Tipo Direct Serv s.r.l. (Moldova)	0	0	0
ANY Group Total	6,22%	6,6%	6,40%

* The 2024 report contained incorrect data regarding the number of employees at Atlas Trade Distribution s.r.l., and the employee headcount of Zipper Data was omitted from the report. The discrepancy is primarily attributable to these reporting errors.

Within ANY Group, the number of employees under employment contracts increased in 2025 at Zipper Services s.r.l. (Romania), due to the growing volume of activities in digital production and archiving. No material year-on-year changes occurred at the other Group entities.

There are no employees subject to standby (on-call) obligations.

At Specimen PLC., five individuals perform their duties under service contracts.

At ANY Inगतlanhasznosító Ltd., two managing directors perform their duties under service contracts.

The "other" category is not applicable.

S1-6_02 | 50 a és S1-6_05 | 50 a és S1-6_09 | 50 b + 51

Country	Number of employees (own workforce) (headcount) as at 31 December 2024 (total full-time and part-time employees, including those on statutory leave)	Number of employees (own workforce) (headcount) as at 31 December 2025 (total full-time and part-time employees, including those on statutory leave)	Difference in the number of employees (own workforce) (headcount) between 31 December 2024 and 31 December 2025 (total full-time and part-time employees, including those on statutory leave)	Ratio (percentage change) in the number of employees (own workforce) (headcount) between 31 December 2024 and 31 December 2025 (total full-time and part-time employees, including those on statutory leave)
Hungary	1,000	983	-17	-1,7%
Slovakia	2	2	0	0
Romania	190	235	45	23,68%
Moldova	10	59	49	490%
ANY Group total	1,202	1,279	77	6.40%

Within ANY Group, the number of own employees increased significantly in 2025 at Zipper Services s.r.l. (Romania), primarily due to the growing volume of activities in the field of digital production and archiving.

Average number of employees by headcount:

2024.			
	Average number of full-time employees	Average number of part-time employees	Average statistical headcount
ANY Security Printing Company PLC	759.20	14.06	773.26
Gyomai Kner Printing Company	139.20	3.69	142.89
Techno-Progress Ltd.	31.50	0.99	32.49
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	2.00	0	2.00
Zipper Services s.r.l. (Romania)	148.59	3.83	152.42
Atlas Trade Distribution s.r.l. (Romania)	32.67	3.00	35.67
Tipo Direct Serv s.r.l. (Moldova)	7.25	0	7.25
ANY Group total	1,120.41	25.57	1,145.98
2025.			
	Average number of full-time employees	Average number of part-time employees	Average statistical headcount
ANY Security Printing Company PLC	754.81	13.59	768.41
Gyomai Kner Printing Company	141.21	3.34	144.55
Techno-Progress Ltd.	33.13	0.83	33.96
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	2.00	0	2.00
Zipper Services s.r.l. (Romania)	171.57	4.33	175.9
Atlas Trade Distribution s.r.l. (Romania)	33.07	3	36.07
Zipper Data (Moldova)	41.22	7.02	48.24
Tipo Direct Serv s.r.l. (Moldova)	9.78	0	9.78
ANY Group total	1,186.79	32.11	1218.91
Difference between 2024 and 2025			
	Average number of full-time employees	Average number of part-time employees	Average statistical headcount
ANY Security Printing Company PLC	-4.39	-0.47	-4.85
Gyomai Kner Printing Company	2.01	-0.35	1.66
Techno-Progress Ltd.	1.63	-0.16	1.47
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0
Zipper Services s.r.l. (Romania)	22.98	0.5	23.48
Atlas Trade Distribution s.r.l. (Romania)	0.4	0	0.4
Zipper Data (Moldova)	41.22	7.02	48.24
Tipo Direct Serv s.r.l. (Moldova)	2.53	0	2.53
ANY Group total	66.38	6.54	72.93
Ratio between 2024 and 2025			
	Average number of full-time employees	Average number of part-time employees	Average statistical headcount
ANY Security Printing Company PLC	-0.58%	-3.34%	-0.63%
Gyomai Kner Printing Company	1.44%	-9.48%	1.16%
Techno-Progress Ltd.	5.17%	-16.16%	4.52%
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0
Zipper Services s.r.l. (Romania)	15.46%	13.05%	15.40%
Atlas Trade Distribution s.r.l. (Romania)	1.22%	0	1.12%
Zipper Data (Moldova)	100%	100%	100%
Tipo Direct Serv s.r.l. (Moldova)	34.90%	0	34.90%
ANY Group total	5.92%	25.58%	6.36%

S1-6_07 | 50 b

Employee data by contract type and gender:

Fixed-term contract, in accordance with Section 192 of the Labour Code. Unless otherwise agreed, employment is established for an indefinite period. There are no differences in definitions across countries. The Group applies only these two forms of employment. There are no employees hired with on-call availability.

	ANY PLC		Gyomai Kner Printing Company		Techno-Progress Ltd.		Slovak Direct s.r.o. (Slovakia)		Zipper Services s.r.l. (Romania)		Atlas Trade Distribution s.r.l. (Romania)		Zipper Data (Moldova)		Tipo Direct Serv s.r.l. (Moldova)		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2024.12.31.																		
Open-ended employment contract	406	400	62	84	6	28	0	2	102	53	19	16	-	-	7	3	602	586
Fixed-term employment contract	10	2	0	2	0	0	0	0	0	0	0	0	-	-	0	0	10	4
ANY Group total	416	402	62	86	6	28	0	2	102	53	19	16	-	-	7	3	612	590
2025.12.31.																		
Open-ended employment contract	390	398	65	91	6	29	0	2	112	67	18	20	36	13	7	3	634	623
Fixed-term employment contract	0	1	2	1	0	0	0	0	13	5	0	0	0	0	0	0	15	7
ANY Group total	390	399	67	92	6	29	0	2	125	72	18	20	36	13	7	3	649	630
Difference between 2024.12.31 and 2025.12.31.																		
Open-ended employment contract	-16	-2	3	7	0	1	0	0	10	14	-1	4	36	13	0	0	32	37
Fixed-term employment contract	-10	-1	2	-1	0	0	0	0	13	5	0	0	0	0	0	0	5	3
ANY Group total	-26	-3	5	6	0	1	0	0	23	19	-1	4	36	13	0	0	37	40
Ratio between 2024.12.31 and 2025.12.31.																		
Open-ended employment contract	-3.94%	-0.50%	4.84%	8.33%	0	3.57%	0	0	9.8%	26.41%	-5.26%	25%	100%	100%	0	0	5.31%	6.31%
Fixed-term employment contract	-100%	-50%	0	-50%	0	0	0	0	0	0	0	0	0	0	0	0	50%	75%
ANY Group total	-6.25%	-0.75%	8.06%	6.98%	0	3.57%	0	0	22.55%	35.85%	-5.26%	25%	100%	100%	0	0	6.04%	6.78%

(For subsidiaries not included in the table, all data are zero and therefore do not affect the consolidated figures of ANY Group.)

