

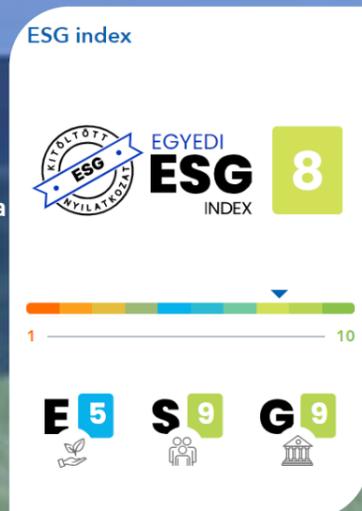
Sustainable and Responsible Operations at HAFNER Pneumatika Kft.



The team at HAFNER Pneumatika Kft. is committed to implementing techniques in line with the principles of ESG (Environmental, Social, and Governance) to reduce greenhouse gas emissions from operations and preserve the values of its environment. Through our example, we aim to have a positive impact on the societal groups within our immediate environment and the well-being of our own employees.

The company has achieved an ESG index of 8, based on the GRI (Global Reporting Initiative) framework questionnaire.

We use this index as a guideline to formulate new goals aimed at improving sustainability-related issues, enabling us to make progress in these areas.



Environmental

Waste management:

At our company, we strictly adhere to the selective collection of waste generated during our operations. Although due to the nature of our activities, we cannot completely eliminate the use of hazardous materials, and consequently, the generation of hazardous waste. However, we strive to minimize this as much as possible.

Energy Consumption:

HAFNER Pneumatika Kft. has a solar panel system in place. In 2023, 26% of the electricity consumed came from renewable energy sources.

Our company possesses proprietary technology to recycle the water used back into the production process. This enables us to recycle water for the operation of our wear-resistant technology

Circular Economy:

We strive to reuse paper and plastic packaging materials, thereby reducing the amount of waste generated and supporting the implementation of a circular economy.

Biodiversity:

73% of the total area of the site is green space. To protect and support the immediate environment, we install insect hotels and bird feeders in the green areas.

Goals:

- Further expansion of selective waste collection
- Reduction of paper usage
- Supporting biodiversity



Social

Ethical Treatment and Equality:

HAFNER Pneumatika is committed to upholding fundamental human rights and labour rights, actively supporting equality of opportunity. We recognize that everyone has the right to be treated with respect and dignity. We do not discriminate against anyone based on race, skin color, gender, age, religion, political beliefs, or any other status.

Regarding compensation, there is no difference in the wages of male and female employees in the same position.

Social Responsibility:

The company's management pays particular attention to supporting the broader social environment. We regularly sponsor local and other associations and foundations. We maintain close relationships with educational institutions. We participate in public interest activities that support our environment.

Talent Management:

The company provides opportunities for employees to participate in professional training courses, language courses, or internally organized training sessions. In addition to training employees, we facilitate practical training for students within the framework of dual education. With our self-developed Pneumatic Training Board, we offer theoretical and practical training in pneumatic topics as needed.

Goals:

- Regular training sessions on ESG topics



Governance

Exemplary corporate governance:

Our company's management strives for transparent operations and process regulation in daily work. The Ltd. does not utilize external financial capital, thus it has no short-term or long-term liabilities to any financial institution. We value the opinions of our employees, which is why we have established an employee suggestion system, and we are interested in the workplace satisfaction of our employees. We believe in the "open-door" policy, where the upper management is always accessible for daily questions and issues.

Suppliers:

In addition to providing high-quality services, it is also expected from partners to behave honestly and ethically. When selecting and evaluating suppliers, we take into account whether they are Hungarian or foreign, and we also monitor their emissions of harmful substances. Currently, the proportion of our Hungarian suppliers is 30%.

Data Protection:

Data protection is an important topic for HAFNER Pneumatika Kft.

At our company, personal data is stored lawfully, fairly, and confidentially.

When establishing partner relationships with suppliers, we enter into mutual non-disclosure agreements.

In the year 2023, there were no incidents of data leakage or misuse of data within the company.

Goals:

- Enhanced supervision of suppliers based on the ESG criteria

