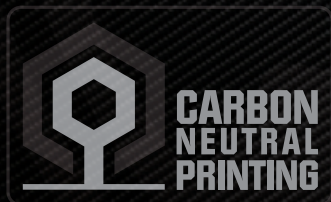




HELL ENERGY SUSTAINABILITY REPORT

2022



EXECUTIVE DIRECTOR'S GREETING [2-22]

This is the third time we have produced a report on our sustainability performance, partly supplemented by the activities and data of some of our subsidiaries. Our aim for the future is to keep pushing the boundaries of reporting, to cover more and more of the Group's subsidiaries each year and to present increasingly balanced data. The year 2022 has once again presented our company with significant challenges, including the global economic impact of the Russian-Ukrainian war, which has led to inflation and increased commodity and energy prices. However, thanks to our company's robust strategy, strong brand value and effective response, our production and sales remained uninterrupted throughout the year. As a result, our annual turnover increased by 50 percent in 2022. HELL ENERGY remains one of the world's fastest growing FMCG brands. Alongside our economic growth, we have from the outset made environmentally and socially sustainable business operations a strategic focus area. As a large company, we recognise our responsibility to reduce the potential impacts of our operations and protect the future. In 2022, we have continued our efforts to achieve this goal. We have

introduced energy efficiency initiatives in our businesses and placed a strong emphasis on reducing our water use. As a manufacturing company, we feel a responsibility to recycle the raw materials we use, and this year we have taken important steps to strengthen our circularity, continuing to focus on ensuring that our product packaging contains a high proportion of recycled aluminum. We continue to strive for a minimum 75% recycled content in the aluminum cans we produce. We pay particular attention to the continuous education of consumers and have launched our HELLo Alu aluminum can recycling campaign to encourage recycling and raise consumer awareness of the importance of selective waste collection. We are continuously working not only with our consumers, but also with our employees and partners to create more sustainable practices. We are increasingly working with our suppliers to develop more sustainable solutions, including minimizing the use of secondary packaging and plastics. To this end, we held our first Supplier Sustainability Workshop in 2022, which we plan to repeat annually in the future. As a responsible company, it is important for us to promote



equal opportunities and to continuously support local communities and those in need. In 2022, we have made it one of our priorities to provide aid to refugees fleeing the Russo-Ukrainian war to Hungary, to whom we have donated more than HUF 50 million. In addition, as proud members of the local community, we pay special attention to supporting the city of Szikszó and its residents: we are particularly proud of the handover of the XIXO Bike Garden, which offers excellent opportunities for quality leisure activities and contributes to improving the quality of life in the community. We have continued to make progress towards our sustainability goals in the challenging year of 2022, which we are now proud to report on. As we continue our efforts, our goal remains unchanged in the coming years: to become the greenest energy and soft drink producer in the world.

Barnabas Csereklly
Executive Director

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HELL



HELL ENERGY remains one of the world's fastest growing FMCG (fast-moving consumer goods) brands. Sustainability has been a strategic focus area for the brand and the company from the very beginning, with the aim of making production and operations as sustainable as possible. We believe it is essential that as the company has grown, we have been able and continue to expand our range of initiatives that are both environmentally and socially more sustainable.

COMPANY PROFILE ^[2-1] ^[2-2] ^[2-3]

THE NAME OF THE ORGANIZATION	HELL ENERGY Hungary Kft.
THE HEADQUARTERS OF THE ORGANIZATION	1062 Budapest, Andrássy út 126.
LOCATION OF BUSINESS ACTIVITIES	Hungary
NATURE AND LEGAL FORM OF OWNERSHIP	Privately owned business
THE SCOPE OF THE REPORT	The Report applies to HELL ENERGY Hungary Ltd (hereinafter referred to as HELL ENERGY) and its subsidiaries QUALITY PACK Zrt, Avalon Park Kft, HELL Automata Üzemeltető Kft and HELL ENERGY Store Kft (together referred to as the HELL ENERGY Group).
REPORTING PERIOD	2022.01.01. - 2022.12.31.
REPORTING CYCLE	Annual
DATE OF REPORT PUBLICATION	2023.06.30.

HELL GROUP [2-1][2-6]

The HELL Group remains a 100% Hungarian-owned family business, headed by 4 managing directors. The company started producing and selling HELL energy drinks in 2006 and by 2010 it had become the leading energy drink brand in Hungary. Today, our products are available in more than 50 countries in the international energy drink market, and in addition to Hungary, we are market leaders in Bulgaria, Romania, Bosnia and Herzegovina, Slovakia, Croatia, Greece and Cyprus. With the launch of HELL ENERGY COFFEE in 2019, we have another successful brand, which is now also a market leader in five countries. And our XIXO iced tea brand continues to be a key part of our product portfolio. The HELL Group is the only one with a market-leading brand in several countries, with its own filling plant and aluminum can factory, and this vertical integration gives us a unique competitive advantage and strategic positioning internationally. However, not only economic factors, but ones that promote more sustainable and energy-efficient operations have played and continue to play a role in the development of this strategy. The HELL Group's activities are not limited to the production and distribution of aluminum cans and energy drinks. The Group operates with a complex organizational structure and a corporate profile, which will be presented in more detail in this year's report. We aim to continuously expand the scope of the report and to integrate all entities owned by the HELL Group into the Sustainability Report in the future.



NUMBER OF EMPLOYEES

1073²

PEOPLE



EQUITY CAPITAL

50.9³

BILLION HUF



PRODUCTION CAPACITY

3

BILLION NOMINAL
CAPACITY

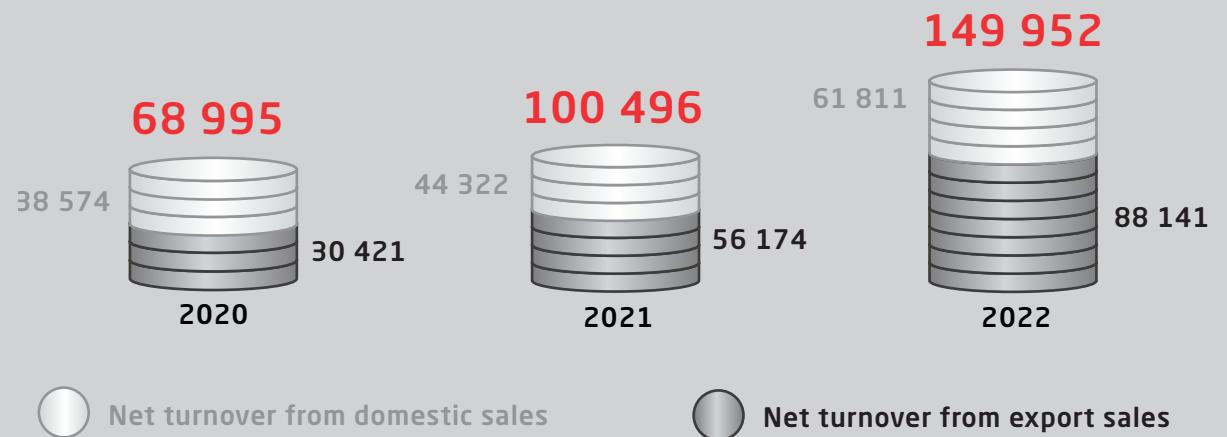


BRANDS

5

HELL ENERGY
COFFEE
XIXO
SWISS
FLOEWATER

Presentation of net sales³ (HUF million)



¹ Retail market share in units sold based on Nielsen data, except Cyprus, where it is based on Retail Zoom data.

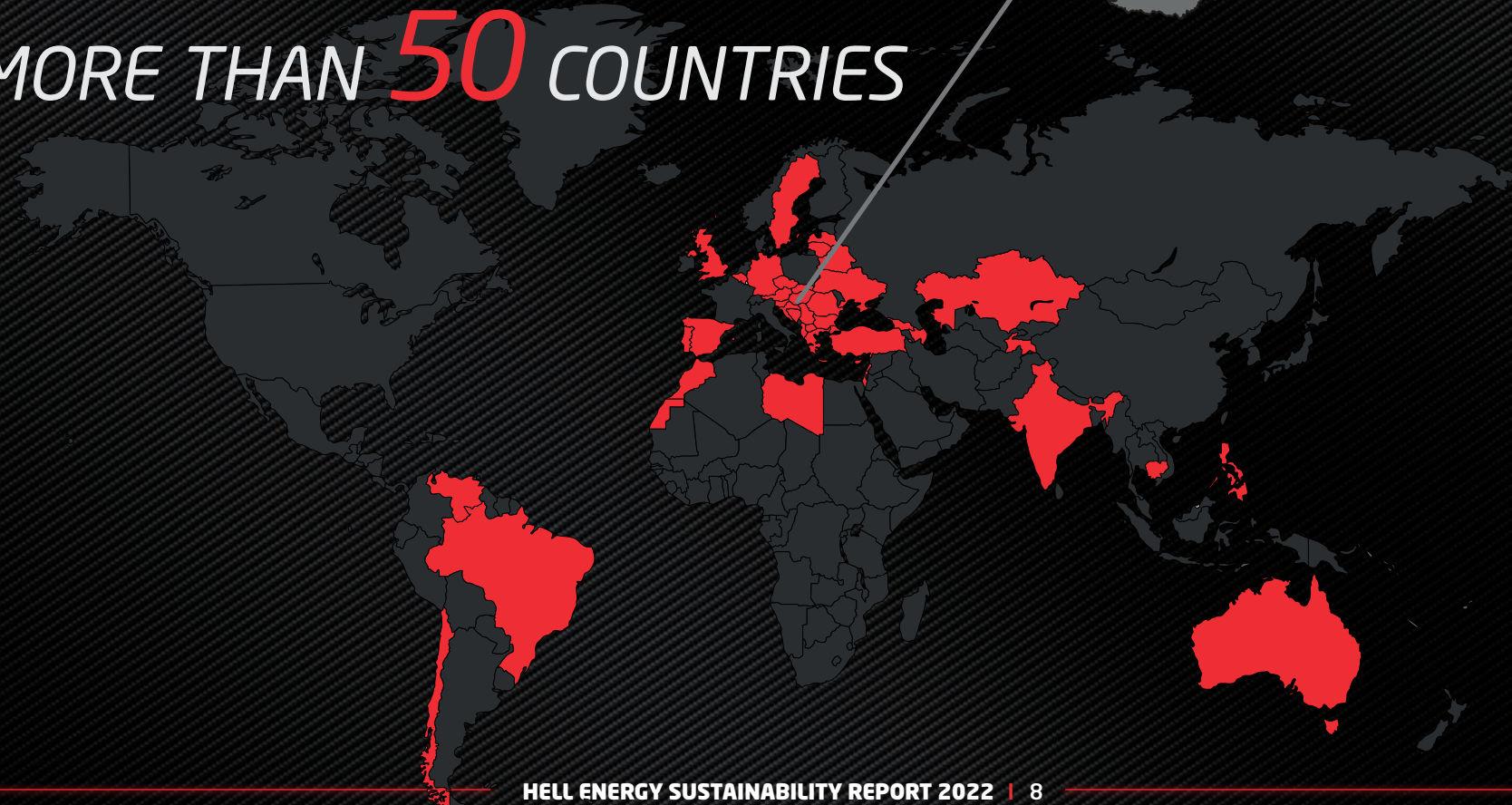
² Total number of employees of HELL ENERGY Hungary Kft, Quality Pack Zrt, Avalon Park Kft and HELL Automata Üzemeltető Kft.

³ Data refer to the consolidated accounts of HELL ENERGY Hungary Ltd.

OPERATION SITES [2-1]

HELL ENERGY is present in many countries through distributors, to whom we have high expectations: to be among the top three energy drink brands in the country within one year and to be the market leader within three years. Our biggest export markets are Romania and Bulgaria.

5 CONTINENTS,
IN MORE THAN **50** COUNTRIES



ENTITIES CONTAINED IN THE REPORT [2-2]

This year, we have further expanded the range of HELL Group-owned companies featured in our Sustainability Report. Our aim is to provide an even more complete and transparent picture of the entire Group's operations, environmental, social and economic impacts. In the Sustainability Report, the subsidiaries that are also included in the annual consolidated report of HELL ENERGY Hungary Ltd. are presented, supplemented in the 'Annex' section by additional entities belonging to HELL Group Holding Ltd. We are working on providing the same amount and quality of data for all our subsidiaries in the future. HELL ENERGY, one of whose subsidiaries is the aluminum producer QUALITY PACK Zrt. However, in addition to beverage production, the Group's interests also include other entities active in the distribution industry.

HELL ENERGY Group

HELL ENERGY Hungary Ltd.

Production, bottling and distribution of various categories of beverages (energy drinks, iced coffee, vitamin drinks, teas, carbonated soft drinks).

All the topics identified in the report are material to the entities.

HELL Automata Üzemeltető Ltd.

Operation of cold and hot drink vending machines, providing an alternative distribution channel for HELL ENERGY products.

The economic indicators in the report are material to the subsidiary's activities.

QUALITY PACK Zrt.

Hungary's first aluminum beverage can factory, which was inaugurated in 2017. It produces beverage cans and can tops primarily for HELL ENERGY using one of Europe's most advanced technologies.

All the topics identified in the report are relevant for the entities.

HELL ENERGY Store Ltd.

Its primary activity is the operation of a webshop, providing an alternative sales channel for HELL ENERGY products.

The economic indicators included in the report are material to the activities of the subsidiary.

Avalon Park Kft.

The subsidiary under HELL ENERGY operates Avalon Park in Miskolctapolca (hotel, apartment buildings, restaurant, playground, electric GoKart track, beer garden, conference center). It also owns a petrol station in Szikszó.

Topics of particular relevance to the industry: GHG emissions/energy use, waste management, staff/workforce management

HELL VALUE-CREATION

HELL'S MISSION IS TO IMPROVE THE WELL-BEING OF CONSUMERS BY PROMOTING RESPONSIBLE CONSUMPTION AND PRODUCTION.

A strong corporate culture based on the values of the HELL Group is the cornerstone for achieving this mission. At HELL, we are talking about a true community of values, where belonging to it is an integral part of our daily operations. We work as a team to meet customer needs at a high level, respecting the company's ethical standards and prioritizing social and environmental sustainability.

Our relationships are characterized by a strong sense of human decency, professional humility and belonging. But the standard of responsibility is not only reflected in our commitment to each other, but also to our society and our planet. We constantly train our employees in these areas and educate our consumers more widely. As proud members of our local community, we pay special attention to supporting the city of Szikszó and its residents, and we are constantly creating new jobs, thus contributing to the development of the region. Other projects to this aim are presented in the 'Local Communities' section.

As a result of this involvement, we also attach particular importance to our **membership** and involvement in the following **organizations** [2-28]:

MESZ
Hungarian
Energy Drinks
Association

BCSDH
Business Council
for Sustainable
Development in
Hungary

KSZGYSZ
Association of
Environmental
Protection Service
Providers and
Manufacturers

HBLF
Hungarian
Business
Leaders Forum

HWP
Hungarian
Water
Partnership

MASZESZ
Hungarian Water
and Sewage
Technical
Association

Marketing
Association,
Green
Chapter

We are proud that in the year 2022, our company has **received several awards in recognition** of its more environmentally and socially sustainable operations.

Green
Brands

CSR
Hungary

Symbol
of
Sustainability

City of
Szikszó
Level Award

Best
Managed
Companies -
Deloitte

MILESTONES 2022



FURTHER REDUCING
THE SCRAP RATE



IMPLEMENTATION OF HELLO ALU
EDUCATION CAMPAIGN



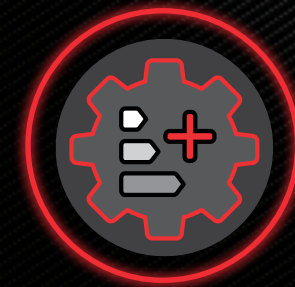
LAUNCH OF AN INDUSTRIAL
PARK INVESTMENT



SUCCESSFUL SCALING-UP OF THE SECOND
CAN PRODUCTION LINE IN SZIKSZÓ



FURTHER REDUCTION OF THE PET BOTTLE
RATIO, SO THAT ONLY 2-3% OF THE PRODUCTS
IN OUR PORTFOLIO USE PLASTIC PACKAGING



INCREASING ENERGY EFFICIENCY
IN OUR FACTORIES

ESG APPROACH

As an international, growing company, we also have an increasing responsibility to minimize our environmental impact. As a result, ESG (Environmental, Social, Governance) considerations play a key role in HELL's strategy and are reflected in our day-to-day operations and product development. Our strategy is based on our core corporate values and the high ethical standards we set ourselves. Our sustainable operations are based on three key pillars, which are described in more detail in the following chapters of this report. For us, sustainability is not only about economic sustainability, but also about social sustainability, taking into account local communities and the conscious use of available environmental resources. In the latter context, as a manufacturing company we have a significant influence and responsibility in the responsible management and use of raw materials. We are constantly reviewing our options to reduce the use of raw materials and to increase the proportion of recycled materials. In this context, we have set two important objectives:

- **INCREASE USE OF ALUMINUM PACKAGING:** The proportion of aluminum packaging material for the products in our portfolio exceeds 95%. We achieved this target in 2020, currently 97% of our portfolio is sold in aluminum packaging in beverage cans.
- **REDUCE PET BOTTLE PROPORTION:** By 2025, we will reduce the proportion of PET bottles used as primary packaging material to below 1%. In the 'Our Environment' section of this report, we provide details on our packaging materials and waste reduction targets.

In the 'Our Environment' section of this report, we provide details on our packaging materials and waste reduction targets.

OUR GOAL IS TO CONTINUE TO BE THE GREENEST ENERGY AND SOFT DRINK PRODUCER INTERNATIONALLY.



CONSCIOUS PURCHASING

We give preference to domestic suppliers and those with some form of environmental management system.



PRODUCT INNOVATION

Innovation and product development that improves the quality of life for people and communities and has a positive environmental impact.



ENERGY EFFICIENT PRODUCTION

We use the most up-to-date technology available in our factories and continuously explore ways to reduce energy use.

