

Kecskemét Konzerv Kft.

Sustainability Report 2025



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Welcome

GRI 2-22

Dear Reader,

As a canning company, we work every day with a sense of responsibility to produce reliable, high-quality food products. Behind the durability and quality of our products lies an approach that focuses on long-term thinking: we strive for resource efficiency and the reduction of our environmental impact, for efficient and economical operations, and for stable, responsible cooperation with our employees, partners and suppliers. We firmly believe that quality must be reflected not only in our products but also in our operations as a whole – from manufacturing processes through to energy and resource consumption, right up to corporate governance.

The technological and energy-related improvements introduced as part of the capacity expansion project carried out in 2017 have contributed to improving the efficiency of the company's operations and to a more conscious use of resources. A particularly important step for us was joining the City of Kecskemét's Environmental Charter in 2023, which encourages climate-conscious operations among local companies and strengthens cooperation.

The year 2025 can be regarded as a milestone in terms of our sustainability efforts, as during this period we also strengthened our governance frameworks relating to responsible corporate operations at an organisational level.

In October 2025, we established our ESG Committee, which ensures the management and integration of sustainability objectives at executive level. The committee's role is to define strategic directions and oversee ESG initiatives. In addition, **we have set up our ESG working group**, which operates as a dedicated project team. We have brought in experts from the company's key ESG areas to form the team, and have defined clear areas of responsibility and data ownership roles for them. The working group's task is to lay the technical foundations for the sustainability strategy and to establish a systematic approach to the collection and evaluation of ESG data.

We organise our operations in accordance with the principles of responsible, transparent and ethical corporate governance. As part of this, in 2025 we drew up our Code of Ethics and Conduct, as well as our Labour and Human Rights Policy. As part of our sustainability efforts, during the period covered by this report we began preparations for the implementation and certification of the ISO 14001 environmental management system, which supports the structured management of environmental impacts and continuous improvement.

It is of paramount importance to us that we meet the sustainability expectations of our customers and partners. To this end, we intend to participate in internationally recognised assessment schemes in the future, including, amongst others, the **EcoVadis** framework. Whilst preparing this report, we joined the Science Based Targets initiative (SBTi), thereby beginning our preparations for setting science-based emission reduction targets.

This publication is our company's first sustainability report, providing a comprehensive overview of the 2025 financial year and compiled in accordance with GRI standards. The report not only summarises the results of the past year but also sets out further areas for development and strategic directions.

Our aim is to integrate sustainability considerations into our operations with increasing awareness and to track our progress in the future using measurable and comparable indicators. To this end, we strive to ensure that ESG data collection and reporting take place in a verifiable and reliable manner within the corporate governance framework overseen by the CFO.

We intend to publish an annual report on our sustainability performance and progress in future, thereby ensuring transparent communication with our stakeholders.

Thank you for following our sustainability reports and our progress. Your comments and feedback contribute to our future improvements and the achievement of our goals.

Yours faithfully,

Kecskeméti Konzerv Kft.

János Kovács
Managing Director

Viktor Farkas
Finance Director

About the report

(GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-14)

By publishing its sustainability report, Kecskeméti Konzerv Kft. provides information to its stakeholders – in particular its customers, employees, business partners and other interested parties – in both Hungarian and English.

The Company's aim is to provide transparent, balanced and comparable information on its sustainability efforts, the results achieved, and the economic, environmental and social – including human rights – impacts arising from its activities.



In preparing the report, the Company applied the reporting principles of the GRI Standards 2021, with particular regard to the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability, as well as stakeholder engagement and materiality assessment.

Organisational data (GRI 2-1)

This report relates to Kecskeméti Konzerv Kft. The organisation's legal form is a limited liability company (Kft.). Its ownership structure consists of one legal entity and two Hungarian private individuals.

Registered office: H-6000 Kecskemét, Szolnoki út 35, Hungary.

The organisation carries out its activities in Hungary.

Scope and coverage of reporting (GRI 2-2)

The information published in this report relates to the Company's entire operations, and its scope corresponds to that of the financial statements.

Reporting period, frequency and contact point (GRI 2-3)

Reporting period: 1 January 2025 – 31 December 2025

Reporting frequency: Kecskeméti Konzerv Kft. publishes its sustainability report annually.

Date of report publication: 30 June 2026

Contact details: Any questions, comments or feedback regarding the report may be submitted using the contact details below.

Viktor Farkas, Finance Director Email: esg@kkkft.hu

Data corrections and restatements (GRI 2–4)

As this document is the first sustainability report of Kecskeméti Konzerv Kft., no data corrections or restatements relating to previous data are relevant. Should it be necessary in future, the Company will clearly disclose and justify any such amendments.

External assurance (GRI 2-5)

The report has not undergone assurance by an independent external party.

Management approval (GRI 2-14)

The content of the sustainability report and the results of the materiality assessment have been reviewed and approved by the Company's managing director and finance director.

Data collection and data quality

The data published in the report were provided by the Company's organisational units and were consolidated following a structured data collection and validation process, subject to professional review. The Company endeavours to ensure the accuracy, completeness and verifiability of the data.

Standards applied

Kecskeméti Konzerv Kft. has prepared its sustainability report in accordance with the requirements of the GRI Standards 2021 published by the Global Reporting Initiative (GRI), using the 'with reference to' option. During the preparation of the report, the Company assessed the applicability of the GRI's industry-specific sector standards and concluded that, during the reporting period, no relevant sector standard was available for its scope of activities; therefore, these were not applied.

Further information

This publication is the Company's first sustainability report.

Introduction

Kecskeméti Konzerv Kft. was established in the spring of 2005 as a wholly Hungarian-owned company. The company builds on the legacy of the historic First Kecskemét Canning Factory: the canning plant was originally founded in 1900 by Eugen J. Dieffenbach, an expert from a canning factory operating in the South Tyrolean town of Bozen. The company carries on this tradition spanning more than a century, continuing to operate the plant, preserving its values and modernising it through continuous development.

The premises of Kecskeméti Konzerv Kft. cover an area of approximately 9 hectares, comprising a canning plant with a total floor area of 5.5 hectares, as well as packaging and warehousing facilities.

The company operates in the Southern Great Plain, a region with excellent agricultural conditions situated between the Danube and the Tisza, within one of Europe's largest contiguous lowland areas. Its location is also favourable from a logistical perspective: situated in the central part of the country, in the immediate vicinity of the M5 motorway, it ensures efficient transport and accessibility.

Facts and figures

Year of foundation: 1900	100 % Hungarian ownership	20+ years' experience	55 types of products
50+ supplier farmers	98 export share	24,667,376 thousand forints in net turnover (2024)	sales to 50 countries





Our mission

Our mission is to contribute as much as possible to creating the conditions for healthy and safe nutrition.

[Kecskeméti Konzerv | Company profile \(video\)](#)



Corporate operations, production and value creation

The mission of Kecskeméti Konzerv Kft. is to play an active role in creating the conditions for healthy and safe nutrition. To this end, it produces long-life, healthy, plant-based foods for the retail and HoReCa sectors. Its products are processed using a sterilisation method, are preservative-free, and are marketed in BPA-free packaging.

Since its foundation in 2005, the company has grown to become one of Hungary's leading, domestically owned players in the canned food industry. During this period, its net turnover has more than quadrupled from an initial 5 billion forints, its workforce has expanded to nearly four times its original size of around 70 employees, whilst its production capacity has risen from 80 million tins to 200 million tins.

The company's annual production volume reaches 70,000 tonnes, which is equivalent to approximately 140 million half-kilo tins.

Its main products are green peas and sweetcorn: during the processing season – which typically lasts four months – it produces nearly 20 million tins of green peas and around 110 million tins of sweetcorn, with a daily capacity of up to 1 million and 2 million tins respectively.

It is constantly expanding its product portfolio, building on its range of single-ingredient tinned products. As a result of developments carried out in 2017, it now manufactures products based on white beans, red beans and chickpeas, in addition to green peas and sweetcorn. Its range also includes vegetable mixes and rehydrated products; among its best-known products is the pea and baby carrot mix. Further information on the products: <https://kkkft.hu/hu/termekek>

Production process and supply chain

The production process begins in the fields. The company's operations are underpinned by an extensive network of agricultural partners: around 50 supplier partners produce 6–7 thousand tonnes of green peas and 80–85 thousand tonnes of sweetcorn for the company each year.

The company places particular emphasis on stable partnerships and ensuring a secure supply of raw materials, as the quality of the finished product is fundamentally determined by the quality of the raw materials used. Production takes place according to a pre-determined and monitored sowing plan, for which the company provides its partners with GMO-free seeds.

Production is based on Hungary's favourable agroecological conditions: the region between the Danube and the Tisza provides excellent conditions for growing the main raw materials. More than 80 per cent of the growing areas are irrigable; in the case of green peas, this figure reaches 100 per cent. The company monitors cultivation processes from sowing to harvest, ensuring that quality and food safety standards are met.

