



HAFNER

HAFNER Pneumatika Kft.

# ESG REPORT

2025

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## Managing Director's Message

*Dear Employees, Business Partners, and Stakeholders,*

As Managing Director of Hafner Pneumatika Ltd., I am pleased to present our company's third ESG report. Since the publication of our first report in 2023, we have further strengthened our commitment to sustainable operations, social responsibility, and transparent corporate governance. This document not only summarizes the results of the past period but also outlines how we are continuing to develop our operations along these three pillars.

For us, sustainability is not a new direction, but a fundamental part of our corporate culture and values. At the same time, the experiences of recent years have reinforced that responsible operation can only be truly effective when supported by well-defined objectives, measurable results, and a long-term strategy.

In this spirit, we are planning to implement an energy investment exceeding HUF 130 million in 2026, with the aim of making our energy consumption and energy management even more sustainable. Our developments are designed to ensure that the share of renewable energy sources within our total energy consumption reaches 65%, thereby contributing to the reduction of our environmental impact and the long-term stability of our operations.

Our ESG report is therefore not only a retrospective, but also a guide: it helps us assess our progress, identify areas for improvement, and lay the foundation for our next steps. We believe that sustainability requires continuous learning and adaptation – a journey through which we move closer each year to operating in a more responsible and efficient way.

During the preparation of this report, we once again involved our employees, business partners, and stakeholders to jointly identify the areas where we can create the greatest value. These dialogues have reinforced our belief that shared thinking and collaboration remain among the most important foundations of our ongoing development.

On the following pages, we present the key areas on which we focus our efforts: environmental protection, social responsibility, and corporate governance. We provide a detailed overview of our achievements, the lessons learned, and the steps we are taking to support our future development.

Finally, I would like to thank all our employees for their dedicated work and cooperation, which contribute to our shared success. This report is a collective achievement of our team and a confirmation that responsible operations create real value for our company, our partners, and society as a whole.

Yours sincerely,



A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke, positioned above the printed name.

Gergely Ujváry

General Manager, Hafner Pneumatika Kft.

## 1. About the Report /GRI -2-2, 2-5 /

This document is the third simplified ESG report of HAFNER Pneumatika Kft. Building on the experience gained from our previous reports, we continue to place strong emphasis on environmentally conscious operations and the systematic integration of sustainability principles. HAFNER Pneumatika Ltd. strives in all its processes to minimize environmental impact and create sustainable value over the long term. The fundamental principles of our management system are environmental protection, regulated operations, and continuous improvement.

Along these objectives, we have prepared our third ESG report, which summarizes the results of the past period and sets out our future strategic directions.

<b>The reporting organization:</b>	HAFNER Pneumatika Product Manufacturer, Trader and Service Provider Limited Liability Company Registered office: 9228, Halászi Püski Street 3.
<b>Reporting period:</b>	Results for the year 2025
<b>Reporting cycle:</b>	Annual
<b>Content:</b>	The report presents the ESG-related activities and results of HAFNER Pneumatika, as well as sets measurable goals for the next period.
<b>Considerations taken into account:</b>	The report was prepared with reference to the GRI standard (2021)
<b>External validation:</b>	The report has not been externally validated by a third party

## 2. Who we are?

### 2.1. Basic information /GRI 2-1/

<b>Company name:</b>	HAFNER Pneumatika Product Manufacturer, Trader and Service Provider Limited Liability Company
<b>Date of Establishment:</b>	1991
<b>TAX identification number:</b>	10579785 -2 -08
<b>Number of Employee (the end of 2025):</b>	93
<b>Main Activity:</b>	2812 – Manufacturing of pneumatic equipment

## 2.2. Who we are and what we do? / GRI 2-4, 2-6/

HAFNER Pneumatika is a second-generation family-owned company committed to long-term, sustainable development. We have more than 30 years of experience in the development of pneumatic components – our standard as well as custom solutions are supplied to satisfied customers in over 50 countries.

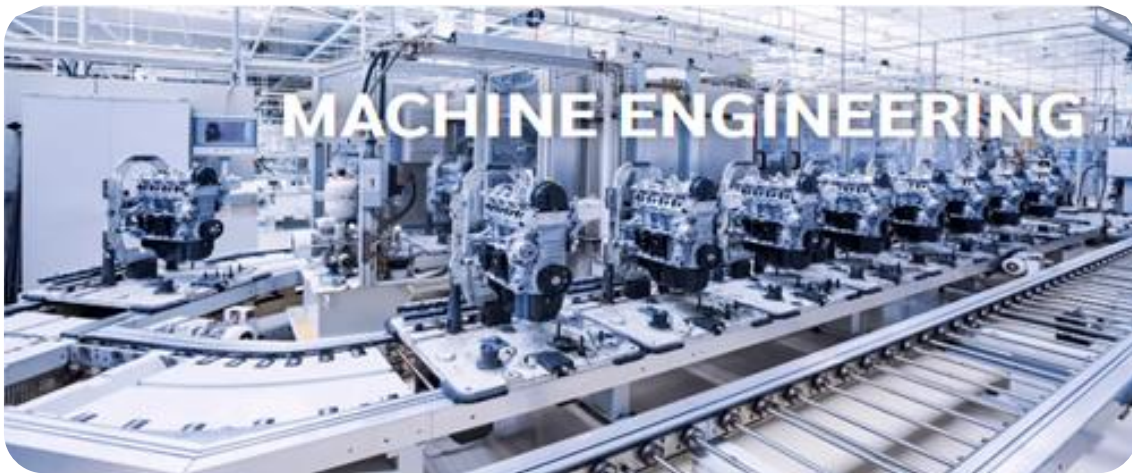
Each year, we carry out more than one hundred new successful custom developments based on customer requirements, which clearly reflects our flexibility and innovation capabilities.

Our Hungarian site ensures highly flexible and efficient production with short development lead times, even in the case of highly customized requirements and small batch sizes. This is achieved by relying on the expertise and dedication of our employees, which for decades has established the reputation of “German quality, Hungarian product” in the industry.

This approach is also reflected in our continuous efforts to become a key player in the global pneumatics market through the latest technological developments and a customer-oriented mindset, supporting efficiency and sustainability across all industries.