ABOUT THE REPORT



ABOUT THE REPORT [2-3]

For the third time, we are preparing our Sustainability Report (the Report) based on the GRI (Global Reporting Initiative Standards) guidelines, in line with the 2021 Framework. Our aim with the Report is to continue to present the Group's sustainability achievements and future plans in a transparent and traceable way to a wide range of stakeholders. Due to the fact that this is our third report, we refer to previous reports or information on our website for explanations of certain concepts and data to ensure readability. As described at the beginning of this Report, we are constantly striving to broaden the range of HELL Group member companies covered in this Report. Our previous reports have focused on companies related to the Group's core business of producing and selling energy drinks and beverage cans. This year's report continues to focus on these companies, but also includes data on Avalon Park Ltd. under each indicator. In the 'Annex' section of the report, in addition to a more detailed presentation of other subsidiaries under HELL Group Holding Ltd, we highlight specific topics that are considered relevant to these entities in light of industry best practice and their activities. Our aim is to be able to share more data on the Avalon entities (Avalon Park Ltd., Avalon Motors Ltd., Avalon Center Ltd., Avalon International School Foundation) in our Report in the future, thus continuously improving our reporting practices.

COVERED ENTITIES

	2021. Report	2022. Report	2023. Report	2024. Report
	HELL ENERGY Magyarország Kft. QUALITY PACK Zrt.	<ul style="list-style-type: none"> • HELL ENERGY Magyarország Kft. • QUALITY PACK Zrt. • HELL Automata Üzemeltető Kft. • HELL ENERGY Store Kft. • Avalon Park Kft. 	<ul style="list-style-type: none"> • HELL ENERGY Magyarország Kft. • QUALITY PACK Zrt. • HELL Automata Üzemeltető Kft. • HELL ENERGY Store Kft. • Avalon Park Kft. • Avalon Center Kft. • Avalon Motors Kft. • Avalon Nemzetközi Iskola Alapítvány 	<ul style="list-style-type: none"> • HELL Group Holding Kft.
APPLIED STANDARDS	Reporting according to GRI	Reporting according to GRI	Reporting according to GRI	Reporting according to CSRD
COVERAGE OF DATA REQUIRED BY INDICATORS	Full spectrum	Full spectrum: HELL, QUALITY PACK Partial: Avalon Park Kft. HELL Automata Üzemeltető Kft.	Full spectrum	Full spectrum

Comments, suggestions for improvements and questions on the Report can be sent to fenntarthatosag@hellenergy.hu

STRUCTURE OF THE REPORT [3-1], [2-3]

This report presents the main events and achievements of the 2022 calendar year and their environmental, economic and social impacts. In this context, a new materiality assessment has been carried out in line with GRI requirements, which has been used to identify the material topics that form the framework of the report. However, in addition to the key themes, we believe it is important to present other topics of particular importance to our stakeholders that are relevant to the company for the year. Our report is structured around 3 broad themes, which are 'Responsible Governance', 'Our Environment' and 'Our Society'.

Steps to develop the content of our Sustainability Report:



OVERVIEW OF OUR IMPACT

We identified our list of potential material topics by examining industry best practices, legislative requirements and sustainability trends. In selecting these, we have also focused on identifying the areas where our activities are likely to have the greatest direct or indirect impact.



STAKEHOLDER ANALYSIS

We used an online questionnaire to assess which issues our external and internal stakeholders felt should be highlighted in the report, based on our environmental, social and economic impact on them. The questionnaire was completed by a similar proportion of our internal and external stakeholders.



MATERIALITY LIST

The responses to the questionnaire were aggregated and the scores averaged to produce a list of our material issues.

INTRODUCING OUR STAKEHOLDERS [2-29]

We are in constant communication with our key stakeholders, who are also involved in defining the relevant topics. Stakeholders and stakeholder groups with whom we interact closely in the course of our activities have been approached for the materiality analysis.



RESULTS



MANAGEMENT



PARTICIPANTS

INTERNAL STAKEHOLDERS

EXTERNAL STAKEHOLDERS

PARTNERS AND SUPPLIERS



NGOS



PROFESSIONAL ORGANIZATIONS AND CONSULTANTS



LOCAL COMMUNITIES



MEDIA REPRESENTATIVES



RELEVANT TOPICS [3-1],[3-2]

Our key issues have been ranked according to the degree of their impact on the environment, society and the economy, and the following list of priorities has been developed. Most of the material topics are environment-related, but this year we have also included a number of topics related to corporate governance and society. There are also some topics that were relevant in last year's report, but were not included in this year's list (Consumer health and safety, Fraud prevention and security, Maintaining and increasing market presence, Regulatory compliance). However, the environmental impact of products, energy efficiency, water management and responsible marketing are more significant topics this year. In all our daily activities, we keep the UN Sustainable Development Goals (SDGs) in mind. In the context of our key themes, we have identified those SDGs where HELL has a significant impact on these themes. These will be presented in more detail in the subsequent chapters of this Report as each theme is discussed. The management, measurement and traceability of the impacts of our activities are described along the indicators presented in the remainder of the Report. Indicators related to our material topics are reported for HELL ENERGY Hungary Ltd, QUALITY PACK Zrt and Avalon Park Ltd, as they have sufficient quantity and quality of data available. For the other Avalon entities, we have presented in the 'Annex' section the data for each of the relevant topics, which are currently partially available

IMPACT	TOPIC	CATEGORY
PROMINENT 	Compliance with environmental rules	Company management
	Primary packaging materials	Environment
	Use of recycled materials	Environment
	Responsible marketing	Society
	Environmentally conscious design	Environment
	Striving for customer satisfaction	Company management
	Quantity and quality of waste generated	Environment
	Ethical operations	Company management
	Avoiding anti-competitive behavior, anti-corruption	Company management
	Energy efficiency	Environment
	Waste management solutions	Environment
	Packaging recovery, recycling	Environment
	Water management	Environment
	Respect for human rights	Society
	IMPORTANT	Environmental impact of products and services

RELATED SDGs



RESPONSIBLE COMPANY LEADERSHIP



OUR STRATEGY

HELL ENERGY's success is based on high quality products, the right price and marketing strategy and the wide availability of our products. We aim to build up a 70% distribution in the countries where we are present with our brands. Our mission is to follow the trends and provide our consumers with relevant products for all non-alcoholic beverage sub-categories. Behind the slogan "Gives you power like hell" are all the values that help consumers overcome everyday challenges. Both the company's operations and its performance are exposed to the evolution of the global macroeconomic environment. Although in a milder form, the impact of the coronavirus (COVID-19) pandemic continued to adversely affect our operations in 2022. The impact on sales of the Russian-

Ukrainian war that broke out at the beginning of the year was not significant, as the countries directly affected by the war (Ukraine, Belarus, Russia) represent less than 5% of our turnover. However, the war-related sanctions have now confronted the company with more serious challenges: the increased prices of energy, energy carriers and certain raw materials have had a significant impact on HELL, which has led us to review our strategy and some of our processes. Our strategy remains based on our unique strategic position through innovation and vertical integration. The essence of our vertical integration is that the key points of production are located at one site: the cans are transported from the aluminum can factory QUALITY PACK Zrt. to the HELL ENERGY filling plant on a conveyor belt and from

there the products are transported to the automated high-bay warehouse. The process minimizes exposure to market events such as value chain disruptions, as it gives us the flexibility to react quickly to any disruptive effects that may arise. It also allows us to control the entire production process from raw material to the final consumer product. This is not only more economical and quality-controlled, but also serves as a driver for our sustainable operations. By using interconnected supply chains, there is no need for transportation, so we do not have any emissions from transport related to manufacturing, which reduces our carbon footprint.

HIGH LEVELS OF VERTICAL INTEGRATION



SUCCESSFUL, GLOBALLY RECOGNISED BRAND

*HIGH-TECH ALUMINIUM BEVERAGE
CAN FACTORY*

*THE MOST MODERN FILLING
STATIONS*

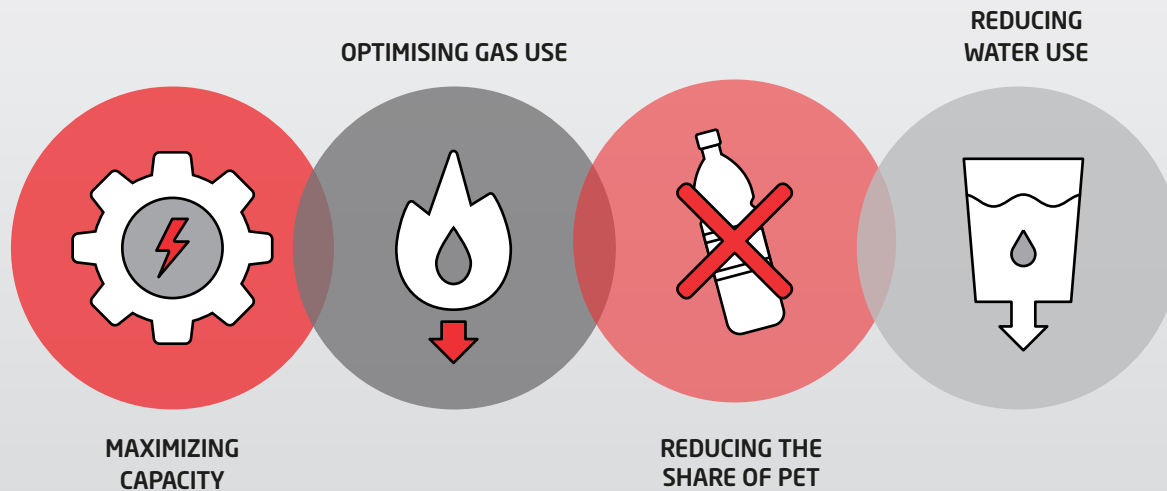
*AUTOMATED WAREHOUSE AND OWN
LOGISTICS FLEET*

IMPROVEMENTS AND INVESTMENTS

We pay special attention to sustainable operations and energy efficiency when developing our short and long-term corporate strategy, and when planning and implementing our investments. In all cases, we aim to ensure that our developments and innovations do not only contribute to the economic growth of the company, but also provide a more sustainable solution for the production of our products. With the second production line of our aluminum beverage can plant QUALITY PACK Zrt. installed in 2021, we have managed to further increase our production capacity in 2022. Maximizing capacity utilization is

one of the foundations for more efficient and sustainable operations, as demonstrated by the fact that the two production lines are producing an average of 6 million cans per day. Also in 2022, the replacement of the gas burner on production line one will reduce the gas consumption of this line by approximately 8 percent. We also installed a new generation of washing equipment for the rinsing of the older single production line of cans, which uses approximately 50 percent less water compared to previous years. The installation of the new production line has further supported our goal to reduce the share of PET bottles.

In 2022, we started the installation of our triple production line, which will be able to produce a can size of 500 ml. By producing the larger can size locally, the environmental impact of transport will be reduced, as we currently source this size of packaging from abroad. The installation of this production line will allow us to produce around 3 billion units per year, further increasing our capacity and efficiency. At our HELL filling plant we are also striving to increase our efficiency and make our processes more sustainable. In 2022, we completed the scaling-up of our second can production line, which has enabled us to further increase our energy efficiency and produce higher volumes. More details are given in the 'Energy use' section of our Report.



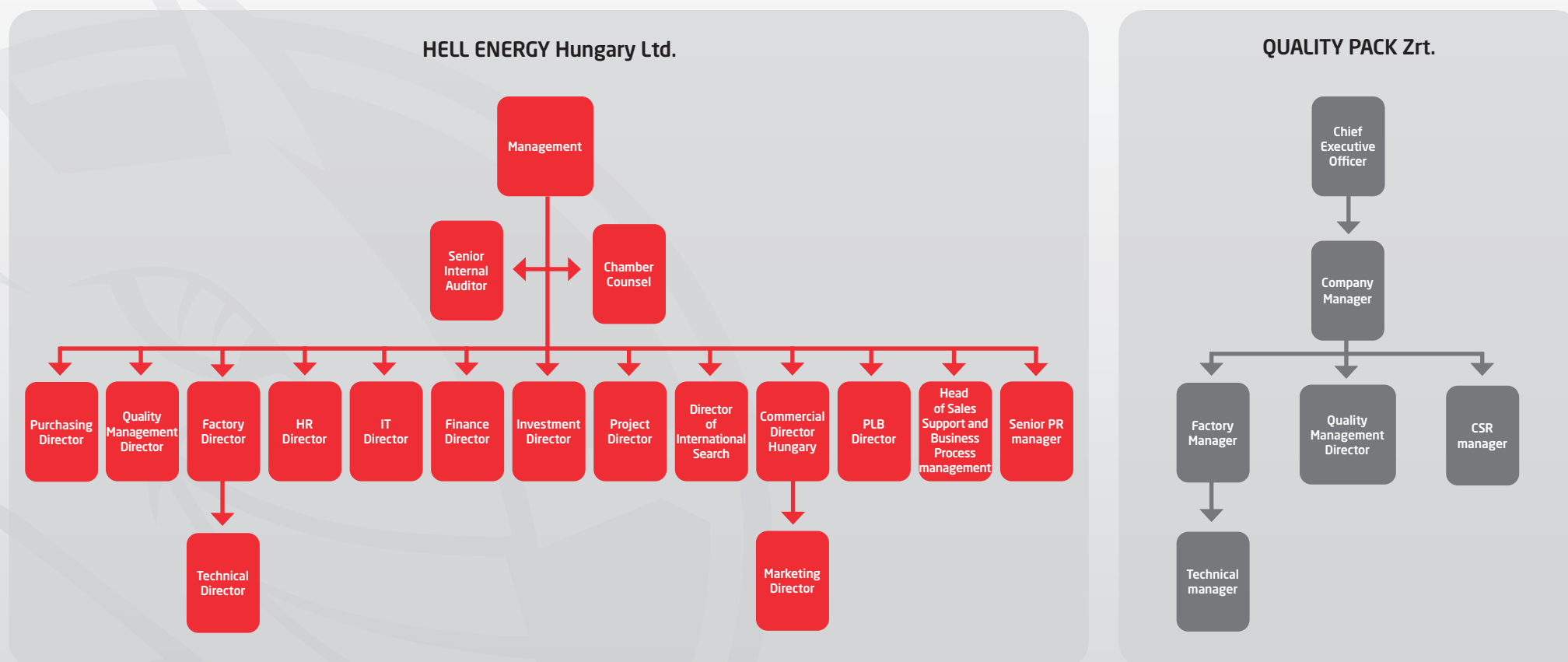
GREEN BOND ISSUANCE AND USE

In 2022, we started using the proceeds from the green bond issued in 2021 (HUF 67 billion nominal value). This amount will be used entirely to expand and increase the efficiency of our Szikszó beverage can manufacturing and filling plant. An allocation and impact report on the use of this amount for the year 2022 is available on [our website](#).

CORPORATE GOVERNANCE STRUCTURE [2-17],[2-18]

Within the acronym 'ESG', the 'G' or 'Governance' refers to the corporate governance practices of organizations. In this regard, in order to communicate transparently with stakeholders, we consider it particularly important to report on HELL's governance structure, the composition of our management, our selection processes and their role in sustainability issues, as well as the skills of our key staff.

CORPORATE GOVERNANCE STRUCTURE AND COMPOSITION [2-9], [2-10], [2-11]



The corporate governance structure⁴ of HELL consists of the following bodies:

the General Meeting of Members:

the General Meeting of Members is the supreme body of the company, its duties and powers and its rules of operation are laid down in the HELL Articles of Association and applicable law. The General Meeting of Shareholders has the power and the rules of procedure of HELL and the legislation applicable. The Chairman of the General Meeting of Members is the company's Managing Director and is also a member of the management within the company, and the related conflicts of interest are dealt with in the employment contracts.

Managing Directors: [2-17]

Managing Directors are individually responsible for the management of HELL within the framework of the articles of association, the internal regulations, the applicable legislation and the resolutions of the general meeting. The managers shall perform their duties on an indefinite term employment or mandate basis and shall report on their activities to the General Assembly. The Executive Directors are József Péter Szabari and Barnabás Csereklye. They have the relevant qualifications and professional experience required for the performance of their duties.

Owners:

The ultimate owners of HELL ENERGY Hungary Ltd. are also among the company's executives and participate in the management of the Group's strategy and investments.

Other organizational units and key employees:

HELL does not have a Supervisory Board or a similar organizational unit. However, the International Sales Director, the CFO, the Purchasing Director, the Marketing Director, the Project Director, the Internal Audit Manager, the Plant Director, the Investment Director, the IT Director, the HR Manager, the Technical Director, the Technology and Quality Management Director and the Domestic Sales Director are considered key employees. The key personnel have the relevant qualifications and professional experience to perform their job.

⁴ The corporate governance structure presented for HELL ENERGY Hungary Kft. which is also a subsidiary of QUALITY PACK Zrt.



ROLE OF THE HIGHEST GOVERNANCE BODY ON SUSTAINABILITY ISSUES

[2-12], [2-13], [2-14], [2-17], [2-18]

The HELL Group's management oversees the company's strategy and initiatives to operate more sustainably and is responsible for managing the environmental, economic and social impacts of the company. Employees responsible for sustainability tasks and activities report directly to management on a monthly basis. Final review and approval of Sustainability Reports is the responsibility of the highest governance body. Management performance is monitored and evaluated by the Executive Board on a monthly basis at management meetings, based on the annual business plan and the KPIs set. Furthermore, progress is directly and continuously assessed with dedicated managers.

HELL's management has established responsibilities within the organization to manage environmental, social and economic impacts:

- The CFO of HELL ENERGY Hungary Ltd. is responsible for economic issues
- The HR Director of HELL ENERGY Hungary is responsible for the economic management. CSR Manager of QUALITY PACK
- QUALITY PACK Zrt. is responsible for environmental issues. CSR Manager and the HELL ENERGY EHS Manager are responsible for environmental issues.

The responsible officers report directly to the management.