Number of leavers:

	Number of leavers in 2024 (headcount)	Number of leavers in 2025 (headcount)	Difference between 2024 and 2025	Ratio between 2024 and 2025
ANY Security Printing Company PLC	114	119	5	4.38%
Gyomai Kner Printing Company	38	27	-11	-28.95%
Techno-Progress Ltd.	3	0	-3	-100%
Specimen PLC	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0	0
Zipper Services s.r.l. (Romania)	27	31	4	14.81%
Atlas Trade Distribution s.r.l. (Romania)	8	0	-8	-100%
Zipper Data (Moldova)	-	7	7	100%
Tipo Direct Serv s.r.l. (Moldova)	2	0	-2	-100%
ANY group total	192	184	-8	-4.17%

At ANY Security Printing PLC, out of the 119 employees who left the Company, 10 had fixed-term employment contracts that expired.

	Employee turnover rate (%) in 2024 (number of leavers / average annual statistical headcount × 100)	Employee turnover rate (%) in 2025 (number of leavers / average annual statistical headcount × 100)	Difference in employee turnover rate (%) between 2024 and 2025
ANY Security Printing Company PLC	14.74%	15.49%	0.75%
Gyomai Kner Printing Company	24.28%	18.68%	-5.6%
Techno-Progress Ltd.	9.23%	0.00%	-9.23%
Specimen PLC	0.00%	0.00%	0.00%
ANY Ingatlanhasznosító Ltd.	0.00%	0.00%	0.00%
Slovak Direct s.r.o. (Slovakia)	0.00%	0.00%	0.00%
Zipper Services s.r.l. (Romania)	17.71%	17.62%	-0.09%
Atlas Trade Distribution s.r.l. (Romania)	22.43%	0	0
Zipper Data (Moldova)	-	14.51%	14.51%
Tipo Direct Serv s.r.l. (Moldova)	27.59%	0	-27.59%
ANY group total	16.56%	15.09%	-1.47%

Methodology of calculation (as indicated in the table header):

At ANY Security Printing PLC, the employee turnover rate was calculated as follows: $119/768.41 \times 100 = 15.49\%$
The number of leavers includes 7 employees whose fixed-term employment contracts expired in 2025.

Methodologies: The basic headcount data is based on the closing headcount figures from the Human Resources and Payroll software as of December 31, 2025. The averages are derived from the annual statistical headcount table, which also serves as the basis for mandatory labor statistical reports. (Hungary – Central Statistical Office)

The number of employees is reported as a headcount figure.

The number of employees is reported as of December 31, 2025, marking the end of the reporting period.

The data tables and disclosures include only the company's own employees; external staff, contractors, or honorary personnel are not included.

The Group's headcount data is reported in alignment with the financial statements.

[S1-7] Description of workers engaged as non-employees within the own workforce

S1-7_01 | 55 a; S1-7_02 | 55 a, S1-7_03 | 55 a

As at 31 December 2025, ANY Security Printing PLC had 11 elected officers (members of the Board of Directors and Supervisory Board). Two Board members waived their remuneration; therefore, they are not recorded in the HR and payroll system for 2025.

The Board of Directors of Gyoma Kner Press PLC. consists of three members. Of these, two are employees of Gyoma Kner Press PLC., and two are employees of ANY Security Printing PLC; they have waived their remuneration. At Specimen PLC., there are three Supervisory Board members (NEXON). The Board of Directors of Zipper Services s.r.l. consists of three members, two of whom waived their remuneration, while one member receives a fee under a service contract.

ANY Security Printing PLC engages cleaners and security personnel at its own premises through external service providers under service agreements.

Part of the security function is provided under a service contract for asset protection activities. As at 31 December 2025, 17 individuals were deployed at the Company's premises under such arrangements.

Cleaning services are provided under service contracts by employees of partner companies. As at 31 December 2025, 10 external workers were operating at the Group's sites.

At Gyoma Kner Press PLC., the average headcount of workers supplied by employment service providers in 2024 was as follows:

- ◆ from a pensioners' cooperative: 8.08 persons
- ◆ from a student cooperative: 2.16 persons
- ◆ from a social cooperative providing labour services (simplified daily employment registration): 19.83 persons

At Zipper Services s.r.l., only directly employed staff were engaged in 2025.

S1-7_06 | 55 b, S1-7_07 | 55 b; S1-7_09 | 55c; S1-7_10 | 57

For non-own personnel, the Group requested data and declarations from its service provider partners.

The number of non-own personnel (cleaning staff, security personnel) was reported in headcount by the Group. For those employed through staffing service providers, the Group reported an average headcount calculated from monthly figures in accordance with Section 55 a.

The number of non-own personnel was reported as of 31 December 2025.

For the characterization of non-own personnel, the Group reported actual figures rather than estimates.

[S1-8] Coverage by collective bargaining and social dialogue

Based on the ANY Group's double materiality analysis, this topic is not considered material.

[S1-9] Diversity metrics

S1-9_01 | 66a

Gender distribution by headcount at senior management level:

Number of senior executives (headcount)	ANY Security Company PLC	Gyomai Kner Printing Company	Techno-Progress Ltd.	Slovak Direct	Zipper Services	Atlas Trade Distribution	Zipper Data	Tipo Direct Serv s.r.l.	ANY Group Total
2024.12.31.									
Female	1	1	1	0	0	0	–	0	3
Male	10	2	0	1	3	1	–	1	18
Total	11	3	1	1	3	1	–	1	21
2025.12.31.									
Female	1	0	1	0	0	0	0	0	2
Male	9	3	0	1	3	1	1	1	19
Total	10	3	1	1	3	1	1	1	21
Difference between 31 December 2024 and 31 December 2025									
Female	0	–1	0	0	0	0	0	0	–1
Male	–1	1	0	0	0	0	1	0	1
Total	–1	0	0	0	0	0	1	0	0
Ratio between 2024.12.31. and 2025.12.31.									
Female	0	–100%	0	0	0	0	0	0	–33.33%
Male	–10%	50%	0	0	0	0	100%	0	5.55%
Total	–9.09%	0	0	0	0	0	100%	0	0

(For subsidiaries not included in the table, all data are zero and therefore do not affect the consolidated figures of ANY Group.)

One individual at Gyoma Kner Press PLC. serves both as Chief Executive Officer and as a member of the Board of Directors. In addition, one male executive board member holds positions at both ANY Security Printing PLC and Gyomai Kner Printing PLC., and one individual serves at Zipper Services s.r.l. as well.