By minimising the time between harvest and processing, it ensures that the nutritional value and freshness of the raw materials are preserved.

Processing and Quality Assurance

Incoming raw materials are received on pre-processing lines and then subjected to laboratory tests. The factory operates six production lines, which enable the optimal processing of raw materials.

State-of-the-art technologies are used during processing: sweetcorn is processed using vacuum sealing, whilst green peas are processed using traditional sealing technology. Several pieces of equipment are available for the sterilisation process, ensuring product safety and the preservation of nutritional value.

Manufacturing processes are carried out in accordance with the strictest food safety and quality management requirements (IFS, BRC, and unannounced audits). The products are GMO-free and are marketed in BPA-free packaging.

Sales and markets

The company sells its products under private labels as well as under its own brand name. Private-label production accounts for over 75 per cent of output.

The vast majority of sales are realised in export markets: around 98 per cent of production is exported. The company delivers around 3,000 lorryloads of goods annually to its partners, primarily to countries within the European Union and to markets outside it.

Sustainability and resource management

Sustainability and the application of circular economy solutions play a key role in the company's operations. It sources the water required for production from its own wells, and returns the used water to its agricultural partners for irrigation purposes, thereby contributing to the irrigation of approximately 300–400 hectares of farmland each year.

Since 2017, the company has invested around 11 billion forints in technological developments and capacity expansion, thereby supporting efficient and sustainable operations.

Milestones in sustainable operations

The sustainable operations of Kecskeméti Konzerv Kft. are the result of a long-term process that has taken shape gradually, through deliberate steps, since the company's foundation.

2005 – Founding and contribution to the local economy

The company's establishment created a stable, domestically owned player in the food industry, which has contributed to local employment and the development of a supplier network from the very beginning.

2005–2010 – Laying the foundations for quality and food safety

In its first years of operation, the company established its quality management and food safety systems (IFS, BRC) and introduced production practices based on GMO-free raw materials. At the same time, a stable network of agricultural partners was established.

2010–2017 – Growth and product development

The company embarked on a dynamic growth trajectory through a significant expansion of its production capacity, the strengthening of its export markets and the development of health-conscious products.

2017 – Portfolio expansion

In 2017, the company expanded its product portfolio, commencing the production of legume-based tinned foods (e.g. white beans, red beans, chickpeas) alongside its green pea and sweetcorn products.

2017–2022 – Technological developments and environmental efficiency

- Implementation of an investment worth approximately 11 billion forints
- State-of-the-art production technology and more energy-efficient operations
- Introduction of a water recycling system (reuse for irrigation, supporting an area of ~300–400 ha)

Around 2020 – Strengthening community engagement

The company plays an active role in supporting local communities:

- providing stable support to agricultural partners
 - boosting local employment
 - supporting local sport – Kecskeméti TE
- Further information: [Team – Kecskeméti TE](#)

2023 – One of Hungary's most financially stable companies

According to a survey by the American business data provider Dun & Bradstreet International, Kecskeméti Konzerv Kft. ranks among Hungary's most financially stable companies.



2023 – Large Enterprise of the Year

The Bács-Kiskun County Branch of the National Association of Entrepreneurs (VOSZ) recognised our company's activities with the title 'Large Enterprise of the Year'.



2023 – Commitment to Climate Protection

The company joined the Environmental Charter of the City of Kecskemét (27 April 2023).¹

By joining the initiative, it supports a 40 per cent reduction in CO₂ emissions by 2030 (compared to 2017 levels), an increase in the share of renewable energy, the use of environmentally friendly technologies, and raising awareness amongst staff.

¹ <https://hiros.hu/kornyezetvedelmi-karta-40-szazakkal-csokkentik-a-co2-kibocsatast-kecskemeten>

2023 – Energy audit

Kecskeméti Konzerv Kft. has successfully fulfilled its obligation to carry out an energy audit applicable to large enterprises.



2025 – Formalisation of ESG operations

- Establishment of an ESG Committee
- Formation of an ESG project working group
- Commencement of the integration of sustainability considerations at organisational level, development of an ESG strategy, launch of GRI data collection
- Introduction of a Code of Ethics and Conduct; establishment of an Ethics Committee
- Establishment of a Labour and Human Rights Policy

2026 – System-wide strengthening of sustainability operations

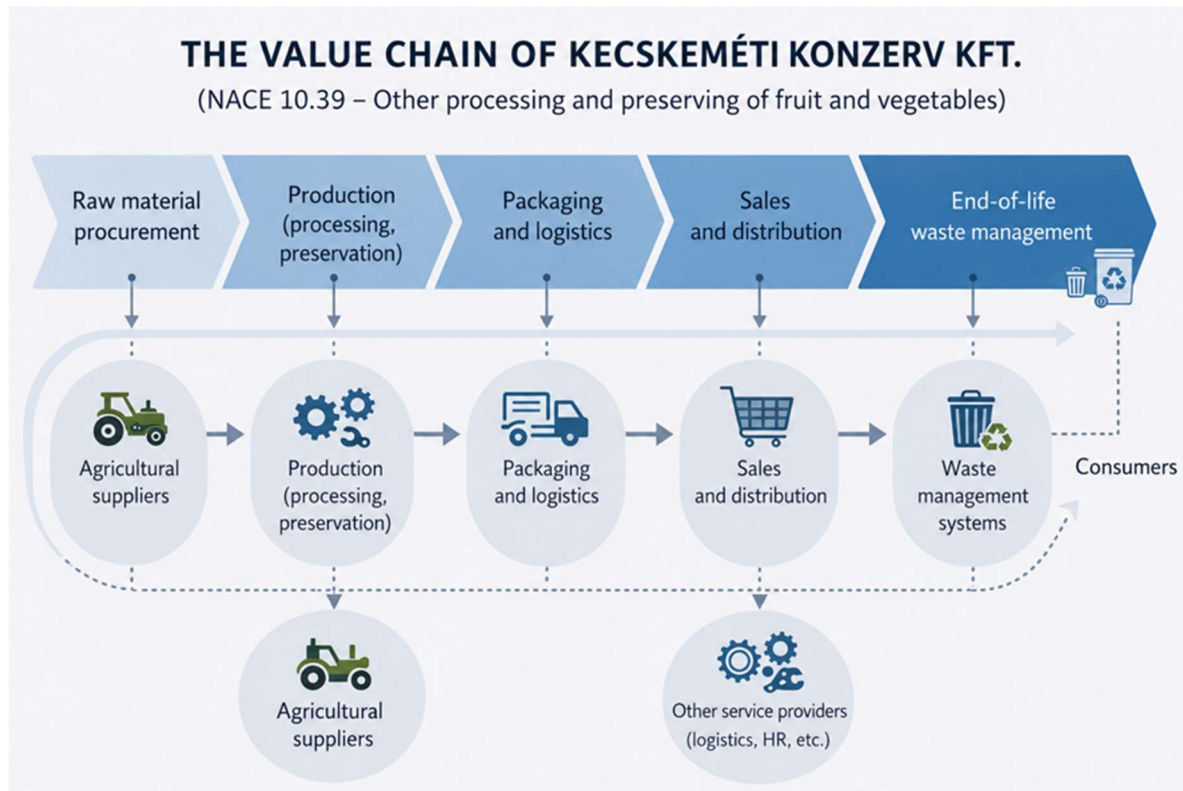
- Joining the Science Based Targets initiative (SBTi) to set science-based emission reduction targets (May 2026)
- Review and renewal of the Environmental Policy
- Introduction of a Supplier Code of Conduct
- Publication of the first sustainability report for the 2025 financial year (GRI)
- Preparations for the implementation and certification of the ISO 14001 environmental management system

Value chain

GRI 2–6

Operations, value chain and other business relationships (GRI 2–6)

Kecskeméti Konzerv Kft. operates in the food industry (TEÁOR 1039, NACE 10.39 – other fruit and vegetable processing and preservation). Its main focus is the production of tinned vegetables, in particular the processing of fresh green peas and sweetcorn, as well as the manufacture of products made from dried raw materials (e.g. beans, chickpeas). The company also provides crop production services, primarily in the form of harvesting activities.



The company sells its products primarily through wholesale partners in Hungary, across the European Union and in markets outside the EU.

The organisation's value chain begins with the procurement of raw materials, during which the company works with agricultural suppliers. This is followed by the production process, which involves the processing, canning and packaging of raw materials, as well as related logistics and support activities (e.g. warehousing, quality control, administration and human resources management).

The sale and distribution of finished products takes place through wholesale and retail partners, supported by transport and logistics services. At the end of the products' life cycle, the management of packaging waste is typically carried out through cooperation between consumers and waste management systems.

The company's business relationships extend to agricultural suppliers, logistics service providers, retail partners and other service providers who support the continuity and efficiency of its operations.

