

Vajda-Papír Group

SUSTAINABILITY REPORT



Vajda papír



2025

Table of Contents

Welcome	4
About Our Report	6
About the Vajda-Papír Group.....	7
Our Product Range	13
Sales in more than 30 countries.....	14
Our ESG Strategy	15
Professional and organizational memberships and collaborations	18
Our Stakeholders	19
Our material topics	21
Social.....	22
Core Value: Our Employees.....	22
Training and Education.....	34
Occupational Safety and Health	38
Social Responsibility and Support for Local Communities	41
Equal Opportunity and Diversity.....	43
Environment	45
Green Bond.....	45
Material Use	46
Waste Management.....	50
Scope 1, 2, and 3 GHG Emissions.....	54
Energy Consumption	58
Water Management	60
Sustainable Products.....	62
Corporate Governance	63
Responsible Corporate Governance.....	63
Business Ethics and Compliance.....	72
Economic Performance	78
Indirect economic impact	81
Quality Management	82
Procurement Practices.....	85
Data Protection	85
GRI Content Index.....	86
Glossary	90
Imprint	92

Welcome

GRI 2-22

Dear Reader!
Dear Investors and Partners!

The year 2025 marked another milestone for the Vajda-Papír Group in terms of stable growth, industry innovation, and responsible operations. With our bond listed in the green product category on the Budapest Stock Exchange's XBond market and our actively operating Green Committee, we present our progress, sustainability results, and the strategic steps that will ensure our group's long-term success in our fifth sustainability report. The past year was marked by investments, operational efficiency, social responsibility, and the strengthening of our position in the industry.

We were the first Hungarian manufacturing company to join the SBTi (Science Based Targets Initiative), an international initiative that provides guidance to companies on setting science-based emissions reduction targets. In 2025, the year following our joining the initiative, we began developing our transition plan, which outlines the strategic and operational steps necessary for decarbonization. At the time of this report's preparation, our team of experts is currently working on finalizing the transition plan.

In 2025, we continued to implement energy efficiency investments worth more than 10 billion forints under the Gyármentő support program. The preparation and construction of the solar farm have taken the energy independence of our sites to a new level and play a key role in enabling us to set science-based net-zero emissions targets in line with our SBTi transition plan, which was launched in 2024.

The industrial robots and automated processing machines commissioned at our Dunaföldvár plant

in the first half of 2025 have further increased production efficiency, reduced our logistics costs, and clearly demonstrate that we treat technological innovation as a strategic resource in our operations. This was a significant step toward operating in an even more sustainable, energy- and resource-efficient manner.

Our commitment to social responsibility continued in 2025: in partnership with the Hungarian Maltese Charity Service, we provided hygiene paper products to more than 6,000 children in need, supporting kindergartens, schools, foster care networks, and communities in underprivileged regions with nearly 10 metric tons of donations. For us, social responsibility is a long-term commitment that reinforces our role in the life of communities year after year.

One of the most important strategic steps in 2025 was the signing of the purchase agreement for the acquisition of Sofidel Hungary Kft.'s household paper processing business. This transaction further strengthens our domestic presence, increases our processing capacity, and places our supply chain on an even more stable footing, while opening up new opportunities for portfolio development.

In 2025, we launched a groundbreaking, AI-based marketing campaign—a first for the industry—to celebrate the 15th anniversary of the Ooops! brand. The campaign simultaneously strengthened our market position and demonstrated our readiness to leverage modern technologies to create value, whether in manufacturing or communication processes.

From a financial perspective, Scope Ratings' B+ rating confirmed that we hold a dominant market position and have a product portfolio with stable demand, while debt management related to significant investments continues to require responsible, strategically focused management. All key indicators point to our ability to further strengthen and develop our group through informed financial and operational decisions.

At the end of 2025, we were particularly proud to have successfully retained our Best Managed Company certification, coordinated by Deloitte, thereby once again demonstrating our efficient and competitive operations, the consistent implementation of our strategies, and our commitment to our environmental goals. This award also underscores that our approach to sustainability is the result of a collective effort: the dedication of our employees, the trust of our partners, and the loyalty of our customers have made it possible for Vajda-Papír to become a leading, innovative, and responsibly operating player in the domestic industry today.

I am confident that, through our decisive, forward-looking strategic decisions, we will continue to build a company that not only follows but also shapes the development of the paper industry and sets an example of how to be both commercially successful and operate responsibly.

Best regards,

Attila Vajda

Managing Director and

Owner of the Vajda-Papír Group



**„SUSTAINABLE DEVELOPMENT
BEGINS WHERE RESPONSIBILITY
MEETS INNOVATION.“**

About Our Report

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

By publishing our Sustainability Report, we provide information in **Hungarian** and **English** to our stakeholders, the Budapest Stock Exchange, our investors, and all interested parties at¹. Our goal is to provide clear and transparent information about our sustainability efforts, the results we have achieved to date, and the impacts of our activities on the environment, society, the economy, and human rights.

THE VAJDA-PAPÍR GROUP'S ESG REPORT FOR 2025

Vajda-Papír Group

Headquarters in Hungary:
2330 Dunaharaszti, Némedi út 51.

Entities included in the report and their areas of operation:

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

Hungary

- Vajda-Papír Kft.
- Vajda Real Estate Kft.

Norway

- Vajda-Papir Scandinavia AS

Data Sources:

The data published in this report were provided by the Vajda-Papír Group's divisions and were used after being organized and professionally reviewed.

Management Approval:

The Vajda-Papír Group's Sustainability Report and the list of material topics are published with the approval of the CEO.

Reporting period: The reporting period corresponds to the fiscal year, from January 1, 2025, to December 31, 2025. The data presented is as of December 31, 2025.²

Reporting frequency: annually

Standard: The Vajda-Papír Group prepared its sustainability report for the reporting period from January 1, 2025, to December 31, 2025, in accordance with the guidelines of the Global Reporting Initiative (GRI) "GRI Standards 2021"³ with reference. The report was prepared without external, independent verification. At the time of preparing this report, no industry-specific standards linked to the GRI Standards were available; therefore, we were unable to take them into account. There are no applicable GRI Standards for two key topics (green bonds and quality management).

Report publication date: July 14, 2026.

Previous ESG report published on: January 15, 2026.

This report is the Group's fifth ESG report and its fourth report prepared in accordance with GRI standards.

Further information: esg@vajdapapir.com

¹ There are no differences in content between the Hungarian and English versions of this publication.

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

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

About the Vajda-Papír Group



Year founded:
1999



100% Hungarian, family-owned



Founders:
Attila Vajda and
Szilvia Csata Vajdáné



As Hungary's first industrial manufacturing company, it has taken an exemplary role by issuing⁴ green bonds worth 9.9 billion HUF



Hungary's market-leading manufacturer of hygiene paper products



Budapest Stock Exchange
Listed in the Xbond Corporate Bonds and Green Products category⁵

The Vajda-Papír Group consists of two Hungarian companies with the same ownership structure (Vajda-Papír Kft., Vajda Real Estate Kft.) and one Norwegian subsidiary, also with the same ownership structure (Vajda-Papír Scandinavia AS). Vajda-Papír Kft. was founded in 1999 by Attila Vajda Szilvia Csata Vajdáné. The company manufactures hygienic household paper products (toilet paper, kitchen paper towels, paper handkerchiefs, and paper napkins) and distributes public-sector and chemical products.

Our company, which began as a family business in 1999, now employs around 700 people at its plants in Budapest, Dunaföldvár, Székesfehérvár, and Drammen, Norway.

Vajda Papír Kft. is engaged in the manufacturing and distribution of hygiene paper products.

Vajda Real Estate Kft. is the owner of the group's real estate properties in Hungary. Since 2018, following the establishment of production capacity in Dunaföldvár, it has been manufacturing the base paper required for hygiene products and selling it to Vajda Papír Kft. as well as to independent third parties.

Vajda-Papír Scandinavia AS: The Norwegian subsidiary of the Vajda-Papír Group

⁴ The green bond was issued by Vajda-Papír Kft. in 2021.

⁵ Vajda-Papír Kft.

SIGNIFICANT CHANGES AT THE VAJDA-PAPÍR GROUP IN 2025

Preparations for a business unit acquisition:

On November 7, 2025, Vajda-Papír Kft. signed a business unit purchase agreement with Sofidel Hungary Kft.

Maintenance of credit rating:

During the reporting period, Scope Ratings affirmed Vajda-Papír's issuer rating at the B+ level; related rating information is available on Scope Ratings' public website. <https://scoperatings.com/announcements/rating-announcement/EN/179545>

Retention of Best Managed Companies designation: In 2025, the Vajda-Papír Group was once again named among the award-winning companies in the Best Managed Companies program coordinated by Deloitte Private, which recognizes the management practices, performance, and operational excellence of privately held companies in Hungary.

Adoption of the IFRS System: In 2025, the company took significant steps toward transitioning to an IFRS-based financial reporting system. This process supports more consistent handling of financial data, group-level comparability, and enhanced transparency in reporting processes.

Implementation of a CRM System: During the reporting period, the company made significant progress in implementing its CRM system. This initiative is designed to enable more structured management of customer relationships, more transparent tracking of sales processes, and more consistent handling of customer data.



VALUE CHAIN

The Vajda-Papír Group's value chain encompasses the entire process, from the sustainable procurement of raw materials through the manufacture of high-quality hygiene paper products to their logistical distribution. The company places special emphasis on the use of environmentally friendly technologies and on maximizing resource efficiency—for example, by optimizing water and energy consumption and minimizing waste. Innovation and product development tai-

lored to consumer needs play a key role in the manufacturing process. Logistics and sales processes are supported by modern, digitized systems, ensuring fast and reliable service in both domestic and international markets. Responsible corporate governance, a commitment to employee well-being, and the pursuit of sustainable growth permeate the entire value chain.

VAJDA-PAPÍR'S KEY CUSTOMERS

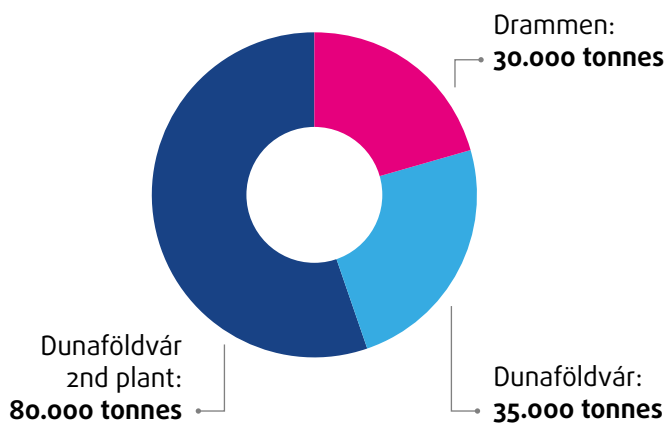


PRESENCE



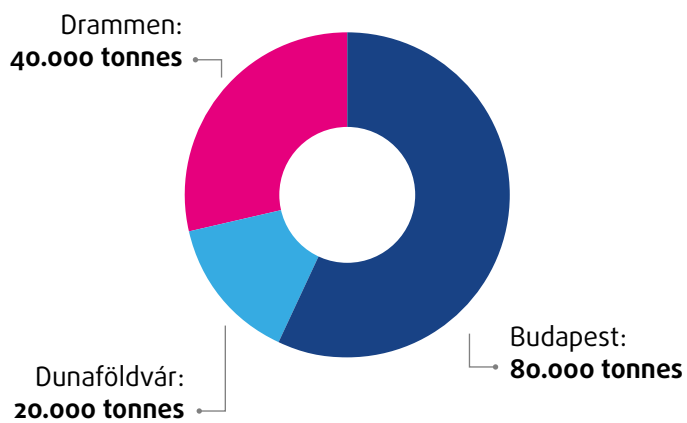
Production capacity

145,000 tonnes produced



Processing capacity

140,000 tonnes processed



HUNGARY

Vajda-Papír – Budapest

Built in 2008.

Annual capacity:

80,000 tonnes of finished products

(toilet paper, paper towels, paper tissues)

Vajda Real Estate – Dunaföldvár

Built in 2018 (an integrated factory producing hygiene household paper products and base paper).

Expansion in 2022: new factory unit (new base paper production hall, base paper warehouse and areas for storing and preparing cellulose).

Annual capacity

Paper base material production: 35,000 tonnes

+ Phase 2: 80,000 tonnes = 115,000 tonnes

Finished products: 20,000 tonnes (toilet paper, paper towels, napkins)

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

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



NORWAY

Vajda-Papir Scandinavia AS Drammen

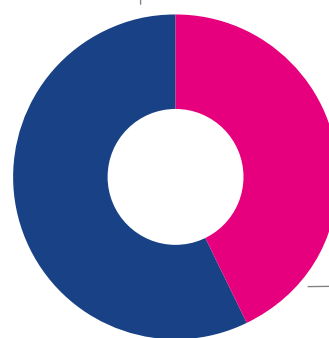
A more than 100 year-old paper factory

A member of Vajda-Papír Group since 2013

Éves kapacitás:

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

Finished products
(toilet paper):
40,000 tonnes



Paper base material:
30,000 tonnes



OUR PRODUCT RANGE

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



A MARKET LEADER IN HUNGARY

Nr.1



Vajda-Papír is the market-leading brand producer in the Hungarian household hygiene paper market in the paper towel category.⁶

Nr.2



Vajda-Papír branded products rank second in the toilet paper category on the Hungarian market surveyed.⁷

⁶ Based on the September 2023 data bank report provided by AC Nielsen Market Research Kft.

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

Our Product Range



Our flagship manufacturer brand, Ooops!

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

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



Ooops! Professional

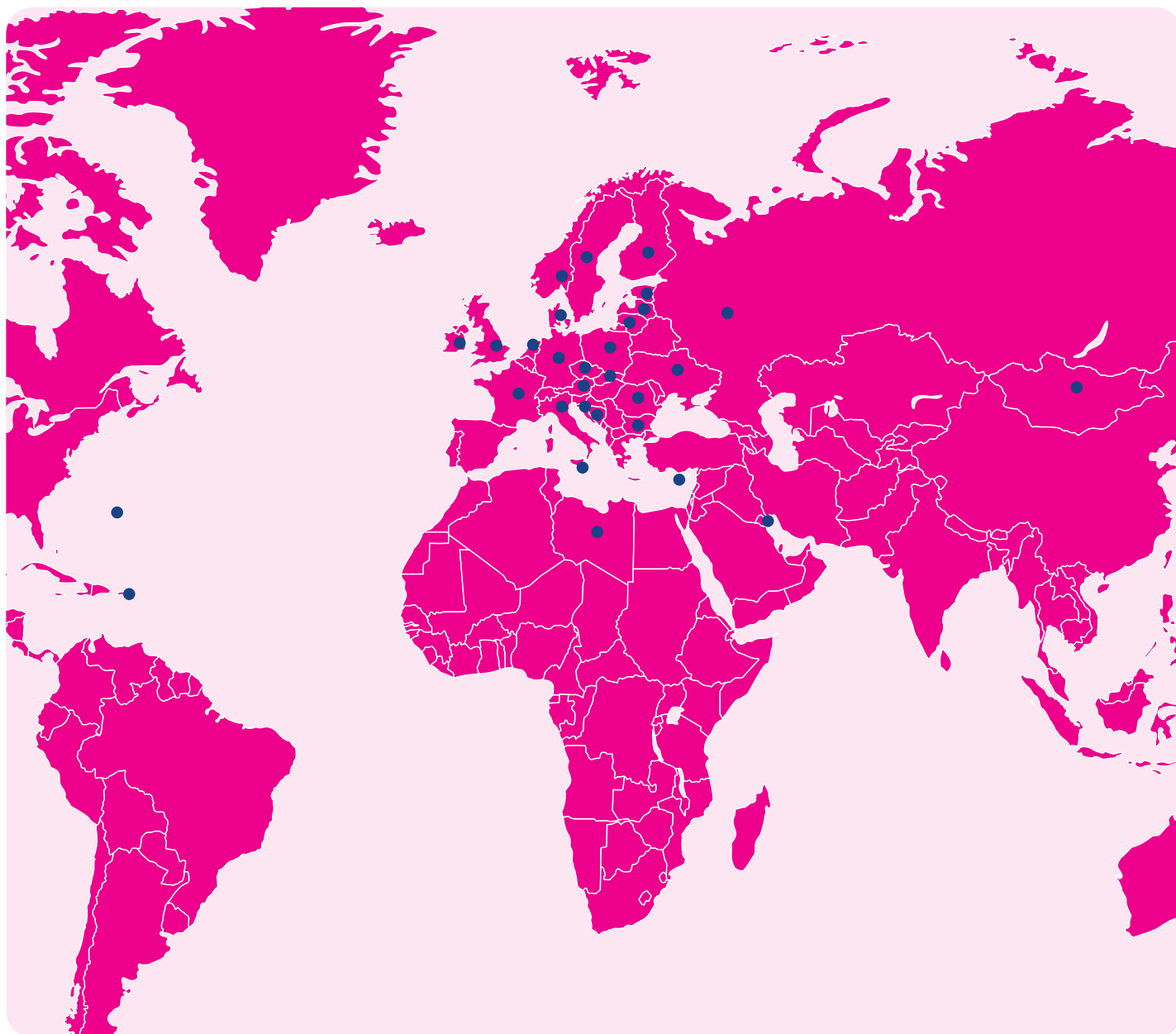
In 2018 we targeted a new customer segment, the industrial market, and launched our Ooops! Professional brand.

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



Sales in more than 30 countries

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



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

Our ESG Strategy

(GRI 2-22)

The Vajda-Papír Group's sustainability approach aims to integrate environmental, social, and corporate governance considerations into strategic decisions and day-to-day operations throughout the company's long-term operations. The Group's ESG strategy is built on the principles of sustainable economic operations, resource-efficient production, support for employees and local communities, and transparent and responsible corporate governance.

The implementation of sustainability objectives is supported by the company's internal governance structures, in particular the Green Committee and the Code of Ethics and Business Conduct. These provide a framework for monitoring ESG considerations, evaluating the fulfillment of commitments, and strengthening responsible operating practices.

The figure below illustrates the main pillars and governance foundations of the Vajda-Papír Group's ESG strategy.

KEY PILLARS OF THE VAJDA-PAPÍR GROUP'S ESG STRATEGY



ESG STRATEGY AND SUSTAINABILITY OBJECTIVES



ENVIRONMENTAL

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



SOCIAL

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



CORPORATE GOVERNANCE

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

GREEN COMMITTEE

CODE OF ETHICS AND BUSINESS CONDUCT

ESG ROADMAP

The Vajda-Papír Group's ESG Roadmap summarizes the company's long-term sustainability goals and key action areas. These goals align with the United Nations Sustainable Development Goals and support the Group's commitment to achieving climate neutrality by 2050.

Our clearly defined goals, aligned with the UN Sustainable Development Goals

Our achievements in 2025



Our goals as set out in our green bond framework

regarding paper production in Dunaföldvár:

- reducing water consumption (less than 5.5 m³/metric ton)
- reducing specific energy consumption (less than 2,800 kWh/metric ton)
- Increasing the use of renewable energy by 50%
- Reducing CO₂ emissions

We publish our results in our annual "Allocation & Impact Report."



Health and Well-being

Our goal is for our environmentally conscious products to account for 45% of our total product portfolio by 2023.