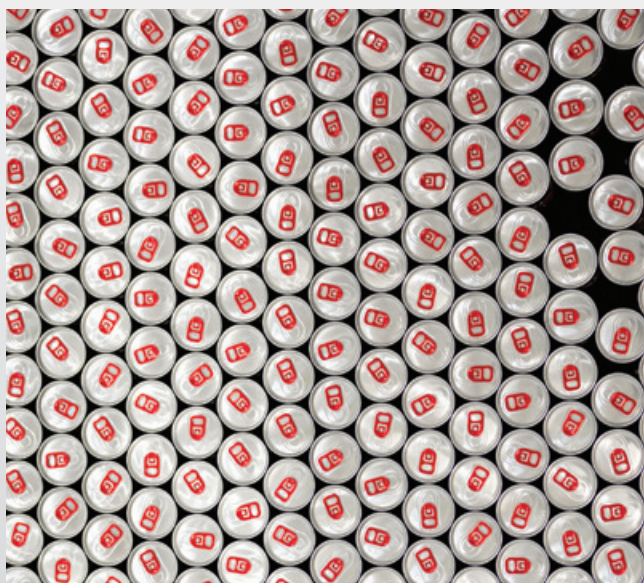
The knowledge of HELL's highest management body on the subject of sustainable development is expanded and developed primarily at the company's annual strategy meetings, at which the results achieved and further objectives in the field of sustainability are presented. In addition, to address environmental impacts, HELL established in 2021 the company's Green Bond Committee, whose primary objective is to evaluate green projects and instruments related to bond issuance. The Committee is chaired by HELL's Head of CSR and is supported by the Head of Finance and a technical expert.









ECONOMIC PERFORMANCE

[201-1], [201-4], [203-1]








Monitoring economic performance is a priority for HELL management. Despite the challenges of 2022, the company ended the year on a financially successful note, with revenue up nearly 50 percent and volume (units) sold up 18 percent compared to 2021. Due to significantly higher input costs due to high raw material and energy prices, a changing product mix, higher fixed costs and higher expenses in financial operations, profit after tax was below that of 2021. The data on economic activities refer to HELL ENERGY Hungary Ltd. and QUALITY PACK Zrt.




Produced and divided economic value (million HUF) [201-1]

	2019	2020	2021	2022	y-o-y (21-22)
PRODUCED ECONOMIC VALUE					
 Revenue	57 353	74 861	102 493	155 276	51%
DIVIDED ECONOMIC VALUE					
 Operational costs	43 079	56 806	74 168	125 303	69%
 Employee salary and benefits	4 048	4 723	6 381	8 446	32%
 Payments to capital investors	0	0	1 394	2 755	98%
 Payments made to the state	4 715	5 371	6 267	8 322	33%
 Community investments	126	181	115	173	51%

Financial support received from the state (HUF) [201-4]

	2019	2020	2021	2022	y-o-y ('21-22)
 Tax deductions	216	496	247	301	22%
 Contributions	0	0	0	0	0%
 Investment support, research and development support	513	4 830	58	6 693	11540%
 Prizes	0	0	0	0	0%
 Financial contributions from export credit agencies	0	0	0	0	0%
 Financial incentives	0	0	0	0	0%
 Other contributions	0	0	0	0	0%

Major infrastructure investments and subsidies (HUF million)

	2019	2020	2021	2022	y-o-y ('21-22)
 Tax deductions	8 677	13 659	29 471	23 375	-21%

In the case of investment grants, the significant jump was due to the issue of the HELL Green Bond, which includes other add-on grants and equity investments. Our aluminum beverage can plant in Sikszo, (QUALITY PACK) received a state subsidy of EUR 7 billion in March 2022.

The economic performance of each Avalon entity is described in the detailed presentation of the company in the 'Annex' section of this report.



PRODUCT PORTFOLIO

[2-6]



PRODUCT DESIGN AND INNOVATION

We believe that our innovative product portfolio contributes to our position as a market leader in the energy drink market in several countries. Our products are primarily consumed by young adults, so the continuous renewal of our portfolio and the introduction of seasonal products is of paramount importance. Sustainability is also a key issue, in line with the values of the next generation. These aspects have become our credo and are reflected in the production process as well as in the ingredients and packaging of our products. The sustainability of our packaging materials and the use of recycled materials are described in detail in the section 'Our role in the circular economy'.



HELL ENERGY

HELL energy drinks are our best-known products, available in more than 50 countries. Thanks to our efficient production technology, we can offer value for money, while using high quality ingredients in all our products. Our beverages meet the European Union's recommendation for a minimum caffeine content of 32 mg/100 ml, contain 5 different B vitamins and are preservative-free.

HELL's energy drink portfolio consists of 12 products, with two new limited edition products added in 2022, Ice Cool in ginger-lemon and cherry-vanilla flavors.

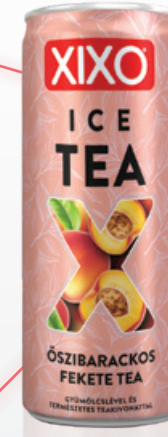
[HELL ENERGY full product portfolio >>](#)



ENERGY COFFEE

In 2019, HELL ENERGY COFFEE was launched on the domestic market, and since 2020 it has been produced in HELL's own filling plant in Sikszo. By 2022, the brand has achieved market leadership⁵ in five countries: Hungary, Greece, Croatia, Romania and Slovakia. HELL ENERGY COFFEE products are made with real Arabica and Robusta coffee extracts, without preservatives, using 75% Hungarian milk. The latter also helps to support local producers and avoids GHG emissions by using local ingredients in our local factories.

[HELL ENERGY Coffee full product portfolio >>](#)



XIXO

Our soft drink brand XIXO contains selected, quality ingredients. We aim to select and use the healthiest ingredients possible, so XIXO carbonated soft drinks are made with stevia and fructose, while XIXO iced teas are made with natural tea extract and real fruit flavorings, and all drinks (like HELL ENERGY products) are aspartame-free. Launched in 2022, the limited edition XIXO watermelon raspberry flavored iced tea has remained one of our best-selling products within the portfolio. XIXO offers eight types of carbonated soft drinks and ten types of iced tea.

The PET bottle packaging for XIXO carbonated soft drinks will be phased out in 2021, while for iced teas only the one and a half liter format is available in plastic bottles.

[XIXO full product portfolio >>](#)

⁵ Retail market share by number of units sold (Nielsen).



SWISS LABORATORY

The SWISS brand will be part of the Group's product portfolio from 2021. Vitamin drinks are an alternative to daily vitamin intake thanks to their vitamin and mineral content. The products contain herbal extracts from the Swiss DXA manufactory, which has a history of more than 100 years, using only hyssop, marshmallow, bergamot and mint herbs from the Swiss Alps.

[SWISS LABORATORY full product portfolio >>](#)

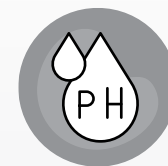


FLOEWATER

Launched in 2021, our Floewater brand is an alternative to plastic bottled mineral waters, mainly for offices, catering establishments and universities. Floewater can be connected to the water mains to produce premium water of consistent quality, free from physical and chemical impurities larger than 0.2 µm, anywhere in the country. A key innovation in the product is the world's only Fibredyne™ carbon filtration technology, which filters out micron-sized contaminants found in water and pipeline systems while preserving the precious minerals found in our local waters. Floewater is currently available in approximately 400 locations across the country, but our goal is to have the product available in at least 1,000 locations nationwide by the end of 2023.

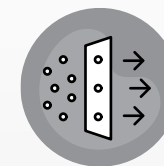
Floewater is an innovation that not only contributes to further reducing packaging materials and promoting the circular economy, but also offers a more economically sustainable alternative to mineral water in plastic bottles.

Using innovative technology, tap water becomes Floewater in three steps:



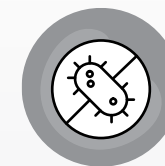
Pre-filtration

adjusts the pH of the water to the optimal level for the human body, between 5.6 and 7



Carbon filtration

Removes physical and chemical impurities



Silver ion filtration

prevents the growth of bacteria

PRODUCT SAFETY AND QUALITY

[416-2]

The quality and safety of our products is of the utmost importance to us, and we are committed to ensuring that only high quality products reach our shelves and our consumers. Our operational processes are consistently monitored and documented in accordance with legal requirements, and to ensure this, all our plants are FSSC 22000 (Food Safety System Certification) certified. The FSSC 22000 (Food Safety System Certification) is an internationally recognised certification scheme based on the ISO 22000 food safety system, complemented by additional technical standards for food production and packaging. It is a risk-based certification programme that helps reduce the risk of unsafe products reaching consumers and maintain an effective, tailored food safety programme in a dynamic regulatory environment. Renewal of certification is required every three years, however, notified and unnotified surveillance audits are conducted each year to review compliance with the criteria of the standard. This audit was carried out without any problems in 2022.

Also during our internal audits, we continuously check the quality of our products in our own laboratories, whose capacity is constantly being expanded to ensure more frequent and accurate measurements. During 2022, we have introduced new solutions to our control methods to find specific defects with the greatest possible efficiency. In the event that a substandard product does leave our factory, we have a recall protocol whereby the defective product is withdrawn from the market. Thanks to our advanced and rigorous procedures, there were no incidents in 2022 that resulted in a post-market recall.





RESPONSIBILITY IN THE SUPPLY CHAIN







[204 (3-3)]

Due to the company's diversified supply chain, due diligence and continuous communication with our suppliers is a priority for HELL. The group's material supply processes are the responsibility of the Purchasing Directorate, which determines the production plan based on forecasts from the sales department, based on customer requirements, and the material requirements based on these forecasts.



Our local focus is not only reflected in our work for local communities, but also in our choice of suppliers. We strive to source materials and services locally, so the proportion of domestic suppliers in our supply chain remains extremely high. We consider local suppliers to be those suppliers who are based in Hungary. The share of domestic suppliers in total procurement was 69% in 2022.

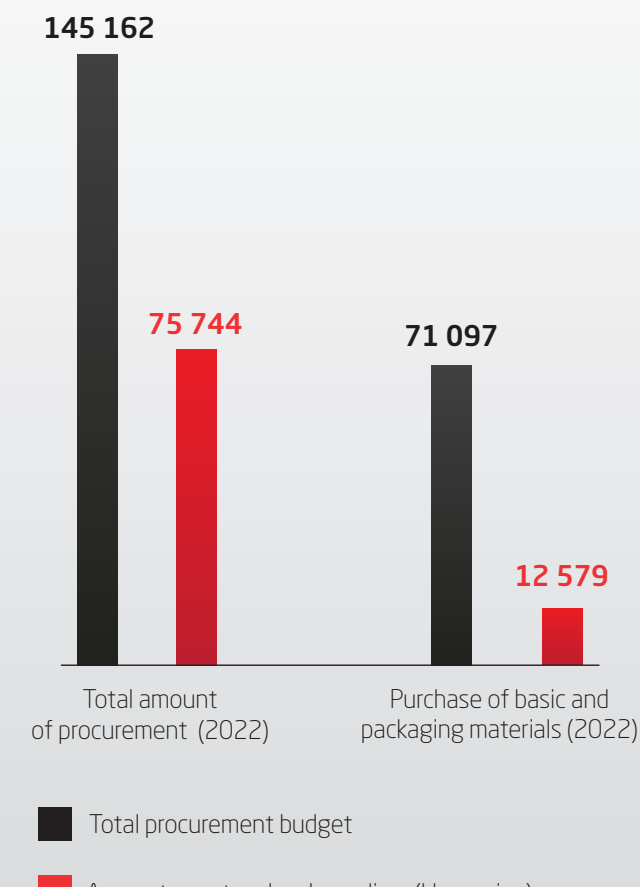
Supply chain data⁶ [2-6]

	2019	2020	2021	2022	y-o-y ('21-22)	
Number of suppliers	Number of suppliers (total)					
		1 910	2 145	2 527	2 813	11%
	Number of suppliers (HU)					
		1 620	1 830	2 165	2 409	11%
Proportion of Hungarian suppliers	Proportion of Hungarian suppliers					
		85%	85%	86%	86%	0%
	Payments (total)					
Payments (1000 ft)		50 042	60 312	107 625	168 890	57%
	Payments (HU)					
		26 662	33 946	72 143	100 922	40%
	Proportion of Hungarian suppliers					
	53%	56%	67%	60%	-7%	

⁶ Az adatok a HELL ENERGY Cégcsoportra vonatkoznak.

Value share of local suppliers (HUF million)

[205-1] [204-1]



TRANSPARENCY IN THE SUPPLY CHAIN

In 2022, we have further expanded our supplier base, including some strategic suppliers, mainly in response to the raw materials crisis. Our suppliers and subcontractors are rated on the basis of their environmental and occupational health and safety compliance, and minimum requirements are set for them. During the screening process, they are required to provide documentation to demonstrate compliance with the requirements. Our company also pays great attention to the relationship and cooperation with our aluminum suppliers as part of our sustainable procurement strategy. By continuously working with suppliers at different stages of our production chain, we increase sustainability and minimize negative impacts. Through regular communication and collaboration, we closely monitor developments and implement new, more sustainable solutions. We will continue to give preference to European suppliers and those with an environmental management system (e.g. EMAS, ISO 14010) or certification. Another important criterion in the selection of suppliers is compliance with European regulations (e.g. for primary packaging materials, regulations on materials intended to come into contact with foodstuffs). The selection of a new supplier is a long, multi-stage process, as in addition to the above, all new suppliers' materials must be certified by means of laboratory tests.

COOPERATION WITH OUR SUPPLIERS

At HELL, we make it a priority to continuously encourage and improve the sustainability practices of our suppliers. To further promote this, we held a joint sustainability workshop with our key suppliers at the end of 2022 to share our sustainability objectives and discuss solutions to jointly develop environmentally and socially sustainable practices. Around two thirds of our Hungarian suppliers attended the workshop. This is an outstanding activity at industry level and we plan to repeat this exercise in 2023, as the emergence of new technologies opens up more and more room for continuous improvement. A number of ESG topics were covered at the workshop, and we have been working with our suppliers on these areas ever since. For example, more sustainable packaging: we are also striving to be plastic-free in our secondary packaging and looking for more sustainable solutions. From 2022, all our secondary paper packaging will be FSC (Forest Stewardship Council) certified, which certifies that the raw material comes from responsibly managed forests. Other priority sustainability areas that we are currently working on with our suppliers include reducing the wall thickness of aluminum cans and the amount of packaging materials.

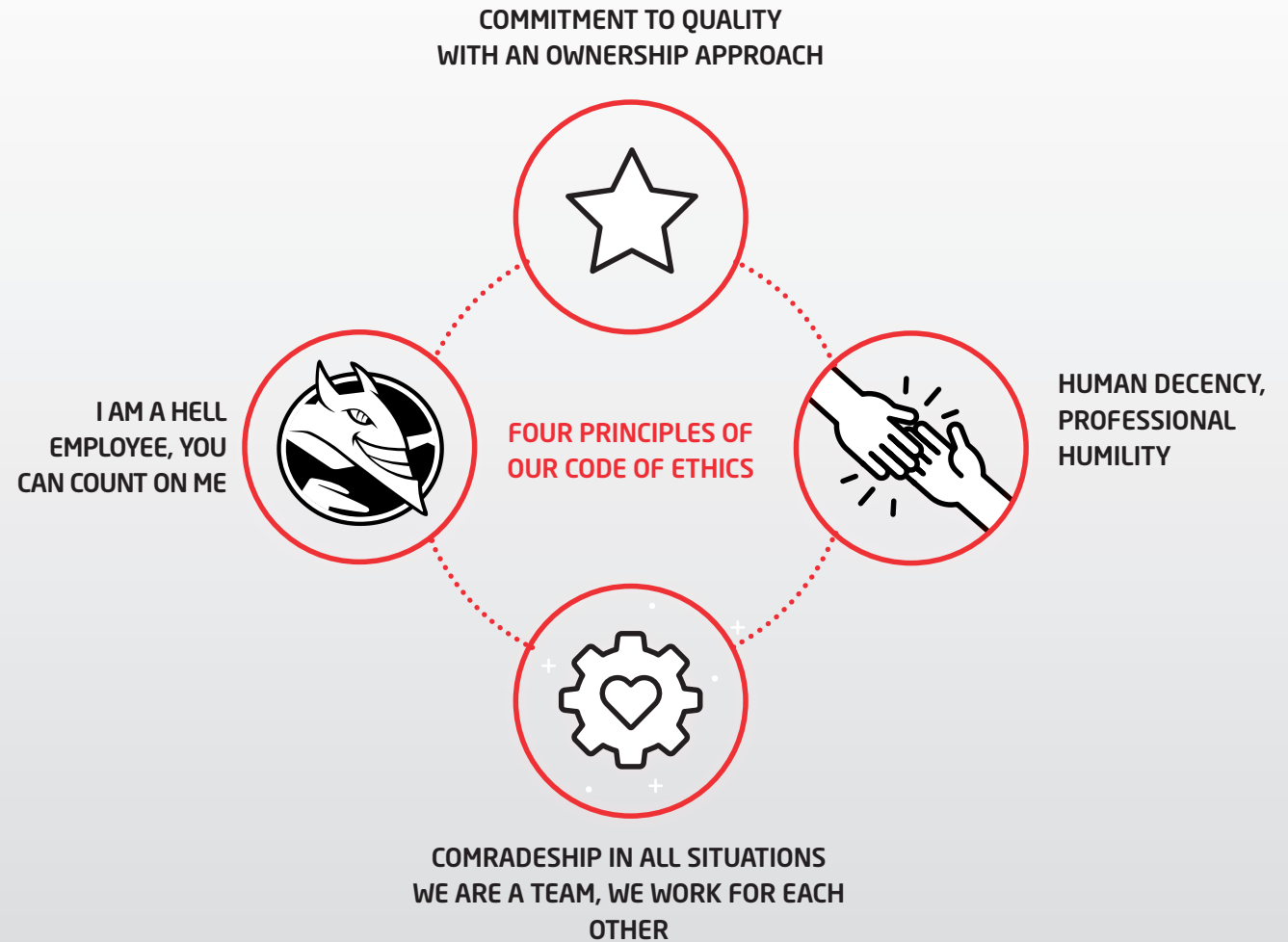


RESPONSIBLE AND ETHICAL OPERATIONS

[206 (3-3)], [2-16], [2-26], [406-1]

Responsible and ethical conduct is a key priority for us in our day-to-day activities, and is set out in our Code of Ethics. In line with this Code, we expect all our employees to act to the highest standards of personal and professional integrity, to comply with the law and to carry out their work in accordance with our internal rules and policies. The Code of Ethics applies to all employees of the HELL Group, as well as to all partners, suppliers and subcontractors.