Key professional commitments

GRI 2-28

Kecskeméti Konzerv Kft. plays an active role in professional collaborations and the work of industry organisations, thereby contributing to the development of the sector, knowledge sharing and the dissemination of best practice. The company's professional memberships not only serve to represent its interests but also directly support the strengthening of sustainable operations at various levels of the value chain.

The company is a member of the **Sweetcorn Association**, which promotes cooperation between growers and processors and contributes to the development of efficient and environmentally conscious farming practices – particularly in relation to irrigation, variety selection and crop protection. This enhances the quality and traceability of raw materials and the sustainability of the supply chain.



Through its membership of **the Hungarian Chamber of Agriculture**, the company gains access to up-to-date information on environmental and regulatory issues affecting agriculture, particularly in the areas of water management, soil protection and climate adaptation. The Chamber's professional support contributes to the sustainable operation of the supply chain and to the development of cooperation with agricultural partners.



Membership of the Hungarian Refrigeration and Canning Industry Association provides an opportunity for active participation in industry-wide professional consultations and supports the company in complying with food safety, environmental and packaging requirements. The knowledge-sharing facilitated by the association contributes to the development of energy efficiency, the reduction of food waste and sustainable manufacturing practices.



To further strengthen its commitment to sustainability, the company decided in 2025 to join ESG Club Hungary. **ESG Club Hungary²** is a Hungarian professional community that supports companies' ESG preparedness, with a particular focus on regulatory compliance, the development of sustainability strategies and the improvement of reporting practices. The organisation's operations are governed by its articles of association³, which set out the conditions for membership and the principles of its operation.

² <https://esgclub.hu/mi-ez-a-klub>

³ https://esgclub.hu/wp-content/uploads/alapszabaly_240509_final.pdf

Kecskeméti Konzerv Kft.'s membership of ESG Club Hungary contributes to the improvement of its sustainability performance by supporting the strategic integration of ESG considerations and strengthening its compliance and reporting capabilities. Membership – with particular regard to professional activities focused on the 'E' (Environment) – promotes the adoption of solutions for emissions reduction, energy and resource efficiency, and provides access to relevant professional knowledge, best practices and regulatory information. In doing so, it supports the management of environmental risks, the implementation of sustainable operations, and the achievement of environmental, social and governance objectives.

The company's membership of the ESG Club also provides an opportunity to access up-to-date information on the sustainability regulatory environment and to learn about domestic and international best practices at first hand. Belonging to this professional community facilitates the exchange of experiences, supports the development of an ESG mindset at an organisational level, and contributes to increasing the company's ESG maturity. Participation also strengthens the company's market credibility and reputation, particularly in terms of meeting the expectations of international partners and supply chains. The knowledge and network of contacts gained through the ESG Club contribute to the company's long-term competitiveness, as well as to the conscious and systematic integration of sustainability considerations into its operations.

Taken together, these professional relationships strengthen the transparency, professional soundness and long-term competitiveness of the company's operations, whilst supporting the consistent implementation of sustainability considerations.

Sustainability Strategy

(GRI 2-22)

For our company, sustainable development is a fundamental prerequisite for responsible food production and an integral part of our long-term business strategy. As a canning company, we are aware that our operations have an impact on natural resources, the participants in our supply chain, our employees and local communities. Our aim is to strengthen our company's competitiveness, resilience and role in creating social value by consciously managing these impacts. In shaping our sustainability efforts, we take into account the expectations of our stakeholders, as well as the material topics presented in our report.

We are convinced that sustainability is not merely a compliance obligation, but one of the fundamental prerequisites for long-term growth and responsible operation.



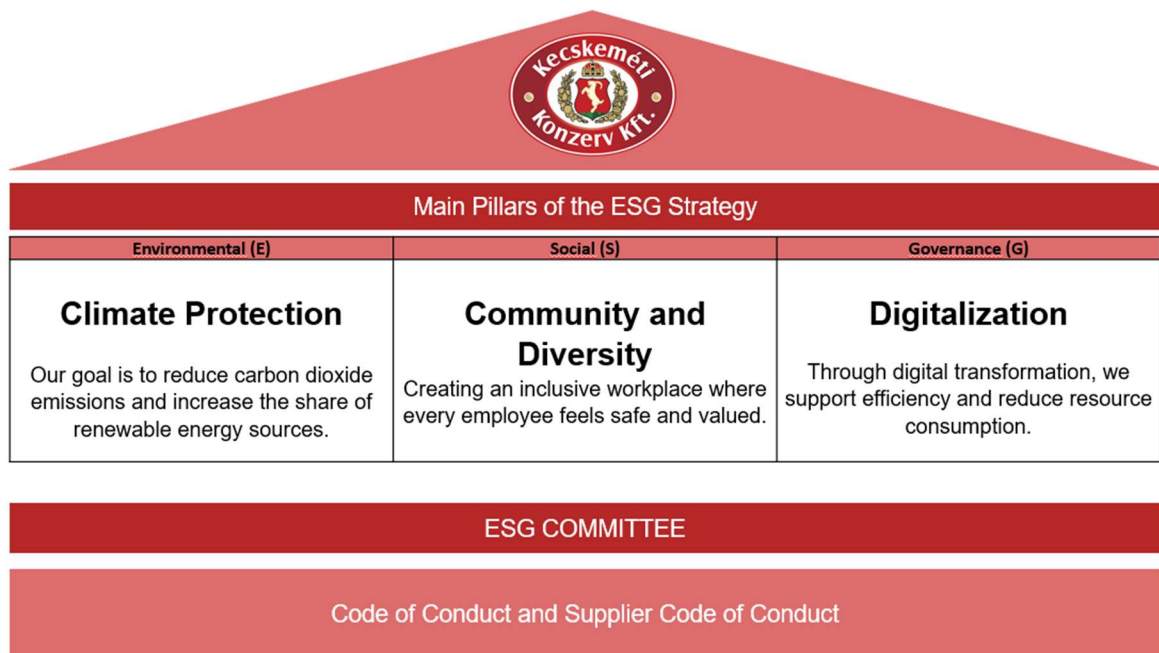
Commitment

The management of Kecskeméti Konzerv Kft. is committed to ensuring that sustainability considerations form an integral part of strategic decision-making, operational and planning processes. To this end, the company is progressively establishing measurable targets, performance indicators and areas of responsibility that support the continuous improvement of environmental and social performance.

Our governance framework

Our sustainability efforts are supported by a governance framework that ensures the allocation of responsibilities, integration into decision-making and continuous improvement. As part of this, the company has appointed an ESG lead at executive level and established the ESG Committee and the associated specialist ESG working group, which support the monitoring and operational implementation of strategic objectives. The ethical and business principles governing our operations are set out in the Code of Ethics and Conduct, whilst the foundations of our responsible partnerships are laid down in the Supplier Code. These documents contribute to strengthening transparent, ethical and responsible corporate operations.

The key elements of our sustainability strategy and management system are illustrated in the diagram below.



Our sustainability strategy is built on three mutually reinforcing pillars. In developing these focus areas, we have taken into account the most important environmental, social and governance aspects arising from our company's operations, as well as the United Nations Sustainable Development Goals (SDGs), which serve as our long-term guiding principles.



Our three strategic pillars

Climate protection

Our aim is to lay the foundations for reducing carbon dioxide emissions, improving energy efficiency, and using natural resources responsibly and efficiently. We pay particular attention to measuring the environmental impact of our operations, monitoring energy consumption and identifying solutions that are sustainable in the long term.

To this end, Kecskeméti Konzerv:

- continuously monitors its energy consumption and strives to reduce it;
- explores the potential for using renewable energy sources;
- develops its production technology to improve resource efficiency;
- maintains and further develops its water recycling system;
- progressively develops its data collection systems necessary for measuring environmental performance.

Our medium-term objective is to set emission reduction targets and align them with international frameworks – such as the methodology of the Science Based Targets initiative (SBTi). During the period covered by this report, our company joined the SBTi; further details are provided in the 'Environment' section.

Community and Diversity

We are committed to creating a safe, inclusive and ethical working environment where our employees are valued and offered stability and opportunities for development. We consider responsible employment practices, supporting employee wellbeing, and collaborating with local communities and our partners to be of paramount importance.

To this end, Kecskeméti Konzerv:

- places particular emphasis on protecting the health and safety of its employees;
- strives to maintain stable employment and manage seasonal labour responsibly;
- supports the professional development and training of its employees;
- promotes a workplace culture based on respect and cooperation;
- strengthens relationships with local communities, agricultural partners and suppliers.

Our aim is to contribute, through our operations, to the development of the local economy and the creation of social value.

Digitalisation

Digital transformation plays a key role in increasing the efficiency of our operations, optimising resource use and strengthening our competitiveness. Digitalisation also lays the foundation for the reliable collection, analysis and transparent reporting of sustainability data.

To this end, Kecskeméti Konzerv:

- is developing its data collection and analysis processes;
- supports data-driven decision-making;
- strives to optimise production processes and reduce material and energy consumption;
- prepares for the structured monitoring and reporting of sustainability data;
- explores the application of digital solutions to further improve operational efficiency.