2024.12.31.		
	Proportion of men at top management level	Proportion of women at top management level
ANY Security Printing Company PLC	90.91%	9.09%
Gyomai Kner Printing Company	66.67%	33.33%
Techno-Progress Ltd.	0%	100%
Specimen PLC.	–	–
ANY Ingatlanhasznosító Ltd.	–	–
Slovak Direct s.r.o. (Slovakia)	100%	0%
Zipper Services s.r.l. (Romania)	100%	0%
Atlas Trade Distribution s.r.l. (Romania)	100%	0%
Tipo Direct Serv s.r.l. (Moldova)	100%	0%
At ANY Group level	85.72%	14.28%
2025.12.31.		
	Proportion of men at top management level	Proportion of women at top management level
ANY Security Printing Company PLC	90%	10%
Gyomai Kner Printing Company	100%	0%
Techno-Progress Ltd.	0%	100%
Specimen PLC.	–	–
ANY Ingatlanhasznosító Ltd.	–	–
Slovak Direct s.r.o. (Slovakia)	100%	0%
Zipper Services s.r.l. (Romania)	100%	0%
Atlas Trade Distribution s.r.l. (Romania)	100%	0%
Zipper Data (Moldova)	100%	0%
Tipo Direct Serv s.r.l. (Moldova)	100%	0%
Difference between 31 December 2024 and 31 December 2025		
	Proportion of men at top management level	Proportion of women at top management level
ANY Security Printing Company PLC	–0.91%	0.91%
Gyomai Kner Printing Company	33.33%	–33.33%
Techno-Progress Ltd.	0%	0%
Specimen PLC.	–	–
ANY Ingatlanhasznosító Ltd.	–	–
Slovak Direct s.r.o. (Slovakia)	0%	0%
Zipper Services s.r.l. (Romania)	0%	0%
Atlas Trade Distribution s.r.l. (Romania)	0%	0%
Zipper Data (Moldova)	0%	0%
Tipo Direct Serv s.r.l. (Moldova)	0%	0%

Age distribution of employees:

2024.12.31.				
Data (headcount)	Employees under 30 years of age	Employees between 30 and 50 years of age	Employees over 50 years of age	Total
ANY Security Printing Company PLC	100	380	338	818
Gyomai Kner Printing Company	20	72	56	148
Techno-Progress Ltd.	0	14	20	34
Specimen PLC.	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	1	1	2
Zipper Services s.r.l. (Romania)	22	87	46	155
Atlas Trade Distribution s.r.l. (Romania)	3	24	8	35
Tipo Direct Serv s.r.l. (Moldova)	1	7	2	10
ANY Group Total	146	585	471	1,202
2025.12.31.				
Data (headcount)	Employees under 30 years of age	Employees between 30 and 50 years of age	Employees over 50 years of age	Total
ANY Security Printing Company PLC	95	357	337	789
Gyomai Kner Printing Company	25	74	60	159
Techno-Progress Ltd.	0	14	21	35
Specimen PLC.	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	1	1	2
Zipper Services s.r.l. (Romania)	46	108	43	197
Atlas Trade Distribution s.r.l. (Romania)	4	24	10	38
Zipper Data (Moldova)	22	27	0	49
Tipo Direct Serv s.r.l. (Moldova)	1	7	2	10
ANY Group Total	193	612	474	1,279
Difference between 31 December 2024 and 31 December 2025				
Data (headcount)	Employees under 30 years of age	Employees between 30 and 50 years of age	Employees over 50 years of age	Total
ANY Security Printing Company PLC	-5	-23	-1	-29
Gyomai Kner Printing Company	5	2	4	11
Techno-Progress Ltd.	0	0	1	1
Specimen PLC.	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0	0
Zipper Services s.r.l. (Romania)	24	21	-3	42
Atlas Trade Distribution s.r.l. (Romania)	1	0	2	3
Zipper Data (Moldova)	22	27	0	49
Tipo Direct Serv s.r.l. (Moldova)	0	0	0	0
ANY Group Total	47	27	3	77
Ratio between 2024.12.31. and 2025.12.31.				
Data (headcount)	Employees under 30 years of age	Employees between 30 and 50 years of age	Employees over 50 years of age	Total
ANY Security Printing Company PLC	-5%	-6.05%	-0.29%	-3.54%
Gyomai Kner Printing Company	25%	2.78%	7.14%	7.43%
Techno-Progress Ltd.	0	0	5%	2.94%
Specimen PLC.	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0	0
Zipper Services s.r.l. (Romania)	109.09%	24.14%	-6.52%	27.10%
Atlas Trade Distribution s.r.l. (Romania)	33.33%	0	25%	8.57%
Zipper Data (Moldova)	100%	100%	0	100%
Tipo Direct Serv s.r.l. (Moldova)	0	0	0	0
ANY Group Total	32.19%	4.61%	0.64%	6.40%

S1-9_06 | AR 71

Definition of Senior Management

The Company is managed by the Board of Directors. Operational management is carried out by the Chief Executive Officer/Managing Director with the support of the management team. These individuals fall under the definition of senior management within the Company.

[S1-10] Fair wages

S1-10_01 | 69; S1-10_02 | 70 és S1-10_03 | 70

In Hungary, as of 1 January 2025, the statutory minimum monthly base salary for full-time employees is HUF 290,800. For positions requiring at least secondary education or a secondary-level vocational qualification, the guaranteed minimum monthly wage is HUF 348,800 for 2025.

The relevant government decrees are available at the following references:

Hungary: [Government Decree 394/2024 \(XII. 12.\) – National Legislation Database](#)

Romania: Government Decision 1.506/2024

Slovakia: Decree 263/2024

Moldova: Decree 846/2024

The base salary of all employees within ANY Group complies with, and in most cases exceeds, the applicable statutory minimum wage or guaranteed minimum wage in force in the respective countries.

There are no employees within ANY Group whose remuneration falls below the legally prescribed minimum wage thresholds.

[S1-11] Social protection

S1-11_01-05 | 74 a, b, c, d, e

In Hungary: The 1992 Labor Code (Act I of 1992), along with social security regulations, defines the framework applicable to all Hungary-based employees of the ANY Group.

In case of illness, the Group follows the regulations set forth in Social Security laws.

All employees work under a registered employment relationship, and all mandatory deductions and contributions are paid throughout the entire employment period. All employees are entitled, in accordance with employment regulations, to sick leave benefits, parental leave, accident compensation, indemnification, unemployment benefits following termination of employment as per legal requirements, and the right to submit a retirement claim at their own discretion.