*Among others, we offer solution for the following industries:*



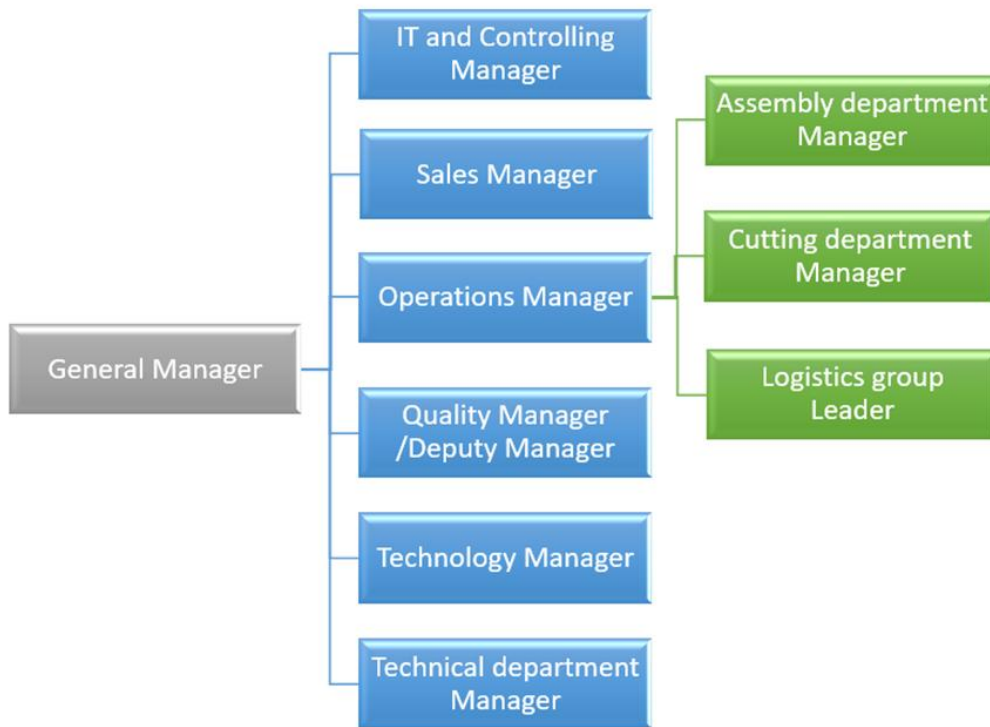


### 2.2.1 Our Quality system and Quality policy included are the follow:

- **Consistent compliance with the quality requirements set by our Partners.**  
We manufacture our products using high-quality, compliant materials, taking into account practicality and suitability for reliable use. We apply modern solutions while keeping technological advancements in focus.
- **The Customer is at the centre of our activities.**  
We strive to fully meet the needs of our customers and to offer the most suitable solutions to their challenges. We consciously develop our products, technologies, and operating systems. We are committed to continuous innovation.
- **Quality management is a key responsibility and priority for our company's leadership and every employee.**  
All our employees are responsible for and committed to the quality of their own work and to their continuous improvement. They carry out their tasks in a way that contributes to the satisfaction of our customers and business partners.
- **The stability and continuous improvement of quality management are of primary importance in our company philosophy.**  
Our quality management system is based on a systematic and process-oriented approach, with decision-making grounded in evidence and risk analysis. We achieve our performance and quality through careful planning, high-level execution, measurement, and continuous improvement, supported by the training, involvement, and motivation of our employees, as well as the creation of a positive working environment.
- **We consider it important to establish and maintain mutually positive relationships with our stakeholders.**  
We expect and require our suppliers to deliver consistently high-quality products, to continuously develop their own quality management systems, and we support them in these efforts. In addition to cultural and social responsibility, we maintain fair and cooperative relationships with our business partners, employees, competitors, and both our micro- and macro-environment.
- **We are committed to a clean and organized working environment.**  
Our senior management expects and requires every employee to keep their work environment orderly and clean during daily operations. We believe that a tidy and clean environment contributes to safe and high-quality work.
- **Environmental and energy awareness**  
It is an essential responsibility of all elements of society to act in an environmentally conscious manner and to promote sustainable development for the sake of our future. We consider it particularly important to minimize energy consumption and the company's carbon footprint in our operations, to actively address climate change, to strive for the implementation of a circular economy, and to preserve biodiversity.

**Taking into account the special needs of our customers, we deliver the highest-quality and best value-for-money products to our satisfied clients through an innovative and sustainable product portfolio, flexible and fast service, and the expert support of our dedicated employees.**

2.3 The structure of company management and ownership /GRI 2-3/



The HAFNER Pneumatika Kft. is primarily a privately-owned German enterprise.

OWNER	Ownership stake
Andreas Krämer	35%
Christine Krämer	35%
Novák Ernő	5%
Kovács Tibor	5%
Heincz Sándor	5%
Ujváry Gergely	4%
Burján Tamás	3%
Zorkóczy Ákos	3%

Authorized Signatory:

Ujváry Gergely	General manager
Zorkóczy Ákos	Company leader

2.4 Product Portfolio /GRI 2-6/



**CYLINDERS**

- ISO standard profile and round profile cylinders
- ISO and UNITOP standard compact cylinders
- Standard, stainless steel, and custom-made cylinders
- Linear guides and cylinder accessories



**HAFNER VALVES**

- Mechanically and manually operated valves
- Pneumatically and electrically controlled valves
- Base-mounted and valve island configurations
- Solenoid coils and electrical connector



**FLOW CONTROL VALVE**

- Throttle check valve
- Throttle valve
- Check valve
- Pilot-operated check valve
- Throttle muffler
- Quick exhaust valve



**RODUCTS FOR EXTREME ENVIRONMENTS**

- Heat-resistant
- Stainless
- Cold-resistant
- Explosion-proof



**GRIPPERS**

- Parallel
- Radial
- Three-point

### AIR PREPARATION UNITS



- Wide range of different series
- Classic, Futura, Multi-Fix, Standard
- Modular air preparation units
- Pressure gauges and accessories

### DIAPHRAGM VALVE, OTHER VALVES



- Ball valves, manually and pedal-operated valves
- Process valves, Römer valves
- GAMMA, MINI, SIGMA, EDV-EBV Valves

### FITTINGS



- Push-in, threaded (Hollander), and compression fittings
- Standard self-sealing quick couplings
- Throttle, throttle-check, and check valves
- Mufflers, fittings, and connector accessories

### TUBES



- Push-in, threaded (Hollander), and compression fittings
- Standard self-sealing quick couplings
- Throttle, throttle-check, and check valves
- Mufflers, fittings, and connector accessories

### VACUUM TECHNOLOGY



- Vacuum cups
- Vacuum ejectors
- Vacuum filters

### 3. A HAFNER Pneumatika Kft. and the ESG

In 2025, we further strengthened our commitment to sustainable operations and the consistent implementation of ESG principles.

Our improving results in the OPTEN ESG Index confirm the effectiveness of the steps we have taken to reduce our environmental impact, increase energy efficiency, and enhance responsible corporate governance and employee well-being. We have maintained our strengths while launching targeted initiatives to improve areas that previously received lower scores, and along these efforts, we have already achieved progress in 2025.

Based on its performance in 2025, HAFNER Pneumatika Kft. achieved an ESG Index score of 9 according to the OPTEN questionnaire.

OPTEN categorizes companies on a scale from 1 to 10, where 10 represents the highest rating.

We use the above ESG index as a guideline, enabling us to define new goals so that we can make progress in all segments, especially in matters to sustainability.

Index changes in 2025 compared to 2024:

- E sub-index: changed from 5 to 6
- S sub-index: 10 - Unchanged
- G sub-index: 10 - Unchanged

ESG INDEX



### 3.1 The ESG topics at HAFNER Pneumatika Kft. /GRI 3-1/

Since 2013, our company has operated a management system in accordance with the ISO 9001 standard, contributing to the integration of quality, controlled operations, and sustainability aspects into our daily activities.

We began to address ESG principles more consciously in 2023 by participating in professional conferences, engaging advisory organizations, and expanding our knowledge in a targeted manner, thereby laying the foundation for our sustainability efforts.



***Our primary objective is to fully comply with the ESG requirements arising within the supply chains of our existing customers, while strengthening our market presence and building new partnerships***

Although Act CVIII of 2023 on sustainable finance and corporate responsibility does not apply to our company, we continue to develop our operations in line with this approach and continuously set new objectives.

Beyond our financial goals, we place strong emphasis on operating our sustainability-related corporate practices within a regulated, transparent, and continuously improving system.

At our company, a dedicated employee has been appointed to oversee ESG-related

matters. The designated representative of the quality management function coordinates ESG-related processes, data collection, internal communication, and development initiatives.

The responsibilities include:

- maintaining ESG reports up to date,
- organizing and consolidating information received from data owners,
- continuously monitoring relevant frameworks and regulatory requirements,
- tracking the commitment defined in the report and supporting their implementation,
- developing improvement plans and coordinating their execution.

We believe that the foundation of sustainable development is the commitment of our employees and our shared values.

- Our short-term goal is to further integrate ESG aspects into our daily processes and to continuously inform our employees.
- In the long term, we are open to having our ESG activities audited by an external certifier, should this be required by legal obligations or business needs. At the same time, we are convinced that our environmental, social, and governance development represents a fundamental value in the operation of our company, beyond any audited report.

**Our ESG timeline:**

**2027 March**  
Fourth report issued on the results of the year 2026

**2027 January - February**  
*Analysis and evaluation:*  
Analysis of the year 2026,  
Definition of new objectives,  
Update of the reports structure

**2026 April - November**  
Implementation of the plans and objectives for 2026.

**2026 March**  
Third report issued for year 2025 based on the GRI framework

**2026 January - February**  
*Analysis and evaluation*  
Assessment of the developments in 2025,  
Identification of significant changes,  
Update of the report structure

**2025 April - November**  
*Developments:*  
Reduction of environmental impacts  
Improvement of employee safety and well-being  
Strengthening of partner expectations

**2025 March**  
Second report issued for year 2024 based on the GRI framework

**2025 January - February**  
Data collection for the issuance of the second report

**2024 April - November**  
Implementation of the commitments made in the report

**2024 March:**  
Issuance of the first simplified report

### 3.2 Essentiality Assessment /GRI – 3.1, 3-2/

The management of HAFNER Pneumatika Kft., together with the employees responsible for ESG, review and prioritize each year, prior to preparing the report, the most important environmental, social, and governance topics that have the greatest impact on the company’s operations, its stakeholders, and its long-term strategic objectives.

This assessment has also been carried out in connection with the present report. During the materiality assessment, it was clear to management that, although all three ESG pillars are of strategic importance, the area requiring the most development remains environmental protection. We are committed to the conscious and measurable improvement of our environmental performance, while maintaining and further strengthening our established practices in the social and governance areas.

