

	Name of the indicator	Page number	Omission	Explanation
GRI 2: General Disclosures	Disclosure 2-1 Organizational details	6.		
	Disclosure 2-2 Entities included in the organization's sustainability reporting	6		
	Disclosure 2-3 Reporting period, frequency and contact point	6.		
	Disclosure 2-4 Restatements of information			first report
	Disclosure 2-5 External assurance	6.		
	Disclosure 2-6 Activities, value chain and other business relationships	6., 8.		
	Disclosure 2-7 Employees	53-55.		
	Disclosure 2-8 Workers who are not employees			trainees (37), commission agreement (21), hired workforce (92)
	Disclosure 2-9 Governance structure and composition	81-83.		
	Disclosure 2-10 Nomination and selection of the highest governance body	81.		
	Disclosure 2-11 Chair of the highest governance body	81.		
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	82.		
	Disclosure 2-13 Delegation of responsibility for managing impacts	82.		

	Name of the indicator	Page number	Omission	Explanation
GRI 2: Általános közzététel 2021	Disclosure 2-14 Role of the highest governance body in sustainability reporting	17.		
	Disclosure 2-15 Conflicts of interest	81., 93.		
	Disclosure 2-16 Communication of critical concerns	79-83.		
	Disclosure 2-17 Collective knowledge of the highest governance body	11., 17.		
	Disclosure 2-18 Evaluation of the performance of the highest governance body	56.		
	Disclosure 2-19 Remuneration policies	56.		
	Disclosure 2-20 Process to determine remuneration	56.		
	Disclosure 2-21 Annual total compensation ratio	56.		
	Disclosure 2-22 Statement on sustainable development strategy	11-14.		
	Disclosure 2-23 Policy commitments	13-14.		
	Disclosure 2-24 Embedding policy commitments	13-14.		
	Disclosure 2-25 Processes to remediate negative impacts	78-83.		
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	78-83.			

	Name of the indicator	Page number	Omission	Explanation
GRI 2: General Disclosures	Disclosure 2-27 Compliance with laws and regulations	95.		
	Disclosure 2-28 Membership associations	18.		
	Disclosure 2-29 Approach to stakeholder engagement	16-17.		
	Disclosure 2-30 Collective bargaining agreements			no bargaining agreements
GRI 3: Material Topics	Disclosure 3-1 Process to determine material topics	16-17.		
	Disclosure 3-2 List of material topics	16-17.		
	Disclosure 3-3 Management of material topics	16-17.		

MATERIAL TOPICS

GRI 201: Economic Performance

GRI 201: Economic Performance	Disclosure 201-1 Direct economic value generated and distributed	83-85.		
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	86-87.		
	Disclosure 201-3 Defined benefit plan obligations and other retirement plans	57.		
	Disclosure 201-4 Financial assistance received from government	88.		

	Name of the indicator	Page number	Omission	Explanation
GRI 202: Market Presence				
GRI 201: Economic Performance	Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage			The KÉSZ Group determines wages regardless of gender and the level of the minimum wage, solely on the basis of the value of the advertised position.
	Disclosure 202-2 Proportion of senior management hired from the local community	88.		
GRI 203: Indirect Economic Impacts				
GRI 203: Indirect Economic Impacts	Disclosure 203-1 Infrastructure investments and services supported	88-89.		
	Disclosure 203-2 Significant indirect economic impacts	88-89.		
GRI 205: Anti-corruption				
GRI 205: Anti-corruption	Disclosure 205-1 Operations assessed for risks related to corruption	91-95.		
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	91-95.		
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	91-95.		

	Name of the indicator	Page number	Omission	Explanation
GRI 302: Energy				
GRI 302: Energy management	Disclosure 302-1 Energy consumption within the organization	27-36.		
	Disclosure 302-2 Energy consumption outside of the organization	27-36.		
	Disclosure 302-3 Energy intensity	27-36.		
	Disclosure 302-4 Reduction of energy consumption	27-36.		
	Disclosure 302-5 Reductions in energy requirements of products and services	27-36.		
GRI 303: Water and Effluents				
GRI 303: Water and Effluents	Disclosure 303-1 Interactions with water as a shared resource	25-26.		
	Disclosure 303-2 Management of water discharge-related impacts	25-26.		
	Disclosure 303-3 Water withdrawal	25-26.		
	Disclosure 303-4 Water discharge	25-26.		
	Disclosure 303-5 Water consumption	25-26.		

