Annual report

2024

ANY

Dear Shareholders,

ANY Security Printing PLC has been present on the Hungarian securities market for two decades. We are pleased to announce that the Company closed the 2024 financial year with favourable results. Our revenue exceeded HUF 70 billion, with the larger portion—similarly to 2023—originating from international markets.

Over the past two decades, nearly every year has brought some form of innovation or positive development. I would like to extend a special welcome to those shareholders who have been with us since December 2005. They will certainly recall that our initial public offering price was HUF 560. Hopefully, their loyalty has proven rewarding, as our share is now worth eleven times its original listing value. Including the dividend to be paid this year, those who have held shares since the beginning have received a total of HUF 1,907 per share. As of today (30 April 2025), their investment has grown fourteenfold. We also trust that those who joined our shareholder community at a later stage have likewise not regretted their decision to invest in ANY shares.

We extend our congratulations to all our employees—and, naturally, to the Company's leadership—for their sustained and commendable outstanding performance. Of course, none of this would have been possible without the achievements of our esteemed predecessors, whose legacy includes the production of the first Hungarian postage stamp, special banknotes, the first lottery tickets and betting slips, as well as the introduction of plastic ID documents in Hungary.
Next year we will honour the 175th anniversary of the Company's foundation, which took place in Temesvár in 1851, by organising a commemorative exhibition.

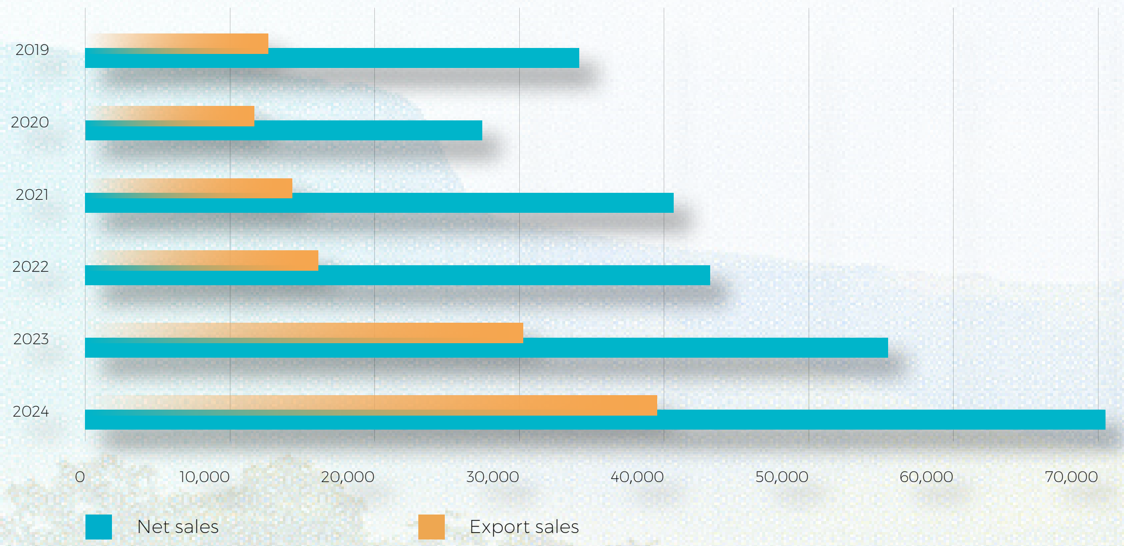
We would like to express our sincere gratitude to our clients and shareholders for their continued trust and support.

30 April 2025

dr. Ákos Erdős,
Chairman of the Board
of Directors

27% increase in net sales, outstanding export performance

Net sales of ANY PLC for 2024 amounted to HUF 70.5 billion which is higher by HUF 15.0 billion (27%) than in the previous year. Consolidated profit for the period after interest, tax and non-controlling interests is HUF 7,918 million. Export turnover in 2024 amounted to HUF 39.5 billion, surpassing the previous year's result by HUF 9.3 billion and representing an export ratio of 56%.



All amounts are presented in millions of HUF.

Growing international market presence

Revenue from card production and personalisation, one of the company's strategic product lines, amounted to HUF 18,270 million in 2024, exceeding the base period figure by HUF 6,107 million (50%).
Revenue from security products and solutions totalled HUF 36,265 million, which is HUF 7,204 million (25%) higher than in the base period.
The segment of form production, personalisation and data processing also recorded growth, reaching HUF 11,986 million, up HUF 835 million (7%) compared to the base period.

HUF 552 earnings per share

Operating income came to HUF 10,829 million, an increase of HUF 4,427 million compared to the previous period.

Gross profit totalled HUF 24,717 million, which means a 35% gross margin. General (SG&A) expenses amounted to HUF 11,929 million as of 31 December 2024, which equals to 17% of net sales. Material expenses amounted to HUF 42,814 million, higher by HUF 8,663 million (25%) in the current period as a result of growing turnover and a higher level of services used.

Personnel expenses totalled HUF 15,524 million, which is HUF 2,807 million (22%) higher than in the base period, due to headcount growth, performance-based remuneration linked to increased turnover, wage increases, and paid bonuses.

EBITDA amounted to HUF 13,245 million due to the change in operating income and depreciation, which represents an increase of HUF 4,470 million compared to previous period's EBITDA.

Therefore, EBITDA margin is 19%.

ANY GROUP

Main financial data and indicators (IFRS consolidated)

	FY 2023 in HUF millions	FY 2024 in HUF millions
Financial situation		
Non-current assets	14,158	15,981
Total assets	41,478	51,235
Shareholder's equity	12,917	17,954
Main categories of results		
Net sales	55,475	70,503
EBITDA	8,775	13,245
Profit after tax	4,267	7,918
Main indicators		
Return on sales (ROS) %	7.7%	11.2%
Return on equity (ROE) %	33.0%	44.1%
Earnings per share (EPS) HUF	298	552

Report based on CSRD principles

The format of this report is new, while its guiding principles remain unchanged. In 2024, our sustainability report was prepared in accordance with the requirements of the CSRD and aligned with the relevant legal and market expectations.

For our company, sustainability is not only a commitment but an integral part of our corporate responsibility. Our sustainability strategy focuses on transparent operations, active stakeholder engagement and ethical business conduct.
We are committed to ensuring a stable and safe working environment for our employees, while aiming to create long-term, sustainable growth for our shareholders. At the same time, our utmost priority for our partners and clients is to deliver consistent quality and ensure full legal compliance. Our strategic goals and operations are developed and driven by these core principles.

In addition, we actively participate in environmental and social responsibility initiatives — including investments aimed at reducing our ecological footprint, as well as supporting local and broader communities. We firmly believe that sustainability is not a static condition, but a long-term process that requires continuous improvement.

One of our most important tasks in the coming years will be to further expand and consistently implement our sustainability objectives.

Bodies and Management

BOARD OF DIRECTORS

Dr. Ákos Erdős *Chairman*
Gábor Zsámboki *Vice-chairman*
Tamás Erdős
Robert Elton Brooker III.
Dr. Gábor Kepecs

SUPERVISORY BOARD

Dr. István Stumpf *Chairman*
Dr. Istvánné Gömöri *Vice-chairman*
Ferenc Berkesi
Dr. Imre Repa
Katalin Hegedűs
László Hanzsek
Gábor Kun

SUPERVISORY BOARD

Gábor Zsámboki *Chief Executive Officer*
Zoltán Fejes *Chief Sales Officer*
Dr. István Ignácz *Chief Security Officer*
Balázs Megyeri *Chief Research and Development Officer*
Tamás Karakó *Chief Financial Officer*
Gábor Péter *Chief Information Officer*
Nikoletta Sajó *Chief Operating Officer*

ANY Security Printing Company
Public Limited Company by Shares

Integrated Report

for the year ended December 31, 2024

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ANY Security Printing Company
Public Limited Company by Shares

Consolidated Financial Statements

December 31, 2024

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Consolidated Statement of Financial Position as at December 31, 2024 and December 31, 2023

In HUF thousands	Notes	December 31, 2024	December 31, 2023
Current assets			
Cash and bank	3	7,601,559	6,056,275
Accounts receivables	4	8,418,005	12,674,854
Inventories	5	8,663,384	6,625,554
Other current assets and prepayments (without current tax receivable)	6	4,545,060	1,826,006
Contracted assets	6	5,863,564	–
Current tax receivables	6	162,745	137,847
Total current assets		**35,254,317**	**27,320,536**
Non-current assets			
Property, plant and equipment	7	14,496,734	12,839,007
Right of use	8	568,281	489,831
Goodwill	9	681,918	639,352
Intangibles	10	105,352	171,420
Other assets		128,782	18,223
Total non-current assets		**15,981,067**	**14,157,833**
TOTAL ASSETS		**51,235,384**	**41,478,369**
Current liabilities			
Trade accounts payables	27	7,351,043	5,908,538
Short term part of lease liabilities	24	181,208	134,219
Contracted liabilities	11	2,718,657	2,644,678
Other payables and accruals (without current tax liabilities)	11	7,284,004	4,614,676
Current tax liabilities	11	1,890,724	1,687,520
Short term loans	12	10,318,180	8,474,190
Total current liabilities		**29,743,816**	**23,463,821**
Long term liabilities			
Deferred tax liability	20	1,052,779	941,763
Long term part of lease liabilities	24	191,552	104,886
Long term loans	12	2,291,205	4,049,259
Other long term liabilities		1,977	1,978
Total long term liabilities		**3,537,513**	**5,097,886**
Shareholders' equity			
Share capital	13	1,449,876	1,449,876
Capital reserve		250,686	250,686
Retained earnings	15	14,021,806	9,845,826
Treasury shares	14	(455,048)	(455,048)
Other comprehensive income	21	444,925	224,320
Total owners' equity		**15,712,245**	**11,315,660**
Non controlling interest	15	**2,241,810**	**1,601,002**
Total shareholders' equity		**17,954,055**	**12,916,662**
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY		**51,235,384**	**41,478,369**

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

Consolidated Statement of Comprehensive Income as at December 31, 2024 and December 31, 2023

In HUF thousands	Notes	FY 2024	FY 2023
Net sales	16	70,502,996	55,475,269
Cost of sales	19	(45,786,108)	(37,790,901)
Gross profit		**24,716,888**	**17,684,368**
Selling general and administration costs	19	(11,928,888)	(10,247,827)
Gain on sale of fixed assets		4,900	(133)
Foreign currency (loss) / gain		210,280	(178,195)
Other expense, net	17	(2,174,499)	(856,058)
Operating income		**10,828,681**	**6,402,155**
Interest income	18	223,521	158,677
Interest expense	18	(636,511)	(698,442)
Profit before tax and non-controlling interest		**10,415,691**	**5,862,390**
Deferred tax income / (expense)	20	(111,015)	(101,779)
Income tax expense	20	(1,626,964)	(1,062,974)
Total tax expense		**(1,737,979)**	**(1,164,753)**
PROFIT AFTER TAX		**8,677,712**	**4,697,637**
Other comprehensive income for the year	21	**286,172**	**(65,291)**
*out of which: effect of revaluation based on IAS 21**		*286,172*	*(65,291)*
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		**8,963,884**	**4,632,346**
Profit after tax attributable to			
Shareholders of the Company		**7,917,791**	**4,267,289**
Non controlling interests		759,921	430,348
Other comprehensive income attributable to			
Shareholders of the Company		**220,605**	**(7,720)**
Non controlling interests		65,567	(57,571)
Earnings per share (EPS)			
Basic (HUF per share)	22	552	298
Fully diluted (HUF per share)	22	552	298
Dividend per share paid (DPS)		261	161

* In case of derecognition of a foreign subsidiary the relevant part will be reclassified to profit and loss.

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

Consolidated Statement of Changes in Shareholders' Equity as at December 31, 2024 and December 31, 2023

In HUF thousands	Notes	Issued Capital	Capital Reserve	Retained Earnings	Treasury Shares	Other comp-rehensive income	Non control-ling Interest	Total
December 31, 2022		**1,449,876**	**250,686**	**7,888,003**	**(455,048)**	**232,040**	**1,229,879**	**10,595,436**
Dividend paid (after FY 2022)		–	–	(2,309,466)	–	–	–	(2,309,466)
Dividend paid to minority shareholders (after FY 2022 income)	**15**	–	–	–	–	–	(1,654)	(1,654)
Profit after tax attributable to non-controlling interests	**15**	–	–	–	–	–	430,348	430,348
Effect of revaluation based on IAS 21	**15**	–	–	–	–	(7,720)	(57,571)	(65,291)
Profit after tax attributable to owners of the Company		–	–	4,267,289	–	–	–	4,267,289
December 31, 2023		**1,449,876**	**250,686**	**9,845,826**	**(455,048)**	**224,320**	**1,601,002**	**12,916,662**
Dividend paid (after FY 2023)		–	–	(3,741,811)	–	–	–	(3,741,811)
Dividend paid to minority shareholders (after FY 2023 income)	**15**	–	–	–	–	–	(184,680)	(184,680)
Profit after tax attributable to non-controlling interests	**15**	–	–	–	–	–	759,921	759,921
Effect of revaluation based on IAS 21	**15**	–	–	–	–	220,605	65,567	286,172
Profit after tax attributable to owners of the Company		–	–	7,917,791	–	–	–	7,917,791
December 31, 2024		**1,449,876**	**250,686**	**14,021,806**	**(455,048)**	**444,925**	**2,241,810**	**17,954,055**

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

Consolidated Statement of Cash-flow as at December 31, 2024 and December 31, 2023

In HUF thousands	Notes	FY 2024	FY 2023
Cash flows from operating activities			
Profit before tax and non-controlling interest		10,415,691	5,862,390
of which foreign currency (loss) / gain		*210,280*	*(178,195)*
Effect of revaluation based on IAS 21		286,172	(65,291)
Depreciation cost of fixed assets	7	2,350,022	2,296,323
Amortization cost of intangibles	10	66,068	76,195
Changes in provisions	17	1,635,314	483,055
Gain on sale of property, plant and equipment		5,592	133
Interest expense		636,511	698,442
Interest income		(223,521)	(158,677)
Operating cash-flow before working capital changes		**15,171,849**	**9,192,570**
Changes in accounts receivable and other current assets	4, 6	(4,455,482)	(7,915,575)
Changes in inventories	5	(3,669,899)	(595,942)
Changes in accounts payables, provision and accruals	11	4,445,964	(617,199)
Cash provided by operating activities		**11,492,432**	**63,854**
Interest paid		(693,459)	(617,624)
Interest received		225,394	135,879
Taxes paid, net	20	(1,641,726)	(1,038,509)
Net cash provided by operating activities		**9,382,641**	**(1,456,400)**
Cash flows from investing activities			
Purchase of property, plant and equipment	7	(3,907,023)	(1,963,893)
Gain on sale of property, plant and equipment		(5,592)	(133)
Proceeds on sale of investments	9	–	–
Changes in loans to employees		3,902	(1,309)
Net cash flow used in investing activities		**(3,908,713)**	**(1,965,335)**
Cash flows from financing activities			
Non controlling interest changes		(227,246)	(71,182)
Increase in short term loans	12	1,843,990	5,933,670
Increase in long term debt	12	–	–
Repayment of long term loans	12	(1,758,054)	(308,528)
Increase of lease liabilities	24	112,392	139,661
Repayment of lease liabilities	24	(157,915)	(299,475)
Dividend paid		(3,741,811)	(2,309,466)
Net cash flow used in financing activities		**(3,928,644)**	**3,084,680**
Changes in cash and cash equivalents		**1,545,284**	**(337,055)**
Cash and cash equivalents at beginning of period		**6,056,275**	**6,393,330**
Cash and cash equivalents at end of the period	3	**7,601,559**	**6,056,275**

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

Supplementary Notes to the Consolidated Financial Statements Dec. 31, 2024

1 General

ANY Security Printing Company Public Limited Company by Shares (ANY PLC or the Company) is a limited liability company incorporated under the laws of the Republic of Hungary. The Company operated as a State enterprise until 1992 when it was transformed into a limited liability company (Rt.). The Company's registered office is located at Halom u. 5, Budapest, District 10. The Company's webpage: www.any.hu.
The persons authorized to represent the Company, and to sign the annual report: Gábor Zsámboki, CEO (Address: 1056 Budapest, Belgrád rakpart 21. IV/1.). The person responsible for the accounting services registered in IFRS: Tamás Karakó, CFO (Address: 1112 Budapest, Őrség u. 9/B). The auditor of the Company Deloitte Könyvvizsgáló és Tanácsadó Kft. (Address: 1068 Budapest, Dózsa György út 84/C.), registered statutory auditor: Tamás Horváth (MKVK: 003449) (Address: 1029 Budapest, Bölény utca 16.). The audit fee in 2024 is HUF 45.1 million (HUF 39.1 million in 2023). Deloitte Könyvvizsgáló és Tanácsadó Kft. provided consulting services to ANY Security Printing Company Plc. regarding Sustainability Statementing. The ESG audit cost concerns the year 2024, the contract value: HUF 19.8 million.

As of December 31, 2024 and 2023 – based on the Company's share book – the following owners have more than 5% voting right or the following groups of investors own the Company:

	FY 2024		FY 2023	
Investor	Voting right (%)	Ownership (%)	Voting right (%)	Ownership (%)
Owners above 5% share				
EG CAPITAL LLC (*)	12.12%	11.75%	11.98%	11.62%
DIGITAL FOREST LLC (**)	7.11%	6.89%	7.11%	6.89%
AEGON ALFA SZÁRMAZTATOTT ALAP	5.20%	5.04%	5.20%	5.04%
Owners below 5% share				
Domestic Institutional Investors	27.14%	26.32%	30.15%	29.23%
Foreign Institutional Investors	9.97%	9.67%	10.83%	10.50%
Foreign Individual Investors	0.11%	0.11%	0.57%	0.55%
Domestic Individual Investors	35.51%	34.43%	31.70%	30.75%
Management, employees	1.48%	1.44%	1.46%	1.42%
Treasury shares	0.00%	3.03%	0.00%	3.03%
Other	1.36%	1.32%	1.00%	0.97%

(*) The Chairman of the Board of Directors of ANY Security Printing Company PLC as owner of EG Capital LLC has a further indirect ownership through Fortunarum Kft.
(**) Based on the AGM of March 31, 2014 the Tamás Erdős has been elected as a member of the Board of Directors of ANY Security Printing Company PLC has indirect ownership.

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

The consolidated subsidiaries of the Group at December 31, 2024 and at December 31, 2023 are as follows. The parent company primarily examines ownership when investigating control over subsidiaries based on IFRS 3.

Name of the Company	Place of registration and operation	Share capital	FY 2024		FY 2023		Classification[2]
			Share of ownership	Voting right[1]	Share of ownership	Voting right[1]	
Gyomai Kner Nyomda Zrt.	Hungary	HUF 200,000,000	99.48%	99.48%	99.48%	99.48%	L
Specimen Zrt.	Hungary	HUF 100,000,000	100.00%	100.00%	100.00%	100.00%	L
Techno-Progress Kft.	Hungary	HUF 5,000,000	100.00%	100.00%	100.00%	100.00%	L
ANY Ingatlanhasznosító Kft.	Hungary	HUF 3,000,000	100.00%	100.00%	100.00%	100.00%	L
Zipper Services SRL	Romania	RON 2,060,310	60.00%	60.00%	60.00%	60.00%	L
Zipper Data SRL	Moldova	MDL 5,400	60.00%	60.00%	–	–	L
Tipo Direct Serv SRL	Moldova	MDL 30,308	60.00%	60.00%	60.00%	60.00%	L
ATLAS Trade Distrib. SRL	Romania	RON 1,000	60.00%	60.00%	60.00%	60.00%	L
Slovak Direct SRO	Slovakia	EUR 63,965	100.00%	100.00%	100.00%	100.00%	L

[1] Voting rights that entitle the holder to participate in decision making at the general meeting of the company included in consolidation.
[2] Fully controlled subsidiaries (L); Joint ventures (K); Associated undertakings (T)

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

2 Significant accounting policies

Basis of preparation

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

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

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

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

The reporting period of the Group is equivalent to calendar years. Base period from 1st January 2022 to 31st December 2022, referred as FY 2022 in text and table headings as well, and current period from 1st January 2023 to 31st December 2023, referred as FY 2023 in text and table headings as well.

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

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

Basis of consolidation

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

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

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

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

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

Cash and cash equivalents

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

Consolidated statement of cash flows

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

Inventory

Inventory is stated at the lower of cost or net realizable value after making impairment for any obsolete or slow moving items. Cost is determined at standard cost adjusted to actual purchase price at period end. For purchased inventories cost comprises purchase price, possible additional customs, delivery costs, non-refundable taxes and any other costs related to acquiring the inventory. For finished goods and work in progress, cost comprises direct materials, direct labour and an appropriate allocation of manufacturing fixed and variable overheads.
Inventory impairment is calculated on obsolete or slow moving stocks item by item after judgement of the inventory item based on its physical status and future usage and selling opportunities. Full impairment is raised on inventories of which future usage and selling opportunities based on the unique debtors related characteristics of the inventories after the expiration of the contract or in lack of further orders are not probable. In case of inventories not connected directly to debtors, impairment on inventory is posted, if there was no consumption or sale in that item for a longer period before balance sheet day, based on individual assessment in this case as well. Furthermore the Group accounts impairment for inventories where cost of inventory is higher than the possible future net realizable value at a level until the net realizable value. Furthermore raises the Group full impairment on inventories that are falling out of production during the different technological processes, checked but proved to be not sufficient quality, and which were moved to scrap inventory location during the year, but have not been scrapped yet.

Property, plant and equipment (PP&E)

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

Buildings	2% to 5%
Machinery and equipment	14.5 to 33%
Vehicles	20%

At each balance sheet date, the Group reviews the carrying amount of its tangible and intangible assets to determine whether there is any indication in accordance with internal or external information that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the amount of such an impairment loss (if any). If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. Impairment loss is recognized as an expense immediately.
An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of PP&E is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss. Depreciation of assets directly attributed to operation is posted to cost of sales, depreciation of assets directly not attributed to operation is posted to selling, general and administration costs.

Right of use assets

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

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

Lease liabilities (as Lessee)

The Group recognises its lease liabilities based on IFRS 16. In accordance with that, all liabilities are recognised as lease liabilities which are connected to lease contracts or long term rental contracts. The Group measures its lease liabilities based upon the present value of contractual net cash-flows, with incremental borrowing rate available on the market for the Group for similar periods using as a discount rate. The Group has no initial lease obligations, no dismantling or removing costs, variable lease conditions and does not receive any lease incentives. The members of the Group have no option to prolong or terminate the contracts neither in lease contracts nor in long term rental contracts, though not even the lessor has the right to change the lease conditions during the lease period.
The Group has no small value or short term leases based on IFRS 16, has no sub-lease contracts and has no sale-and-lease-back type transactions.
Lease interest is calculated on lease liabilities applying the interest rate implicit in the lease or incremental borrowing rate (if the implicit interest rate is not available), which is recognised in the statement of profit or loss and other comprehensive income on the line interest expense.

Intangible assets

Intangible assets are considered to be definite useful life by the Group. Intangible assets can be purchased, self produced or recognised in compliance with IFRS3 business combinations. Intangible assets with definite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful lives. The estimated useful life and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with infinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. Amortization is provided at rates between 16.7% and 33% per year.
An item of intangible asset is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of intangible asset is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss.

Goodwill

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

Financial instruments

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

- Amortised cost – purpose is to have the contractual cash-flows, which contains only and only the principle part of the liability and the interests.

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

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

Financial liabilities and derivative products must be measured at FVTPL. When recognizing, the Group can mark a financial liability to be measured at FVTPL irrevocably if:
– it ceases or significantly decreases a measurement inconsistency, or
– a group of financial liabilities or a group of financial assets and liabilities are measured at fair value in accordance with a documented risk or investment strategy.

Subsequent measurement

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

Amortised cost

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

Debt instruments measured FVTOCI

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

Equity instrument measured FVTOCI

Dividend can be recognised, if:
– the entity is eligible for that,
– economic benefits will flow to the entity and can be reliably measured.

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

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

Debt instruments measured FVTPL

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

Fair value measurement

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

Impairment of financial assets

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

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

12/31/2018	12/31/2019	12/31/2020	12/31/2021	12/31/2022	12/31/2023
0.07%	0.09%	0.07%	0.07%	0.15%	0.31%

Receivables by due date	Not overdue or 0-90 days overdue	More than 90 days overdue
Amount of write-off receivable	0.90%	Individually measured

De-recognition of financial assets

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

Taxation

The amount of company tax is based on the taxation obligation defined according to the law on corporate income tax and dividend taxes, which is modified by the deferred tax. Based on the decision of the Hungarian Parliament, 9% corporate tax rate has to be applied for the Hungarian companies from the calendar year of 2017. In case of the domestic subsidiaries we applied the new 9% corporate tax rate when calculating deferred tax. The tax liability of the foreign companies of the Group is taken into consideration with the effective tax legislation of their country of incorporation.
Deferred taxes are calculated using the balance sheet liability method. Deferred taxes reflect the net tax effects of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for income tax purposes. Deferred tax assets and liabilities are measured using the tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be realized or settled. The measurement of deferred tax liabilities and deferred tax assets reflects the tax consequences that would follow from the manner in which the Group expects, at the balance sheet date, to realize or settle the carrying amount of its assets and liabilities. The conditions of netting deferred tax liabilities and deferred tax assets are met, as deferred tax arises only as deferred tax assets and deferred tax liabilities under the legislation of Hungarian tax authorities.
Deferred tax assets are recognized only if it is probable that sufficient taxable profits will be available against which the deferred tax assets can be utilized. At each balance sheet date, the Group re-assesses unrecognized deferred tax assets and the carrying amount of deferred tax assets. The Group recognizes a previously unrecognized deferred tax asset to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered. The Group conversely reduces the carrying amount of a deferred tax asset to the extent that it is no longer probable that sufficient taxable profit will be available to allow the benefit of part or that entire deferred tax asset to be utilized. The Company classifies the local taxes and innovation contribution to corporate tax in profit and loss statement based on IAS 12 requirement.

Treasury shares

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

Revenue recognition

IFRS 15 defines a five-step model to recognize revenue coming from the contracts with the clients, which – apart from a few exceptions – irrespectively to the type of the transaction or the industry must be applied in all cases. Rules of the standard must be applied for the sale of some non-financial assets as well, where such sale is out of the standard business activity of the company. (E.g. sale of fixed assets or intangible assets.)
Revenue is recognized at the time goods are dispatched and services rendered by the Group, as this is the point at which control of the goods and services are transferred to the customer.
Revenue is measured from contracts with customers at the amount of consideration to which the entity expects to be entitled in exchange for transferring promised goods or services. Revenue is reduced for estimated customer returns, rebates and other similar allowances.
Revenue is separated into five different product segment by the Group. The management considers these product segments strategically important. These segments are monitored and these are the basis of evaluating the performance. However, classification of turnover by product segments do not mean that these products can be produced in a clearly separable way in terms of assets and liabilities.
Revenue from sale of printing solutions is recognised at the point in time when control of the asset is transferred to the customer, generally on delivery of the equipment at the customer's location. The normal credit term is 30 days upon delivery.
The Group considers whether there are other promises in the contract that are separate performance obligations to which a portion of the transaction price needs to be allocated (e.g., warranties, customer loyalty points). In determining the transaction price for the sale of printing solutions, the Group considers the effects of variable consideration, existence of a significant financing component, noncash consideration (if any).

Variable consideration

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

Rights of return

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

Volume rebates

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

Significant financing component

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

Non-cash consideration

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

Contract balances

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

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

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

Interest revenue

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

Provisions

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

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

Contingent liabilities acquired in a business combination

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

Government grants

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

Segment reporting

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

Earnings per share

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

Foreign currencies

In preparing the financial statements of the individual entities, transactions in currencies other than the entity's presentational currency (HUF) are recorded at the rates of exchange prevailing at the dates of the transactions. At each balance sheet date, monetary items denominated in foreign currencies are retranslated at the rates prevailing at the balance sheet date. Exchange differences are recognised in profit or loss in the period in which they arise.
From the foreign subsidiaries of the Group Zipper Services S.R.L. prepares its financial statements in Romanian Lei, Tipo Direct SERV S.R.L. in Moldavian Lei, while Slovak Direct S.R.O. prepares its financial statement in EURO (presentational currency, and functional currency as well). The balances of foreign currency assets and liabilities of the foreign subsidiaries of the Group are translated at the relevant year-end MNB (National Bank of Hungary) foreign exchange rate, while incomes and expenditures are translated at the yearly average MNB rates in the consolidated financial statements in the parent company's presentational currency (HUF), which is the functional currency of the Group at the same time. Differences arising from translation are presented in other comprehensive income. The details of the conversion have been presented in table 27 Risk Management.

The effect of adopting new and revised International Financial Reporting Standards effective from 1 January 2024.

The following amendments to the existing standards and new interpretation issued by the International Accounting Standards Board (IASB) and adopted by the EU are effective for the current reporting period

- Amendments to IAS 1 "Presentation of Financial Statements" (effective January 1, 2024):
  - Classification of liabilities into current and non-current categories (issued on 23rd of January 2020)
  - Classification of liabilities into current and non-current categories – Offset effective date (issued on 15th of June 2020) and
  - Non-current liabilities with covenants (issued on 31st of October 2022)
  - IFRS 16 Modification of leases: lease liability in cases sold and leased back (issued on 22nd of September 2022 and effective 1st of January 2024)

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

New and revised Standards and Interpretations issued by IASB and adopted by the EU but not yet effective

- IFRS 1 First Adoption of International Financial Reporting Standards (issued on 18th of July 2024, effective 1st of January 2026)
- IFRS 10 "Consolidated Financial Statements" (issued July 18, 2024, effective January 1, 2026)

Standards and Interpretations issued by IASB but not yet adopted by the EU

- IFRS 18 Presentation and Disclosure in Financial Statements (issued on 9th of April 2024, effective 1st January 2027)
- IFRS 19 Subsidiaries Without Public Accountability: Disclosures (issued on 9th of May 2024, effective 1st of January 2027)
- IFRS 9 – Amendments to financial instruments (issued 30th of May 2024, effective 1st of January 2026)
- IFRS 7 Financial Instruments: Disclosures (issued July 18, 2024, effective January 1, 2026)
- IAS 7 Statement of Cash Flows (issued July 18, 2024, effective January 1, 2026)
- IFRS 9 – Amendments to financial instruments (issued December 30, 2024, effective January 1, 2026)
- IFRS 7 Financial Instruments: Disclosures (issued December 18, 2024, effective January 1, 2026)

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

Critical accounting judgements and estimates by applying the accounting policy

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

Critical assumptions by applying the accounting policy

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

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

Uncertainties in the estimates

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

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

3 Cash and bank

In HUF thousands	December 31, 2024	December 31, 2023
Cash and cash equivalents	7,601,559	6,056,275
Total cash and cash equivalents	**7,601,559**	**6,056,275**

Balance of cash and cash equivalents at the end of the period is HUF 7,602 million, which is HUF 1,545 million higher than at the end of year 2023.