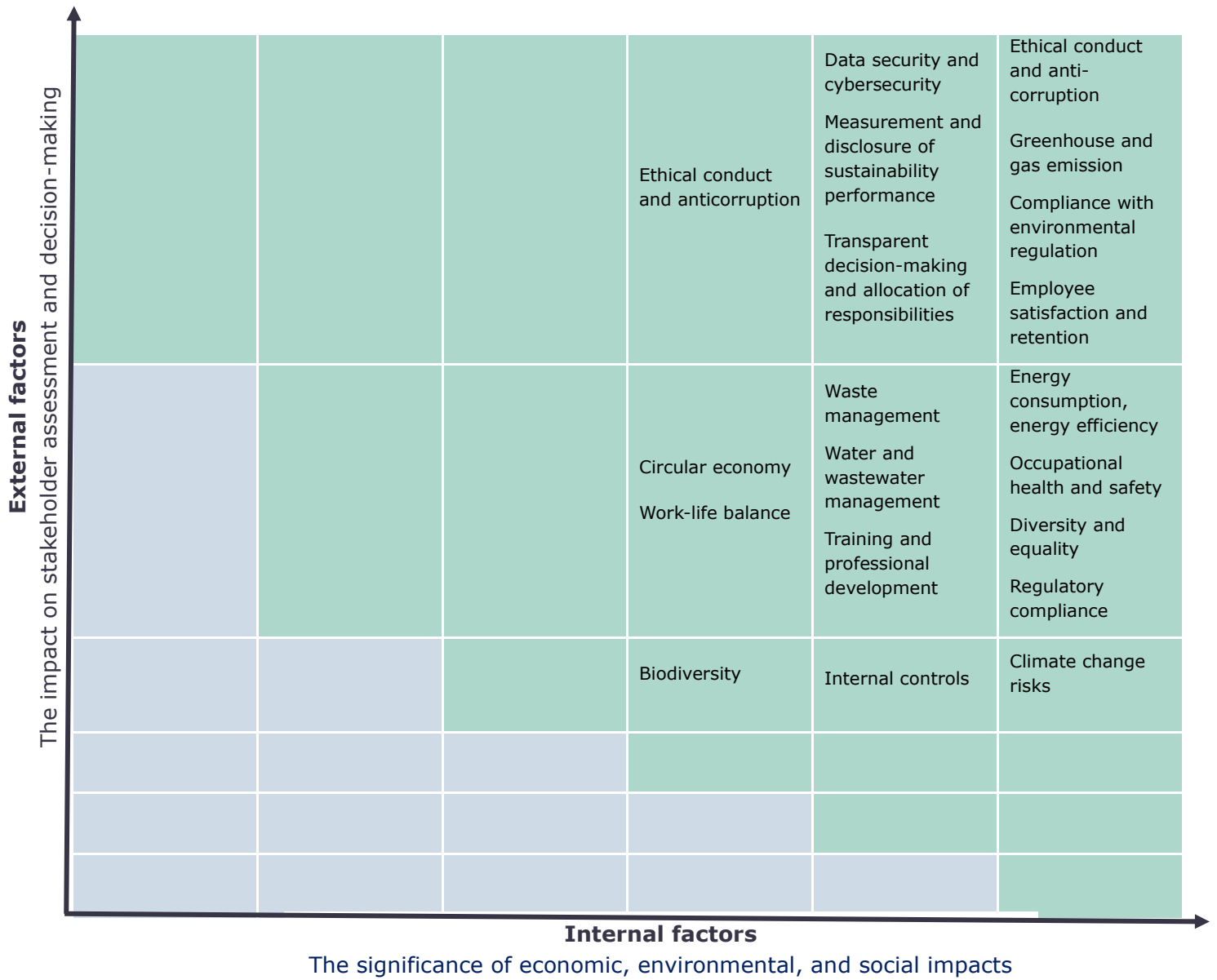
Our goal is to achieve tangible progress in 2026 through the continuous development of our practices.

The company considered the following materiality topics:



 <b>Environment</b>	 <b>Social</b>	 <b>Governance</b>
Energy consumption, energy efficiency Greenhouse gas emissions Water and wastewater management Waste management Circular economy Biodiversity Climate change risks Compliance with environmental regulation	Occupational health and safety Employee satisfaction and retention Training and professional development Community relations and social engagement Work-life balance Diversity and equal opportunity Human rights in the supply chain	Ethical conduct and anti-corruption Regulatory compliance Data security and cybersecurity Transparent decision-making and accountability Internal controls Measurement and disclosure of sustainability performance

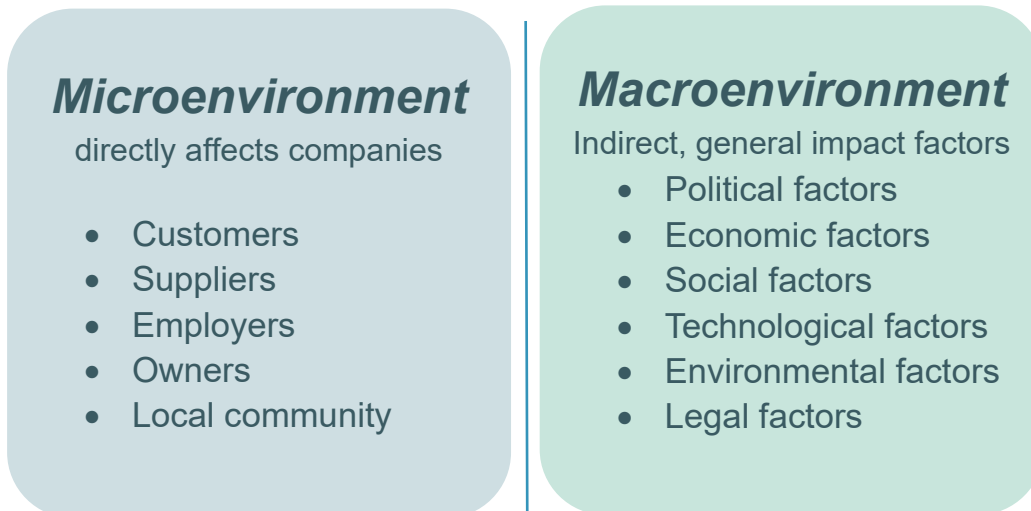
After assessment, we developed the following materiality matrix:



### 3.3 Stakeholders /GRI 2-6/

The company's operations are not only an economic interest but also a social and environmental responsibility. Therefore, it is important for the company to define both its micro and macro environment, not only through our management system but also from an ESG perspective. Within this framework, we identify the stakeholders who influence our operations as well as those who may be affected by the company's activities.

With these considerations in mind, we define the stakeholders as follows:



#### **Microenvironment:**

##### **Customers:**

We strive to capture customer requirements in the form of product documentation. In 2023 and 2024, as part of improvements to the NPI (New Product Introduction) process, an online platform was launched to record customer requirements. In addition to assessing and reconciling these requirements, we aim to measure customer satisfaction at least once a year.

##### **Suppliers:**

We aim to regulate our suppliers through contractual agreements. It is also important for us to ensure that ethical and fair treatment principles are applied in our relationships with suppliers. Our key suppliers are evaluated at least once a year, and they receive feedback on the results of these evaluations.

##### **Employers:**

HAFNER Pneumatics Ltd. has always aimed to prioritize employee well-being, as the true driving force of the company is its workforce. Employees receive updates at the beginning of each month on important company news and key performance indicators. In addition, management briefings are held at least quarterly. Employee satisfaction is also surveyed annually.

##### **Owners:**

The German majority owner actively participates in monitoring the company's processes, maintaining daily contact via email and phone, and verifying the current status of operations during monthly visits. The other shareholders participate in the annual general meeting.

##### **Local community:**

The company places a high priority on maintaining good relations with the local community and is committed to supporting community life, whether through financial contributions or organizing joint programs.

**Macroenvironment:****Political factors:**

The Hungarian political environment influences the company's operations through legislation, taxation, and support systems. The company places high importance on regulatory compliance and ethical business conduct, ensuring sustainable development within the prevailing political framework.

**Economic factors:**

From a sales perspective, changes in domestic market demand are highly relevant. Our company's operating results are directly influenced by both growth and stagnation. Unfortunately, in 2025, stagnation was noticeable in both the Hungarian and the international, primarily European, economy.

**Social factors:**

Changes in the social environment affect the company's operations, particularly in the areas of the labor market, consumer expectations, and social responsibility. The company places great importance on employee well-being, a safe working environment, and ensuring equal opportunities. In addition, it actively supports local communities.

**Technological factors:**

Technological advancements present both opportunities and challenges for the company. The adoption of new technologies contributes to increased efficiency and reduced environmental impact.