Every effort is made to avoid incidents of discrimination, for which we have developed a specific internal system and policy for reporting. The prevention and review of ethics-related issues is the responsibility of the HR manager within the organization. If our employees come across a case that does not comply with the Code of Ethics, they can report it anonymously by email or telephone. In all cases, we will investigate the reports and ensure that the person making the report does not suffer any detriment as a result of the report. After investigating the cases, an action plan will be defined to avoid similar cases in the future.



COMPLIANCE WITH LAWS AND REGULATIONS

[2-15], [2-23], [2-24], [2-27]

[2-24]

Our colleagues are continuously trained to comply with legal requirements, international standards and norms, and ethical standards. This includes various regulations relating to competition law, consumer protection and data protection. Our legal department sends ongoing email updates and guidance to our relevant colleagues on possible changes in legislation.

[2-15]

We ensure that conflicts of interest are avoided in our employees' employment contracts. This includes: not acquiring shares in any other economic entity engaged in the same or similar activities as HELL or having regular economic relations with the company; not entering into any transaction in the same or similar activities as HELL in their own name or for their own benefit; and not disclosing any membership of a close relative of a company engaged in the same or similar activities as HELL or having regular economic relations with the employer. Conflicts of interest are public to all stakeholders of the company.

[2-27], [206-1]

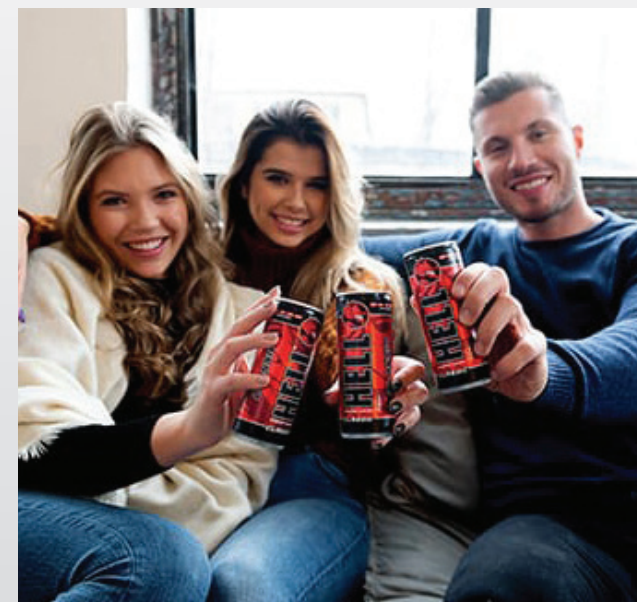
We interact with our consumers indirectly on a daily basis

through our marketing communications. This is why ethical behavior towards them and our competitors is of paramount importance to us. We seek to win business and orders on fair terms, without collusion or illegal agreements with competitors or decision-makers. During 2022, there was one minor incident of non-compliance with laws and regulations.

The Hungarian Competition Authority (GVH) imposed a fine on HELL ENERGY Hungary Kft. and SWISS Laboratory Kft. for promoting DeLaVie and Fizzy non-carbonated and carbonated vitamin drinks by featuring a health professional in a commercial communication entitled "Switch to vitamins". The amount of the fine imposed was not significant in relation to HELL's total commercial turnover and the fine has been paid. Compliance with environmental legislation is also monitored on a monthly basis, and a statement is produced in each case, including the results of inspections at our plants, identified non-compliances and resulting action points.

In 2022, there were no significant incidents of fines or financial penalties resulting from non-compliance with environmental legislation. Since 2021, our filling plant

and aluminum can factory have also been operating in compliance with the ISO 14001 environmental management system, which is a further assurance of our environmentally responsible operations. Our environmental standards apply to all employees and subcontractors working at our sites and we monitor compliance with them as a matter of priority.



ANTI-CORRUPTION

[205 (3-3)], [205-1], [205-2]

The HELL Group has a zero tolerance policy towards corruption and bribery and strives to comply with the highest ethical standards. Our Code of Ethics prohibits all forms of bribery. Corruption within the company may occur primarily in areas of decision-making, for example in the procurement of materials and services, the sale of assets. There may be a risk of corruption among persons who have access to confidential information or who may influence decision-making directly or indirectly through their position. We also continuously improve our internal processes to avoid corruption.

In 2022, a single contract management and administration system was introduced, in which all the company's contracts are archived. The new system provides traceability and reporting on the contracts concluded by the company.

RESPECT FOR HUMAN RIGHTS

[412-1(3.3)] [412-1], [412-2], [412-3]

Also due to the complexity of our supply chain, it is of paramount importance for us to continuously monitor respect for human rights in our operations, not only within the organization but also for our suppliers. Respect for human rights is ensured by our Code of Ethics, which we expect our employees and partners to comply with, as mentioned above. We continuously monitor compliance with human rights standards in our investments and procurements. The minimum procurement criteria we set for our suppliers in 2022 will further strengthen our partners' compliance with these standards.

KEY TOOLS FOR CREATING AN ANTI-CORRUPTION ENVIRONMENT:



RAISING AWARENESS



**INCREASING THE MORAL
INTEGRITY OF EMPLOYEES**



**REDUCING THE MOTIVATION
FOR CORRUPTION**



**PROMOTING ETHICAL
PRINCIPLES**



**INTRODUCING EFFECTIVE
CONTROL MECHANISMS**



**SETTING UP A MECHANISM
FOR REPORTING SUSPECTED
CORRUPTION**

OUR ENVIRONMENT



NOTABLE ENVIRONMENTAL RESULTS



INCREASING ENERGY EFFICIENCY

As a result of the energy crisis felt across Europe, we have also sought to increase our energy efficiency and have set a target to implement solar PV systems. Our new production lines delivered this year (and in the future) are operating with increased energy efficiency.



REDUCTION IN WATER USE

On some of our new production lines, aluminum cans are cleaned using ionized air instead of water - this has allowed us to increase our capacity with minimal increase in water consumption. Our new generation of washing equipment has reduced water consumption by around 50 percent.



FURTHER REDUCTION IN PET BOTTLE USE

We are committed to reducing the environmental footprint of our product packaging. Accordingly, we have continued to reduce the proportion of PET bottles used, following our outstanding results in 2021. This year, PET packaging accounted for less than 3 percent of our portfolio, bringing us closer to our 2025 target - to bring the share of bottles below 1 percent.



HELLO ALU CAMPAIGN

As part of our HELLO Alu campaign, we collected our aluminum cans at can collection points across Budapest. This initiative not only educated our consumers, but also supported the Igazgyöngy Foundation at the end of the campaign. We also organized can collection campaigns at EFOTT and Strand festivals. Through our education campaigns we reached more than 1 million domestic consumers in 2022.

ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL COMPLIANCE [2-27]

Protecting our environment and complying with environmental laws and regulations is one of our top priorities. We make compliance with laws and regulations a priority in our day-to-day operations. We have ISO 14001 environmental management system since 2021 and all our paper-based packaging materials are FSC certified for their responsible forestry origin.

In 2022, there were no incidents of significant fines or non-monetary sanctions resulting from non-compliance with environmental legislation or regulatory requirements.

ENVIRONMENTAL AWARENESS

As a market-leading products company, we have a responsibility to properly inform and empower consumers to make more environmentally conscious choices. We aim to continuously educate our consumers and ensure transparency by regularly publishing our Sustainability Report and by publishing our websites at sustainhatosag.hellenergy.com and ucanthinkgreen.blog.hu.

The attitudes and behavior of our consumers also contribute to creating circularity, and we have been committed to working with them for several years to support them in this. This year, we have run three major campaigns to educate our consumers about recycling aluminum cans.

Through these campaigns, our green message has been delivered to consumers in person around 22 million times.

The ISO 14001 logo is a circular emblem with a grey background and a white border. Inside the circle, the text 'ISO 14001' is written in a white, sans-serif font.

ISO 14001



HELLO ALU CAMPAIGN

This year's "Bigger than you think!" campaign to raise awareness about the importance of recycling aluminum cans and to give people a tangible experience of recycling.

In October 2022, we raised consumer awareness of the value of aluminum packaging and the importance of recycling with a spectacular public space installation and 50 citylight posters. Three busy tram stops were converted into creative stops (collection points) on tram line 4-6, Corvin district, Harminkettesek tere and Király utca. The billboard-looking collection points have been converted into can presses to allow more waste to fit into a single collection point by reducing the size of the cans. At the top of the installation, an LED counter showed how many cans had already been placed in the collector. A total of 3,688 cans were collected during the campaign, after which aluminum frame bicycles were purchased and donated to disadvantaged children, in partnership with the Right Pearl Foundation. A recycled aluminum frame bicycle is made from nearly 300 aluminum cans.



DOMESTIC FESTIVALS

As the primary consumers of our products are young adults, promoting the recycling of aluminum cans at various festivals further strengthens our efforts to recycle as many of the cans we produce as possible. At EFOTT and Strand festivals, an installation was set up to raise awareness about recycling. Festival-goers who threw in their empty aluminum drinks cans could win prizes. The collection campaign during the festival had a visible impact, as there were hardly any discarded cans in the festival area and our initiative reached nearly 250,000 festival-goers.



THE BIG CHRISTMAS RECYCLING CAMPAIGN - HELLO CHRISTMAS!

Our popular festival collection point was dressed up for Christmas in December 2022 and placed in Árkád shopping centers in Győr, Debrecen, Budapest and Szeged. With this activity we reached around **1,200,000 consumers**, and collected more than 3,500 cans in total.

Our goal for 2023 is to support the reuse of aluminum cans with similarly impressive and high impact collection campaigns, thus contributing to a more circular economy.



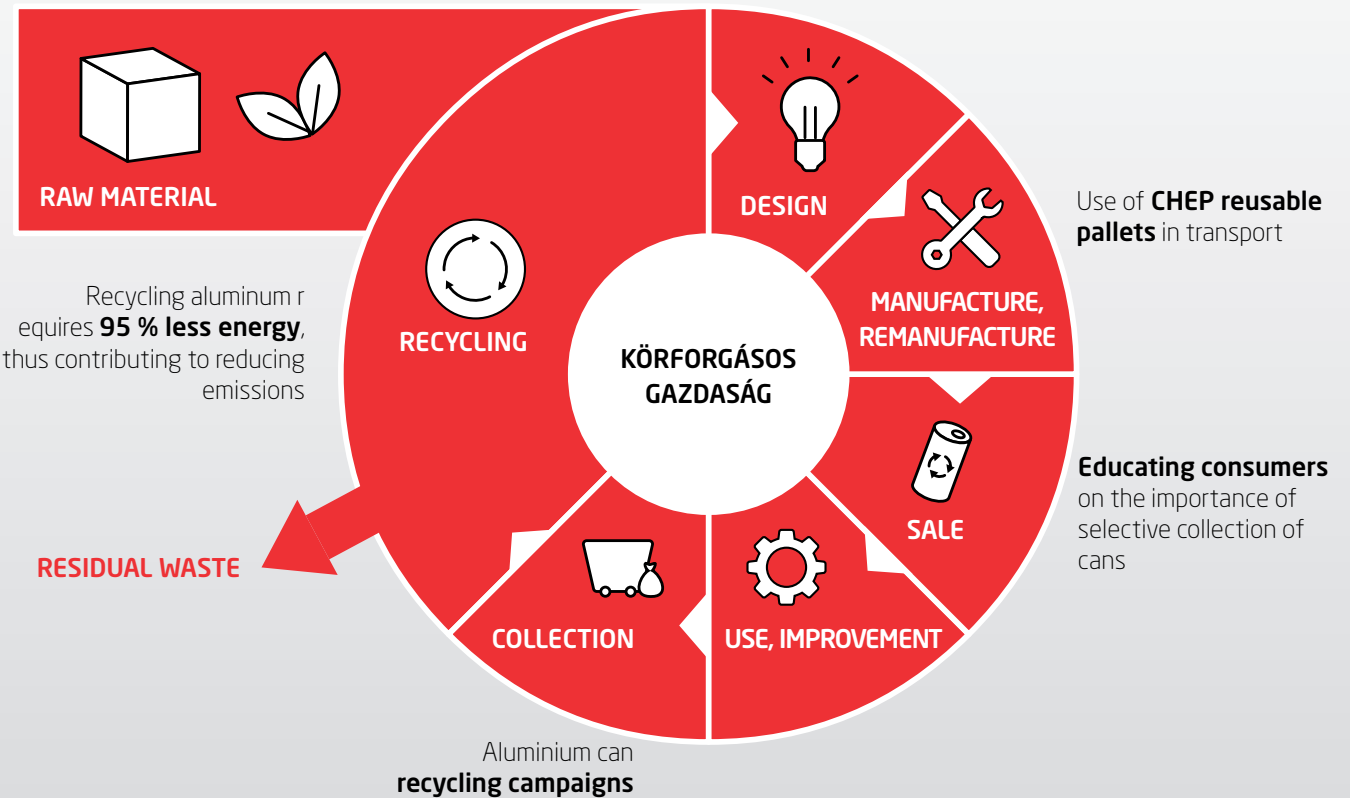
OUR ROLE IN THE CIRCULAR ECONOMY

[301-1], [301-2]

Our planet's resources are finite, so it is vital to keep the resources we have already extracted in circulation for as long as possible. The circular economy, rather than the current linear one, promotes a more sustainable model of production and consumption, in which raw materials remain in production cycles for longer, thus generating less waste. HELL contributes to a more circular economy not only through its choice of raw materials, but also through its many other activities and objectives.

Sourcing aluminum raw material with a minimum of **75% recycled content** Continuous product innovation to reduce waste

Continual product innovation



MATERIAL USE [301 (3-3)]

As a manufacturing company, one of our key environmental impacts is the raw materials used to make our products and the waste they generate. In the case of the filling plant, we are mainly involved in the procurement of various raw materials for the food industry (e.g. milk, sugar, coffee, etc.), while in the case of QUALITY PACK we are talking about the raw materials used to produce packaging. With regard to packaging, we distinguish between primary packaging in which the product is manufactured (aluminum, PET) and secondary packaging (paper, plastic, etc.). The latter are mainly used for the transport and display of products in shops. We also seek to work with local suppliers for all our raw materials, for example, the milk used in HELL ENERGY COFFEE is almost 100% sourced from Hungarian producer.

We place great emphasis on choosing appropriate and high-quality packaging materials that have the least possible impact on the environment. For our secondary packaging, we use foils, interleaves, edge protectors and paper trays. And as a result of our 2022 supplier workshop, we are working with our subcontractors to replace plastic in our secondary packaging.

[2-4] Reported material quantities are restated in this year's report for paper and 250 ml aluminum cans for 2019, 2020 and 2021. These figures were incorrectly reported in the 2021 report due to a manual error.

Materials used (t)

	2019	2020	2021	2022	y-oy ('21-22)
Paper (tray, interleaving, edge protectors)	2 213	2 748	3 554	3884	9%
Aluminum can (250 ml)	8 100	8 499	9 845	10801	10%
aluminum can (330 ml and 500 ml)	268	475	870	954	10%
aluminum lid (202 diameter)	63	86	123	135	10%
aluminum lid (200 diameter)	2 289	2 454	2 995	3286	10%



Our beverage packaging is now more than 95 percent aluminum, and our 330 and 500 ml aluminum can packs and the aluminum tops used for them are also recyclable.

OUR GOAL IS TO MAKE 99 PERCENT OF OUR BEVERAGE PACKAGING IN 2025 FROM ALUMINUM.

We have also reduced the proportion of PET bottles used to package our products in 2022, so that currently only around 2 - 2.5 percent of the beverages in our portfolio are available in plastic packaging.

From our strategic partner Speira, since 2021 we have been purchasing from our strategic partner Speira raw material with a high recycled aluminum content of "Orbis", with a minimum of 75 percent (2.3 kg CO₂e per 1 kg aluminum produced). The remaining 25% is made up of additional recycled consumer and manufacturing waste, and on the other hand, primary metal produced from renewable energy.

WHY ALUMINIUM?

Aluminum is a more sustainable raw material choice for a number of reasons. Aluminum itself remains the same strength after as much smelting and reforming, so it can be recycled infinitely. Of all the waste materials, aluminum packaging is the most recyclable and reusable, as the raw material itself remains just as valuable after recycling. In addition, the energy used to recycle aluminum is only 5 percent of that used for primary aluminum, which also means significant CO₂ savings.



FINGERTIP-OPENED
CAN LID



100%
INFINITELY RECYCLABLE



95% LESS ENERGY
REQUIRED TO RECYCLE



RECYCLED ALUMINUM



ECO-FRIENDLY
TRANSPORT



DECREASING THE
WEIGHT OF CANS



CIRCULARITY IN OUR LOGISTICS PROCESSES

Rethinking logistics processes also has a key role to play in promoting a circular economy. At HELL, we have been using **CHEP pallets** in our transport since 2022, which is based on the continuous reuse of pallets. The pallets are effectively loaned, which are then collected and reused by CHEP, so there is no waste from discarded pallets.

By using this system, a significant amount of emissions and waste will have been avoided by 2022:



SAVED WOOD
RESOURCES

147 729 DM³

+143 fa



EMISSIONS REDUCTION

164 314 KG

+4 saved freight
around the world



WASTE REDUCTION

15 411 KG

+4 truckloads
of waste

PRODUCT INNOVATION

We are constantly rethinking our packaging materials, we are also working on product innovations that contribute to a significant reduction in waste. In 2021, we launched our Floewater brand, a packaging-free solution to modern water consumption. The Floewater water filtration solution completely eliminates the packaging waste that plastic bottles represent. More information on the brand can be found in the 'Our product portfolio' section of this report.



WASTE MANAGEMENT [306 (3-3)], [306-1], [306-2]

Our operations generate packaging waste, wastewater treatment waste, hazardous and non-hazardous manufacturing waste, scrap raw materials waste, maintenance waste and municipal waste from social premises. For these types of waste, especially hazardous waste, we need to pay particular attention to preventing negative environmental risks and impacts. At HELL, we believe that in order to minimize our impact on the environment, it is important not only to reduce consumption and emissions, but also to prevent and prepare for potential negative impacts associated with waste.

The storage of hazardous waste can lead to spills, which can result in soil and water contamination. To mitigate this risk, we have installed outdoor waste storage shelving systems with damage prevention. The amount of waste generated is constantly monitored and when it reaches the truckload level, it is immediately removed.