4 Accounts receivables

In HUF thousands	December 31, 2024	December 31, 2023
Trade receivables	8,474,491	12,728,095
Allowance for doubtful debts	(56,486)	(53,241)
Total	**8,418,005**	**12,674,854**

The carrying value of trade receivables is fair value. Balance of trade debtors is HUF 8,418 million, which is HUF 4,257 million lower than at the end of 2023.

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

In HUF thousands	December 31, 2024	December 31, 2023
Balance at the beginning of the year	**53,241**	**27,632**
Impairment losses recognised on receivables	7,261	25,673
Impairment losses reversed	4,016	64
De-recognition of receivables as uncollectable debt	–	–
Balance at the end of the year	**56,486**	**53,241**

5 Inventories

In HUF thousands	December 31, 2024	December 31, 2023
Raw materials	5,634,219	4,714,129
Work in progress	4,157,694	2,814,394
Finished goods	2,502,516	1,082,172
Goods	80,604	94,439
Cumulated loss in value for inventories (*)	(3,711,649)	(2,079,580)
Total	**8,663,384**	**6,625,554**

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

The total amount of inventories is HUF 8,663 million, which increased by HUF 2,038 million (31%) compared to 31 December 2023.

6 Other current assets and prepayments

In HUF thousands	December 31, 2024	December 31, 2023
Prepayments	235,621	285,772
Of which: revenue recognized but not invoiced	43,178	87,530
Of which: rental fee of softwares	60,577	127,227
Of which: other prepayment	131,866	71,015
Guarantee receivables	537,461	201,965
Advances paid	2,333,570	839,018
Of which: advances paid for PP&E	1,495,950	808,560
Of which: other advances paid	837,620	30,458
Employee loans	106	–
Other receivables	1,438,302	499,251
Of which: advances payment for service	1,152,790	438,383
Total other current assets and prepayments	**4,545,060**	**1,826,006**

In HUF thousands	December 31, 2024	December 31, 2023
Other taxes receivable	27,393	80,881
Corporate income tax receivable	24,627	9,865
VAT receivable	110,725	47,101
Total current tax receivables	**162,745**	**137,847**

Year-end balance of current tax receivables is HUF 25 million lower than in previous period.
Interest in employees loans are the same for each employee, Hungarian prime rate + 5%.

In HUF thousands	December 31, 2024	December 31, 2023
Contracted assets	5,863,564	0
Total contracted assets	**5,863,564**	**0**

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

7 Property, Plant and Equipment

In HUF thousands	Land and buildings	Machinery and equipment	Property rights	Vehicles and other equipments	Capital projects	Total
Cost						
January 1, 2023	**9,193,026**	**16,892,496**	**52,369**	**4,078,100**	**81,977**	**30,297,968**
Capitalization	506,654	897,273	14,746	471,016	–	**1,889,689**
Disposals	3,718	523,424	1,550	136,048	17,084	**681,824**
Reclassification	–	–	–	23,274	–	**23,274**
December 31, 2023	**9,695,962**	**17,266,345**	**65,565**	**4,436,342**	**64,893**	**31,529,107**
January 1, 2024	**9,695,962**	**17,266,345**	**65,565**	**4,436,342**	**64,893**	**31,529,107**
Capitalization	342,988	2,651,838	5,923	543,311	488,539	**4,032,599**
Disposals	3,718	481,858	94	102,696	–	**588,366**
Reclassification	–	–	–	–	–	**–**
December 31, 2024	**10,035,232**	**19,436,325**	**71,394**	**4,876,957**	**553,432**	**34,973,340**
Accumulated depreciation						
January 1, 2023	**2,488,733**	**11,900,145**	**13,968**	**2,811,125**	**–**	**17,213,971**
Charge for year	287,185	1,313,177	13,178	452,762	–	**2,066,302**
Impairment	–	–	–	–	–	**–**
Disposals	3,718	477,295	–	109,160	–	**590,173**
December 31, 2023	**2,772,200**	**12,736,027**	**27,146**	**3,154,727**	**–**	**18,690,100**
January 1, 2024	**2,772,200**	**12,736,027**	**27,146**	**3,154,727**	**–**	**18,690,100**
Charge for year	313,668	1,479,558	5,911	465,107	–	**2,264,244**
Impairment	–	–	–	–	–	**–**
Disposals	3,718	352,544	94	121,382	–	**477,738**
December 31, 2024	**3,082,150**	**13,863,041**	**32,963**	**3,498,452**	**–**	**20,476,606**
Net book value						
January 1, 2023	**6,704,293**	**4,992,351**	**38,401**	**1,266,975**	**81,977**	**13,083,997**
December 31, 2023	**6,923,762**	**4,530,318**	**38,419**	**1,281,615**	**64,893**	**12,839,007**
December 31, 2024	**6,953,082**	**5,573,284**	**38,431**	**1,378,505**	**553,432**	**14,496,734**

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

8 Right of use assets

Rights of use movement table (values in thousands of HUF)	Property rights	Machinery and equipment	Vehicles and other equipments	Total
Cost				
January 1, 2023	**–**	**1,876,588**	**421,201**	**2,297,789**
Additions	–	–	139,275	**139,275**
Disposals	–	–	–	**–**
Reclassification	–	1,408,265	–	**1,408,265**
December 31, 2023	**–**	**468,323**	**560,476**	**1,028,799**
January 1, 2024	**–**	**468,323**	**560,476**	**1,028,799**
Additions	–	0	164,233	**164,233**
Disposals	–	–	–	**–**
Reclassification	–	–	–	**–**
December 31, 2024	**–**	**468,323**	**724,709**	**1,193,032**
Accumulated depreciation				
January 1, 2023	**–**	**1,374,130**	**345,102**	**1,719,232**
Charge for year	–	158,455	69,502	**228,000**
Reclassification	–	1,408,265	–	**1,408,265**
December 31, 2023	**–**	**124,363**	**414,604**	**538,967**
January 1, 2024	**–**	**124,363**	**414,604**	**538,967**
Charge for year	–	41,453	44,331	**85,784**
Reclassification	–	–	–	**–**
December 31, 2024	**–**	**165,816**	**458,935**	**624,751**
Net book value				
January 1, 2023	**–**	**502,457**	**76,100**	**578,557**
January 1, 2024	**–**	**343,960**	**145,872**	**489,832**
December 31, 2024	**–**	**302,507**	**265,774**	**568,281**

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

9 Goodwill

In HUF thousands	December 31, 2024	December 31, 2023
Zipper Services SRL	276,231	276,231
ATLAS Trade SRL	233,966	233,966
Gyomai Kner Nyomda Zrt.	26,994	26,994
Techno-Progress Kft.	20,509	20,509
Specimen Zrt.	12,123	12,123
Foreign currency goodwill revaluation effect (Zipper and ATLAS)	112,095	69,529
Goodwill	**681,918**	**639,352**

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

Cost

In HUF thousands	December 31, 2024	December 31, 2023
Balance at the beginning of the year	**639,352**	**335,857**
ATLAS transaction	–	233,966
Foreing currency goodwill revaluation effect (Zipper and ATLAS)	42,566	69,529
Balance at the end of the year	**681,918**	**639,352**

Accumulated impairment losses

At the end of the year the Group examined goodwill's remunerative value and recognized that there was no need to account impairment losses on the goodwill. When evaluating the goodwill the Group uses 5 year plans and uses DCF method for EBITDA, which is adjusted by cash balance and net debt balance resulting in final enterprise value. When applying 5 year budgets, first year budget is approved, next years' budgets are calculated by considering yearly 5% growth rate. This 5% growth rate is the expected growth rate of subsidiaries by the parent company. Due to the events occurred in the economy in FY 2022 discount rate was increased by the Group by 200 basis points compared to previous year. Any further 100 basis point increase in the discount rate would result in a decrease of recoverable amount by 2%. The Group considers the subsidiaries as CGU (cash-generation unit) based upon their sizes, assets and operation.

Goodwill impairment indications calculated on cash-generation units (CGU) in HUF thousands	December 31, 2024		December 31, 2023	
	Recoverable amount	Proportionate part of carrying value of CGU	Recoverable amount	Proportionate part of carrying value of CGU
Zipper Services SRL	7,495,719	913,674	3,703,458	824,134
ATLAS Trade SRL	1,637,135	315,948	686,052	371,969
Gyomai Kner Nyomda Zrt.	977,738	672,892	734,376	746,887
Techno-Progress Kft.	993,011	56,377	1,273,261	76,228
Specimen Zrt.	162,745	13,176	214,865	13,785
Net value of Goodwill	**11,266,348**	**1,972,067**	**6,612,012**	**2,033,003**

10 Intangibles

In HUF thousands	Research and development costs	Softwares	Value of contracts recognised based on IFRS 3	Total intangibles
Historical cost				
January 1, 2023	**269,161**	**100,544**	**332,222**	**701,927**
December 31, 2023	**269,161**	**100,544**	**343,427**	**713,132**
January 1, 2024	**269,161**	**100,544**	**343,427**	**713,132**
Additions	–	–	–	–
Revaluation	–	–	–	–
December 31, 2024	**269,161**	**100,544**	**343,427**	**713,132**
Accumulated amortisation				
January 1, 2023	**269,161**	**100,544**	**84,607**	**454,312**
Amortisation	–	–	87,400	87,400
December 31, 2023	**269,161**	**100,544**	**172,007**	**541,712**
January 1, 2024	**269,161**	**100,544**	**172,007**	**541,712**
Amortisation	–	–	66,068	66,068
December 31, 2024	**269,161**	**100,544**	**238,075**	**607,780**
Net book value				
January 1, 2023	**–**	**–**	**247,615**	**247,615**
December 31, 2023	**–**	**–**	**171,420**	**171,420**
December 31, 2024	**–**	**–**	**105,352**	**105,352**

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

Contracted liabilities:

In HUF thousands	December 31, 2023	Increase	Decrease	Revaluation	December 31, 2024
Contracted laibilities	**2,644,678**	**73,979**	**–**	**–**	**2,718,657**

Tax liabilities, other liabilities, accruals:

In HUF thousands	December 31, 2024	December 31, 2023
Accrued management bonuses	656,844	598,908
Other accruals	4,154,477	2,088,602
Of which: accrued creditors*	2,516,013	1,244,076
Social security	209,574	280,563
Salaries and wages	526,542	496,407
Advance payments from customers	1,432,232	970,802
Other short term liabilities	304,335	179,395
Other payables and accruals	**7,284,004**	**4,614,676**

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

In HUF thousands	December 31, 2024	December 31, 2023
VAT	928,353	906,685
Personal income tax	163,362	143,838
Social contribution	108,364	56,010
Other taxes	690,645	580,987
Total current tax liabilities	**1,890,724**	**1,687,520**

Total current tax liabilities, other payables and accruals amounts to HUF 9,175 million, which increased by HUF 2,873 million compared to December 31, 2023.

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

In HUF thousands	December 31, 2024	December 31, 2023
Opening balance of accrued government grant	**139,709**	**176,361**
Government grant posted to other income in current year	36,652	36,652
Closing balance of accrued government grant	**103,057**	**139,709**
Out of which long term part	**66,405**	**103,057**
Out of which short term part	**36,652**	**36,652**

Support received

Gyomai Kner Nyomda Zrt. won government grant in PM/3935 subsidy project for purchasing innovative, modern printing machine in 2020. The grant received was in amount of HUF 259,739 thousands in 2020, out of which was accounted to SPLOCI in 2022 in value of HUF 36,652 thousands parallel to the depreciation charged to SPLOCI in connection to the assets purchased from the grant, so accrued balance of the grant was HUF 103,057 thousands as at 31st December 2024.

12 Short term and long term loans

In HUF thousands	December 31, 2023	Increase	Decrease	December 31, 2024
Parent company overdraft facility, HUF based	3,273,325	–	457,055	2,816,270
Parent company short-term loan, EUR based	3,827,800	6,674,610	4,496,770	6,005,640
Short term part of long term loan of Parent Company	1,102,777	298,849	403,154	998,472
Other short term loans of subsidiaries	270,288	321,946	94,436	497,798
Total short term loans and overdrafts	**8,474,190**	**7,295,405**	**5,451,415**	**10,318,180**
Long term loan of Parent Company	3,982,343	804,574	2,495,712	2,291,205
Long term loan of subsidiary	66,916	–	66,916	–
Total long term loans	**4,049,259**	**804,574**	**2,562,628**	**2,291,205**
Total loans and borrowings	**12,523,449**	**8,099,979**	**8,014,043**	**12,609,385**

The Group has overdraft limit (market interest rate, based on 1 month BUBOR) in value of HUF 4.8 billion from which HUF 0.3 billion is secured by mortgage and sales revenue assignment.
Based on the overdraft limit contracts the available amount of overdraft can be used is HUF 4.8 billion. For the long term loans mortgages of real estates and current assets were involved. Furthermore, the Group also has a revolving credit line of 13 million EUR (1-month EURIBOR), of which 3 million EUR was utilized by the end of the year.
For the financing of export projects parent company uses 10 million EUR revolving loan, which is covered by 11 million USD fixed-term deposit.

13 Share capital

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

In HUF thousands	December 31, 2024		December 31, 2023	
	Issued	Treasury	Issued	Treasury
Registered shares	1,449,876	43,986	1,449,876	43,986
Total	**1,449,876**	**43,986**	**1,449,876**	**43,986**

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

14 Treasury shares

Number of treasury shares held by the Company on 31st December 2024 is 448,842 which were purchased at an average price of HUF 1,014 per share.

15 Retained earnings, non-controlling interest

Retained earnings available for distribution are based on the unconsolidated financial statements of the Company prepared in accordance with IFRS as adopted by EU and related Hungarian Accounting and Civil Law. The amount of the retained earnings in the Company's IFRS financial statement is HUF 11,141,736 thousands of which not distributable HUF 3,784,725 thousands. Retained earnings available for distribution is HUF 7,357,011 thousands.

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

Non-controlling interest in HUF thousands	FY 2024	FY 2023
Opening balance	**1,601,002**	**1,229,879**
Dividend paid to minority shareholders (after FY 2023 income)	(184,680)	(1,654)
Profit after tax attributable to non-controlling interests	759,921	430,348
Effect of revaluation based on IAS 21	65,567	(57,571)
Closing balance	**2,241,810**	**1,601,002**

16 Net sales

Sales (in HUF thousands)	2024	2023
Sales revenue from customer contracts	64,639,432	55,475,269
Invoiced and accrued revenue	5,863,564	–
Total sales	**70,502,996**	**55,475,269**

Sales segments (in HUF thousands)	2024	2023
Security products and solutions	36,265,050	29,060,715
Card production and personalization	18,269,599	12,163,248
Form production and personalization. data processing	11,986,112	11,151,497
Traditional printing products	2,007,692	1,991,933
Other	1,974,543	1,107,876
Total net sales	**70,502,996**	**55,475,269**

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

Total revenue in 2024 by countries:

Revenue by Countries (in HUF thousands)	2024	2023
Hungary	30,958,248	25,182,912
Africa	18,744,006	13,116,997
Romania	11,494,459	9,723,433
Iraq	6,111,884	2,528,120
Germany	409,746	2,236,590
Turkey	408,366	743,156
Austria	362,318	421,463
Slovakia	402,917	413,118
Moldova	329,046	279,407
Norway	269,285	103,572
Other European countries	746,341	666,048
Other countries of the world	266,380	60,451
Total	**70,502,996**	**55,475,269**

17 Other expenses, net

Other incomes and expenses (in HUF thousands)	2024	2023
Received subsidy	5,894	40,171
Other items	63,715	62,047
Received discount	12,047	6,869
Reversed loss in value for inventories	31	2,545
Reversed loss in value for trade receivables	–	14,445
Reversed loss in value for receivables	4,643	–
Total other incomes	**86,330**	**126,077**
Loss in value for inventories (*)	2,037,902	521,984
Permanent cash contribution	94,052	200,273
Fines, penalties	20,430	6,905
Building tax, land tax	21,392	33,427
Loss in value for trade receivables	36,790	8,777
Other items	50,263	210,769
Total other expenses	**2,260,829**	**982,135**
TOTAL	**(2,174,499)**	**(856,058)**

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

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

18 Interest income / expenditure

In HUF thousands	2024	2023
Interest income	223,521	158,677
Interest expenditure	(636,511)	(698,442)
Net profit on interest	**(412,990)**	**(539,765)**

19 Cost of sales and selling general and administration costs

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

In HUF thousands	2024	2023
Material type expenditures	42,814,010	34,151,407
Personal type expenditures	15,524,494	12,716,902
Depreciation and amortization	2,416,090	2,372,518
Changes in inventory and own performance	(3,039,598)	(1,202,099)
Total cost and expenditures	**57,714,996**	**48,038,728**
Cost of sales	45,786,108	37,790,901
Selling general and administration	11,928,888	10,247,827
Total direct and indirect cost of sales	**57,714,996**	**48,038,728**

During the year 2024, 2,416 million depreciation was accounted for, which is 44 million (2%) higher than the base period value.
Personal type expenditures amounted to 15,524 million, compared to the last year's figure 2,808 million.
Selling general and administration amounted to 11,929 million, compared to the last year's figure 10,248 million.
The average number of employees of the Group during the year was 1,145.98 (2023: 1,075).

20 Taxation

In HUF thousands	December 31, 2024	December 31, 2023
Current year local business tax	659,668	549,852
Current year corporate income tax	867,377	430,409
Innovation contribution	99,919	82,713
Current year tax expense	**1,626,964**	**1,062,974**
Deferred tax (income) / expense	111,015	101,779
Total tax expense	**1,737,979**	**1,164,753**

Based on the decision of the Hungarian Parliament, 9% corporate tax rate has to be applied for the Hungarian companies from the calendar year of 2017. In case of the domestic subsidiaries we applied the new 9% corporate tax rate when calculating deferred tax. The tax liability of the foreign companies of the Group is taken into consideration with the effective tax legislation of their country of incorporation.
Under the tax legislation the Group is allowed to establish a tax-deductible development reserve. Assets acquired using this reserve then do not qualify for tax depreciation up to the value of the reserve. Therefore this is effectively a form of accelerated depreciation. Development reserves have been established based on the Group's current year and previous years pre-tax profit and a deferred tax liability has been recognized on the deferred tax effect of the accounting and tax depreciation difference of the assets. The Group decreased its deferred tax liabilities by the valuation difference for treasury shares based on the Hungarian Accounting Standards.
Tax losses can be carried forward up to the next years offset future taxable profits (until its 50% and 5 years). Deferred tax assets relating to tax losses are netted off against deferred tax liabilities.

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

In HUF thousands	December 31, 2024	December 31, 2023
Opening deferred tax liability	**954,337**	**852,368**
Deferred tax liability due to development reserve	45,745	98,225
Deferred tax on accounting and tax depreciation difference of assets not connected to development reserve	68,022	19,738
Financial leasing	–	171
Depreciation accounted on ANY Ingatlanhasznosító Kft. revaluation reserve until 2024	(1,556)	(1,556)
Deferred tax liability arising from ATLAS transaction	(11,672)	(14,611)
Closing deferred tax liability	**1,054,876**	**954,337**

In HUF thousands	December 31, 2024	December 31, 2023
Opening deferred tax assets	**12,574**	**12,385**
Deferred tax asset on write-off for bad debts	(245)	1,227
Deferred tax asset on deferred yearly losses	(10,232)	(1,038)
Closing deferred tax assets	**2,097**	**12,574**

In HUF thousands	December 31, 2024	December 31, 2023
Opening deferred tax liability net	**941,763**	**839,984**
Closing deferred tax liability net	**1,052,779**	**941,763**

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

In HUF thousands	December 31, 2024	December 31, 2023
Profit before tax and non-controlling interest	**10,415,691**	**5,862,390**
Tax at statutory rate of 9% (*)	937,412	527,615
Effect of the development reserve raised	(180,000)	(181,350)
Other permanent differences (**)	109,965	84,144
Corporate income tax expense	**867,377**	**430,409**

(*) The foreign tax rules were not considered in this calculation. The differences from that method can be find in row of Other permanent differences (net). In this calculation 9% tax rate valid in 2023 has been applied.
(**) Other permanent differences are coming from tax base modification items, and from the different tax rates used abroad.

21 Other comprehensive income for the year

Other comprehensive income for the year (in HUF thousands)	31 December, 2024	31 December, 2023
Revaluation effect of non-monetary SOFP items in other currency than HUF based on IAS 21 (*)	286,172	(65,291)
Total other comprehensive income for the year	**286,172**	**(65,291)**

(*) Revaluation effect of increasing RON fx exchange rate from consolidation.

22 Earnings per share

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

In HUF thousands	31 December, 2024	31 December, 2023
Weighted average shares outstanding for	14,345,808	14,345,808
Net income used in the calculation	7,917,791	4,267,289
Basic and diluted earnings per share		
Basic (HUF per share)	552	298
Fully diluted (HUF per share)	552	298

23 Contingent liabilities and provisions

The Company has arranged bank guarantees. The guarantees largely relate to commitments under Government and corporate tenders. Guarantees are provided up to a maximum limit of HUF 2,500 million. The Company uses HUF 298 million from its guarantee limit which is connected to tenders.
The Group reclassified HUF 4,159 million to the restricted reserves, which has not been utilised yet. Corporate tax base was decreased by this amount in line with the relevant Hungarian regulations under the condition, that this amount will be spent for capital expenditures in the following six years, otherwise the deducted corporate tax has to be repaid to the Hungarian Tax Authority grossed up with its fines and interests.
The Group does not have any provisions.

24 Short term and long term part of lease liabilities

Leasing liabilities expiry analysis as at 31.12.2024 (in thHUF)	Leasing liabilities related to real estates	Leasing liabilities related to machinery and equipment	Leasing liabilities related to vehicles	Total
Expired leasing liabilities in 2025	–	68,087	113,121	**181,208**
Expired leasing liabilities in 2026	–	50,096	62,260	**112,356**
Expired leasing liabilities in 2027	–	23,727	11,652	**35,379**
Expired leasing liabilities in 2028	–	22,481	1,946	**24,427**
Expired leasing liabilities in 2029	–	19,390	–	**19,390**
Total	**–**	**183,781**	**188,979**	**372,760**

Leasing liabilities expiry analysis as at 31.12.2023 (in thHUF)	Leasing liabilities related to real estates	Leasing liabilities related to machinery and equipment	Leasing liabilities related to vehicles	Total
Expired leasing liabilities in 2024	–	88,825	45,394	**134,219**
Expired leasing liabilities in 2025	–	11,515	38,357	**49,872**
Expired leasing liabilities in 2026	–	8,616	38,231	**46,847**
Expired leasing liabilities in 2027	–	2,216	5,950	**8,166**
Expired leasing liabilities in 2028	–	–	–	**–**
Total	**–**	**111,172**	**127,932**	**239,105**

Leasing interest analysis (in thHUF)	Leasing interest relating to real estates	Leasing interest relating to machinery and equipment	Leasing interest relating to vehicles	Total
Leasing interest in 2024	–	–	3,043	**3,043**
Leasing interest in 2023	–	–	1,960	**1,960**

Leasing obligation movement table (values in thousands of HUF)	Leasing liabilities related to real estates	Leasing liabilities related to machinery and equipment	Leasing liabilities related to vehicles	Total
January 1, 2023	**–**	**335,599**	**64,604**	**400,203**
Additions	–	–	139,275	**139,275**
Disposals	–	224,426	75,946	**300,372**
December 31, 2023	**–**	**112,383**	**127,576**	**239,959**
January 1, 2024	**–**	**112,383**	**127,576**	**239,959**
Additions	–	112,392	164,233	**276,625**
Disposals	–	40,994	102,830	**143,824**
December 31, 2024	**–**	**183,781**	**188,979**	**372,760**
Long term part of closing balance	**–**	**115,694**	**75,858**	**191,552**
Short term part of closing balance	**–**	**68,087**	**113,121**	**181,208**

SPLOCI items connected to leasing transaction (in HUF thousands)	31 December, 2024	31 December, 2023
Depreciation charged of leased assets	214,035	228,000
Interest expenses of lease liabilities	3,043	1,969
Total costs / expenditures	**217,078**	**229,969**

25 Related party transactions

The Group has no other partner considered to be be related party based on IAS 24 than members of the Board of Directors, members of the Supervisory Board and management personnel. The Group purchased management services from EG Capital in value of HUF 218 million in 2024 (HUF 183 million in 2023).

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

HUF 15,812 thousands remuneration was paid to the Supervisory Board, while HUF 9,400 thousands to the Board of Directors in 2024.
The following table presents the beginning and the end of the assignment of the members of the Board of Directors, the members of the Supervisory Board and the senior officers. The number of shares hold in ANY Security Printing Company PLC is also presented as at 31 December 2024.

Type[1]	Name	Position	Assignment started	Assignment ends	ANY shares owned (no.)
BD	Dr. Ákos Erdős[2]	Chairman of Board of Directors	1993*	May 1, 2028	2,317,987
BD	Gábor Zsámboki	Deputy chairman of Board of Directors**	August 11, 2005*	May 1, 2028	143,923
BD	Robert Elton Brooker III.	Member of Board of Directors	May 1, 2023	May 1, 2028	16,685
BD	Dr. Gábor Kepecs	Member of Board of Directors	May 31, 2018	May 1, 2028	–
BD	Tamás Erdős[3]	Member of Board of Directors	May 31, 2014	May 1, 2028	1,020,001
SB	Prof. Dr. István Stumpf	Chairman of Supervisory Board	April 27, 2021***	May 31, 2029	–
SB, AC	Dr. Istvánné Gömöri[4]	Deputy chairman of Supervisory Board and member of Audit Committee	August 11, 2005*	May 31, 2029	536,703
SB, AC	Ferenc Berkesi	Member of Supervisory Board and Audit Committee	August 11, 2005*	May 31, 2029	–
SB, AC	Dr. Imre Repa	Member of Supervisory Board and Audit Committee	March 30, 2007*	May 31, 2029	–
SB	Katalin Hegedűs	Member of Supervisory Board	May 31, 2020	May 31, 2029	–
SB	László Hanzsek	Member of Supervisory Board	May 31, 2020	May 31, 2029	–
SB	Gábor Kun	Member of Supervisory Board	May 31, 2020	May 31, 2029	–
Number of ANY shares hold, TOTAL:					**4,035,299**

[1] Board of Directors member (BD), Supervisory Board member (SB), Audit Committee member (AC).
[2] Dr. Ákos Erdős controls ANY shares indirectly through EG Capital LLC and Fortunarum Kft.
[3] Tamás Erdős controls ANY shares indirectly through Digital Forest LLC.
[4] Dr. Istvánné Gömöri controls ANY shares indirectly through BELU S.A.R.L.
* Re-elected by the Annual General Meeting held on 31st March, 2014.
** Gábor Zsámboki has been the deputy chairman of the Board of Directors since 11th August, 2014.
*** Elected by the Board of Directors entitled with AGM rights on 27th April, 2020.

27 Risk management

Foreign currency risk

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

ANY Group	Currency	December 31, 2024		December 31, 2023	
		in original currency	in HUF thousands	in original currency	in HUF thousands
Foreign currency receivables					
	EUR	6,663,286	2,740,943	16,149,990	6,182,216
	RON	43,367,164	3,582,128	37,833,671	2,911,301
	MDL	1,089,456	23,216	942,600	18,635
	USD	25,866	10,181	825	304
Total (in HUF thousands)			**6,356,468**		**9,112,457**
Foreign currency cash					
	EUR	3,067,018	1,261,618	2,446,428	936,493
	USD	613,387	241,429	586,314	216,209
	GBP	1,300	642	1,300	587
	RON	13,052,813	1,078,162	9,998,883	769,414
	MDL	18,739,475	399,338	6,725,968	132,972
Total (in HUF thousands)			**2,981,189**		**2,055,675**
Foreign currency liabilities					
	EUR	18,775,559	7,723,326	20,021,782	7,664,338
	USD	1,617,103	636,492	81,100	29,906
	CHF	28,431	12,380	–	–
	RON	27,600,344	2,279,788	28,482,231	2,192,015
	MDL	1,191,054	25,381	488,717	9,662
	GBP	7,000	3,459	15,476	6,983
	BGN	–	–	101,539	19,872
Total (in HUF thousands)			**10,680,826**		**9,922,778**

Impact of a possible 1% foreign exchange rate decrease in each foreign currency (in HUF thousands)*	December 31, 2024	December 31, 2023
Impact on foreign currency assets	933,766	1,116,813
Impact on foreign currency liabilities	(1,068,083)	(992,278)
Total impact of possible foreign exchange rate change	(134,317)	124,535

In case of a same percentage forint exchange rate increase the same numbers apply like in the table up, only with opposite sign.
The fair value of the financial instruments equals the book value. The Group holds no financial assets held to maturity or available for sale.

Interest rate risk

Due to the moderate level of debts in the Group potential interest rate changes would not influence significantly the amount of interests to be paid by the Group. Based on the balance of Credits of the Group a potential interest rate increase of 100 basis points relevant to our credits would increase our interest expenses by approximately HUF 126,094 thousands in the year 2024. (This was HUF 125,345 thousands in the year 2023.)

Liquidity risk

The Group manages liquidity risk by maintaining adequate reserves, banking facilities and reserve borrowing facilities, by continuously monitoring forecasts and actual cash-flows and by matching the maturity profiles of financial assets and liabilities.
Liquidity risk of the Group, due to the high balance of net working capital, is low. The maturity of trade payables, lease liabilities and credits is shown in the next table (not discounted values):

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

ANY Group FY 2023	In 1 month	1–3 months	3 months – 1 year	1–5 years	Over 5 years	Total
Trade payables	5,646,661	261,877	–	–	–	**5,908,538**
Lease liabilities	22,010	22,103	88,502	106,478	–	**239,105**
Credits	771,477	1,462,495	6,240,218	4,049,259	–	**12,523,449**
Other liabilities and accruals (without taxes)	6,795,647	23,299	440,408	–	–	**7,259,354**
Current tax liabilities	1,659,570	27,950	–	–	–	**1,687,520**
Total	**14,895,365**	**1,797,724**	**6,769,129**	**4,155,749**	–	**27,617,967**

Credit risk

Credit risk refers to the risk that counterparty will default on its contractual obligations resulting financial loss to the Group. The Group has adopted a policy of only dealing with creditworthy counterparties, and obtaining sufficient collateral, where appropriate, as a means of mitigating the risk of financial loss from defaults. Trade receivables consist of a large number of costumers, spread across diverse industries and geographical areas. Ongoing credit evaluation is performed on the financial condition of accounts receivable.
The financial discipline of the debtors of the Group is really good, which is also represented by the low portion of cumulated provision on trade receivables compared to the gross amount of trade receivables: 0.31%. (This was 0.15% in 2023.)
The more than 90 days overdue receivables out of total aged receivables of the Group is 0,2%.

28 Significant events after the reporting period

Decisions of the 7th March 2025 Board of Directors’ meeting

The Consolidated Financial Statements were authorized for issue by the Board of Directors of ANY Nyrt. on 7th March, 2025. The Board of Directors proposes HUF 450 dividend per share to the shareholders on the annual general meeting to be held in April 2025.