**Environmental factors:**

Environmental protection and sustainability are key priorities in the company's operations. The company recognizes that its activities can impact natural resources and ecosystems, and therefore strives to promote energy efficiency, waste reduction, and the principles of a circular economy. Managing environmental risks is a long-term strategic objective.

**Legal factors:**

The company's operations are influenced by numerous domestic and EU regulations, particularly in the areas of occupational safety, environmental protection, data protection, and corporate governance. Ensuring continuous regulatory compliance and transparent operations is a key objective. The company regularly monitors changes in the legal environment to adapt promptly to evolving regulatory requirements.



## 4. Environmental impacts of HAFNER Pneumatika Kft.

4.1 Energy consumption

4.2 Waste management

4.3 The operation and environment of the company

4.4 The company's vehicle fleet data

4.5 Greenhouse effect

#### 4. The environmental impacts of HAFNER /GRI 2-22, 413-2/

Hafner Pneumatics Ltd. is located in the Szigetköz region, specifically in the town of Halászi. Although the area is particularly important for protected species, the company does not have a significant negative impact on its environment. It does not pose a risk of soil contamination or other environmental hazards. Its energy and water consumption is not considered significant.

The company classifies its environmental impacts into two categories:

**Direct environmental impacts:**

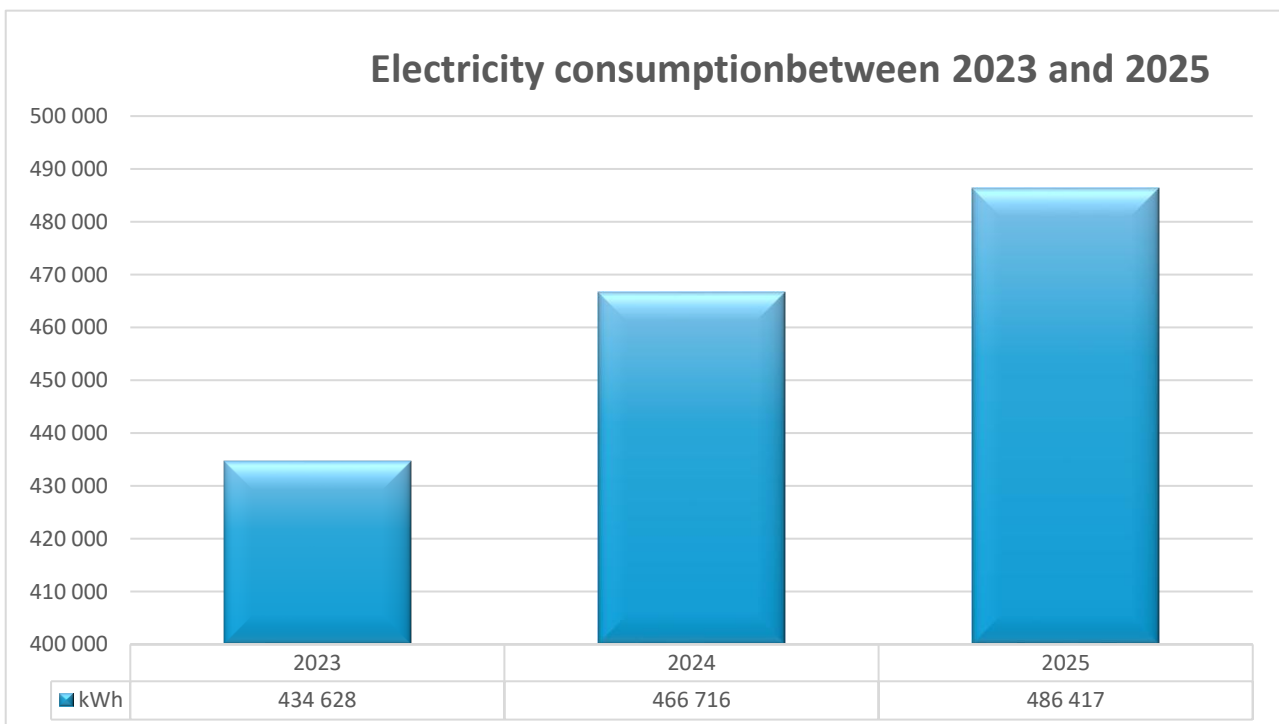
- Emission of harmful substances from energy use
- Emission of harmful substances from the transportation of raw materials, from partners
- Emission of harmful substances from the transportation of finished to customers
- Generation of solid and liquid waste (municipal waste+ sewage+ non-hazardous technological)
- Generation of hazardous waste

**Not typical – indirect environmental impacts:**

- risk of soil and groundwater contamination
- Environmental noise and vibration load
- Negative impact on biodiversity

#### 4.1 Energy consumption /GRI-302-1, 303-5/

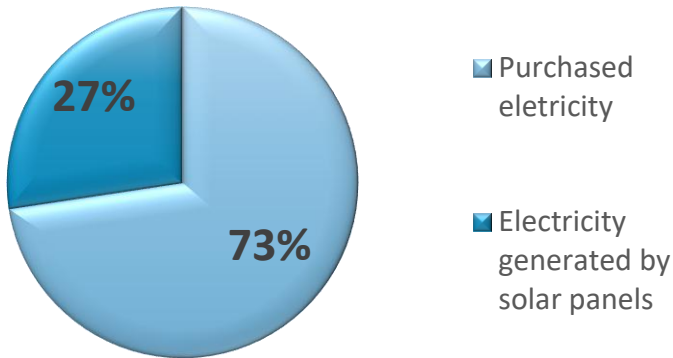
**Electricity consumption:**



In 2025, the company consumed a total of 486 414 kWh of electricity.

According to information provided by the supplier, approximately 21% of the purchased energy originates from renewable sources, which corresponds to about 74215,5 kWh

Energy mix of HAFNER Pneumatika Kft.



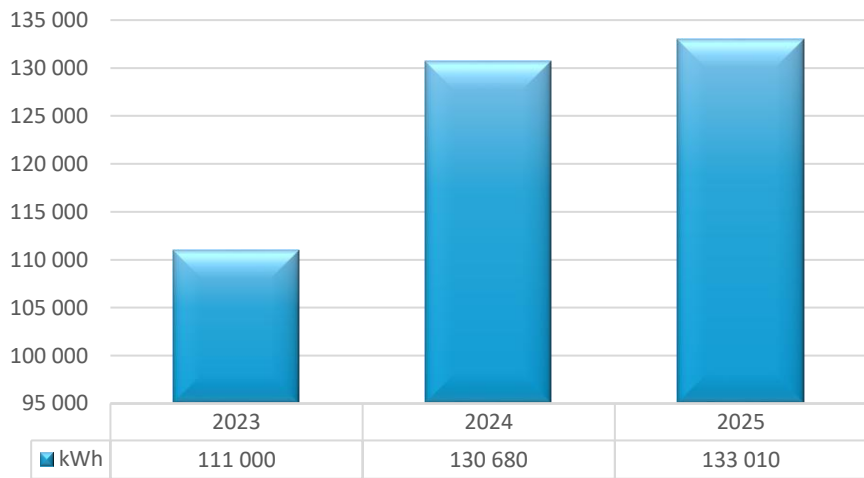
In 2025, of the total electricity consumed:

the amount for energy generated by our own solar panels was:  
133 020 kWh

while the amount of purchased electricity was:  
353 407 kWh.

Since 2023, we have been consciously focusing on ESG aspects; however, monitoring our energy consumption had already been an important part of our operations prior to this. Based on the data, it is clearly visible that year by year we are able to utilize an increasing proportion of the energy generated by our own solar panel system, as a result of which, for example, in 2025 we achieved a reduction of 151.3 tons of CO<sub>2</sub> emissions.