One of our 2023 targets is to build a waste yard on our site to serve the HELL ENERGY filling plant and QUALITY PACK Zrt. Our aim with the installation of the waste yard is to collect recyclable and hazardous materials generated during our manufacturing processes, in order to improve the efficiency of our waste management and reduce environmental and additional health risks.

We have an ongoing goal to reduce the amount of scrap generated during manufacturing, both in the production of cans and in the filling of products. In 2022, we succeeded

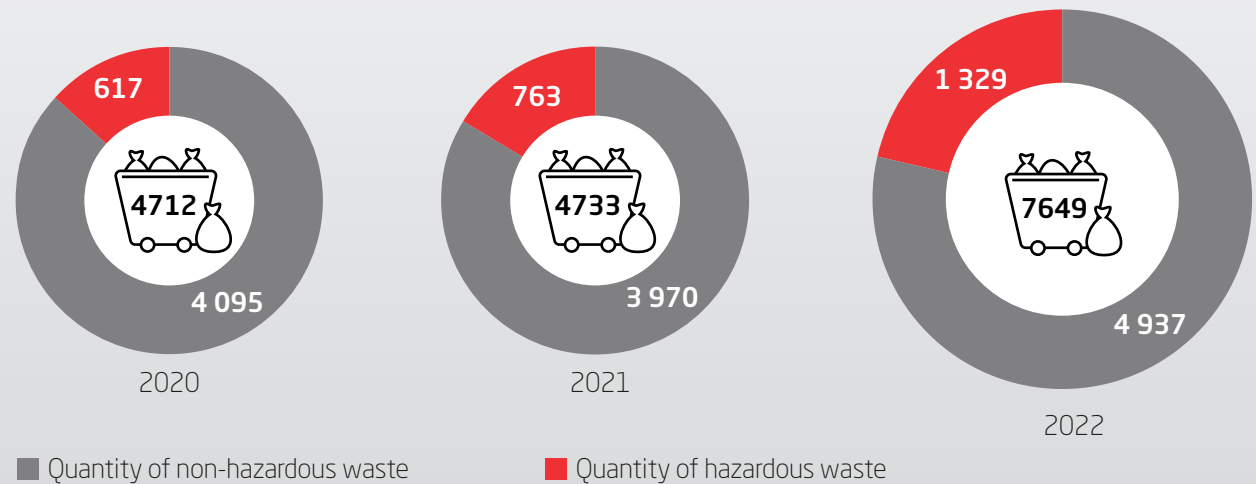
in reducing the amount of process scrap generated during manufacturing. Our target was to keep this figure below 0.5%, and we have managed to keep it at 0.49% per year, apart from the 0.6% level reached during the June price increases.

The primary reason for the increase in non-hazardous waste volumes generated is due to the increase in capacity at QUALITY PACK Zrt. which is a 34 percent increase over 2021. For HELL ENERGY, the total volume of non-hazardous waste increased by only 2.3 percent compared to the previous year.

Hazardous waste is mainly generated during the production of cans at our plants, which accounts for 90 percent of the hazardous waste generated. In 2022, the amount of hazardous waste generated at QUALITY PACK Zrt. increased by 60 percent, which was also primarily due to an increase in production capacity.

[2-4] The non-hazardous waste data for 2021 is restated, as the previous report showed a higher amount than the actual non-hazardous waste volume.

Total weight of waste generated (t) [306-3]



ENERGY CONSUMPTION

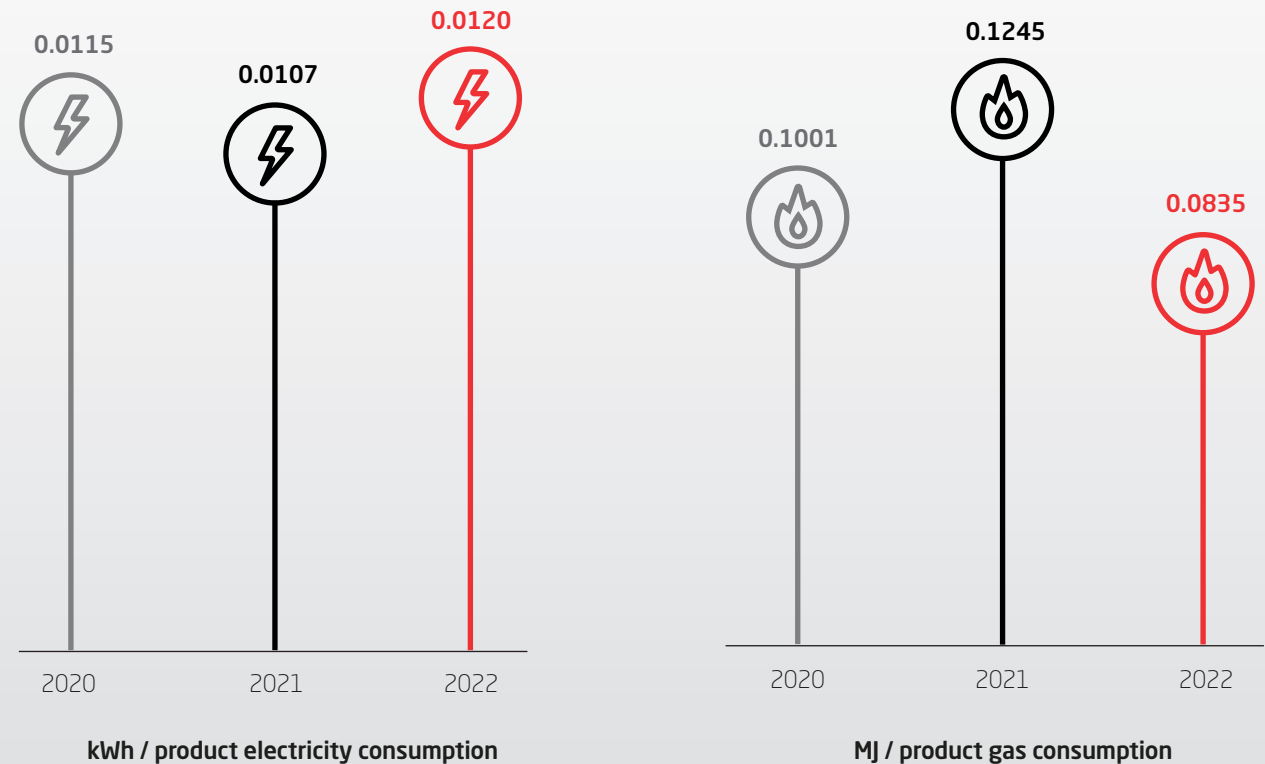
[302-1], [302-3], [302 (3-3)]

The production of our products and the operation of Avalon Park is an energy-intensive process, which is reflected in our emissions figures. Reducing the amount of energy used and increasing the use of renewable energy sources in our energy mix is a key objective. The outbreak of the Russian-Ukrainian war in 2022 has had a significant impact on energy supply chains and energy prices, providing an additional incentive to review and reduce our energy use.

The majority of the energy used in our plants comes from natural gas consumption - in line with this, we introduced consumption reduction initiatives in 2022 that have enabled us to produce significantly more product with minimal increase in our energy use.

Sub-meters installed in 2021 will allow us to monitor our energy consumption in more detail, but the data presented does not separate the energy used to run each line and heat the building, so we use a mathematical formula and empirical calculations to determine the amount of energy used. These values are therefore not based on actual measurements but on estimates.

Based on energy consumption, the energy intensity of our products is [302-2]



In the future, we plan to set up a new factory, where the planned consolidated layout will also allow a reduction in the energy consumption of the factory units.



Consumption by energy source

	2019	2020	2021	2022	y-oy ('21-22)
Natural gas [m³]	3 563 134	4 068 441	5 929 619	7 488 738	13%
Szikszo					
HELL I	1 033 561	718 486	752 437	847 108	13%
HELL II	1 010 078	1 399 718	1 835 321	2 510 437	37%
Coffee plant	Operational from July 2020	260 957	1 258 598	1 414 311	12%
QUALITY PACK CAN PRODUCTION	1 156 240	1 357 491	1 675 707	2 243 996	34%
QUALITY PACK LID PRODUCTION	87 909	117 232	164 939	173 542	5%
Miskolc					
Avalon Park	275 346	214 557	242 617	299 344	23%
Villamos energia [kWh]	29 442 859	41 534 388	41 949 745	57 391 831	37%
Szikszo					
HELL I	6 003 457	4 899 401	4 086 453	5 988 725	47%
HELL II	3 735 531	4 839 647	5 918 605	5 314 071	-10%
Coffee plant	Operational from July 2020	335 861	2 331 439	2 376 607	2%
QUALITY PACK CAN PRODUCTION	11 653 078	13 599 796	16 321 691	24 446 837	50%
QUALITY PACK LID PRODUCTION	8 050 793	9 395 727	11 276 211	16 889 651	50%
Miskolc					
Avalon Park	-	8 463 956	2 015 346	2 375 940	18%



WATER AND WASTEWATER

[303-1], [303-(3-3)]

Drinking water is the primary raw material for our products. We are fortunate in our country to have adequate water resources of sufficient quantity and quality at present, but we need to pay particular attention to responsible water management and wastewater treatment to ensure that this is maintained for future generations. At HELL, more than 98 percent of our water consumption is related to our manufacturing processes - water consumption in office or service facilities is negligible. There have been no significant changes in HELL's water use and water management over the past year.


[303-3]

The water used for our production comes partly from our own groundwater production (103 923 m³) from a total of 8 wells, and partly from mains drinking water (551 129 m³).

Water use in production includes the production of product water, the production of feed water for steam boilers, steam generation and other technical uses of the plant (washing, cleaning, use in sanitary and other service facilities).



Total water use^a [303-3]

	2019	2020	2021	2022
 In total area (ML)	504	470	679	782
 Industrial water	406	369	587	678
 Groundwater	98	101	93	104
 In total area (m ³)	504 337	469 990	679 229	781 667
 Industrial water	406 036	369 461	586 683	677 744
 Groundwater	98 301	100 529	92 546	103 923

^a The data refer to HELL ENERGY Hungary Ltd. and QUALITY PACK Zrt.

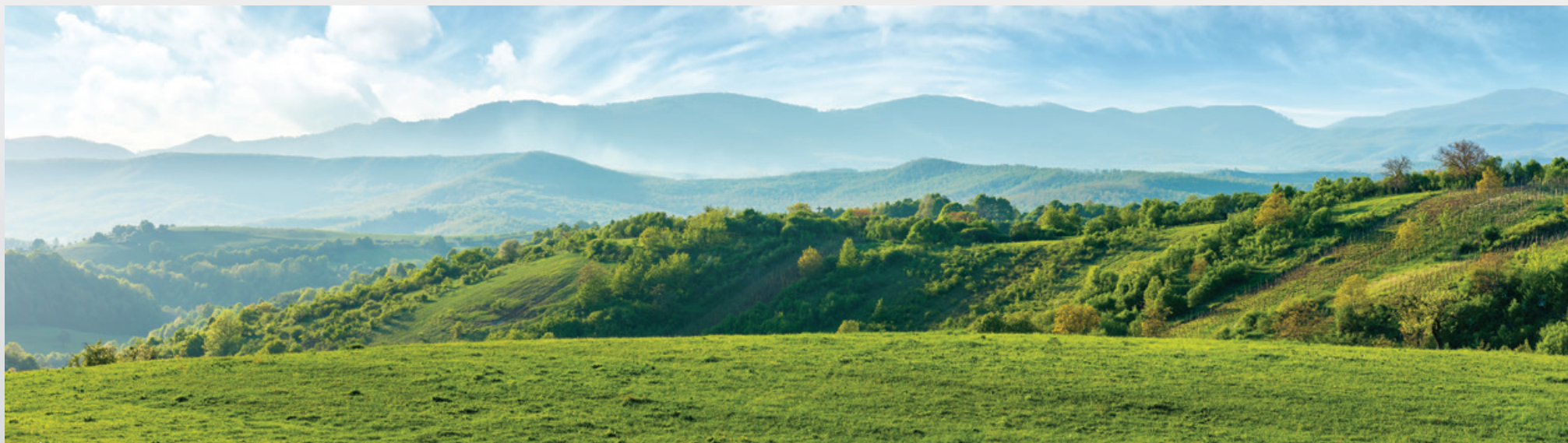
The increase in the amount of water used is mainly the result of our capacity increase. A significant part of our industrial water consumption, about three quarters, comes from the HELL filling plant, groundwater is not used for QUALITY PACK. In the latter case, it is important to point out that, despite our capacity increase, the amount of industrial water used increased by only 5.6%, thanks to the modernisation of our washing facilities.

[2-4] The data on industrial water use for the year 2021 will be republished in this year's report, as due to a manual error, QUALITY PACK water use was not included in the total industrial water use in the 2021 report, and therefore not in the total area figure.

[303-2], [303-3], [303-4] Our internal water management rules are fully in line with Hungarian legislation and official permits. To ensure proper treatment of our process wastewater and leachate generated during production, we have established a wastewater treatment plant within QUALITY PACK. The treated wastewater is discharged into the Vadász stream in compliance with the environmental limits set by the competent authorities. We also monitor the characteristics of our wastewater discharges through self-monitoring and regular sampling by accredited laboratories. The main aspects of our testing are organic matter content, chemical and biological oxygen demand, and fluoride and aluminum content of the effluent. In addition, the dissolved salinity or conductivity of the water

used is also checked, although the mineral content is not relevant because of the way the water is treated. In 2022, we complied with all the requirements, so there were no cases where we exceeded the limits.

We are constantly looking for ways to optimize and reduce our water use. One of the results of this is that we are able to save a significant amount of water in the cleaning of our cans thanks to the more modern production line that we will be installing in our QUALITY PACK plant in 2022, which will allow us to use ionized air cleaning. This means water savings of around 50 percent during rinsing compared to previous technology



EMISSIONS

[305 (3-3)]

Greenhouse gas (GHG) emissions are a major cause of climate change, to which the FMCG (Fast Moving Consumer Goods) sector is a major contributor at global level. As a responsible company, it is therefore a priority to measure our emissions as accurately as possible year on year and to publish the data of more and more HELL Group subsidiaries and their data in our Sustainability Report.

On an annual basis, we monitor the emissions and carbon dioxide equivalents of our activities. Our corporate carbon footprint has been monitored since the opening of our new factory, taking into account electricity and natural gas consumption. In the future, we aim to offset emissions from capacity increases by further improving the efficiency of our production processes (further reduction of scrap rates, higher production volume per shift).

This year, we have also assessed the emissions of Avalon Park Ltd, which data is presented for the first time in our Report. [2-4] For 2019, we are republishing the data for Scope 1, which is minimally higher than the data presented in our report last year. Alternatively, we republish the Scope 1 and 2 data for 2020 and 2021. All data discrepancies are due to manual calculation errors.

Our targets for 2023 include the completion of our GHG inventory and thus the assessment of our Scope 3 emissions. We will then be able to set specific GHG emission reduction targets.

⁹ A szén-dioxid egyenértéket a fogyasztási adatok alapján a DEFRA kibocsátási tényezővel számítottuk ki.



Gross indirect (Scope 1) and direct (Scope 2) GHG emissions (metric tonnes CO2 equivalent) 9 [305-1], [305-2]

	2019	2020	2021	2022
Direct GHG emissions (Scope 1)	6 770	7 730	11 266	14 229
HELL ENERGY Magyarország Kft.	3 883	4 520	7 308	9 067
QUALITY PACK Zrt.	2 364	2 802	3 497	4 593
Avalon Park Kft.	523	408	461	569
Indirect GHG emissions (Scope 2)	8 334	11 757	11 875	16 246
HELL ENERGY Magyarország Kft.	2 757	2 852	3 492	3 872
QUALITY PACK Zrt.	5 578	6 509	7 812	11 701
Avalon Park Kft.	-	2 396	570	673

Scope 1 includes direct emissions from company-owned or managed sites, plants and vehicle fleets, such as greenhouse gas emissions from the direct combustion of energy sources (e.g. fuel, natural gas) or emissions from transport.

Scope 2 includes GHG emissions from indirect use of energy carriers (e.g. electricity for heating and cooling, district heating).

OUR SOCIETY



RESPONSIBLE EMPLOYER

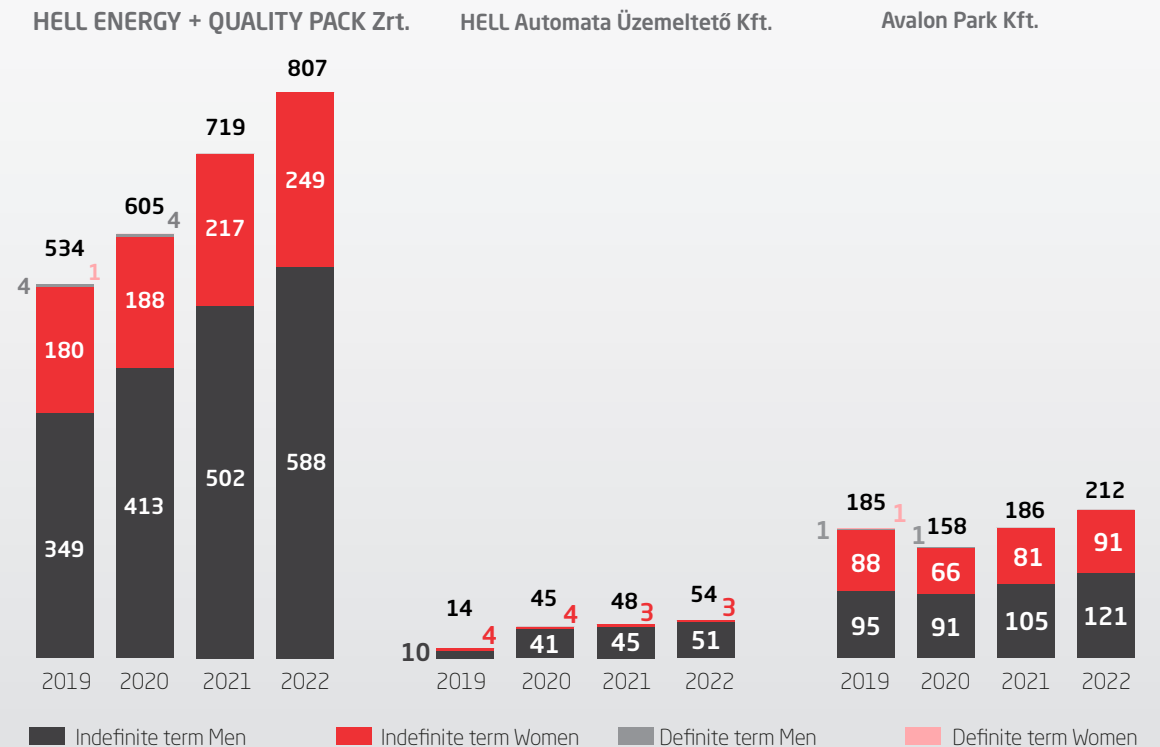
OUR STAFF [2-7]

At HELL ENERGY we are committed to providing an inspiring and rewarding working environment for our employees. Together with QUALITY PACK Zrt. we currently employ a total of 807 people at our sites in Szikszó, Budapest and Miskolc. 54 people are employed at HELL Automata Üzemeltető Kft. and a further 212 at Avalon Park Kft.