At the Hungarian subsidiaries of ANY Group, the retirement practice ensures that employees receive a base severance payment (30 days) based on their years of service. In the case of ANY PLC, employees are entitled to severance compensation according to the provisions of the Collective Agreement, whether they retire through employee resignation or mutual agreement. This severance payment contributes to increasing their pension base. The payment terms are mutually agreed upon between the employee and the employer, allowing the individual to flexibly determine the effective date of their actual work completion. Employees with decades of service may also be recognized with a Lifetime Achievement Award.

ANY Group, regarding its Hungarian subsidiaries, operates in accordance with Hungarian regulations (Act IV of 1991 on the Promotion of Employment and Benefits for the Unemployed). The jobseekers' allowance provides financial support to individuals who have lost their jobs. To be eligible, individuals must register as jobseekers at the local employment center, which then verifies whether the applicant meets the basic requirements, such as having at least 360 days of employment within the past three years. The purpose of the jobseekers' allowance is to provide temporary financial assistance until the individual finds new employment. However, its duration is limited to a maximum of 90 days.

In the event of a workplace injury and acquired disability, employees are entitled to accident sick pay and medical leave compensation. In the case of disability, they are eligible for compensation.

All employees receive social protection. In the event of childbirth, the ANY Group, as a social security payment center, provides the benefits granted under the applicable regulations. Parental leave entitlements are granted in accordance with labor laws, based on employee declarations, with the corresponding leave payment determined accordingly.

If the required service period is met, pension benefits can be claimed by all employees of eligible retirement age (ANY Group).



At the Hungarian subsidiary of ANY Group, the retirement practice ensures that employees receive compensation for the notice period specified in the Collective Agreement, based on their years of service with the company, whether through employee resignation or mutual agreement. This severance payment contributes to their pension base. The method of payment is mutually agreed upon between the employer and the employee, allowing flexibility to individuals in determining the exact end date of their employment. Employees with several decades of service may also be eligible for a Lifetime Achievement Award.

Employees of ANY PLC and Techno-Progress Ltd. receive employer contributions to their voluntary pension funds on a monthly basis, supporting their retirement years. Employees of Gyomai Kner Printing Company also have the option to join a voluntary pension fund, with the employer deducting and transferring their membership fees upon request. If an employee wishes to continue working while receiving a pension and their position remains needed, the employer offers continued employment under a post-retirement employment arrangement. This allows individuals to earn additional income with favorable tax conditions while receiving their pension.

S1-11_06 | 75, 76

https://employment-social-affairs.ec.europa.eu/policies-and-activities/moving-working-europe/eu-social-security-coordination/your-social-security-rights_en?prefLang=hu&etrans=hu

Social protection categories	HUNGARY								ROMANIA				SLOVAKIA	
	ANY Security Printing Company PLC			Gyomai Kner Printing Company				Techno-Progress Ltd.		Zipper Services s.r.l. (Romania)			Atlas Trade Distribution SRL (Romania)	Slovak Direct s.r.o. (Slovakia)
	Own Employees		External Employees	Own Employees		Simplified Employment Workers	Temporary Workers	Own Employees		Own Employees		Temporary Workers	Own Employees	Own Employees
	Active-age employees	Retired employees		Active-age employees	Retired employees			Active-age employees	Retired employees	Active-age employees	Retired employees			
Sickness	Eligible for sick leave, 15 days of sick leave, sickness benefit	Eligible for sick leave, only 15 days of sick leave	Eligible under their own employer	Eligible for sick leave, 15 days of sick leave, sickness benefit	Eligible for sick leave, only 15 days of sick leave	Not eligible for sick leave	Under their own employer's employment relationship	Eligible for sick leave, 15 days of sick leave, sickness benefit	Eligible for sick leave, only 15 days of sick leave	Incapacity benefit	Incapacity benefit	Under their own employer's employment relationship	Incapacity benefit	Eligible for sick leave, first 10 days of sick leave paid by the employer (1-3 days at 25%, 4-10 days at 55%), sickness benefit
Unemployment	Unemployment benefit is granted after the acquisition of the required eligibility period and the termination of the employment relationship	No benefit, recipient due to continuously received pension	Based on the service period acquired at their own employer	Unemployment benefit is granted after the acquisition of the required eligibility period and the termination of the employment relationship	No benefit, recipient due to continuously received pension	Counts towards the eligibility period for unemployment benefit	Based on the employment relationship with their own employer	Unemployment benefit is granted after the acquisition of the required eligibility period and the termination of the employment relationship	No benefit, recipient due to continuously received pension	Unemployment benefit	Not relevant	Based on the employment relationship with their own employer	Unemployment benefit	Unemployment allowance
Workplace injury or acquired disability	In case of sick leave, accident-related sick pay is provided; in case of health impairment, entitlement to accident annuity or compensation from the employer may apply	No annuity, recipient due to continuously received pension	May apply for accident annuity or compensation under their employment relationship with their own employer	In case of sick leave, accident-related sick pay is provided; in case of health impairment, entitlement to accident annuity or compensation from the employer may apply	No annuity, recipient due to continuously received pension	Entitled to accident benefits	Under their own employer's employment relationship	In case of sick leave, accident-related sick pay is provided; in case of health impairment, entitlement to accident annuity or compensation from the employer may apply	No annuity, recipient due to continuously received pension	Temporary incapacity benefit, Allowance after temporary reassignment, Allowance for reduced working hours	No benefit, recipient due to continuously received pension	Based on their own employer's employment relationship	Temporary incapacity benefit, Allowance after temporary reassignment, Allowance for reduced working hours	Injury allowance, Pain compensation

Social protection categories	HUNGARY							ROMANIA					SLOVAKIA	
	ANY Security Printing Company PLC			Gyomai Kner Printing Company				Techno-Progress Ltd.		Zipper Services s.r.l. (Romania)			Atlas Trade Distribution SRL (Romania)	Slovak Direct s.r.o. (Slovakia)
	Own Employees		External Employees	Own Employees		Simplified Employment Workers	Temporary Workers	Own Employees		Own Employees		Temporary Workers	Own Employees	Own Employees
	Active-age employees	Retired employees		Active-age employees	Retired employees			Active-age employees	Retired employees	Active-age employees	Retired employees			
Parental leave	One-time additional leave for fathers upon childbirth; additional leave for parents based on the number of children; unpaid leave due to childbirth, with related benefits (CSED, GYED, GYES, GYET) available until the child reaches the age of three, or up to 10 years in the case of twins or a child with disabilities, based on the Labor Code, with reduced benefits	Grandparental childcare leave (GYED, GYES)	Eligible under their own employer	One-time additional leave for fathers upon childbirth; additional leave for parents based on the number of children; unpaid leave due to childbirth, with related benefits (CSED, GYED, GYES, GYET) available until the child reaches the age of three, or up to 10 years in the case of twins or a child with disabilities, based on the Labor Code, with reduced benefits	Grandparental childcare leave (GYED, GYES)	Not eligible	Under their own employer's employment relationship	One-time additional leave for fathers upon childbirth; additional leave for parents based on the number of children; unpaid leave due to childbirth, with related benefits (CSED, GYED, GYES, GYET) available until the child reaches the age of three, or up to 10 years in the case of twins or a child with disabilities, based on the Labor Code, with reduced benefits	Grandparental childcare leave (GYED, GYES)	Maternity leave and benefits for two years, or up to three years for a child with disabilities; maternal risk leave	Not eligible	Based on their own employer's employment relationship	Maternity leave and benefits for two years, or up to three years for a child with disabilities; maternal risk leave	Maternity support (34-43 weeks), Paternity leave (2 weeks), Pregnancy support (from the 13th week of pregnancy until childbirth)
Retirement	Severance pay according to the Collective Agreement is paid before retirement, eligibility for a lifetime achievement award may apply, and the actual termination of work is at the employee's discretion.	Not relevant	Eligible at their own employer	Basic severance pay is provided before retirement	Not relevant	Counts as service time	Under own employer contract	Basic severance pay is provided before retirement	Not relevant	No additional benefits	Not relevant	Based on own employer contract	No additional benefits	No additional benefits