Our long-term aim is for digitalisation to contribute to the measurability, transparency and continuous improvement of our company's sustainability performance.

Link to the UN Sustainable Development Goals

When defining our strategic focus areas, we took into account the UN Sustainable Development Goals (SDGs), which serve as our long-term guiding principles.

Strategic pillar	Related SDGs
 Climate action	SDG 6 – Clean water and sanitation; SDG 7 – Affordable and clean energy; SDG 12 – Responsible consumption and production; SDG 13 – Climate action
 Community and diversity	SDG 3 – Good health and well-being; SDG 4 – Quality education; SDG 8 – Decent work and economic growth; SDG 10 – Reduced inequalities
 Digitalisation	SDG 9 – Industry, innovation and infrastructure; SDG 12 – Responsible consumption and production; SDG 16 – Peace, justice and strong institutions

Roadmap 2025–2030

We view our sustainability strategy as an ongoing process. The roadmap below outlines the steps already taken, as well as the key planned milestones for the coming years. As the next step in implementing the sustainability strategy, the company is also working on developing specific, measurable, achievable, relevant and time-bound (SMART) targets linked to the GRI performance indicators already defined.

Year / period	Focus area	Main focus	Specific steps and commitments	Related SDGs	Progress
2025	 Governance frameworks	Establishment of ESG operational frameworks	Appointing an ESG lead; Establishment of an ESG Committee and an ESG working group; Drafting of a Code of Ethics and Conduct, and establishment of an Ethics Committee; Developing a sustainability strategy; Commencing the drafting of a Supplier Code	SDGs 8, 12, 16	 Achieved
Q2 2026	  	Transparency and climate commitment	Publication of the first sustainability report in accordance with the GRI Standards; SBTi registration and commencement of preparations for the emissions reduction target framework	SDGs 9, 12, 13, 16	 Achieved
Q3 2026	 Governance	External evaluation and development	Improving the quality of ESG data	SDG 12, 16	 In progress
Q4 2026	 Digitalisation	Data-driven operations	Development of an ESG KPI system; standardisation of reporting processes; setting and fine-tuning sustainability targets for the coming year	SDG 9, 12	 Planned
2027	 Community and diversity	Employee and organisational development	Development of training programmes; employee wellbeing initiatives; further strengthening of the occupational health and safety system; staff retention measures	SDGs 3, 4, 8	 Planned
2027–2028	 Stakeholder engagement	Strengthening stakeholder engagement	Extending the materiality assessment; broadening the range of stakeholders involved; structured dialogue with employees, suppliers and local communities	SDGs 8, 12, 16	 Planned
2027–2028	 Climate action	Climate targets and transition plan	Development and submission of emissions reduction targets and a transition plan in accordance with SBTi requirements; implementation of energy efficiency projects; investigation of the use of renewable energy sources	SDGs 6, 7, 12, 13	 Planned
2029–2030	  	Integrated sustainable growth	Deeper integration of sustainability considerations into business decision-making; developing supplier partnerships; regular	SDGs 8, 9, 12, 13	 Long-term goal

			review of long-term ESG targets; further strengthening of performance management		
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Our aim is for sustainability to become a key driver of our company's operations and growth, whilst creating long-term value for our employees, partners and communities.

Stakeholders

GRI 2-29

As a responsible food industry company, Kecskeméti Konzerv Kft. considers it important to identify those stakeholders who may be affected by its operations, or who may influence the company's operations. Understanding stakeholders' expectations helps the company to manage the economic, environmental and social impacts of its operations responsibly, including, in particular, environmental considerations, labour and human rights issues, ethical business practices, sustainable procurement, and expectations relating to product quality and food safety.

The company's stakeholders include all individuals, groups and organisations that are directly or indirectly connected to Kecskeméti Konzerv Kft.'s activities, decisions, products, value chain or operating environment. The company aims to take stakeholders' perspectives into account in an increasingly structured manner within its sustainability reporting, risk management and development processes.

In connection with the preparation of Kecskeméti Konzerv Kft.'s first GRI-standard-based sustainability report, the company has begun to develop a more structured approach to stakeholder engagement. As a first step, it identified and categorised its main stakeholder groups and involved its key stakeholders – in particular employees, owners, and customer and supplier partners – in defining the material sustainability issues.

Key stakeholders were engaged via an online questionnaire survey. In the questionnaire, the company asked respondents to assess the materiality of sustainability issues and, through open-ended questions, also provided an opportunity for them to identify the sustainability issues they considered particularly important, share their experiences of the company's sustainability practices, and put forward suggestions and comments.

The current practice of stakeholder engagement represents the first phase of development in the company's sustainability reporting process. The company aims, in future reporting periods, to further broaden the range of stakeholders involved, strengthen the documentation and evaluation of feedback, and improve the efficiency with which online questionnaires are completed. In this way, the company intends to gradually improve the regularity, representativeness and usefulness of its stakeholder dialogue.

The methodology of the materiality analysis, the evaluation of stakeholder feedback, the results of the questionnaire survey, and the identification of material sustainability issues are presented in a separate chapter of the report.

Identification of stakeholders

Kecskeméti Konzerv Kft. adopted a structured approach to identifying stakeholders. In doing so, the company took into account its entire value chain, from raw material production and procurement, through food processing, packaging and sales, to impacts on consumers and the local community. During the identification process, the company examined its network of business and operational relationships, its regulatory environment, and its economic, environmental and social impacts.

Internal consultations took place during the process, and the company also sought support from external sustainability and ESG experts. In identifying its stakeholders, the company followed these main steps:

1. Defining stakeholder categories based on their relationship with the company, their involvement and their influence.
2. Analysing engagement and influence criteria, i.e. examining the extent to which a given stakeholder affects the company's operations, and the extent to which the company influences that stakeholder group.
3. Review of stakeholders' needs, expectations, communication channels and compliance obligations.
4. Development of a stakeholder map, which presents stakeholder groups based on the closeness and intensity of the relationship.
5. Developing a stakeholder matrix that organises stakeholders according to the dimensions of influence and impact.
6. Identifying priority and engagement levels to enable the company to determine with which stakeholder groups it needs to establish more direct relationships or relationships to be developed gradually.

As a result of this process, the company's stakeholder map and stakeholder matrix were produced, with the latter organising stakeholders according to their level of influence and impact.

Formalisation of the stakeholder register

Kecskeméti Konzerv Kft. began the structured identification of stakeholders' needs and expectations in 2023 as part of its internal management documentation. The process was formalised in the internal document bearing the reference number EMS 001, entitled 'Understanding the needs and expectations of stakeholders', which serves as one of the foundational documents for the company's stakeholder mapping and engagement practices. The document sets out the individual stakeholder groups, the key stakeholders, the methods and tools of communication, the manner of their involvement in corporate processes, and the compliance obligations relating to the respective stakeholder group.

The company aims to further develop the process of collecting, documenting and evaluating stakeholder feedback in future reporting periods, building on the EMS-001 register.

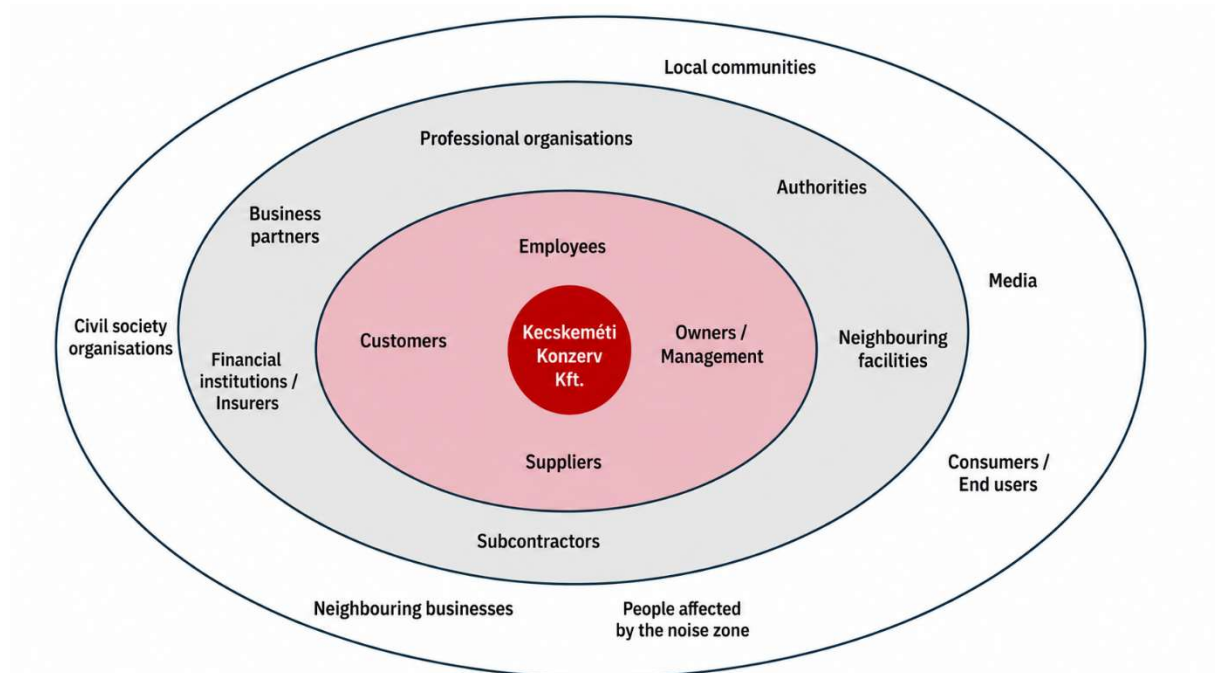
Categorisation of stakeholders

As a result of this identification process, the company has categorised its stakeholders into the following main groups:

Stakeholder category	Stakeholders
Governance and ownership stakeholders	owners, management
Internal stakeholders	own employees, agency staff, managers
Direct business stakeholders	customers, trading partners, suppliers, subcontractors, banks, insurers
Regulatory and professional stakeholders	public authorities, local authorities, regulatory bodies, professional bodies
Market and wider business environment	competitors, industry players, professional representative organisations
Local and social stakeholders	civil society organisations, local communities, neighbouring plants and businesses, stakeholders within the noise zone
Indirect stakeholders	Consumers, end-users
External communication stakeholders	the media, where relevant to a particular issue or communication situation

The aim of this categorisation is to enable the company to manage stakeholder relationships based on their nature, frequency, impact and operational relevance. Communication with direct stakeholders and those more closely linked to the company's operations already takes place through multiple channels, whilst further structuring the involvement of indirect, local or ad hoc stakeholders is among the development tasks for the coming period.

Kecskeméti Konzerv Kft. – Stakeholder map based on proximity



The diagram depicts the stakeholder group of Kecskeméti Konzerv Kft. using concentric, nested ellipses. The individual layers are organised according to their proximity to the company and the intensity of their

relationship with it. Kecskeméti Konzerv Kft. is located at the centre. The inner ellipse represents the directly affected, key stakeholders (e.g. employees, owners, customers, suppliers). The middle ellipse includes stakeholders linked to the company's operations and business relationships (e.g. public authorities, financial institutions, business partners, subcontractors). The outer ellipse encompasses the wider social and environmental stakeholder group (e.g. local communities, civil society organisations, the media, consumers).

The company treats the natural environment as a key area of impact affected by its operations. Although the environment is not a traditional stakeholder, the company's operations may have an impact on it; therefore, environmental considerations are taken into account when assessing stakeholder expectations and sustainability risks. The management of environmental impacts is supported by the company's measures relating to environmental protection, energy efficiency, water use and waste management, which are presented in detail in the environmental sections of the report.

Stakeholder expectations and engagement channels

Kecskeméti Konzerv Kft. – based on the EMS-001 register – has identified the following main stakeholder groups, communication channels, engagement methods and compliance obligations.

Stakeholder	Key stakeholders	Method/means of communication	Method of involvement in company processes	Key compliance obligation / requirement
Owners	Shareholder representation, management	Annual performance review, setting of objectives, strategic consultations	Annual financial reports, setting strategic directions, implementing responsible corporate governance, internal audit	Compliance with the law, financial performance, innovation, preservation of and respect for traditions
Employees	Permanent staff, agency staff	Internal communication, management communication, meetings, newsletters, training courses, corporate events	Employee satisfaction surveys, suggestion schemes, problem-solving, raising awareness of quality, environmental protection, health and safety, and energy efficiency	A safe working environment, performance-related remuneration and pay, education and development opportunities, taking staff representative feedback into account
Customers	Retail chains, wholesale partners	Tenders, customer portals, contracts, face-to-face visits, participation in trade fairs, email correspondence	Customer satisfaction surveys, visits from product representatives, websites, contractual quality principles	Partnerships meeting market expectations, sales-driven collaboration, quality compliance, integration of sustainability principles into operations
Suppliers	Suppliers of raw materials, auxiliary materials, packaging materials, cleaning agents, chemicals and technical materials	Contracts, performance feedback, development discussions	Supplier audits, performance evaluation, contractual stipulation of quality, environmental and health and safety requirements	Fulfilment of commitments set out in agreements, partner relationships meeting market and quality requirements, taking supplier feedback into account
Subcontractors	Maintenance staff, cleaning staff, hazardous and non-hazardous waste	Contracts, checklists, performance feedback,	Handover of work areas, performance assessment, briefing on	Safe working practices, compliance with business and

	transporters/handlers, groundskeepers, logistics service providers, service engineers	development meetings, EHS training	ethical and EHS requirements, contractual stipulation of quality, environmental and health and safety principles	ethical standards, clear client expectations, taking subcontractors' comments into account
Competitors	Other canned vegetable manufacturers, industry players	Exchange of experience and advocacy through professional organisations	Monitoring market trends and industry events	Compliance with business and ethical standards, and adherence to competition law requirements
National and local civil society organisations	Civil society and community organisations	Ad hoc consultations, involvement in decision-making preparations	Supporting events and community initiatives	Support for local communities, compliance with local authority regulations, and upholding sustainability principles and values
Professional organisations	Hungarian Association of the Refrigeration and Canning Industry, European Maize Products Manufacturers' Association	Exchange of experience, professional consultation, representation of interests	Monitoring market trends and industry events	Compliance with business and ethical standards, adherence to competition law requirements
Regulatory bodies and authorities	NAV, government agencies, water management, food chain safety, local government, civil protection and agricultural authorities	Data reporting, licensing, official inspections, audits, professional conferences and briefings	Licence applications, submissions of opinions, decisions, participation in inspections, and commenting on draft legislation	Compliance with legal and other regulations
Banks	Financing financial institutions	Fulfilment of contractual obligations, financial negotiations	Financial reports, audits	Compliance with business and ethical standards
Insurance companies	Insurance partners	Fulfilment of contractual terms and agreements	Management of insurance policies and contracts	Compliance with insurance requirements and adherence to business and ethical standards
Neighbouring plants	Univer-Product Zrt.	Agreements relating to process wash water and emergency situations	Contractual provisions, ad hoc consultations	Compliance with legal and other regulations, adherence to business and ethical standards, formulation of clear expectations
Neighbouring businesses	Surrounding retail and service businesses	Ad hoc liaison	Consultations arising from operational and local considerations	Compliance with legal and other regulations
Private properties within the noise zone	Residential properties, local stakeholders	Ad hoc liaison, consultations relating to regulatory inspections	Official inspections and checks	Compliance with legal and other regulations, taking into account the perspectives of local stakeholders

The stakeholder groups and expectations outlined above form the technical basis for the stakeholder matrix and the priority and engagement levels. When prioritising, the company takes into account the influence of the stakeholder group on the company's operations, the economic, environmental and social impact the company has on that group, the frequency and intensity of the relationship, as well as the compliance, quality, health and safety, environmental, ethical and sustainability expectations expressed by the stakeholders.

Stakeholder matrix

Kecskeméti Konzerv Kft. also assesses stakeholders based on the influence they exert on the company and the impact the company has on them. The purpose of the stakeholder matrix is to support the prioritisation of stakeholder groups and to determine the appropriate level of engagement and involvement.

Kecskeméti Konzerv Kft. – Stakeholder matrix based on influence and impact

Influence	High	N/A	Authorities Financial institutions Insurers	Owners / management Employees Customers Suppliers
	Medium	Civil society organisations	Professional organisations Subcontractors Neighbouring facilities	Strategic and business partners
	Low	Local communities	Neighbouring businesses People affected by the noise zone Media	Consumers / end users
		Low	Medium	High
		Impact		

The diagram presents the stakeholder groups of Kecskeméti Konzerv Kft. based on their influence on the company and the impact the company has on them. The matrix supports the prioritisation of stakeholder groups and the determination of engagement and involvement approaches. The matrix does not represent a static classification, but rather an assessment framework that can be reviewed in line with changes in the company's operations and environment. The significance of certain stakeholder groups may change in the event of legislative changes, investments, customer expectations, environmental or social risks, or changes affecting the supply chain.

Stakeholder priority and engagement levels

Based on the stakeholder matrix, the company classifies stakeholders into three priority and engagement levels. The aim of this classification is not to evaluate stakeholders, but to determine the nature of the relationship with a given stakeholder group based on current operational practices, and to identify the direction in which engagement needs to be further developed.