Budapest, 7th March 2025

Chief Executive Officer

ANY Security Printing Company
Public Limited Company by Shares

Consolidated Business Report

for the year ended 31 December, 2024

General information on the Group

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

Subsidiaries

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

Analysis of the Group's performance in FY 2024

Net sales of ANY PLC for 2024 amounted to HUF 70.5 billion which is higher by HUF 15.0 billion (27%) than in the previous year. Changes in case of strategic product segments were as follows: sales of security products, solutions were HUF 36.1 billion, which is HUF 7.2 billion (25%) higher than the figure in the basis period; data processing were HUF 12.0 billion, which is HUF 0.8 billion (7%) higher than the figure in the basis period, whilst sales of card production, personalisation were HUF 18.3 billion, which is HUF 6.1 billion (50%) higher than the figure in the basis period. Ratio of strategic products segments in total net sales was 94% in 2024.
Export sales amounted to HUF 39.5 billion as at December 31, 2024, which is HUF 9.3 billion higher than in the previous year, representing 56% export sales ratio.
Consolidated EBITDA is HUF 13,245 million.
Consolidated operating income is HUF 10,829 million.
Consolidated net income after interest income, taxation and non-controlling interest is HUF 7,918 million.

Income statement analysis

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

1. Table: Net sales by segments

Sales segments (in HUF millions)	2023	2024	Change	Change (%)
Security products and solutions	29,061	36,265	7,204	24.79%
Card production and personalization	12,163	18,270	6,107	50.21%
Form production and personalization, data processing	11,151	11,986	835	7.49%
Traditional printing products	1,992	2,008	16	0.80%
Other	1,108	1,974	866	78.16%
Total net sales	**55,475**	**70,503**	**15,028**	**27.09%**

ANY PLC had consolidated net sales of 70,503 million in Q1-Q4 2024, which is HUF 15,028 million (27%) higher than the sales for the base period.

Sales of **security products and solutions** came to HUF 36,265 million in Q1–Q4 2024 which means an increase of HUF 7,204 million (25%) compared to the base period. The increase was mainly driven by the invoiced revenue of election ballots printed with security elements, the increased volume of passports and other security products, and revenue from roll-out tasks of passport issuing systems.

The Company's revenues from **card production and personalisation** totalled HUF 18,270 million in the period of reference, a HUF 6,107 million (50%) increase compared to similar period of year 2023. The main reason for the change is the increasing turnover of document cards both in the fields of domestic and export sales.

The Company's revenues from **form production, personalisation and data processing** came to HUF 11,986 million in Q1–Q4 2024, HUF 835 million (7%) higher than the sales for the base period.

Sales of **traditional printing products** amounted to HUF 2,008 million in the period of reference, which means a HUF 16 million (1%) increase compared to the previous year's similar period. Higher volume of book orders is behind the change.

Other sales totalled HUF 1,974 million in Q1–Q4 2024, which is an increase of HUF 866 million compared to the correspondent period of the last year. This segment mainly comprises revenues from the sale of commercial materials and goods.

Operating income came to HUF 10,829 million, an increase of HUF 4,427 million compared to the previous period.

Gross profit totalled HUF 24,717 million, which means a 35% gross margin. General (SG&A) expenses amounted to HUF 11,929 million in Q1–Q4 2024, which equals to 17% of net sales.

Material expenses amounted to HUF 42,814 million, higher by HUF 8,663 million (25%) in the current period due to increased sales volume and due to increased services used.

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

Personnel expenses totalled HUF 15,524 million, which is HUF 2,807 million higher than in the base period, due to the increase in staffing levels the effect of wage increase and to the achievement based salaries connected to higher turnover and its contributions.

EBITDA amounted to HUF 13,245 million due to the change in operating income and depreciation, which represents an increase of HUF 4,470 million compared to previous period's EBITDA. Therefore EBITDA margin is 19%.

Net interest income amounted to -413 million HUF in Q1-Q4 2024, due to higher interest rates. The foreign currency gain is HUF 210 million, which is the result of the favourable change in the foreign exchange rates. Net income – after financial operations, taxation and minority interest – came to HUF 7,918 million in Q1-Q4 2024, which is HUF 3,651 million higher in the base period.

Balance sheet analysis

The Group had total assets of HUF 51,236 million on 31 December 2024, which increased by HUF 9,957 million compared to the previous year-end.

Receivables amounted to HUF 8,418 million which represents a HUF 4,257 million decrease compared to the 2023 year-end, due to the payment of outstanding debts.

Cash and bank totalled HUF 7,602 million which represents a HUF 1,545 million increase compared to the 2023 year-end balance.

Inventories totalled HUF 8,663 million, which is a HUF 2,038 million (31%) increase compared to the 31 December 2023 figure mainly due to increased work-in progress and semi-finished.

Other current assets and prepayments amounted to HUF 4,545 million, which is increased by HUF 2,719 million compared to previous year-end mainly due to the increase in the paid advances related to the Angolan projects.

The balance of property, plant and equipment at the end of December 2024 was HUF 14,497 million, a increase of HUF 2,719 million compared to the end of 2023.
Goodwill amounted to HUF 682 million which is the same as last year's balance.
Accounts payable totalled HUF 7,351 million, HUF 1,443 million (24%) higher compared to the end of December 2023, mainly due to the increase in accounts payable related to the Angolan projects.
Other payables and accruals amounted to 7,284 million, which is increased by HUF 2,669 million (58%) compared to the 31 December 2023 figure mainly due to an increase in advances received from customers related to the Angolan projects.
Lease liabilities relating to the purchase of fixed assets have a balance of HUF 373 million, from which HUF 192 million is long-term part, HUF 181 million is short-term liability.
Balance of long-term loans totalled HUF 2,291 million which represents a HUF 1,758 million decrease compared to the 2023 year-end. The Group's operation is financed by short term loans, which reached HUF 10,381 million on 31 December, 2024, out of which short term part of long term loan is HUF 7,004 million.

Risk management

Foreign currency risk

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

Interest rate risk

Due to the moderate level of debts in the Group. potential interest rate changes would not influence significantly the amount of interests to be paid by the Group. Based on the balance of Credits of the Group a potential interest rate increase of 100 basis points relevant to our credits would increase our interest expenses by approximately HUF 126,094 thousands in the year 2024. (This was HUF 125,345 thousands in the year 2023.)

Liquidity risk

The Group manages liquidity risk by maintaining adequate reserves, banking facilities and reserve borrowing facilities, by continuously monitoring forecasts and actual cash-flows and by matching the maturity profiles of financial assets and liabilities.
Liquidity risk of the Group, due to the high balance of net working capital, is low.

Credit risk

Credit risk refers to the risk that counterparty will default on its contractual obligations resulting financial loss to the Group. The Group has adopted a policy of only dealing with creditworthy counterparties, and obtaining sufficient collateral, where appropriate, as a means of mitigating the risk of financial loss from defaults. Trade receivables consist of a large number of costumers, spread across diverse industries and geographical areas. Ongoing credit evaluation is performed on the financial condition of accounts receivable.
The financial discipline of the debtors of the Group is really good, which is also represented by the low portion of cumulated provision on trade receivables compared to the gross amount of trade receivables: 0.31%. (This was 0.15% in 2023.)
The more than 90 days overdue receivables out of total aged receivables of the Group is 0.2%.

Supplementary information for the business report of ANY Group

The Company's employment policy

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

Environment protection

The parent company has ISO 14000:2015 Environmental Control System certificate audited by Det-Norske Veritas. The expiry date of the certification is January 11, 2028. The environmental certificate covers the following fields: printed products, security products, documents, development, production and personalization of plastic cards and bankcards. Research and development and production of security materials. Electronic reprocessing and delivering of printed forms. Chip embedding and encoding at smart cards. Research and development of traditional/general and mobile information technology solutions, operation and support of connected services. Electronic archiving of data, data processing, database management, setting up archives, storing of documents for fee.
Dangerous waste is continuously eliminated after leaving the company sites. In 2024, 42,503 kg dangerous waste was transported and eliminated. The parent company has being awarded Green Printing House Award for fourteens consecutive years this year.

Research and development

The parent company has two significant R&D areas:
1. R&D projects included in the activity of the Document Security Laboratory. The nanotechnology project has a key importance in this area. Using nanotechnology in security inks may contribute to drawing back forgeries and the fight against black economy.
2. The development of products has a significant role related to new tenders.
The direct cost of basic research, applied research and experimental development incurred in the current year is HUF 154 million.

Significant events after the reporting period

The Consolidated Financial Statements were accepted by the Board of Directors of ANY Group on 7th March, 2025.

Treasury shares in FY2024

2. Table: Treasury shares

Description	Number of shares	Nominal value (HUF thousands)	Purchase value (HUF thousands)
Opening balance as at 1 January, 2024	448,842	43,987	455,048
Closing balance as at 31 December, 2024	448,842	43,987	455,048

Number of treasury shares held by the Group on 31st December 2024 is 448,842 which were purchased at an average price of HUF 1,014 per share.
The Group's total share equity was HUF 1,449,876 thousands on 31 December 2024 which consists of 14,794,650 pieces of series 'A' registered, dematerialized ordinary shares with a nominal value of HUF 98 each.

Competence, election and removal of corporate officers

Statutes effective from 31st March 2014 of ANY Security Printing Company PLC point 10.10 prescribes the competence of the General Meeting, of which point 'd' regulates the election (simple majority of the votes of the shareholders present) and the removal (three-quarters of the votes of the shareholders present) of the corporate officers (Members of the Board of Directors, Members of the Supervisory Board or Members of the Audit Committee).
Competence and operation is regulated in point 12 of the Statutes for the Board of Directors is, while point 14 for the Supervisory Board and point 15 for the Audit Committee.
Purchase of treasury shares is regulated by point 9.3 of Statutes, according to which General Meeting authorises the Board of Directors for purchasing treasury shares of the Company by simple majority of the votes of the shareholders present. The Board of Directors authorises the management for purchasing treasury shares of the Company by simple majority of the votes of the Board members present. The regulation effective at present in connection with purchasing treasury shares is the General Meeting Resolution No 11/2015 (20th April).
Statutes effective of the ANY Security Printing Company PLC can be found on the website of the Company under the link of Investors.
(https://www.any.hu/wp-content/files_mf/1557324630ANY_Statutes_20190408.pdf)

Modification of the Statutes

Statutes effective from 31st March 2014 of ANY Security Printing Company PLC point 10.10 prescribes the competence of the General Meeting, of which point 'a' regulates the modification of the Statutes, which is connected to three-quarters of the votes of the shareholders present.
Statutes effective of the ANY Security Printing Company PLC can be found on the website of the Company under the link of Investors.
(https://www.any.hu/wp-content/files_mf/1557324630ANY_Statutes_20190408.pdf)

Structure of shareholders over 5% share

3. Table: Structure of shareholders

Investor	Voting right (%)	Ownership (%)
Owners above 5% share		
EG CAPITAL LLC (*)	12.12%	11.75%
DIGITAL FOREST LLC (**)	7.11%	6.89%
AEGON ALFA SZÁRMAZTATOTT ALAP	5.20%	5.04%
Owners below 5% share		
Domestic Institutional Investors	27.14%	26.32%
Foreign Institutional Investors	9.97%	9.67%
Foreign Individual Investors	0.11%	0.11%
Domestic Individual Investors	35.51%	34.43%
Management, employees	1.48%	1.44%
Treasury shares	0.00%	3.03%
Other	1.36%	1.32%

(*) The Chairman of the Board of Directors of ANY Security Printing Company PLC as owner of EG Capital LLC has a further indirect ownership through Fortunarum Kft. (3.70%).
(**) Indirect ownership of Tamás Erdős, member of the Board of Directors of ANY Security Printing Company PLC based on the AGM held on 31st March, 2014.

Budapest, 7th March 2025

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Chief Executive Office

ANY Group 2024

Consolidated Sustainability Statement

Table of Contents

1 ESRS 2 – General Disclosures

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

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

ANY Security Printing Company PLC and its subsidiaries (hereinafter: ANY, ANY Group, or Group) prepare their consolidated Sustainability Statement in accordance with Article 48i of Directive 2013/34/EU of the EU.
The consolidation scope of the Sustainability Statement is identical to that of the financial statements.
The Hungarian subsidiaries of the Group include Gyomai Kner Printing Company, Specimen PLC, Techno-Progress LTD, and ANY Property Management LTD. The foreign subsidiaries include Slovak Direct s.r.o. (Slovakia), Zipper Services s.r.l., Atlas Trade Distribution s.r.l. (Romania), Tipo Direct Serv s.r.l. and Zipper Data s.r.l. (Moldova). Subsidiaries included in the consolidation are exempt from individual sustainability reporting obligations under Article 29a(8) of Directive 2013/34/EU.
ANY Group publishes its CSRD-compliant report for the first time, analyzing its upstream and downstream value chain. However, as comprehensive, detailed, and accurate data sources are not yet available for the value chain, this statement only covers the Group's own operations. The Group has acted in accordance with paragraph 29 of the EU C/2024/6792 Commission Interpretative Communication, which stipulates that if, despite reasonable efforts, businesses cannot obtain all necessary value chain data, and they may use estimates. Paragraph 70 of ESRS 1 (General Requirements) recognizes that obtaining value chain information can be challenging if the value chain participant is an SME or another entity not subject to corporate sustainability reporting requirements. As part of its ongoing sustainability strategic action plan, the Group is defining the scope, format, and timing of upstream and downstream data collection, which will be continuously implemented in the short term.
The company has not exercised the option to omit any specific information related to intellectual property, know-how, or innovation results and has not claimed an exemption from the disclosure of information on impending developments or ongoing negotiations, as prescribed in Article 29a(3) of Directive 2013/34/EU.
During the preparation of the sustainability statement, ANY Group acknowledges inherent limitations arising from the initial CSRD reporting phase. Consequently, temporal limitations may exist in comparisons, as sustainability reporting frameworks continue to evolve. Data collection processes and methodologies for certain sustainability indicators are still being refined. As a result, some data points may be estimates and might not capture all aspects of performance accurately. Future changes in structure or operations could impact reported sustainability metrics. External factors such as regulatory changes, market conditions, and technological advancements influence sustainability initiatives' outcomes.
The Group remains committed to continuously improving its sustainability reporting processes and addressing these limitations in future reports to provide more comprehensive and reliable information for stakeholders.
According to Section 134/J. § (1) of the Accounting Act, the Group is required to prepare its consolidated business report in electronic reporting format (XHTML) specified in the Commission Regulation based on the (EU) 2019/815 empowerment (ESEF Regulation) and to tag the sustainability disclosures defined by the ESEF taxonomy in the consolidated sustainability statement using the XBRL markup language, including the disclosures mandated in Article 8 of Regulation (EU) 2020/852. However, since the ESEF taxonomy for sustainability statements has not yet been adopted, the Group was unable to perform the XBRL tagging.

[BP-2] Disclosures on Specific Circumstances

BP-2_01-02 | 9 a, b

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

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

The majority of the Group's suppliers and partners are not subject to CSRD obligations and are therefore unprepared to provide CSRD-compliant data. While the Group has conducted supplier audits, these have not yet covered sustainability aspects in detail. Consequently, no direct sustainability-related data or metrics are available for the value chain retrospectively for 2024. No benchmarks are available, leading to uncertainty in this area.
To determine double materiality and prepare the Sustainability Statement, the Group considered other industry studies and sustainability analyses, as well as published reports of peer companies operating in the same market.
The Group's internal data sources include its integrated enterprise resource planning system, payroll and human resource management software, and waste management software.
A medium-term goal is to enhance collaboration with partners to improve in this area. Starting in 2025, continuous data collection on the value chain will be emphasized, with planned implementation through extended supplier and partner audits.

ANY Group's Sustainability Statement is prepared in accordance with the European Commission's CSRD (Corporate Sustainability Reporting Directive) and follows standardized ESRS (European Sustainability Reporting Standards) disclosure obligations.

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

Since this is the Group's first audited Sustainability statement under ESRS no prior benchmarks exist, making it impossible to identify errors for previous periods.

BP-2_16-20 | 15

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

Referenced certifications and reports include:
- Report on Corporate Governance,
- Code of Ethics,
- ISO 9001 Quality Management System Certification,
- ISO 45001 Occupational Health and Safety Management System Certification,
- ISO 14001 Environmental Management System Certification.

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

Additional (non-referenced) certifications of Zipper Services s.r.l.:
- ISO 27001 – Information Security Management System Certification,
- ISO 20001 – IT Service Management System Certification,
- ETSI EN 319 401 v2.3.1 – General Trust Service Provider Certification,
- ETSI EN 319 421 v1.1.1 – Timestamping Service Certification,
- eIDAS Trust Services,
- ADR – Electronic Archiving Service Provider License,
- ADR – Data Center License.

Additional (non-referenced) certifications of Gyomai Kner Printing Company:
- ISO 27001 – Information Security Management System Certification,
- ISO 12647-2 – Graphic Technology – Color Management Certification.

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

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

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

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

Comprehensive information on corporate governance is detailed in the company's Report on Corporate Governance. The Board of Directors consists of 5 members, none of whom are women. The Chief Executive Officer, supported by the management team, oversees operational management. The leadership team comprises 86% men and 14% women, the list of executives is available on the Group's website under the "Bodies and Management" section. The Supervisory

Board consists of 7 members, with women comprising 29%, and the Audit Committee consists of 3 members, chaired by a woman. ANY Security Printing Company PLC employs a total of 1202 people.
The Board of Directors of Gyomai Kner Printing Company consists of 3 members, with women representing 33% of the board. The Board of Directors of Zipper Services s.r.l. also consists of 3 members, but currently has no female members.
The Company's administrative, executive, and supervisory bodies possess the necessary professional competence and expertise at all operational locations to fulfill their responsibilities. Members of the Board of Directors and the Supervisory Board are selected based on their expertise. Employee representation in the committees is also considered essential.
The resumes of the Board and Supervisory Board members are also accessible on the Group's website. Bodies and Management. (Members of the Boards)
Independent members make up 67% of the governing body.
The protection and improvement of employees' working conditions are also supported by employee representation bodies, including the Trade Union, Works Council, and workplace safety representatives. These bodies provide a structured forum for discussing current issues and concerns and for submitting proposals to the management.
Zipper Services also elects its own employee representatives, as does Gyomai Kner Printing Company. For smaller subsidiaries, employee representation is not considered as relevant.
Ten employees of the Group participated in an accredited training program, enabling them to support the Company's sustainability efforts as ESG experts. The Budapest Business University organized the ESG-CSRD preparatory workshop as part of an accredited training program, where participants, in a collaborative environment with mentors and experts, became familiar with the requirements of ESG legislation and the process of CSRD-based sustainability reporting. Upon completion of the training, participants received an ESG-CSRD sustainability reporting specialist certification issued by BGE.
Their work is supported by external experts and consultants. Sustainability matters are managed at the Group level by the parent company.
Currently, no designated individual is responsible for overseeing impacts, risks, and opportunities within the administrative, executive, or supervisory bodies. As part of the sustainability strategic action plan, proposals for these roles will be prepared, with a decision expected in 2025. The full sustainability strategy roadmap will also be developed during 2025.

SUSTAINABILITY PROJECT TEAM – EXPERTISE COMPOSITION

Department	Positions	Participated in a CSRD training course
Operations	Deputy Chief Operating Officer	x
Finance	Deputy Chief Financial Officer	
Controlling	Controlling Director; Project Leader	x
	Controlling Associate	x
Human Resources	Human Resources Director	x
	Human Resources Associate	x
Quality and Technology	Director of Quality and Technology	x
	Quality Management and Environmental Leader	x
Information Security	Data Protection and Information Security Leader	
Marketing	Marketing Manager	x
	Marketing Associate	x

The project leader for preparing the Sustainability Statement is the Controlling Director of ANY Security Printing Company PLC, who directs and oversees the work of the project team. The team is comprised of delegates with the appropriate competencies from organizations involved in sustainability topics, and they are responsible for developing the strategy and providing long-term support for achieving the strategic sustainability objectives.
The action plan includes the development of appropriate procedural guidelines necessary for implementing a more structured approach to sustainability-related operations. Currently, the Company issues internal regulations in the form of procedural instructions, which define how employees perform their tasks. For effective and compliant operations, these instructions are reviewed annually and updated as necessary based on internal and external requirements, regulations, and directives. The project team is responsible for formulating the strategy and submitting it to the management for approval. The management evaluates and decides on the action plan and its implementation timeline.
The operational management is already engaged in ESG-related matters. Ensuring that the interests of all relevant stakeholders are considered the heads of the respective departments' present issues, analyses, and objectives to the management during weekly strategic meetings. According to the procedural framework outlined in the Report on Corporate Governance, the matter is submitted to the Executive Management. This process will be revised during the development of the Sustainability Strategy and Action Plan to ensure a more structured approach with an even greater emphasis.
At Zipper Services s.r.l., one appointed sustainability expert supports the management team.

GOV-1_15-17 | 23 a, b

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

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

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

The development of a formal, regulated communication framework for sustainability matters is part of the sustainability strategic action plan and will be established during 2025–2026. Currently, communication on sustainability follows the same procedures as other projects, with the process and responsibilities detailed in the Group's Responsible Corporate Governance Report and the Group's relevant procedural instructions.
The Board of Directors and the Supervisory Board of the Printing Company hold quarterly meetings on pre-scheduled dates, during which they review proposals and make decisions or recommendations impacting the entire corporate group.
The Group has already incorporated sustainability considerations into its strategy: various departments, under the leadership of their responsible executives, have previously addressed ESG subtopics, including their impacts, risks, and opportunities. While the company has analyzed its overall operations and value chain in terms of effects, opportunities, and risks, this was not previously done within the framework of specific sustainability strategic goals. The development of the sustainability strategy, which involves defining material impacts, risks, and opportunities, setting scheduled objectives, and assessing their feasibility before submission for review, is a long-term task for the project team. For the 2024 report, the impacts, risks, and opportunities were examined using the method described in point 4 of the GOV section.

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

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

Currently, sustainability aspects are not part of the performance incentive mechanisms established within the Group. Their integration is included in the Sustainability Strategic Action Plan, which is scheduled to be developed during 2025–2026.

[GOV-4] Statement on Due Diligence

GOV-4_01 | 30; 32

ANY's applied method for determining double materiality as the basis of the CSRD report:
Materiality assessment is a fundamental step in the CSRD reporting process, serving as the foundation for identifying significant impacts, risks, and opportunities. The double materiality assessment follows a structured approach to identifying and evaluating the company's financial and non-financial impacts and dependencies. This process consists of several phases: preparation and planning, understanding the context, identifying material topics, assessing impact materiality, and evaluating financial materiality.
The double materiality assessment began with thorough preparation and planning, during which objectives, scope, and key stakeholders were defined. To identify, analyze, and evaluate relevant CSRD-related issues, the project was launched with a cross-functional team. In the third quarter of 2024, a preliminary double materiality assessment laid the foundation for evaluating gaps in the organization's reporting in alignment with the CSRD and ESRS. This initial assessment was based on EFRAG recommendations and the ESRS standard. Consultations with internal stakeholders played a key role in shaping the double materiality assessment. This approach enabled the identification and prioritization of the most significant sustainability issues for both the company's operations and its stakeholders.
Following this, the company engaged with stakeholders through various methods, primarily via surveys. As a result, not only was the stakeholder assessment completed, but also the list of important topics was compiled, which serves as the foundation for the double materiality assessment.
With the participation of the project team, which also took part in professional training, and with the support of an external consultant, the double materiality assessment was further refined using a more structured approach and

methodology. This refined assessment forms the basis of the Group's CSRD report, defining the material topics relevant to the corporate group.
Drawing on ESRS 1 and other relevant sources, the organization has identified key environmental, social, and governance issues to its operations. This process involved gathering data from various sources and engaging with stakeholders through surveys and workshops. A bottom-up approach was applied, focusing on identifying material issues based on the organization's specific context.
The report includes a list of material topics related to ANY Group's operations based on the double materiality assessment, as well as CSRD-compliant disclosures for the identified material topics, following the relevant sections of the EU directive. The corresponding sections for each topic and subtopic are indicated at the beginning of the respective chapters.
The areas of expertise related to specific sustainability topics have already conducted risk assessments and analyses. The future objective is to integrate these review processes into the comprehensive sustainability strategy, ensuring they are carried out within a structured and regulated framework that guarantees transparency and comprehensiveness. The compliance and audit review of certain areas in this regard is conducted annually.
Forms of assessments and surveys conducted so far to identify impacts: supplier audits, customer satisfaction surveys, whistleblowing platform, ANY Idea (Kaizen) – an internal suggestion platform where employees can propose improvements; professional review of internal processes; employee needs assessment aimed at enhancing their well-being, Occupational Health and Safety (called MEBIR) reporting system; impact, risk, and opportunity assessments conducted by departmental leaders.

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

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

The detailed development of internal processes related to sustainability is part of the sustainability strategic action plan and will be established during 2025–2026. The implementation method will be aligned with the Group's operations by appointing designated representatives from various departments to the sustainability project. The Group reviews and discusses sustainability-related plans and objectives during dedicated meetings, analyzing and assessing risks before formulating scheduled action plans, which are then submitted to the management for final approval. In accordance with the rules set forth in the Report on Corporate Governance, these plans will be presented to the Board of Directors for review and decision-making. Once the internal framework is developed and approved, the plans will be gradually integrated into the company's internal processes according to an implementation schedule. If necessary, they will also be incorporated into the Organizational and Operational Regulations (SZMSZ), procedural instructions, with defined responsibility structures.
The foundation of the 2024 sustainability statement, including the assessment of material topics, risks, and opportunities, was established by an internal project team with the support of an external consultant. Based on the results of this assessment, the team has developed a proposal for the sustainability strategic action plan.
The assessment examines how the Group's activities impact environmental and social factors. This includes analyzing effects on natural resources, ecosystems, communities, and labor practices. A sustainability issue is considered material if it has a significant or potentially significant impact on people or the environment in the short, medium, or long term. This covers impacts arising from the company's operations, products, and services, as well as those occurring throughout the entire value chain, including the production and distribution network, and the ones extending beyond contractual relationships.
During the assessment, the project team ranked the materiality of an impact on a 6 point scale, with the financial impact being assessed based on the percentage of annual turnover.
For the identified risks, proposals are developed with the involvement of relevant department heads to mitigate or eliminate risks and explore opportunities. Once approved, action plans are implemented accordingly.

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

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

The Group has 4 subsidiaries in Hungary, 2 in Romania, 2 in Moldova, and 1 commercial office in Slovakia, operating across a total of 9 locations.
The total workforce of the ANY Group is 1,202 employees, with 190 in Romania, 10 in Moldova, and 2 representatives in Slovakia. Gyoma Kner Printing Company employs 148 people in Gyomaendrőd, while the Pásztó site has 102 employees, and the Budapest sites employ 716 staff members. (Detailed information is provided later in the table under sections S1-6_01 | 50 a and S1-6_04 | 50 a.)
ANY Security Printing Company PLC—one of the leading security printing companies in Central and Eastern Europe—has a long-term strategic goal of producing high value-added, original products for its business partners by leveraging modern information technology. Additionally, the company aims to provide comprehensive business solutions and

innovative services in both the security printing and traditional printing markets. Personal identification also serves as a response to achieving the goals set within the United Nations Sustainable Development Framework.
The company offers end-to-end solutions for secure personal and product identification projects, from concept development to implementation. It also specializes in high-volume printing and personalization, as well as the production of Mastercard and VISA bank cards for several domestic and international banks. The security solutions and specialized technologies developed by ANY's Document Security Laboratory, along with domestic and international references, ensure world-class expertise.
A significant portion of the company's revenue comes from products and services sold to the public administration sector. The products and solutions provided to governments and authorities cover a wide range of areas, including: personal identification documents (e.g., residence permits, refugee cards, driver's licenses, student IDs, voter IDs), paper-based documents (e.g., breeding documents, election forms), identity documents (e.g., passports, visas, civil registry records), other official documents, as well as vouchers, excise stamps, and tax stamps. ANY offers modular products and complex services that support the entire document issuance process.
The composition of the company's diverse product portfolio is continuously evolving in response to market demands, with hybrid solutions gaining increasing prominence. Mainly in the field of security products and services, physical products are being combined with digital security solutions and verification systems
The Group serves clients in both domestic and international markets, extending beyond the government sector into industries such as commercial, financial, and transportation. Additionally, it collaborates with partners requiring specialized solutions for their projects.
ANY's total revenue for 2024 amounts to HUF 70.5 billion. In line with the financial report, the product segments are classified into the following categories: security products and solutions, card manufacturing and personalization, printed forms, traditional printing products, other products and services that do not fall into the above categories.

Revenue by Product Category – 2024	Year 2024 (in HUF thousands)
Security products and solutions	36,265,050
Card production and personalization	18,269,599
Form production, personalization, and data processing	11,986,112
Traditional printing products	2,007,692
Other	1,974,543
ANY Group Total	**70,502,996**

The Group does not supply any restricted or prohibited products to any market.
ANY's activities do not involve the extraction, production, or sale of fossil fuels. Furthermore, the company does not manufacture any weapons or tobacco products.
The ANY Document Security Laboratory develops and manufactures printing inks and security additives, which fall under sector 20.2 of Annex I of Regulation (EC) No 1893/2006, as they pertain to the manufacture of chemical products. However, this activity is not of significant scale. (The topic of inks is covered in section E2-4.)
ANY is continuously engaged in product development to explore the use of environmentally friendly and recycled materials across its entire product portfolio. This includes the ongoing expansion of the ECO product line, which features recycled, eco-friendly, and digital solutions. While it is not feasible to replace raw materials in certain specialized security products, opportunities for such alternatives exist primarily in the financial sector. The number of bank cards produced using environmentally friendly materials is increasing significantly.
In relation to paper consumption, environmentally friendly and recycled materials are also gaining prominence. As a significant consumer of paper, the Group – through its value chain, particularly its paper suppliers – has a substantial impact on the environment. Therefore, it places greater emphasis on the screening of its raw material suppliers.
In the long term, the company aims to integrate more of its products into the circular economy. This includes initiatives such as collecting and recycling documents issued in large quantities after they expire. In Hungary, this process is already in place: expired documents are returned to the Printing Company, where they undergo preliminary processing before being transported and recycled by a specialized waste management group.
Digitalization efforts and achievements in security printing solutions not only strengthen market position and enhance efficiency but also contribute to achieving sustainability goals and reducing the ecological footprint.
Continuous technological advancements and the implementation of automated, more efficient operations—such as reducing energy consumption—also contribute to a more sustainable future.
The Group's core value is responsibility towards its employees, the broader society, and the environment. Therefore, it is essential to contribute positively to the United Nations' Sustainable Development Goals through its products and services. Approximately 14% of the global population still lacks any form of identification documents. These "invisible people" are not registered in any official records, preventing them from accessing social services or public benefits. As a result, they are excluded from education and healthcare, lack voting rights, making it even more challenging to address issues such as overpopulation. The Sustainable Development Framework sets a clear objective: by 2030, every individual should possess a legal identification document. ANY PLC contributes to this goal by providing identification products, IT and biometric data processing solutions, and the necessary infrastructure systems required for their use. The ultimate aim is to ensure that everyone can legally exercise their full civil rights.