By 2024, the proportion of our environmentally conscious products had already exceeded 50%.

By 2025, we will source all our raw materials and tissue paper exclusively from sustainable sources. For secondary packaging, we have switched to materials containing at least 30% post-consumer recycled (PCR) content.



Quality Training

Our goal is to increase the average number of training hours per employee by 25% by 2023.

In 2022 and 2023, we spent 1.4 billion forints on employee training. As a result, we won the "Largest-Volume Training Program of the Year" award. We have thus successfully achieved our goal set for 2023, but we will continue to place a strong emphasis on education and dual training in the future.



Water Consumption

By 2030, we will reduce our water consumption in manufacturing and operations by 20%.

We reported on our water consumption related to our green bond in our annual, separate "Allocation & Impact Report."



Renewable Energy

By 2030, we will increase the share of renewable energy in our own operations and at our group's sites by 50%.

In 2025, the investment necessary to achieve our goal has reached its final preparatory phase.



Responsible Consumption and Production

By 2030, we will further reduce waste generation through prevention, reduction, recycling, and reuse.

Together with our retail partners, we are working to ensure that roll products are sold in stores on pallets rather than in secondary (i.e., collective) packaging. We expanded this initiative in 2024. For roll products, we can save nearly 1 kg of LDPE film per pallet. Palletized packaging accounts for 20% of total sales volume; in 2024, we expanded the use of bags, collection bags, cover film, and stretch film containing at least 30% PCR content. For our branded products, we have placed a strong emphasis on promoting a circular economy and educating our customers.



Action Against Climate Change

We are committed to continuously reducing carbon dioxide emissions.

To achieve our 2025 goal, we have completed preparations for the necessary investments and joined the SBTi initiative, within the framework of which we have developed and prepared our transition plan.

As for the Norwegian subsidiary, no separate, dedicated ESG goals have yet been established for 2025. In 2025, the Norwegian operations placed a strong focus on monitoring energy consumption, managing the requirements of the Nordic Swan Ecolabel, preparing for the ERP system update, and enhancing supplier evaluations from a sustainability perspective. Several energy efficiency measures were also implemented in production.

Professional and organizational memberships and collaborations

(GRI 2-28)

Through its memberships in professional organizations, the Vajda-Papír Group participates in industry consultations, professional dialogues, and the exchange of experiences, as well as in sharing best practices related to sustainability and responsible corporate operations.

As a founding member of the non-profit organization ESG Club Hungary <https://esgclub.hu/rolunk>, the Group plays an active role in the professional work of the Hungarian ESG community. Dr. Julian-na Kiss Kozmáné, Chief Financial Officer of the Vajda-Papír Group, serves on the organization's board of directors.



OTHER ORGANIZATIONAL MEMBERSHIPS:

- **National Association of Packaging and Material Handling (CSAOSZ)** <http://www.csaosz.hu>
- **MAPI Hungarians in the Market Club** <https://mapiklub.hu>
- **Family Business Network Hungary / Association of Responsible Family Businesses in Hungary (FBN-H)** <https://www.fbn-h.hu>
- **National Association of Family Businesses**



Our Stakeholders

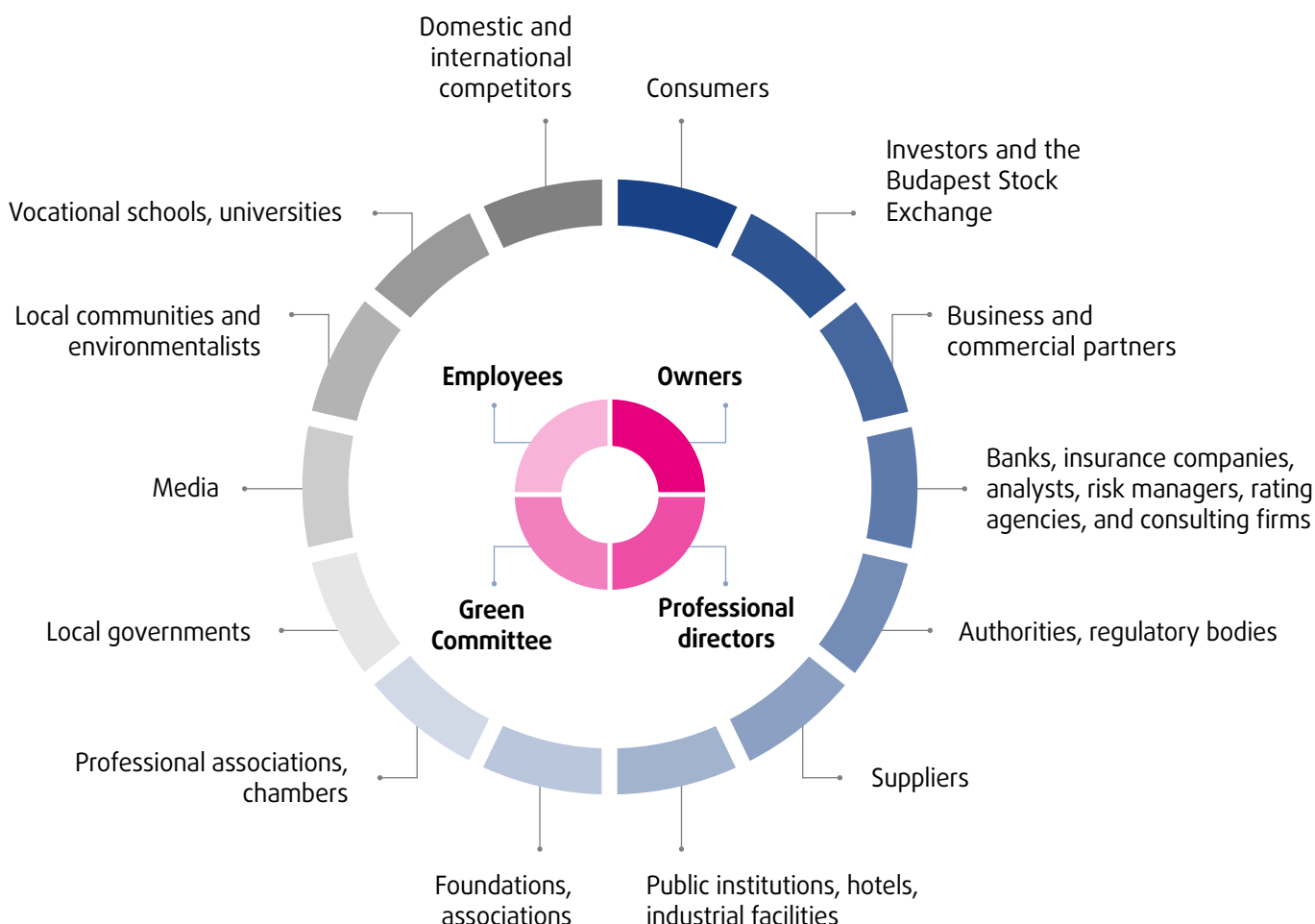
(GRI 2-29)

As a responsible corporate group, it is essential for us to identify our internal and external stakeholders and to establish active dialogue and effective cooperation with them.

We define our stakeholders as those individuals and groups who are or may be affected by our activities, as well as those who influence our operations, and those whose interests are or may be affected by our corporate activities. In our day-to-day operations, we interact with numerous external and internal stakeholders with whom we maintain regular communication.

In our interactions with stakeholders, we take sustainability considerations and feedback from them into account. Dialogue and cooperation help us better understand the impacts, risks, and opportunities of our operations and weigh them in our corporate decision-making. To the extent possible, we also involve them in identifying and assessing our positive and negative impacts on society, human rights, the economy, and the environment.

STAKEHOLDERS OF THE VAJDA-PAPÍR GROUP



OVERVIEW OF RELATIONSHIPS WITH THE VAJDA-PAPÍR GROUP'S KEY STAKEHOLDERS

Key Stakeholders	Purpose of the collaboration	Method and Frequency of Communication
Employees	Our communication with employees focuses on sharing work-related information and news affecting our operations in a timely and target-group-oriented manner.	• Information shared via bulletin boards (regularly) • Company newsletter (monthly) • Our company's virtual assistant, Ooopsi-Maxi, a Viber-based chatbot (regularly) • Management and/or executive briefings (regularly) • Communication emails on key topics (regularly)
Customers	Maintaining regular contact with our customers is essential for mapping and identifying their needs, as well as gauging their satisfaction with our products and other related factors.	• Email communication (regularly) • In-person visits (regularly) • Customer satisfaction survey (regularly, based on business decisions, annually if possible) • In-person meetings, trade shows (occasionally)
Educational institutions	As part of our professional collaborations, we establish close partnerships with educational institutions. In addition, we consider our active role in dual training to be important, both in terms of imparting theoretical and professional knowledge.	• Professional collaborations (ongoing) • Participation in dual training programs (ongoing)
Suppliers	We strive to build long-term, reliable, and stable partnerships with our suppliers, while also paying special attention to screening for sustainability, environmental, and human rights issues.	• Daily business interactions (regularly) • Supplier questionnaire (on a regular basis, based on business decisions, at least once a year if possible)

Our material topics

(GRI 3-1, 3-2)

The Vajda-Papír Group reviewed the results of its previous materiality assessment while preparing the 2025 report. The purpose of the review was to assess whether any significant economic, environmental, social, regulatory, or corporate governance changes had occurred that affected the company's operations, value chain, or external environment and would justify modifying the previously identified material topics. During the review, in addition to available internal information, the Group also took into account external ESG experts, industry trends, regulatory developments, benchmark comparisons, and proxy research. Based on the 2025 review, the list of material topics has not changed substantially compared to the previous report.

List of Material Topics



ENVIRONMENTAL PROTECTION

- Green Bonds / Green Bond Framework
- Material Use
- Waste Management
- Scope 1, 2, and 3 Emissions
- Energy Consumption
- Water Management
- Sustainable Products⁸



SOCIETY

- Employment
- Training and Education
- Occupational Safety and Health
- Social Responsibility and Support for Local Communities
- Equal Opportunity



CORPORATE GOVERNANCE

- Business Ethics and Compliance / Anti-Corruption Measures, Anti-Competitive Conduct
- Financial Performance
- Quality Management⁹
- Procurement Practices
- Data Protection
- Indirect Economic Impact

⁸ GRI-417: Marketing and Labeling Standard

⁹ There is no GRI standard for this material topic

Social

The Vajda-Papír Group's social impacts primarily relate to its employees, the local communities living near its sites, and the partners involved in its value chain. The Group's goal is to contribute to the creation of a safer, more predictable, and more supportive social environment through its economic engagement and operations. The two main pillars of social sustainability are the internal community—that is, the safety, well-being, and development of employees—and external communities, with a particular focus on supporting residents living near our sites and vulnerable social groups. The Group's contribution to social well-being is reflected in stable jobs, fair working conditions, occupational safety and health measures, and engagement with local communities.

Core Value: Our Employees

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

RESPONSIBLE EMPLOYMENT POLICY

The Vajda-Papír Group's employment policy is based on the principles set forth in the Code of Ethics and Business Conduct, which prioritize respect for fundamental human rights, equal treatment, and employment practices that comply with the law. The regulatory framework covers, among other things, working conditions, compensation, working hours and rest periods, occupational safety, and support for employee well-being. The Group strives to uphold these principles not only for its own employees but also for temporary workers and external subcontractors.

The HR department operates as an independent function reporting directly to management at both the Hungarian units and the Norwegian subsidiary. Its mission is to support recruitment, retention, and organizational development based on transparent policies, as well as to ensure the availability of the specialized workforce necessary for the company's operations.

Number of employees at the Vajda-Papír Group in 2025¹⁰



Total number of employees:

694



Number of employees in Hungary:

585



Number of employees in Norway:

109



¹⁰ As of December 31, 2025

Key policies and internal guidelines related to HR:

- **General Guidelines:** Code of Ethics and Business Conduct, Employee Handbook
- **Training and Development:** Training and Development Policy
- **Recruitment and Onboarding:** Recruitment Policy, Employee Referral Program, New Hire Onboarding Support Policy
- **Policies Supporting Employee Well-being and Workplace Order:** Cafeteria Plan Policy, Remote Work Policy, Travel Policy, Kitchen Use Policy, Clean and Tidy Office Policy
- **Other Related Guidelines:** Energy Efficiency Policy

As a leading regional employer, the Vajda-Papír Group provides stable employment opportunities and competitive compensation. Through its operations, it contributes to strengthening local employment, and through its internal training and development programs, it supports the enhancement of its employees' professional competencies and their value in the labor market.

In 2025, the internal HR regulations were expanded with two new elements: the Kitchen Usage Policy and the New Hires Onboarding Support Policy were introduced. Their purpose is to support employee well-being, a well-organized work environment, and the more structured integration of new employees

HR-SPECIFIC CHALLENGES AND MEASURES IN 2025

For the Vajda-Papír Group, one of the key employment-related challenges in 2025 was the limited availability of labor in the vicinity of the Dunaföldvár manufacturing center. Due

to the region's low unemployment rate and the limited number of employees with the relevant expertise, recruitment and filling critical positions emerged as a top HR priority.

To address these challenges, the company further strengthened its retention and recruitment processes in 2025. To reduce turnover and increase employee satisfaction, it operates a structured mentoring program, transparent career paths, and regular performance evaluation processes. Expanding recruitment channels, improving the work environment, and strengthening the employer brand have all contributed to supporting workforce stability.

To strengthen its employer brand, the Group maintained an active presence in the labor market in 2025. **The company participated in the HVG Job Fair, where its booth won the "Best Booth" award.** The company's presence at the job fair and the recruitment activities organized throughout the year helped expand the candidate database, particularly to support open positions in Budapest.

In connection with its Dunaföldvár site, the company also carried out local labor market and career guidance activities in 2025. As part of this, it provided school groups with the opportunity to tour the factory and organized a recruitment day, supporting relationship-building with the local community and reaching out to potential employees.

In the case of the Norwegian subsidiary, no major HR-specific labor market challenges similar to those in Hungary were identified during the 2025 reporting period. The focus of HR processes was on supporting regulatory compliance, operational stability, and alignment with Group-level processes.

TOTAL NUMBER OF EMPLOYEES AT THE VAJDA-PAPÍR GROUP, 2021–2025

The number of employees is broken down by country. The data for Hungary includes employees of Vajda-Papír Kft. and Vajda Real Estate Kft., while the data for Norway includes employees of Vajda-Papír Scandinavia AS.

In 2025, we employed a total of 694 people, of whom 585 were in Hungary and 109 in Norway. 29.40 percent (204 people) of our employees are women, and 70.60 percent (490 people) are men. Compared to the previous year, the total num-

	Hungary					Norway				
EMPLOYEES (number)	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Total number of employees (fixed-term + indefinite-term + non-guaranteed)	505	594	625	613	585	n/a	n/a	n/a	n/a	109
Women	n/a	n/a	224	216	193	n/a	n/a	n/a	n/a	11
Men	n/a	n/a	401	397	392	n/a	n/a	n/a	n/a	98
Employees on fixed-term contracts	n/a	1	0	0	0	n/a	n/a	n/a	n/a	109
Full-time employees	n/a	n/a	0	0	0	n/a	n/a	n/a	n/a	109
Female	n/a	n/a	0	0	0	n/a	n/a	n/a	n/a	11
Men	n/a	n/a	0	0	0	n/a	n/a	n/a	n/a	98
Part-time employees	n/a	n/a	0	0	0	n/a	n/a	n/a	n/a	0
Female	n/a	n/a	0	0	0	n/a	n/a	n/a	n/a	0
Men	n/a	n/a	0	0	0	n/a	n/a	n/a	n/a	0
Employees with indefinite-term contracts	n/a	593	785	613	585	n/a	n/a	n/a	n/a	0
Full-time employees	n/a	588	616	603	576	n/a	n/a	n/a	n/a	0
Women	n/a	213	220	210	190	n/a	n/a	n/a	n/a	0
Men	n/a	375	396	393	389	n/a	n/a	n/a	n/a	0
Part-time employees	n/a	5	9	10	6	n/a	n/a	n/a	n/a	0
Female	n/a	2	4	6	3	n/a	n/a	n/a	n/a	0
Men	n/a	3	5	4	3	n/a	n/a	n/a	n/a	0
Employees with non-guaranteed working hours	n/a	n/a	n/a	0	0	n/a	n/a	n/a	n/a	0
Female	n/a	n/a	n/a	0	0	n/a	n/a	n/a	n/a	0
Men	n/a	n/a	n/a	0	0	n/a	n/a	n/a	n/a	0

ber of employees at our Hungarian operations decreased by 4.57 percent (2024: 613 people). At the group level, we employed 685 full-time employees, of whom 201 were women and 484 were men; only 6 people worked part-time.

	Vajda-Papír Group				
EMPLOYEES (number)	2021	2022	2023	2024	2025
Total number of employees (fixed-term + indefinite-term + non-guaranteed)	505	594	625	613	694
Women	n/a	n/a	224	216	204
Men	n/a	n/a	401	397	490
Employees on fixed-term contracts	n/a	1	0	0	0
Full-time employees	n/a	n/a	0	0	109
Female	n/a	n/a	0	0	11
Men	n/a	n/a	0	0	98
Part-time employees	n/a	n/a	0	0	0
Female	n/a	n/a	0	0	0
Men	n/a	n/a	0	0	0
Employees with indefinite-term contracts	n/a	593	785	613	585
Full-time employees	n/a	588	616	603	576
Women	n/a	213	220	210	190
Men	n/a	375	396	393	389
Part-time employees	n/a	5	9	10	6
Female	n/a	2	4	6	3
Men	n/a	3	5	4	3
Employees with non-guaranteed working hours	n/a	n/a	n/a	0	0
Female	n/a	n/a	n/a	0	0
Men	n/a	n/a	n/a	0	0



Total number of employees, 2025

694



Male employees 2025

490



Female employees 2025

204

GRI 401-1: EMPLOYEE TURNOVER BY GENDER, AGE GROUP, AND REGION, 2021–2025

	Vajda-Papír Scandinavia AS					Vajda-Papír Ltd.				
TURNOVER (NUMBER)	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Number of new employees	n/a	n/a	n/a	14	11	n/a	n/a	n/a	121	79
Women	n/a	n/a	n/a	0	1	n/a	n/a	n/a	78	34
Men	n/a	n/a	n/a	14	10	n/a	n/a	n/a	43	45
Number of new employees by age	n/a	n/a	n/a	14	11	n/a	n/a	n/a	n/a	79
People under 30	n/a	n/a	n/a	2	2	n/a	n/a	n/a	n/a	18
Ages 30–50	n/a	n/a	n/a	12	5	n/a	n/a	n/a	n/a	40
People over 50	n/a	n/a	n/a	0	4	n/a	n/a	n/a	n/a	21
Number of exits	n/a	n/a	n/a	12	17	189	n/a	n/a	72	109
Women	n/a	n/a	n/a	1	2	n/a	n/a	n/a	38	50
Men	n/a	n/a	n/a	11	15	n/a	n/a	n/a	34	59
Number of graduates by age/	n/a	n/a	n/a	16	17	n/a	n/a	n/a	n/a	109
People under 30	n/a	n/a	n/a	2	1	n/a	n/a	n/a	n/a	21
30–50 years old /30–50 év között/	n/a	n/a	n/a	8	12	n/a	n/a	n/a	n/a	61
over 50 years old	n/a	n/a	n/a	6	4	n/a	n/a	n/a	n/a	27
Total number of employee turnover(s) during the reporting period	n/a	n/a	n/a	14	11	n/a	n/a	n/a	n/a	188
Female	n/a	n/a	n/a	0	1	n/a	n/a	n/a	n/a	84
Men	n/a	n/a	n/a	14	10	n/a	n/a	n/a	n/a	104
People under 30	n/a	n/a	n/a	2	2	n/a	n/a	n/a	n/a	39
Ages 30–50	n/a	n/a	n/a	11	7	n/a	n/a	n/a	n/a	101
People over 50	n/a	n/a	n/a	1	2	n/a	n/a	n/a	n/a	48

In 2025, we hired a total of 154 new employees at the group level, of whom 79 joined Vajda-Papír Kft., 64 joined Vajda Real Estate Kft., and 11 began working in Norway. Of the new hires, 25.97 percent (40 people) were women and 74.03 percent (114 people) were men; by age group, the majority—81 people—were between the ages of 30 and 50. In the same year, the number of employees who left the company at the group level was 173 (Vajda-Papír Kft.: 109, Vajda Real Estate Kft.: 47, Norway: 17), of whom 58 were women and 115 were men.