In our day-to-day operations, we constantly keep the well-being and safety of our colleagues in mind, which is reported in detail in the 'Health and Safety' section. Our long-term goal is to further improve the retention rate of our Group by involving our employees and taking their views into account, as this is essential to the continuous improvement of working conditions. We aim to create a more attractive, modern and inclusive workplace.

Our focus is on ensuring a work-life balance for our employees, continuously creating opportunities for professional development, and developing and maintaining an attractive and consistent remuneration structure. The number of employees employed by the HELL Group is constantly increasing, with the number of employees at HELL ENERGY and QUALITY PACK Zrt. reaching almost 100 additional colleagues in 2022. We are proud that we have achieved this by increasing the proportion of female employees, and we can also report a higher proportion of female employees in the Avalon companies, which are being reported for the first time.

Total number of employees by employment contract, by gender (headcount)



The majority of our employees are employed at our Szikszó plant for HELL ENERGY and QUALITY PACK Zrt.

Total number of employees by employment contract (fixed-term and indefinite) by region (persons)

HELL ENERGY + QUALITY PACK Zrt.

	2019	2020	2021	2022	y-oy ('21-22)
Szikszo	348	392	482	552	15%
Indefinite	348	392	482	552	15%
Men	275	313	389	448	15%
Women	73	79	93	104	12%
Definite	0	0	0	0	-
Men	0	0	0	0	-
Women	0	0	0	0	-
Budapest	84	115	133	136	2%
Indefinite	79	111	133	136	2%
Men	45	75	87	82	-6%
Women	34	36	46	54	17%
Definite	5	4	0	0	-
Men	4	4	0	0	-
Women	1	0	0	0	-
Miskolc	102	98	104	119	14%
Indefinite	102	98	104	119	14%
Men	29	25	26	28	8%
Women	73	73	78	91	17%
Definite	0	0	0	0	-
Men	0	0	0	0	-
Women	0	0	0	0	-



HELL AUTOMATA ÜZEMELTETŐ KFT.

	2019	2020	2021	2022	y-oy (‘21-22)
Budapest	6	36	29	33	14%
Indefinite	6	36	29	33	14%
Men	6	35	29	33	14%
Women	0	1	0	0	-
Definite	0	0	0	0	-
Men	0	0	0	0	-
Women	0	0	0	0	-
Miskolc	8	9	19	21	14%
Indefinite	8	9	19	21	11%
Men	4	6	16	18	13%
Women	4	3	3	3	0%
Definite	0	0	0	0	-
Men	0	0	0	0	-
Women	0	0	0	0	-

AVALON PARK KFT.

	2019	2020	2021	2022	y-oy (‘21-22)
Szikszó	35	28	31	30	0.14
Határozatlan idejű	35	28	31	30	-3%
Férfi	13	10	12	13	8%
Nő	22	18	19	17	-11%
Határozott idejű	0	0	0	0	-
Férfi	0	0	0	0	-
Nő	0	0	0	0	-
Budapest	1	1	1	1	14%
Indefinite	1	1	1	1	0%
Men	1	1	1	1	0%
Women	0	0	0	0	-
Definite	0	0	0	0	-
Men	0	0	0	0	-
Women	0	0	0	0	-
Miskolc	149	129	154	181	14%
Indefinite	147	128	154	181	18%
Men	81	80	92	107	16%
Women	66	48	62	74	19%
Definite	2	1	0	0	-
Men	1	1	0	0	-
Women	1	0	0	0	-

RECRUITMENT OF NEW EMPLOYEES AND FLUCTUATION

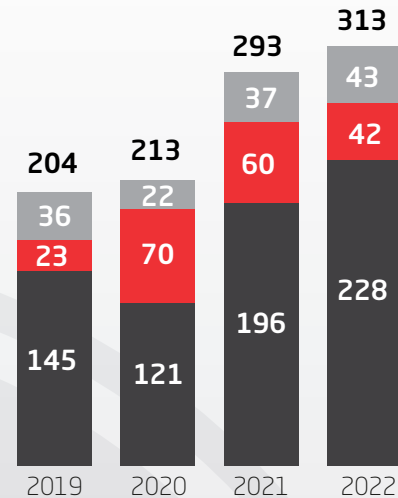
[401-1]

In recent years, turnover has increased minimally, but this is mainly due to the dynamic increase in the number of employees in the company year by year. 32% of employees left the company in 2022, but the share of new employees was higher, at 45%. By new employees we mean employees who joined between 01/01/2022 and 31/12/2022 during the reporting period. Our total number of employees thus increased by 16% compared to 2021.

In order to increase our retention rate, we are continuously increasing the involvement of our employees, as their opinions are essential for the continuous improvement of our working conditions.

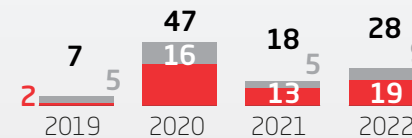
Proportion of new workforce (persons)

HELL ENERGY + QUALITY PACK Zrt.



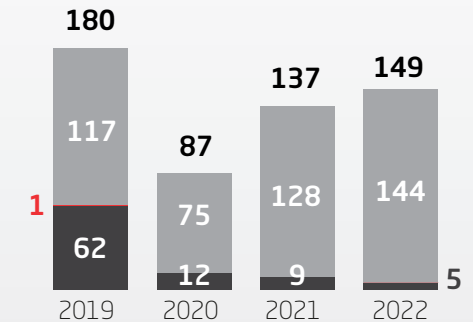
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HELL Automata Üzemeltető Kft.



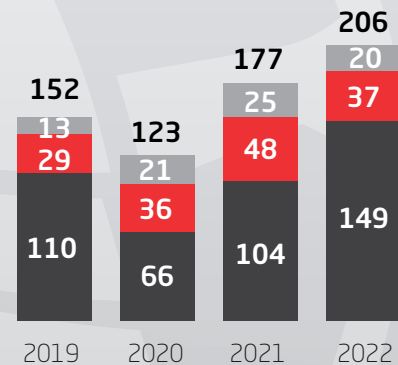
■ Szikszó ■ Budapest ■ Miskolc

Avalon Park Kft.



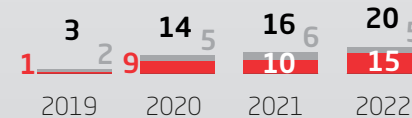
Fluctuation (persons)

HELL ENERGY + QUALITY PACK Zrt.



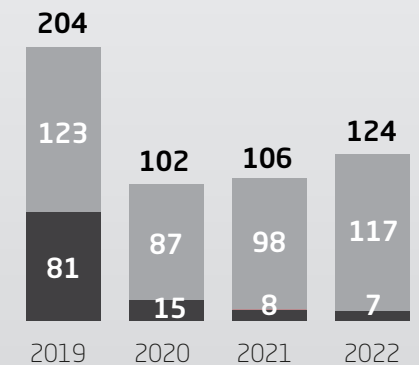
■ Szikszó ■ Budapest ■ Miskolc

HELL Automata Üzemeltető Kft.



■ Szikszó ■ Budapest ■ Miskolc

Avalon Park Kft.



SALARIES AND COMPENSATION

[2-19], [2-20], [2-21], [401-2]

Wages within the Group are determined in accordance with applicable domestic legislation, taking into account the minimum wage, the domestic wage for the job and the cost of living. All employees are entitled to the same benefits, regardless of whether they have a fixed-term or indefinite contract. In addition to these uniform benefits, employees in production and sales are entitled to a performance-related bonus. Other allowances include various permanent and seasonal shopping discounts, discounts on mobile fleet services, discounts on bank account management and health services, and the provision of tickets for cultural events.

TRAININGS

[404-1], [404-2],

At the HELL Group, we place great emphasis on the continuous development and training of our staff. To this end, we provide them with the opportunity to attend training courses and conferences as and when required, which are financed from the annual budget. We also support the career development of our colleagues in the field through study contracts, such as the sommelier and chef training courses at Avalon Park. Professional development is a core value of our company, and we strive to increase the number of hours our staff spend in training. All our employees undergo regular performance appraisals, regardless of their area of expertise or position.

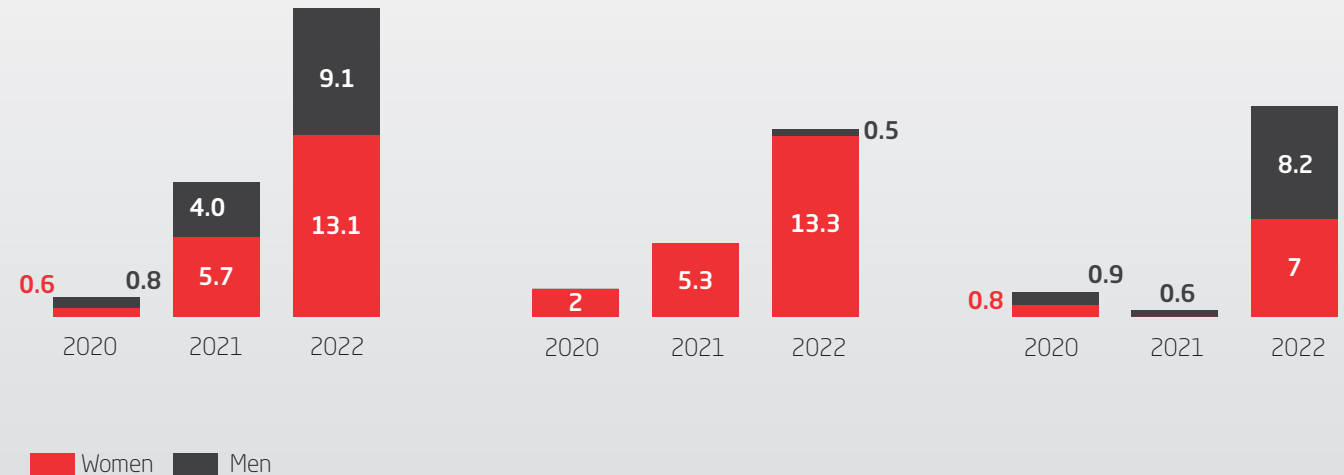
Performance reviews help employees to identify their strengths and assess their education and training needs. In 2022, the average number of training hours per person more than doubled, for both women and men.

Average annual training hours per person¹⁰ [404-1]

HELL ENERGY + QUALITY PACK Zrt.

HELL Automata Üzemeltető Kft.

Avalon Park Kft.



¹⁰ The data relate to HELL ENERGY Hungary Ltd, Quality Pack Zrt. and certain entities of the Avalon Group identified in the report.

CAREER DEVELOPMENT AND PERFORMANCE APPRAISAL OPPORTUNITIES

INTERNAL COMPANY INITIATIVES



FAMILIARIZING WORKERS
WITH MODERN MACHINERY
USED IN FACTORIES



EXTERNAL TRAINING, WITH
A FIXED ANNUAL TRAINING
FRAMEWORK PER AREA



MANAGEMENT TRAINING



TALENT POOL PROGRAM
(PROGRAM TO RETAIN KEY
PEOPLE)



COMPULSORY TRAINING
REQUIRED BY PUBLIC
AUTHORITIES (JOB-RELATED)

UNIVERSITY-RELATED OPPORTUNITIES



UNIVERSITY-FUNDED STUDY
CONTRACTS



UNIVERSITY
PLACEMENTS



DUAL STUDENT PROGRAM

DIGITALIZATION

Increasing digitisation continues to be a priority in all areas of the company. This will not only help us make work easier and faster for our employees, but also mean less paperwork.

In the HR area, we introduced the HELLGo app in 2021, which brings together the company's internal communication channels. The app gives our employees access to various company news, events, documents, additional training materials and training courses. Currently, the application is used by our employees working in HELL ENERGY and Quality Pack Zrt, but we are working on extending the access to all subsidiaries of the HELL Group.

In 2022, we introduced a new digital tracking system (ATS, Applicant Tracking System) in the recruitment area for new hires, which will allow us to take our data-driven HR operations to the next level.

In 2022, we launched our project for digital contract signing, which is planned to be completed in 2023. The project will see the approval process for contracts and policies signed digitally, further reducing our paper usage.



HEALTH AND SAFETY

It is essential for us to create a working environment that is not only safe but also inspiring. Our employees work in multiple locations and industries, where they are exposed to different health and safety risks in different ways. Looking after them is our most important responsibility in our daily operations.

We also provide a range of opportunities for our employees to take steps towards a healthy lifestyle. We offer a range of exercise alternatives and regularly organize occupational health programmes to promote well-being at work. This helps our employees to feel more confident, more willing to spend time at work and more productive.





WORK SAFETY AND ACCIDENT PREVENTION

[403-1], [403-2], [403-4], [403-5], [403-7], [403-8]

Safety and accident prevention are a top priority for the HELL Group. We have the statutory risk assessments in place and in 2020 we implemented ISO 45001, Occupational Health and Safety Management System, which has been externally certified. This system covers the production areas of HELL ENERGY and QUALITY PACK Zrt. and external companies working in these areas. In the event of accidents involving external contractors, the fact of the accident is recorded and the investigation is carried out by the contractor's specialist.

We continuously improve our Occupational Health and Safety Management System with the involvement of external EHS specialists and our employees through regular inspections, audits and consultations. We carry out management due diligence on an annual basis, the results of which are reported in regular training sessions. We organize additional training on other key EHS topics related to each job function, and use a test to assess the knowledge acquired.

Our employees are informed about EHS rules through:

-  training,
-  intranet,
-  e-mail communication,
-  consultation with EHS representatives

Our EHS analyses are carried out in accordance with relevant standards and guidelines. The results are presented in training sessions. Minor deficiencies identified are addressed immediately. We include issues requiring more effort in our annual tasks and include them in our budget.

The prevention of occupational accidents is a key concern, and we have introduced vertical integration and

centralized functions to ensure that we can follow up on risk assessments, safety reviews, quasi-accidents and the correction of non-compliances identified in accidents. Our staff can report any dangerous situations they encounter in person, by phone, email or through our ticketing system and we strive to investigate and resolve them promptly. If the hazard has an impact on work, the employee may suspend work in accordance with health and safety rules and only resume work once the hazard has been eliminated.



Thanks to our continuous preventive measures, there were no serious or fatal accidents at work in 2022, as in previous years.

Occupational health and safety data¹¹ [403-9]

	2019	2020	2021	2022
Number of accidents at work				
Fatal workplace accidents	0	0	0	0
Severe workplace accidents	0	0	0	0
Reported workplace accidents	11	10	11	12
Number of quasi-accidents	0	12	20	37
Main types of workplace accidents	Hand injury	Hand injury	Hand injury	Hand injury
Number of accidents per 200.000 hours				
Death rate	0	0	0	0
Severe workplace accidents	0	0	0	0
Workplace accident rate	1.7	1.5	1.3	1.2

¹¹ The data refer to HELL ENERGY Hungary Ltd., QUALITY PACK Zrt.

Occupational health and safety¹² [403-10]

	2019	2020	2021	2022
Number of fatal occupational diseases	0	0	0	0
Number of occupational diseases to be reported	0	0	0	0

[403-3, 403-6]

All accidents at work in the HELL Group are investigated in accordance with the legislation in force and our internal health and safety rules. The procedure for reporting accidents at work requires the injured person or witness to report the incident to their supervisor, who will then inform the EHS organization.

Occupational health services, which cover the whole company and all its employees, also play a key role in occupational safety and health. The occupational health service is involved in risk assessments and makes recommendations to remedy any shortcomings identified. We provide annual fitness tests for our colleagues, and our front-of-screen workers are offered eye screening every two years. At HELL, employee health data collected during occupational health activities is handled with the utmost care and in accordance with GDPR rules, and is only stored in a manner accessible to the relevant medical practitioners.

¹² The data refer to HELL ENERGY Hungary Ltd., QUALITY PACK Zrt.

RESPONSIBLE MARKETING

[417-1], [417-2], [417-3], [417 (3-3)]

As a company that manufactures and distributes fast moving consumer goods, we are in constant contact with the consumers of our products. We are committed to responsible and transparent communication in our marketing activities (which include not only advertising, but also product packaging, in-store displays, sponsorship activities, etc.).