Technological advancements, automation, and investments aimed at improving energy efficiency not only enhance operational efficiency but also improve employees' working conditions.
The Group has always defined its business objectives and strategy with sustainability considerations in mind. However, it has not yet had a comprehensive, regulated sustainability strategy covering its entire operations. This strategy will be developed and scheduled for implementation during 2025–2026.

SBM-1_24 | 41

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

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

ANY's stakeholders include owners (investors, shareholders), suppliers, employees and their representatives, customers, subcontractors, other collaborating partners, authorities, and, in a broader sense, the entire society.
The long-term strategic objective is to produce original products with high added value for business partners by leveraging modern information technology, while also providing comprehensive business solutions and innovative services, all within a framework of sustainable operations. Achieving these objectives in a sustainable manner requires the Company to operate with a focus on the needs of all stakeholders and to shape its future efforts and goals accordingly. To reach this strategic objective, the Group ensures that its business processes operate securely, with a low level of risk, and in full compliance with applicable legal regulations and policies. It strives for continuous communication to assess relevant needs and risks, and aims to extend and enhance this approach by incorporating sustainability-related topics.
The number of countries with political instability has increased worldwide, which not only complicates or even prevents cooperation with these target countries but also affects transportation routes, delivery times, and costs. In an exponentially expanding digital world, the incidence of fraud, counterfeiting, and cyberattacks is also on the rise. These trends have a significant impact not only on production processes and supply chains but also on the direction of industry innovation. Looking ahead, the demand for advanced security technologies and sustainable manufacturing methods is expected to grow, as these integrated solutions will be essential to meeting new market requirements. The industry's adaptability and capacity for innovation will be key to successful operations in an ever-evolving market environment, and the Group is shaping its strategy accordingly.

Participants of the value chain

Supplier partners are primarily involved in product manufacturing, the creation of value-added services, and their distribution. Given the Group's broad portfolio, the demand for raw materials is equally diverse, primarily including paper, plastic, and electronic components, as well as specialized products linked to various technologies and security solutions, such as intaglio plates and holograms. Machinery and technology suppliers also play a critical role, particularly in the case of unique and high-value procurements. Beyond compliance with legal requirements, partners must meet stringent quality standards and, depending on the supplied products, strict security regulations as well. The Group typically operates with long-term partnerships, emphasizing stable, sustainable, and mutually beneficial cooperation. Suppliers are currently evaluated based on ISO compliance. It is necessary to assess compliance with the quality requirements specified in contracts and the availability of relevant certifications. In line with tender specifications, particular emphasis is placed on meeting data protection, information security, and asset protection requirements, as well as ensuring the careful handling and packaging of materials. Many suppliers represent the IT sector, including software development and hardware manufacturing companies. Cooperation with multiple logistics partners is continuous in international markets. Additionally, consulting and auditing firms act as external experts, providing support or conducting evaluations across various specialized areas to ensure the Group's operations comply with the highest standards.

[SBM-2] Interests and positions of stakeholders

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

It is essential for the Group to operate in a manner that ensures the satisfaction of all stakeholder segments. As a publicly traded company, ANY PLC places significant emphasis on transparency and on the timely and accurate communication of information to all relevant parties.
The role of ANY's employees is of paramount importance, as are their preferences for stable and legally compliant operations. They receive their salaries and supplementary benefits on time and regularly, while working in a healthy and safe environment. Their interests are represented and supported by various professional organizations and regulatory bodies, including the Works Council, Trade Union, Occupational Safety Representatives, collective agreements, and the Occupational Health and Safety Management System (called MEBIR). In the double materiality analysis, both positive and negative impacts related to the company's own workforce have been identified.

Owners are primarily interested in the company's sustainable development and profit generation. They require the Group to strictly comply with legal regulations and strive for transparency through annual reports, strategic planning, and the enforcement of internal policies. As a publicly traded company, it must adhere to all stock exchange regulations. The company holds an Annual General Meeting (AGM) where shareholders or their authorized representatives vote on proposed resolutions. Investors can access relevant information through the Budapest Stock Exchange (BÉT) and the ANY website, as well as receive updates via newsletters.

The majority of partners maintain close and continuous communication with the Group. The largest customers operate within the public administration sector, including state organizations, authorities, governments, document-issuing authorities, various ministries, and tax and customs offices. The customer base also includes key players in the financial sector, such as banks and insurance companies, as well as large commercial enterprises and users of high-security products, including transportation companies, licensed gambling operators, and educational institutions. Their expectations include strict adherence to contractual agreements and the establishment of a sustainable and mutually beneficial business relationship. They place great importance on ensuring product quality and security, as well as continuous and reliable delivery. Additionally, they require careful handling and appropriate packaging of products and expect the Group's operations to be fully compliant with legal regulations. Maintaining certifications and facilitating customer audits are also critical priorities. Communication with partners takes place across multiple forums and channels, including professional exhibitions, conferences, business meetings, and online platforms. Customer feedback and satisfaction are assessed annually through dedicated surveys.

The company collaborates with local municipalities, professional and administrative organizations necessary for its operations, certification bodies, and utility providers, including disaster management, environmental and occupational safety authorities, public health agencies, the tax authority (NAV), and energy service providers. Communication is conducted through the channels and formats preferred or required by these entities.

The Group has an impact on society and is strongly committed to the communities it is connected to, particularly as a direct neighbor. It takes a conscious approach to managing environmental impacts, ensuring that its activities minimize its environmental footprint while also supporting local communities and civil organizations. The company takes active steps to optimize air, noise, and light pollution. It ensures the proper licensing of equipment and compliance with the prescribed limit values, which are regularly monitored through measurements.

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

As the manufacturer and provider of its products, the Group recognizes its responsibility to ensure safety and ethical standards, delivering offerings that not only meet expectations but also positively impact the lives of end users.

The Group aims to create a business model that, in line with its social and environmental responsibility, not only ensures current success but also serves as a cornerstone of sustainable development.

When developing its sustainability strategic action plan, the Group takes into account partner feedback, potential negative impacts identified during supplier audits and their mitigation options, efforts to establish a circular economy, employee preferences, and its responsibility toward society.

The CSRD directives are not just requirements but also serve as guidelines for shaping the Group's strategy. ANY recognizes that the effective achievement of CSRD goals depends on ensuring that all stakeholders understand their importance and consistently apply them. In this spirit, internal training and awareness-raising are top priorities and will be an integral part of the sustainability roadmap.

The sustainability strategic roadmap proposal is approved by the management and the Board of Directors in line with the current information guidelines. Following its approval, it will be implemented and integrated into processes and all relevant procedures it affects—also in documented form (policy, collective agreement, regulations, procedural instructions, organizational and operational rules, etc.)

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

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

Key Impacts Identified in the Double Materiality Analysis (DMA)

a) Environmental Materiality – Significant Negative Impacts

E1 Climate Change

In 2024, a comprehensive assessment was conducted on the physical risks related to climate change, as well as the risks, opportunities, and impacts associated with the transition to a low-carbon economy.

During the double materiality assessment, the following were identified as actual negative impacts related to climate change:

- greenhouse gas emissions from the company's own operations, as well as from upstream and downstream activities,
- energy consumption in raw material production, particularly in the paper and chemical industries,
- energy consumption for cooling capacity required for material storage, transportation, and maintaining appropriate working conditions within the company's own operations.

The material impacts resulting from climate change do not fundamentally threaten the company's procurement capabilities, operations, or strategy.

E2 Pollution

- Water pollution – Marine water pollution primarily due to the shipping volume of raw material suppliers (e.g., maritime transport of mineral resources).

E3 Water and Marine Resources

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

E4 Biodiversity and ecosystems

The sites of ANY PLC operate in urban and industrial areas that are not classified as environmentally sensitive in terms of biodiversity.

The Group has not identified any material impact on biodiversity and ecosystems resulting from its own activities.

However, during the double materiality analysis, ANY PLC assumes that significant impacts may arise within the supply chain, particularly related to deforestation for paper production, including:

- changes in land, freshwater, and/or marine use,
- impacts on species populations,
- land degradation,
- desertification,
- soil sealing.

S1 Own Workforce

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

b) Environmental Materiality – Significant Positive Impacts

S1 Own Workforce

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

Breakdown of significant impacts, risks, and opportunities based on value chain positioning

Significant environmental impacts in terms of environmental materiality

Impact Name	Impact Type	Time Horizon	Value Chain
Greenhouse gas emissions	Negative	Short-term	Upstream, Downstream, Own operations
Energy consumption in the supplier value chain (primarily for raw material production – chemical and paper industries)	Negative	Short-term	Upstream
Increasing demand for cooling capacity (energy consumption) for material storage, transportation, and maintaining optimal working conditions for technological processes	Negative	Short-term	Own operations
Marine water pollution due to the shipping volume of raw material suppliers (maritime transport of mineral resources)	Negative	Short-term	Upstream
Paper industry as a significant water consumer in the value chain	Negative	Short-term	Upstream
Deforestation, logging, and changes in land, freshwater, and/or marine usage resulting from paper consumption.	Negative	Short-term	Upstream
Deforestation and logging resulting from paper consumption, impact on species status	Negative	Short-term	Upstream
Deforestation and logging resulting from paper consumption, land degradation	Negative	Short-term	Upstream
Deforestation and logging resulting from paper consumption, desertification	Negative	Short-term	Upstream
Deforestation and logging resulting from paper consumption, soil coverage	Negative	Short-term	Upstream
Registered employment, 99% indefinite-term contracts – long-term job security, employee referral program, diverse employment forms (internships, retirees, active employees)	Positive	Mid-term	Own operations
Multi-shift work schedule	Negative	Short-term	Own operations
Overtime during peak periods	Negative	Short-term	Own operations
Most employees receive base salaries above the minimum wage and guaranteed minimum wage, with shift allowances and performance-based pay exceeding legal requirements under the Collective Agreement	Positive	Short-term	Own operations
At Gyomai Kner Printing Company the Company has a Collective Agreement, but allowances are provided in accordance with labor law, with positive deviations only for performance-based pay and bonuses.	Negative	Short-term	Own operations
Restricted workspace, limited movement within the work area, controlled access with security locks, underground (vault) work environment	Negative	Short-term	Own operations
Company-organized medical screenings and follow-up on employee health journeys, occupational physician available four days a week at the Group's headquarters	Positive	Short-term	Own operations
Annual training plan ensuring all employees participate in at least one training, with numerous internal training opportunities and voluntary participation	Positive	Short-term	Own operations
High proportion of middle-aged employees, retiring specialists increasingly replaced by middle-aged workers, declining availability of skilled labor, aging profession	Negative	Mid-term	Own operations
Balanced gender ratio (50-50 male/female), representation of all working-age generations, collaboration between white-collar and blue-collar employees, inclusion of both Budapest-based and regional employees	Positive	Mid-term	Own operations

Financial materiality – significant risks and opportunities

Impact Name	Impact Type	Time Horizon	Value Chain
Climate change-induced migration is becoming increasingly significant, necessitating identity verification. This creates opportunities to win new projects and expand the volume of existing ones.	Opportunity	Mid-term, Long-term	Own operations
Exposure to the energy crisis	Risk	Short-term, Mid-term	Upstream, Downstream, Own operations
The workforce has a high proportion of middle-aged employees. Retiring specialists are increasingly being replaced by middle-aged workers. The availability of skilled labor is decreasing, leading to an aging profession. Investment risk.	Risk	Short-term, Mid-term	Own operations
The workforce has a high proportion of middle-aged employees. Retiring specialists are increasingly being replaced by middle-aged workers. The availability of skilled labor is decreasing, leading to an aging profession. Opportunity to reduce personnel-related expenses.	Opportunity	Short-term, Mid-term	Own operations
Overtime during peak periods	Risk	Short-term	Own operations
Most employees receive base salaries above the minimum wage and guaranteed minimum wage, with shift allowances and performance-based pay exceeding legal requirements under the Collective Agreement.	Risk	Short-term	Own operations

Based on the assessment and analysis of significant impacts, the Group, with the support of a project team and external consultants, is developing a sustainability action plan. This plan includes addressing identified negative impacts, reviewing them, and exploring opportunities for improvement. The proposed and planned measures will be implemented according to the submitted and approved roadmap.
The above list includes impacts on both people and the environment. The connection of each impact to the Group's own operations, its time horizon, and its position within the value chain have been specified (see table).

Identified significant financial risks and opportunities

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

1. The operation of the complex manufacturing technology required for product production is highly energy-intensive, and rising energy prices significantly increase production costs. The company is not always able to fully pass these additional costs on to its customers. Additionally, the impact is also felt on the supply side: the production of raw materials requires substantial energy consumption, leading to further cost increases. Suppliers, in turn, partially or fully transfer these additional costs to their buyers. As a result, the cost of products is impacted not only by the company's own rising energy expenses but also by the increasing cost of raw material procurement.
2. The workforce has a high proportion of middle-aged employees. Retiring traditional printing specialists are increasingly being replaced by middle-aged workers, as there is little to no young talent entering the field. The availability of skilled labor is steadily declining, leading to an aging profession. Replacing skilled workers is challenging and often requires offering higher wages, which increases personnel-related expenses. A potential solution lies in automation and technological advancements, which enable the partial or complete substitution of human resources. However, these innovations require significant initial investments.
3. Certain projects involve high-volume, short-deadline workloads that cannot be completed within regular shifts. In such cases, employees work overtime to ensure the company meets its deadlines. This can sometimes result in exceptionally high overtime costs, increasing overall personnel-related expenses.
4. The company pays base salaries above the minimum wage and guaranteed minimum wage for most employees. Additionally, under the Collective Agreement, it applies shift allowances and performance-based pay that exceed labor law requirements. While this results in higher personnel-related expenditures, it is essential for ensuring business continuity. Without a stable workforce, the company would be unable to meet customer demands, making reliable, loyal, and skilled employees indispensable.

B) Identified significant financial opportunity

1. Increasing need for identity verification due to climate change-induced migration
Climate change-driven migration is becoming increasingly significant, creating a growing demand for identity verification. This presents an opportunity to secure new projects and expand the volume of existing ones. – Identity verification is essential for individuals to exercise their fundamental rights, such as access to basic healthcare, quality education, freedom of movement, and social protection, ensuring their physical, mental, and social well-being. For these rights to be upheld, every individual must have access to identity documents, even in cases where people arrive in another country without proper documentation. Many countries experience a high influx of refugees or migrants due to various reasons, which provides an opportunity for the Group to offer identity products and comprehensive solutions to public administrations.

This is also in line with the United Nations Sustainable Development Goals, which state:
"... It is the duty of every state to respect, protect, and promote human rights and fundamental freedoms for all, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, disability, or other status."
2. The workforce has a high proportion of middle-aged employees, and the Group increasingly replaces retiring traditional printing specialists with middle-aged workers. The availability of skilled labor is declining, leading to an aging profession. Opportunity to reduce personnel-related expenses – while the replacement of skilled workers presents a challenge, requiring significant investment in automation, it also represents a long-term opportunity. Replacing human resources with mechanization and automation can lead to a reduction in personnel-related expenses over time, improving operational efficiency and cost-effectiveness.
This is the first reporting period; therefore, the question of change compared to a previous report is not applicable.

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

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

Disclosures related to the materiality assessment procedure

ANY Group has conducted the double materiality analysis (DMA) in accordance with the CSRD regulation, forming the foundation of its sustainability strategy. This analysis considered impacts, financial risks, and opportunities identified across the entire value chain. The process was supported by a comprehensive corporate sustainability audit. Additionally, an external consultant was engaged to support the strategic planning process and the preceding evaluation.
A cross-functional project team with expertise in sustainability, finance, risk management, and stakeholder engagement was established to lead and execute the assessment. The boundaries of the analysis were outlined, including the definition of the time frame, geographical scope, and specific Environmental, Social and Governance (hereinafter referred to as ESG) aspects to be evaluated. As a next step, relevant stakeholders were identified, including internal teams, external experts, investors, customers, and community representatives. Their insights and feedback were deemed essential for conducting a thorough assessment.
Using ESRS 1 and other relevant sources, the organization has identified key environmental, social, and governance issues. This process included collecting data from various sources and engaging with stakeholders through surveys and workshops.
A bottom-up approach was applied, focusing on identifying material issues based on the organization's specific context.
To ensure a thorough preparation, the project team participated in an accredited ESG training program.
As part of the general review, the Group analyzed its activities, business relationships, and operating environment, including the identification of key stakeholders. This process involved evaluating its business plan, ongoing and planned activities, products, and services, while also taking into account geographical positioning and value chain participants. Simultaneously, relevant information was gathered, including a review of the legal and regulatory environment, as well as other relevant publications, to identify potential impacts, risks, and opportunities. Identifying and understanding the stakeholders affected by the organization's activities and value chain is crucial to gaining a clear view of their perspectives and interests, which can fundamentally influence the organization's strategic direction.
The calculation of impact materiality was based on the following methodology: the average of size, scope, and recoverability was multiplied by probability. The six-scale levels are detailed in the table below.

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

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

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

The Group has deemed as material those impacts—both in terms of impact materiality and financial materiality—whose severity, as determined using the appropriate methodology, reached or exceeded level four on the six-tier scale. In preparing the complete report, the project team's work is supported by software developed by experts for this purpose.

A questionnaire on sustainability topics was sent to the Partners, and the responses received were processed. Their results also served as the basis for assessing impacts, risks, and opportunities, and provide the foundation for the development of the sustainability action plan.

A survey was conducted regarding employees' commuting habits. Additionally, customer feedback is collected annually through a customer satisfaction survey. A supplier audit is also carried out, and continuous data collection by expert and environmental engineer colleagues provides further insights for the materiality analysis. Human resources data can be retrieved from the company's payroll and HR management system. While no specific industry standards are available, publicly accessible reports from companies engaged in similar activities in the market provide partial reference points for certain topics.

The project team, in collaboration with the relevant departments and their responsible leaders, prepares a proposal for management. The senior executive of the affected department reviews the feasibility, expected outcome, and impact, and then, with their professional support, the plan is presented to management. A decision can be made within the management's authority or, if necessary, the proposal may be submitted to the Board of Directors for approval.

During 2025, the Supervisory Board will elect a member responsible for sustainability, who will further expand their expertise through dedicated training in sustainability. The Supervisory Board will include sustainability as a regular agenda item, review submissions related to CSRD, analyze risks, and provide recommendations in alignment with the sustainability strategy developed by the project team.

The procedure for identifying, assessing, and managing opportunities is currently only partially integrated into the regulated processes. However, the related procedural instruction, which outlines general management processes, will be supplemented according to the timeline of the sustainability action plan, which will be developed in 2025–2026.

Data sources are derived from the data collection efforts of relevant departments, utilizing various methods and software: human resource data can be retrieved from the internal financial and HR systems and records, quality management, environmental, and technology-related data sources include waste and pollution tracking software, the enterprise resource planning system, and survey responses.

E1 – Climate

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

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

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

The impact assessment methodology was as follows:

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

The Group applies the strict emissions reduction scenario (1.5 °C) as the most likely transition pathway. The entire value chain will be reviewed in the short term according to the sustainability strategy roadmap.
GHG emissions calculation is performed annually for Scope 1, 2, and 3 emissions.
The operations, own activities, raw material procurement, and product output of the ANY Group have a moderate impact on climate change. The manufacturing, transportation, and release of raw materials and products contribute only to a limited extent to greenhouse gas emissions.
To verify this, the ESG calculator approved by the Regulatory Activities Supervisory Authority was used to calculate greenhouse gas (GHG) emissions from own operations, including energy consumption and transportation-related emissions. For Scope 3 emissions, the GHG calculation is not comprehensive, as the majority of partners are not yet subject to CSRD reporting requirements and are therefore not prepared to provide data in accordance with CSRD standards. As a result, for Scope 3, only the most significant emissions have been considered (raw materials, commuting, and business travel).
Based on these calculations, the total location-based GHG emissions of ANY Group amounted to 7,622 tCO_2 eq, of which 4,739 tCO_2 eq originated from Scope 3 emissions.

E2 – Pollution

[E2.IRO-1] Description of procedures for identifying and assessing material impacts, risks, and opportunities

E2.IRO-1_01 | 11 a; E2.IRO-1_02 | 11 b; E2.IRO-1_03 | AR 9

The Group has identified relevance to the topic of pollution at the following sites

Site	Activity	Type of emission
ANY Fátyolka street	Card and document production	Technological point sources
ANY Halom street	Offset printing	Technological point sources
Gyomai Kner Printing	Book production	Technological point sources

The Group plans to assess and evaluate the upstream and downstream risks of the value chain by 2025.
Both Gyomai Kner Printing Company and ANY PLC hold ISO 14001 certification. Accordingly, they assess the impacts, risks, and opportunities arising from their own operations at each site, following the relevant EU#6.1–01 procedural instruction. Among the affected communities, internal communities and authorities have been involved in the process. The methodology considers opportunities as risk-mitigating factors.
The Group's activities do not cause pollution to the surrounding environment. Emissions from point sources are well below regulatory limits, not even reaching 10% of the allowed concentration. Minor pollutants from technologies not subject to registration, such as heat and organic substances, are released through a central air exchange system equipped with filters. The Group collects hazardous and non-hazardous waste generated from its activities separately and ensures that disposal is carried out by subcontractors with the required environmental permits or by recycling companies.
Wastewater from own use is discharged into the public sewage system. The Group collects washing water generated during production and disposes of it as hazardous waste. There is no direct discharge into groundwater.
Under normal operating conditions, soil contamination does not occur, as all areas used for transportation and storage at each site are concreted, and hazardous waste storage facilities are equipped with spill containment systems. A procedural protocol is in place for pollution prevention, which is tested annually through simulation exercises. The Group stores waste in legally compliant storage facilities until its regular disposal.
As a material impact arising from the Group's activities, the risk of solvents and flammable materials has been identified, distinguishing between normal operations and emergency situations.

E3 – Water and marine resources

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

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

In the chapter on water and marine resources, the Group has not identified any significant risks related to its own operations. However, according to the CSRD industry materiality analysis (www.msci.com), water consumption in paper production is considered significant. The ANY Group will initiate a survey-based assessment of the impacts and risks in the upstream value chain for paper manufacturers in 2025.

E4 – Biodeversity and ecosystems

[E4.IRO-1] Description of procedures for identifying and assessing material impacts, risks, and opportunities

E4.IRO-1_01 | 17 a; E4.IRO-1_02 | 17 b; E4.IRO-1_03 | 17 c; E4.IRO-1_04 | 17 d; E4.IRO-1_05 | 17 e; E4.IRO-1_06 | 17 e i; E4.IRO-1_07 | 17 e ii; E4.IRO-1_08 | 17 e iii; E4.IRO-1_14 | 19a; E4.IRO-1_15 | 19a; E4.IRO-1_16 | 19b

By the nature of its activities, ANY Group is not classified as a hazardous operation. While the Group does emit pollutants (see E1 and E2 topics), these emissions remain well below regulatory limits and do not cause pollution affecting water or soil.
Since the printing activities are carried out in built, enclosed production facilities, they do not have a material negative impact on land degradation, desertification, soil cover, or the habitats of endangered species.
The sites are located in mixed-use or industrial zones, with no biodiversity-sensitive areas in their vicinity.
The Group has identified the impacts of its own activities based on available environmental data, maps (www.okir.hu, www.natura.2000.hu), and a survey-based assessment. The results are presented in the following table:

	ANY Security Printing Company PLC	Gyomai Kner Printing Company	Zipper Services	Atlas Trade Distribution
Does the activity impact				
land degradation?	No	No	No	No
desertification?	No	No	No	No
soil cover?	No	No	No	No
endangered species?	No	No	No	No
How is wastewater managed?				
Discharged into the public sewage system	Yes	Yes	Yes	Yes
Transported as hazardous waste	Yes	Yes	No	No
Released into soil	No	No	No	No
Discharged into surface water	No	No	No	No

(Subsidiaries not listed in the table do not have an impact on the above activities.)

The full value chain impact assessment (upstream and downstream) has not yet been completed; this is planned for 2025.
The Group has identified the impact of activities related to raw materials used in paper production, including deforestation and logging, on land use and biodiversity as a material impact.
Not all stakeholders were engaged in direct consultations; however, the Group has addressed public interests by complying with regulatory requirements.
Measures related to biodiversity are not necessary for the Group's own operations, as ANY Group's sites are not located within the scope of Natura 2000 or other protected areas; they operate in industrial or urban environments.

[G1.IRO-1] Description of procedures for identifying and assessing significant impacts, risks, and opportunities

As a result of the double materiality assessment, no significant impacts, risks, or opportunities were identified within the Business Conduct standard. For more information on the identification and assessment of significant impacts, risks, and opportunities, please refer to ESRS 2 IRO-1.

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

IRO-2_01 | 56

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material / Non-Material
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				Material
ESRS 2 SBM-1 Participation in activities related to fossil fuels, paragraph 40(d)(i)	Indicator 4 in Table 1, Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material / Non-Material
ESRS E1-1 **Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)**		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking bookCli-mate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818 Article 12.1 (d) to (g), and Article 12.2		Material
ESRS E1-4 **GHG emission reduction targets paragraph 34**	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material
ESRS E1-5 **Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38**	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Material
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				Material
ESRS E1-5 **Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43**	Indicator number 6 Table #1 of Annex 1				Material
ESRS E1-6 **Gross Scope 1,2, 3 and Total GHG emissions paragraph 44**	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material
ESRS E1-6 **Gross GHG emissions intensity paragraphs 53 to 55**	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material
ESRS E1-7 **GHG removals and carbon credits paragraph 56**				Regulation (EU) 2021/1119, Article 2(1)	Non-material
ESRS E1-9 **Exposure of the benchmark portfolio to climate-related physical risks paragraph 66**			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Non-material

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material / Non-Material
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk			Non-material
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2:Banking book -Climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			Non-material
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Non-material
ESRS E2-4 Amount of each pollutant listed in Annex II of the E- PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Non-material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Material
ESRS 2- IRO 1 – E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Material
ESRS 2- IRO 1 – E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Material

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

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

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material / Non-Material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Non-material
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Non-material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Non-material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Non-material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Non-material
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				Non-material
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		Non-material
ESRS G1-4 Standards of anticorruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				Non-material

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

The company has deemed the ESRS E1 Climate Change topic material in relation to three impacts.
The method for determining the material information on significant impacts, risks, and opportunities is disclosed in IRO 1.

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

E1 Climate change

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

Climate change already has a significant impact on society and the business sector. Extreme weather events are becoming more frequent and severe, potentially disrupting supply chains, negatively affecting operations, damaging infrastructure, and altering the business environment.
To ensure long-term sustainability and societal well-being, it is essential to proactively address climate change. The foundation of this approach is a forward-looking strategy that focuses on both mitigating impacts and adapting to changes to enhance resilience and safeguard operations. This approach enables the company group to successfully adapt to evolving environmental and business conditions while minimizing the negative effects of climate change.
The Group's climate strategy goal is to achieve net-zero emissions across the entire value chain by 2050, in alignment with the 1.5°C global temperature target of the Paris Agreement. To achieve this, the sustainability strategy defines short-term (1-5 years), medium-term (5-10 years), and long-term goals, with a key focus on developing action plans to support these objectives. To this end, internal experts are mobilized, and the Group also engages external advisory partners.
In 2024, a comprehensive assessment was conducted on the physical risks related to climate change, as well as the risks, opportunities, and impacts associated with the transition to a low-carbon economy.
During the double materiality assessment – see the Double Materiality Assessment Report – the following were identified as actual negative impacts related to climate change:
– Greenhouse gas emissions from own operations, as well as upstream and downstream activities.
– Energy consumption in raw material production, particularly in the paper and chemical industries.
– Energy consumption for cooling capacity, required for material storage, transportation, and maintaining proper working conditions during operations.
– In the medium and long term, rising temperatures will increase cooling demands, leading to higher energy consumption for raw material transport and storage, manufacturing processes, and workplace environments.
– Rising sea levels may impact the number of business partners.
A comprehensive assessment of the supply and sales chain has not yet been conducted, as complete and accurate data sources are not available for the upstream and downstream value chain. However, the Group has partially accounted for the Scope 3 upstream value chain, considering purchased raw materials, employee commuting, and business travel.
When selecting the three examined aspects, the impact assessment incorporated insights from the ESG Industry Materiality Map available at www.msci.com.
The transition to a low-carbon economy presents not only challenges but also significant business opportunities in terms of products and services. Additionally, climate change-induced migration may positively impact business operations, as an increasing number of individuals will require identification documents, aligning with the following strategic objective:
The Sustainable Development Framework sets the goal that by 2030, everyone should have a legal identification document. ANY PLC provides solutions to this challenge through its identification products, IT and biometric data processing systems, and the essential infrastructure required for their use. The objective is to ensure that everyone can legally exercise all their civil rights.
The significant impacts of climate change do not fundamentally threaten the company's procurement capabilities, operations, or strategy.
Although the GHG intensity of the company's own operations is not significant according to the materiality analysis, the Group is committed to reducing GHG emissions across its value chain and for all stakeholders, ensuring transparent reporting on these efforts.

[E1-1] Transition plan for climate change mitigation

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

ANY Group conducted its first climate resilience analysis in 2024, covering its own operations, greenhouse gas emissions from the production of key supplied raw materials, employee commuting, and business travel impacts (scope). The expansion of this assessment to the entire value chain (suppliers, customers) is planned for 2025.

The company has reviewed available climate change scenario analyses and considers the expected adverse impacts in medium- and long-term investment decisions (Network for Greening the Financial System – NGFS, IPCC). Climate change-related risks are integrated into the corporate governance risk assessment and strategy, evaluating external and internal factors, stakeholders, risks, and opportunities.
The strict emission reduction scenario is applied as the most probable global transition pathway (1.5°C), aligning with the objectives of the Paris Agreement. ANY Group will continue to monitor climate change impacts annually and actively assess their effects on its business model.
ANY Group has not yet defined specific climate change mitigation targets or the corresponding transition plans. These will be developed in 2025. However, the outcomes of climate change scenario analyses are already integrated into the company's risk assessments and strategy.

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

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

The Group does not have specific policies related to climate change and adaptation, as its corporate governance system documents largely cover these activities. However, the company plans to develop a comprehensive sustainability policy by 2026.
The Group has an Integrated Management System Policy and an ISO 14001 certification, both of which are publicly available on its website. The policy complies with the requirements of management standards and defines the Group's core values, strategy, and operational framework.
The policy includes guidelines on environmental protection and sustainability, and it generally outlines risk minimization and sustainable operations. Management has committed to implementing the policy.
Within the framework of the management system, the Group has assessed the needs of its stakeholders and incorporated them into the policy.
The company monitors key environmental indicators and commits to supplementing them with ESG compliance-related indicators for the 2026 reporting period.

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

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

The assessment of energy consumption and greenhouse gas (GHG) emissions for ANY Group was completed in 2024. In 2025, a comprehensive assessment of energy consumption and GHG emissions across the supplier and customer chain will be conducted.
Material consumption, waste generation, and energy consumption are continuously monitored within operations, with efforts made to reduce them through efficiency-enhancing measures.
Key indicators have been introduced and continue to be implemented (e.g., CO_2 emissions) to measure and track performance and emissions, as well as to assess the effectiveness of implemented measures.
Efficiency measures and investments support the principle of GHG reduction by improving specific emissions.
Measures taken to reduce GHG emissions:
- Building insulation and gas boiler replacement (Pásztó) to reduce energy consumption (2024).
- Budapest deliveries with an electric van (Technoprogress).