S1-11_07 | 75

According to Hungarian regulations, employees are entitled to 15 days of paid sick leave, prorated for those who join during the year. After this period, they may be eligible for sick pay (benefit) if they have had at least 365 consecutive days of insurance coverage within the two years prior to their employment. Retired employees, according to the Social Security Contribution Act (TBJ), are not eligible for sick pay after exhausting their sick leave, due to the absence of an insurance relationship. Following the expiration of sick leave, their absence is recorded as “Justified, unpaid leave.”

S1-11_08 | 75

A retired employee and an honorary fee recipient/contracted worker are not eligible for unemployment/jobseeker’s allowance. The former is not without benefits, while the latter typically undertakes a specific task, supplementary independent work, or a position, rather than full-time employment.

S1-11_09 | 75

A retired employee may become eligible for accident annuity alongside their old-age pension, provided they meet the following conditions: Accident annuity is granted to individuals who have suffered an occupational accident (work-related illness) resulting in a health impairment exceeding 13%, but who are not entitled to benefits for persons with reduced work capacity. Additionally, they must not be receiving an old-age pension under Sections 31 and 32 (4) of Act CXCI of 2011 on Benefits for Persons with Reduced Work Capacity and Amendments to Certain Laws.

This exclusionary provision does not apply if the occupational accident of a person receiving the aforementioned old-age pension occurred during an existing insurance relationship after reaching the old-age retirement age.

The entitlement to accident annuity begins on the day the applicant’s accident-related health impairment exceeding 13% is established. The determination of the degree of health impairment is a medical-expert task, and a medical opinion is issued as part of the procedure.

S1-11_10 | 75

Employees are entitled to maternity leave upon request.

S1-11_11 | 75

Active-age employees may receive employer contributions to voluntary pension funds, whereas retired employees, contractors, and honorary fee recipients are not eligible.

[S1-12] Persons with disabilities

Based on the ANY Group’s double materiality analysis, this topic is not considered material.

[S1-13] Training and skills development metrics

Currently, no formalised performance and career development evaluation system is in place.

S1-13_01 | 83 a

	Number of external and internal training hours in 2024	Number of external and internal training hours in 2025	Difference between external and internal training hours in 2024 and 2025	Ratio of external to internal training hours in 2024 and 2025
ANY Security Printing Company PLC	12,432	16,775	4,343	34.94%
Gyomai Kner Printing Company	201	427	226	112.19%
Techno-Progress Ltd.	8	17	9	112.50%
Specimen PLC	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	0	0	0
Zipper Services s.r.l. (Romania)	759	4,955	4,196	552.83%
Atlas Trade Distribution s.r.l. (Romania)	0	168	168	0
Zipper Data	0	216	216	100.00%
Tipo Direct Serv s.r.l. (Moldova)	0	0	0	0
ANY Group Total	13,400	22,558	9,158	68.34%

S1-13_02-04 | 83 a, b

Following the completion of the training grant programme, soft skills trainings continued in 2025, primarily targeting commercial, managerial and key positions. The objectives, strategic directions and identified competency gaps were defined in cooperation with managers, taking into account the corporate strategy. Based on this assessment, the training themes were developed and the relevant participant groups were selected.

Key training programmes implemented at ANY Security Printing PLC in 2025 (outside grant frameworks):

- ◆ AI Workshop – internal training for employees on the appropriate use of artificial intelligence. Participants represented multiple operational areas of the Company (37 employees).
- ◆ LEAN advanced trainings – 5S, TPM, SMED, LEAN management on machinery, and the practical application of 8D problem-solving based on internal audit cases (19 employees). Participants included engineers, middle managers, shift supervisors and occupational safety professionals.
- ◆ Soft skills trainings – particular emphasis was placed on middle management development in 2025. In addition, the export commercial team participated in cooperation-focused workshops and trainings, providing a strong foundation for the following year's training programme.
- ◆ Basic cutting technology training – internal professional training organised for 11 employees with external instructors.
- ◆ ESG–CSR workshop – an additional six employees completed the sustainability training programme.

For several years, ANY Security Printing Company PLC has placed strong emphasis on language training, both in individual and group formats. The number of participants in language training continues to increase, as does the diversity of languages studied. The Company provides support even at beginner level. Through this structured and supported training approach, the Company strengthens the language competencies required for its expanding export activities, supports individual career development and ensures continued employability in line with evolving business expectations. In 2025, 54 employees participated in individual or group language training programmes organised and supported by ANY, covering four languages. In addition to English, French and Portuguese, Spanish language training demand also emerged in 2025. Overall, 7% of the total workforce participated in language training.