	Vajda Real Estate Ltd.					Vajda-Papír Group				
TURNOVER (NUMBER)	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Number of new employees	n/a	n/a	n/a	82	64	n/a	325	176	217	154
Women	n/a	n/a	n/a	12	5	n/a	112	87	90	40
Men	n/a	n/a	n/a	70	59	n/a	213	89	127	114
Number of new employees by age	n/a	n/a	n/a	n/a	64	n/a	n/a	n/a	14	154
People under 30	n/a	n/a	n/a	n/a	9	n/a	n/a	n/a	2	29
Ages 30–50	n/a	n/a	n/a	n/a	36	n/a	n/a	n/a	12	81
People over 50	n/a	n/a	n/a	n/a	19	n/a	n/a	n/a	0	44
Number of exits	n/a	n/a	n/a	75	47	n/a	273	249	159	173
Women	n/a	n/a	n/a	18	6	n/a	123	99	57	58
Men	n/a	n/a	n/a	57	41	n/a	150	150	102	115
Number of graduates by age/	n/a	n/a	n/a	n/a	47	n/a	n/a	n/a	16	173
People under 30	n/a	n/a	n/a	n/a	7	n/a	n/a	n/a	2	29
30–50 years old /30–50 év között/	n/a	n/a	n/a	n/a	29	n/a	n/a	n/a	8	102
over 50 years old	n/a	n/a	n/a	n/a	11	n/a	n/a	n/a	6	42
Total number of employee turnover(s) during the reporting period	n/a	n/a	n/a	n/a	111	n/a	n/a	n/a	14	310
Female	n/a	n/a	n/a	n/a	11	n/a	n/a	n/a	0	96
Men	n/a	n/a	n/a	n/a	100	n/a	n/a	n/a	14	214
People under 30	n/a	n/a	n/a	n/a	16	n/a	n/a	n/a	2	57
Ages 30–50	n/a	n/a	n/a	n/a	54	n/a	n/a	n/a	11	162
People over 50	n/a	n/a	n/a	n/a	30	n/a	n/a	n/a	1	80

The Vajda-Papír Group monitors employee turnover and new hires as part of its internal HR reporting. The evaluation of these metrics supports recruitment, retention, and organizational development processes, particularly with regard to filling critical positions, reducing early turnover, and improving employee satisfaction.

WORKFORCE RETENTION

To ensure workforce retention, the Group places special emphasis on identifying the reasons for employee departures. As part of this effort, it analyzes the factors leading to resignation through structured **exit interviews** with departing employees. Based on the findings of these interviews, the Group develops action plans as needed and implements the identified improvement opportunities in practice. In 2025, based on feedback from exit interviews, several measures to improve workplace comfort were implemented or are currently underway, including office renovations, enhancements to the comfort of the work environment, and preparations for additional employee well-being initiatives.

To support the integration of new employees, the company operates an **onboarding** process. The pillars of this process are the employee handbook, basic training, and a six-month mentoring program. As part of the **mentoring program**, experienced employees who have been trained in advance to serve as mentors assist new hires with their professional and organizational integration.

The Group supports employees' professional development through **career planning**, an internal job posting system, and promotion opportunities. Internal mobility provides both opportunities for vertical advancement and horizontal experience-building, contributing to knowledge sharing and strengthening long-term commitment.

The **performance evaluation system** covers both white-collar and blue-collar employees. The process includes employee self-assessment and managerial feedback, which, linked to salary review cycles, ensures an individual evaluation for every employee. The evaluation focuses on individual effectiveness, development opportunities, and contributions to corporate goals.

The Group supports the monitoring of employee experience and organizational climate through several **feedback mechanisms**. Development actions are identified based on the results of annual satisfaction surveys, while exit interviews help foster a deeper understanding of the causes of turnover and enable the development of targeted retention measures.

To promote employee well-being and **community building**, the company regularly organizes team-building, recreational, and family programs. In 2025, these included, among other things, participation in the Hervis Balaton Rowing Race, where Vajda-Papír was represented by a 20-person dragon boat team, as well as a visit to the Nógrád Wildlife Park organized as part of the Vajda Progi program. The company also encourages physical wellness through individual services, such as physical therapy, as well as by supporting community sports programs. In the fall of 2025, the company hosted a dinner at all three of its locations to recognize long-serving employees and present awards to the core team.

The Group is committed to fostering an open and supportive work environment. Under the "Open Doors" policy, employees can approach any company leader—in addition to their immediate supervisor—if they deem it necessary. This practice helps foster an atmosphere of trust, encourages dialogue, and enables the effective resolution of issues.

To keep employees informed and engaged, the company **operates several internal communication channels**, including bulletin boards, a monthly company newsletter, updates from executives and directors, and the Ooopsi-Maxi Viber-based chatbot, which provides employees with quick and easy access to information.



Vajda papír

COMPENSATION POLICIES AND EMPLOYEE BENEFITS

To foster long-term employee commitment, the Group operates a comprehensive system of non-wage benefits in addition to competitive base salaries. The goal of the benefits policy is to support employee well-being, enhance job satisfaction, and maintain the company's attractiveness in the labor market.

The Vajda-Papír Group's non-wage benefits include, among other things, cafeteria-style benefits, product allowances, discounted services, travel and housing subsidies, health promotion and community programs, as well as support related to specific employee life situations. The exact scope of these benefits may vary depending on the type of employment, job position, work location, and eligibility criteria specified in internal regulations.

The Vajda-Papír Group's compensation policy is based on the level of responsibility of each position, employee performance, the achievement of corporate goals, and financial results. The performance evaluation of directors and managers is based on target-linked metrics, taking into account their contribution to the operations of their respective areas and to the company's overall performance.

During the reporting period, no standalone, formalized ESG or sustainability KPIs were defined within the executive compensation system. However, the promotion of a sustainability mindset is reflected in the employee idea management process: as part of the **"Bring Your Ideas to Life" program, employees can submit development proposals on sustainability topics, and implemented ideas may result in rewards.**



MAIN TYPES OF NON-WAGE BENEFITS AT THE VAJDA-PAPÍR GROUP

- cafeteria
- provision of hot meals
- provision of products for household use
- travel allowance
- We provide a bus for employees commuting from out of town
- Support for weekend trips home
- Discounted banking services
- Discounted phone plan
- Discount on eyeglasses
- Christmas bonus
- For employees working from home: financial assistance for the purchase of a monitor and a home office chair
- housing assistance; worker dormitories for those coming from rural areas
- Loyal Customer Anniversary Rewards
- funeral assistance

Events:

- Women's Day
- St. Nicholas gifts for employees' children
- Team-building outings

ANNUAL REWARD RATE

The company collects internal data on compensation in accordance with GRI 2-21; however, it does not disclose annual compensation ratios in the report due to confidentiality restrictions. Disclosure could result in the identification of sensitive compensation information and the compensation position of the highest-paid individual. The company is exploring the possibility of future disclosure as part of its preparations for the domestic implementation of EU regulations on pay transparency.

SUPPORT FOR STARTING A FAMILY AND RETURNING TO WORK

The Vajda-Papír Group supports its employees in balancing work and family life. Managing extended absences related to having children and supporting a return to work are important aspects of responsible employment practices.

The Group's goal is to ensure that employees receive information and support during and after parental leave, and to provide the conditions for a smooth reintegration into the workforce.



TRENDS IN ABSENCES DUE TO PARENTAL LEAVE AND CHILDCARE, 2021–2025

At the Vajda-Papír Group, the total number of employees taking parental leave decreased between 2024 and 2025: 27 employees took advantage of this option in 2024, while 20 did so in 2025. The majority of those taking leave were women, particularly at Vajda-Papír Kft., where all 14 employees who took leave in 2025 were women. At Vajda-Papír Scandinavia AS, however,

male employees also participated significantly; in 2025, five of the six employees who took leave were men, which may indicate a strengthening of the family-friendly corporate culture. The number of employees returning from parental leave at the group level was 8 in 2025, representing a slight increase compared to the previous year. Retention metrics, however, paint a mixed picture: at the

		Vajda-Papír Scandinavia AS					Vajda-Papír Ltd.				
PARENTAL LEAVE		2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Total number of employees taking parental leave	fő	n/a	n/a	n/a	4	6	n/a	12	16	15	14
Women	fő	n/a	n/a	n/a	2	1	n/a	10	13	11	14
Men	fő	n/a	n/a	n/a	2	5	n/a	2	3	4	0
Number of employees who returned to work during the reporting period after the end of parental leave	fő	n/a	n/a	n/a	4	6	n/a	0	n/a	3	2
Women	fő	n/a	n/a	n/a	2	1	n/a	0	n/a	3	2
Men	fő	n/a	n/a	n/a	2	5	n/a	0	n/a	0	0
Total number of employees who returned to work after the end of parental leave and who have remained employed for 12 months or more since their return to work	fő	n/a	n/a	n/a	4	6	n/a	0	n/a	n/a	2
Women	fő	n/a	n/a	n/a	2	1	n/a	0	n/a	n/a	2
Men	fő	n/a	n/a	n/a	2	5	n/a	0	n/a	n/a	0
Rate of Return to Work and Retention Among Employees on Parental Leave	%	n/a	n/a	n/a	100%	100%	n/a	n/a	n/a	20%	14%
Women	%	n/a	n/a	n/a	100%	100%	n/a	n/a	n/a	27%	14%
Men	%	n/a	n/a	n/a	100%	100%	n/a	n/a	n/a	0%	0%

group-wide level, the return-to-work rate and the 12-month retention rate were 26% in 2024 and 40% in 2025. It is particularly noteworthy that the retention rate for male employees rose to 100% in 2025, while that for female employees fell to 20%, which may indicate that reintegration following childbirth continues to pose a greater challenge for female employees. Vajda-Papír Scandinavia

AS posted exceptionally strong results, with both the return-to-work and retention rates at 100% in 2024-2025, in contrast to the lower rates reported by companies in Hungary. Overall, the data indicate that the corporate group provides opportunities for parental leave; however, the long-term retention of returning employees remains an area for improvement, particularly for female employees.

		Vajda Real Estate Ltd.					Vajda-Papír Group				
PARENTAL LEAVE		2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Total number of employees taking parental leave	fő	n/a	10	8	8	0	n/a	22	24	27	20
Women	fő	n/a	2	1	2	0	n/a	12	14	15	15
Men	fő	n/a	8	7	6		n/a	10	10	12	5
Number of employees who returned to work during the reporting period after the end of parental leave	fő	n/a	0	n/a	0	0	n/a	n/a	n/a	7	8
Women	fő	n/a	0	n/a	0	0	n/a	n/a	n/a	5	3
Men	fő	n/a	0	n/a	0	0	n/a	n/a	n/a	2	5
Total number of employees who returned to work after the end of parental leave and who have remained employed for 12 months or more since their return to work	fő	n/a	0	n/a	n/a	0	n/a	n/a	n/a	4	8
Women	fő	n/a	0	n/a	n/a	0	n/a	n/a	n/a	2	3
Men	fő	n/a	0	n/a	n/a	0	n/a	n/a	n/a	2	5
Rate of Return to Work and Retention Among Employees on Parental Leave	%	n/a	n/a	n/a	0%	0%	n/a	n/a	n/a	26%	40%
Women	%	n/a	n/a	n/a	0%	0%	n/a	n/a	n/a	33%	20%
Men	%	n/a	n/a	n/a	0%	0%	n/a	n/a	n/a	17%	100%

Training and Education

(GRI 3-3, GRI 404)

For the Vajda-Papír Group, developing employee competencies is a key prerequisite for operational efficiency, workplace safety, and adapting to technological changes. Due to technological modernization in the paper industry, the rise of digitalization, and changing expectations regarding production and quality management, training and education play a key role in the company's operations.

The positive impact of these training and educational activities is primarily reflected in the enhancement of employees' professional competencies and their value in the labor market, the support of the local pool of skilled professionals, and more efficient and safer work practices. Through its support for dual vocational training in the paper industry, the Group contributes to ensuring a new generation of skilled workers and preserving industry-specific knowledge.



The Group operates internal training systems and targeted training programs to ensure that its employees possess the up-to-date professional, occupational safety, and operational knowledge necessary to perform their jobs. These training programs support the implementation of investments and developments, safe working practices, compliance with quality requirements, as well as employees' professional development and long-term commitment.

A lack of or insufficient training can have a potentially negative impact, particularly in the areas of occupational safety, quality assurance, and technological risks. To address these, the Group operates mandatory and job-specific training programs, professional workshops, internal knowledge-sharing processes, and a mentoring program. Training requirements are also outlined in internal policies and the Code of Ethics and Business Conduct; relevant occupational safety and operational standards may also apply to affected external workers and subcontractors.

The Group monitors the effectiveness of training activities through its internal HR and management reporting processes. The evaluation takes into account, among other factors, training participation, the number of training hours per employee, internal career advancement and succession planning opportunities, as well as trends in production and quality management indicators.

Employees are informed about training opportunities and related expectations through internal communication channels, management briefings, training sessions, and internal forums. The Group presents its training and education-related activities to external stakeholders—particularly educational partners and professional organizations—through strategic consultations, collaborations, and its sustainability report.

TRAINING AND DEVELOPMENT STRATEGY

The Vajda-Papír Group's training strategy is based on continuous adaptation to technological advancements and the strengthening of our internal professional base.

THE GOAL OF OUR STRATEGY IS TO INCREASE OPERATIONAL EFFICIENCY AND SUPPORT THE LONG-TERM RETENTION OF OUR EMPLOYEES BY DEVELOPING THEIR COMPETENCIES.

As a result of these training programs, our efficiency has increased, contributing to an improvement in our company's performance. Our employees have developed innovative solutions that have significantly promoted sustainable operations, while their participation in leadership and teamwork has strengthened, making collaboration within the organization even more effective. Our satisfaction metrics have also improved,

as the opportunities for continuous development have served as a source of motivation for our colleagues. We are proud that our employees participate in our training programs with a commitment not only to their own professional advancement but also to the long-term success of the company and the community. The results we have achieved clearly demonstrate that the energy invested in knowledge and development pays off, which is why we intend to continue on this path.

The pillars of the strategy:

Ensuring technological competencies:

The primary goal is to maintain and develop the specialized machine operator and technological expertise required to operate production lines. Training focuses on safe work practices, quality assurance, and optimizing manufacturing efficiency.

Internal Succession Planning:

Supporting internal career paths is a strategic priority. Through leadership and professional training programs, we strive to fill key vacancies primarily with internal candidates from our own pool of specialists.

Digitalization and Efficiency:

In parallel with modernizing production management processes, we ensure that employees acquire the necessary digital skills. The goal is for technological investments to be supported by employees' up-to-date knowledge of software and systems.

Results-Based Development:

We determine the need for training programs based on individual development needs identified during performance evaluations and on business objectives (e.g., increasing efficiency, reducing scrap).

TRAINING METRICS AT THE VAJDA-PAPÍR GROUP, 2021–2025

		Vajda-Papír Scandinavia AS					Vajda-Papír Ltd.				
TRAINING AND EDUCATION	év	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Average number of training hours per employee per year	hours										
Average training per employee: Number of training hours provided to employees / total number of employees	hours	n/a	15	16	16	15	n/a	n/a	n/a	n/a	9.6
Number of training hours per female employee: Number of training hours provided to female employees / total number of female employees	hours	n/a	15	16	16	15	n/a	n/a	n/a	n/a	6.1
Number of training hours per male employee: Number of training hours provided to male employees / total number of male employees	hours	n/a	15	16	16	15	n/a	n/a	n/a	n/a	8.57
Average number of training hours per employee by category: Total training hours provided to each employee category / total number of employees in that category at	hours	n/a	15	16	16	15	n/a	n/a	n/a	n/a	
i. Senior Manager	hours	n/a	15	16	16	15	n/a	n/a	n/a	n/a	72
ii. Middle Manager	hours	n/a	15	16	16	15	n/a	n/a	n/a	n/a	64
iii. Subordinate	hours	n/a	15	16	16	15	n/a	n/a	n/a	n/a	1 040

In 2025, the company significantly increased the resources allocated to employee training. At the group level, the average number of training hours per employee rose to 35.38 hours, representing a significant increase compared to the 15–16 hours recorded in previous years. Male employees received, on average, more training hours (30.9 hours) than female employees (24.55 hours), which can be partly explained by the high proportion of production and technical positions. The majority of training time was allocated to the rank-and-file workforce, particularly at Vajda-Papír Kft. and at the group level, reflecting the priority placed on developing professional and operational competencies.

In terms of performance and career evaluations, Hungarian companies achieved full coverage by 2025: at Vajda-Papír Kft., Vajda Real Estate Kft., and at the group level, 100% of employees received regular evaluations. At Vajda-Papír Scandinavia AS, this rate was 75%; however, a comprehensive evaluation system was also in place at the management levels there.

		Vajda Real Estate Ltd.					Vajda-Papír Group				
TRAINING AND EDUCATION	év	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Average number of training hours per employee per year	hours										
Average training per employee: Number of training hours provided to employees / total number of employees	hours	n/a	n/a	n/a	n/a	10.78	0	15	16	16	35.38
Number of training hours per female employee: Number of training hours provided to female employees / total number of female employees	hours	n/a	n/a	n/a	n/a	3.45	0	15	16	16	24.55
Number of training hours per male employee: Number of training hours provided to male employees / total number of male employees	hours	n/a	n/a	n/a	n/a	7.33	0	15	16	16	30.9
Average number of training hours per employee by category: Total training hours provided to each employee category / total number of employees in that category at	hours	n/a	n/a	n/a	n/a		0	15	16	16	15
i. Senior Manager	hours	n/a	n/a	n/a	n/a	16	0	15	16	16	103
ii. Middle Manager	hours	n/a	n/a	n/a	n/a	32	0	15	16	16	111
iii. Subordinate	hours	n/a	n/a	n/a	n/a	1 528	0	15	16	16	2 583



DUAL TRAINING

Talent Development and Dual Training

The Vajda-Papír Group considers the revitalization of vocational training in the Hungarian paper industry to be of strategic importance. As part of our long-term partnership with the Dunaújváros Vocational Training Center, the dual training program—which provides future professionals with marketable skills tailored to technological requirements—entered its fourth academic year in 2025.