	Name of the indicator	Page number	Omission	Explanation
GRI 305: Emissions				
GRI 305: Emissions	Disclosure 305-1 Direct (Scope 1) GHG emissions	36-38.		
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	36-38.		
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	36-38.		
	Disclosure 305-4 GHG emissions intensity	36-38.		
	Disclosure 305-5 Reduction of GHG emissions	36-38.		
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)			During the leak check, our service partners record the amount of F-gases in the equipment and the tightness of the equipment in the records of the National Climate Protection Authority. In the future, we would like to take this source into account when calculating GHG emissions.
	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			There are 10 point sources at our locations (based on declarations by MIBE Alfa and KÉSZ Ipari Gyártó) according to the law are measured by an accredited organization on a regular basis in accordance with regulations. The authorization documentation for point sources is provided by the Quality department compiled, where the authorizations according to the legal regulations are available.

	Name of the indicator	Page number	Omission	Explanation
GRI 305: Emissions	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			The emission calculation is based on the results of the measurements and given by the operating data.
	Total pollution (kg): Sulfur dioxide.....4.56 Nitrous oxide..... 69,860.73 PM (non-toxic) 1,389.99 VOC4,783.71			
GRI 306: Effluents and Waste				
GRI 306: Effluents and Waste	Disclosure 306-1 Water discharge by quality and destination	20-24.		
	Disclosure 306-2 Waste by type and disposal method	20-24.		
	Disclosure 306-3 Significant spills	20-24.		
	Disclosure 306-4 Transport of hazardous waste	20-24.		
	Disclosure 306-5 Water bodies affected by water discharges and/or runoff	20-24.		
GRI 401: Employment				
GRI 401: Employment	Disclosure 401-1 New employee hires and employee turnover	54.		
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to	56-59.		
	Disclosure 401-3 Parental leave	55.		

	Name of the indicator	Page number	Omission	Explanation
GRI 403: Occupational Health and Safety				
GRI 403: Occupational Health and Safety	Disclosure 403-1 Occupational health and safety management system	48.		
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	49.		
	Disclosure 403-3 Occupational health services	51.		
	"Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety"	50.		
	Disclosure 403-5 Worker training on occupational health and safety	50.		
	Disclosure 403-6 Promotion of worker health	57-58.		
	"Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships"	48-51.		
	"Disclosure 403-8 Workers covered by an occupational health and safety management system"	48.		
	Disclosure 403-9 Work-related injuries	51.		
	Disclosure 403-10 Work-related ill health	51.		

	Name of the indicator	Page number	Omission	Explanation
GRI 404: Training and Education				
GRI 404: Training and Education	Disclosure 404-1 Average hours of training per year per employee	60.		
	"Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs"	61-69.		
	"Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews"	56., 59.		
GRI 413: Local Communities				
GRI 413: Local Communities	"Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs"	70-77.		
	"Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities"	70-77.		
GRI 418: Customer Privacy				
GRI 418: Customer Privacy	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	95-99.		
GRI 308: Supplier Environmental - Assessment 2016				
GRI 308: Supplier Environmental Assessment 2016	Disclosure 308-1 New suppliers that were screened using environmental criteria	100-104.		
	"Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken"	100-104.		

Name of the indicator		Page number	Omission	Explanation
GRI 414: Supplier Social Assessment				
GRI 414: Supplier Social Assessment	Disclosure 414-1 New suppliers that were screened using social criteria	100-104.		
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	100-104.		
GRI 204: Procurement Practices				
GRI 204: Procurement Practices	Disclosure 204-1 Proportion of spending on local suppliers	102.		