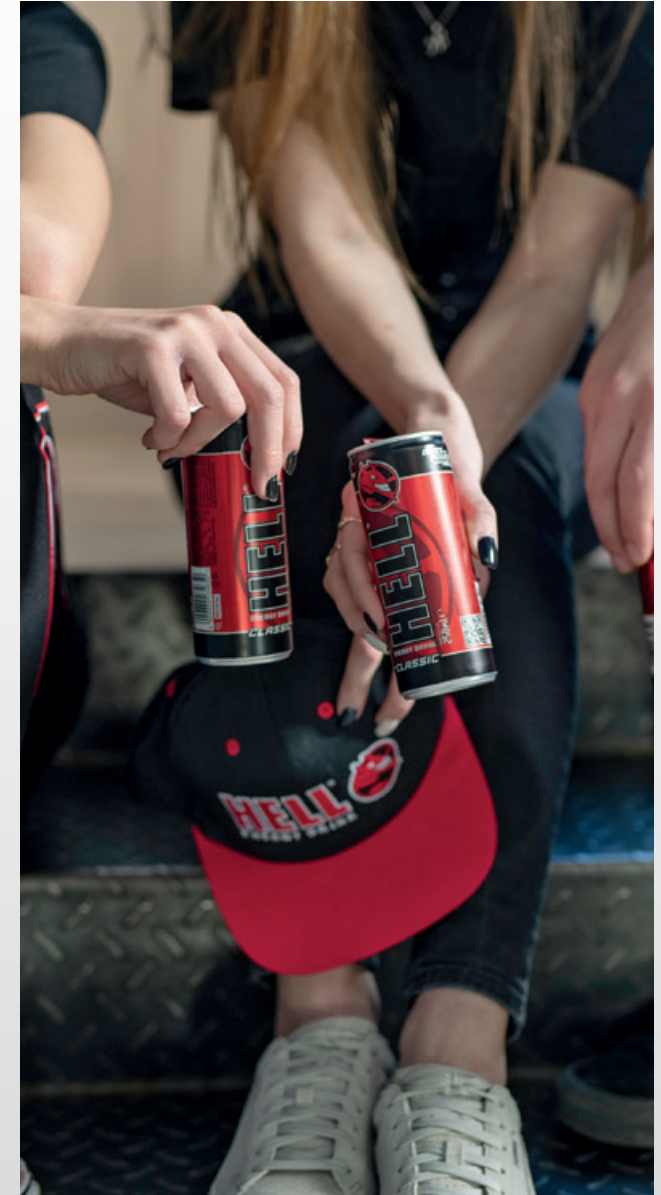
It is of paramount importance for us to comply fully with the legal requirements. Compliance with the labeling rules is carried out on our behalf by an external subcontractor, whereby this external person is responsible for compliance and possible non-compliance with the legal requirements. Detailed information on the processes and rules for labeling can be found on page 44 of our 2020 Sustainability Report. It is of paramount importance for us to comply fully with the legal requirements. Compliance with the labeling rules is carried out on our behalf by an external subcontractor, whereby this external person is responsible for compliance and possible non-compliance with the legal requirements. Detailed information on the processes and rules for labeling can be found on page 44 of our [2020 Sustainability Report](#).

Incidents of non-compliance are reported to company management on an ongoing basis. In 2022, as in previous years, there were no incidents related to the labeling of products or their labeling.

CUSTOMER SATISFACTION

2-25

One of our greatest values is the health and satisfaction of our customers. To ensure this, we have implemented an internal incentive and penalty system, as described in the 2020 Report. We have introduced performance indicators to measure our effectiveness, such as compliance with inspections (external and internal), compliance with standards, avoidance of regulatory penalties and no complaints. We also have quality policy statements to ensure our commitment to quality. We have also established a complaint handling mechanism and a recall protocol to address product quality issues. All complaint reports are investigated and action points are established to avoid similar incidents in the future



LOCAL COMMUNITIES

Building good relationships with and supporting local communities has been a core value of HELL since its inception. As a local patriot, we support local charitable initiatives every year and strive to maintain a high proportion of local employees, thus supporting local communities.

JOB CREATION

As a responsible employer, we are committed to providing ongoing training for our existing employees and job opportunities for local people at our operating sites.

We have been working closely with the Sikszo municipality on social issues for several years. Our company gives preference to employing local workers for all jobs. The proportion of senior managers from the local community remains higher than that of non-local senior managers. Senior managers are defined as professional senior managers responsible for different functional areas, and do not include executives.



Percentage of local senior managers [202-2]

HELL ENERGY + QUALITY PACK Zrt.

	2019	2020	2021	2022	y-oy ('21-22)
Percentage of local senior managers	64%	58%	58%	59%	1%
Local senior managers	14	14	14	13	-7%
Non-local senior managers Non-local senior managers	8	10	10	9	-10%
Total senior managers	22	24	24	22	-8%

HELL Automata Üzemeltető Kft.

	2019	2020	2021	2022	y-oy ('21-22)
Percentage of local senior managers	75%	100%	100%	100%	0%
Local senior managers	3	3	3	3	0%
Non-local senior managers Non-local senior managers	1	0	0	0	0%
Total senior managers	4	3	3	3	0%

Avalon Park Kft.

	2019	2020	2021	2022	y-oy ('21-22)
Percentage of local senior managers	83%	83%	80%	80%	0%
Local senior managers	5	5	4	4	0%
Non-local senior managers Non-local senior managers	1	1	1	1	0%
Total senior managers	6	6	5	5	0%

SUPPORTING CAREER OPPORTUNITIES FOR YOUNG PEOPLE

The HELL Group has a close relationship with the University of Miskolc, and to this end we continuously provide opportunities for our graduating students to do their internships with us. In accordance with our cooperation agreement with the University of Miskolc, we will accept students who are studying in one of the following BSc courses at the University of Miskolc for dual training from the academic year 2020/2021:



Bachelor of Mechanical Engineering;



Bachelor of Science in Mechanical Engineering or Bachelor of Science in Mechatronics Engineering;



Mechatronics Engineering, Bachelor of Electrical Engineering;



Industrial Product and Design Engineering.

This higher education dual training is a practice-oriented form of training, which meets the needs of both the University of Miskolc and HELL ENERGY Hungary Ltd., and is based on close cooperation. Students accepted for the dual training can gain professional experience at HELL from the first semester onwards, during which our experienced mentors help them to apply and, if possible, expand the knowledge they have acquired during their university years in their everyday life.



SOCIAL RESPONSIBILITY

[413-1]

A HELL Csoport több mint 15 éve elkötelezett támogatója a Borsod-Abaúj-Zemplén vármegyei, különösen a szikszói lakosságnak. A várossal folyamatosan együttműködünk a családok és a közösség életének javítása érdekében. Ennek szép példái többek között, hogy beteg gyermekeken segítünk, valamint Mikulás ünnepséggel örvendeztetjük meg a szikszói óvodásokat.

Társadalmi felelősségvállalási programunknak keretében a 2021. év végén 50 millió forintos adományt adtunk át Szikszó városának, amelynek köszönhetően 2022 májusban sikeresen átadásra került a **XIXO Bringa Kert**. A Park a helyi családok, fiatalok számára biztosít új, színvonalas szabadidőeltöltési lehetőséget. A kerékpárpályát padokkal felszerelt gyönyörű parkosított terület veszi körül, így azok számára is kiváló kikapcsolódási lehetőséget nyújt, akik esetleg nem két keréken érkeznek. Az átadott 3 pályás kerékpárparkban helyet kapott egy pumpapálya, egy ugratópálya és egy BMX pálya, így mindenki kiválaszthatja, melyik felel meg legjobban kerékpártudásának, vagy melyik stílusba szeretne belekóstolni.

2022-ben a vállalat 10 millió forint összértékben támogatta a **Regőczy Alapítvány** által rendezett jótékonyági esetet. Az esemény célja a COVID árvák nehéz élethelyzetének segítése volt. Emellett sikerrel zárult a HELL cégcsoport őszi kampánya, melyben szelektív aludoboz gyűjtésen keresztül ajándék kerékpárokkal

támogatott nehéz sorsú gyerekeket a cégcsoport. A sikeres gyűjtést követően az **Igazgyöngy Alapítvány** Művészeti Iskolájában tanuló, összesen 16 gyermek vehetett át aluvázás kerékpárokat.

Cégcsoportunk a 2022. évben a **Baptista Szeretszolgálattal** kötött együttműködés keretében az ukrajnai háborús helyzet elől hazánkba menekülők számára közel 50 millió forint összértékű támogatást nyújtott. A határon átkelőknek 15 raklapnyi italt, jegesteát, vitaminitalt, valamint többezer ruházati terméket, mellényt, pólót, szélzsekit, pulóvert, törölközőt, zoknit, sporttáskát biztosítottunk.

Véradás

A HELL-nél a Magyar Vöröskereszttel együttműködve évente négy alkalommal szervezünk véradási akciókat, melynek szikszói gyárunk ad otthont. Erősen ösztönözzük munkatársainkat, hogy vegyenek részt ezeken a véradásokon, és biztosítjuk számukra a szükséges pihenőidőt. Közös erőfeszítéseink eredményeként elnyerte vállalatunk a "Véradóbarát munkahely" címet. Ezt a díjat azok a vállalatok kapják, amelyek rendszeresen tartanak véradási eseményeket a munkahelyükön, és motiválják dolgozóikat a részvételre.



MELLÉKLET

AVALON ENTITÁSOK BEMUTATÁSA

A HELL Csoport egyes leányvállalatai egymástól jelentősen eltérő szektorokban működnek, ezen szektorok fenntarthatóság szempontból lényeges témái pedig különböznek egymástól. Az egyes leányvállalatok rövid bemutatása mellett törekedtünk, hogy iparági jó gyakorlatok alapján rávilágítsunk az egyes lényeges témákra a leányvállalatok esetében, ahol rendelkezésre áll az adat a témához indikátor kapcsán, meg is osszuk azt. Célunk a jövőben ezen indikátorok teljeskörű lefedése.





Iparág

Szolgáltató ipar,
Szállodaipar



Árbevétel (2022)

10 592 millió HUF



Alkalmazottak száma (2022)

218 fő



Kiemelt lényeges témák

Energia-
felhasználás /
Kibocsátások,
Hulladék-
gazdálkodás,
Munkaerő
menedzsment



Az Avalon Park turisztikai központot 2015-ben nyitotta meg kapuit a Bükk helység lábánál egy 5.5 hektáros birtokon. Elsődleges célunk egy komplex turisztikai szolgáltatást nyújtó családi élménypark létrehozása volt. A szálloda 80 szobával rendelkezik, és a szállodai szolgáltatásunkon túl számos wellness és egyéb kikapcsolódási lehetőséget is biztosít. Az öt csillag superior besorolás megszerzése mellett számos egyéb díjjal és nemzetközi elismeréssel is büszkélkedhetünk. 2022-ben többek között Európa Legjobb Családi Hotelének választottak bennünket, valamint parkunk olasz éttermét, az Avalon Risorantet 2022-ben "Michelin-tányér" elismerésben részesítették a Michelin Guide kritikusai, mellyel vidéki étteremként Magyarországon elsők között került be a rangos gasztro kalauz hasábjaira.

A szállodaipar számára világszinten egyre kiemeltebb jelentőséggel bír a fenntarthatóság kérdése, nem csak tulajdonosi és befektetői nyomás, de a változó látogatói igények hatására is. A növekvő vendég-és munkavállalói elvárások, illetve az emelkedő energiaárak is arra készítetik az ipart, hogy ÜHG-csökkentési és energiahatékonysági célokat tűzzenek ki, kidolgozott tervvel rendelkezzenek a hulladékcsökkentés területén, illetve felelős munkáltatói gyakorlatot helyezzenek előtérbe.



Az Avalon Park számára is kiemelt jelentőséggel bír a fenntarthatósági törekvések támogatása.



Energiahatékonyság



Elektromos GoKart pálya



Szelektív hulladékgyűjtés



Zéró PET palack



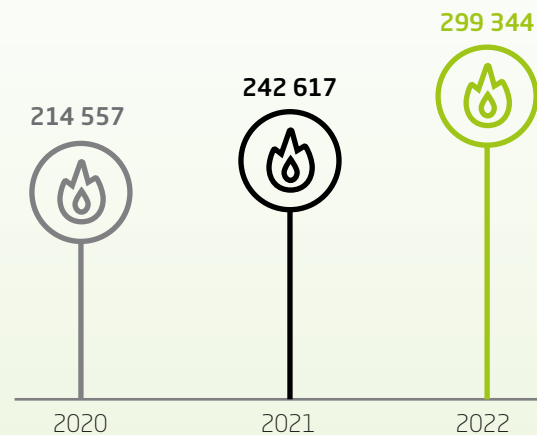
Helyi munkavállalók

ENERGIA ÉS ÜHG-KIBOCSÁTÁSOK

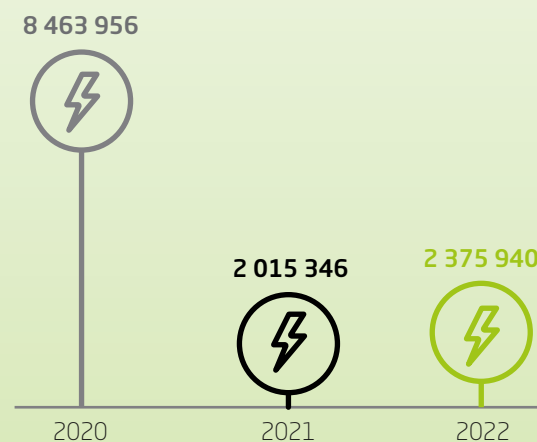
Az éjszakai világítás időzítésével és a medencefedési rendszer korszerűsítésével közel 20 százalékos energiafogyasztás-megtakarítást értünk el a 2022. évben. Villamosenergia fogyasztásunk minimálisan nőtt a 2022. évben, azonban a 2020. évhez képest jelentős csökkentést tudtunk elérni. Célunk ezen fogyasztások csökkentése a 2023-ban, amelyet a létesítmények folyamatos korszerűsítésével tervezünk elérni.

Kiemelt figyelmet fordítunk arra, hogy az általunk használt járművek a park területén minél alacsonyabb CO₂- kibocsátással járjanak. Gokartpályánkon elektromos járművekkel élhetik át vendégeink a versenyzés örömét, céges flottánkban pedig előnyben részesítjük a zöld rendszámos gépjárműveket. Garázsunkban több elektromos autótöltővel rendelkezünk.

Avalon Park földgáz fogyasztása (m3)



Avalon Park villamosenergia fogyasztása (kWh)



HULLADÉKGAZDÁLKODÁS

A megtermelt hulladék csökkentése érdekében számos kezdeményezést indítottunk útjára. Ide tartozik a hulladékok szelektív gyűjtése a Park teljes területén, illetve a PET palackok száműzése. A Park teljes területén Floewatert kínálunk vendégeink számára. A megtermelt hulladék mennyiségével kapcsolatos pontos adatok egyelőre nem állnak rendelkezésünkre, de ennek gyűjtését megkezdtuk, jövő évi jelentésünkben pedig erről is részletesen tervezünk beszámolni.

MUNKAERŐ

A szállodaipar számára egyik kiemelt társadalmi téma a fenntarthatóság szempontjából a munkaerő kezelése, folyamatos képzése és megtartása, egészséges és biztonságos munkakörülmények biztosítása, helyi alkalmazottak arányának magasán tartása. Az Avalon Park esetében kiemelt figyelmet fordítunk arra, hogy munkavállalóink első sorban a helyi közösségekből kerüljenek ki, illetve ezt az arányt a felsővezetés szintjén is magasán tartjuk. Bővebb információ erről a Jelentés 'Helyi közösségek' fejezetében olvasható.

2022-ben kiemelt figyelmet fordítottunk működési struktúráink átalakítására, illetve a szakképzett munkaerő arányának további növelésére. Jövőbeli terveink között szerepel a határozatlan idejű munkavállalók arányának növelése, akiket idén is és a jövőben is a folyamatos fejlődési lehetőségek és tréningek biztosításával kívánunk ösztönözni.

Az Angel Petrol és Angel Station egy 2017-es beruházás, amely során Szikszó határában alakítottuk ki a legmodernebb technológiával felszerelt személyautó-, kamion- és buszszervízünket, 55 férőhelyes kamionparkolókat, illetve benzinkutunkat.



AVALON INTERNATIONAL SCHOOL



Iparág
Oktatás



**Kiemelt
lényeges témák**

Szolgáltatás
minősége és
biztonság,

Humán-
erőforrás-
fejlesztés



**Alkalmazottak
száma (2022)**
2 fő¹³

Az Avalon Nemzetközi Iskola Alapítvány által működtetett Avalon International School a AVALON Center Kft. által alapított, de teljesen különálló entitás. Az oktatási intézmény 2019-ben nyitotta meg kapuit Miskolcon, amelynek falai között jelenleg óvoda és általános iskola üzemel. Az itt tanuló gyerekek már 6 éves kortól a Cambridge International által akkreditált Cambridge-i módszer szerint tanulhatnak az iskolai részlegen. Az intézmény célja az itt tanulók felruházása olyan készségekkel, amelyek által felelősségteljes kozmopolita fiatalokká válhatnak a jövőben.

Az oktatási intézmények számára a fenntarthatóságot tekintve elsősorban a társadalmi témák kapnak kiemelt szerepet. Ezen intézmények jelentősek, nem csak a jövő munkaerőpiacának megalapozásában, az edukáció színvonalának magasan tartásában, de a fenntarthatósággal kapcsolatos ismeretek átadásában már a legfiatalabb generáció számára is.

A fenntartható fejlődés elősegítéséhez elengedhetetlen az edukáció, amelyhez az Avalon International School is kiemelten hozzá kíván járulni. Tanrendünkben szerepelnek például a „környezeti tanulmányok” és a „globális nézőpont” tantárgyak, melyek keretében szó esik a tudatos víz- és energiafelhasználásról, valamint a szelektív hulladékgyűjtésről. Emellett rendszeresen szervezünk egyéb környezetvédelmi programokat, és minden évben

részt veszünk a Föld napja és az Óceánok világnapján, melynek keretében lehetőség nyílik faültetésre vagy erdőtisztítási munkálatokra.

Iskolánk csatlakozott továbbá az ENSZ '30 by 30' kezdeményezéséhez, amelynek célja, hogy 2030-ig a Föld óceáni és szárazföldi területeinek 30 százalékát védett területté nyilvánítsák. Ennek keretén belül 2022-ben egy három hetes projektmunkát valósítottunk meg Lisszabonban, melynek célja az óceánpart megtisztítása volt. Továbbá, a „Green Miskolc” projekt keretében Miskolc városának zöldítésén dolgoznak diákjaink.

Iskolánk saját napelemmel rendelkezik, illetve diákjaink saját palackot használva tudnak inni az iskola szűrt ivóvizéből, ezzel is csökkentve a PET palackok számát.