The Group's activities do not fall under IPPC and site permit-required activities; therefore, GHG emissions have not been measured until now.
The Group submits a regular annual LM report on registered point sources. Due to the boiler replacement, the point source related to GHG emissions is no longer subject to reporting requirements. There are no GHG emissions from technology-related point sources, which are presented in the pollution section of the report.
In 2025, the measurement methodology will be established, and the targets to be achieved will be defined in relation to the sustainability statement.
Currently, the assessment phase is underway, with the expected outcome being the identification of potential investment and resource requirements. The company will allocate the necessary resources in alignment with business objectives.
The required resources for fulfilling ANY Group's commitments will be made available based on the preparation process.

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

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

The net-zero approach has been adopted, with a target to achieve it by 2050. A detailed roadmap will be developed in 2025, outlining short-, medium-, and long-term targets.
As part of the environmental management system, material and energy efficiency and effectiveness are monitored in accordance with EU#6.1-01 Environmental Risks and Opportunities Directive.
An assessment of upstream and downstream partners' emissions is also conducted. Based on these evaluations and its own operational impact, 2025 will serve as the baseline year for setting 2026 targets.

[E1-5] Energy consumption and structure

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

In 2024, ANY PLC's total energy consumption was 8663 MWh, accounting for 65% of the Group's total consumption of 13,322 MWh. ANY PLC uses electricity for its operations and manufacturing processes. Heating is provided through district heating and modern condensing gas boilers. The energy sources are purchased products. ANY has considered all types of energy consumption in its calculations. The company does not use renewable or nuclear energy directly, nor does it generate energy as part of its own operations.
For the allocation of electricity by source, the Group used data published by MVM for 2023 for its Hungarian companies (ANY PLC and Gyoma Kner Printing Company). According to MVM's energy mix, the share of fossil fuel-based sources is 41.3%, nuclear energy accounts for 38.2%, and renewable energy represents 20.5%.
The renewable energy share of district heating was considered based on the MEKH 6.1 data from the Hungarian Energy and Public Utility Regulatory Authority. According to this data, the share of renewable energy is 22%.
Some members of the Group, such as Slovak Direct, operate with a small workforce in an office environment, making their energy consumption negligible. Specimen Ltd., Techno-Progress Ltd., and ANY Real Estate Management Ltd. (ANY Ingatlanhasznosító Kft.) operate at ANY's premises, and their energy consumption is included in the Group's overall data. Therefore, the reported energy consumption figures only cover the Group's production companies and the fuel consumption of Techno-Progress Ltd., which is engaged in transportation activities.
Among the subsidiaries, Gyomai Kner Printing Company generates a small amount of electricity using solar panels, while Zipper Services S.r.l. utilizes renewable energy for supplying its leased premises.
Electricity represents the largest share of the Group's energy consumption. The Group continuously monitors its specific electricity usage, as it constitutes a significant portion of energy costs. The energy data do not include any double counting; each figure is recorded only once under the appropriate energy category.
Energy data of individual subsidiaries of the ANY Group:

Energy data – ANY Group	ANY PLC		Atlas		Gyomai Kner Printing Company		Zipper Services		Techno-Progress		Total	
	2024	MWh	2024	2024	2024	MWh	2024	MWh	2024	MWh	2024	MWh
Electricity [MWh]	5,499	5,499	43	43	1,323	1,323	507	507	0	0	**7,372**	**7,372**
e[MWh] – of which renewable (market-based)	0	0	0	0	0	0	199	199	0	0	**199**	**199**
[MWh] – of which renewable (local)	0	0	0	0	18	18	0	0	0	0	**18**	**18**
District heating [GJ]	4,990	1,386	0	0	0	0	0	0	0	0	**4,990**	**1,386**
Gas [thousand m^3]	110	1,027	4	37	373,(MWh)	373	383,(MWh)	383	0	0	**–**	**1,820**
Generators [l] – Diesel	220	2	0	0	0	0	0	0	0	0	**220**	**2**
Fuel [kg] – LPG (1 forklift in Pásztó)	72	1	0	0	0	0	0	0	0	0	**72**	**1**
Fuel consumption – Gasoline + Diesel [L]	70,809	748	1,087	12	24,772	270	23,842	260	131,553	1,434	**252,063**	**2,724**
ANY Group Total		**8,663**		**92**		**1,984**		**1,149**	**131,553**	**1,434**		**13,322**

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

	Energy consumption and mix	ANY PLC	Atlas	Gyomai Kner PLC	Zipper Services	Techno-Progress	ANY Group Total
	Energy consumption 2024 (data in MWh)						
1	Fuel consumption from coal and coal products (MWh)	0	0	0	0	0	**0**
2	Fuel consumption from crude oil and petroleum products (MWh)	750	12	270	260	1,434	**2,726**
3	Fuel consumption from natural gas (MWh)	1,027	37	373	383	0	**1,820**
4	Fuel consumption from other fossil sources (MWh)	1	0	0	0	0	**1**
5	Energy purchased or procured from fossil sources (MWh)	3,348	43	546	307	0	**4,245**
5/a	Electricity	2,271	43	546	307	0	**3,168**
5/b	Heat (MWh)	1,077	0	0	0	0	**1,077**
5/c	Steam (MWh)	0	0	0	0	0	**0**
5/d	Cooling (MWh)	0	0	0	0	0	**0**
6	**Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)**	5,126	92	1,190	950	1,434	**8,792**
	Share of fossil sources in total energy consumption (%)	59%	100%	60%	83%	100%	**66%**
7	**Consumption from nuclear sources (MWh)**	2,101	0	505	0	0	**2,606**
	Share of consumption from nuclear sources in total energy consumption (%)	24%	0%	25%	0%	0%	**20%**
8	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0	0	0	0	0	**0**
9	Consumption of purchased or acquired electricity from renewable sources (MWh)	1,436	0	271	199	0	**1,906**
	Electricity (MWh)	1,127	0	271	199	0	**1,597**
	Heat (MWh)	309	0	0	0	0	**309**
	Steam (MWh)	0	0	0	0	0	**0**
	Cooling (MWh)	0	0	0	0	0	**0**
10	Consumption of self-generated non-fuel renewable energy (MWh)	0	0	18	0	0	**18**
11	**Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)**	1,436	0	289	199	0	**1,924**
	Share of renewable sources in total energy consumption (%)	17%	0%	15%	17%	0%	**14%**
	Total energy consumption (MWh) (calculated as the sum of lines 6, and 11)	**8,663**	**92**	**1,984**	**1,149**	**1,434**	**13,322**

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

The energy intensity data is presented in the following table. The Group does not publish subsidiary revenue data, so energy intensity figures are only available at the parent company and group level, based on the annual financial report.

Energy Intensity – 2024	ANY PLC	ANY Group
Energy intensity per net revenue [MWh/mHUF]	0,1536	0,1890

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

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

In 2024, the total Scope 1, 2, and 3 GHG emissions of the ANY Group amounted to 7622 tons of CO_2 equivalent (location-based) and 8305 tCO_2 eq (market-based). Within this, ANY PLC's emissions were 5805 tCO_2 eq (location-based), accounting for 76% of the Group's total emissions. Data on upstream and downstream Scope 3 emissions within the value chain are not yet available, as the majority of the Group's partners are not yet subject to CSRD reporting requirements and are therefore not prepared to provide the necessary CSRD data. Consequently, for Scope 3, only the most significant emissions have been considered, including raw materials, employee commuting, and business travel.
The scope 1 and scope 2 direct emissions include data from the Group's production operations, with aggregated figures for each company: ANY PLC, Gyomai Kner Printing Company, and Zipper Services S.r.l., as well as Techno-Progress Ltd.'s fuel consumption for transportation activities, both separately and in total. Specimen PLC, Techno-Progress Ltd., and ANY Ingatlanhasznosító Ltd. operate within ANY PLC's premises, meaning they do not have separate energy consumption or GHG emissions. Slovak Direct s.r.o. operates in an office environment with only two employees, and its emissions are negligible.
No GHG emissions originate from regulated emissions trading systems.
Considered emissions:
- GHG emissions from point sources: Measured or calculated hourly GHG emissions from technology-related point sources – No GHG emissions (CO_2 emissions were considered, with a GWP value of 1).
- Emissions from combustion equipment and generators that are subject to registration and those that are not, based on the amount of fuel consumed.
- Emissions from own transportation, company vehicles, and forklifts, based on fuel consumption.
- Emissions from self-generated renewable energy.
- Emissions from purchased energy carriers (Scope 2).
- F-gases: No usage recorded.

For the calculation of location-based GHG emissions, we used the ESG Calculator – Supervisory Authority for Regulated Activities, based on the consumed quantities. For the market-based calculation, we relied on the specific GHG emission factors provided by energy suppliers. Where this data was not yet available (either for 2024 or in general), we used either 2023 figures or the local energy mix data for the respective country. F-gas data is sourced from the National Climate Protection Authority's database.
Emissions from energy consumption by ANY Group:

	ANY PLC	Gyomai Kner	Techno-Progress	Atlas	Zipper Services	ANY Group Total
Scope 1 GHG Emissions						
Gross Scope 1 GHG emissions (tCO_2 eq)	391	141	345	10	140	**1,027**
Percentage of scope 1 GHG emissions from regulated emissions trading systems (%)	0	0	0	0	0	**0**
Scope 2 GHG Emissions						
Location-based gross scope 2 GHG emissions (tCO_2 eq)	1,430	293	0	16	117	**1,856**
Market-based gross scope 2 GHG emissions (tCO_2 eq)	1,980	426	0	16	117	**2,539**
Scope 3 GHG Emissions						
Significant scope 3 GHG emissions (tCO_2 eq)	3,984	613	0	26	116	**4,739**
Total GHG emissions						
Total GHG emissions – location-based (tCO_2 eq)	5,805	1,047	345	53	373	**7,622**
Total GHG emissions – market-based (tCO_2 eq)	6,356	1,179	345	53	373	**8,305**

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

For Scope 3, emissions were considered related to purchased goods and services, business travel, and employee commuting. Where available, we used supplier data or industry standards to determine CO_2 equivalents.

For Scope 3 emissions, a custom methodology has been applied:
- Purchased goods and services: The procurement data of the most impactful raw materials (paper and plastic) was used, along with supplier-provided or industry-accepted standard CO_2 equivalents for the respective material type in the calculations.

- Employee commuting: A survey was conducted with 100 employees, representing the entire workforce, to assess commuting habits. The specific CO_2 equivalents for each mode of transport and provider were used to calculate the per-employee emission factor, which was then extrapolated across all sites based on headcount proportions. The emissions from the regular Pásztó bus service were calculated based on fuel consumption and added to the ANY Group's total emissions.
- Business travel: Calculated individually, multiplying the total kilometers flown on business trips by the CO_2 emissions per passenger per kilometer (101 g/km/passenger).

The breakdown of Scope 3 emissions by category is provided in the following table:

Scope 3 breakdown by category	Cat 1	Cat 6	Cat 7
ANY PLC	3,632	78	275
Atlas	17	–	9
Gyomai Kner Printing Company	577	–	36
Zipper	78	–	39
ANY Group Total	**4,304**	**78**	**358**

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

The GHG emissions based on net revenue are presented in the following table.

	ANY PLC	ANY Group
Total emissions per net revenue (location-based) (tCO_2 eq/mHUF)	0,1029	0,1081
Total emissions per net revenue (market-based) (tCO_2 eq/mHUF)	0,1127	0,1178

The subsidiary in Gyoma generates 18 MWh of electricity using solar panels, while the remaining energy consumption is sourced externally. The contracts do not include instruments required for energy sale or transfer; they cover system usage fees and energy volumes.
The Romanian subsidiary's production facility uses purchased green energy, which has been factored into the market-based emissions calculation.
The Group signs energy procurement contracts on a short-term basis in some cases, while for exclusive suppliers, agreements are made for an indefinite period. Contracts specify daily or monthly committed quantities, consumption points, delivery nodes, system usage fees, and the settlement of excess consumption.
There is no biomass combustion, and therefore, no related GHG emissions.
The calculation does not include GHG emissions from carbon absorption or emissions trading, as such activities are not part of the operations

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

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

ANY Group does not implement GHG absorption and storage projects and does not purchase carbon credits to mitigate GHG emissions.
Data on upstream and downstream emissions within the value chain is not yet available, as the majority of the Group's partners are not subject to CSRD reporting requirements and are therefore not prepared to provide the necessary CSRD data.

[E1-8] Internal carbon pricing scheme

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

The Group does not currently implement an internal carbon pricing scheme, nor is it subject to such an obligation.

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

The company exercises its right to omit section E1-9 in the first year of reporting obligations.

E2 Pollution

[E2-1] Policies related to pollution

E2-1_01 | 15 a; E2-1_02 | 15 b; E2-1_03 | 15 c; E2.MDR-P_01 | 65 a; E2.MDR-P_02 | 65 b; E2.MDR-P_03 | 65 c; E2.MDR-P_04 | 65 d; E2.MDR-P_05 | 65 e; E2.MDR-P_06 | 65 f

ANY Group is committed to preventing air, water, and soil pollution and promotes this approach to suppliers and customers, involving third parties in the implementation of its policies.
The Integrated Management System Policy includes guidelines on environmental protection and sustainability, generally outlining risk minimization and sustainable operations. The Management has committed to the implementation of this policy.
As part of the management system, the company has assessed stakeholder needs and incorporated them into the policy.
In relation to this topic, the Group has procedural instructions for tracking emissions, managing chemicals, preventing incidents, and handling emergencies, including:
- EU#6.1-02 Preparedness and Response to Emergencies,
- EU#6.1-05 Chemical Handling and Storage Instructions,
- EU#7.5-11 Process for Chemical Procurement and Authorization,
- EU#8.5-07 Waste Management.

The activities related to chemicals and waste management are further regulated through area- and topic-specific environmental instructions.
The Group complies with legal regulations, including reporting, measurement, and limit value requirements, and is free from environmental pollution fines. The introduction of new hazardous substances is subject to an internal approval process. If a less hazardous alternative becomes available for a previously used substance, the Group approves and implements its replacement. The Group has established regulations to prevent incidents and emergencies (EU#6.1-02 Emergency Preparedness and Response) and expects its subcontractors to comply with these regulations within its operational areas (EU#8.4-02 Subcontractor Operational Regulations).
The policy does not yet impose obligations on upstream and downstream stakeholders in the value chain; the Group will communicate these to suppliers and customers via its website in the future.
Management is committed to implementing the policy, but the entire organization is responsible for compliance with pollution-related policies. The Environmental Protection Unit, operating under the Quality and Technology Directorate, is responsible for coordination and oversight.

[E2-2] Pollution measures and resources

E2-2_02 | AR 13;

The Group has established and operates organizational units for environmental protection, technical management, occupational safety, and fire protection, which ensure pollution prevention, data reporting, and monitoring activities as part of their operations.
These include:
- Annual measurements,
- Change reports and annual reports,
- Record keeping,
- Handling of hazardous substances and spill prevention,
- Provision of protective equipment,
- Selective waste collection,
- Contract preparation,
- Investment preparation,
- Training programs,
- Internal audits,
- Waste storage,
- Pollution remediation simulations,
- Insurance coverage.

The above activities were already in operation in 2024.

No significant CAPEX or OPEX expenditure is anticipated in the area of pollution reduction and prevention. Additionally, pollutant emissions remain below 10% of the regulatory limits, therefore, no action plan has been developed for this topic.
The necessary resources for fulfilling ANY Group's commitments and obligations—including waste management and storage costs, measurement expenses, administrative, licensing, and insurance fees, etc.—will be made available as needed.

[E2-3] Pollution-related objectives

E2-3_01 | 23 a; E2-3_02 | 23 b; E2-3_03 | 23 c; E2-3_04 | 23 d; E2-3_09 | 25; E2.MDR-T_01 | 80 a; E2.MDR-T_02 | 80 b; E2.MDR-T_03 | 80 b; E2.MDR-T_04 | 80 c; E2.MDR-T_05 | 80 d; E2.MDR-T_06 | 80 d; E2.MDR-T_07 | 80 e; E2.MDR-T_08 | 80 e; E2.MDR-T_09 | 80 f; E2.MDR-T_10 | 80 g; E2.MDR-T_11 | 80 h; E2.MDR-T_12 | 80 i; E2.MDR-T_13 | 80 j

The Group has not established individual, specific targets related to pollution; however, it fully complies with all legal requirements, including reporting, measurement, and threshold regulations (mandatory). Since the Group's technological activities do not generate direct emissions into water or soil, there are no mandatory or voluntary targets set in these areas. The overarching goal is the complete prevention of pollution.
Due to ANY's technologies and the physical security requirements of document and bank card production, the company operates 15 technology-related point sources. At the Pásztó site, the gas boilers were upgraded to more modern units by the end of 2024. Since these new boilers are not subject to registration, two point sources were decommissioned.
The technology-related point sources are regulated by mass flow, with emission limits defined by Decree 6/2011 (I.14.) of the Ministry of Rural Development (VM). Emissions must be monitored every five years through measurements or calculations, as specified in the operating permit.
The company's goal is to comply with and monitor emission limits, and to reduce specific organic emissions in its own operations by improving efficiency (e.g., printing more sheets and producing more security materials within the same timeframe while using less solvent and cleaning agents).
Based on actual data from 2024, in 2025, ANY will review and refine the monitoring of chemicals used in high volumes and equipment linked to point sources, as well as the legally required indicators, while adhering to the principle of continuous improvement. Since stakeholders have an interest in minimizing the impact on both themselves and the environment, the company also considers their potential feedback in its decision-making process.
The assessment of upstream and downstream impacts, with a particular focus on water pollution, air pollution, and microplastic management, will take place in 2025.

[E2-4] Air, water, and soil pollution

E2-4_01 | 28 a; E2-4_02 | 28 a; E2-4_03 | 28 a; E2-4_04 | 28 a; E2-4_05 | 28 b; E2-4_06 | 28 b; E2-4_07 | 28 b; E2-4_08 | 30 a; E2-4_09 | 30 b; E2-4_10 | 30 c; E2-4_15 | 31

The following table presents the pollutants emitted by the members of the Group:

	ANY PLC	Atlas	Gyomai Kner	Zipper Services	ANY Group Total
Emissions from point sources subject to registration [kg]	110	–	22	–	**132**
Wastewater Discharge [m^3]*	8,314	167	1,716	825	**11,022**
Soil contamination [–]	None	None	None	None	
Microplastics [t]	NA	NA	NA	NA	
Is there a nature conservation area in the immediate vicinity of the site?	None	None	None	None	

*All Group members discharge wastewater into the public sewage system, meaning water consumption equals the amount of wastewater generated. No specific analytics are available for subsidiaries, so no assessment has been conducted in this regard.
(The data for subsidiaries not listed in the table is zero in all cases, thus it does not affect the total value of ANY Group.)

The year 2024 serves as the baseline year for data collection, allowing for trend evaluation from 2025 onward. The basis for comparison will be the specific emissions relative to revenue. Pollution-related data will be derived from: measurement records, calculations, and registered operating hours for point sources, and service provider invoices for wastewater discharge.
Measurements are conducted by accredited laboratories, and emission calculations are performed in accordance with authority-approved methods. This is part of the operating permit.

Air

The Group uses organic solvents in certain technologies, such as in paints and cleaning processes. In these technologies, emissions of organic compounds occur through 14 point sources. The emitted organic compounds include ethyl alcohol, benzene derivatives, and xylenes. In compliance with legal regulations, the Group registers these point sources and determines emissions through calculations or measurements. The emission limits for point sources are regulated by mass flow. Measurements must be repeated every five years, or whenever there is a change in the substances used. The Group regularly maintains the mechanical and air handling units associated with these point sources.
The total organic pollutant emissions at ANY Security Printing Company PLC's 3 sites amounted to 110 kg per year, while Gyoma Kner Printing Company emitted 22 kg of organic substances. Due to the variety of pollutants and their low annual emissions, the company has opted not to provide a detailed breakdown by pollutant type. Emissions from stationary combustion equipment and backup power sources are presented in the E1 Climate Change section.
For air conditioning systems, the company only uses approved, GHG-free refrigerants and ensures regular maintenance and leakage testing.

Water and soil

There is no water or soil pollution under normal operating conditions, as the only wastewater discharged into the public sewage system comes from employees' daily use.
Wiping and cleaning water generated during production is collected and disposed of as hazardous waste — 21,672 kg in 2024.

Microplastics

No microplastics are generated from the Group's own activities or those of its suppliers. Production waste is recycled as raw material, while packaging waste is also reprocessed under extended producer responsibility by MOHU (MOL Waste Management Plc).
Microplastics may be generated by customers or end users from marketed plastic cards and packaging waste. However, for exported products, the company has no information regarding their end-of-life disposal. The method of document retrieval varies by country, and microplastics are typically generated from lost cards, though their impact is minimal.
Domestically marketed plastic cards that are collected by document offices and certain banks do not generate microplastics, as they are shredded and transferred to recycling and processing companies. They are reused as raw materials, just like the waste generated during production.
In 2024, a total of 1230 thousand expired document cards and 100 thousand bank cards were returned to ANY Security Printing Company PLC for destruction, thereby preventing the formation of microplastics.

Waste Management for Pollution Prevention

In 2024, ANY Group managed 890 tons of waste as part of its pollution prevention efforts. Hazardous waste amounted to 43 tons, material-recycled waste to 570 tons, energy-recovered waste to 136 tons, secondary raw materials to 11 tons, and municipal waste to 130 tons. The overall recovery rate was 80%, with 64% from material recycling, 1.25% from secondary raw materials, and 15% from energy recovery. Additionally, environmentally friendly paper accounted for 11% of roll paper and 38% of envelopes.

[E2-5] Substances of concern and substances of very high concern (SVHCs)

ANY's operations do not use or emit substances of concern as defined by Directive 67/548/EEC.

[E2-6] Expected financial impacts arising from pollution-related effects, risks, and opportunities

E2-6_01 | 39 a; E2-6_02 | 40 a; E2-6_03 | 40 a; E2-6_04 | 40 b; E2-6_06 | 40 c

ANY Group ensures that the necessary resources for fulfilling its commitments and obligations and for pollution prevention are provided as needed.
The Group has processes and insurance in place to manage emergency situations, ensuring damage restoration and minimization of financial impact.
ANY's products do not contain substances of concern (SoC) and therefore do not impact revenue.
Air pollution caused by point sources remains within legal limits, and the Group complies with all legal requirements, meaning it does not anticipate any fines related to pollution.

The costs associated with renewing operating permits and mandatory measurements are not significant, typically amounting to hundreds of thousands of HUF, varying over the years due to different reporting and measurement schedules. Currently, 9 point sources are subject to mandatory measurement, which must be conducted every five years.
Resources allocated for wastewater treatment: HUF 9.1 million
Waste management expenses (hazardous waste, incineration, municipal waste): HUF 22.9 million
In 2024, at the ANY Fátyolka street site, the industrial waste collection area was relocated and modernized, ensuring proper waste storage and preventing pollution.

E3 Water and marine resources

[E3-1] Policies related to water and marine resources

E3-1_01 | 12a; E3-1_02 | 12a i; E3-1_03 | 12a ii; E3-1_04 | 12a iii; E3-1_05 | 12 b; E3-1_06 | 12 c; E3-1_07 | 13; E3-1_09 | 14; E3.MDR-P_01 | 65 a; E3.MDR-P_02 | 65 b; E3.MDR-P_03 | 65 c; E3.MDR-P_04 | 65 d; E3.MDR-P_05 | 65 e; E3.MDR-P_06 | 65 f

ANY Group is committed to the responsible use of natural resources and strives to reduce and monitor water consumption, particularly in technological areas with potentially higher usage. This commitment is also reflected in its Integrated Management Policy. The Group regularly reviews its policy and incorporates the needs of stakeholders, including changes in regulatory requirements. The policy is publicly available on the company's website.
The Group prevents water pollution by collecting and treating filters and contaminated water generated in technological processes as hazardous waste.
For investments and the renovation of social facilities, the Group applies water-saving solutions.
Water and energy consumption are continuously monitored, with a focus on reducing specific usage over timeThe operational sites of ANY Group are not located in high-water stress areas.
The entire organization is responsible for implementing the policy.

[E3-2] Measures and resources related to water and marine resources

E3-2_01 | 18; E3-2_02 | AR20; E3-2_03 | 19; E3.MDR-A_01 | 68 a; E3.MDR-A_02 | 68 b; E3.MDR-A_03 | 68 c; E3.MDR-A_04 | 68 d; E3.MDR-A_05 | 68 e; E3.MDR-A_06 | 69 a; E3.MDR-A_07 | 69 b; E3.MDR-A_08 | AR 23; E3.MDR-A_09 | 69 b; E3.MDR-A_10 | 69 b; E3.MDR-A_11 | 69 c; E3.MDR-A_12 | 69 c

The Group does not currently have an action plan related to water and marine resources, as marine resources are not utilized, and operational and technological water consumption is not significant enough to pose a risk to water reserves. The Group prioritizes technologies with lower water consumption, such as digital printing instead of offset printing. Regular maintenance of equipment is carried out to prevent excessive water consumption.
The necessary resources for fulfilling ANY Group's commitments will be made available as preparation progresses.
The survey on the impacts and risks of the upstream value chain for paper manufacturers will be initiated by ANY Group in 2025.

[E3-3] Goals related to water and marine resources

E3-3_01 | 23 a; E3-3_02 | 23 b; E3-3_03 | 23 c; E3-3_08 | 25; E3.MDR-T_01 | 80 a; E3.MDR-T_02 | 80 b; E3.MDR-T_03 | 80 b; E3.MDR-T_04 | 80 c; E3.MDR-T_05 | 80 d; E3.MDR-T_06 | 80 d; E3.MDR-T_07 | 80 e; E3.MDR-T_08 | 80 e; E3.MDR-T_09 | 80 f; E3.MDR-T_10 | 80 g; E3.MDR-T_11 | 80 h; E3.MDR-T_12 | 80 i; E3.MDR-T_13 | 80 j

The Group has not set a voluntary target for water consumption, and since its water usage does not exceed the legally mandated reporting threshold, it does not have a legally binding target either.
The ANY Group strives to reduce specific water consumption. As a performance indicator, it will use water intensity relative to revenue, with an annual target value to be defined within the management review process for 2026, using 2024 as the baseline year (0.15 m^3/mHUF net revenue). The Group follows the principle of continuous improvement in setting its targets, which positively impacts water-related risks while remaining neutral regarding marine resources. An action plan will be developed in 2025 to support this goal, and the effectiveness of the defined actions will be monitored through continuous tracking of the performance indicator. Apart from the audit of the sustainability statement, no third-party validation is conducted.

[E3-4] Water consumption

E3-4_01 | 28 a; E3-4_02 | 28 b; E3-4_03 | 28 c; E3-4_04 | 28 d; E3-4_05 | 28 d; E3-4_06 | 28 e; E3-4_07 | 28 e; E3-4_08 | 29

	ANY PLC	Atlas	Gyomai Kner	Zipper Services	ANY Group Total
Total water consumption [m^3]	8,313	167	1,716	825	**11,021**
Total reused and recycled water consumption [m^3]	0	0	0	0	**0**
Total stored water volume [m^3]	0	0	0	0	**0**

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

ANY Group's total water consumption was 11021 m^3. The water consumption sites are not located in areas exposed to water-related risks or in severely water-scarce regions.
For its operations, water is supplied to the sites via public utility providers through the municipal water system. The Group does not use or store recycled water.
In 2024, ANY Security Printing Company PLC had an annual water consumption of 8313 m^3. Compared to 2023, the increase in water consumption was proportionally lower than the growth in revenue; however, costs tripled due to supplier price increases. The water consumption data for other subsidiaries is provided in the table above.
At ANY PLC water withdrawal at its sites is supplied through municipal utilities. The sites' water intake is not directly connected to surface water or seawater, and they are not located in water-scarce areas.
Water consumption is measured at the entry points of buildings at each site, and usage and billing are based on these measurements.
There are no consumption meters within the production units, so water usage for specific technologies and machines can only be estimated and calculated.
The calculation of technological water consumption is carried out as follows: from the total measured consumption, the personal water usage–estimated based on data from subsidiaries that do not use technological water–is subtracted. The data indicates that specific water consumption is higher in companies using offset technology.
Water usage in technologies:
- Creation of offset printing and humidification,
- Fountain solution in wet offset printing – the most significant,
- Wiping water in intaglio printing,
- Cleaning of adhesive tanks,
- Production of security fibres,
- Water replenishment for cooling in hologram production.

ANY disposes of 22 m^3 of water as hazardous waste related to intaglio printing and lamination processes.
Water intensity indicator:

Water intensity indicator (ANY Group)	
2023	0,18 m^3/mHUF net revenue
2024	0,15 m^3/mHUF net revenue

[E3-5] Expected financial impacts arising from water and marine resource-related effects, risks, and opportunities

E3-5_01 | 33 a; E3-5_02 | 33 a; E3-5_03 | 33 b; E3-5_04 | 33 c

No material financial impact is expected from water- and marine resource-related risks. A supplier chain assessment will be conducted in 2025, where this impact has been identified as material.

E4 – Biodiversity and ecosystems

[E4.SBM-3] Material impacts, risks, and opportunities, and their interactions with the strategy and business model

E4.SBM-3_01 | 16 a; E4.SBM-3_02 | 16 a i; E4.SBM-3_03 | 16 a ii; E4.SBM-3_04 | 16 a iii; E4.SBM-3_05 | 16 b; E4.SBM-3_06 | 16 c

Among the members of the ANY Group, ANY Security Printing Company PLC operates at two sites in Budapest's 10th district and one site in Pásztó, while Gyomai Kner Printing Company is located in Gyomaendrőd, Zipper Services S.R.L. operates at two sites in Romania, and Tipo Direct Services runs two production sites in Moldova. These sites are located in urban, industrial areas that are not considered sensitive in terms of biodiversity.
The Group has not identified any significant impact on biodiversity and ecosystems resulting from its own operations. However, in the double materiality assessment, ANY assumes that the logging required for paper production in its supply chain may have material impacts in the following areas:
- Changes in land, freshwater, and/or marine use,
- Impact on species status,
- Land degradation,
- Desertification,
- Soil sealing.

A comprehensive assessment of the supply chain has not yet been conducted, so critical locations remain unidentified. The Group primarily procures paper and plastic materials from European manufacturers, but the sources of their raw materials are currently unknown to the company.

[E4-1] Transition plan, as well as the consideration of biodiversity and ecosystems in the strategy and business model

E4-1_01 | 13 a; E4-1_02 | 13 b; E4-1_03 | 13 c; E4-1_04 | 13 d; E4-1_05 | 13 e; E4-1_06 | 13 f

The Group does not yet have a transition plan. Its own activities do not have a material impact on biodiversity and ecosystems; however, there are possible scenarios (e.g., a significant decline in the habitat of tree species essential for paper production) that could affect operations in the long term. During the double materiality analysis, the Group examined both short- and long-term impacts, and the identified material impact has a time horizon exceeding five years.
The company considered the interests and opinions of stakeholders in various ways, sending questionnaires to key business partners. For other stakeholders (e.g., authorities, the public, shareholders, employees), it is assumed that their interests align with the requirements set by regulations.
Continuous improvement is carried out in all areas of operation, contributing to the mitigation of all impacts and risks identified during the double materiality analysis.