Key elements of the program:

Practice-oriented education:

Students can master the intricacies of the paper manufacturing and processing trade in a modern, industrial environment using the latest production technologies, ensuring they possess immediately applicable knowledge upon graduation.

Direct recruitment:

For us, the dual training program is the most effective recruitment channel for reaching the younger generation. By 2025, the program will have reached a stage where we can offer

graduating students concrete career paths and job opportunities at our Dunaföldvár plant.

Curriculum development:

Experts from our corporate group continuously monitor and update the practical curriculum, ensuring that the training keeps pace with current trends in automation and digitalization.

For more information:

<https://www.vajdapapir.hu/hireink/ujraindul-magyarorszagon-a-papiripari-szakkepzes-tobb-evtizedes-szunet-utan>

Occupational Safety and Health

(GRI 3-3, GRI 403)

The Vajda-Papír Group places a high priority on protecting the health and safety of its employees. Given the nature of its manufacturing activities, creating a safe work environment, preventing workplace hazards, and ensuring legal compliance are fundamental elements of the company's operations.

Although the ISO 45001 occupational health and safety standard has not been formally implemented, the Group operates internal occupational health and safety processes. These are designed to identify hazards arising from work, assess risks, determine preventive measures, and monitor workplace accidents and work-related incidents.

Occupational safety and fire safety regulations apply to all individuals on site, including our

own employees, students, external specialists, contractors, and visitors entering the premises. External partners working at the sites receive occupational safety briefings prior to entry, and the availability of the necessary personal protective equipment is also verified.

The Group conducts regular workplace, occupational safety, and chemical risk assessments. During these assessments, it identifies potential hazards, at-risk job roles, and the necessary preventive and protective measures. Based on the results of these risk assessments, the company reviews its occupational safety policies, procedures, and training content as needed.



Employees receive occupational safety and fire safety training upon joining the company and subsequently participate in regular refresher courses. The training covers the theoretical and practical knowledge necessary for safe work practices, the proper use of personal protective equipment, the handling of hazardous materials, the safe operation of machinery, material storage rules, basic first aid, and emergency and fire safety protocols. The company documents the completion of these training sessions in a traceable manner.

Due to the specific nature of the paper industry, fire safety is a priority. Employees are familiarized with the provisions of the Fire Alarm Plan and the Fire Safety Regulations, fire prevention rules, the use of fire extinguishers and equipment, as well as escape routes and evacuation procedures.

A ban on smoking and e-cigarettes has been implemented throughout the company's premises to promote clean air and fire safety. The use of work clothes, safety shoes, and hairnets remains

mandatory, serving both accident prevention and product safety. To reduce risks arising from distractions, restrictions have also been placed on the use of cell phones for personal purposes during work hours.

The company supports employee health through occupational health examinations, screening programs, and health promotion initiatives. As part of the voluntary health promotion program, physical therapy services are available to prevent musculoskeletal complaints, and the company encourages a healthier lifestyle through "Fruit Days" and other wellness initiatives.

Occupational safety and health performance is monitored through internal records, workplace accident data, risk assessments, training documentation, and occupational safety inspections.

OCCUPATIONAL SAFETY AND HEALTH METRICS AT THE VAJDA-PAPÍR GROUP, 2021–2025

	Vajda-Papír Scandinavia AS					Vajda-Papír Ltd.				
OCCUPATIONAL SAFETY AND HEALTH (NUMBER)	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Workplace injuries, own employees	n/a	10	0	17	9	n/a	12	6	4	13
Number of fatal workplace accidents	n/a	0	0	0	0	n/a	0	0	0	0
Number of serious workplace accidents	n/a	0	0	0	0	n/a	n/a	n/a	n/a	5
Number of deaths due to work-related illnesses	n/a	0	0	0	0	n/a	n/a	n/a	n/a	0
Number of work-related illnesses	n/a	0	0	0	0	n/a	n/a	n/a	n/a	0
Number of reportable accidents	n/a	13	11	17	9	n/a	n/a	n/a	n/a	8

	Vajda Real Estate Ltd.					Vajda-Papír Group				
Workplace injuries, own employees	n/a	13	19	12	10	n/a	35	25	33	32
Number of fatal workplace accidents	n/a	0	0	0	0	n/a	n/a	n/a	n/a	0
Number of serious workplace accidents	n/a	n/a	n/a	n/a	1	n/a	n/a	n/a	n/a	6
Number of deaths due to work-related illnesses	n/a	n/a	n/a	n/a	0	n/a	n/a	n/a	n/a	0
Number of work-related illnesses	n/a	n/a	n/a	n/a	0	n/a	n/a	n/a	n/a	0
Number of reportable accidents	n/a	n/a	n/a	n/a	9	n/a	13	11	17	26

The number of workplace injuries at the group level was 32 in 2025, representing a slight decrease from the 33 cases recorded in 2024. No fatal workplace accidents or work-related illnesses occurred at any of the entities, indicating positive safety performance. However, six serious workplace accidents were recorded, most of which were related to Vajda-Papír Kft. The number of reportable accidents at the group level was 26, indicating that the workplace accident rate remains an area requiring attention. Overall, the data show that the corporate group operates a stable occupational safety system; however, due to the risks inherent in production activities, it remains important to strengthen prevention and occupational safety inspections.

Social Responsibility and Support for Local Communities

(GRI 3-3, GRI-413)

The Vajda-Papír Group's corporate social responsibility activities are aimed at supporting local communities, vulnerable groups, and public service and charitable organizations. In addressing this material topic, the company primarily takes into account the needs arising within its operating environment, as well as support opportunities identified by its employees.

The main forms of support include donating the company's own hygiene paper products, making monetary donations, and maintaining partnerships with civil society and charitable organizations. The goal of these support initiatives is to help ensure basic hygiene conditions, particularly in programs targeting children, disadvantaged families, and healthcare and educational institutions.

The Vajda-Papír Group has been collaborating with the Hungarian Maltese Charity Service since 2020. In the first half of 2025, it donated more than 10 metric tons of hygiene paper products to the organization's children's programs, institutions, and the Maltese SE programs. The donation helped cover the hygiene paper product needs of more than 6,000 children for at least one year. As part of its efforts to support local communities, the company, in cooperation with the Soroksár Municipal Government, also provided hygiene paper products to kindergartens and public institutions operating in the vicinity of the factory. In addition, through the Máltai SE programs, it supported sports opportunities for disadvantaged youth.





During the reporting period, the Vajda-Papír Group spent a total of 2.5 million forints on cash donations. Through customer engagement in the **“Ooops! – You Are All Heroes”** program, 135 million forints in support has reached beneficiaries via the **Hungarian Maltese Charity Service in recent years.**

The Vajda-Papír Group evaluates the effectiveness of its approach to this issue by documenting its support activities, maintaining contact with beneficiary organizations, and monitoring the implementation of the programs.



**DURING THE REPORTING PERIOD,
THE VAJDA-PAPÍR GROUP SPENT A
TOTAL OF 2,5 MILLION FORINTS ON
CASH DONATIONS.**

Equal Opportunity and Diversity

(GRI 3-3, GRI-405)

The Vajda-Papír Group treats equal treatment and equal opportunity as fundamental principles of its responsible employment practices. **The Code of Ethics and Business Conduct prohibits all forms of discrimination, including on the basis of gender, age, origin, religion, marital status, or other personal characteristics.** In its recruitment, selection, and promotion processes, the Group takes into account professional competencies, experience, and job suitability.

In its compensation practices, the company strives to ensure that employees performing work of equal or similar value are compensated based on the value of the position, scope of responsibility, experience, and performance. **The Group pays particular attention to ensuring that gender-based discrimination does not occur in salary decisions.**

The Vajda-Papír Group's workforce includes employees from diverse ethnic and cultural backgrounds who work together. In 2025, in addition to Hungarian employees at its Hungarian sites, the Group also employed staff of Austrian, Ukrainian, Vietnamese, and Serbian nationalities, among others. The Group is committed to supporting the integration of employees from diverse backgrounds and to fostering a work environment that promotes collaboration and knowledge sharing.

Equal opportunity is also upheld in the areas of professional development and internal career advancement. The company's goal is to ensure that employees have access to training opportunities, internal job postings, promotions, and leadership positions under transparent and equitable conditions. This supports the development of internal talent, employee engagement, and long-term employment.



In 2025, the Group did not identify any new, significant equal opportunity or diversity risks that would have required a substantial change to previous practices.

At our Group, employees from multiple generations, women and men, and people of various nationalities work together. We are proud that no complaints related to discrimination were received in 2025, which reflects our inclusive corporate culture and our commitment to social sustainability.

RATIO OF WOMEN TO MEN IN THE VAJDA-PAPÍR GROUP'S MANAGEMENT

Gender Breakdown of Executives and Department Heads in Hungary and Norway, 2025

In Hungary

6 people

of which men (persons)



of whom are women (persons)



In Norway

2 people

of which men (persons)



In 2025, the group of executives and professional directors in Hungary consisted of 6 people, of whom 4 were men and 2 were women; this represents a ratio of 66.7% men to 33.3% women. In Norway, the group of executives in question consisted of 2 people, both of whom were men.

In 2025, women accounted for 50% of owners in Hungary.

Environment

The Vajda-Papír Group's commitment to the environment is a defining element of its operations and long-term development strategies. Paper manufacturing processes involve significant consumption of energy, water, and raw materials; therefore, mitigating the environmental impacts resulting from its operations is a top priority for the Group. To this end, the Vajda-Papír Group continuously strives to improve resource efficiency, reduce water and energy consumption, optimize material usage, minimize waste generation, and cut greenhouse gas emissions. **In 2024, the Vajda-Papír Group joined the Science Based Targets initiative (SBTi), an international initiative that supports the setting of science-based emission reduction targets. Its SBTi status is "Committed," with the identifier 40014737.**

In 2025, preparations began for the transition plan related to the SBTi commitment; as part of this, the Group identified potential emission reduction measures and investment priorities. The detailed development of the transition plan will take place during the upcoming reporting periods and will be published.

Green Bond

For Vajda-Papír, green bonds are a sustainability issue of paramount importance, as they are directly linked to the company's environmental goals, its investment program, and its commitment to transparent reporting to investors.

GREEN BONDS AND SUSTAINABLE FINANCING – TRANSPARENT USE OF PROCEEDS AND ENVIRONMENTAL IMPACT ASSESSMENT

The use of funds raised through the bond is governed by the Vajda-Papír Green Bond Framework (<https://www.vajdapapir.hu/fenntarthatosag/zold-kotveny-keretrendszer>), while the company's Green Committee supports the monitoring of the bond's objectives and the fulfillment of the requirements set forth in the framework.

Green Bond Issuance

In 2021, Vajda-Papír Kft. became the first industrial manufacturing company in Hungary to issue a green bond.

Date of issuance

The bonds were issued on May 17, 2021.

Amount Issued

The value of the green bond is 9.9 billion forints.

Purpose of the proceeds

The funds support investments that improve the company's environmental performance.

Key environmental focus areas

Reducing water consumption, improving energy efficiency, increasing the share of renewable energy, and reducing GHG emissions.

Monitoring and reporting

The company tracks the use of funds and the environmental impacts achieved in accordance with the Green Bond Framework.

Disclosure

The results are reported in the Allocation and Impact Report, which is available on the BSE's website and the company's website.

Material Use

(GRI 3-3, GRI-301)

The Vajda-Papír Group treats material use as a material environmental issue, as **its paper manufacturing activities involve significant consumption of pulp, packaging materials, and auxiliary materials**. This issue is also critical in terms of the responsible use of natural resources, the origin of raw materials, the reduction of material losses, and the utilization of manufacturing by-products.

The Group sources the pulp required for paper production from several geographic regions: long-fiber pulp typically comes from Scandinavia—primarily Sweden, Finland, and the Baltic states—while short-fiber pulp is sourced from South America. Most of the pulp is transported by sea and then by river to the Dunaföldvár plant, where the raw material is processed into a semi-finished product, tissue base paper.



The Group's goal is to improve material efficiency, use raw materials from renewable and responsible sources, and reduce material losses generated during manufacturing processes. The main raw material for paper production is pulp, which is sourced as certified fiber from responsibly managed forests and other controlled sources.

The procurement, production, logistics, quality management, and environmental protection departments are involved in managing the impacts related to material use. The corporate group tracks material usage based on procurement, inventory, and production data.

MEASURES FOR 2025



In 2025, the Vajda-Papír Group continued to track the volume of materials used in manufacturing and packaging.



The group continued to use pulp sourced **exclusively from responsible sources**, as well as practices aimed at reducing material losses and utilizing manufacturing by products.



The recycling and reprocessing of fiber-based byproducts generated during paper manufacturing and processing—such as paper scrap, edge trimmings, and offcuts—**continued to contribute to improved raw material efficiency and reduced waste generation in 2025.**



In 2025, the Group continued to place a strong emphasis on optimizing packaging material usage and reducing secondary packaging. In the spirit of environmental awareness, green considerations are increasingly integrated into the Group's operations: this is supported by the introduction of recycled and lightweight packaging materials, as well as the continued use of technological solutions that promote material-efficient operations. **In 2025, the Vajda-Papír Group tested and implemented several technological solutions designed to improve material efficiency.** In the paper machine area, by optimizing refining levels while maintaining high and stable machine speeds, and by implementing adjustments aimed at improving the retention of waste fibers, the Group supported more efficient utilization of fiber material, reduced the amount of material sent for recycling, and improved production stability.

GRI 301-1: WEIGHT OF MATERIALS USED IN PRODUCTION AND PACKAGING, IN METRIC TONS, BROKEN DOWN BY RENEWABLE AND NON-RENEWABLE, 2023–2025

The table shows the weight in metric tons of materials used in the production and packaging of Vajda-Papír Group products, broken down by renewable and non-renewable materials. Between 2023 and 2025, the use of renewable

materials increased, while that of non-renewable materials decreased, indicating a positive shift in the composition of material use.

	Vajda-Papír Scandinavia AS			Vajda-Papír Ltd.		
NON-RENEWABLE MATERIALS USED	2023	2024	2025	2023	2024	2025
Non-renewable materials used	4 290.00	3 932.00	2 340.00	1 612.72	536.90	1 377.72
Direct production supplies, chemicals						
Industrial chemicals (paper manufacturing, heat generation, water treatment)	n/a	n/a	n/a	0.00	0.00	0.00
pH stabilizer	n/a	12.00	n/a	0.00	0.00	0.00
Wet-set	n/a	82.22	n/a	0.00	0.00	0.00
Anti-foaming agents	n/a	4.75	n/a	0.00	0.00	0.00
Stretch film	n/a	318.61	n/a	159.50	0.00	117.30
Cylinder liners	n/a	54.60	n/a	0.00	0.00	0.00
Additives and other ingredients						
Insert	n/a	n/a	n/a	43.20	70.96	95.40
Fragrance	n/a	n/a	n/a	2.80	3.23	3.30
Dye	n/a	n/a	n/a	7.89	5.28	8.22
Plastic-based packaging materials						
Packaging material (LDPE, PP)	n/a	n/a	n/a	1 386.87	457.43	580.70
Polyethylene film	n/a	318.61	n/a	0.00	0.00	0.00
Operating supplies						
Cleaning Products	n/a	41.78	n/a	0.00	0.00	0.00
Other	n/a	n/a	n/a	12.46	0.00	572.80
Renewable materials used	16 180.00	17 880.00	20 208.00	2 841.92	3 073.56	3 264.16
Rust-based raw materials						
Cellulose	n/a	14 266.20	n/a	0.00	0.00	0.00
Paper and cardboard-based materials						
Horn (cardboard)	n/a	n/a	n/a	0.00	0.00	0.00
Duda Paper	n/a	n/a	n/a	2 348.92	2 674.73	2 719.26
Cardboard (cardboard boxes, interleaving paper)	n/a	1 063.43	n/a	493.00	398.84	544.90
Paper roll	n/a	1.49	n/a	0.00	0.00	0.00
Other cardboard	n/a	21.65	n/a	0.00	0.00	0.00

	Vajda Real Estate Ltd.			Vajda-Papír Group		
NON-RENEWABLE MATERIALS USED	2023	2024	2025	2023	2024	2025
Non-renewable materials used	1 204.61	1 397.50	1 151.48	7 107.33	5 866.40	4 869.20
Direct production supplies. chemicals						
Industrial chemicals (paper manufacturing. heat generation. water treatment)	429.89	463.80	278.74	429.89	463.80	278.74
pH stabilizer	191.80	142.70	28.41	191.80	154.70	28.41
Wet-set	582.92	737.50	781.56	582.92	819.72	781.56
Anti-foaming agents	0.00	0.00	0.00	0.00	4.75	0.00
Stretch film	0.00	53.50	62.77	159.50	372.11	180.07
Cylinder liners	0.00	0.00	0.00	0.00	54.60	0.00
Additives and other ingredients						
Insert	0.00	0.00	0.00	43.20	70.96	95.40
Fragrance	0.00	0.00	0.00	2.80	3.23	3.30
Dye	0.00	0.00	0.00	7.89	5.28	8.22
Plastic-based packaging materials						
Packaging material (LDPE. PP)	0.00	0.00	0.00	1 386.87	457.43	580.70
Polyethylene film	0.00	0.00	0.00	0.00	318.61	0.00
Operating supplies						
Cleaning Products	0.00	0.00	0.00	0.00	41.78	0.00
Other	0.00	0.00	0.00	12.46	0.00	572.80
Renewable materials used	63 830.37	83 813.94	93 979.40	82 852.29	104 767.50	117 451.56
Rust-based raw materials	63 485.00	83 201.00	92 552.00	63 485.00	97 467.20	92 552.00
Cellulose	63 485.00	83 201.00	92 552.00	63 485.00	97 467.20	92 552.00
Paper and cardboard-based materials	345.37	612.94	1 427.40	3 187.29	4 773.07	4 691.56
Horn (cardboard)	345.37	612.94	1 427.40	345.37	612.94	1 427.40
Duda Paper	0.00	0.00	0.00	2 348.92	2 674.73	2 719.26
Cardboard (cardboard boxes. interleaving paper)	0.00	0.00	0.00	493.00	1 462.27	544.90
Paper roll	0.00	0.00	0.00	0.00	1.49	0.00
Other cardboard	0.00	0.00	0.00	0.00	21.65	0.00

Waste Management

(GRI 3-3, GRI 306)

The Vajda-Papír Group treats waste management as a material environmental issue, as both hazardous and non-hazardous waste are generated during its paper manufacturing operations. The Group determined the materiality of this issue by considering the environmental impacts arising from its operations, regulatory compliance, resource efficiency, and stakeholder expectations.

The main impacts related to waste generation are linked to production, maintenance, and processing operations; the use of packaging materials; operational activities; and the safe management of hazardous waste. The Group's primary objectives are to reduce waste generation, recycle manufacturing by-products, increase recycling opportunities, and reduce the proportion of waste sent for disposal.

The Vajda-Papír Group operates an environmental management system in accordance with the **ISO 14001:2015** standard, which supports the identification, assessment, monitoring, and management of environmental impacts related to waste. The Group collects, records, and reports waste in accordance with applicable legal requirements. Waste that cannot be reused in its own processes is transferred exclusively to licensed waste management partners.

Hazardous Waste Management

The Group's internal regulations contain provisions regarding the separate collection, storage, record-keeping, and transfer of hazardous waste. Hazardous waste is collected in properly labeled containers suitable for the specific type of waste. Transportation and treatment are carried out exclusively by licensed waste management partners.