Priority and engagement levels	Description	Stakeholders
Key stakeholders	The groups most directly affected by the company's operations, performance and sustainability issues. During the preparation of its first GRI-based sustainability report, the company involved these groups in the identification and assessment of material sustainability issues.	Owners / management, employees, customers, suppliers
Stakeholder groups with whom the company maintains contact	Stakeholder groups that are important in terms of operations, regulatory compliance, the supply chain, financial stability or business relationships. The company currently has various operational or contractual relationships with them; however, further structuring and documenting their involvement from a sustainability perspective is an area for development.	Regulatory authorities, financial institutions, insurers, subcontractors, professional organisations, strategic and business partners, neighbouring plants
Stakeholders under observation	Groups with local, indirect or ad hoc involvement. Their engagement currently takes place primarily on the basis of specific issues, events, complaints, risks or communication situations. In future, the company will examine what further mechanisms for maintaining contact or receiving feedback are appropriate for these groups.	Local communities, civil society organisations, neighbouring businesses, those affected by noise, consumers and end-users, the media

Engagement with key stakeholders

The company has identified owners and management, employees, customers and suppliers as key stakeholders. These groups are directly linked to the company's operations, and their feedback is therefore particularly important in terms of operational stability, quality performance, supply chain reliability and progress towards sustainability.

During the preparation of its first GRI-based sustainability report, the company involved these key stakeholder groups in identifying material sustainability issues. The evaluation of the feedback received and the identification of material issues are presented in detail in the report's chapter on materiality analysis.

Material topics

GRI 3-1, GRI 3-2

Kecskeméti Konzerv Kft. carried out a materiality analysis whilst preparing its sustainability report for the 2025 financial year. The aim of this was to identify those topics that represent the company's most significant actual and potential, positive and negative impacts on the economy, the environment and people – including human rights. The analysis primarily forms the basis for the 2025 report, whilst also providing a starting point for planning and data collection for future reporting periods.

The materiality analysis process

In the first stage of the process, the company reviewed its activities, operating environment, value chain, business relationships and key stakeholder groups. The review covered, amongst other things, energy and water consumption in production, emissions and waste, the sourcing of agricultural raw materials, impacts on employees, as well as product quality, food safety and customer requirements.

Kecskeméti Konzerv Kft. identified sustainability issues potentially relevant to its operations and value chain with the involvement of an external expert. The identification of these topics was based on the requirements of the GRI Standards, food industry sector benchmarks, and the company's specific operational, quality management and food safety characteristics. The range of topics examined in the stakeholder survey was finalised following a technical assessment, consolidation and internal review of the topics.

Stakeholder engagement

Kecskeméti Konzerv Kft. sought the views of its internal and external stakeholders via an online questionnaire. During the survey, 438 recipients were contacted, and a total of 63 valid responses were received, corresponding to a response rate of 14.4 per cent. Respondents included employees, managers, suppliers, customers, commercial and business partners, as well as experts and service providers.

Participants rated the importance of the topics and the perceived extent of the impacts arising from the company's operations on a five-point scale, and were also able to indicate whether these impacts were positive, neutral or negative. The open-ended questions in the questionnaire also allowed for further comments and suggestions for improvement.

Based on feedback from stakeholders, assessments of the company's current impact varied by topic. A higher proportion of respondents reported a positive impact in the areas of food safety and product quality, responsible sourcing, and ethical operations. At the same time, neutral and negative assessments were also recorded in the areas of water management, energy consumption, waste and packaging management, and GHG emissions. In the open-ended responses, alongside practices that were rated favourably, further areas for improvement identified included reducing resource use and emissions, improving the working environment, and presenting sustainability performance more transparently.

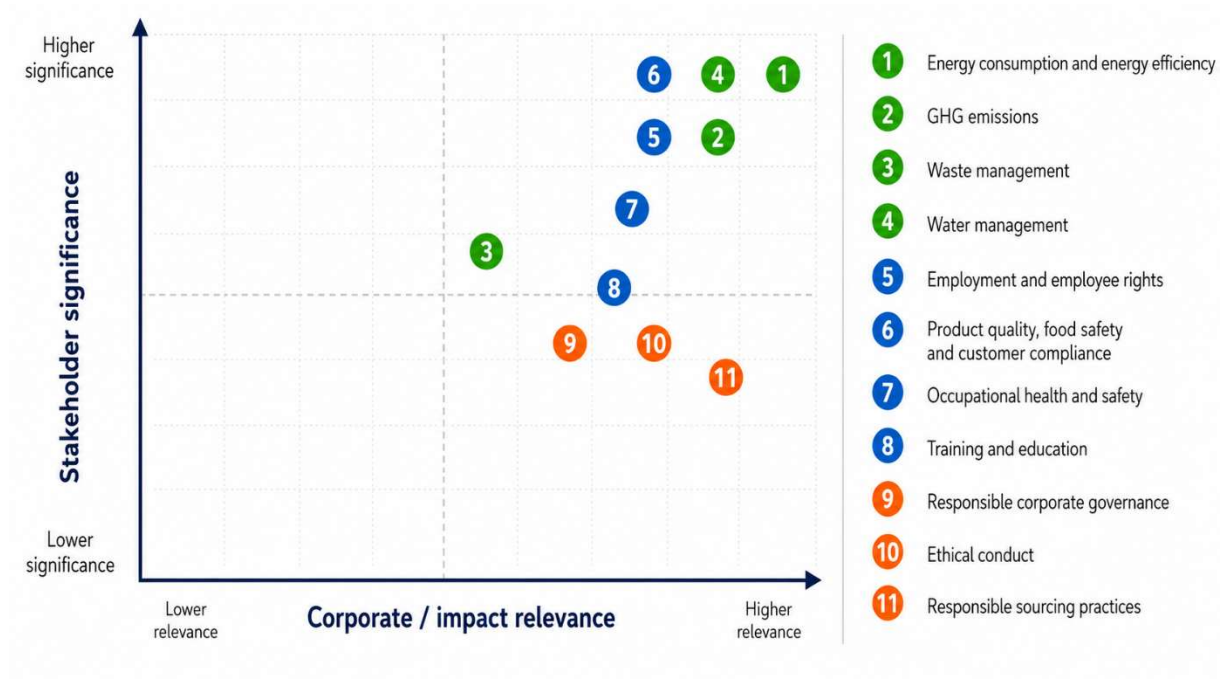
Prioritisation of topics

When determining the final topics, the company took into account stakeholder feedback, sectoral and expert perspectives, the specific characteristics of its operations and value chain, and the identified impacts; as a result of this process, Kecskeméti Konzerv Kft. identified 11 material topics for the preparation of its sustainability report.

Kecskeméti Konzerv Kft.'s material topics

Environmental topics	Social topics	Governance topics
Energy consumption and energy efficiency	Employment and employees' rights	Corporate governance
GHG emissions	Product quality, food safety and customer compliance	Ethical operations
Waste management	Health and safety	Responsible procurement practices
Water management	Training and education	

Kecskeméti Konzerv Kft.'s materiality matrix:



The results of the materiality analysis and the 11 material topics identified were reviewed and finalised by the ESG Committee, the ESG Working Group and the Finance Director, and subsequently approved by the Managing Director of Kecskeméti Konzerv Kft.

Corporate Governance

The basis for Kecskeméti Konzerv Kft.'s responsible operations is transparent corporate governance, ethical business conduct and procurement practices that take sustainability considerations into account. The company's aim is to ensure that its decision-making, internal processes and business relationships are all based on compliance with legislation, fair operation, consideration of the interests of stakeholders, and the responsible management of environmental and social impacts.

Responsible Corporate Governance

GRI 3-3; GRI 2-9 – 2-14; GRI 2-17 – 2-24

Kecskeméti Konzerv Kft.'s corporate governance system is based on the separation of ownership decision-making, independent audit and operational management. The company's aim is to ensure that, alongside economic performance, environmental, social, human rights and business ethics considerations are consistently reflected in decision-making, operational processes and management oversight.

The company integrates the management of sustainability-related impacts, risks and opportunities into existing managerial and professional areas of responsibility. Coordination of these tasks is supported by the ESG Committee and the ESG working group, which are backed by the CFO and the Managing Director. The effectiveness of this approach is supported by management reporting and the monitoring of relevant performance indicators.