[E4-2] Policies related to biodiversity and ecosystems

E4.MDR-P_07 | 62; E4.MDR-P_08 | 62

The Group does not have a specific policy on biodiversity, ecosystems, sustainable agriculture, or deforestation. This is because no material impact has been identified within its own operations, except for forestry management related to paper production.
The need for such a policy will be reviewed in 2025.

[E4-3] Biodiversity and ecosystem-related measures and resources

E4.MDR-A_13 | 62; E4.MDR-A_14 | 62

No specific action plan has been developed, as the group has not identified any material impact on biodiversity and ecosystems from its own activities.
The Group will review the necessity of such policy in 2025.

[E4-4] Biodiversity and ecosystem-related goals

E4.MDR-T_16 | 81 b; E4.MDR-T_17 | 81 b i; E4.MDR-T_18 | 81 b ii; E4.MDR-T_19 | 81 b ii 80 d

The Group has no specific targets related to biodiversity and ecosystems. The need for such targets will be reviewed in 2025.
The activities related to raw materials used in paper production, identified as having a significant impact, will be assessed within the supplier network in 2025. From the effective date of EU Regulation 2023/1115 on deforestation, compliance will be ensured throughout the supply chain.

[E4-5] Biodiversity and ecosystem-related goals

E4-5_01 | 35; E4-5_02 | 35; E4-5_04 | 38

ANY Group has not defined impact metrics related to biodiversity and ecosystems, as it does not operate facilities in protected areas or key biodiversity zones.
No direct contribution has been identified concerning land use and water use changes.

[E4-6] Biodiversity and ecosystem change-related impact metrics

E4-6_01 | 45 a; E4-6_02 | 45 a; E4-6_03 | 45 b; E4-6_04 | 45 c

ANY Group has not defined impact indicators related to biodiversity and ecosystems, as it does not operate sites in protected or key biodiversity areas.

3 ANY Group's 2023 EU Taxonomy Report

1. Introduction

The EU Taxonomy for Sustainable Activities is a classification framework developed by the European Union that establishes a list of environmentally sustainable economic activities.
The EU Taxonomy Regulation (2020/852/EU), adopted by the European Commission, aims to create a classification system for sustainable economic activities. Its objective is to define the conditions under which specific economic activities can be considered sustainable. The regulation provides a common interpretative framework within the EU, reducing the unfounded use of terms such as "green" or "sustainable."
Additionally, the regulation imposes a reporting obligation on certain financial and non-financial companies regarding the extent to which their activities comply with the sustainability criteria set forth in the regulation. The reporting obligations are detailed in the Delegated Regulation (EU) 2021/2178. Companies subject to the regulation must present three financial indicators for both taxonomy-eligible and taxonomy-aligned economic activities. These indicators include the revenue, CAPEX, and OPEX values associated with each activity. The precise definitions of these indicators are provided in Regulation 2021/2178.

The EU Taxonomy defines six environmental objectives:
- Climate change mitigation,
- Climate change adaptation,
- Sustainable use and protection of water and marine resources,
- Transition to a circular economy,
- Pollution prevention and control,
- Protection and restoration of biodiversity and ecosystems.

Companies must assess whether their operations and investments are related to these environmental objectives (eligible) and, if so, whether they contribute to improving any of these objectives (aligned).
Company activities must be evaluated from multiple perspectives. The first step is eligibility, which involves identifying activities that fall under the scope of the taxonomy. If a company's activities match the descriptions defined in the taxonomy, they are considered taxonomy-eligible, meaning they are potentially sustainable.

The second step is alignment, which assesses compliance with the Technical Screening Criteria listed in the regulation. The Taxonomy Regulation sets three conditions that an economic activity must meet to be considered taxonomy-aligned:
- It substantially contributes to at least one of the environmental objectives.
- It does not significantly harm (DNSH) any of the remaining five environmental objectives.
- It complies with minimum social safeguards.

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

2. Description of the Group's Activities

The Group manufactures security products and solutions (tax stamps and excise stamps, security-featured labels), plastic cards (identification documents, bank cards, and commercial cards), personalized business and administrative forms, as well as traditional printing products.
The Company's main activity (TEÁOR–Nomenclature of Economic Activities): 18.12'08 Printing (excluding newspapers). Additional activities of the Company can be found in the Articles of Association[1].

[1] Statutes of ANY Security Printing Company PLC.

3. Results of the Taxonomy Assessment

EU Taxonomy assessment covers the entire consolidated corporate group. The Group's Hungarian subsidiaries include Gyomai Kner Printing Company, Specimen PLC, Techno-Progress LTD., and ANY Ingatlanhasznosító LTD. Its foreign subsidiaries are Slovak Direct s.r.o. (Slovakia), Zipper Services s.r.l. and Atlas Trade Distribution s.r.l. (Romania), and Tipo Direct Serv s.r.l. (Moldova).
The Group adheres to human rights policies as set forth in the Constitution, labor regulations, and EU legislation. These principles are also reinforced in the Group's internal policies, including:
- Code of Ethics,
- Equal Opportunity Plan,
- HR Regulations,
- Collective Agreement,
- Whistleblowing System.

Relevant Activity Identified in the Assessed Corporate Scope:

6.6 Road Freight Transport

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

If road freight transport meets the technical screening criteria, it would substantially contribute to the following environmental objectives:
a) Mitigation of climate change
b) Adaptation to climate change

4. Key performance metrics

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

Key Performance Indicators (KPIs) for Activities Aligned with the Taxonomy but Not Environmentally Sustainable:
- Revenue: –
- CAPEX: –
- OPEX: –

Basis for KPI Calculations:
Since the annual financial report is prepared on a consolidated basis, all key performance indicators (Revenue, CAPEX, OPEX) have been calculated using consolidated data to avoid double counting.
Revenue was calculated following the same accounting principles used for the company's financial statements. The total revenue corresponds to the consolidated net revenue.
CAPEX (Capital Expenditure) reflects total corporate capital investments, which equal the annual increase in tangible and intangible assets, specifically properties, machinery and equipment, intangible rights, vehicles, and other equipment.
OPEX (Operating Expenditure) includes all direct costs and expenses required for daily operations. The total OPEX corresponds to the cost of sales reported in the consolidated comprehensive income statement.

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

Proportion of **revenue** derived from products or services related to taxonomy-aligned economic activities				Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)										
Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2023	Proportion of Revenue Aligned with the Taxonomy in 2022	Category (T: Enabling Activity	Category (A: Transitional Activity
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy alignment) activities – ALIGNED																				
Revenue from environmentally sustainable (taxonomy alignment) activities – (A.1)		–	0.00%														0.00%	N/A		
A.2 Activities eligible for taxonomy alignment but not environmentally sustainable – ELIGIBLE																				
Road freight transport	6.6	–	0.00%																	
Revenue from activities eligible for taxonomy alignment but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		–	0.00%	0.00%													0.00%	N/A		
Total (A.1 + A.2)		–	0.00%														0.00%	N/A		
B. Activities not eligible for taxonomy alignment																				
B. Revenue from activities not eligible for taxonomy alignment		55,475,269	100.00%																	
Total (A+B)		55,475,269	100.00%																	

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

				Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)										
Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2023	Proportion of Revenue Aligned with the Taxonomy in 2022	Category (T: Enabling Activity	Category (A: Transitional Activity
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy alignment) activities – ALIGNED																				
CAPEX of environmentally sustainable (taxonomy-aligned) activities (A.1)		–	0.00%														0.00%	N/A		
A.2 Taxonomy-ELIGIBLE but not environmentally sustainable activities																				
Road freight transport	6.6	–	0.00%																	
CAPEX of taxonomy-eligible but not environmentally sustainable activities (non-aligned activities) (A.2)		–	0.00%	0.00%													0.00%	N/A		
Total (A.1+A.2)		–	0.00%														0.00%	N/A		
B. Non-taxonomy-eligible activities																				
CAPEX of non-taxonomy-eligible activities (B)		1,889,689	100.00%																	
Total (A+B)		1,889,689	100.00%																	

Proportion of **OPEX** derived from products or services related to taxonomy-aligned economic activities				Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)										
Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2023	Proportion of Revenue Aligned with the Taxonomy in 2022	Category (T: Enabling Activity	Category (A: Transitional Activity
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy-ALIGNED) activities																				
OPEX from environmentally sustainable (taxonomy-ALIGNED) activities (A.1)		–	0.00%														0.00%	N/A		
A.2 Activities eligible for taxonomy alignment but not environmentally sustainable – ELIGIBLE																				
Road freight transport	6.6	–	0.00%																	
OPEX from activities eligible for taxonomy alignment but not environmentally sustainable (non-taxonomy-aligned activities) (A.2))		–	0.00%	0.00%													0.00%	N/A		
Total (A.1 + A.2)		–	0.00%														0.00%	N/A		
B. Activities not eligible for taxonomy alignment																				
B. OPEX activities not eligible for taxonomy alignment)		37,790,901	100.00%																	
Total (A+B)		37,790,901	100.00%																	

4 ANY Group's 2024 EU Taxonomy Report

1. Introduction

The EU Taxonomy for Sustainable Activities is a classification framework developed by the European Union, establishing a list of environmentally sustainable economic activities.
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The regulation also imposes a reporting obligation on certain financial and non-financial companies, requiring them to disclose the extent to which their activities align with the sustainability criteria set out in the regulation. The reporting obligations are detailed in the Delegated Regulation (EU) 2021/2178. Companies subject to the regulation must report three financial indicators under two perspectives: eligible and aligned economic activities. The financial indicators to be reported for both perspectives are: revenue, Capital Expenditures (CAPEX) and Operating Expenditures (OPEX).
The precise interpretation of these indicators is outlined in Regulation 2021/2178.

The EU Taxonomy defines six environmental objectives:
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- Climate change adaptation,
- Sustainable use and protection of water and marine resources,
- Transition to a circular economy,
- Pollution prevention and control,
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Companies must assess whether their operations and investments are related to these environmental objectives (eligible) and, if so, whether they contribute to improving any of these objectives (aligned).
Company activities must be evaluated from multiple perspectives. The first step is eligibility, which involves identifying activities that fall under the scope of the taxonomy. If a company's activities match the descriptions defined in the taxonomy, they are considered taxonomy-eligible, meaning they are potentially sustainable.

The second step is alignment, which assesses compliance with the Technical Screening Criteria listed in the regulation. The Taxonomy Regulation sets three conditions that an economic activity must meet to be considered taxonomy-aligned:
- It substantially contributes to at least one of the environmental objectives.
- It does not significantly harm (DNSH) any of the remaining five environmental objectives.
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The detailed alignment criteria are outlined in the Climate Delegated Act and the Environmental Delegated Act. If a company's activities meet these requirements, they can be classified as truly sustainable. The proportion of revenue, CAPEX, and OPEX related to such activities must then be disclosed. Article 8(2) of Regulation (EU) 2020/852 requires non-financial undertakings to disclose the proportion of their revenue, capital expenditure, and operating costs associated with activities linked to environmentally sustainable assets or processes (key performance indicators).

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The Company's main activity (TEÁOR–Nomenclature of Economic Activities): 18.12'08 Printing (excluding newspapers).
Additional activities of the Company can be found in the Articles of Association[2].

2 Statutes of ANY Security Printing Company PLC

3. Results of the Taxonomy Assessment

EU Taxonomy assessment covers the entire consolidated corporate group. The Group's Hungarian subsidiaries include Gyomai Kner Printing Company, Specimen PLC, Techno-Progress LTD., and ANY Ingatlanhasznosító LTD. Its foreign subsidiaries are Slovak Direct s.r.o. (Slovakia), Zipper Services s.r.l. and Atlas Trade Distribution s.r.l. (Romania), and Tipo Direct Serv s.r.l. (Moldova).
The Group adheres to human rights policies as set forth in the Constitution, labor regulations, and EU legislation. These principles are also reinforced in the Group's internal policies, including:
- Code of Ethics,
- Equal Opportunity Plan,
- HR Regulations,
- Collective Agreement,
- Whistleblowing System.

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

Relevant Activity Identified in the Assessed Corporate Scope:

6.6 Road Freight Transport

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

If road freight transport meets the technical screening criteria, it would substantially contribute to the following environmental objectives:
a) Mitigation of climate change
b) Adaptation to climate change

4. Key performance metrics

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

Key Performance Indicators (KPIs) for Activities Aligned with the Taxonomy but Not Environmentally Sustainable:
- Revenue: –
- CAPEX: –
- OPEX: –

Basis for KPI Calculations:
Since the annual financial report is prepared on a consolidated basis, all key performance indicators (Revenue, CAPEX, OPEX) have been calculated using consolidated data to avoid double counting.
Revenue was calculated following the same accounting principles used for the company's financial statements. The total revenue corresponds to the consolidated net revenue.
CAPEX (Capital Expenditure) reflects total corporate capital investments, which equal the annual increase in tangible and intangible assets, specifically properties, machinery and equipment, intangible rights, vehicles, and other equipment.
OPEX (Operating Expenditure) includes all direct costs and expenses required for daily operations. The total OPEX corresponds to the cost of sales reported in the consolidated comprehensive income statement.

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

Proportion of **revenue** derived from products or services related to taxonomy-aligned economic activities				Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)										
Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2024	Proportion of Revenue Aligned with the Taxonomy in 2023	Category (T: Enabling Activity	Category (A: Transitional Activity
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy alignment) activities – ALIGNED																				
Revenue from environmentally sustainable (taxonomy alignment) activities – (A.1)		–	0.00%														0.00%	0.00%		
A.2 Activities eligible for taxonomy alignment but not environmentally sustainable – ELIGIBLE																				
Road freight transport	6.6	–	0.00%																	
Revenue from activities eligible for taxonomy alignment but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		–	0.00%	0.00%													0.00%	0.00%		
Total (A.1 + A.2)		–	0.00%														0.00%	0.00%		
B. Activities not eligible for taxonomy alignment																				
B. Revenue from activities not eligible for taxonomy alignment		70,502,996	100.00%																	
Total (A+B)		70,502,996	100.00%																	

Proportion of **CAPEX** derived from products or services related to taxonomy-aligned Economic Activities				Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)										
Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2024	Proportion of Revenue Aligned with the Taxonomy in 2023	Category (T: Enabling Activity	Category (A: Transitional Activity
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy alignment) activities – ALIGNED																				
CAPEX of environmentally sustainable (taxonomy-aligned) activities (A.1)		–	0,00%														0.00%	0.00%		
A.2 Taxonomy-ELIGIBLE but not environmentally sustainable activities																				
Road freight transport	6.6	–	0.00%																	
CAPEX of taxonomy-eligible but not environmentally sustainable activities (non-aligned activities) (A.2)		–	0.00%	0.00%													0.00%	0.00%		
Total (A.1+A.2)		–	0.00%														0.00%	0.00%		
B. Non-taxonomy-eligible activities																				
CAPEX of non-taxonomy-eligible activities (B)		3,544,060	100.00%																	
Total (A+B)		3,544,060	100.00%																	

Ratio of **OPEX** derived from products or services related to taxonomy-aligned economic activities				Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)										
Economic Activity	Codes	Absolute Revenue Amount (thousand HUF)	Revenue Share (%)	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Mitigation of Climate Change	Adaptation to Climate Change	Sustainable Use and Protection of Water and Marine Resources	Transition to a Circular Economy	Pollution Prevention and Reduction	Protection and Restoration of Biodiversity and Ecosystems	Minimum Safeguards	Proportion of Revenue Aligned with the Taxonomy in 2024	Proportion of Revenue Aligned with the Taxonomy in 2023	Category (T: Enabling Activity	Category (A: Transitional Activity
A. Activities eligible for taxonomy alignment																				
A.1 Environmentally sustainable (taxonomy-ALIGNED) activities																				
OPEX from environmentally sustainable (taxonomy-ALIGNED) activities (A.1)		–	0.00%														0.00%	0.00%		
A.2 Activities eligible for taxonomy alignment but not environmentally sustainable – ELIGIBLE																				
Road freight transport	6.6	–	0.00%																	
OPEX from activities eligible for taxonomy alignment but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		–	0.00%	0.00%													0.00%	0.00%		
Total (A.1 + A.2)		–	0.00%														0.00%	0.00%		
B. Activities not eligible for taxonomy alignment																				
B. OPEX activities not eligible for taxonomy alignment)		45,786,108	100.00%																	
Total (A+B)		45,786,108	100.00%																	

5 S1 – Own workforce

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

The Code of Ethics outlines the fundamental principles. Bodies and Management
HR Policy – Principles of the Preamble

"ANY Security Printing Company PLC, formerly known as Állami Nyomda PLC, has built its strong reputation both in Hungary and internationally on the impeccable conduct of the Company and its employees, upheld for more than 150 years. At ANY Security Printing Company PLC, we believe that the Company's long-standing success and recognition have been achieved through its ethical conduct, dedication to its profession, and people-centered corporate culture. Therefore, it is essential for us to adapt to ever-evolving circumstances while upholding our traditional values. We fully respect our employees' privacy, including their religious, ideological, and political beliefs. This is of fundamental importance, as the Company's success has also been built on the diversity of its workforce and the variety of perspectives they bring. No one shall face discrimination based on their gender, age, ethnic background, religious affiliation, membership in an advocacy group, or any other characteristic or activity unrelated to their job performance. At the same time, employees must be aware that any social or public engagement they undertake must be conducted outside the workplace, and they may not use ANY Security Printing Company PLC's infrastructure for such private activities. When engaging in public activities, employees must respect the ethical principles of ANY Security Printing Company PLC.
It is the duty of the Company's senior employees to carry out all tasks under their management in accordance with their professional expertise and the expected ethical standards. Since successful and productive work requires teamwork and regular communication between organizational units and employees, all parties must uphold ethical standards in their professional and interpersonal relationships within the Company. Mutual respect, appreciation, and a willingness to compromise should guide all employees in their interactions, as these values serve the common interest of everyone."

ANY Collective Agreement – CA .2., Gyoma Kner Printing Company Collective Agreement – I.3.
CA Sections: The Employer ensures equal opportunities and fair treatment for all Employees.

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

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

In the case of ANY Group, the identified risks and impacts play a fundamental role in the company's strategic adaptation and the refinement of its business model. This information enables ANY Group to proactively respond to market changes, optimize resource utilization, and develop sustainable growth strategies, thereby enhancing its competitiveness. The analysis is conducted independently by specialized departments within their respective areas of expertise, and recommendations are submitted to the management.
In addition to its own employees, ANY Security Printing Company PLC engages contracted private individuals and honorary fee-based individuals. External workers are also employed under service contracts (e.g., security, cleaning services). No leased labor was used in 2024.
At Gyomai Kner Printing Company, in addition to its own employees and contracted individuals, simplified employment workers were engaged in 2024 on a daily regulatory reporting basis for seasonal work.
Techno-Progress Ltd. employs only its own workforce.
At Zipper, in addition to its own employees, contracted/honorary fee-based individuals and leased labor were also employed.
The scope applies to the company's own employees among the listed employment categories.
Due to its strategy and operations, the Group primarily relies on its own workforce.
Employees: The Group's own employees work under legally compliant employment conditions, with social security coverage and long-term (typically indefinite-term) employment contracts. Contracted workers are employed under service contracts perform specific tasks independently or take on additional targeted assignments while on unpaid leave. The executive officers are honorary fee-based executives are elected by the General Meeting for a fixed five-year term. Simplified employment workers are primarily employed at Gyomai Kner Printing Company, mainly due to existing or temporary labor shortages. Compliance with the prescribed minimum wage is mandatory for them as well, and their employment requires regulatory notification.
Employees Hired by Business/Service Partners: This includes security personnel and cleaning staff. These employees are officially employed by the contracted service provider but perform their daily duties on the Group's premises, adapting to its operations and work schedule. They are also subject to the Group's security, occupational safety, data protection, and confidentiality regulations.

Significant negative impact: multi-shift work schedule

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

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

Significant negative impact

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

Significant negative impact: wage structure

At Gyomai Kner Printing Company, the Company operates under a Collective Agreement; however, shift allowances and overtime pay are applied in accordance with the Labor Code, with positive deviations only possible in the form of performance-based pay, bonuses, and rewards. For 62 employees, the base wage level adjustment to meet the minimum wage and guaranteed minimum wage was justified for 2024. This adjustment was implemented in compliance with the government decree, effective December 1, 2023.

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

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

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

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

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

Significant negative impact within the ANY Group

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

Positive impact: diverse employment forms

The Group operates with legally registered employment, ensuring social security for its employees.

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

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

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

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

Positive impact: wages and allowances

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

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

Positive impact: health screenings, occupational health services beyond mandatory requirements, and patient health monitoring
ANY Group places special emphasis on the quality of healthcare services. In 2024, a mobile screening program was organized through a grant and company funding, allowing all employees to participate. The screenings took place at the company's headquarters in Budapest and included comprehensive medical examinations with additional diagnostic and laboratory tests, as recommended by ANY PLC in collaboration with the occupational physician. At the Halom Street headquarters, a dedicated occupational health clinic operates with ÁNTSZ (National Public Health and Medical Officer Service) approval, offering medical services four days a week. Employees of ANY PLC and Techno-Progress LTD receive not only mandatory fitness examinations but also everyday healthcare services. The occupational physician employed by ANY PLC actively monitors employees' health journeys, addressing various health issues and providing preventive recommendations. This service primarily benefits current employees and new hires undergoing suitability assessments, but it also extends support to retired colleagues dealing with health concerns.

Positive impact: training and skill development
An annual training plan is developed, ensuring that each employee participates in at least one training session, with many attending multiple internal training programs. Sessions are tailored to individual needs and may be joined even on a voluntary basis. In 2024, several soft-skill training sessions were organized through grant funding, along with LEAN training. The company plans to continue these programs in the future.

Positive impact: diversity
Diversity is a core principle of the Group, as reflected in its Code of Ethics.
The gender distribution is approximately 50-50% male and female, all working-age generations are represented within the company, white-collar and blue-collar employees work together in a collaborative environment. The workforce includes employees from both the central headquarters in the capital and regional locations.
Employees from all age groups are present in both large organizational structures and smaller units. This intergenerational workforce fosters knowledge sharing among colleagues and enhances the mentoring system through a diverse mix of ages. Diversity has a positive impact on corporate culture, creating an inclusive and collaborative work environment across the entire Group.

Risks

Multi-shift work schedule: there is a risk that, in the long term, employees in multi-shift roles may prefer jobs with work schedules that better align with their daily lives. This could lead to employee turnover, particularly among those with families or aging workers. Additionally, increased workload and irregular hours may result in higher susceptibility to illness and health issues within the workforce.
Overtime: maintaining a work-life balance becomes more challenging. Increased workload puts additional strain on employees. Potential consequences include employee turnover or decreased performance
Wage levels based on fundamental regulations: there is a risk that employees may seek higher-paying opportunities elsewhere. Lower wage levels could lead to higher absenteeism rates and an increase in secondary job searches.
Restricted workspace: for new employees, the controlled environment may be unexpected and not always easy to adjust to. While it may become familiar over time, for some individuals, it can lead to psychological strain, potentially resulting in health-related consequences. Occasional underground work: employees regularly exposed to underground work may experience a heightened sense of confinement, leading to increased mental and physical strain.
Aging workforce, high proportion of middle-aged employees, and shortage of skilled new hires: Workforce replacement is becoming increasingly difficult, with fewer skilled workers entering the industry. There is a growing need for training and mentoring of unskilled workers. Middle-aged and older new hires tend to have shorter active career spans within the Group. Ensuring long-term workforce stability and organizing sufficient shifts is becoming more challenging.

Significant opportunities arising from dependencies for own employees

Thanks to diverse employment options, individuals can enter the workforce as interns while still studying. This provides a long-term career path for young, motivated learners and recent graduates. Later, they can transition into full-time positions, working in a dynamic and diverse community as employees, team leaders, or even senior managers. Within the Group, employees can continue contributing even beyond retirement, ensuring financial stability across all age groups. Intergenerational collaboration fosters mentorship programs and reskilling opportunities. Employment relationships are designed for the long term, allowing for mobility between physical and intellectual job roles based on expertise, experience, and job performance.
Allowances and minimum wages above mandatory levels: The compensation system ensured by the Collective Agreement makes securing a stable income more attractive and higher in standard for employees. Within the industry, this system—with all its components—ensures a competitive wage level. Base salaries are adjusted annually, regardless of the minimum wage, in agreement with employee representation, which also leads to increased allowance payments.
Improved healthcare support increases employees' sense of security and commitment. Proactive medical care helps prevent serious health conditions and complications. Employees benefit from faster diagnoses and access to treatment, contributing to their overall well-being and workplace productivity.

The frequency, structure, and integration of training programs enhance workforce preparedness, leading to more efficient work processes. Training helps reduce production waste, increase output quality and quantity, and has a positive impact on corporate culture, communication, and teamwork. Group training sessions foster collaboration among employees, strengthening teamwork. By acquiring new knowledge and certifications, the company can qualify for new projects and successfully compete in tenders.
Overall diversity; gender balance, diverse employment types, and a workforce from various geographic regions provide stable, long-term livelihoods for a broad social spectrum. A wider talent pool thus becomes available for recruitment, and employees are more likely to recommend friends and family to join a diverse and inclusive workplace. Positive employer perception enhances the Group's reputation, potentially leading to successful grant applications and industry awards.
Sustainability-related investments aimed at increasing automation levels require the company to rethink its workforce structure, as different skill sets will be needed. The group does not anticipate layoffs as a result; however, retraining and upskilling employees, as well as recruiting new staff with the necessary competencies, will be needed. The direct impact of sustainability requirements and international agreements on the workforce is assessed as minimal, but employee awareness and communication remain essential.
ANY PLC holds an ISO 45001 Occupational Health and Safety Management System certification. The certification process was preceded by an extensive preparation period several years ago, bringing significant changes in workplace safety and environmental protection. As part of this, new systems were introduced (e.g., chemical substance inventory management), and greater emphasis was placed on environmental protection, chemical risk management, occupational safety, and health protection. The company also expanded its relevant organizational units, increasing both staff numbers and expertise within its own workforce. The reinforcement of regulations and awareness led to a new communication approach at ANY Printing Company, with regular updates provided to employees and visitors through newsletters, posters, and awareness campaigns.
As a result of a conscious shift in mindset, we collect returnable bottles and beverage cans across all operational areas. The proceeds support a charitable cause and are donated to the Foundation for Printers (Nyomdászokért Alapítvány), which provides financial assistance to workers and their families in the printing industry.

This process will be further strengthened by:
– utilizing production waste,
– supporting institutions with paper donations,
– employee reuse, e.g., pallets,
– expanding the use of renewable energy in more locations, including events and community spaces.

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

S1.SBM-3_07 | 14 f i

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

S1.SBM-3_08 | 14 f ii

Forced labor does not occur in any operational area.

S1.SBM-3_09 | 14 g i

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

S1.SBM-3_11 | 15

Own employees working in multi-shift schedules, primarily in physical job roles, are the most exposed to the psychological and health challenges caused by irregular working hours. They also face greater difficulties in maintaining a work-life balance. As a responsible employer, the Group follows the principle of considering employees' requests when planning shift schedules whenever possible. Special attention is given to: family events and personal commitments, coordinating shifts for couples employed within the company, either by scheduling joint shifts or arranging alternating shifts, allowing flexible participation in medical check-ups to support employees' health needs.
Overtime demands primarily affect physical job roles, while for intellectual positions, it occurs only occasionally. The company fully complies with legal regulations by ensuring that all extra working hours are compensated accordingly.

The Group aims to plan overtime in agreement with employees and, in case of unavailability, find substitute personnel to maintain workflow. During intense work periods with tight deadlines and increased overtime, the company provides fresh fruit and refreshments to support employees.
In employee groups where wages were set at the minimum wage or guaranteed minimum wage, the company provided additional adjustments from the annual wage development budget, beyond the government-mandated wage increase. Employees who receive allowances in accordance with the Labor Code and applicable regulations also benefit from additional variable pay, such as performance-based bonuses, incentives, or rewards, independent of their base salary and allowances. As a result, all employees receive a total income that exceeds the legally required minimum, ensuring more favorable compensation.
Restricted access, security-controlled entry, and limited movement during working hours primarily affect employees in physical job roles. Underground work is only required for a small number of employees within this group. The company strives to prepare applicants for these specific conditions during the selection process, ensuring they are aware of the security measures and work environment before joining. Mentors assist new employees in understanding the processes, while training programs help them adapt to the environment and better comprehend and follow security regulations. A fundamental element of the company culture – with full commitment from the ownership and management – is ensuring that the workplace and its social and community spaces are characterized by a pleasant environment, including well-equipped dining areas, a library, and recreational spaces. Employees are provided with communication tools and updates on daily events. Employees receive communication tools and regular updates on daily events. Community engagement is a priority, with a strong focus on team-building activities, sports programs, celebrations, and high-quality shared work and leisure experiences.
The aging workforce and difficulties in recruiting skilled professionals primarily affect the printing industry's skilled workers and those involved in servicing and maintenance. However, this challenge is also present in intellectual positions requiring higher education in light industry. To address this, the Group conducts extensive training programs for employees transitioning from other industries, whether internally within the organization or from the open labor market. Additionally, the company actively participates in dual education programs and collaborates with professional organizations to help modernize vocational training. Retired employees who are still medically fit are welcomed back to work, helping to alleviate resource shortages while ensuring that their expertise is transferred to new employees through training and mentoring.

S1.SBM-3_12 | 16

ANY Security Printing PLC Company employs its total workforce on an officially registered basis, ensuring legal compliance. Within the Group, 99% of employees work under indefinite-term contracts, reflecting long-term employment relationships. Many staff members have been with the company for several decades as direct employees. This diverse employment structure fosters intergenerational collaboration, encompassing interns, retirees, individuals from all age groups, persons with disabilities or reduced work capacity, as well as both women and men, including those with families.
The blue-collar employees of ANY PLC who work in rotating shifts receive remuneration that is more favorable than the provisions of the Labor Code, as ensured by the Collective Agreement. This includes increased shift and overtime allowances.
The other employing companies within the ANY Group fulfill their obligations regarding allowances in accordance with the basic labor law regulations for all their respective employees.
The white-collar and blue-collar employees of ANY Group receive base salaries above the minimum wage and the guaranteed minimum wage, except for Gyomai Kner Printing Company, where the prescribed base salaries of the affected employees have been adjusted in accordance with the applicable government decree.
ANY Group has a contracted occupational physician. The occupational physician of ANY Security Printing Company PLC provides services at the company's headquarters and covers medical services for multiple companies within the Group, particularly regarding fitness-for-work examinations and beyond. In many ways, the doctor acts as a general practitioner for employees, monitoring their health issues and placing a strong emphasis on preventive care.
In 2024, a comprehensive health screening program was conducted at the headquarters, open to all employees on a voluntary basis. The screenings took place on workdays, and employees received their results along with specialist explanations and evaluations. The occupational physician provided recommendations for further treatments and solutions. Additionally, vaccinations, medical equipment, and medications are made available in collaboration with the occupational physician.
Trainings: In 2024, the annual training plan ensured that each employee participated in at least one internal or external training program. Some training types were applied to the entire workforce. Managers and team leaders had the opportunity to attend soft-skill training sessions throughout the year. Employees from all workforce categories participated in professional and skill development programs, including: forklift training, quality management, basic, advanced and foreman-level LEAN methodology, digital development, and language courses.
All employee groups within the company are diverse, including men and women, young employees and older generations, white-collar and blue-collar workers, as well as subordinates and managers. Part-time employment is more common in white-collar roles, as the nature of work schedules and safety regulations in physical job areas make reduced working hours less feasible. However, when returning mothers join back the workforce, the company strives to find suitable solutions, even in blue-collar roles, to help balance work and personal life.