¹³ Avalon Nemzetközi Iskola Alapítvány alkalmazottainak száma



AVALON CENTER



Iparág

Ingatlan piac



Árbevétel (2022)

854 millió HUF



Alkalmazottak száma (2022)

44 fő



Kiemelt lényeges témák

Zöld épületekkel
kapcsolatos
lehetőségek,
Humán-
erőforrás-fejlesztés,
Hulladékgazdálkodás

Az Avalon Center Kft. a HELL Group Holding által tulajdonolt Üvegszikla Kft. egyik leányvállalataként alakult 2014-ben. Kezdetektől fogva törekszünk szolgáltatásportfoliónk folyamatos bővítésére: jelenleg lakóparkok és irodaházak ingatlanberuházásával, üzemeltetésével és bérbeadásával foglalkozunk, de sde a szállodaépítés is szerepel jövőbeli terveink között. Az első lakóparkunk 2015-ben épült meg, azóta Budapesten és vidéken (Zamárdi, Miskolc) is rendelkezünk ingatlannal, valamint már több mint 50 munkavállaló dolgozik cégünknel.

ZÖLD ÉPÜLETEK

Az építőipar és az ingatlanpiac számára a minél korszerűbb, energiahatékonyabb és alacsonyabb kibocsátással járó épületek építése és üzemeltetése az elsődleges cél és kiemelt lényeges téma a fenntarthatóság területén. A piac szereplőjeként számunkra is kiemelt, hogy az általunk tulajdonolt és üzemeltetett ingatlanokat folyamatosan korszerűsítsük, energiahatékonyágukat növeljük. A 2022. évben több ingatlanunk esetében létesítettünk elektromos autó töltőket és biciklitárolókat a zölddebb közlekedés elősegítése érdekében. Kizárólag korszerű, egyedileg vezérelt, modern ingatlanokat építünk, és céljaink között szerepel az energiafogyasztás további racionalizálása, a hőszigetelés és árnyékolástechnika fejlesztése, valamint a hulladékkezelési stratégia újragondolása is.

A jelenleg termelt és kezelt hulladék mennyiségére vonatkozóan jelenleg nem rendelkezünk pontos adattal. Következő jelentésünkben célunk ezen adatok részletes megosztása a hulladékstratégiával együtt.





AVALON MOTORS



Iparág

Személygépjármű-,
könnyűgépjármű-
kereskedelem



Árbevétel (2022)

690 millió HUF



Alkalmazottak száma (2022)

17 fő

Az Avalon Motors Kft. szintén az Üvegszikla Kft. tulajdonában áll. A vállalat tevékenysége két részre bontható, egyrészt a 2017-ban alapított BMW és MINI hivatalos márkaszerviz tulajdonlása és üzemeltetése, másrészt a 2018-ban megnyílt kamionparkoló fenntartása.

Márkaszerzőnk immár a teljes lakosság előtt nyitva áll, amely kiteszi szervízszolgáltatásunk 60 százalékát. A fennmaradó körülbelül 40 százalékban a HELL Csoport által lízingelt gépjárművek szervizelését végezzük. A 2022. évben 28 százalékos árbevétel növekedést sikerült elérnünk szervízünkkel, jövőbeli célkitűzéseink között szerepel a létesítmény kapacitásainak bővítése.

A digitalizáció kiemelt szerepet tölt be a márkaszerviz fejlesztésében. Többek között kialakítottunk egy kulcsatadó helységet, ahol ügyfeleink érintésmentesen és gyorsan át tudják adni a járművek kulcsait, így munkatársaink állandó jelenléte sem szükséges. A szerviz által használt CitNOW telefonos applikáció segítségével pedig ügyfeleinket sms-ben vagy e-mailben tudjuk értesíteni a feltárt hibákról, illetve árajánlatot továbbítani részükre a javítás költségéről, amelyet el is tudnak fogadni digitálisan.

Mind a márkaszerviz, mind a kamionparkoló esetében törekszünk a fenntartható működésre.

- Kamionmosónk speciális kialakítása lehetővé teszi, hogy a felhasznált víz 80 százaléka újraforgatott vízből származzon.

- Márkaszerzőnk energjafelhasználásának közel egyharmadát az általunk telepített napelemek (20 kWh) által megtermelt energiából fedezzük.

Társadalmi felelősségvállalásunk részeként 2022-ben a Déméter ház első örökbefogadjaként vállaltuk, hogy egy éven keresztül fedezzük az Alapítvány egyik szobájának fenntartási költségeit, ezzel támogatva a daganatos gyermekek mielőbbi felépülését.



GRI INDEX [102-55]

Nyilatkozat	A HELL Group Holding fenntarthatósági jelentése a sztenderd iránymutatása szerint, a keretrendszer 2021-es elvárásaival összhangban (in accordance) készült, lefedve 2022. január 1. és december 31. közötti időszakot.
Alkalmazott GRI 1	GRI 1: Foundation 2021
Alkalmazott GRI Szektor sztenderd	Nincs alkalmazandó GRI szektorspecifikus sztenderd

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
					KÖZZÉTÉTEL(EK) ELHAGYÁSA	OKA	MAGYARÁZATA	
Általános közzétételek								
GRI Általános közzétételek, 2021	2-1 Szervezeti adatok	Cégprofil, A HELL Csoport	6-8. oldal					
	2-2 A fenntarthatósági jelentésben szereplő leányvállalatok	A HELL Csoport	6. oldal, 9. oldal					
	2-3 Jelentéstételi időszak, a jelentéstétel gyakorisága, kapcsolat	Cégprofil, A jelentésről	6. oldal, 14-15. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
					KÖZZÉTÉTEL(EK) ELHAGYÁSA	OKA	MAGYARÁZATA	
Általános közzétételek								
GRI Általános közzétételek, 2021	2-4 Információk újraközlése	Szerepünk a körforgásos gazdaságban, Hulladékgazdálkodás ÜHG-kibocsátások, Víz és szennyvíz	45. oldal, 49. oldal	Felhasznált anyagok mennyisége (t), Keletkező hulladék össztömege (t) Scope 1 és 2 kibocsátások, Összes vízfelhasználás				
	2-5 Külső tanúsítás		72. oldal	Jelentésünk nem tanúsított harmadik fél által.				
	2-6 Tevékenységek, értéklánc és egyéb üzleti kapcsolatok	A HELL Csoport, Termékportfóliónk, Felelősségvállalás az ellátási láncban	7. oldal, 25-27. oldal, 30. oldal					
	2-7 Munkavállalók	Felelős munkáltató	51-52. oldal					
	2-8 Munkavállalók, akik nem alkalmazottak		72. oldal		X	Nem alkal- maz- ható	A HELL Csoport működésében elsősorban HELL munkavállalók vesznek részt, a nem alkalma- zott stá tusú munkavállalók felmérése fo- lyamatban van.	

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
					KÖZZÉTÉTEL(EK) ELHAGYÁSA	OKA	MAGYARÁZATA	
Általános közzétételek								
GRI Általános közzétételek, 2021	2-9 A szervezet irányítási struktúrája és összetétele	Vállalati struktúra	20. oldal					
	2-10 A legmagasabb irányító testület tagjainak jelölési és kiválasztási folyamata	Vállalati struktúra	20. oldal					
	2-11 A legmagasabb irányító testület elnöke	Vállalati struktúra	20. oldal					
	2-12 A legmagasabb irányító testület szerepe a vállalat okozta hatások kezelésében	Vállalati struktúra	22. oldal					
	2-13 A felelősségi körök átruházása a vállalat okozta hatások kezelésének céljából	Vállalati struktúra	22. oldal					
	2-14 A legmagasabb irányító testület szerepe a fenntarthatósági jelentésben	Vállalati struktúra	22. oldal					
	2-15 Összeférhetetlenség	Felelős és etikus működés	33. oldal					
	2-16 A kritikus ügyekkel kapcsolatos kommunikáció	Felelős és etikus működés	32. oldal					
	2-17 A legmagasabb irányító testület kollektív ismeretei	Vállalati struktúra	20. oldal, 21. oldal, 22. oldal					
	2-18 A legmagasabb irányító testület teljesítményének értékelése	Vállalati struktúra	20. oldal, 22. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
					KÖZZÉTÉTEL(EK) ELHAGYÁSA	OKA	MAGYARÁZATA	
Általános közzétételek								
GRI Általános közzétételek, 2021	2-19 Javadalmazási szabályok	-	55. oldal		x	bizalmas információ	A javadalmazásról szóló információkat versenyjogi okokból nem osztjuk meg.	
	2-20 Javadalmazás meghatározására szolgáló folyamatok	-	-		x	bizalmas információ	A javadalmazásról szóló információkat versenyjogi okokból nem osztjuk meg.	
	2-21 Teljes évi kompenzációs arány	-	-		x	bizalmas információ	A javadalmazásról szóló információkat versenyjogi okokból nem osztjuk meg.	
	2-22 A legmagasabb szintű döntéshozó nyilatkozata a vállalat fenntartható fejlődési stratégiájáról	Vezetői köszöntő						
	2-23 Szabályozási kötelezettségvállalás	Felelős és etikus működés						
	2-24 Szabályozási kötelezettségvállalások elmélyítése	Felelős és etikus működés						
	2-25 Negatív hatások kezelésének folyamata	Ügyfélelégedettség						
	2-26 Etikával kapcsolatos tanácsadás és aggályok kezelésének mechanizmusai	Felelős és etikus működés						

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
					KÖZZÉTÉTEL(EK) ELHAGYÁSA	OKA	MAGYARÁZATA	
Általános közzétételek								
GRI Általános közzétételek, 2021	2-27 Törvényeknek és jogszabályoknak való megfelelés	Felelős és etikus működés	33. oldal, 37. oldal					
	2-28 Tagság egyesületekben	A HELL Csoport	10. oldal					
	2-29 A vállalat megközelítése az érintettek bevonásával kapcsolatban	Érintett feleink bemutatása	15. oldal					
	2-30 Kollektív szerződések		75. oldal	A HELL az előző évekhez hasonlóan 2022-ben sem alkalmazott kollektív szerződést.				
Lényeges témák								
GRI 3: Lényeges téma 2021	3-1 Lényeges témák meghatározásának folyamata	A jelentés felépítése, Lényeges témáink	15. oldal, 16. oldal					
	3-2 Lényeges témák listája	Lényeges témáink	16. oldal					
Gazdasági teljesítmény								
GRI 201: Gazdasági teljesítmény 2016	201-1 Keletkezett és felosztott gazdasági érték	Gazdasági teljesítmény	23. oldal					
	201-4 Államtól kapott pénzügyi támogatás	Gazdasági teljesítmény	23. oldal, 25. oldal					
Piaci jelenlét								
	202-2 A helyi közösségből származó szenior menedzserek aránya	Helyi közösségek	61. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
					KÖZZÉTÉTEL(EK) ELHAGYÁSA	OKA	MAGYARÁZATA	
Lényeges témák								
Közvetett gazdasági hatások								
GRI 203: Közvetett gazdasági hatások 2016	203-1 Infrastruktúra-beruházások és támogatott szolgáltatások	Gazdasági teljesítmény	23. oldal					
Beszerezési gyakorlatok								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Felelősségvállalás az ellátási láncban	29. oldal					
GRI 204: Procurement Practices 2016	204-1 Helyi beszállítók értékaránya	Felelősségvállalás az ellátási láncban	30. oldal					
Korrupcióellenesség								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Felelős és etikus működés	34. oldal					
GRI 205: Korrupció- ellenesség 2016	205-1 Korrupciós kockázattal kapcsolatban vizsgált tevékenységek	Felelős és etikus működés	30. oldal, 34. oldal	További információ: 2020. évi Jelentés 22. oldal				
	205-2 Korrupcióellenes politikákról és eljárásokról szóló kommunikáció és tréningek	Felelős és etikus működés	34. oldal	További információ: 2020. évi Jelentés 22. oldal				

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
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Lényeges témák								
Versenyellenes magatartás								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Felelős és etikus működés	32. oldal					
GRI 206: Versenyellenes magatartás 2016	206-1 A versenyellenes, trösztellenes és monopóliumokkal kapcsolatos jogi tevékenység	Felelős és etikus működés	33. oldal					
Anyagok								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Szerepünk a körforgásos gazdaságban	42. oldal					
GRI 301: Anyagok 2016	301-1 Felhasznált anyagok tömeg és térfogat szerint	Szerepünk a körforgásos gazdaságban	41. oldal					
	301-2 Újrahasznosított input anyagok használata	Szerepünk a körforgásos gazdaságban	41. oldal					
Energia								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Energiafelhasználás	46. oldal					
GRI 302: Energia 2016	302-1 Energiafogyasztás a szervezetben belül	Energiafelhasználás	46-47. oldal					
	302-3 Energiaintenzitás	Energiafelhasználás	46. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
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Lényeges témák								
Víz és szennyvizek								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Víz és szennyvíz	48. oldal					
GRI 303: Víz és szennyvizek 2018	303-1 Kölcsönhatások a vízzel, mint közös erőforrással	Víz és szennyvíz	48. oldal					
	303-2 A vízkibocsátással kapcsolatos hatások kezelése	Víz és szennyvíz	49. oldal					
	303-3 Vízkivétel	Víz és szennyvíz	48. oldal					
	303-4 Szennyvíz-kibocsátás	Víz és szennyvíz	49. oldal					
Kibocsátások								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	ÜHG-kibocsátások	50. oldal					
GRI 305: Kibocsátások 2016	305-1 Közvetlen ÜHG kibocsátások (Scope 1)	ÜHG-kibocsátások	50. oldal					
	305-2 Közvetett energiafelhasználásból származó ÜHG kibocsátások (Scope 2)	ÜHG-kibocsátások	50. oldal					
Hulladék								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Hulladékgazdálkodás	45. oldal					

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Lényeges témák								
GRI 306: Hulladék 2020	306-1 Hulladékképződés és a hulladékhoz köthető jelentős környezeti hatások	Hulladékgazdálkodás	45. oldal					
	306-2 A hulladékhoz köthető jelentős környezeti hatások kezelése	Hulladékgazdálkodás	45. oldal					
	306-3 Keletkezett hulladékok	Hulladékgazdálkodás	45. oldal					
Foglalkoztatás								
GRI 401: Foglalkoztatás 2016	401-1 Új munkatársak felvétele és fluktuáció	Felelős munkáltató	56. oldal					
GRI 401: Foglalkoztatás 2016	401-2 A teljes munkaidőben foglalkoztatottak juttatásai, amelyek a határozott idejű szerződéssel vagy részmunkaidőben foglalkoztatottak számára nem biztosítottak	Felelős munkáltató	56. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
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Lényeges témák								
Munkahelyi egészség és biztonság								
GRI 403: Munkahelyi egészség és biztonság 2018	403-1 Munkavédelmi irányítási rendszer	Egészség és biztonság	59. oldal					
	403-2 Veszélyek azonosítása, kockázatértékelés és balesetek kivizsgálása	Egészség és biztonság	59. oldal					
	403-3 Foglalkozásegészségügyi szolgáltatások	Egészség és biztonság	60. oldal					
	403-4 Munkavállalók részvétele, konzultáció és kommunikáció a munkavédelemmel kapcsolatban	Egészség és biztonság	59. oldal					
	403-5 Munkavállalói munkavédelmi oktatások	Egészség és biztonság	59. oldal					
	403-6 Munkavállalói egészségmegőrzés	Egészség és biztonság	60. oldal					
	403-7 Az üzleti kapcsolatokkal közvetlenül összefüggő munkavédelmi hatások megelőzése és enyhítése	Egészség és biztonság	59. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
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Lényeges témák								
Munkahelyi egészség és biztonság								
GRI 403: Munkahelyi egészség és biztonság 2018	403-8 Munkavédelmi irányítási rendszer által lefedett munkavállalók	Egészség és biztonság	59. oldal					
	403-9 Munkához kapcsolódó balesetek	Egészség és biztonság	60. oldal					
	403-10 Foglalkozásból eredő betegségek	Egészség és biztonság	60. oldal					
Képzés és oktatás								
GRI 404: Képzés és oktatás 2016	404-1 Egy főre jutó éves átlag képzési óraszám	Felelős munkáltató	56. oldal					
	404-2 Programok a munkatársak készségfejlesztésére és segítség a foglalkoztatási változásokban	Felelős munkáltató	56. oldal					
Diszkriminációmentesség								
GRI 406: Diszkrimináció- mentesség 2016	406-1 Hátrányos megkülönböztetéssel kapcsolatos esetek és a megtett intézkedések	Felelős és etikus működés	32. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
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Lényeges témák								
Helyi közösségek								
GRI 412: Emberi jogi értékelések	412-1 Emberi jogi értékelések	Emberi jogi felülvizsgálatok vagy emberi jogi hatásvizsgálatok tárgyát képező műveletek teljes száma 0.	34. oldal					
	412-2 Munkatársak képzése az emberi jogi politikákról és a folyamatokról		34. oldal					
	412-3 Jelentős beruházások megállapításai és szerződéseik, amelyek tartalmazzák az emberi jogokra vonatkozó klauzulákat, és amelyeket emberi jogok szempontjából megvizsgáltak		34. oldal					
GRI 413: Helyi közösségek 2016	413-1 Műveletek a helyi közösségek bevonásával, hatásvizsgálat és fejlesztési programok	Helyi közösségek	63. oldal					

GRI SZABVÁNY	KÖZZÉTÉTEL	FEJEZET	OLDAL	MEGJEGYZÉS	KÖZZÉTÉTEL ELHAGYÁSA			GRI SECTOR STANDARD REF. NO.
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Lényeges témák								
Ügyfelek egészsége és biztonsága								
GRI 416: Ügyfelek egészsége és biztonsága 2016	416-2 A termékek és szolgáltatások egészséget és biztonságot érintő, a nem-megfelelőségéből adódó incidensek	Termékportfóliónk	28. oldal					
Forgalmazás és címkézés								
GRI 3: Lényeges téma 2021	3-3 Lényeges téma - menedzsment megközelítése	Felelősségteljes marketing	61. oldal					
	417-1 Termékek és szolgáltatások címkézésével kapcsolatos követelmények	Felelősségteljes marketing	61. oldal					
GRI 417: Forgalmazás és címkézés 2016	417-2 Termékek és szolgáltatások címkézésével kapcsolatos nem-megfelelőségéből adódó incidensek	Felelősségteljes marketing	61. oldal					
	417-3 Marketingkommunikációs nem-megfelelőségéből származó incidensek	Felelősségteljes marketing	61. oldal					



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