Electricity generated by solar panels



**Water consumption:**



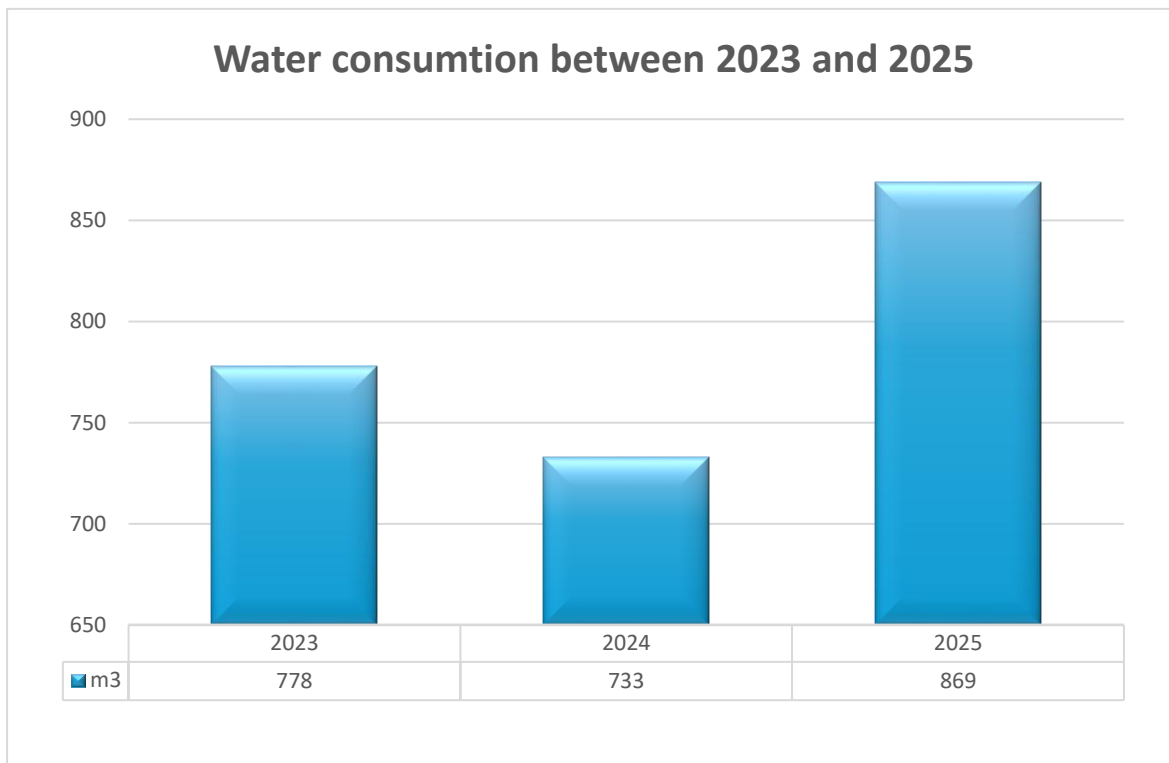
In 2025, HAFNER Pneumatika Kft. used a total of 869 m<sup>3</sup> of water.

This volume is equal to the total amount of purchased water.

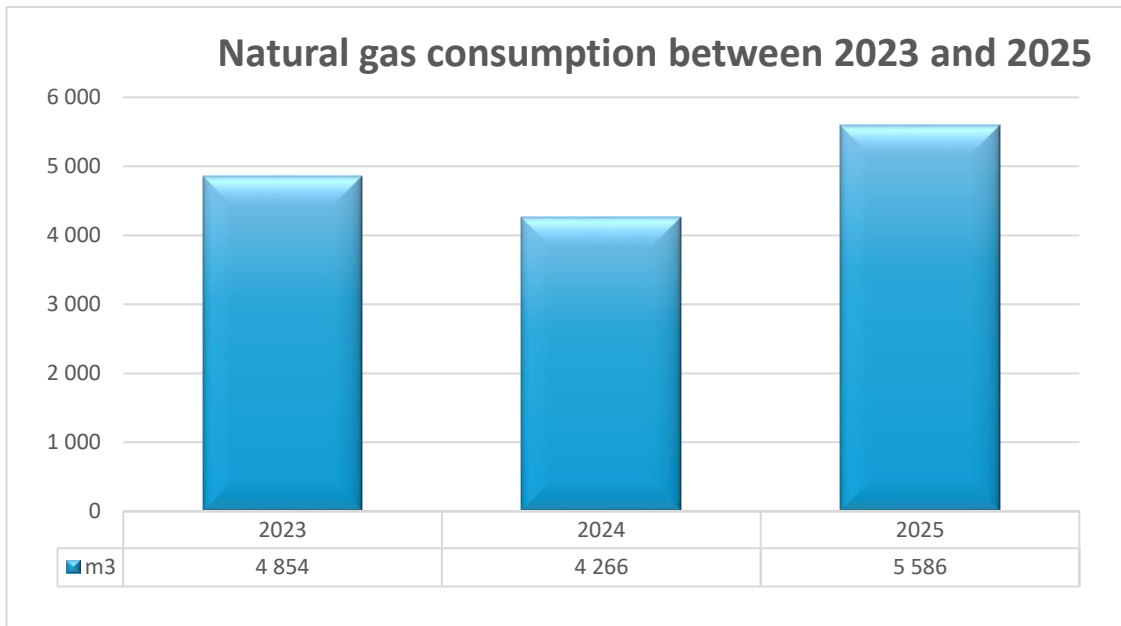
We do not use water from renewable sources, such as rainwater or natural water bodies.

Among our technologies, the abrasion process is the most water-intensive.

Therefore, in line with the practices of previous years, we continue to strive to recirculate water to this process from the water used within the facility, enabling us to save an average of 9 m<sup>3</sup> of water annually.



**Natural gas consumption:**



In 2025, the company purchased 5 586 m<sup>3</sup> of natural gas. A HAFNER Pneumatika Kft. does not use district heating in its operations.

**Summary:**

Based on the analysis of the data, it can be concluded that since 2023—when more detailed monitoring of energy consumption began—total energy use has shown an increasing trend. At the same time, the share of energy from renewable sources, primarily solar energy, has also increased.





The rise in energy demand is linked to the company’s growing productivity and production volume, which, due to the expansion of operations, has necessitated higher energy consumption.

**Targets:**

In 2026, the construction of the solar park—already prepared in 2025—will commence and is expected to be completed within the same year. Following the commissioning of the system, we anticipate the first positive impacts already in 2026, while in 2027—when the solar park will operate throughout the entire year—the share of renewable energy sources is expected to reach 65%.



4.2 Waste management / GRI 306-3/

	2024	2025
 <b>Municipal waste emitted:</b>	10 890 kg	15 400 Kg
 <b>Industrial waste emitted:</b>	54 120 kg	59 510 kg
 <b>The hazardous waste generated from this:</b>	16 649 kg	11 530 kg
 <b>The selectively collected waste from this:</b>	54 120 kg	59 510 kg

The non-hazardous waste types generated the company’s operations are as follows:

- Paper and cardboard packaging waste
- Wood packaging waste
- Other mixed packaging waste
- Discarded electrical and electronic equipment

Hazardous waste generated from the company’s activities includes:

- Toner cartridges containing hazardous substances,
- Halogen-free refrigerant-lubricating emulsion and solution,
- Packaging waste hazardous substances as residues of contaminated with them,
- Hazardous packaging waste made of metal containing and solid porous matrix, including empty pressurized gas cylinders,
- Absorbents, filter materials, wipes, and protective clothing contaminated with hazardous substances,
- Waste containing oil,
- Fluorescent tubes and other mercury-containing waste
- Batteries and accumulator.



The increase in productivity in 2025 unfortunately also led to a rise in industrial waste generation; however, we managed to reduce the proportion of hazardous waste emissions. At our company, we take the selective collection of generated waste very seriously. In 2024, we also introduced selective collection for municipal waste. We procured so-called “BLUE” bins, where employees can primarily dispose of paper and plastic waste generated from municipal waste. The Company ensures the separate collection and disposal of this waste.

With this initiative, we aim to ensure that not only industrial waste generated during production is properly separated, but that attention is also paid to the selective collection of municipal waste.

In 2025, by purchasing water filter bottles, we reduced the amount of purchased PET-bottled mineral water to zero.



Unfortunately, due to the nature of our technology, the use of hazardous substances cannot be completely eliminated

Waste generated from operations in the production departments is collected selectively and disposed of accordingly.

The commercial materials we use on a daily basis are delivered by our suppliers in paper and plastic packaging. We strive to reuse cardboard packaging materials, as well as paper and bubble wrap used as filling materials, in our own packaging processes. In doing so, we reduce the amount of waste generated and support the circular economy

4.3 The operation and environment of the company /GRI 304-1/

The company owns its own property, the dimensions of which are outlined in the following table:

<b>The total size of property:</b>	<b>18677 m<sup>2</sup></b>
<b>The size of the built-up area:</b>	<b>5036 m<sup>2</sup></b>
<b>The size of the offices:</b>	<b>303 m<sup>2</sup></b>
<b>Total size of other operational areas:</b>	<b>2544 m<sup>2</sup></b>

**The energy classification the entire building: DD – approaching modern standard**



**Biodiversity:**



73% of the HAFNER Kft. site consists of green areas, including trees and fruit trees. In 2023, the company planted shrubs and fruit trees, thereby contributing to local biodiversity.

In 2024, two insect hotels and three bird feeders were installed, supporting the conservation of insect and bird species native to the Szigetköz region.

In 2025, as part of site improvements, additional outdoor rest and smoking areas were created for employees.