Governance structure and separation of roles

GRI 2-9; GRI 2-11

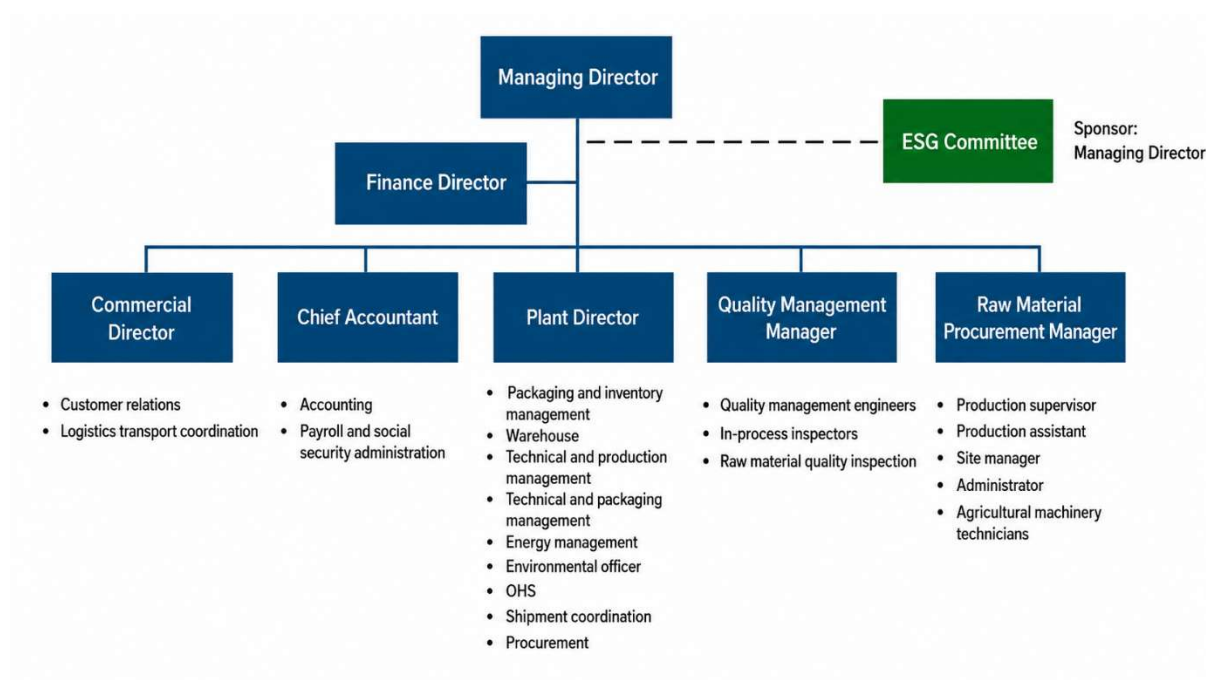
The highest decision-making body under company law is the General Meeting. The Supervisory Board performs an oversight function and examines the company's operations separately from operational management, thereby supporting the protection of shareholders' interests and the independent review of decisions.

The managing director is responsible for the strategic and operational management of the company. The managing director does not hold a position on the Supervisory Board, thus ensuring that management and supervisory functions are organisationally separate. Senior management consists of the managing director and seven key employees; the management team represents the fields of finance, accounting, sales, production, quality management and procurement.

Organisational structure

The Managing Director is responsible for the operational and strategic management of the company and is also the head responsible for the operational implementation of the decisions of the highest-level governing body. The Managing Director does not hold a position on the Supervisory Board, thus ensuring the separation of management and supervisory functions. Senior management consists of 1 Managing Director and 7 key employees, who represent the areas of finance, accounting, sales, production, quality management and procurement.

Organisational chart of Kecskeméti Konzerv Kft. in 2025



Appointments, composition and diversity GRI 2-9; GRI 2-10

The appointment of key employees falls within the remit of the managing director and becomes final following approval by the so-called Owners' Committee. During the appointment process, the Company takes into account professional experience, relevant competencies and specialist knowledge that is crucial to the organisation's operations. In the selection process, the Company also endeavours to promote diversity, with particular regard to the diversity of professional backgrounds.

Governing bodies and committees	Indicator	Key
Managing Director and senior management	Total	8
	of which men	5
	of whom are women	3
Supervisory Board	Total members	3
	of which men	3
	of whom are women	0
ESG Committee	Total members	6
	of whom are men	3
	of whom are women	3

Sustainability oversight and delegation of responsibility GRI 2-12; GRI 2-13; GRI 2-14

The integration of sustainability considerations into the organisation is supported by the managing director. Senior management, the ESG Committee, the ESG working group and the relevant functional heads are involved in the preparation of strategic directions, policies and targets. The implementation of specific measures is the responsibility of the organisational units associated with the relevant topic.

The monitoring of ESG-related data and impacts is carried out by designated data managers. Sustainability data and information are reviewed by the ESG Committee and then forwarded to the Managing Director for final approval.

ESG Committee GRI 2-12; GRI 2-13; GRI 2-24

The ESG Committee of Kecskeméti Konzerv Kft. was established on 2 October 2025. The detailed framework for its operation is set out in the ESG Committee's Articles of Association. The Committee is sponsored by the managing director, and the chair of the ESG Committee is the finance director.

The ESG Committee's remit is to support the identification, assessment and monitoring of the environmental, social and human rights impacts arising from the company's operations, as well as the risks and opportunities associated with ESG factors. The Committee monitors relevant legislative, industry and business partner expectations, and supports the integration of ESG considerations into corporate strategy and day-to-day operations. The permanent members of the ESG Committee are appointed by the management for an indefinite term.

ESG Working Group and Data Management System *GRI 2-13; GRI 2-24*

In autumn 2025, the company established an ESG working group to embed ESG processes within the corporate governance framework. The working group comprises experts representing key ESG areas; members are assigned specific areas of responsibility, decision-making powers and data steward roles. The working group's main tasks are the technical preparation of the sustainability strategy, the development of an operational model for ESG data collection, the coordination of data assessment and verification, and the support of regular management reporting. The working group's activities help to ensure that environmental, social and corporate governance considerations are integrated into decision-making in a coordinated manner.

ESG-related regulatory framework: *GRI 2-23; GRI 2-24*

The principles underpinning the company's responsible operations are set out in a series of interlinked internal regulations and policies. These documents define expected conduct, areas of responsibility, reporting and monitoring processes, and the minimum requirements to be applied in business relationships.

Kecskeméti Konzerv Kft.'s key ESG-related regulations and policies

Kecskeméti Konzerv Kft.'s ESG-focused operations are supported by several interrelated internal regulations, policies and codes. The principles of environmental responsibility are set out in the Environmental Policy, whilst the requirements relating to product quality and operational compliance are laid down in the Quality Policy. The Code of Ethics and Conduct sets out the framework for ethical, fair and lawful business operations, whilst the Complaints Handling and Whistleblowing Policy governs the procedure for receiving and handling reports. The IT Security Policy and the internal regulations relating to the GDPR serve to protect information and personal data. The Supplier Code summarises the environmental, social and ethical expectations placed on business partners, whilst the Labour and Human Rights Policy expresses the company's commitment to fair employment, respect for human rights, equal opportunities and the protection of employees' rights.



Executive ESG knowledge, performance assessment and remuneration *GRI 2-17; GRI 2-18, GRI 2-19, GRI 2-20, GRI 2-21*

At Kecskeméti Konzerv Kft., executive performance appraisal and remuneration are determined in a manner appropriate to the company's size and governance structure. Remuneration is determined within the framework of decision-making by the owners and management, taking into account the company's long-term stable operation and profitability. The remuneration system essentially consists of fixed and variable components, which include the basic salary and performance-related bonuses. When determining remuneration, the company primarily takes economic and operational considerations into account, whilst it will examine the possibility of incorporating sustainability considerations in the future at a later stage. Detailed, publicly available comparative data on executive remuneration ratios (e.g. annual total remuneration ratios) are not published in the company's case.

The development of management's ESG knowledge and sustainability expertise, as well as the sharing of ESG knowledge, is described in detail in the 'Training and Education' section of the report.

Ethical operations

GRI 3-3; GRI 2-15 – 2-16; GRI 2-25 – 2-27; GRI 205; GRI 418

The aim of Kecskeméti Konzerv Kft.'s approach to business ethics is to ensure lawful, fair, transparent and responsible operations both within the company and in its business relationships. These expectations are primarily set out in the Code of Ethics and Conduct, the Supplier Code, the Whistleblowing Policy, data protection and IT security regulations, and the relevant internal procedures. The key elements of our approach to this issue include prevention, communicating expectations to employees and partners, managing conflicts of interest and corruption risks, operating secure reporting channels, conducting impartial investigations into reports, implementing the necessary corrective measures, and monitoring the results at management level.

Code of Ethics and Conduct

The Code of Ethics and Conduct of Kecskeméti Konzerv Kft. sets out the fundamental principles of lawful, ethical, transparent and responsible corporate operations, as well as the standards of conduct expected of managers, employees and persons acting on behalf of the Company. The core values of the Code are honesty, integrity, accountability, respect for human rights, equal treatment, and safe and fair employment.

The Company has a zero-tolerance policy towards all forms of corruption, bribery, money laundering, fraud and undue influence. It is prohibited to offer, promise, provide or accept money or any other unlawful advantage, to pay bribes or provide hidden benefits, or to unlawfully influence business or regulatory decisions. Gifts or hospitality may only be accepted or offered if they are lawful, of modest value and in keeping with customary business courtesy, provided that they do not influence, or appear to influence, impartial decision-making.

The Code requires the avoidance and immediate reporting of conflicts of interest, and regulates the responsible handling of confidential information, personal data and company assets. The Company handles reports made in good faith confidentially and impartially, and prohibits retaliation against whistleblowers. The implementation of these ethical principles is supported by the Ethics Committee, leadership by example, and the provision of information and training to staff.