Employee Information and Training

The proper functioning of waste management practices is supported by employee information and training. Information materials provided to new hires cover selective waste collection, basic waste management rules, and the company's expectations regarding environmentally conscious operations. Employees who come into contact with hazardous or non-hazardous waste receive targeted training to ensure they perform their duties in accordance with regulations, safely, and in an environmentally responsible manner.

Waste Record-Keeping and Reporting

The Vajda-Papír Group fulfills its waste record-keeping and reporting obligations in accordance with legal requirements. The collection of waste-related data includes, among other things, the quantity, type, hazard classification, treatment method, and transfer of waste. These records support the tracking of waste streams, the assessment of environmental performance, and the continuous improvement of waste management processes.

2025 WASTE MANAGEMENT MEASURES



In 2025, the Vajda-Papír Group's waste management measures focused on preventing waste generation, recycling manufacturing byproducts, implementing selective collection, and increasing recycling opportunities. In 2025, the Group continued to recycle and reprocess paper scrap, edge trimmings, offcuts, and other fiber-based byproducts generated during paper manufacturing and processing. This contributed to reducing waste generation and promoting resource-efficient operations.



The separate collection of hazardous and non-hazardous waste continued to be carried out in 2025 in accordance with internal waste management regulations. The Group collected and recorded waste separately by type and method of treatment, then transferred it to licensed waste management partners.



To reduce packaging material use, the Group continued to strive in 2025 to adopt more modern packaging solutions, further expand the use of packaging materials containing recycled content, reduce secondary packaging, and maintain product and technological solutions that minimize waste generation.



The shift toward electronic documents and invoicing also supported the reduction in paper consumption.



In addition, the Group continued to inform its employees and educate consumers, drawing attention to the importance of recycling through product packaging and communication channels, among other means.

WASTE DATA FOR 2025

In 2025, the total amount of waste generated by the Vajda-Papír Group was 2,016.55 metric tons, representing a decrease from the 2,305.59 metric tons generated in 2024. The vast majority of the waste generated was non-hazardous: 1,938.33 metric tons, while hazardous waste amounted to 78.22 metric tons. Based on this, 96.12% of the waste generated was non-hazardous, and 3.88% was hazardous. Based on the 2025 data, waste generation decreased, while more than three-quarters of the waste generated was recycled.

The table shows the amount of waste generated, transferred for recycling, and transferred for disposal in metric tons.

GRI 306-3, 306-4, AND 306-5: AMOUNT OF WASTE GENERATED, TRANSFERRED FOR RECYCLING, AND TRANSFERRED FOR DISPOSAL IN METRIC TONS, 2021–2025

	Vajda-Papír Scandinavia AS					Vajda-Papír Ltd.				
HULLADÉKKATEGÓRIA / KEZELÉSI MÓD	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Waste generated										
Total waste generated	n/a	266,74	300,37	300,00	280,27	n/a	491,58	349,40	397,22	282,20
Non-hazardous waste	n/a	261,79	300,14	289,00	279,87	n/a	474,70	332,47	277,70	267,14
Hazardous waste	n/a	4,95	0,23	11,00	0,40	n/a	16,89	16,94	119,52	15,06
Waste diverted from disposal										
Total waste diverted from disposal	n/a	266,74	n/a	300,00	280,27	n/a	342,76	n/a	397,22	235,06
Hazardous waste	n/a	n/a	n/a	11,00	0,40	n/a	n/a	n/a	119,52	15,06
Preparation for reuse	n/a	n/a	n/a	0,00	n/a	n/a	n/a	n/a	0,00	0,00
Recycling	n/a	n/a	n/a	0,00	n/a	n/a	n/a	n/a	0,00	0,00
Other recovery operations	n/a	n/a	n/a	11,00	0,40	n/a	n/a	n/a	119,52	15,06
Non-hazardous waste	n/a	n/a	n/a	289,00	279,87	n/a	n/a	n/a	277,70	267,14
Preparation for reuse and recycling, including raw material recovery	n/a	n/a	n/a	0,00	n/a	n/a	n/a	n/a	59,51	74,80
Recycling	n/a	n/a	n/a	0,00	n/a	n/a	n/a	n/a	138,38	64,29
Other recovery operations	n/a	n/a	n/a	289,00	279,87	n/a	n/a	n/a	79,81	128,05
Hazardous and non-hazardous waste diverted from disposal	n/a	n/a	n/a	300,00	280,27	n/a	n/a	n/a	219,08	220,00
Onsite	n/a	n/a	n/a	0,00	n/a	n/a	n/a	n/a	0,00	0,00
Offsite	n/a	n/a	n/a	300,00	280,27	n/a	n/a	n/a	219,08	235,06
Waste directed to disposal										
Total waste directed to disposal	n/a	n/a	n/a	300,00	280,27	n/a	148,83	n/a	n/a	47,14
Hazardous waste	n/a	n/a	n/a	0,00	0,40	n/a	n/a	n/a	n/a	n/a
Non-hazardous waste	n/a	n/a	n/a	289,00	279,87	n/a	n/a	n/a	n/a	n/a
Incineration with energy recovery	n/a	n/a	n/a	68,00	70,00	n/a	n/a	n/a	n/a	n/a
Incineration without energy recovery	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Landfilling	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other disposal operations	n/a	n/a	n/a	197,00	209,87	n/a	n/a	n/a	n/a	n/a
Hazardous and non-hazardous waste directed to disposal	n/a	n/a	n/a	n/a	280,27	n/a	n/a	n/a	n/a	n/a
Onsite	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Offsite	n/a	n/a	n/a	n/a	280,27	n/a	n/a	n/a	n/a	n/a

	Vajda Real Estate Ltd.					Vajda-Papír Group				
HULLADÉKKATEGÓRIA / KEZELÉSI MÓD	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Waste generated										
Total waste generated	n/a	858,29	1 710,31	1 608,38	1 454,08	0,00	1 616,61	2 360,08	2 305,59	2 016,55
Non-hazardous waste	n/a	858,29	1 703,51	1 541,08	1 391,32	0,00	1 594,78	2 336,11	2 107,78	1 938,33
Hazardous waste	n/a	0,00	6,80	67,30	62,76	0,00	21,84	23,97	197,82	78,22
Waste diverted from disposal										
Total waste diverted from disposal	n/a	695,54	1 673,11	1 481,27	1 329,27	0,00	1 305,04	1 673,11	2 178,49	1 564,33
Hazardous waste	n/a	n/a	n/a	67,30	62,76	0,00	0,00	0,00	197,82	78,22
Preparation for reuse	n/a	n/a	n/a	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Recycling	n/a	n/a	n/a	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Other recovery operations	n/a	n/a	n/a	67,30	62,76	0,00	0,00	0,00	197,82	78,22
Non-hazardous waste	n/a	n/a	n/a	1 541,08	1 329,27	0,00	0,00	0,00	2 107,78	1 549,27
Preparation for reuse and recycling, including raw material recovery	n/a	n/a	n/a	1 481,27	1 329,27	0,00	0,00	0,00	1 540,78	1 404,07
Recycling	n/a	n/a	n/a	0,00	0,00	0,00	0,00	0,00	138,38	64,29
Other recovery operations	n/a	n/a	n/a	59,81	62,05	0,00	0,00	0,00	428,62	469,97
Hazardous and non-hazardous waste diverted from disposal	n/a	n/a	n/a	n/a	1 329,27	0,00	0,00	0,00	519,08	1 564,33
Onsite	n/a	n/a	n/a	n/a	0,00	0,00	0,00	0,00	0,00	0,00
Offsite	n/a	n/a	n/a	n/a	1 329,27	0,00	0,00	0,00	519,08	1 844,60
Waste directed to disposal										
Total waste directed to disposal	n/a	162,75	37,20	67,30	124,81	0,00	311,58	37,20	367,30	452,22
Hazardous waste	n/a	n/a	n/a	n/a	62,76	0,00	0,00	0,00	0,00	63,16
Non-hazardous waste	n/a	n/a	n/a	59,81	62,05	0,00	0,00	0,00	348,81	389,06
Incineration with energy recovery	n/a	n/a	n/a	n/a	n/a	0,00	0,00	0,00	68,00	70,00
Incineration without energy recovery	n/a	n/a	n/a	n/a	n/a	0,00	0,00	0,00	0,00	0,00
Landfilling	n/a	n/a	n/a	n/a	n/a	0,00	0,00	0,00	0,00	0,00
Other disposal operations	n/a	n/a	n/a	n/a	n/a	0,00	0,00	0,00	197,00	209,87
Hazardous and non-hazardous waste directed to disposal	n/a	n/a	n/a	n/a	n/a	0,00	0,00	0,00	0,00	452,22
Onsite	n/a	n/a	n/a	n/a	n/a	0,00	0,00	0,00	0,00	0,00
Offsite	n/a	n/a	n/a	n/a	n/a	0,00	0,00	0,00	0,00	452,22

Scope 1, 2, and 3 GHG Emissions

(GRI 3-3, GRI 305)

The Vajda-Papír Group treats the management of greenhouse gas emissions as a material environmental issue, as energy consumption, raw material procurement, transportation processes, and activities along the value chain associated with the paper industry can have a significant impact on the climate. The Group's goal is to identify emission sources, regularly monitor emissions, and explore and gradually implement reduction opportunities.

The annual corporate carbon footprint is calculated in accordance with the methodological guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The calculation covers direct Scope 1 emissions,

Scope 2 emissions related to purchased energy, and Scope 3 emissions generated along the value chain. GRI 305 uses the Scope 1, Scope 2, and Scope 3 categories defined by the GHG Protocol to present greenhouse gas emissions.

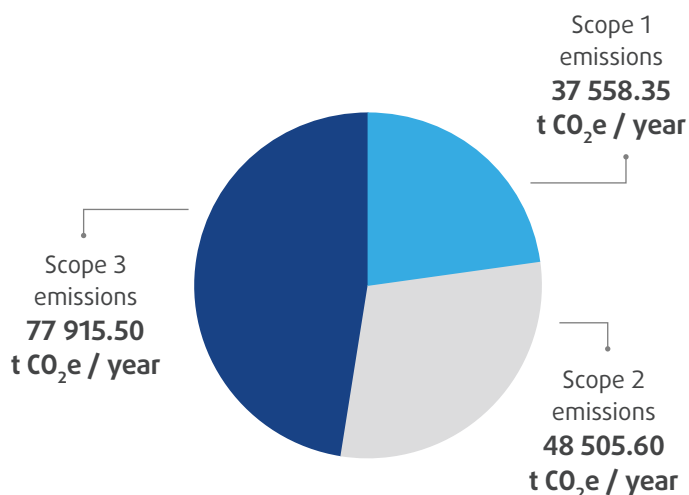
In 2025, the Vajda-Papír Group's total Scope 1, 2, and 3 emissions amounted to **163 979.45 t CO₂e**. Of these, Scope 3 emissions accounted for the largest share, at **77 915.50 metric tons of CO₂e**, representing **47.5%** of the total carbon footprint. Scope 2 emissions totaled **48 505.60 metric tons of CO₂e**, while Scope 1 emissions totaled **37 558.35 metric tons of CO₂e**; these accounted for **29.6%** and **22.9%** of total emissions, respectively.

EMISSIONS REDUCTION FOCUS AREAS AND 2025 MEASURES

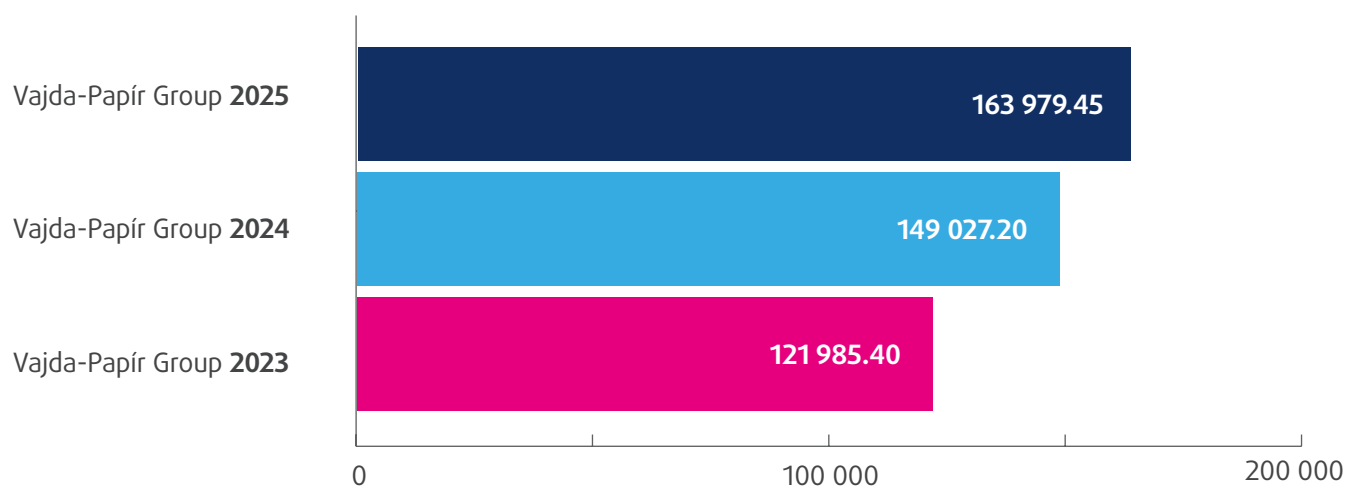
- In 2025, the Vajda-Papír Group focused on identifying and preparing for emission reduction opportunities.
- In terms of reducing Scope 1 and Scope 2 emissions, the main focus areas were improving **energy efficiency, optimizing energy consumption in manufacturing and operations, mitigating the emissions impact of purchased electricity, and engaging employees in energy-efficient operations.**
- To reduce Scope 3 emissions, the Group prioritizes gaining a better understanding of **emissions associated with raw materials and purchased services, optimizing inbound and outbound shipments, streamlining business travel, and reducing waste generated during operations.** Since the majority of Scope 3 emissions are linked to purchased goods and services, improving the quality of supplier data and conducting climate-focused assessments of procurement processes could be key areas of development in the coming period.
- In 2025, the corporate **group also worked on preparing a transition plan related to its SBTi commitment.** As part of this effort, it examined potential emission reduction pathways, related investment proposals, their preliminary timelines, and expected reduction potential. The development and publication of the detailed transition plan will be addressed in future reporting periods

GRI 305-1, 305-2, AND 305-3: THE VAJDA-PAPÍR GROUP'S SCOPE 1, SCOPE 2, AND SCOPE 3 GHG EMISSIONS, 2025

Emissions Summary	t CO ₂ e / year	%
Scope 1 emissions	37 558.35	22.9%
Scope 2 emissions	48 505.60	29.6%
Scope 3 emissions	77 915.50	47.5%
Total emissions	163 979.45	100.0%



THE VAJDA-PAPÍR GROUP'S CORPORATE CARBON FOOTPRINT, 2023-2025¹¹



	Scope 1	Scope 2	Scope 3	Total
Vajda Papír Kft. Budapest	2 742.85	1 509.74	21 571.92	25 824.51
Vajda Real Estate Kft. Dunaföldvár	29 949.86	30 701.48	41 818.01	102 469.34
Vajda Papír Kft. Székesfehérvár	9.67	228.39	2 142.64	2 380.69
Vajda-Papír Scandinavia AS, Norway	4 855.97	16 065.99	12 382.94	33 304.90
Vajda-Papír Group 2025	37 558.35	48 505.60	77 915.50	163 979.45
Vajda-Papír Group 2024	35 135.50	43 625.10	70 266.60	149 027.20
Vajda-Papír Group 2023	31 254.30	33 087.10	57 644.00	121 985.40

¹¹ The 2023 measurement applies to Vajda-Papír Kft. and Vajda Real Estate Kft., excluding Székesfehérvár. No scientifically validated data was available for the Scope 2 and Scope 3 calculations of the Norwegian subsidiary, Vajda-Papír Scandinavia AS.



GRI 305-3: SCOPE 3 GHG EMISSIONS BY CATEGORY, 2025

Breakdown of Scope 3 Emissions

	t CO ₂ e / year	%
Scope 3 Emissions from Upstream (Input) Activities Inbound and manufacturing stages:		
1. Goods and services purchased by the company	42 847.60	54.99%
2. Capital assets (tangible assets)	-	-
3. Fuel and energy-related activities (uses not covered by Scope 1 and 2)	4 921.06	6.32%
4. Inbound transportation and distribution (fuels not covered by Scope 1 and 2)	7 766.56	9.97%
5. Waste generated during operations	1 913.54	2.46%
6. Business travel (not using company vehicles)	52.00	0.07%
7. Employee commutes (non-company vehicles)	822.46	1.06%
8. Assets leased during operations	-	-
Downstream (outbound) activities Scope 3 emissions Outbound, consumption, and end-of-life stages:		
9. Outbound shipments and distribution	6 569.36	8.43%
10. Processing of sold products	2 183.12	2.80%
11. Use of products sold (throughout their life cycle)	-	-
12. Management or disposal of products at the end of their life cycle	10 839.79	13.91%
13. Assets leased out	-	-
14. Franchises	-	-
15. Investments	-	-
Total Scope 3 Emissions	77 915.50	100.00%

Energy Consumption

(GRI 3-3, GRI 302)

The Vajda-Papír Group treats energy consumption as a key environmental issue, as manufacturing processes in the paper industry involve significant consumption of electricity and thermal energy.

THE GROUP'S GOAL IS TO STRENGTHEN ENERGY-EFFICIENT OPERATIONS, MITIGATE THE ENVIRONMENTAL IMPACTS RESULTING FROM ENERGY CONSUMPTION, AND INCREASE THE ROLE OF RENEWABLE ENERGY SOURCES IN ITS OWN OPERATIONS AND AT ITS SITES.

The Vajda-Papír Group's energy consumption management is supported by regulated management systems. **Vajda-Papír Kft. has held an energy management certification in accordance with MSZ EN ISO 50001:2015 since 2016, and Vajda Real Estate Kft. has held such certification since 2022.** Operating in accordance with this standard contributes to monitoring energy consumption, setting energy efficiency targets, and optimizing energy use.

At the Dunaföldvár plant, the group employs state-of-the-art, energy-efficient technologies. Key priorities in investments and developments include reducing specific energy consumption, improving technological efficiency, and increasing the share of renewable energy sources. Energy-efficient operations are further supported by solutions such as the use of LED lighting, the utilization of waste heat from production processes to heat office and break rooms, and the implementation of internal guidelines for energy-efficient operations.

In 2025, the Vajda-Papír Group's total energy consumption rose to 315.56 GWh from 305.19 GWh in 2024, primarily due to an increase in electricity and natural gas consumption related to additional production capacity, while gasoline and diesel consumption decreased slightly.

In 2025, the Group's energy efficiency measures focused on optimizing energy consumption in manufacturing and operations, maintaining energy-saving technologies, and involving employees in energy-efficient operations. Educating employees and reinforcing an energy-efficient mindset remain key elements of the Group's energy management practices.