Across the entire Group, employees register and move within the premises using access cards, ensuring that entry to work zones is granted based on authorization levels. Restricted work environments and workspace confinement during working hours primarily affect blue-collar employees, especially those working in industrial zones and high-security zones. Underground work is even more specific within this circle, impacting only a small number of employees.
Within the Group, the proportion of middle-aged employees is high across all employment types and classifications. The average age of specialists required for the core activities is increasing. There are few young professionals obtaining vocational qualifications, particularly in printing industry professions, but this trend also applies to logistics. Ensuring workforce succession is particularly challenging, and in many cases, it can only be addressed by hiring middle-aged workers. The company is making efforts to revitalize vocational training through industry collaboration and participation in new training programs. These efforts are expected to yield results in attracting younger applicants within 4–5 years.

[S1-1] Policies related to own workforce

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

The Group does not have a declared policy for managing significant impacts, risks, and opportunities related to its own workforce, but it does have several regulatory documents covering this area.
The Group is characterized by diverse employment forms and a commitment to long-term employment relationships. This applies to all types of employment contracts, which are supported by uniform regulations, and the application of equal opportunity principles. Even honorary positions are filled with a long-term perspective, typically through multi-year appointments (Collective Agreement, HR Policy, Equal Opportunity Plan).
The Collective Agreement ensures the application of shift and overtime allowances that are more favorable than those stipulated by the Labor Code. This agreement was concluded with the Trade Union and applies to all employees under an employment contract.
Comprehensive health screenings and on-site access to an active occupational physician are available to all employees: ANY PLC, Techno-Progress Ltd. (HR Policy, Occupational Safety Regulation).
Most training programs are available to internal employees, but external staff can also participate in certain targeted training sessions, such as occupational safety training (HR Policy, Occupational Safety Regulation).
Equal opportunity, diversity, the employment of a mixed-age workforce, a nearly equal gender employment ratio, and hiring from any region suitable for commuting are fundamental principles within the Group. These principles apply to all employee categories in accordance with the Collective Agreement (ANY PLC, Gyomai Kner Printing Company), the HR Policy (ANY PLC), and the Code of Ethics (ANY PLC). In practice, these fundamental standards are also implemented at the subsidiaries.
The regulation of multi-shift work schedules and overtime is defined in our Collective Agreements, while the Labor Code provides the basic framework. These work arrangements primarily apply to our own workforce, particularly to blue-collar employees.
Restricted and location-bound work conditions are typical in physical, production, and high-security work zones. These conditions primarily affect employees working in such environments, but the rules must also be followed by employees and other visitors temporarily present in these areas. Access to underground work zones is strictly limited to a designated group of personnel.
The high proportion of middle-aged employees is evident across all employment types. The aging workforce particularly affects skilled professionals in both blue-collar and white-collar roles within our core activities, especially in the printing industry. To mitigate this impact and support workforce renewal, we participate in industry collaborations, such as establishing agreements to provide financial support for printing instructors. In addition to our industry association membership, we take part in vocational training reforms, promote printing industry education through open days and career orientation events, delegate employees to printing industry workshops, and employ interns and students in dual education programs. To engage young talent, we also organize Researchers' Night events at our own facilities and arrange factory visits for school groups.
The Group complies with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.
Human Rights Policy Commitments: The Group complies with the human rights policies set out in the Constitution, labor regulations, and EU legislation. These fundamental principles are also reinforced in its internal policies:
– Ethical Code,
– Equal Opportunity Plan,
– HR Policy,
– Collective Agreement,
– Complaint Reporting System.

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

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

- Worksite administrators, managers, and HR personnel

In each major organizational unit, a worksite administrator supports employee communication, administration, and work accounting (ANY PLC, Gyomai Kner Printing Company), acting as an intermediary between employees and management/employer.
Open Offices: The HR organization, compensation department, and security team leaders and staff are available to employees during working hours. Colleagues can directly approach these departments with their requests, questions, feedback, complaints, and suggestions.

- Complaint reporting system

ANY Security Printing Company PLC operates a reporting channel (bejelentes@any.hu), which did not receive any complaints. No inquiries were received from national authorities in 2024. Gyomai Kner Printing Company (bejelentes@gyomaikner.hu) and Zipper Services s.r.l. (etica@ezipper.ro) also operate complaint reporting systems, but no reports were submitted. Other subsidiaries are not required to operate such systems due to their size or regional regulations.

- Equal Opportunity Officer

An appointed Equal Opportunity Officer is responsible for monitoring compliance with the Equal Opportunity Plan in coordination with employee representatives and the employer. Employees can turn to the officer if their human dignity is violated. The Equal Opportunity Officer investigates complaints, reports findings to the employer, and provides feedback to the employee, acting as a mediator in equal opportunity matters within the company.

- Corporate Legal Assistance and Advisory Services

Employees can seek advice from the corporate legal counsel or the external law firm associated with the company.

S1-1_07 | 21

The regulatory documents in this area do not explicitly detail the relevant UN Guiding Principles on Business and Human Rights; however, the Group operates in accordance with their spirit. As part of the sustainability strategy, these documents will be reviewed and supplemented in 2025.
Alignment with Global Standards on Human Rights within a Multi-Level System:
Level I: Prevention–publication–information–declaration: The Ethical Code is publicly accessible, providing information and serving as a declaration to all stakeholders.
Level II: From Applicant to Employee: his phase involves familiarization with internal policies and the enforcement of the Collective Agreement, which is reinforced in employment contracts.
Level III: Active Employee – Employees, whether voluntarily participating in interest representation or without intent to join the trade union, engage in discussions and contribute through the suggestion box system.
Level IV: Complaint Handling – If a complaint or suspicion of misconduct arises, employees can submit an anonymous report through the complaint reporting system or approach the plant administrator, manager, HR department, equal opportunity officer, or legal counsel.
Human rights policy commitments – The Group adheres to human rights policies as outlined in the Constitution, labor regulations, and EU legislation. These fundamental principles are reinforced in the internal policies:
- Code of ethics,
- Equal Opportunity Plan,
- HR Policy,
- Collective Agreement,
- Complaint Reporting System.

S1-1_08 | 22

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

S1-1_09 | 23

Workplace accident prevention and occupational safety activities

The Group has a designated occupational health and fire safety organization / responsible personnel.
A Workplace Safety Regulation is in place, which defines the procedures for pre-employment and recurring training sessions.

S1-1_10 | 24a

ANY's policies define the prohibition of discrimination, efforts to eliminate harassment, reporting channels, the promotion of equal opportunities, and the underlying principles related to these matters:
- Code of Ethics,
- Equal Opportunity Plan,
- HR Regulation,
- Collective Agreement,
- Complaint Reporting System.

S1-1_11 | 24b

ANY's Equal Opportunity Plan explicitly covers the following forms of discrimination:
- Race and ethnic origin,
- Gender,
- Disability,
- Age,
- Religion,
- Political opinion.

S1-1_12 | 24c

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

S1-1_13 | 24d

ANY Group does not record or assess data related to individuals' gender identity, ethnic background, religion, or political opinions. Applicants and employees are selected and employed based solely on professional criteria across all subsidiaries.
The integration of selected individuals is supported by a mentor colleague, and all employees become familiar with the company's core principles during the onboarding process through regulations and policies. The Group operates an equal opportunity officer and a complaint reporting system, while representative members and organizations also contribute to maintaining and upholding the corporate culture and policies.

S1.MDR-P_01 | 65 a

Content of the Equal Opportunity Plan (ANY PLC and Gyoma Kner Printing Company):
The primary goal of the Equal Opportunity Plan is to draw the attention of both the employer, employees, and the representative bodies to the importance of workplace equal opportunity and the respect for the principles of equal treatment.
- General concepts and provisions,
- General objectives, ethical principles,
- Status assessment,
- Equal opportunity goals – development,
- Programs for achieving the goals.

The Collective Agreement (ANY PLC and Gyomai Kner Printing Company) outlines the employment standards for both the employer and employees, including regulations that positively deviate from the Labor Code.
The Group places a strong emphasis on equal opportunity within the Collective Agreement (Section 2 / Page 1).
In the HR Regulations (ANY PLC), the preamble – introductory section – sets out provisions on equal opportunity and the prohibition of discrimination.
The ANY Code of Ethics is available at www.any.hu/en/company/bodies-and-management.

S1.MDR-P_02 | 65 b

The Equal Opportunity Plan (applicable to ANY PLC and Gyomai KnerPrinting Company) covers all employees and operational sites.
The Collective Agreement applies to all employed workers, individuals exercising employer rights, and all operational sites.
The HR Regulations (ANY PLC) apply to all employees, contributors, and contractors and are valid across all operational locations.
The subsidiary companies follow the employment practices and ethical standards set forth by ANY PLC, ensuring compliance with its regulations.

S1.MDR-P_03 | 65 c

In the case of ANY PLC and Gyomai Kner Printing Company, the CEO is responsible for adhering to regulations, while for subsidiaries, this responsibility lies with the managing director.
The Collective Agreement and the Equal Opportunity Plan are jointly approved and signed by the CEO in collaboration with employee representation.

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

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

S1.MDR-P_06 | 65 f

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

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

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

S1-2_24 b, c, d, e

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

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

The employer within the ANY Group maintains continuous communication with employee representatives and strives to consider employee perspectives in its decision-making processes. During discussions and consultations with employee representatives, the elected representatives communicate the needs and insights of employees, which are taken into account when making human resource-related decisions.
The employers within the ANY Group work directly with employees and their representatives, while designated HR personnel also facilitate direct communication.
Types of collaboration include: worker-employee meetings (held during significant changes or when reaching major milestones), consultations between the employer and employee representatives (at least twice a year), negotiations between the employer and union leaders (typically 2–3 times per year, with HR participation and mediation), HR and employee representatives maintain ongoing communication. Additionally, the Group has established communication

channels such as newsletters, an idea suggestion system, direct employer letters, and an occupational health and safety (MEBIR) reporting platform within the HR management system.
Within the Group, the exercising authority of the employer (Chief Executive Officer, Managing Director) is responsible for cooperation with employee representatives.
The Group has an equal opportunity plan and policy in place concerning fundamental human rights and their respect. The principles outlined in these documents have been agreed upon by both the employer and employee representatives. Additionally, the ethical code also includes these fundamental principles. As a historically established and law-abiding organization, the Group remains fully committed to complying with the obligations set out in its statutes. Consultations are held jointly with employee-elected representatives, after which the final agreement or regulation is approved collectively with their signatures.
No reports were submitted to the Equal Opportunity Officers listed in the Equal Opportunity Plan, and during the 2024 reporting period, no cases of discrimination or harassment occurred within the ANY Group, as confirmed by the reporting channel operated by the Group.

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

The trade union gives special attention to these groups.

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

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

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

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

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

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

Channels for Raising Concerns:
- Managers,
- Operations administrators,
- Employee representatives, union leaders and trusted representatives,
- Occupational safety representatives,
- Employee meetings,
- "Idea box",
- Open departmental offices,
- Professional associations,
- Equal opportunity representatives.

The ANY Group has a grievance mechanism in place to address the issues defined in the second paragraph of the Objectives section. It operates a complaint reporting system in compliance with the local 2023/XXV Act (Complaint Act), which also covers employee-related matters.
As part of its existing process for handling the issues defined in Section 2 of the Objectives, ANY Group operates a reporting channel (bejelentes@any.hu) that is equally accessible to everyone. The details of the processing workflow for this channel are well established. ANY clearly communicates the availability of this reporting option on its website and at its sites, ensuring transparency and accessibility.
The internal guideline issued in 2023 regulates the tracking and monitoring of raised and resolved issues, as well as ensuring the effectiveness of the reporting channels, including the participation of intended users among stakeholders. This guideline defines the software-driven mechanism through which all reported cases are handled in compliance with the requirements of (Hungarian) Act 2023/XXV on Complaints, ensuring full legal compliance.

S1-3_08 | 33

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

S1-3_09 | 33, S1-3_10 | 34

Policies ensuring protection against retaliation for individuals using the channels to raise concerns or needs: The "Whistleblowing System Policy" operated by ANY PLC provides this protection. This policy has been in effect and valid since July 24, 2023.

[S1-4] Measures addressing significant impacts on own workforce, approaches to mitigating significant risks related to own workforce, and leveraging significant opportunities, as well as the effectiveness of these measures

S1.MDR-A_01-12; S1.MDR-A_13, S1-4_01-09

ANY has efforts and measures in place to mitigate significant negative impacts on employees, but these are not consolidated into a unified policy or system. Metrics and indicators are not yet available, as business and investment plans do not include such detailed specifications.

In 2024, investments were initiated at ANY PLC to automate quality control and enhance operational efficiency, utilizing grant funding. (ANY Group treats these investments as business secrets.) The objective of these technological investments is to operate production and closely related support areas with reduced shift numbers, preferably within two shifts, limiting night shifts to on-call duties or peak periods. These measures were also introduced to reduce overtime, enabling workforce reallocation to focus resources on operating the new and more efficient machinery with fewer shifts.

There are no plans for workforce reduction. The company continues to restructure and automate production, aiming to retrain and internally mentor employees performing manual or simpler tasks to become machine operators (e.g., personnel operating laminating machines).

Action Plan: part of ANY PLC's investment plans (automation of collation and quality control) has already been submitted to and approved by the Board of Directors in 2024. As part of this, the process has already begun, with implementation continuing in 2025.

As part of a training grant, structured training sessions were conducted in 2024 to enhance operational efficiency by developing participants' skills. Training for team leaders and managers focused on time management, project management and mindset, and communication, while more than 100 employees participated in LEAN methodology training at multiple levels. These soft skills training sessions support both individual and team performance among key employees, helping to embed the mindset across the organization. They contribute to more effective work organization and communication, with additional basic and advanced training sessions planned for 2025 in these areas.

Compensation: Additional work and outstanding performance are recognized through one-time bonuses, subject to the company's revenue and project performance.

In 2024, wage increases exceeded the rate of inflation. In recent years, the company has continuously sought to uplift lower-wage employees, leading to a decline in the number of employees earning only the minimum wage as average wages increased. Base salary adjustments also triggered additional allowance effects, resulting in higher real wages, particularly in manual labor positions. For management-level employees, salary increases were lower, with a stronger emphasis on performance-based incentives rather than base salary adjustments.

Within the Group, the proportion of employees earning minimum wage is decreasing, as salary adjustments have been ongoing for years. As a result, after the minimum wage adjustments, some employees (e.g., in Gyoma) were eligible for additional salary increases. At ANY PLC (the parent company), Zipper Services s.r.l., and Techno-Progress Ltd., all employees earn a base salary above the minimum wage.

The parent company had previously introduced a loyalty bonus, incorporated into the annual salary review and adjustment process. This bonus provides a larger and guaranteed salary increase for employees with at least five years of service, with a progressively increasing percentage every additional five years. In 2024, this compensation method was further developed, and the bonus amount was increased.

At ANY PLC, an employee referral program is in place. Candidates recommended by current employees are already aware of the nature of the work, including shift-based operations, occasional overtime, and general working conditions. This ensures that their applications are submitted with a clear understanding of the job requirements. The referring employee receives an incentive bonus once the referred candidate successfully completes their probationary period and is permanently employed, with an additional bonus after one year of employment. This shared goal encourages successful training and long-term integration.

In addition to the referral program, a mentorship system is in place to support the onboarding and training process. A mentor and the supervisor work with the new employee for three months, evaluating their performance, work ethic, and discipline both throughout the process and at the end. Upon successful completion of the probation period, the mentor or assigned mentors receive an instructor allowance as recognition for their efforts.

Over the past decade, Budapest's printing industry vocational training has struggled to produce even a handful of qualified bookbinding specialists or printing machine operators for the sector. Despite the high demand, most printing companies, including ANY Group, rely on middle-aged or older professionals, making workforce succession a significant challenge. To address this, the company is actively engaged in industry-wide collaborations aimed at revitalizing vocational education in the field.

ANY PLC actively participates in school and professional events, career orientation days, and promotional activities across the country to showcase and popularize printing and related professions. The company also highlights the unique appeal of security printing, using it as a key selling point to attract future professionals—not only among students but also through outreach to families and parents.
In 2024, in collaboration with the Printing and Paper Industry Association, ANY PLC and Gyomai Kner Printing Company actively participated—and continue to participate—as member companies in the reform of secondary-level education. As a result of this exceptional industry-wide effort, BGSZC Mechatronics Technical School in Budapest is taking over printing industry vocational training, establishing a new, state-of-the-art training workshop with significant resources dedicated to revitalizing interest in the profession.
In 2024, several employees participated in printing industry vocational training alongside their regular work. The company provides employment and practical training opportunities for vocational students in a dual education format, including fields such as mechatronics.
Many employees from other industries are also trained within the mentor program.
Additionally, ANY PLC and Gyomai Kner Printing Company support printing instructors through a cooperation agreement, which includes financial commitments to sustain and enhance vocational education in the sector.
Employees relocating from rural areas may apply for rental support, which provides financial assistance for housing costs for a period of one year. This support can be extended upon request.
At ANY PLC, the on-site occupational health service goes beyond the mandatory medical fitness screenings. With four days of consultations per week, employees receive medical care during working hours, ensuring continuous monitoring of health conditions and patient pathways. The collaborative measures established with the occupational health physician, including vaccination campaigns, health screenings, and grant-funded programs, help reduce sick leave durations and waiting times for medical examinations, enabling employees to access healthcare services more efficiently. Thanks to a strong partnership with local healthcare institutions, urgent medical assistance is provided when necessary. In 2024, a comprehensive screening program was conducted at the company's headquarters over multiple days, utilizing a mobile screening unit. The grant-funded initiative covered operational costs, medical equipment, and healthcare personnel, supplemented by company contributions. Additionally, the company expanded the basic screening package with extra examinations, while employees could opt for discounted diagnostic and laboratory tests. Employees of Techno-Progress Ltd. also participated in this program. For 2025, the company plans to extend the grant application to cover additional subsidiaries. At Zipper Services s.r.l., the occupational health provider also offers a health insurance solution for employees.
Due to its diversity, ANY Group fosters an attractive workplace atmosphere and a strong corporate culture, which helps counterbalance the enclosed and highly regulated work environment. It is not uncommon for multiple generations to work within the company, and even before the introduction of the referral program, efforts were made to find a place for motivated applicants and family members within the organization.
Compensation: Overtime and shift differentials contribute to higher earnings, creating a financial foundation that supports potential restructuring. This allows for a reassessment of base salaries, supplementary variable pay, and performance-based compensation. As a result, employees can maintain or even improve their income within a more predictable work schedule (e.g., passport production line).
When organizing shifts, managers strive to accommodate employees' family life, medical appointments, and school commitments whenever possible within the work schedule. For family members working together or employees commuting together, shift assignments can be coordinated—either aligning or alternating shifts—based on their requests and discussions. Overtime Assignment: The company considers employees' constraints whenever possible, and in many areas, substitute workers are available to cover shifts as needed.
Employee commuting is partially facilitated from Nógrád County by ANY PLC operating a Pásztó-Budapest bus service. This regularly scheduled route, managed by a professional transportation partner, ensures that employees arrive together at and depart from work in alignment with shift schedules. The group transport arrangement enhances safety and reliability for employees commuting to work. The initiative particularly benefits a skilled, well-prepared workforce—many with decades of experience—by providing a stable, centralized commuting solution. This approach helps retain a loyal and highly trained core team in operational areas. Additionally, the organized transport saves employees valuable time, contributing to a better work-life balance while supporting safe and environmentally friendly commuting.
Each department—including Finance, Human Resources, Production Management, Commercial, and Employee Representation Bodies—is committed to maintaining efficient operations, ensuring that potential negative impacts are minimized.
In the event of tensions or challenges, prioritization is applied, and departments maintain continuous and open communication with employee groups.
Alapvető szabály, hogy a munkatársak jövedelmét és munkakörülményeit érintő intézkedések kerülnek előtérbe.
A fundamental principle is that measures affecting employees' income and working conditions take precedence.
The Group strives to ensure that all stakeholders unanimously accept the implemented measures.
Employee groups and representative bodies also prioritize negotiation and agreement, and there has been no work stoppage in the past decades. The Group has not lost business due to poor planning.
The stability of decision-makers among stakeholders guarantees continuous and fair operations.
Problem identification is carried out based on management decisions, and appropriate measures are developed through joint discussions. This process includes strategic meetings, quarterly leadership meetings, idea days, and extended commercial or production meetings.
Annual business, strategic, and investment plans are always prepared for the following year. The business plan includes specific measures related to wage costs, with the percentage change in personnel-related expenses determined for each

company. The parent company approves these measures at the group level. The Group's generated revenue ensures the funding for these measures. In certain cases, operating costs are covered by overdraft facilities, while investments—supporting operational needs—are financed through long-term loans, with grant funding utilized whenever possible.
The efficiency of significant impacts, risks, and opportunities related to the company's own workforce has not been tracked so far, but it will be developed in the short term as part of the sustainability strategic plan.

[S1-5] Objectives related to managing significant negative impacts, promoting positive impacts, and addressing key risks and opportunities

S1-5_01-06

Throughout the year, the employer, along with senior leaders from relevant departments (such as HR, finance, or security), holds multiple discussions with union leaders and employee representatives. These discussions regularly address key issues that significantly impact employees and are closely linked to both major negative and positive impacts.
The employer provides continuous updates to union leaders and employee representatives on efficiency-improving investments, planned remuneration matters, and production-related plans. They are involved in decision-preparation processes from the early stages of planning investments and changes. The forums for these discussions include meetings, negotiations, consultations, and worker/employee assemblies.
The union leaders, employee representatives, and the employer assess the effectiveness of previously implemented measures during their discussions. Employee representatives provide feedback on their efficiency, and employees can also share their opinions in open meetings. Based on these insights and experiences, the next period's efficiency-improving investments and planned remuneration matters are designed. The forums for these discussions include meetings, negotiations, consultations, and worker/employee assemblies.
The following are the Group's business objectives and planned measures, which are expected to be incorporated into the sustainability strategy plan.
Ongoing objectives:
- Reducing overtime and extra work,
- Optimizing shift schedules, increasing automation, maintaining and continuously improving work-life balance,
- Retraining workforce (e.g., operators, machine handlers),
- Further reducing the number of minimum-wage employees (e.g., at Gyomai Kner Printing Company),
- Focused onboarding of new employees to meet the demands of the upgraded machinery,
- Active participation in vocational training, strengthening presence, promoting dual education, and establishing an internal team of instructors within the Companies.

The structured organization of the actions outlined in the summary of measures contributes to the development of a mid-term (3-5 years) HR strategy aligned with business and investment plans, incorporating production optimization.

[S1-6] Characteristics of the company's employees

S1-6_01 | 50 a és S1-6_04 | 50 a

Characteristics of employees by gender and number (data table saved):

Number of employees in employment relationship	Female	Male	Total
ANY Security Printing Company PLC	416	402	818
Gyomai Kner Printing Company	62	86	148
Techno-Progress Ltd.	6	28	34
Specimen PLC.	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	0	2	2
Zipper Services s.r.l. (Romania)	102	53	155
Atlas Trade Distribution s.r.l. (Romania)	19	16	35
Tipo Direct Serv s.r.l. (Moldova)	7	3	10
ANY Group Total	**612**	**590**	**1,202**

There are no employees with an on-call duty obligation.
At Specimen PLC, 5 individuals carry out their tasks under a service contract.
At ANY Ingatlanhasznosító Ltd., 2 managing directors perform their duties under a service contract.
The "other" category is not applicable.

S1-6_02 | 50 a és S1-6_05 | 50 a és S1-6_09 | 50 b + 51

Country	Number of employees (own workforce) as of December 31, 2024 (Total full-time and part-time employees, including those with legal employment status.)
Hungary	1,000
Slovakia	2
Romania	190
Moldova	10
ANY Group Total	**1,202**

S1-6_03 | 50 a és S1-6_06 | 50 a és S1-6_10 | 50 b + 51

Average number of employees by headcount:

	Full-time average headcount	Part-time average headcount	Average statistical headcount
ANY Security Printing Company PLC	759.20	14.06	773.26
Gyomai Kner Printing Company	139.20	3.69	142.89
Techno-Progress Ltd.	31.50	0.99	32.49
Specimen PLC	0	0	0
ANY Ingatlanhasznosító Ltd.	0	0	0
Slovak Direct s.r.o. (Slovakia)	2.00	0	2.00
Zipper Services s.r.l. (Romania)	148.59	3.83	152.42
Atlas Trade Distribution s.r.l. (Romania)	32.67	3.00	35.67
Tipo Direct Serv s.r.l. (Moldova)	7.25	0	7.25
ANY Group Total	**1,120.41**	**25.57**	**1,145.98**

S1-6_07 | 50 b

Employee data by contract type and gender:
Fixed-term contract, in accordance with Section 192 of the Labour Code. Unless otherwise agreed, employment is established for an indefinite period. There are no differences in definitions across countries. The Group applies only these two forms of employment. There are no employees hired with on-call availability.

	ANY PLC		Gyomai Kner Printing Company		Techno-Progress Ltd.		Slovak Direct s.r.o. (Slovakia)		Zipper Services s.r.l. (Romania)		Atlas Trade Distribution s.r.l. (Romania)		Tipo Direct Serv s.r.l. (Moldova)		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Indefinite-term employment contract	406	400	62	84	6	28	0	2	102	53	19	16	7	3	602	**586**
Fixed-term employment contract	10	2	0	2	0	0	0	0	0	0	0	0	0	0	10	**4**
ANY Group Total	**416**	**402**	**62**	**86**	**6**	**28**	**0**	**2**	**102**	**53**	**19**	**16**	**7**	**3**	**612**	**590**

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

S1-6_11 | 50 c

Number of leavers:

	Number of leavers in 2024 in headcount
ANY Security Printing Company PLC	114
Gyomai Kner Printing Company	38
Techno-Progress Ltd.	3
Specimen PLC.	0
ANY Ingatlanhasznosító Ltd.	0
Slovak Direct s.r.o. (Slovakia)	0
Zipper Services s.r.l. (Romania)	27
Atlas Trade Distribution s.r.l. (Romania)	8
Tipo Direct Serv s.r.l. (Moldova)	2
ANY Group Total	**192**

At ANY Security Printing Company PLC, out of the 114 leavers 21 were technical departures (10 due to re-employment after retirement, 5 retirees temporarily rehired for project work, and 6 interns completing their internship period).

S1-6_12 | 50 c

	Calculation of employee turnover rate: (Number leavers / Average annual statistical headcount) * 100
ANY Security Printing Company PLC	14.74%
Gyomai Kner Printing Company	24.28%
Techno-Progress Ltd.	9.23%
Specimen PLC	0.00%
ANY Ingatlanhasznosító Ltd.	0.00%
Slovak Direct s.r.o. (Slovakia)	0.00%
Zipper Services s.r.l. (Romania)	17.71%
Atlas Trade Distribution s.r.l. (Romania)	22.43%
Tipo Direct Serv s.r.l. (Moldova)	27.59%
ANY Group Total	**16.56%**

Calculation method in the header of the table

The employee turnover rate at ANY Security Printing Company PLC, excluding technical departures, is calculated as follows 93/773,26*100=12,02%

S1-6_13-17 | 50 d, e, f

Methodologies: The basic headcount data is based on the closing headcount figures from the Human Resources and Payroll software as of December 31, 2024. The averages are derived from the annual statistical headcount table, which also serves as the basis for mandatory labor statistical reports. (Hungary – Central Statistical Office)
The number of employees is reported as a headcount figure.
The number of employees is reported as of December 31, 2024, marking the end of the reporting period.
The data tables and disclosures include only the company's own employees; external staff, contractors, or honorary personnel are not included.
The Group's headcount data is reported in alignment with the financial statements, consistent with the figures presented on page 38 of the consolidated financial statements.

[S1-7] Description of workers engaged as non-employees within the own workforce

S1-7_01 | 55 a; S1-7_02 | 55 a, S1-7_03 | 55 a

At ANY Security Printing Company PLC, as of December 31, 2024, a total of 12 individuals were recorded as non-employees (Board of Directors and Supervisory Board members). (Two Board members waived their honoraria, so they were not recorded in the HR and payroll system in 2024).
At Gyoma Kner Printing Company, the Board of Directors consists of three members, two of whom are employees of Gyoma Kner Printing Company, while one is an employee of ANY PLC. They have waived their honoraria. At Specimen PLC., three Supervisory Board members are recorded in the NEXON system. At Zipper Services s.r.l., the Board of Directors consists of three members, all of whom have waived their honoraria. Additionally, there is one contracted/honorary individual.
Under a service contract, ANY PLC employs cleaners and security guards through external companies at its own sites. Part of the security staff is contracted under a business agreement for asset protection activities.
As of December 31, 2024, the company employed 17 security personnel at its premises. Cleaning is carried out under a service contract by the employees of partner companies. As of December 31, 2024, 10 external employees are working at the Group's operational sites.
The average number of workers employed through employment service providers at Gyomai Kner Printing Company in 2024, under various forms and working hours:
- 12.08 employees from a Retiree Cooperative,
- 2.16 employees from a Student Cooperative,
- 28.5 employees from a Social Cooperative Employment Service Provider, employed under simplified employment contracts (daily registration).

At Zipper Services s.r.l., 5 employees were hired through temporary staffing agencies.

S1-7_06 | 55 b, S1-7_07 | 55 b; S1-7_09 | 55c; S1-7_10 | 57

For non-own personnel, the Group requested data and declarations from its service provider partners.
The number of non-own personnel (cleaning staff, security personnel) was reported in headcount by the Group. For those employed through staffing service providers, the Group reported an average headcount calculated from monthly figures in accordance with Section 55 a.
The number of non-own personnel was reported as of 31 December 2024.
For the characterization of non-own personnel, the Group reported actual figures rather than estimates.

[S1-8] Coverage by collective bargaining and social dialogue

Based on the ANY Group's double materiality analysis, this topic is not considered material.