Senior management is committed to maintaining biodiversity and protecting native species, and the company’s activities do not have a direct adverse impact on the surrounding ecosystem.

4.4 The company’s vehicle fleet data /GRI 302-1/

Fuel type	Pc
petrol	5
diesel	7
hybrid -petrol	2
hybrid – diesel	1
<b>Summary:</b>	15

	fuel consumption 2023	fuel consumption 2024	fuel consumption 2025
<b>petrol</b>	16 302,82 l	15102,68 l	10504,88 l
<b>diesel</b>	17 520,07 l	13 050,14 l	14861,45 l

4.5 Greenhouse effect / GRI 305-1/

Over the past three years, the CO<sub>2</sub> emission data of HAFNER Pneumatika Kft. has developed as follows:

2023	2024	2025
<b>184,64 t</b>	<b>189,76 t</b>	<b>202,09</b>





## 5. Responsible employment

5.1 Ethical treatment and equality

5.2 The well-being, health and safety of the employees

5.3 Knowledge and talent management

## 5. Responsible employment

### 5.1 Ethical treatment and equality / GRI 2-7, 202-1, 202-2, 401-1, 405-1, 405-2, 406-1/

HAFNER Pneumatika Kft. is committed to the full respect of fundamental human rights and labor rights. Our goal is to create a healthy, safe, and supportive working environment that is free from all forms of discrimination and harassment, while also promoting the professional development and advancement of our employees.

To this end, the company has established and maintains its Code of Ethics, which all employees are required to be familiar with and adhere to in their daily work. The Code includes the anti-corruption principles applicable to the operations of HAFNER Pneumatika Kft., as well as guidelines on ethical conduct and responsible decision-making for both employees and managers.

The company is firmly committed to promoting equal opportunities, recognizing that every individual has the right to be treated with respect and dignity. HAFNER Pneumatika Kft. does not tolerate any form of discrimination based on race, colour, gender, age, religion, political beliefs, or any other status.



There have been no female members in the management of HAFNER Pneumatika Kft. for several years; however, the company does not exclude the employment of female leaders.

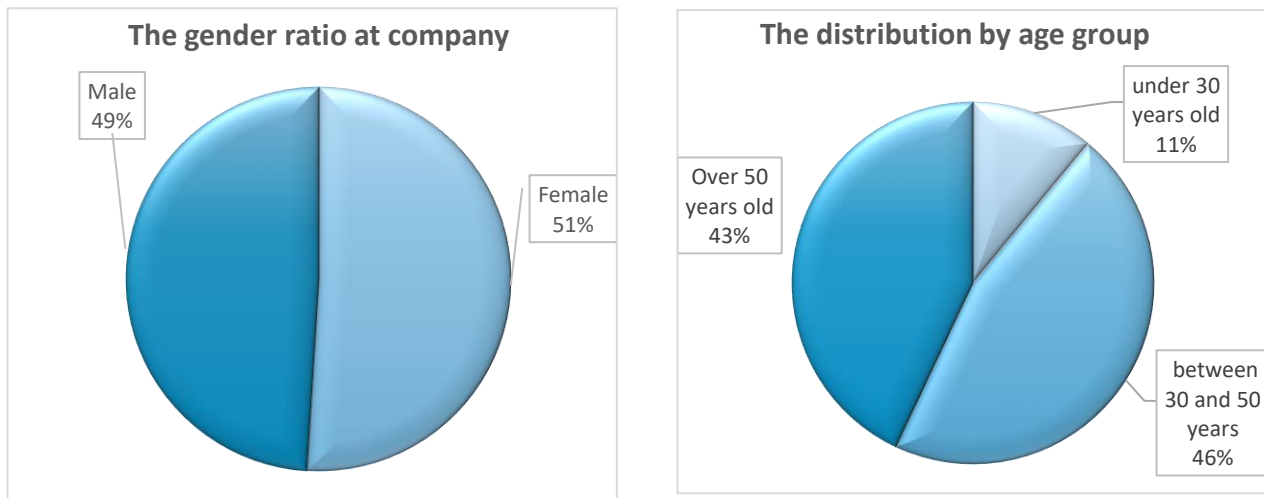
In the case of vacant positions, both male and female candidates are given equal opportunities.

During the reporting period, no incidents related to discrimination occurred that required any action. Our compensation practices ensure that there is no difference in remuneration between male and female employees in the same positions. When filling positions, we consider only the professional knowledge, qualifications, and experience of applicants.

#### Employee Headcount at the End of 2025:

<b>All employees:</b>	93 head
➤ Female	48 head
➤ Male	45 head
➤ Senior executives	10 head
➤ Employees working in indirect areas	39 head
➤ Employees working in direct areas	52 head

The gender ratio and distribution by age group are illustrated in the following diagrams:



	<b>Employee with changed work capacity/retiree</b>	<b>3person</b>
	<b>Employee returning after childcare leave</b>	<b>4person</b>

Employee Turnover in 2025:

<b>All employees:</b>	93 head
<b>New employees:</b>	16 head
Female:	12 head
Male:	4 head
Under 30years old:	2 head
Aged between 30-50 years:	10 head
Over 50 years old:	4 head
<b>Proportion of new employees:</b>	16,6 %
<b>The number of departing employees:</b>	13 head
Female:	9 head
Male:	4 head
Under 30 years old:	3 head
Aged between 30-50 years:	4 head
Over 50 years old:	6 head
<b>Proportion of departing employees:</b>	14 %

## 5.2 The well-being, health and safety of the employees / GRI 403-5, 403-9/

HAFNER Pneumatika Kft. makes every effort to ensure the safety and health of its employees by providing fair working conditions and a safe and healthy working environment in compliance with applicable laws and regulations.

Our employees carry out their daily work in a clean, well-organized, and air-conditioned environment.

### Health and safety:

The Company places great importance on the physical and mental well-being of its employees and therefore strives to do everything possible, in compliance with applicable legislation and beyond.

For the performance of occupational health and safety and fire protection tasks, the company has engaged an external service provider. In addition, in the autumn of 2024, an occupational health and safety representative was also elected at HAFNER Pneumatika Kft.

From the beginning of 2025, occupational health and safety tasks at the company continue to be primarily performed by an external service provider. At the same time, in order to ensure daily monitoring and operational duties, an internal employee has been appointed who is able to professionally carry out the company's internal occupational health and safety tasks.

The employee's responsibilities include:

- Liaising with the external occupational health and safety service provider;
- Conducting site inspections and audits, and reporting any identified actions required,
- Delivering occupational health, fire safety, and environmental training for employees,
- Performing monthly and quarterly operational inspections related to facility management tasks.

This structure ensures that occupational health and safety activities are continuously and effectively implemented, relying both on external expertise and internal operational oversight.

In autumn 2025, we once again organized a first aid training course, which was attended by six employees.

In addition to the legally required three-year interval, HAFNER Pneumatika Kft. organizes such training annually, including instruction on the use of the company's defibrillator. We aim to involve at least one employee from each department.

**Ensuring Employee Well-Being:**

The company remains committed to improving the well-being and overall comfort of its employees and continuously working towards this goal.

At our company, we continue to hold a weekly fruit day every Wednesday.

All employees are fully registered and employed in accordance with applicable labor regulations.

In addition to providing a clean and air-conditioned working environment, the company seeks to motivate its employees with additional benefits beyond their base salary:

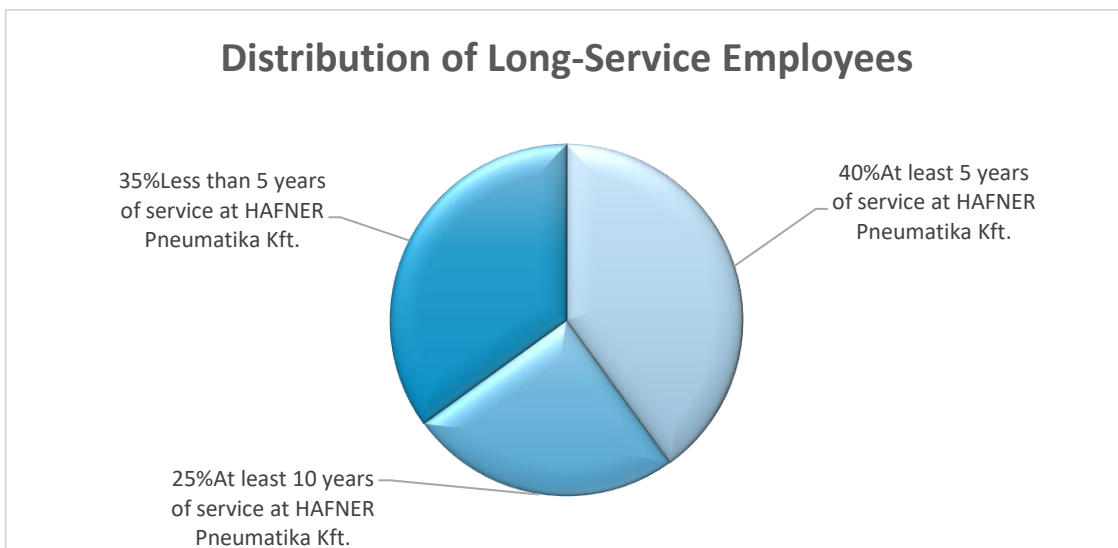
- The shift allowance is 40% at HAFNER Pneumatika Kft., instead of the legally required 30%.
- From 2024, the long-service bonus has been incorporated into the base salary.
- In addition to the base salary, all employees are entitled to a performance-based quality bonus.
- Employees receive a referral bonus if, based on their recommendation, a new colleague is hired and successfully completes the probation period.
- The company provides a financial benefit in the event of marriage or the birth of a child.