VAJDA-PAPÍR GROUP ENERGY CONSUMPTION, 2024-2025

PURCHASED ENERGY CONSUMPTION	Unit of measurement	Total purchased energy consumption Vajda-Papír Group		Vajda Papír Kft. Budapest	Vajda Real Estate Kft. Dunaföldvár	Vajda Paper Ltd. Székesfehérvár	Vajda-Papír Scandinavia AS Norway
		2024	2025	2025	2025	2025	2025
Electricity	kWh/year	119 520 829	132 892 067	4 136 283	84 113 642	625 724	44 016 418
	MJ/year	430 274 985	478 411 441	14 890 619	302 809 111	2 252 606	158 459 105
Natural gas	m ³ /year	18 522 310	18 237 500	24 918	15 701 293	5 069	2 506 220
	kWh/year	175 395 810	172 521 220	235 226	148 220 206	47 851	24 017 937
	MJ/year	577 535 761	621 328 093	847 212	533 843 962	172 346	86 464 573
Gasoline	liters/year	39 021	32 842	32 842	0	0	0
	kWh/year	350 105	294 666	294 666	0	0	0
	MJ/year	1 260 378	1 060 797	1 060 797	0	0	0
Diesel	liters/year	1 014 961	1 007 360	1 005 120	240	0	2 000
	kWh/year	9 924 064	9 849 743	9 827 840	2 347	0	19 556
	MJ/year	35 726 627	35 459 072	35 380 224	8 448	0	70 400
LPG and propane	kg/year	100	0	0	0	0	0
	kWh/year	1 278	0	0	0	0	0
	MJ/year	4 600	0	0	0	0	0
Total	kWh/year	305 192 086	315 557 696	14 494 015	232 336 195	673 575	68 053 911
	MJ/year	1 044 802 351	1 136 259 403	52 178 852	836 661 521	2 424 952	244 994 078

Water Management

(GRI 3-3, 303)

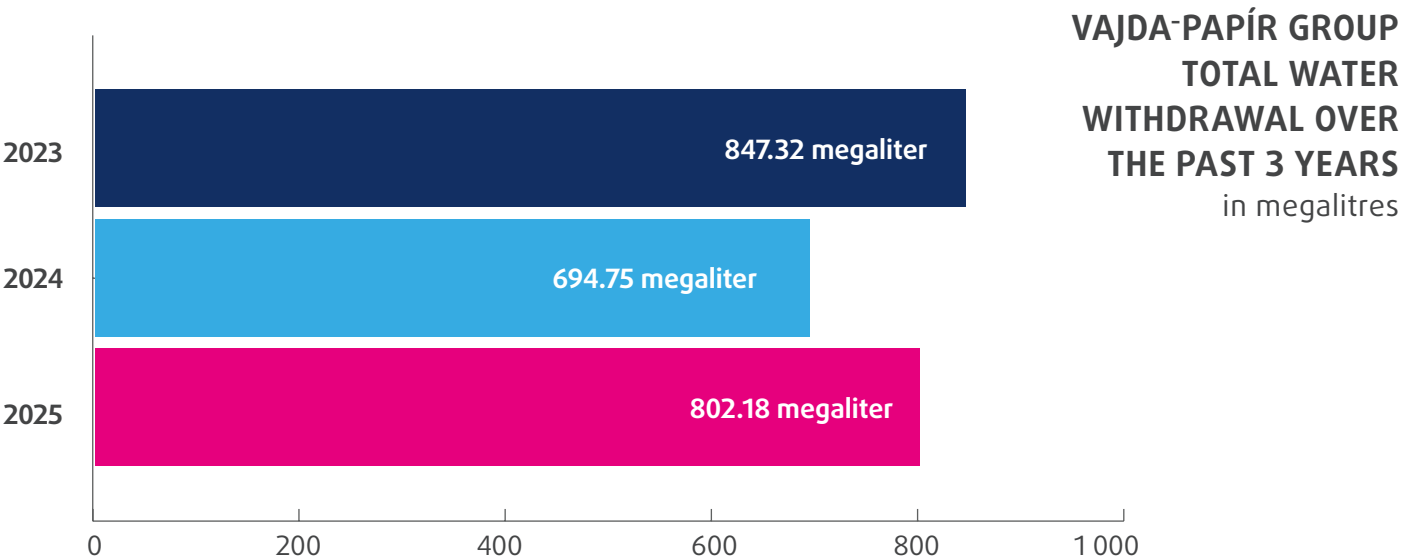
The Vajda-Papír Group treats water management as a key environmental issue, as paper manufacturing processes involve significant water use. The Group’s goal is to manage water responsibly and efficiently as a resource, monitor water withdrawal and consumption, and continuously improve the water efficiency of its technological processes.

REDUCING WATER CONSUMPTION IS ALSO HIGHLIGHTED AS A KEY STRATEGIC GOAL IN THE VAJDA-PAPÍR GROUP’S GREEN BOND FRAMEWORK. THE GROUP IS COMMITTED TO REDUCING THE SPECIFIC WATER CONSUMPTION OF ITS PAPER PRODUCTION IN DUNAFÖLDVÁR FROM 12 M³/METRIC TON TO BELOW 5.5 M³/METRIC TON BY 2030. THIS GOAL WILL BE SUPPORTED BY TECHNOLOGICAL ADVANCEMENTS, WATER RECIRCULATION SOLUTIONS, AND THE OPTIMIZATION OF WATER TREATMENT PROCESSES.

Water withdrawal is primarily linked to water sources available near the production sites. A portion of the withdrawn water is used in production processes, while the remaining volume is returned to receiving water bodies after being treated in accordance with regulations. Process water generated during paper production in Hungary undergoes biological treatment, which ensures that the discharged water complies with applicable regulatory and environmental standards. A portion of the biologically treated water is discharged back into the Danube River, while another portion, following further filtration, is reused in the paper manufacturing process.

Water management data is collected and reported in accordance with current legal requirements, and the Group fulfills its data reporting obligations to the water management authorities.

In 2024, the Group optimized its biological water treatment system, and in 2025, it continued to ensure the stable operation of water treatment processes, implement water recirculation solutions, and monitor water usage data.



GRI 303 WATER USE IN MEGALITERS, 2021–2025

	Vajda-Papír Scandinavia AS					Vajda-Papír Ltd.				
WATER USE	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Water Withdrawal										
Total water withdrawal	331.54	292.37	268.39	278.05	256.07	n/a	n/a	6.44	2.40	4.11
Surface water	318.25	282.68	266.77	273.30	245.40	n/a	n/a	0.00	0.00	0.00
Groundwater, water drawn from wells	0.00	0.00	0.00	0.00	0.00	n/a	n/a	0.00	0.00	0.00
Seawater	0.00	0.00	0.00	0.00	0.00	n/a	n/a	0.00	0.00	0.00
Water produced	0.00	0.00	0.00	0.00	0.00	n/a	n/a	0.00	0.00	0.00
Water from third parties / utilities	13.29	9.69	1.62	4.75	10.67	n/a	n/a	6.44	2.40	4.11
Breakdown of Water Withdrawal	331.54	292.37	268.39	278.05	256.07	n/a	n/a	6.44	2.40	4.11
Freshwater (≤ 1000 mg/l total dissolved solids)/	331.54	292.37	268.39	278.05	256.07	n/a	n/a	6.44	2.40	4.11
Other water (> 1000 mg/l total dissolved solids)/	0.00	0.00	0.00	0.00	0.00	n/a	n/a	0.00	0.00	0.00

	Vajda Real Estate Ltd.					Vajda-Papír Group				
Water Withdrawal										
Total water withdrawal	n/a	n/a	572.50	414.30	542.00	331.54	292.37	847.32	694.75	802.18
Surface water	n/a	n/a	0.00	0.00	0.00	318.25	282.68	266.77	273.30	245.40
Groundwater, water drawn from wells	n/a	n/a	563.36	413.90	533.90	0.00	0.00	563.36	413.90	533.90
Seawater	n/a	n/a	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Water produced	n/a	n/a	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Water from third parties / utilities	n/a	n/a	9.13	0.40	8.10	13.29	9.69	17.19	7.55	22.88
Breakdown of Water Withdrawal	n/a	n/a	572.50	414.30	542.00	331.54	292.37	847.32	694.75	802.18
Freshwater (≤1000 mg/l total dissolved solids)/	n/a	n/a	572.50	414.30	542.00	331.54	292.37	847.32	694.75	802.18
Other water (>1000 mg/l total dissolved solids)/	n/a	n/a	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Sustainable Products

(GRI 3-3, GRI 417)

The Vajda-Papír Group treats sustainable product communication and responsible product labeling as key issues, as the information, logos, and pictograms appearing on products and packaging help consumers make informed choices and ensure the proper use and waste management of products.

The Group's goal is to provide accurate, understandable, and verifiable information about the sustainability characteristics of its products. To this end, it applies labels, certification logos, recycling information, and other pictograms on product packaging in accordance with current regulatory requirements and internal approval processes.

In its marketing, product communication, and labeling activities, the Vajda-Papír Group strives for transparent, responsible, and non-misleading communication. The Group avoids exaggerated,

unsubstantiated, or misleading sustainability claims and pays special attention to ensuring that the information presented to consumers is accurate, clear, and verifiable.

In 2025, the corporate group continued to ensure that sustainability information, logos, and pictograms appearing on product packaging were clearly understandable to consumers. The company has begun preparing for the upcoming legislative changes regarding "green communication" in the following year and has identified the necessary actions. The chapter titled "ESG Strategy" in the report provides information on the product-related commitments outlined in the sustainability strategy and their current status.

No legal violations related to product and service information, product marking, or labeling occurred at the Vajda-Papír Group during the 2025 fiscal year.



Corporate Governance

The foundation of the Vajda-Papír Group's long-term operations is a transparent, responsible, and stable corporate governance structure. The purpose of corporate governance is to ensure that strategic decision-making, operational controls, risk management, and sustainability and ESG considerations are appropriately integrated into the Group's operations.

Responsible Corporate Governance

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

The Vajda-Papír Group operates as an international corporate group, and its governance practices are based on group-level operations, ownership control, and the definition of areas of responsibility for each business unit. In addition to its large-scale corporate operational and

governance frameworks, the Group retains the flexibility, rapid adaptability, and openness to innovation inherent in a family business. This operational model supports long-term, sustainable operations and adaptation to changing market, regulatory, and sustainability requirements.



Attila Vajda
Managing Director, Owner

Attila Vajda and Szilvia Csata Vajdáné, the owners of the Vajda-Papír Group, founded Vajda Papír Kft. in 1999. To this day, Attila Vajda remains both the founding owner and managing director of the company. Drawing on his professional and business expertise, he has transformed what began as a two-person family business into **Hungary's market-leading group of hygiene paper manufacturers**. Through his consistent efforts as owner, he is now responsible for the successful operation of an international group of companies that employs nearly 700 people. In his role at the Hungarian group, he is responsible for defining the company's strategic direction, driving its growth, and achieving its goals. He ensures that the business operates smoothly and efficiently, and safeguards its profitability and sustainability.

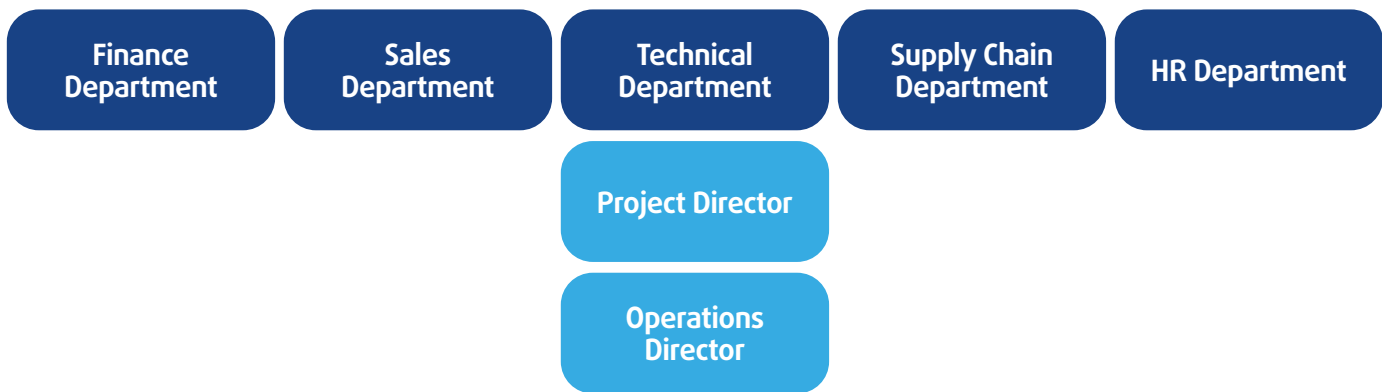
The key to his success lies in his ability to adapt to change, his openness to innovation, and his effective problem-solving and decision-making skills.

THE MANAGEMENT STRUCTURE AND COMPOSITION OF THE VAJDA-PAPÍR GROUP

The Vajda-Papír Group’s operations in Hungary are managed by the CEO and owner, Attila Vajda, and the members of the board of directors. The Group’s Hungarian companies do not have separate management; founder and CEO Attila Vajda leads them together with the board of directors.

The **managing director** is the chief executive of the company, the head of its operational activities, and is also one of the owners of the corporate group.

MEMBERS OF THE BOARD OF DIRECTORS



In 2025, the CEO was assisted by five directors responsible for the five most strategically significant areas in Hungary. The directors hold their positions for an indefinite term, given the company’s origins as a family business and its long-term strategic management.

A key criterion in selecting directors is the possession of relevant competencies that are essential to the group’s activities and operations. Members of the executive team have extensive experience in the paper industry, sustainability, ESG management, and business strategy.

The CEO and members of the executive team focus primarily on managing the Vajda-Papír Group. Their external involvement is limited to participation in industry organizations and professional bodies.

THE MANAGING DIRECTOR AND BOARD MEMBERS OF VAJDA-PAPÍR IN HUNGARY

As part of the company's senior management structure, the members of the Board of Directors support the CEO in strategic and operational decision-making.

Members of the senior management team have diverse professional backgrounds and competencies, covering areas such as finance, engineering, operations, sales, and sustainability. The management team includes both female and male leaders.

Name	Position	Notes and length of service with the Vajda-Papír Group	Gender
Attila Vajda	Managing Director, Owner	Since 1999, 27 years	Male
Dr. Julianna Kiss Kozmáné	Finance Department - CFO	Since 2019, 7 years	Female
Szabolcs Sztaniszláv	Commercial Division, Director of Sales and Marketing	Since 2018, 8 years	Male
István Podlovics	Technical Division, Director of Technical Projects	Since 2008, 18 years	Male
János Schoner	Director of Engineering and Operations	Since 2022, 4 years	Male
Dr. Zita Bilisics	Director of Human Resources	In 2025, Dr. Zita Bilisics served as HR Director; at the time of this report's publication, Rita Rajkovichs is the company's Director of People & Culture.	Female
Károly Lihotzky	Supply Chain Director	From May 26, 2025, to March 18, 2026, as Supply Chain Director at Vajda-Papír Kft. and Vajda Real Estate Kft., he supported the group's operations and development goals.	Male

MANAGEMENT COMPETENCIES AND ESG EXPERTISE

The CEO and members of the Board of Directors have extensive professional experience in areas including finance, engineering, operations, sales, project management, and sustainability. The competencies within the management structure support the achievement of the company's long-term strategic and ESG goals.



Dr. Julianna Kiss Kozmáné
Finance Department
– CFO

Since 2019, she has served as Chief Financial Officer of Vajda Papír Kft., leading the company's Finance Department with a wealth of professional experience. In the years prior to this, as a financial manager at domestic and international companies across various industries (manufacturing, trade), she demonstrated her competence and contributed to their efficient and profitable operations. In addition to accounting, tax, and financing processes, she possesses extensive knowledge of change and project management.

During her studies in finance at Corvinus University of Budapest, she earned a PhD and became a certified public accountant.

In 2024, she was awarded the "CFO of the Year" award for her outstanding performance as a financial and strategic leader.

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



Szabolcs Sztaniszláv
Commercial Division –
Director of Sales and
Marketing

He has been with the Vajda-Papír Group since 2018. He began his career as a domestic sales manager, and in 2022, after being selected through an internal promotion process, he advanced to the next stage of his career as Sales and Marketing Director at Vajda Papír Kft. He leads his team in the spirit of market-oriented thinking, defining strategic directions, optimizing the product portfolio, introducing new products, and consciously promoting the company's image. In line with this, he also coordinates sales activities to increase profitability. During earlier stages of his professional career, he gained extensive knowledge of commercial practices as a sales and key account manager, as well as a middle manager.

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



István Podlovics

Technical Division –
Technical Project Director

Since 2008, as Technical Director of Vajda Papír Kft. and Vajda Real Estate Kft., he has been responsible for the efficient technological and technical execution of projects, supervising and coordinating the design and manufacturing processes in compliance with standards, and managing the utilization of the company's real estate holdings. Through his professional management of technical tasks, he contributes to the smooth production of high-quality products under optimal conditions. Early in his professional career, he was also involved in product development, which helped expand his practical knowledge and enabled him to successfully hold executive and technical leadership positions, primarily at companies in the paper industry.

He studied mechanical engineering and industrial engineering at the Budapest University of Technology and Economics, where he also earned an MBA, and participated in the Marketing Manager program at Corvinus University of Budapest, in addition to numerous other specialized courses.



János Schoner

Technical and Operations
Director

Since 2022, as Chief Operating Officer of Vajda Papír Kft., his responsibilities have included the efficient utilization of resources and the management and coordination of production, maintenance, and facility management in line with a KPI-based, efficiency-oriented approach. He is also responsible for development activities and production processes. All of this is carried out in accordance with the theory and practice of Lean, 5S, and TPM organizational methods. Throughout his professional career, he has gained insight into the specifics of several industries, with a particular focus on the automotive sector, where, in a managerial role, he had the opportunity to master a future-oriented, strategic mindset in his field to achieve better productivity metrics and successful operational goals.

He began his higher education at the Kecskemét College of Mechanical Engineering and Automation, and subsequently earned his MBA by completing the Corporate Management module at János Neumann University. In addition, he has participated in various leadership development, Lean, and other training programs.

**Károly Lihotzky**

Supply Chain Director

From May 26, 2025, to March 18, 2026, as Supply Chain Director at Vajda-Papír Kft. and Vajda Real Estate Kft., he supported the group's operations and development goals. He has more than 25 years of professional experience in supply chain management and has held leadership positions at international manufacturing and trading companies such as COTY, Tetra Pak, Heineken, and Baunit throughout his career. Throughout his professional career, he has participated in the management of numerous business transformation projects, with a particular focus on the development and effective operation of sustainable development systems. During a career detour, he ran his own consulting firm specializing in supply chain development; during this period, he contributed to the growth of Vajda Papír through several projects. His leadership philosophy centers on teamwork, collaboration, and continuous improvement. He believes it is important to create a supportive environment for his employees that provides opportunities for both individual and team-level growth. His motto is "If you have a team, you have everything"—a philosophy he brought with him from the world of team sports, and one that continues to shape his leadership style to this day.

HIGHEST LEVEL OF MANAGEMENT RESPONSIBILITY

The highest level of management at the Vajda-Papír Group is represented by the managing owner, who, in cooperation with the members of the Board of Directors and the Green Committee, oversees the management of the company's economic, social, and environmental impacts.



GREEN COMMITTEE

Established in 2021, the Green Committee is an internal governance forum that supports the monitoring of the Vajda-Papír Group's sustainability and ESG issues. **Its role is to monitor the use of funds in accordance with the Green Bond Framework, as well as the fulfillment of sustainability commitments and ESG objectives.**

The committee, which has its own rules of procedure, meets quarterly; its members include the CFO and the heads of quality management and product development.