[S1-9] Diversity metrics

S1-9_01 | 66a

Gender distribution by headcount at senior management level:

Number of senior executives (headcount)	ANY PLC	Gyomai Kner Printing Company	Techno-Progress Ltd.	Slovak Direct	Zipper Services	Atlas Trade Distribution	Tipo Direct Serv s.r.l.	ANY Group Total
Female	1	1	1	0	0	0	0	**3**
Male	10	2	0	1	3	1	1	**18**
Total	**11**	**3**	**1**	**1**	**3**	**1**	**1**	**21**

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

One female executive at Gyomai Kner Printing Company serves both as the CEO and as a member of the Board of Directors. Additionally, one male executive holds leadership positions at ANY PLC, Gyomai Kner Printing Company and Zipper Services.

S1-9_02 | 66 a

	Proportion of men in senior management	Proportion of women in senior management
ANY PLC	90.91%	9.09%
Gyomai Kner Printing Company	66.67%	33.33%
Techno-Progress Ltd.	0%	100%
Specimen PLC	–	–
ANY Ingatlanhasznosító Ltd.	–	–
Slovak Direct s.r.o. (Slovakia)	100%	0%
Zipper Services s.r.l. (Romania)	100%	0%
Atlas Trade Distribution s.r.l. (Romania)	100%	0%
Tipo Direct Serv s.r.l. (Moldova)	100%	0%
At ANY Group level	**85.72%**	**14.28%**

S1-9_03 | 66 b S1-9_04 | 66 b S1-9_05 | 66 b

Age distribution of employees:

Data in headcount	Employees under 30 years old:	Employees between 30-50 years old:	Employees over 50 years old:	Total
ANY Security Printing Company PLC	100	380	338	**818**
Gyomai Kner Printing Company	20	72	56	**148**
Techno-Progress Ltd.	0	14	20	**34**
Specimen PLC	0	0	0	**0**
ANY Ingatlanhasznosító Ltd.	0	0	0	**0**
Slovak Direct s.r.o. (Slovakia)	0	1	1	**2**
Zipper Services s.r.l. (Romania)	22	87	46	**155**
Atlas Trade Distribution s.r.l. (Romania)	3	24	8	**35**
Tipo Direct Serv s.r.l. (Moldova)	1	7	2	**10**
ANY Group Total	**146**	**585**	**471**	**1,202**

S1-9_06 | AR 71

Definition of Senior Management

The Company is managed by the Board of Directors. Operational management is carried out by the Chief Executive Officer/Managing Director with the support of the management team. These individuals fall under the definition of senior management within the Company.

[S1-10] Fair wages

S1-10_01 | 69; S1-10_02 | 70 és S1-10_03 | 70

In Hungary, effective from December 1, 2023, for the year 2024, the minimum wage for full-time employees is HUF 266,800 per month. For positions requiring at least a secondary education or vocational qualification, the guaranteed minimum wage is HUF 326,000 per month.
The relevant government decree can be found at the following link for
Hungary: 508/2023. (XI. 20.) Korm. rendelet - Nemzeti Jogszabálytár
Romania: Decision 598/2024
Slovakia: Act No. 372/2023
Moldova: Regulation No. 1432/2000
The base salary of all employees within the ANY Group meets or exceeds the minimum wage and guaranteed minimum wage established by applicable legislation.
There are no employees within the ANY Group earning below an appropriate wage level.

[S1-11] Social protection

S1-11_01-05 | 74 a, b, c, d, e

In Hungary: The 1992 Labor Code (Act I of 1992), along with social security regulations, defines the framework applicable to all Hungary-based employees of the ANY Group.
In case of illness, the Group follows the regulations set forth in Social Security laws.
All employees work under a registered employment relationship, and all mandatory deductions and contributions are paid throughout the entire employment period. All employees are entitled, in accordance with employment regulations, to sick leave benefits, parental leave, accident compensation, indemnification, unemployment benefits following termination of employment as per legal requirements, and the right to submit a retirement claim at their own discretion.
At the Hungarian subsidiaries of ANY Group, the retirement practice ensures that employees receive a base severance payment (30 days) based on their years of service. In the case of ANY PLC, employees are entitled to severance compensation according to the provisions of the Collective Agreement, whether they retire through employee resignation or mutual agreement. This severance payment contributes to increasing their pension base. The payment terms are mutually agreed upon between the employee and the employer, allowing the individual to flexibly determine the effective date of their actual work completion. Employees with decades of service may also be recognized with a Lifetime Achievement Award.
ANY Group, regarding its Hungarian subsidiaries, operates in accordance with Hungarian regulations (Act IV of 1991 on the Promotion of Employment and Benefits for the Unemployed). The jobseekers' allowance provides financial support to individuals who have lost their jobs. To be eligible, individuals must register as jobseekers at the local employment center, which then verifies whether the applicant meets the basic requirements, such as having at least 360 days of employment within the past three years. The purpose of the jobseekers' allowance is to provide temporary financial assistance until the individual finds new employment. However, its duration is limited to a maximum of 90 days.
In the event of a workplace injury and acquired disability, employees are entitled to accident sick pay and medical leave compensation. In the case of disability, they are eligible for compensation.
All employees receive social protection. In the event of childbirth, the ANY Group, as a social security payment center, provides the benefits granted under the applicable regulations. Parental leave entitlements are granted in accordance with labor laws, based on employee declarations, with the corresponding leave payment determined accordingly.
If the required service period is met, pension benefits can be claimed by all employees of eligible retirement age (ANY Group).
At the Hungarian subsidiary of ANY Group, the retirement practice ensures that employees receive compensation for the notice period specified in the Collective Agreement, based on their years of service with the company, whether through employee resignation or mutual agreement. This severance payment contributes to their pension base. The method of payment is mutually agreed upon between the employer and the employee, allowing flexibility to individuals in determining the exact end date of their employment. Employees with several decades of service may also be eligible for a Lifetime Achievement Award.
Employees of ANY PLC and Techno-Progress LTD. receive employer contributions to their voluntary pension funds on a monthly basis, supporting their retirement years. Employees of Gyomai Kner Printing Company also have the option to join a voluntary pension fund, with the employer deducting and transferring their membership fees upon request. If an employee wishes to continue working while receiving a pension and their position remains needed, the employer offers continued employment under a post-retirement employment arrangement. This allows individuals to earn additional income with favorable tax conditions while receiving their pension.

S1-11_06 | 75, 76

https://employment-social-affairs.ec.europa.eu/policies-and-activities/moving-working-europe/eu-social-security-coordination/your-rights-country-country_en?prefLang=hu&etrans=hu

Social protection categories	HUNGARY									ROMANIA				SLOVAKIA
	ANY Security Printing Company PLC			Gyomai Kner Printing Company				Techno-Progress Ltd.		Zipper Services s.r.l. (Romania)			Atlas Trade Distribution SRL (Romania)	Slovak Direct s.r.o. (Slovakia)
	Own Employees		External Employees	Own Employees		Simplified Employment Workers	Temporary Workers	Own Employees		Own Employees		Temporary Workers	Own Employees	Own Employees Active-age employees
	Active-age employees	Retired employees		Active-age employees	Retired employees			Active-age employees	Retired employees	Active-age employees	Retired employees			
Sickness	Eligible for sick leave, 15 days of sick leave, sickness benefit	Eligible for sick leave, only 15 days of sick leave	Eligible under their own employer	Eligible for sick leave, 15 days of sick leave, sickness benefit	Eligible for sick leave, only 15 days of sick leave	Not eligible for sick leave	Under their own employer's employment relationship	Eligible for sick leave, 15 days of sick leave, sickness benefit	Eligible for sick leave, only 15 days of sick leave	Incapacity benefit	Incapacity benefit	Under their own employer's employment relationship	Incapacity benefit	Eligible for sick leave, first 10 days of sick leave paid by the employer (1-3 days at 25%, 4-10 days at 55%), sickness benefit
Unemployment	Unemployment benefit is granted after the acquisition of the required eligibility period and the termination of the employment relationship	No benefit, recipient due to continuously received pension	Based on the service period acquired at their own employer	Unemployment benefit is granted after the acquisition of the required eligibility period and the termination of the employment relationship	No benefit, recipient due to continuously received pension	Counts towards the eligibility period for unemployment benefit	Based on the employment relationship with their own employer	Unemployment benefit is granted after the acquisition of the required eligibility period and the termination of the employment relationship	No benefit, recipient due to continuously received pension	Unemployment benefit	Not relevant	Based on the employment relationship with their own employer	Unemployment benefit	Unemployment allowance
Workplace injury or acquired disability	In case of sick leave, accident-related sick pay is provided; in case of health impairment, entitlement to accident annuity or compensation from the employer may apply	No annuity, recipient due to continuously received pension	May apply for accident annuity or compensation under their employment relationship with their own employer	In case of sick leave, accident-related sick pay is provided; in case of health impairment, entitlement to accident annuity or compensation from the employer may apply	No annuity, recipient due to continuously received pension	Entitled to accident benefits	Under their own employer's employment relationship	In case of sick leave, accident-related sick pay is provided; in case of health impairment, entitlement to accident annuity or compensation from the employer may apply	No annuity, recipient due to continuously received pension	Temporary incapacity benefit, Allowance after temporary reassignment, Allowance for reduced working hours	No benefit, recipient due to continuously received pension	Based on their own employer's employment relationship	Temporary incapacity benefit, Allowance after temporary reassignment, Allowance for reduced working hours	Injury allowance, Pain compensation

Social protection categories	HUNGARY									ROMANIA				SLOVAKIA
	ANY Security Printing Company PLC			Gyomai Kner Printing Company				Techno-Progress Ltd.		Zipper Services s.r.l. (Romania)			Atlas Trade Distribution SRL (Romania)	Slovak Direct s.r.o. (Slovakia)
	Own Employees		External Employees	Own Employees		Simplified Employment Workers	Temporary Workers	Own Employees		Own Employees		Temporary Workers	Own Employees	Own Employees
	Active-age employees	Retired employees		Active-age employees	Retired employees			Active-age employees	Retired employees	Active-age employees	Retired employees			Active-age employees
Parental leave	One-time additional leave for fathers upon childbirth; additional leave for parents based on the number of children; unpaid leave due to childbirth, with related benefits (CSED, GYED, GYES, GYET) available until the child reaches the age of three, or up to 10 years in the case of twins or a child with dis-abilities, based on the Labor Code, with reduced benefits	Grandparen-tal childcare leave (GYED, GYES)	Eligible under their own employer	One-time additional leave for fathers upon childbirth; additional leave for parents based on the number of children; unpaid leave due to childbirth, with related benefits (CSED, GYED, GYES, GYET) available until the child reaches the age of three, or up to 10 years in the case of twins or a child with dis-abilities, based on the Labor Code, with reduced benefits	Grandparen-tal childcare leave (GYED, GYES)	Not eligible	Under their own employer's employ-ment rela-tionship	One-time additional leave for fathers upon childbirth; additional leave for parents based on the number of children; unpaid leave due to childbirth, with related benefits (CSED, GYED, GYES, GYET) available until the child reaches the age of three, or up to 10 years in the case of twins or a child with dis-abilities, based on the Labor Code, with reduced benefitst	Grandparen-tal childcare leave (GYED, GYES))	Maternity leave and benefits for two years, or up to three years for a child with disabilities; maternal risk leave	Not eligible	Based on their own employer's employment relationship	Maternity leave and benefits for two years, or up to three years for a child with disabilities; maternal risk leave	Maternity support (34-43 weeks), Pa-ternity leave (2 weeks), Pregnancy support (from the 13th week of preg-nancy until childbirth)
Retirement	Severance pay according to the Collective Agreement is paid before retirement, eligibility for a lifetime achieve-ment award may apply, and the actual termination of work is at the employee's discretion.	Not relevant	Eligible at their own employer	Basic severance pay is provided before retirement	Not relevant	Counts as service time	Under own employer contract	Basic severance pay is provided before retirement	Not relevant	No additional benefits	Not relevant	Based on own employer contract	No additional benefits	No additional benefits

S1-11_07 | 75

According to Hungarian regulations, employees are entitled to 15 days of paid sick leave, prorated for those who join during the year. After this period, they may be eligible for sick pay (benefit) if they have had at least 365 consecutive days of insurance coverage within the two years prior to their employment. Retired employees, according to the Social Security Contribution Act (TBJ), are not eligible for sick pay after exhausting their sick leave, due to the absence of an insurance relationship. Following the expiration of sick leave, their absence is recorded as "Justified, unpaid leave."

S1-11_08 | 75

A retired employee and an honorary fee recipient/contracted worker are not eligible for unemployment/jobseeker's allowance. The former is not without benefits, while the latter typically undertakes a specific task, supplementary independent work, or a position, rather than full-time employment.

S1-11_09 | 75

A retired employee may become eligible for accident annuity alongside their old-age pension, provided they meet the following conditions: Accident annuity is granted to individuals who have suffered an occupational accident (work-related illness) resulting in a health impairment exceeding 13%, but who are not entitled to benefits for persons with reduced work capacity. Additionally, they must not be receiving an old-age pension under Sections 31 and 32 (4) of Act CXCI of 2011 on Benefits for Persons with Reduced Work Capacity and Amendments to Certain Laws.
This exclusionary provision does not apply if the occupational accident of a person receiving the aforementioned old-age pension occurred during an existing insurance relationship after reaching the old-age retirement age.
The entitlement to accident annuity begins on the day the applicant's accident-related health impairment exceeding 13% is established. The determination of the degree of health impairment is a medical-expert task, and a medical opinion is issued as part of the procedure.

S1-11_10 | 75

Employees are entitled to maternity leave upon request.

S1-11_11 | 75

Active-age employees may receive employer contributions to voluntary pension funds, whereas retired employees, contractors, and honorary fee recipients are not eligible.

[S1-12] Persons with disabilities

Based on the ANY Group's double materiality analysis, this topic is not considered material.

[S1-13] Training and skills development metrics

We do not have a specific performance and career development evaluation.

S1-13_01 | 83 a

	Number of external and internal training hours in 2024
ANY Security Printing Company PLC	12,432
Gyomai Kner Printing Company	201
Techno-Progress Ltd.	8
Specimen PLC	0
ANY Ingatlanhasznosító Ltd.	0
Slovak Direct s.r.o. (Slovakia)	0
Zipper Services s.r.l. (Romania)	759
Atlas Trade Distribution s.r.l. (Romania)	0
Tipo Direct Serv s.r.l. (Moldova)	0
ANY Group Total	**13,400**

S1-13_02-04 | 83 a, b

The submission of the training grant application in 2023 was preceded by a strategic and mid-management consultation. The goals, directions, and missing competencies were identified in collaboration with the CEO—considering the corporate strategy—and the necessary training topics were determined through discussions with the leadership. Based on this, the participant selection was finalized. The training packages spanning from 2023 into 2024 were designed by evaluating the previous LEAN training participants and curriculum while also incorporating new needs. The selection process included team leaders/foremen, "young engineers," newly hired employees, and key personnel in specific areas. As a result of this process, the additional participants for soft skill training were also determined.

Training programs conducted under the grant in 2024:
- LEAN Management (41 participants).
- Communication techniques, effective workplace communication (35 participants): designed for team leaders, foremen, production managers, and shift supervisors, for whom competency development is essential for professional job performance.
- Time management (10 participants): focused on increasing efficiency, primarily for mid-level management.
- Project management, project-oriented approach (10 participants): attended by process owners and key personnel from interdependent organizational units, not limited to managers.
- Presentation techniques (11 participants): for employees and leaders who frequently present, participate in meetings, or represent the company at events.

Under the training grant program, the proportion of employees participating in LEAN methodology and soft skills training is 15% of the total workforce.
ANY PLC has been placing great emphasis on language training for years, offering both individual and group learning formats. The number of employees participating in language courses is continuously increasing, along with the diversity of languages learned. The company provides support even at beginner levels. Through this sponsored training program, it strengthens the language competencies necessary for its expanding export activities, supports individual career development, and ensures continuous employment while adapting to new requirements. In 2024, 49 employees participated in individual or group language training organized and supported by ANY, covering four languages. A total of 6 % of the workforce is engaged in language training.

ANY PLC	Female (416 participants)	Male (402 participants)
Total training hours in 2024	5713,75	6718,5
Average training hours in 2024	13,73	16,71

At the subsidiaries, no records were maintained for the year 2024 that would allow for gender-specific breakdowns. A system for this will be established in 2025.

(Data provided in hours)	Average training hours per employee
ANY Security Printing Company PLC	15.2
Gyomai Kner Printing Company	1.36
Techno-Progress Ltd.	0.24
Specimen PLC	0
ANY Ingatlanhasznosító Ltd.	0
Slovak Direct s.r.o. (Slovakia)	0
Zipper Services s.r.l. (Romania)	4.90
Atlas Trade Distribution s.r.l. (Romania)	0
Tipo Direct Serv s.r.l. (Moldova)	0
At ANY Group level	**11.15**

[S1-14] Health and safety metrics

S1-14_01 | 88 a

The data reporting applies to the own workforce.
ANY Security Printing Company PLC holds an ISO 45001:2018 Management System Certification called MEBIR (Workplace Health and Safety Management System), which applies to 100% of its employees across all sites (as part of the Integrated Management Policy – Integrated Management System Policy 2024). Within the Group, 68.00% of employees are covered by the MEBIR system. The percentage was determined based on headcount.
The Group complies with the applicable employment regulations related to occupational safety, fire protection, health protection, and safe working conditions. These regulations are taught, and their application extends to external employees during the operation of the system.

S1-14_02 | 88 b

There have been no fatalities at the Group due to work-related injuries and poor health conditions.

S1-14_03 | 88 b

There have been no fatalities at the Group resulting from workplace injuries or health conditions.

S1-14_04 | 88 c

	The number of workplace accidents (occupational accidents / commuting accidents) involving the Group's own employees
ANY PLC	21
Gyomai Kner Printing Company	3
Techno-Progress Ltd.	0
Specimen PLC	0
ANY Ingatlanhasznosító Ltd.	0
Slovak Direct s.r.o.	0
Zipper Services s.r.l.	0
Atlas Trade Distribution s.r.l.	0
Tipo Direct Serv s.r.l.	0
ANY Group Total	**24**

S1-14_05 | 88 c

Workplace accidents involving the Group's own employees:

	Occupational accidents	Commuting accidents	Total	Proportion
ANY PLC	13	8	21	2.57%
Gyomai Kner Printing Company	2	1	3	2.03%
Techno-Progress Ltd.	0	0	0	–
Specimen PLC	0	0	0	–
ANY Ingatlanhasznosító Ltd.	0	0	0	–
Slovak Direct s.r.o.	0	0	0	–
Zipper Services s.r.l.	0	0	0	–
Atlas Trade Distribution s.r.l.	0	0	0	–
Tipo Direct Serv s.r.l.	0	0	0	–
ANY Group Total	**15**	**9**	**24**	**2%**

S1-14_06 | 88 d

There have been no work-related illnesses among the employees of the Group ("occupational diseases" recorded as 0 in the regulations).

S1-14_07 | 88 e

The number of lost days due to workplace injuries, illnesses, and fatalities among employees:

	Number of lost days due to workplace injuries, illnesses	Number of lost days due to fatalities	Total number of lost days
ANY PLC	264	0	**264**
Gyomai Kner Printing Company	46	0	**46**
Techno-Progress Ltd.	0	0	**0**
Specimen PLC	0	0	**0**
ANY Ingatlanhasznosító Ltd.	0	0	**0**
Slovak Direct s.r.o.	0	0	**0**
Zipper Services s.r.l.	0	0	**0**
Atlas Trade Distribution s.r.l.	0	0	**0**
Tipo Direct Serv s.r.l.	0	0	**0**
ANY Group Total	**310**	**0**	**310**

[S1-15] Work-Life Balance Indicators

Based on the ANY Group's double materiality analysis, this topic is not considered material.

[S1-16] Income indicators (wage gap and total income)

Based on the ANY Group's double materiality analysis, this topic is not considered material.

[S1-17] Incidents, complaints, and severe human rights impacts

S1-17_01-07 | 103 a, b, c, d,

The total number of reported cases of unfair discrimination—including harassment—during the reporting period: 0.
No incidents related to unfair discrimination occurred during the reporting period.
No reports of discrimination or other incidents were submitted through the internal reporting channel in 2024
No reports of discrimination or other incidents were submitted through the international reporting channel in 2024.
No penalties or compensation were imposed or paid in relation to any incidents or discrimination cases in 2024.
No consultations, penalties, compensation, or other financial settlements were made in relation to workplace discrimination.
ANY PLC operates a reporting channel (bejelentes@any.hu), which did not receive any complaints. No inquiries were received from national authorities in 2024. Gyomai Kner Printing Company (bejelentes@gyomaikner.hu) and Zipper Services s.r.l. (etica@ezipper.ro) also operate complaint reporting systems, but no reports were submitted. Other subsidiaries are not required to operate such systems due to their size or regional regulations.
In the 2024 reporting period, no cases of unfair discrimination or harassment occurred within the ANY Group, as confirmed by the operated reporting channels. No complaints or inquiries were received through the reporting channels or from national authorities. As a result, the total amount of fines, penalties, or compensations arising from such incidents is 0 HUF, consequently, no related items are included in the financial statements either.

S1-17_08-12 | 104 a, b

There were no cases related to human rights violations in connection with corporate work activities, with the total number being zero.
No human rights cases were assessed based on UN or OECD guidelines, with the total number being zero.
It can be stated that no human rights cases occurred in connection with the workforce employed by the company (neither severe nor of any other level).
No penalties or fines related to human rights cases occurred in connection with the workforce employed by the company.
No agreements were made regarding any fees or penalties to be paid during consultations or conciliation procedures; therefore, no related statements can be provided.
No complaints have been received through the reporting channels operated by ANY Group.
During the reporting period, no severe human rights incidents, such as forced labor, human trafficking, or child labor, occurred within the ANY Group. No cases related to the company's workforce violated the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.
Accordingly, the total amount of fines, penalties, and compensations arising from such incidents is 0 HUF, and no related financial items are included in the company's financial statements.

6 G1 – Business ethics

[G1.GOV-1] The role of administrative, executive, and supervisory bodies

As a result of the double materiality analysis, no significant impacts, risks, or opportunities were identified within the Business ethics standard.
The role of the governance, management, and supervisory bodies in business conduct is disclosed by the Group in the Report on Corporate Governance, which is available on the company's website, further information can be found under ESRS 2 [GOV-1]:
https://www.any.hu/wp-content/files_mf/1714474170ANY_Report_on_Corporate_Governance_2023.pdf
The roles of administrative, executive, and supervisory bodies in business conduct are also outlined in the Report on Corporate Governance. Additionally, the Company's Code of Ethics provides information on business ethics guidelines, organizational culture, and guidance. The Corporate Policy Regulation aims to ensure that all employees, executive officers, supervisory board members, owners, and contracted individuals receive adequate and transparent information about the concepts of insider trading and market manipulation, including related prohibitions, exceptions, as well as legal provisions defining record-keeping and disclosure obligations. These guidelines are available on the company's website under Corporate Policies. 1688559871ANY_Corporate_Guidelines_01_07_2014.pdf
The Code of Ethics applies to all employees of ANY Security Printing Company PLC and its Group companies. Additionally, ANY PLC expects all partners acting on behalf of the Company, as well as individuals and organizations in a contractual relationship with it, to comply with the provisions set out in the Code of Ethics.

[G1-1] Policies on corporate culture and business conduct, as well as corporate culture

G1-1_01-11

ANY Group is committed to developing and fostering its corporate culture, which focuses on responsible decision-making, ethical business practices, and promoting collaboration among employees. Through strategic discussions, the corporate culture is continuously evaluated, taking into account the opinions of stakeholders. The development of ANY Group's culture is built on ongoing dialogue between employees, management, and stakeholders, enabling proactive responses to evolving market and societal expectations. Partner feedback is gathered through customer satisfaction surveys and continuous verbal communication. Interaction with employees is facilitated through employee representation bodies and open office communication, while always ensuring compliance with current legal regulations.
The Group has summarized and published its approach and guidelines related to corporate culture in the Code of Ethics. The purpose of the Code of Ethics is to present the fundamental principles and ethical standards that serve as a guide in the ever-changing business environment. Naturally, the Code of Ethics does not provide answers to all such questions; however, it summarizes the behavioral expectations and moral guidelines that all employees of the Group must follow, regardless of their position, professional experience, or the current business environment.
Adhering to and upholding the principles set out in the Code of Ethics is a shared responsibility. Moral accountability, impeccable business conduct, and the utmost respect for people contribute to preserving the company's good reputation and support its adaptation to competitive market challenges. Therefore, it is of utmost importance that every employee of the ANY Group contributes to achieving common goals through their conduct.
The employees of the ANY Security Printing Group act in accordance with all applicable domestic and international legal norms. They consider the Company's internal regulations as binding and conduct themselves in alignment with the fundamental interests and objectives of the Group. Every employee of the ANY Security Printing Group adheres to accepted ethical standards in their interpersonal relationships, maintaining professional conduct in their interactions with colleagues, business partners, clients, regulatory authorities, and the media.
The Group periodically reviews the provisions set out in the Code of Ethics, continuously monitoring relevant legislative and regulatory changes, and making amendments when necessary. In parallel with technological advancements, the Group consistently improves its internal communication methods, with communication channels increasingly shifting to digital platforms.
To identify, report, and investigate concerns regarding unlawful behavior or actions that contradict the Code of Ethics or other internal regulations, the Group provides a dedicated whistleblowing platform.
The corporate incident management rules set out the procedures to be followed in cases where a crime is suspected. In the event of an official inquiry, the Group cooperates with law enforcement authorities while strictly adhering to data protection regulations.
The "Whistleblowing System Regulation" provides a detailed description of the corporate processes ensuring the possibility of reporting, in compliance with Act XXV of 2023. The Group has duly informed its employees about this system and has also published the reporting channel on its website.
Reports can be submitted through this reporting channel, and cases are investigated in accordance with legal requirements. The Group does not have, nor does it plan to introduce, any additional specific policies regarding this matter.
Further details on the structure of the whistleblowing system can be found under S1-1_01 | points 19 and 20.

The whistleblowing system of the Group has been operational since July 1, 2023, in compliance with legal obligations. The system is fully functional and implements all the features required by law.
The Group does not have a specific anti-corruption or anti-bribery policy in line with the United Nations Convention against Corruption, nor does it have separate procedures or mechanisms for the immediate, independent, and objective investigation of business conduct-related incidents, including cases of corruption and bribery. Instead, the Group complies with the applicable transposed Hungarian legislation. Due to the nature of security printing operations, the Group's business relationships—both on the client and supplier side—are subject to thorough screening and verification. Under the current operational framework, no function has been identified as being exposed to an increased risk of corruption or bribery.
Additionally, as the Group's activities do not involve animals, it does not have an animal welfare policy.
The foundation of the Group's internal training policy on business conduct is the employment contract, to which no additional structured training activities are formally attached. However, new employees receive support from mentors to facilitate their integration and to ensure they become familiar with and adopt all relevant corporate guidelines, policies, and culture.
For management positions, the employment contract includes an anti-corruption clause.

G1.MDR-P_01

The Code of Ethics of ANY PLC outlines the company's approach to organizational and business ethics, as well as its conduct and procedures concerning the competitive market and social environment. By publishing the Code, the company aims to provide employees, shareholders, and potential investors with insights into the fundamental principles of its corporate culture.
For employees, the Code of Ethics serves as a guide to assess and address potential ethical risks. Since even a single employee's ethically questionable behavior could damage the company's reputation and the trust of its partners, the company expects all individuals in any legal relationship with it to be familiar with and adhere to the Code in its entirety.

G1.MDR-P_02

The scope of the Code of Ethics extends to all employees of ANY PLC and its affiliated companies within the ANY Group. Furthermore, the company expects all partners acting on behalf of the Group, as well as individuals and organizations in contractual relationships with it, to comply with the provisions set forth in the Code.

G1.MDR-P_03

The highest level of authority responsible for the implementation of the policy is the Chief Executive Officer (CEO), as the organization's accountable leader.

G1.MDR-P_04

The Group does not adopt or apply third-party standards or initiatives.

G1.MDR-P_05

In shaping its corporate culture, ANY Group places great emphasis on the interests of key stakeholders, including customers, suppliers, and employees. Regulations are developed accordingly and are periodically reviewed to ensure that every decision and action fosters effective collaboration, supports sustainable development, and remains compliant with current legislation. This approach not only strengthens the corporate culture but also enhances the effectiveness of responses to broader social and economic challenges.

Partners and Clients

The success of the ANY Group is built upon the integrity and ethical conduct of its employees in human relations. Accordingly, a key expectation for all employees is to consistently prioritize the needs of market participants, future clients, and existing customers to ensure that the Group can continuously deliver secure and innovative services and products to its partners. To achieve this, employees responsible for external communication must always provide precise, clear, and sufficient information to clients while adhering to confidentiality requirements. The obligation to provide accurate information applies to both verbal and written communication.

Shareholders and investors

As a publicly listed company, the primary responsibility of ANY Security Printing Company PLC is to protect shareholder value. To ensure this, and in full compliance with the applicable capital market regulations, the Group guarantees transparency in financial information and reporting, providing shareholders with clear and accurate information. Through reporting obligations and mandatory disclosures, the Group ensures that investors have an accurate and up-to-date understanding of its operations, market position, and financial standing. Furthermore, ANY Group is committed to its shareholders by providing a platform—through its investor relations representative—for expressing their concerns, opinions, and potential requests. These are always considered thoughtfully and handled constructively. To uphold these principles, ANY Group ensures full cooperation with both its external and internal auditors, guaranteeing them unrestricted access to necessary information at all times.

Government authorities and regulatory bodies

ANY Group and all its employees operate in full compliance with applicable laws in all situations. This applies to both the Hungarian parent company and its foreign subsidiaries. In the case of foreign joint ventures and subsidiaries, the Group considers itself bound by both the local laws of the respective country and the relevant regulations of the European Union. Accordingly, ANY Group conducts its activities with good faith, integrity, and responsibility. In its interactions with state, governmental, and local authorities, the Group and its employees act in full compliance with legal requirements. When dealing with governmental, regulatory, and supervisory bodies, the Group ensures that all necessary information is provided accurately and truthfully, while maintaining a cooperative approach in all engagements.

Competitors

The business policy of ANY Group is centered on fair competition. As such, the Group is committed to upholding fundamental ethical principles in its relationship with competitors. The Group and all its employees are dedicated to obtaining business information only through lawful and ethical means. The Group strictly adheres to legal regulations and prohibitions against insider trading, ensuring that any information about competitors is acquired ethically and legally.

Employees

The communication channels for dialogue with employees are detailed in section S1.

G1.MDR-P_06

The Group's Code of Ethics, Report on Corporate Governance, and Corporate Policy are available on the website for all stakeholders: Bodies and management. The whistleblowing system is also accessible via the website: 1702992765bejelentesi_rendszer_EN.pdf

Statement of Responsibility

Gábor Zsámboki, as the CEO of ANY Security Printing Company Plc., I hereby declare that the consolidated annual report based on the applicable accounting rules and on our best knowledge gives a true and fair view about the assets, liabilities, financial position, profit and loss of the issuer and the legal entities involved into the consolidation, furthermore the consolidated management report gives a true and fair view about the position, development, and achievement of the issuer and the legal entities involved into the consolidation while reviewing the main risks and uncertainty factors.

Budapest, 7th March 2025

Chief Executive Officer