Year 2024		
ANY Security Printing Company PLC	Female (headcount – 416)	Male (headcount – 402)
Total number of training hours in 2024 (hours)	5713.75	6718.5
Average number of training hours in 2024 (hours)	13.73	16.71
Year 2025		
ANY Security Printing Company PLC	Female (headcount – 390)	Male (headcount – 399)
Total number of training hours (hours)	7735.25	9040
Average number of training hours (hours)	19.83	22.66
Gyomai Kner Printing Company	Female (headcount – 67)	Male (headcount – 92)
Total number of training hours (hours)	155.25	271.25
Average number of training hours (hours)	2.32	2.95
Techno-Progress Ltd.	Female (headcount – 6)	Male (headcount – 29)
Total number of training hours (hours)	6.5	10.5
Average number of training hours (hours)	1.08	0.36
Zipper Services s.r.l.	Female (headcount – 125)	Male (headcount – 72)
Total number of training hours (hours)	3074	1881
Average number of training hours (hours)	24.592	26.125
Atlas Trade Distribution Services s.r.l.	Female (headcount – 18)	Male (headcount – 20)
Total number of training hours (hours)	72	96
Average number of training hours (hours)	4	4.8
Zipper Data	Female (headcount – 36)	Male (headcount – 13)
Total number of training hours (hours)	164	52
Average number of training hours (hours)	4.55	4
Difference between years of 2024 and 2025		
ANY Security Printing Company PLC	Female	Male
Total number of training hours (hours)	2021.5	2321.5
Average number of training hours (hours)	6.1	5.95
Ratio between 2024 and 2025		
ANY Security Printing Company PLC	Female	Male
Total number of training hours (hours)	35.38%	34.55%
Average number of training hours (hours)	44.43%	35.61%

At the subsidiaries, no records were available for the year 2024 on the basis of which gender-disaggregated data (female/male breakdown) could have been provided. A system enabling such data collection was established in 2025.

Data expressed in hours	Average training hours per employee in 2024	Average training hours per employee in 2025	Difference in average training hours per employee between 2024 and 2025	Ratio of average training hours per employee between 2024 and 2025
ANY Biztonsági Nyomda PLC.	15.2	21.26	6.06	39.87%
Gyomai Kner Printing Company	1.36	2.68	1.32	97.06%
Techno-Progress Ltd.	0.24	0.48	0.24	100%
Specimen PLC.	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o.	0	0	0	0
Zipper Services s.r.l.	4.90	25.15	20.25	413.26%
Atlas Trade Distribution s.r.l.	0	4.42	4.42	100%
Zipper Data	–	4.41	4.41	100%
Tipo Direct Serv s.r.l.	0	0	0	0
ANY Group level	11.15	17.64	6.49	58.21%

[S1-14] Health and safety metrics

S1-14_01 | 88 a

The data reporting applies to the own workforce.

ANY Security Printing Company PLC holds an ISO 45001:2018 Management System Certification called MEBIR (Workplace Health and Safety Management System), which applies to 100% of its employees across all sites (as part of the Integrated Management Policy – [Integrated Management System Policy 2024](#)). Within the Group, 68.00% of employees are covered by the MEBIR system. The percentage was determined based on headcount.

The Group complies with the applicable employment regulations related to occupational safety, fire protection, health protection, and safe working conditions. These regulations are taught, and their application extends to external employees during the operation of the system.

S1-14_02 | 88 b

There have been no fatalities at the Group due to work-related injuries and poor health conditions.

S1-14_03 | 88 b

There have been no fatalities at the Group resulting from workplace injuries or health conditions.

S1-14_04 | 88 c

	Number of occupational accidents (workplace accidents / commuting accidents) relating to own workforce (cases) in 2024	Number of occupational accidents (workplace accidents / commuting accidents) relating to own workforce (cases) in 2025	Difference in the number of occupational accidents (workplace accidents / commuting accidents) relating to own workforce between 2024 and 2025	Ratio of occupational accidents (workplace accidents / commuting accidents) relating to own workforce between 2024 and 2025
ANY PLC	21	17	-4	-19.05%
Gyomai Kner Printing Company	3	2	-1	-33.33%
Techno-Progress Ltd.	0	0	0	0
Specimen PLC	0	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0	0
Slovak Direct s.r.o.	0	0	0	0
Zipper Services s.r.l.	0	0	0	0
Atlas Trade Distribution s.r.l.	0	0	0	0
Zipper Data (Moldova)	-	0	0	0
Tipo Direct Serv s.r.l.	0	0	0	0
ANY Group Total	24	19	-5	-20.83%

S1-14_05 | 88 c

Workplace accidents involving the Group's own employees:

2024.12.31.				
	Workplace accident	Commuting accident	Total	Ratio
ANY PLC	13	8	21	2.57%
Gyomai Kner Printing Company	2	1	3	2.03%
Techno-Progress Ltd.	0	0	0	–
Specimen PLC	0	0	0	–
ANY Ingatlanhasznosító Ltd.	0	0	0	–
Slovak Direct s.r.o.	0	0	0	–
Zipper Services s.r.l.	0	0	0	–
Atlas Trade Distribution s.r.l.	0	0	0	–
Tipo Direct Serv s.r.l.	0	0	0	–
ANY Group total	15	9	24	2%
2025.12.31.				
	Workplace accident	Commuting accident	Total	Ratio
ANY PLC	13	4	17	2.15%
Gyomai Kner Printing Company	2	0	2	1.26%
Techno-Progress Ltd.	0	0	0	–
Specimen PLC	0	0	0	–
ANY Ingatlanhasznosító Ltd.	0	0	0	–
Slovak Direct s.r.o.	0	0	0	–
Zipper Services s.r.l.	0	0	0	–
Atlas Trade Distribution s.r.l.	0	0	0	–
Zipper Data (Moldova)	0	0	0	–
Tipo Direct Serv s.r.l.	0	0	0	–
ANY Group total	15	4	19	1.48%
Difference between 2024.12.31. and 2025.12.31.				
	Workplace accident	Commuting accident	Total	Ratio
ANY PLC	0	–4	–4	–0.42%
Gyomai Kner Printing Company	0	–1	–1	–0.77%
Techno-Progress Ltd.	0	0	0	–
Specimen PLC	0	0	0	–
ANY Ingatlanhasznosító Ltd.	0	0	0	–
Slovak Direct s.r.o.	0	0	0	–
Zipper Services s.r.l.	0	0	0	–
Atlas Trade Distribution s.r.l.	0	0	0	–
Zipper Data (Moldova)	0	0	0	–
Tipo Direct Serv s.r.l.	0	0	0	–
ANY Group total	0	–5	–5	–0.52%

S1-14_06 | 88 d

There have been no work-related illnesses among the employees of the Group (“occupational diseases” recorded as 0 in the regulations).