INTEGRATION OF ESG CONSIDERATIONS INTO OPERATIONS

The Group delegates responsibilities related to the management of sustainability and ESG issues according to functional areas. The monitoring and management of ESG-related issues are carried out in accordance with designated managerial responsibilities. Members of the management team regularly monitor business, regulatory, and industry trends related to sustainability and ESG issues and use this information to support relevant corporate decisions.

Name of Sustainability Issue	Manager and/or committee responsible for the issue
Key social initiatives	Executive Management
- Managing the Group's economic, social, and environmental impacts - ESG Strategy and Sustainability Goals and Commitments - ESG approach and awareness - Annual ESG reporting - Reviewing and monitoring commitments outlined in the ESG strategy, and revising them as needed - Business ethics and compliance	Executives and directors
Monitoring of commitments set forth in the green bond framework and targets linked to the ESG strategy	Green Committee
- Coordinating the preparation of the ESG report - Preparing allocation reports and impact analyses related to green bond issuances	CFO, Chief Financial Officer
- Quality Management - Sustainable raw materials, sustainable products - Environmental KPIs: Scope 1, 2, and 3 emissions, energy efficiency, consumption, waste management, water consumption	Head of Quality Management and Product Development
Occupational Safety and Health Starting in 2025, JánFos Futó, the Vajda-Papír Group's EHS Manager, will be responsible for these matters.	EHS Manager
- Human Capital Management - Training and Education – Dual Training Programs - Equal Opportunity - Ethical Operations	Director of HR/People & Culture

COORDINATION AND MONITORING OF ESG ISSUES

At the Vajda-Papír Group, coordination of sustainability-related and ESG-relevant topics takes place during monthly performance review meetings. These forums provide an opportunity to develop ESG-specific knowledge, share information on sustainability, and review related business, regulatory, and operational considerations. Progress on the commitments outlined in the Group's ESG strategy is tracked at quarterly mid-management forums. This ensures that sustainability goals and measures are treated not as a separate process, but as an integral part of the company's operations.

RESPONSIBILITIES IN SUSTAINABILITY REPORTING

The CEO and CFO of the Vajda-Papír Group, as well as all functional areas involved in ESG reporting, play a key role in the sustainability reporting process. Designated representatives from HR, quality management, product development, and marketing, among others, participate in data and information collection. The Chief Financial Officer supports the coordination of the reporting process. The relevant departments are responsible for collecting, verifying, and providing the data and information related to their respective areas. This operational model ensures that the information included in the report is compiled with the involvement of the relevant departments.

APPROVAL OF THE SUSTAINABILITY REPORT

The preparation of the sustainability report is supported by data collection and professional input from the relevant fields. The content of the report prepared for publication is approved from a professional standpoint by the data owners responsible for the relevant topics, and final approval is granted by the CFO and the CEO. This ensures that the published information is consistent with the Group's sustainability and ESG priorities.

TAKING STAKEHOLDER FEEDBACK INTO ACCOUNT

In the course of its operations, the Group engages in dialogue with its stakeholders, including employees, business partners, suppliers, and industry organizations. Feedback and expectations from stakeholders may be taken into account in corporate decision-making, particularly with regard to ESG and sustainability objectives, as well as the assessment of material impacts.

NORWAY - VAJDA-PAPIR SCANDINAVIA AS

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

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

ORGANIZATIONAL STRUCTURE OF THE VAJDA-PAPIR SCANDINAVIA AS SUBSIDIARY



Mark Watkins
Managing Director (Vajda
Papir Scandinavia AS)

Since 2019, he has served as Managing Director of the Vajda-Papír Group's Norwegian subsidiary (Vajda Papir Scandinavia AS). With more than 15 years of practical experience, he has led international teams to success in achieving specific corporate objectives with the support of our leadership. He has achieved significant success and efficiency within the FMCG sector by coordinating and motivating cross-border and cross-functional teams across various organizational structures. He possesses in-depth knowledge and extensive practical experience across the entire value chain of the forestry industry, with a particular focus on operations and technical areas.

He is an open-minded individual who performs his duties with enthusiasm and always in accordance with agreements; however, in the interest of continuous improvement and development, he is willing to question even the best, tried-and-true practices. He enjoys inspiring his colleagues and encouraging them to take personal responsibility.

After completing several specializations at the Vienna University of Technology, he earned a degree in engineering.

The Norwegian subsidiary's Code of Ethics sets out its sustainability guidelines in detail.[\[1\]](#)

[\[1\]](#) Details of this are provided in the "Business Ethics and Compliance" section of our 2022 ESG report.

Business Ethics and Compliance

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

The foundation of the Vajda-Papír Group's ethical business operations is compliance with laws and regulations, fair business conduct, and adherence to the requirements set forth in its internal policies. The Group's goal is to ensure that its employees,

as well as other individuals in a legal relationship with the Group and its business partners, act in accordance with applicable laws, internal policies, and ethical principles.



CODE OF ETHICS AND BUSINESS CONDUCT

Business ethics and compliance requirements are set forth in the Code of Ethics and Business Conduct. Familiarization with and acceptance of the Code are part of every employee's onboarding process. At the start of their employment, employees provide a written statement confirming that they have read, accepted, and will comply with the principles set forth in the Code.

The Code covers, among other topics:

- fair competition and anti-corruption conduct,
- conflicts of interest,
- equal treatment and equal opportunity,
- prohibition of child labor and forced labor,
- prohibition of harassment,
- environmental protection, occupational safety, and social responsibility,
- general employment principles, decent employment, and decent work.

The Group will investigate any alleged violations of this policy. If a violation is confirmed, it may result in disciplinary action, a written warning, job-related consequences, or, in serious cases, termination of employment, depending on the severity of the violation. In all cases, such measures will be determined in accordance with applicable laws, while respecting the principles of proportionality and human dignity.

WHISTLEBLOWING SYSTEM

The Vajda-Papír Group expects its employees to report any suspected violations of laws, internal regulations, or ethical principles, as well as any significant risks they may identify. The process for handling reports, the investigation procedure,

disclosure obligations, and the main rules governing the processing of personal data are set forth in the relevant internal policies.

The Group provides the option to submit anonymous reports via the Viber-based chatbot used for internal communication, as well as through the abuse reporting interface available on the company's website. Reports are investigated in accordance with the relevant policies, with the involvement of company management if necessary.

PROTECTION OF WHISTLEBLOWERS

The Vajda-Papír Group does not tolerate any retaliation or discrimination against individuals who make reports in good faith. The company ensures that whistleblowers' personal information is treated confidentially and that anonymous reporting is an option.

ANTI-CORRUPTION AND COMPETITION LAW COMPLIANCE

The Group's Code of **Ethics and Business Conduct** sets forth the fundamental principles regarding anti-corruption, fair competition, and the management of conflicts of interest. Familiarization with anti-corruption requirements is part of the onboarding process for new hires.

In 2025, no substantiated incidents of corruption were identified at the Vajda-Papír Group.

Key Elements of the Vajda-Papír Group's Corporate Governance



LEGAL COMPLIANCE

In its operations, the Vajda-Papír Group strives to comply with applicable laws, regulatory requirements, and internal policies. Matters related to legal compliance are monitored with the involvement of the relevant departments and management.

The company's listing on the Budapest Stock Exchange requires compliance with the current regulatory environment and transparent operations and communication in accordance with legal requirements. Disclosures are available at [https://bet.hu/oldalok/ceg_adatlap/\\$issuer/3599](https://bet.hu/oldalok/ceg_adatlap/$issuer/3599).

In 2025, no new internal regulations or policies regarding sustainability, ESG issues, or responsible corporate governance were introduced, nor were any substantive amendments made to existing regulations. The company operated the relevant processes in accordance with the previously established internal regulatory framework.

In 2025, there were no significant instances of regulatory non-compliance within the Group that would have resulted in fines, non-monetary sanctions, or other regulatory actions.

LEADING BY EXAMPLE AND MANAGEMENT COMMITMENT

The commitment and exemplary conduct of managers are essential to the Vajda-Papír Group's effective, lawful, and ethical operations. Managers are responsible for ensuring that legal, ethical, and internal regulatory requirements are upheld in day-to-day operations, as well as for providing clear guidance and support to their employees. The Code of Ethics and Business Conduct defines

the expectations for managers beyond their job responsibilities. These include, among other things, promoting ethical decision-making, facilitating compliance with rules, handling employee feedback, encouraging open communication, and appropriately reporting and managing violations and risks.

The Vajda-Papír Group's senior leadership's key leadership role



SETTING AN EXAMPLE

Constructive and active cooperation



CONFIDENTIALITY AND HANDLING CONFIDENTIAL INFORMATION



KNOWLEDGE TRANSFER

Sharing professional knowledge, induction of new colleagues



CONTINUOUS DEVELOPMENT OF MANAGERIAL SKILLS AND GROUP-RELATED KNOWLEDGE

Including knowledge related to sustainability and the ESG approach



PROMOTING THE LEGITIMATE INTERESTS OF THE GROUP

each leader acting on their own initiative



REPORTING ON CONCERNS AND CRITICAL SITUATIONS

For example, concerns arising from non-compliance with regulations, violation of guidelines, unethical conduct, actual or suspected fraud, etc.

ANTI-CORRUPTION POLICY

The Vajda-Papír Group is committed to preventing all forms of corruption and to conducting business ethically. Anti-corruption standards are supported by internal policies and compliance processes.

The company expects all employees to strictly adhere to anti-corruption standards. The company provides employees with detailed information on anti-corruption practices and their potential consequences in the Code of Ethics and Conduct.

Familiarizing new employees with ethical and anti-corruption expectations is part of the onboarding process. All new employees are required to understand and thoroughly familiarize themselves with the provisions of the Code and to accept them in the form of a written statement. The company also provides general training for new hires, which includes an overview of the company's core values, guidelines, and ethical business practices.

In 2025, it remained mandatory for new employees to familiarize themselves with and accept in writing the internal policy containing ethical and anti-corruption requirements; there were no changes to this practice during the reporting period.

Key Policies and Guidelines Governing Our Anti-Corruption Practices

- Code of Ethics and Conduct
- Disciplinary Procedures (Appendix 1 to the Code of Ethics and Conduct)
- **Anti-Corruption Policy**
- Privacy Notice on the Protection of Personal Data
- Training and Declaration by New Hires Regarding Familiarization with and Declaration of Compliance with the Code of Ethics and Conduct

Possible Channels for Reporting Corruption

- A whistleblowing system is available for reporting incidents related to corruption
- The current contact information for this system is defined in the policy. For example, it can be accessed via Viber for internal communication, or through the website or an independent platform^[2])
- Reports can also be submitted directly to executives, the HR director, or your immediate supervisor

[2] <https://vajdapapir.hu/vallalat/visszaeles-bejelentes>

REPORTING INCIDENTS

Employees of Vajda-Papír Kft. are required to report any violation of the requirements and provisions set forth in this policy. This requirement must be communicated to all employees and partners. The reporting obligation also applies to cases where a payment is made under duress, for example, when the personal safety of an employee or a representative of Vajda-Papír Kft. is at risk, or when the person involved feels threatened.

No substantiated incidents of corruption occurred within the Group in 2025.

FAIR MARKET CONDUCT

The Vajda-Papír Group is committed to fair market competition, ethical business conduct, and compliance with competition law regulations. The Group expects its employees to avoid practices that restrict or distort competition or constitute unfair market conduct in the course of their business activities.

The Code of Ethics and Business Conduct sets forth the prohibition against anti-competitive conduct, as well as the guiding principles that apply to interactions with competitors, business partners, and other market participants. Among other things, the Code prohibits the unlawful acquisition, use, or disclosure of confidential or sensitive competitor information.

Group employees are prohibited from discussing or coordinating with competitors on topics that could result in a violation of competition law. Such topics may include, in particular, pricing, costs, market strategies, the allocation of customers or markets, marketing plans, technology policies, and the coordination of innovation plans. If such a topic arises, employees are expected to interrupt the conversation, leave the meeting if necessary, and report the incident to their supervisor.

Compliance with expectations regarding fair market conduct is supported by the Group's internal policies, management responsibilities, and compliance processes. In the event of a suspected violation of these rules, reports are investigated in accordance with the relevant internal procedures.

In fiscal year 2025, no substantiated incidents indicating anti-competitive or unfair market conduct were identified at the Vajda-Papír Group.

CONFLICTS OF INTEREST

The Vajda-Papír Group treats the prevention and management of conflicts of interest as an important element of ethical business conduct. A conflict of interest may arise if an employee's personal, financial, or other interests could influence—or appear to influence—the objective decisions made in the performance of their job duties.

The Group expects its employees to voluntarily disclose if they or their close relatives hold an ownership interest, a business share, or an executive position in a business entity that may be connected to the Group's business value chain, including, among others, suppliers, customers, or competitors.

The reporting and management of conflicts of interest are supported and overseen by the company's management and HR department. In the event of a violation of these rules, the Group may take proportionate measures in accordance with applicable internal policies and laws.

FINES AND REGULATORY COMPLIANCE AT THE VAJDA-PAPÍR GROUP

In 2025, there were no regulatory compliance-related cases or incidents at the Vajda-Papír Group that resulted in fines, sanctions, or other regulatory actions.



Economic Performance

(GRI 3-3, GRI 201)

The Vajda-Papír Group's goal is to ensure long-term economic value creation and sustainable operations. Economic performance is a fundamental prerequisite for the company's operations, contributing to employee compensation, the maintenance of supplier and business relationships, payments to the government, and community engagement. The Group monitors economic value creation through its financial reporting, controlling, and management reporting processes.

The company presents the main components of directly generated and distributed economic value for 2025, broken down by entity. Retained economic value is determined as the difference between generated economic value and total distributed economic value.

Economic Value Creation

Directly Generated and Allocated Economic Value in 2025 (in millions of HUF)		Vajda-Papír Ltd.	Vajda Real Estate Ltd.	Vajda-Papír Scandinavia AS
Economic value generated (i)	Revenue	50,867.22	40,141.84	17,739.38
Allocated economic value	Operating expenses	42,556.00	33,351.40	10,962.46
	Employee wages and benefits	4,115.86	2,598.67	4,628.08
	Payments to investors	738.50	0.00	0.00
	Payments to the state treasury	1,949.96	1,390.11	0.00
	Community investments	0.00	0.00	0.00
Total allocated economic value (ii)	49,360.32	37,340.18	15,590.54	15 590,54
Retained economic value (i-ii)	1,506.90	2,801.66	2,148.84	2 148,84

RISK MANAGEMENT

The company regularly assesses the economic and climate-related risks and opportunities affecting its operations.

Financial Risks and Opportunities Related to Climate Change

Our Group pays close attention to examining how climate change might affect its operations and what risks could pose the greatest threat to its activities. Annual precipitation levels may have a negative impact in the context of climate change. Although Hungary is considered one of the regions with the highest average precipitation (due to its proximity to the Danube near

Dunaföldvár), a decrease in rainfall could lead to restrictions on water withdrawals by water users.

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

The paper industry is a sector full of challenges but offering significant opportunities, where innovations based on sustainability and regulatory compliance will play a key role in future success. Here are some key risks and opportunities:



RISKS

- **Environmental Impacts:** Paper production can have significant environmental impacts, including water consumption, carbon dioxide emissions, and waste generation. Due to stricter environmental regulations and rising sustainability expectations, it is important for the paper industry to minimize these impacts.
- **Availability of Natural Resources:** Wood, the raw material for paper production, requires significant forestry resources. Overharvesting of forests and unsustainable forest management practices can pose long-term risks, particularly if a sustainable supply of wood cannot be adequately ensured.
- **Legal and Regulatory Pressure:** Tighter laws and regulations—such as carbon emission reduction mandates, water consumption limits, and waste management rules—pose additional costs and compliance risks for the paper industry.
- **Market volatility:** Fluctuations in the prices of raw materials (e.g., wood, water, energy) and energy prices can pose a risk to paper production costs, which may be felt due to increases in raw material or transportation costs.
- **Reputational risks:** Sustainability-related issues (e.g., deforestation, water use) not only affect the environment but can also directly influence how the company is perceived in terms of corporate social responsibility. Responsible corporate governance and ethical operations are also crucial due to rising consumer expectations and the growing demand for transparency.



OPPORTUNITIES

- **Sustainable paper production:** Sustainable forest management and the use of renewable raw materials offer opportunities to reduce costs and launch environmentally friendly products, for which there is growing demand.
- **Green innovations:** Innovative manufacturing processes (such as low-water-consumption or energy-efficient technologies) can reduce environmental impacts and improve competitiveness.
- **New Market Opportunities:** Growing demand for products based on sustainability and environmental responsibility—such as those made from recycled paper, biodegradable packaging materials, and the role of paper industry products in the circular economy—can offer new business opportunities for the paper industry.
- **Regulatory advantages:** Green financial instruments (e.g., green bonds) and regulations supporting sustainability—such as carbon emission reduction incentives—can provide advantages to companies that comply with the latest environmental standards.
- **CSR and Brand Building:** A commitment to sustainability and responsible corporate governance can foster a positive public perception of paper industry companies, enhance their brand, and increase consumer loyalty.

In 2025, no additional significant ESG or sustainability risks that had not been previously identified were identified during the review of risk management processes.



Indirect economic impact

(GRI 3-3, GRI 203)

The Vajda-Papír Group's operations, investments, and developments may have an indirect economic impact on local communities, employment, the supplier and industry value chains, and the recruitment of new talent. The company treats this topic as a priority, as its investments and professional collaborations can contribute to strengthening the local economy and maintaining industry knowledge in the long term.



Sustainable Investments and Financing

One key tool for managing indirect economic impacts is supporting sustainable investments and ensuring transparent financing practices related to them. In 2021, the Vajda-Papír Group became the first industrial manufacturing company in Hungary to issue a 10-year green bond. The company's investment in Dunaföldvár plays a significant role in expanding production capacity and strengthening the local economy and employment. In addition to creating direct jobs, the project has contributed to economic activity in the region and the development of the industry's value chain.

Local Economic and Social Impacts

The Vajda-Papír Group also identifies ensuring a new generation of professionals in the paper industry as an important indirect economic impact. The relaunch of the paper industry's dual training program creates opportunities for professional development within the local community, while supporting the supply of a skilled workforce and the long-term sustainability of the paper industry.

The company assesses the effectiveness of its approach to this issue by monitoring the progress of investments, related reporting processes, and local employment and professional collaborations.

In 2025, no new significant factors were identified in the area of indirect economic impacts.

Quality Management

QUALITY MANAGEMENT AND CORPORATE GOVERNANCE SYSTEMS

The Vajda-Papír Group's corporate management systems are designed to ensure long-term sustainable operations, continuous improvement, and a high level of customer satisfaction. These systems are supported by management systems certified to meet industry standards for hygiene, product safety, and quality management. The company supports the regulated operation and continuous improvement of its processes through an internal corporate management manual, a quality policy system, and a documentation system.

The quality management and governance systems contribute to the company's long-term operational stability, strengthen consumer confidence, and support sustainable operations.

CERTIFIED MANAGEMENT SYSTEMS¹²

The Vajda-Papír Group's operations are supported by internationally recognized quality, environmental, energy, and product safety management systems.