In addition to financial benefits, the company also provided other opportunities for employees 2025:

- A preferential account package for employees of HAFNER Pneumatika Kft. at UniCredit Bank.
- A premium health insurance package.
- Regular training opportunities, as well as support for further education

**Distribution of Long-Service employees:**

The company’s long-service employee distribution has been categorized into three main groups, as shown in the following diagram:



***We work in family-atmosphere***

Our company’s management strives to create a pleasant, family-like atmosphere and makes the most of the advantages offered by our small team.

Every year we organize several events to strengthen our community and our connection with one another.

Our organized programs in 2025 included:

- June: a family day event,
- September: team-building training
- December: the year-end dinner for our employees



**5.3 Knowledge and talent management /GRI 403-5, 404-2/**



Our company provide training at several levels.

Occupational health and safety and fire protection training is conducted every year; in 2025, it was delivered to employees by our designated colleague.

An annual briefing on current GDPR regulations is also provided each year, delivered by an external service provider

We provide internal training for blue-collar employees to introduce new or

modified technologies and processes, and these trainings are repeated when necessary.

In 2025, greater emphasis was placed on refresher training related to work processes, and thanks to our IT colleagues, employees were also able to participate in training on cybersecurity and data protection.

**In 2026, our goal is to further develop our internal training system.**

In addition to statutory requirements and internal training programs, employees have the opportunity to participate in professional and language courses.

Training needs are assessed among employees at the end of each year, and staff communicate their suggestions to their supervisors. The final approval of training is granted by the Managing Director and the Company Director.

The Company also provides support in cases where employees pursue further professional or higher education studies. If the studies are related to their professional field, HAFNER Pneumatika Kft. may, based on individual assessment, contribute to the costs of further education.

In 2025, our employees participated in the following trainings and conferences:

- Sales management training
- Training for elected occupational health and safety representatives
- Lean training
- Basic knowledge of explosion-proof equipment design and manufacturing
- English language training

*Talent Development and Support for Professional Competitions:*



**The engineers of the future start today – and we are there to support them!**

For HAFNER Pneumatika Kft., excellence is not the only priority; we also actively support talented individuals at the beginning of their professional careers.

That is why we have been proud supporters for many years of the Csernyánszky Imre National Secondary School Pneumatics and Mechatronics Competition, which was held for the 32nd time in 2025 in Tiszaújváros. In addition to professional support, a valve island worth HUF 2 million was offered as a prize, enabling students to practice modern industrial automation technology in the long term.

#### 5.4 Social responsibility / GRI 413-1/

Our employees regularly participate in blood donation campaigns organized in Halászi and surrounding settlements. A significant number of our colleagues consider voluntary assistance to be a personal cause.

Our company regularly supports local and other associations, foundations, institutions, as well as charitable events.

In 2025, the company supported the following organizations and events:

- Halászi Kindergarten
- Hunyadi Mátyás Foundation (Hunyadi Mátyás Technical School, Mosonmagyaróvár)
- Tatai Civil Animal Welfare Association
- Children's Day – Darnózseli
- Fisch Kft. – Charity fishing competition
- Moson Big Band
- Merengő Sports Association
- Halászi Mixed Choir
- MŰGÉP Association
- Hungarian Chess Federation
- Padel Balaton Sport Association
- Public Benefit Foundation for Children with Heart Disease



## 6. Governance

6.1 Financial status

6.2 Exemplary corporate governance

6.3 Suppliers

6.4 Data privacy

## 6. Governance

### 6.1 Financial status

	<b>Taxable income 2025:</b>	<b>677 620 000 Ft</b>
	<b>Owner's equity 2025:</b>	<b>3 349 703 000 Ft</b>
	<b>Current assets 2025:</b>	<b>4 314 292 000 Ft</b>

HAFNER Pneumatika Kft. operates as an independent organizational unit and does not have any affiliated sites.

The senior management is committed to ensuring that the company does not rely on external financial capital; therefore, it has no short-term or long-term liabilities towards any financial institutions.

Based on the classification of the National Tax and Customs Administration (NAV) the company is considered a reliable taxpayer.

### 6.2 Exemplary corporate governance

The company obtained ISO 9001 certification in 2013, which has been continuously maintained since then. Based on this standard, we have built a quality management system, which also supports company management by enabling us to communicate our corporate objectives, strategy, and vision in a structured and regular manner.

In addition to current updates, employees are regularly informed during monthly staff briefings about corporate objectives and their progress, such as planned and actual financial targets, as well as the rate and significance of customer complaints

#### Employee opinions matter!

Suggestion boxes have been placed at four locations within the facility, and these are reviewed on a monthly basis. Any employee may submit their proposals by completing a designated form placed next to the box, including their name. The suggestions are processed once a month by a designated committee.

A suggestion is defined as any idea that, if implemented, results in a measurable improvement or benefit.

If a proposal is implemented, the employee who submitted the idea receives a reward.

The Company has defined reward levels for this purpose:

- Small improvement – Reward: 20 000 Ft
- Good Idea – Reward: 30 000 Ft
- Excellent Suggestion – Reward: 60 000 Ft

Proposals aimed exclusively at improving employee satisfaction (even if positively evaluated) are not eligible for separate financial rewards. The potential implementation of the proposal itself is considered the reward.

**In 2025, a total of 66 employee suggestions were submitted, of which 42 were accepted.**

Out of these:

- 26 were classified as "Small Step"
- 10 as "Good Idea"
- 2 as "Excellent Suggestion"

Two additional proposals were received which, although not eligible for a reward, were accepted, and the evaluation of a further two proposals is still in progress.

### Employee Satisfaction Measurement

In addition to collecting improvement ideas, we also seek to understand employees' workplace satisfaction. We use a questionnaire to gather feedback on how satisfied they are with the workplace atmosphere, colleagues, management, and overall work morale.

Employee satisfaction was assessed in spring 2025. Participation in the survey was anonymous.

At HAFNER Pneumatika Kft., the principle of the "open-door policy" continues to function effectively. Management remains approachable, and employees can turn to them at any time with day-to-day questions or issues—even to the Managing Director, provided they are competent to address the given matter.

### 6.3 Suppliers /GRI 408-1, 409-1, 414-1/

High quality is fundamentally dependent on high-quality raw materials and externally sourced components.

Hafner applies strict quality management requirements. These rules are consolidated in, and maintained through, the Purchasing Manual.

### Supplier Relationships

Our company places great emphasis on maintaining and developing its existing supplier relationships. To achieve this, due diligence is already exercised during the selection of potential partners.

We consider it important to gather as much accurate and comprehensive information as possible when identifying new suppliers.

This information includes:

- number of employees
- how long the company has been operating
- references
- communication (e.g. response time to request for quotation)
- machinery/equipment
- presence or absence of management system(s)

After collecting the necessary information, we request quotations. From the companies offering the most favorable proposals, we request sample products, which must first be approved by our Quality Assurance department for assembly. After assembly, the product incorporating the new supplier's component or raw material is tested.

A key requirement is that cooperation may only be established with companies that have signed both the HAFNER General Supply Conditions and the HAFNER Supplier Code of Ethics. If these requirements are not met, cooperation with the company cannot be initiated. Any deviation from this rule may only be approved by an operational manager or the Managing Director.

HAFNER Pneumatika Kft. regularly organizes supplier visits and audits. The purpose of these is to gain a deeper understanding of suppliers' capabilities and to verify their production, organizational, and quality assurance processes in a real, on-site environment.