The number of lost days due to workplace injuries, illnesses, and fatalities among employees:

2024.			
	Number of lost days due to workplace injuries, illnesses	Number of lost days due to fatalities	Total number of lost days
ANY PLC	264	0	264
Gyomai Kner Printing Company	46	0	46
Techno-Progress Ltd.	0	0	0
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o.	0	0	0
Zipper Services s.r.l.	0	0	0
Atlas Trade Distribution s.r.l.	0	0	0
Tipo Direct Serv s.r.l.	0	0	0
ANY Group total	310	0	310
2025.			
	Number of lost days due to workplace injuries, illnesses	Number of lost days due to fatalities	Total number of lost days
ANY PLC	201	0	201
Gyomai Kner Printing Company	8	0	8
Techno-Progress Ltd.	0	0	0
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o.	0	0	0
Zipper Services s.r.l.	0	0	0
Atlas Trade Distribution s.r.l.	0	0	0
Zipper Data	0	0	0
Tipo Direct Serv s.r.l.	0	0	0
ANY Group total	209	0	209
Difference between 2024 and 2025			
	Number of lost days due to workplace injuries, illnesses	Number of lost days due to fatalities	Total number of lost days
ANY PLC	-63	0	-63
Gyomai Kner Printing Company	-38	0	-38
Techno-Progress Ltd.	0	0	0
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o.	0	0	0
Zipper Services s.r.l.	0	0	0
Atlas Trade Distribution s.r.l.	0	0	0
Zipper Data	0	0	0
Tipo Direct Serv s.r.l.	0	0	0
ANY Group total	-101	0	-101
Ratio between 2024 and 2025			
	Number of lost days due to workplace injuries, illnesses	Number of lost days due to fatalities	Total number of lost days
ANY PLC	-23.86%	0	-23.86%
Gyomai Kner Printing Company	-82.61%	0	-82.61%
Techno-Progress Ltd.	0	0	0
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o.	0	0	0
Zipper Services s.r.l.	0	0	0
Atlas Trade Distribution s.r.l.	0	0	0
Zipper Data	0	0	0
Tipo Direct Serv s.r.l.	0	0	0
ANY Group total	-32.58%	0	-32.58%

[S1-15] Work-Life Balance Indicators

Based on the ANY Group's double materiality analysis, this topic is not considered material.

[S1-16] Income indicators (wage gap and total income)

Based on the ANY Group's double materiality analysis, this topic is not considered material.

[S1-17] Incidents, complaints, and severe human rights impacts

S1-17_01-07 | 103 a, b, c, d

The total number of reported cases of unfair discrimination—including harassment—during the reporting period: 1.

There was one reported discrimination-related incident during the reporting period; however, the investigation did not substantiate the allegation. The single report was submitted by an internal employee.

In 2025, one report concerning discrimination or another incident was received through the internal whistleblowing channel.

No penalties or compensation were imposed or paid in relation to any incidents or discrimination cases in 2025.

No consultations, penalties, compensation, or other financial settlements were made in relation to workplace discrimination.

ANY PLC operates a reporting channel (bejelentes@any.hu), which received 1 complaint. No inquiries were received from national authorities in 2025. Gyomai Kner Printing Company (bejelentes@gyomaikner.hu) and Zipper Services s.r.l. (etica@ezipper.ro) also operate complaint reporting systems, but no reports were submitted. Other subsidiaries are not required to operate such systems due to their size or regional regulations.

In the 2025 reporting period, no cases of unfair discrimination or harassment occurred within the ANY Group, as confirmed by the operated reporting channels. No complaints or inquiries were received through the reporting channels or from national authorities. As a result, the total amount of fines, penalties, or compensations arising from such incidents is 0 HUF, consequently, no related items are included in the financial statements either.

S1-17_08-12 | 104 a, b

There were no cases related to human rights violations in connection with corporate work activities, with the total number being zero.

No human rights cases were assessed based on UN or OECD guidelines, with the total number being zero.

It can be stated that no human rights cases occurred in connection with the workforce employed by the company (neither severe nor of any other level).

No penalties or fines related to human rights cases occurred in connection with the workforce employed by the company.

No agreements were made regarding any fees or penalties to be paid during consultations or conciliation procedures; therefore, no related statements can be provided.

No complaints have been received through the reporting channels operated by ANY Group.

During the reporting period, no severe human rights incidents, such as forced labor, human trafficking, or child labor occurred within the ANY Group. No cases related to the company's workforce violated the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.

Accordingly, the total amount of fines, penalties, and compensations arising from such incidents is 0 HUF, and no related financial items are included in the company's financial statements.

6 G1 – Business ethics

[G1.GOV-1] The role of administrative, executive, and supervisory bodies

The role of the governance, management, and supervisory bodies in business conduct is disclosed by the Group in the Report on Corporate Governance, which is available on the company's website, further information can be found under ESRs 2 [GOV-1]:

https://www.any.hu/wp-content/files_mf/1714474170ANY_Report_on_Corporate_Governance_2023.pdf

The roles of administrative, executive, and supervisory bodies in business conduct are also outlined in the Report on Corporate Governance. Additionally, the Company's [Code of Ethics](#) provides information on business ethics guidelines, organizational culture, and guidance. The Corporate Policy Regulation aims to ensure that all employees, executive officers, supervisory board members, owners, and contracted individuals receive adequate and transparent information about the concepts of insider trading and market manipulation, including related prohibitions, exceptions, as well as legal provisions defining record-keeping and disclosure obligations. These guidelines are available on the company's website under Corporate Policies. [1688559871ANY Corporate Guidelines 01_07_2014.pdf](#)

The Code of Ethics applies to all employees of ANY Security Printing Company PLC and its Group companies. Additionally, ANY PLC expects all partners acting on behalf of the Company, as well as individuals and organizations in a contractual relationship with it, to comply with the provisions set out in the Code of Ethics.

[G1-1] Policies on corporate culture and business conduct, as well as corporate culture

G1-1_01-11

ANY Group is committed to continuously developing and nurturing its corporate culture, which focuses on responsible decision-making, ethical business conduct and fostering cooperation among employees. Strategic discussions regularly assess the development of corporate culture, taking into account the views of stakeholders. The evolution of ANY Group's culture is based on continuous dialogue between employees, management and stakeholders, enabling proactive responses to changing market and societal expectations.

Feedback from partners is received through customer satisfaction surveys as well as through ongoing direct communication. Communication with employees is conducted interactively via employee representation bodies and open office channels, while always taking into account the applicable legal framework.

The Group has set out and published its approach to corporate culture in its Code of Ethics and Partner Code of Ethics. The purpose of these Codes is to present the core principles and ethical standards that provide guidance in a changing business environment. While the Code of Ethics does not address every possible situation, it summarises the conduct and moral guidelines that all employees and Partners of the Group must follow, regardless of position, professional experience or business context.

Compliance with and protection of the principles set out in the Code of Ethics is a shared responsibility. Moral accountability, integrity in business conduct and respect for individuals contribute to preserving the Company's reputation and support its ability to adapt to competitive market challenges. Accordingly, it is essential that every employee of ANY Group contributes through their conduct to the achievement of common objectives.

All employees of ANY Group act in compliance with applicable national and international legal requirements. They consider the Company's internal regulations binding upon them and act in alignment with the Group's fundamental interests and objectives. Employees are expected to follow accepted ethical standards in human interactions and to maintain appropriate relationships with colleagues, business partners, customers, authorities and the media.