Quality Management System	Environmental Management System	Energy Management System	Quality Management System for Medical Devices
ISO 9001 ¹³ (MSZ EN ISO 9001:2015 standard)	ISO 14001 (MSZ EN ISO 14001:2015 standard)	ISO 50001 ¹⁴ (MSZ EN ISO 50001:2019 standard)	ISO 13485 (MSZ EN ISO 13485:2016 standard) ¹⁵
			

¹² Vajda Real Estate Kft. has held ISO 9001, 14001, 50001, and Nordic Ecolabel certifications, as well as an FSC license, since 2022; Vajda-Papír Scandinavia AS operates under ISO 9001 and ISO 14001 management systems.

¹³ The company has been operating its quality management and environmental management systems continuously and in parallel since 2004.

¹⁴ Vajda-Papír Kft. has held this certification since 2016.

¹⁵ The ISO 13485 certification applies to the design, manufacture, storage, and sale of TYPE IIR surgical face masks.

AUDITS AND COMPLIANCE

Through the clear definition of our processes in the course of our business activities, we strive to prevent nonconformities in manufacturing, service provision, and delivery. The operations of our group of companies are supported by internationally accepted management systems and regular surveillance audits. The purpose of these audits is to assess whether the management systems in place comply with internal requirements, relevant standards, laws, and other regulations. In 2025, a total of 19 audit days were conducted at the Vajda-Papír Group. These audits help identify opportunities for continuous improvement and maintain compliance.

Certifications

The Vajda-Papír Group's operations and products are supported by several internationally recognized quality, product safety, and sustainability certifications.

In 2025, the company began the preparatory and compliance processes related to obtaining the Blauer Engel environmental label. This initiative supports the company's efforts toward sustainable product development and environmental compliance.

The Vajda-Papír Group's Certifications¹⁶

HACCP	BRC ¹⁷	FSC ¹⁸	NE ¹⁹	PEFC ²⁰
Hazard Analysis and Critical Control Points	BRC Global Standard Consumer Products	Forest Stewardship Council	Nordic Ecolabel	Program for the Endorsement of Forest Certification Schemes

Quality Management Oversight and Customer Satisfaction

At the Vajda-Papír Group, the Head of Quality Management and Product Development is responsible for coordinating, developing, and overseeing the operation of the management systems in place—including those related to quality, environmental, energy management, hygiene, and other industry standards. The department is also responsible for supporting quality processes and monitoring their implementation through annual work plans and audits.

The department plays a key role in supporting regulatory compliance, with particular emphasis on occupational safety, environmental protection, and employment regulations.

¹⁶ For more information: <https://vajdapapir.hu/fenntarthatosag/tanusitott-vallalatiranyitasi-rendszerek-es-termekminositeseik>

¹⁷ The company has held BRC certification since 2015. The company manufactures and distributes products in Category 4 of the BRC Consumer Products standard.

¹⁸ Vajda Real Estate Kft.'s FSC ID: CU-COC-859624

¹⁹ Vajda Real Estate Kft.'s Nordic Ecolabel ID: 2005 0100

²⁰ Vajda-Papír Kft. license number: PEFC/41-31-32, Vajda Real Estate Kft. license number: PEFC/41-31-33

The Head of Quality Management and Product Development is also responsible for monitoring supplier quality levels, promoting quality-conscious operations, and continuously improving product and service quality, as well as customer satisfaction. This department coordinates complaint handling processes and supports the identification of opportunities for continuous improvement.

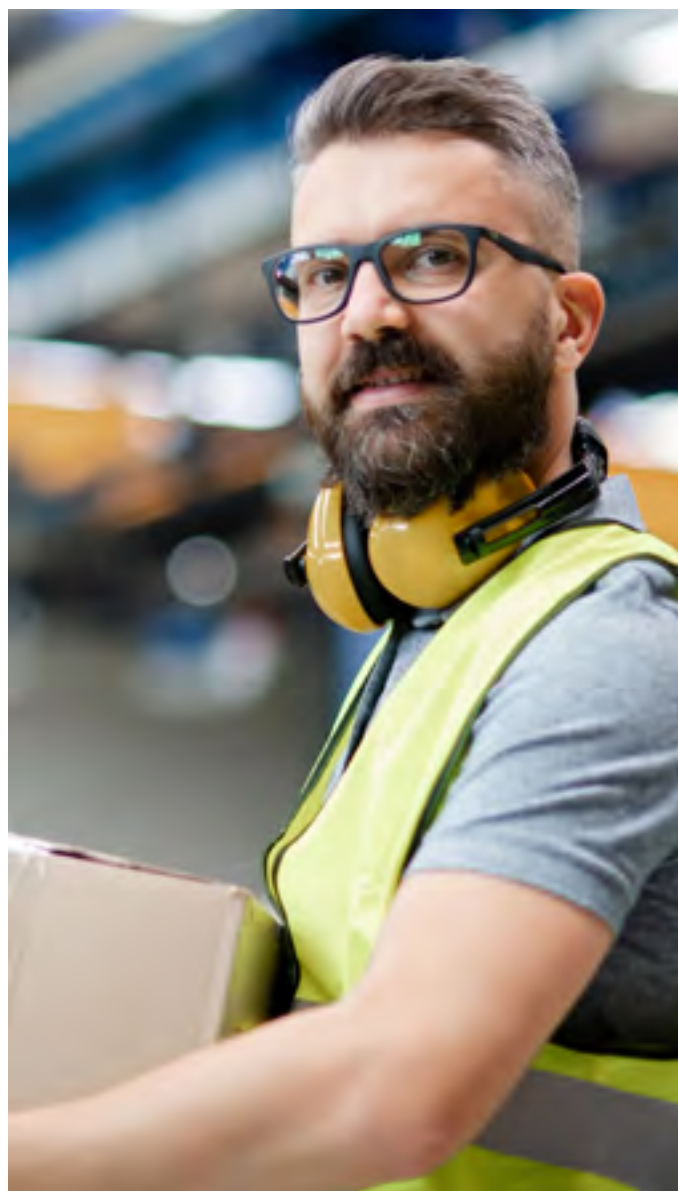
CUSTOMER SATISFACTION

We do everything we can to provide our customers with high-quality service, and we survey their satisfaction annually. In our most recent online satisfaction survey, **our customers rated our operations and products at 4.5 out of 5**. We identify and evaluate customer feedback and incorporate it into our business decisions.

COMPLAINT HANDLING

Our complaint handling process allows us to identify the causes of existing and potential non-conformities and to prevent their future occurrence and recurrence. By implementing the complaint handling procedure, we establish standardized solutions and measures that prevent the recurrence or occurrence of errors and problems, while also ensuring the continuous improvement of product quality, environmental compliance, and the management system. For quality measurement purposes, a monthly threshold for complaints and claims is set each year. We monitor the monthly figures and trends. In the event of a significant deviation (such as a drastic increase), we conduct an immediate investigation.

We effectively communicate information regarding the cause of the error, the root cause analysis, and corrective and preventive measures verbally during morning or scheduled operational meetings. If a process-altering or critical error occurs, we provide written notification (preferably via email), along with a description of the process. In the event of an issue involving the regulatory authority or a Partner, we use official communication channels agreed upon with the Partner in writing. In 2025, we did not identify any specific complaints.



Procurement Practices

(GRI 3-3, GRI 204)

In its procurement practices, the Vajda-Papír Group strives to establish **long-term, stable, and transparent partnerships**. Procurement plays a key role in ensuring supply security, operational continuity, and the implementation of sustainability and ESG considerations.

The Group requires its suppliers to comply with legal and ethical standards, respect human rights, use raw materials responsibly, and adhere to relevant environmental and quality requirements. Supplier expectations include the use of raw materials from sustainable sources, prioritizing environmentally efficient transportation solutions, and striving to reduce packaging material usage.

Monitoring of supplier performance and compliance is coordinated by the Strategic Procurement department. The company's supplier evaluation and monitoring processes also cover quality, operational, and sustainability aspects. In accordance with ISO system requirements, suppliers are evaluated through regular surveys and, when necessary, on-site audits.

Data on direct material purchases and contract manufacturing purchases managed by Strategic Procurement are tracked by entity, broken down by domestic and foreign sources, and by currency. The current scope of data collection does not cover the total procurement value; therefore, the report does not present a standardized ratio of local suppliers relative to the total procurement value.

During the 2025 reporting period, the Vajda-Papír Group did not identify any significant negative environmental, social, or human rights impacts related to supplier operations.

Data Protection

(GRI 3-3, GRI-418)

The Vajda-Papír Group places a high priority on the protection of personal data, the regulation of data processing procedures, and compliance with applicable data protection laws. In the course of its operations, the Group processes personal data relating to, among others, its employees, job applicants, business partners, and other stakeholders.

The purpose of the data processing policy is to ensure that personal data is processed lawfully, transparently, and in accordance with data security requirements. The company's internal data processing procedures cover the principles governing the collection, storage, access, processing, and retention of data. The Group pays special attention to data processing related to employment and job applications.

The Vajda-Papír Group's data processing notices are publicly available on the company's website. These explain to data subjects the purpose, legal basis, and duration of data processing, as well as how to exercise their rights.

Compliance with personal data protection requirements is monitored as part of internal regulatory and operational processes. Any data protection incidents, complaints, or inquiries from data subjects are handled in accordance with applicable laws and internal procedures.

During the 2025 reporting period, the Vajda-Papír Group did not identify any substantiated data protection complaints, incidents involving the loss of personal data, or data breaches.

GRI Content Index

With reference to the GRI Standards

This index includes only the GRI references explicitly shown in the report. Where the report cites only a GRI Topic Standard number, the index presents it as a topic-level reference and does not add disclosures that are not cited in the report.

Statement of use	Vajda-Papír Group has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard and disclosure / reference	Location (chapter title and page number)	Comments
General Disclosures – GRI 2: General Disclosures 2021		
2-1 Organizational details	About this report – p. 6	
2-2 Entities included in the organization's sustainability reporting	About this report – p. 6	
2-3 Reporting period, frequency and contact point	About this report – p. 6	
2-4 Restatements of information	About this report – p. 6	Employee headcount data were restated due to reconciliation and differences between calculations under the previous and new systems.
2-5 External assurance	About this report – p. 6	
2-7 Employees	Our greatest asset: our employees – pp. 22-23	
2-8 Workers who are not employees	Our greatest asset: our employees – p. 22-23	
2-9 Governance structure and composition	Responsible corporate governance – pp. 63-71	
2-10 Nomination and selection of the highest governance body	Responsible corporate governance – pp. 63-71	
2-11 Chair of the highest governance body	Responsible corporate governance – pp. 63-71	

2-12 Role of the highest governance body in overseeing the management of impacts	Responsible corporate governance – pp. 63-71
2-13 Delegation of responsibility for managing impacts	Responsible corporate governance – pp. 63-71
2-14 Role of the highest governance body in sustainability reporting	About this report – p. 6; Responsible corporate governance – pp. 63-71
2-15 Conflicts of interest	Responsible corporate governance – pp. 63-71; Business ethics and compliance – pp. 72-77
2-16 Communication of critical concerns	Responsible corporate governance – pp. 63-71; Business ethics and compliance – pp. 72-77
2-17 Collective knowledge of the highest governance body	Responsible corporate governance – pp. 63-71
2-21 Annual total compensation ratio	Our greatest asset: our employees – pp. 22-23
2-22 Statement on sustainable development strategy	Foreword – p. 4; Our ESG strategy – p. 15
2-23 Policy commitments	Business ethics and compliance – pp. 72-77
2-24 Embedding policy commitments	Business ethics and compliance – pp. 72-77
2-26 Mechanisms for seeking advice and raising concerns	Business ethics and compliance – pp. 72-77
2-27 Compliance with laws and regulations	Business ethics and compliance – pp. 72-77
2-28 Membership associations	Memberships and partnerships in professional associations – p. 18
2-29 Approach to stakeholder engagement	Our stakeholders – p. 19-20
Material Topics – GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Our material topics – p. 21
3-2 List of material topics	Our material topics – p. 21

3-3 Management of material topics

Our greatest asset: our employees – p. 22-33; Training and education – p. 38-40; Occupational health and safety – p. 38-40; Corporate social responsibility and support for local communities – p. 41-42; Equal opportunity and diversity – p. 43-44; Materials use – p. 46-49; Waste management – p. 50-53; Scope 1, 2 and 3 GHG emissions – p. 54-57; Energy consumption – p. 58-59; Water management – p. 60-61; Sustainable products – p. 62; Business ethics and compliance – p. 72-77; Economic performance – p. 78-80; Indirect economic impacts – p. 81; Procurement practices – p. 85; Data protection – p. 85

Economic topics

GRI 201: Economic Performance 2016	Economic performance – pp. 78-80
GRI 203: Indirect Economic Impacts 2016	Indirect economic impacts – p. 81
GRI 204: Procurement Practices 2016	Procurement practices – pp. 85
GRI 205: Anti-corruption 2016	Business ethics and compliance – pp. 72-77
205-1 Operations assessed for risks related to corruption	Business ethics and compliance – pp. 72-77
205-2 Communication and training about anti-corruption policies and procedures	Business ethics and compliance – pp. 72-77
205-3 Confirmed incidents of corruption and actions taken	Business ethics and compliance – pp. 72-77
GRI 206: Anti-competitive Behavior 2016	Business ethics and compliance – pp. 72-77
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business ethics and compliance – pp. 72-77

Environmental topics

GRI 301: Materials 2016	Materials use – pp. 46-49
301-1 Materials used by weight or volume	Materials use – pp. 46-49
GRI 302: Energy 2016	Energy consumption – pp. 58-59
GRI 303: Water and Effluents 2018	Water management – pp. 60-61
GRI 305: Emissions 2016	Scope 1, 2 and 3 GHG emissions – pp. 54-57

305-1 Direct (Scope 1) GHG emissions	Scope 1, 2 and 3 GHG emissions – p. 54-57
305-2 Energy indirect (Scope 2) GHG emissions	Scope 1, 2 and 3 GHG emissions – p. 54-57
305-3 Other indirect (Scope 3) GHG emissions	Scope 1, 2 and 3 GHG emissions – pp. 54-57
GRI 306: Waste 2020	Waste management – pp. 50-53
306-3 Waste generated	Waste management – p. 50-53
306-4 Waste diverted from disposal	Waste management – p. 50-53
306-5 Waste directed to disposal	Waste management – p. 50-53
Social topics	
GRI 401: Employment 2016	Our greatest asset: our employees – pp. 22-23
401-1 New employee hires and employee turnover	Our greatest asset: our employees – pp. 22-23
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our greatest asset: our employees – p. 22-23
401-3 Parental leave	Our greatest asset: our employees – pp. 22-23
GRI 403: Occupational Health and Safety 2018	Occupational health and safety – pp. 38-40
GRI 404: Training and Education 2016	Training and education – pp. 34-38
GRI 405: Diversity and Equal Opportunity 2016	Equal opportunity and diversity – pp. 43-44
405-1 Diversity of governance bodies and employees	Equal opportunity and diversity – pp. 43-44; Responsible corporate governance – pp. 63-71
GRI 413: Local Communities 2016	Corporate social responsibility and support for local communities – p. 41-42
GRI 417: Marketing and Labeling 2016	Sustainable products – p. 62
GRI 418: Customer Privacy 2016	Data protection – p. 85

Note: Page references follow the pagination used in the report's table of contents.

Glossary

Term	Meaning and explanation
5S	A five-step Japanese workplace organization method that supports a tidy, clean and efficient working environment.
AI	Artificial Intelligence – the simulation of human intelligence by machines.
Allocation & Impact Report	A report presenting the allocation of green bond proceeds and the environmental impacts achieved.
BSE	Budapest Stock Exchange.
BRC	An internationally recognized product safety and quality management requirements framework.
CFO	Chief Financial Officer – the executive responsible for the company's financial management.
CO₂e	Carbon dioxide equivalent; a common unit used to express the climate impact of different greenhouse gases.
Compliance	Adherence to applicable laws, internal policies and ethical requirements.
CRM	Customer Relationship Management – a system for managing customer relationships and related data.
CSR	Corporate Social Responsibility – a company's responsibility for its impacts on society.
Downstream	The part of the value chain following the company's own operations, including product distribution, use and end-of-life treatment.
EHS	Environment, Health and Safety – the management of environmental protection, occupational health and workplace safety.
ERP	Enterprise Resource Planning – an integrated system for managing business processes and resources.
ESG	Environmental, Social and Governance – the three main dimensions used to assess an organization's sustainability-related impacts and practices.
FMCG	Fast-Moving Consumer Goods – consumer products that are sold and replaced quickly.
FSC®	Forest Stewardship Council – a certification system that supports responsible forest management and the use of wood- and paper-based materials from certified or controlled sources.
GHG Protocol	Greenhouse Gas Protocol – an internationally recognized framework for accounting for and reporting corporate greenhouse gas emissions.
GRI	Global Reporting Initiative – the organization that develops the GRI Standards, a globally used framework for sustainability reporting.
HACCP	Hazard Analysis and Critical Control Points – a preventive system for identifying and controlling food and product safety hazards.
HR	Human Resources – the function responsible for workforce and employee-related matters.

IFRS	International Financial Reporting Standards – internationally recognized accounting and financial reporting standards.
ISO	International Organization for Standardization – the organization that develops international standards; ISO also refers to the standards it publishes.
KPI	Key Performance Indicator – a measurable indicator used to track performance against objectives.
LDPE	Low-Density Polyethylene – a flexible plastic commonly used in films and packaging.
Lean	A management approach focused on reducing waste, simplifying processes and supporting continuous improvement.
Nordic Swan Ecolabel	The official environmental certification label of the Nordic countries.
Onboarding	The process of integrating new employees into the organization and their roles.
PCR	Post-Consumer Recycled – recycled content derived from materials recovered after consumer use.
PEFC	Programme for the Endorsement of Forest Certification – an international system that endorses sustainable forest management certification schemes.
PP	Polypropylene; a plastic also used for packaging.
Roadmap	A plan summarizing long-term objectives, milestones and key actions.
SBTi	Science Based Targets initiative – an international initiative that supports and assesses companies in setting science-based greenhouse gas emissions reduction targets.
Scope 1	Direct GHG emissions from sources owned or controlled by the company.
Scope 2	Indirect GHG emissions from the generation of purchased or acquired electricity, steam, heat and cooling consumed by the company.
Scope 3	All other indirect GHG emissions that occur in the company’s value chain and are not included in Scope 2.
Stakeholder	An individual or group whose interests are affected or could be affected by the organization’s activities, or who may influence those activities.
Tissue	Soft, lightweight sanitary paper used as base paper for products such as toilet paper, paper towels and facial tissues.
TPM	Total Productive Maintenance – a maintenance approach designed to improve equipment availability and operational efficiency through the involvement of the entire workforce.
GHG	Greenhouse gas.
Upstream	The part of the value chain preceding the company’s own operations, including raw material procurement and inbound transport.
“With reference”	“With reference to the GRI Standards” – a reporting approach in which an organization uses selected GRI Standards or parts of their content and publishes a GRI content index.
XBond	The corporate bond market operated by the Budapest Stock Exchange.

Imprint

Vajda-Papír Group

Headquarters: 1239 Budapest, Ócsai út 8.

Phone: +36 1 283 9390

Fax: +36 1 289 0294

Email: info@vajdapapir.hu

www.vajdapapir.hu

www.ooops.hu