**Just as with employees, honest and ethical conduct is also expected from suppliers.**

In addition to fundamental expectation of providing high-quality services and maintaining proper communication, we also take other ethical considerations into account in our business relationships.

- **HAFNER Pneumatika Kft. rejects corruption:** the supplier must not request, offer, or accept any form of bribery or improper advantage in the course of the cooperation
- **Intellectual property rights:** The supplier must respect intellectual property rights and is only entitled to use them in accordance with applicable usage conditions and the provisions set out in the relevant contract.
- **Protection of reputation:** The supplier must refrain from any conduct or statements that could adversely affect the reputation and public image of HAFNER Pneumatika Kft.
- **Fair competition:** Relationships with competitors must be characterized by fairness and a professional approach.
- **Conflict of interest:** The supplier must avoid any conflicts of interest, or even the appearance of such conflicts.
- **Legality:** The supplier complies with the legislation of the countries in which it operates and produces and delivers its products, or provides its services, in accordance with the applicable legal requirements.
- **Fair cooperation and communication:** The supplier is required to ensure truthful, accurate, clear, and courteous communication that is free from any misleading information.
- **Respect for human rights:** HAFNER Pneumatika Kft. expects its suppliers to ensure respect for the human rights of their employees and to comply with all applicable employment legislation. HAFNER Pneumatika Kft. is also committed to treating its own employees in an equal and humane manner, which it similarly requires from its suppliers.
- **We reject all forms of forced labor and child labor!**

The above principles are set out and detailed in our company's "Supplier Code of Ethics."

All suppliers are required to acknowledge and accept this code. In the event of a serious breach, HAFNER Pneumatika Kft. reserves the right to terminate the existing business relationship.

#### *We evaluate our suppliers!*

We provide detailed feedback on the past year to the following suppliers as part of a structured evaluation process:

- the TOP 20 suppliers who delivered the highest value to the company,
- suppliers of components and raw materials used in our special products (e.g. explosion-proof or products used in extreme cold environments),
- suppliers of strategically important components,
- new suppliers,
- suppliers considered problematic.

At the beginning of 2026, we evaluated the 20 most important suppliers identified in 2025. Of the 20 suppliers assessed in detail, 40% were Hungarian. Compared to the 2024 assessment, one supplier was replaced.

In the 2025 evaluation, out of the 20 suppliers assessed in detail, 14 were rated as "Acceptable" and 6 as "Mostly acceptable." No supplier was classified as "Needs improvement" or in a lower category.

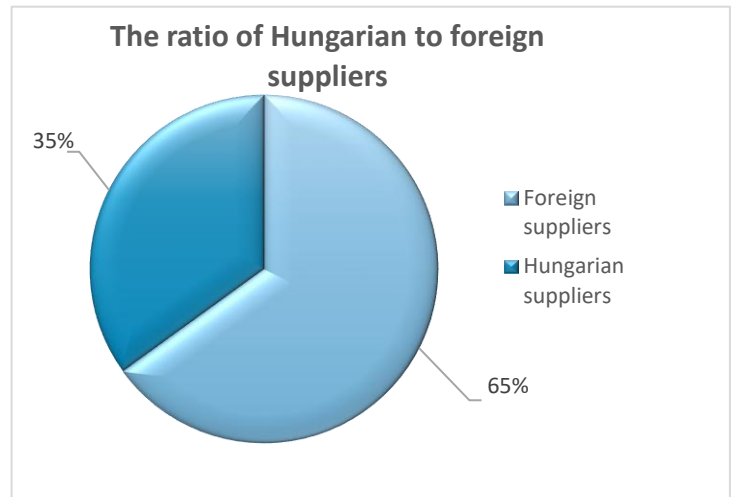
The evaluation criteria include:

- general reliability,
- quality of communication,
- quality of the provided service,
- presence of certified management system(s),
- punctuality of deliveries and their accompanying documentation,

Since 2024, in the selection of new suppliers, our company has also been reviewing whether the given addresses sustainability issues.

Currently, the proportion of Hungarian suppliers compared to our total supplier base is 35%.

As already observed in 2024, in 2025 we noted significant progress among our suppliers regarding their commitment to sustainability aspects. An increasing number of our partners are paying attention to ESG topics, as well as to the transparent presentation of their own environmental impacts.



Compared to 2023, when we also began preparing reports and publishing our data, at least 35% of our suppliers now monitor and publicly disclose their emission data, and prepare reports on their sustainability and ESG-related activities.

### 6.4 Data privacy / GRI 418-1/

For HAFNER Pneumatika Kft., data protection is an important area. For this purpose, and in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR), which entered into force on 25 May 2018, our company has established its own data protection policy.

The policy provides detailed information to our employees, customers, and partners regarding the processing of their personal data by our company.

The policy applies to all employees, as well as to all partners and customers who are in a contractual relationship with HAFNER Pneumatika Kft.

At the company, personal data must be stored lawfully and fairly, for specified purposes, in a data-minimized manner, accurately, with limited storage duration, and in a confidential manner.

When establishing partnerships with suppliers, we conclude mutual non-disclosure agreements.

The agreement covers all confidential information and data that are not publicly known and that are designated as confidential by the disclosing party.

In 2025, no data breacher or misuse of data occurred.

The type of data security incidents	The number of data security incidents
<b>The number of substantiated complaints regarding misuse of customer’s personal data</b>	0
The number of complaints received from external parties and substantiated by the organization	0
The number of complaints received from regulatory bodies	0
<b>The total number of identified data leaks, the fts, and customer data losses:</b>	0
The number of data leakage incidents	0
The number of data theft incidents	0
The loss of customer data	0

## 7. Objectives

Objectives for 2025	What we did?
Electricity savings achieved by replacing the old compressor.	The compressor has been replaced.
Commencement of the installation of a solar power plant. As a 2-3year target, we aim to cover 65-70% of the company's electricity consumption from energy generated by the solar power plant.	In 2025, the site for the solar park was prepared. Construction work is scheduled to begin in 2026.
Organization of training and LEAN courses for all employees through grant funding.	The trainings were implemented in several groups in 2025.
Occupational safety, fire safety, and environmental protection tasks are carried out internally as part of our daily operations.	An internal employee has been appointed. The contract with the external company has been reviewed and amended.
Construction of a lockable, segregated waste storage facility.	the storage facility has been constructed and is currently in active use.
Establishment of outdoor rest and smoking areas.	Transformation of the inner courtyard into a shared outdoor rest area – completed and currently in active use.  Relocation of the smoking area and bicycle storage, thereby creating additional parking spaces – completed and currently in active use

Objectives for 2026	What we do?
Development of a solar power plant and storage capacity with a value of EUR 350,000.	Commissioning the installation company to carry out the work.
Electricity savings.	Replacement of the lights in corridors and restrooms with motion-sensor lighting fixtures.  Reconstruction of the electrical backbone in the machining area in preparation for new LED lighting.

## 8. Inclusion of GRI topics in the ESG report

<b>GRI Standards 2021</b>			
<b>GRI Topic number</b>	<b>GRI Topic's name</b>	<b>The relevant section</b>	<b>Comment</b>
2-1	Organizational details	2.3	
2-2	Entities included in the organization's sustainability reporting	1.	
2-5	External assurance	1.	
2-6	Activities, value chain and other business relationships	2.2; 2.4; 3.3	
2-7	Employees	5.	
2-22	Statement on sustainable development strategy	4.	
<b>Material Topics</b>			
3-1	Understand the organization's context	3.1; 3.2	
3-2	List of material topics	3.2	
<b>Top-specific publications</b>			
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	5.1	
202-2	Proportion of senior management hired from the local community	5.1	
301-3	Reclaimed products and their packaging materials	4.2	
302-1	Energy consumption within the organization	4.1, 4.4	
303-5	Water consumption	4.1	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.3	
305-1	Direct GHG emissions	4.5	
306-3	Significant spills	4.2	
401-1	New employee hires and employee turnover	5.1	
403-5	Worker training occupation health and safety	5.2; 5.3	
403-9	Work-related injuries	5.2	
404-2	Percentage of employees receiving regular performance and career, development reviews	5.3	
405-1	Diversity of governance bodies and employees	5.1	

405-2	Ratio of basic salary and remuneration of women to men	5.1	
406 - 1	Incidents of discrimination and corrective actions taken	5.1	
408 -1	Operations and suppliers at significant risk for incidents of child labor	6.3	
409 -1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	6.3	
413- 1	Operations with local community engagement, impact assessments, and development programs	5.4	
413-2	Operations with significant actual and potential negative impacts on local communities	4	
414-1	New suppliers that were screened using social criteria	6.3	
418-1	Negative social impacts in the supply chain and actions taken	6.4	