The Group periodically reviews the provisions of the Codes of Ethics and monitors related legislative and regulatory developments, updating the Codes where necessary. Internal communication channels are continuously developed in line with technological progress, with increasing emphasis on digital platforms.

To enable the identification, reporting and investigation of unlawful conduct or behaviour contrary to the Code of Ethics or other internal regulations, the Group operates a whistleblowing platform.

Corporate incident management rules define the procedures to be followed in cases involving suspected criminal conduct. In the event of official inquiries, the Group cooperates with law enforcement authorities in compliance with data protection requirements.



The detailed corporate processes are described in the “Whistleblowing System Policy,” which ensures reporting possibilities in accordance with Act XXV of 2023. Employees have been duly informed of the system through established internal communication channels, and the reporting channel has also been published on the Company’s website.

Reports may be submitted through the designated channel and are investigated in accordance with legal requirements. ANY Group does not maintain additional standalone policies in this area and does not plan to introduce such policies.

Further details on the structure of the whistleblowing system are available under section S1-1_01 | points 19–20.

ANY Group’s whistleblowing system has been in operation since 1 July 2023 in compliance with statutory obligations and fully implements all legally required functions.

ANY Group does not maintain a separate anti-corruption or anti-bribery policy aligned specifically with the United Nations Convention against Corruption, nor does it operate additional mechanisms for the immediate, independent and objective investigation of business conduct-related incidents, including corruption and bribery cases, beyond compliance with the applicable Hungarian implementing legislation.

Due to the nature of its security printing operations, the Group’s business relationships—both on the customer and supplier sides—are subject to screening and monitoring. Under the current operational framework, no functions have been identified as being exposed to heightened corruption or bribery risks. Given that the Group does not engage in activities involving animals, it does not maintain an animal welfare policy.

Within ANY Group, the foundation of business conduct-related expectations is incorporated into employment contracts. No separate structured training policy is in place in this regard. However, newly hired employees are supported by mentors during their onboarding process to ensure that they become familiar with and internalise the Company’s policies, ethical standards and corporate culture.

For managerial positions, employment contracts include a specific anti-corruption clause.

G1.MDR-P_01

The Codes of Ethics of ANY Security Printing PLC set out the Company’s principles regarding organisational and business ethics, as well as its conduct and procedures in relation to the competitive market and the broader social environment in which it operates. By publishing the Codes, the Company aims to provide employees, shareholders and potential investors with the opportunity to become familiar with the foundations of the organisational culture of ANY Security Printing PLC. For employees, the Code of Ethics offers guidance in assessing and managing potential ethical risks that may arise in the course of their work. As the Company’s reputation and the trust placed in it by its partners may be undermined even by the ethically questionable conduct of a single employee, the Company expects all individuals in any form of legal relationship with it to be familiar with and to comply fully with the provisions of the Code.

G1.MDR-P_02

The Code of Ethics applies to all employees of ANY Security Printing PLC and the companies belonging to ANY Group. In addition, ANY Security Printing PLC expects all partners acting on behalf of the Group, as well as all individuals and organisations in a contractual relationship with it, to comply with the provisions set out in the Code.

G1.MDR-P_03

The highest level of authority responsible for the implementation of the policy is the Chief Executive Officer (CEO), as the organization’s accountable leader.

G1.MDR-P_04

The Group does not adopt or apply third-party standards or initiatives.

G1.MDR-P_05

In shaping its corporate culture, ANY Group places great emphasis on the interests of key stakeholders, including customers, suppliers, and employees. Regulations are developed accordingly and are periodically reviewed to ensure that every decision and action fosters effective collaboration, supports sustainable development, and remains compliant with current legislation. This approach not only strengthens the corporate culture but also enhances the effectiveness of responses to broader social and economic challenges.



Partners and Clients:

The success of the ANY Group is built upon the integrity and ethical conduct of its employees in human relations. Accordingly, a key expectation for all employees is to consistently prioritize the needs of market participants, future clients, and existing customers to ensure that the Group can continuously deliver secure and innovative services and products to its partners. To achieve this, employees responsible for external communication must always provide precise, clear, and sufficient information to clients while adhering to confidentiality requirements. The obligation to provide accurate information applies to both verbal and written communication.

Shareholders and investors:

As a publicly listed company, the primary responsibility of ANY Security Printing Company PLC is to protect shareholder value. To ensure this, and in full compliance with the applicable capital market regulations, the Group guarantees transparency in financial information and reporting, providing shareholders with clear and accurate information. Through reporting obligations and mandatory disclosures, the Group ensures that investors have an accurate and up-to-date understanding of its operations, market position, and financial standing. Furthermore, ANY Group is committed to its shareholders by providing a platform—through its investor relations representative—for expressing their concerns, opinions, and potential requests. These are always considered thoughtfully and handled constructively. To uphold these principles, ANY Group ensures full cooperation with both its external and internal auditors, guaranteeing them unrestricted access to necessary information at all times.

Government authorities and regulatory bodies:

ANY Group and all its employees operate in full compliance with applicable laws in all situations. This applies to both the Hungarian parent company and its foreign subsidiaries. In the case of foreign joint ventures and subsidiaries, the Group considers itself bound by both the local laws of the respective country and the relevant regulations of the European Union. Accordingly, ANY Group conducts its activities with good faith, integrity, and responsibility. In its interactions with state, governmental, and local authorities, the Group and its employees act in full compliance with legal requirements. When dealing with governmental, regulatory, and supervisory bodies, the Group ensures that all necessary information is provided accurately and truthfully, while maintaining a cooperative approach in all engagements.

Competitors:

The business policy of ANY Group is centered on fair competition. As such, the Group is committed to upholding fundamental ethical principles in its relationship with competitors. The Group and all its employees are dedicated to obtaining business information only through lawful and ethical means. The Group strictly adheres to legal regulations and prohibitions against insider trading, ensuring that any information about competitors is acquired ethically and legally.

Employees:

The communication channels for dialogue with employees are detailed in section S1.

G1.MDR-P_06

The Group's Code of Ethics, Report on Corporate Governance, and Corporate Policy are available on the website for all stakeholders: [Bodies and management](#). The whistleblowing system is also accessible via the website: [1702992765bejelentesi_rendszer_EN.pdf](#)



STATEMENT OF RESPONSIBILITY

Gábor Zsámboki, as the CEO of ANY Security Printing Company Plc., I hereby declare that the consolidated annual report and sustainability statement based on the applicable accounting rules and ESRS regulations and on our best knowledge gives a true and fair view about the assets, liabilities, financial position, profit and loss of the issuer and the legal entities involved into the consolidation, furthermore the consolidated management report gives a true and fair view about the position, development, and achievement of the issuer and the legal entities involved into the consolidation while reviewing the main risks and uncertainty factors.

Budapest, 25th March 2026

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Chief Executive Officer

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