Anti-corruption

The Company has a zero-tolerance policy towards corruption, bribery, money laundering, fraud and all forms of undue influence. It is prohibited to offer, promise, provide or accept money or any other unlawful advantage, to pay bribes or provide hidden benefits, or to unlawfully influence business or regulatory decisions. Gifts or hospitality may only be accepted or offered if they are lawful, of modest value and in keeping with customary business courtesy, provided that they do not influence, or appear to influence, impartial decision-making.

Confirmed cases of corruption and related measures (GRI 205)						
Category	Unit of measurement	2021	2022	2023	2024	2025
Total number of confirmed corruption cases	cases	0	0	0	0	0
Number of employees dismissed or subject to disciplinary proceedings due to corruption	number	0	0	0	0	0
Number of business contracts terminated or not renewed due to corruption	no.	0	0	0	0	0
Number of cases subject to administrative or legal proceedings due to corruption	cases	0	0	0	0	0

Reporting Misconduct

Kecskeméti Konzerv Kft. operates an internal whistleblowing scheme to enable the safe reporting of legal breaches, ethical violations and other irregularities. Reports may be made in particular in cases of suspected corruption, bribery, fraud, conflicts of interest, harassment, discrimination, breaches of health and safety or food safety regulations, as well as data protection and information security incidents. The Company handles reports confidentially, impartially and in accordance with the relevant legislation, and prohibits retaliation against whistleblowers acting in good faith. Detailed requirements regarding reporting channels, the investigation procedure, data processing and the protection of whistleblowers are set out in the Company's separate Complaints Handling and Whistleblowing Policy.

Legal compliance indicators GRI 2-27

Legal compliance indicators (GRI 227)					
Category	Unit	2022	2023	2024	2025
Number of significant cases of non-compliance with legislation	cases	0	0	0	0
Number of non-compliance cases resulting in fines	cases	0	0	0	0
Number of cases not involving financial penalties	cases	0	0	0	0
Total number of fines imposed for non-compliance	number	0	0	0	0
Number of fines imposed in the current year	no.	0	0	0	0
Monetary value of fines imposed in the current year (HUF)	Ft	0	0	0	0
The number of fines relating to previous years but finalised in the current year	number	0	0	0	0
The monetary value of fines relating to previous years but finalised in the current year	no.	0	0	0	0

Data protection practice indicators

Data protection practices and incidents (GRI 418)						
	Unit of measurement	2021	2022	2023	2024	2025
Total number of substantiated complaints regarding alleged breaches of customers' data protection rights	cases	0	0	0	0	0
Number of complaints received from external parties and deemed well-founded by the organisation	cases	0	0	0	0	0
Number of complaints received from regulatory authorities	cases	0	0	0	0	0
Total number of identified data protection incidents (data breaches, data theft or loss)	cases	0	0	0	0	0
Number of customer data breaches	cases	0	0	0	0	0
Number of customer data theft	cases	0	0	0	0	0
Number of customer data loss	cases	0	0	0	0	0

Responsible procurement practices

GRI 3-3, GRI 204-1, GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2

Responsible procurement practices are a matter of paramount importance in the operations of Kecskeméti Konzerv Kft., as the quality, food safety, authenticity and sustainability performance of the company's products depend in part on the suitability of the raw materials, ingredients, packaging materials, services and external supplies procured. Procurement decisions therefore do not solely reflect economic or quality considerations, but also contribute to the management of environmental, social and compliance risks associated with the supply chain.

Responsible procurement is closely linked to the issues of product quality, food safety and customer compliance, as supplier performance can directly influence the safety, quality, traceability and authenticity of finished products. Supplier controls relating to product safety and quality are discussed in the relevant chapter of the report, entitled 'Product Quality, Food Safety and Customer Compliance'; this chapter focuses on the environmental and social aspects of procurement practices, the role of local suppliers, and the results of supplier due diligence and assessment.

Management approach

The company's procurement practices are based on taking into account quality, food safety, security of supply, environmental and social considerations collectively. During the procurement process, evaluation criteria include not only price but also quality compliance, food safety certifications, environmental performance, social compliance and delivery reliability.

The selection and approval of suppliers is supported by internal procedures designed to ensure that externally sourced materials, services and performance affecting the company's operations, product quality and food safety comply with corporate, customer and regulatory requirements. The annual review of supplier registers, supplier assessments, supplier questionnaires, audits, certifications and past performance records collectively serve to ensure the continuous monitoring of the supplier base.

During the supplier assessment process, the company takes into account compliance with quality standards, previous delivery experience, adherence to deadlines and schedules, the adequacy of documentation, quotations, terms of delivery, and other customer and professional references. Based on this supplier assessment, suppliers may be added to the list of approved suppliers; where necessary, further review, improvement measures or the termination of the supplier relationship may follow.

The role of local suppliers

The company considers businesses registered and operating in Hungary to be local suppliers. In 2025, 94 per cent of its procurement was sourced from local suppliers.

Engaging local suppliers can help to strengthen security of supply, mitigate logistical risks and maintain domestic economic ties.

As part of the supplier due diligence process, suppliers are assessed primarily on the basis of the documentation required by the quality management system, as well as publicly available, relevant and verifiable information about them.

Environmental considerations in supplier due diligence

The company also takes environmental considerations into account in its supplier assessment practices. The criteria applied when assessing suppliers against environmental criteria may include, for example, published sustainability reports (GRI, ESRS, etc.), environmental management systems (e.g. ISO 14001), FSC and other relevant certifications, etc., as well as adherence to the Supplier Code of Conduct issued by Kecskeméti Konzerv Kft.

In 2025, a total of five suppliers were assessed on the basis of environmental criteria. During the assessment, the company did not identify any suppliers with significant actual or potential negative environmental impacts.

Social considerations in supplier due diligence

Kecskeméti Konzerv Kft. also takes social criteria into account in its supplier assessment practice. It already regards the assessment of suppliers currently in its supply chains – based on country-specific rankings published by amfori BSCI (Business Social Compliance Initiative) and utilising the World Bank's Governance Indicators (WGI) – as the established method for assessing social and human rights risks. The criteria applied when assessing suppliers against social criteria may include, for example, published sustainability reports (GRI, ESRS, etc.), EcoVadis ratings, the existence of SMETA audits, information available on Sedex self-assessments, and acceptance of the Supplier Code of Conduct issued by Kecskeméti Konzerv Kft.

In 2025, the number of suppliers assessed in terms of social impacts was 2. No suppliers with significant actual or potential negative social impacts were identified during the assessment.

Supplier assessments and monitoring

The company's supplier assessment practice covers several supplier categories. Separate assessments are carried out for, amongst others, raw material suppliers, seed suppliers, procurement related to production and packaging, hauliers, technical suppliers, suppliers of workwear and cleaning equipment, and other service providers.

The supplier control system is based on the approved supplier list, annual reviews, supplier assessment forms, supplier questionnaires, certificates and audits, as well as past performance records. Based on the results of the assessment, the company may decide to approve the supplier, subject them to further monitoring, implement improvement measures, or terminate the supplier relationship.

In accordance with the internal procedure for the selection and approval of suppliers, the annual review and updating of supplier lists forms part of the procurement control system. Suppliers may be accepted and monitored using a variety of tools, including on-site inspections, supplier quality management questionnaires, third-party audits or certification, test reports, supplier reliability assessments, quality complaints and compliance with expected performance levels. The procedure also stipulates a pre-delivery assessment for new suppliers and regular monitoring for approved suppliers (those without food safety certification).

Responsible procurement indicators

GRI 204, 308, 414	Unit of measurement	2022	2023	2024	2025
Total number of suppliers	pcs	32	26	29	56
Number of local suppliers	units	26	20	28	53
Proportion of local suppliers relative to the total number of suppliers	%	81	77	97	94
Due diligence on domestic suppliers					
Number of suppliers screened against environmental criteria	units	0	0	0	5
Number of new suppliers screened against environmental criteria	units	0	0	0	0
Number of suppliers with potential negative environmental impacts	units	0	0	0	0
Number of suppliers screened against social criteria	units	0	0	0	2
Number of new suppliers screened against social criteria	units	0	0	0	0
Number of suppliers with potential negative social impacts	units	0	0	0	0
Due diligence on foreign suppliers					
Number of suppliers screened against environmental criteria	units	0	0	0	0
Number of new suppliers screened against environmental criteria	units	0	0	0	0
Number of suppliers with potential negative environmental impacts	units	0	0	0	0
Number of suppliers screened against social criteria	units	0	0	0	0
Number of new suppliers screened against social criteria	units	0	0	0	0
Number of suppliers with potential negative social impacts	units	0	0	0	0

Further development of responsible procurement practices

Kecskeméti Konzerv Kft. aims to further strengthen responsible procurement practices in the management of supplier relationships, particularly with regard to suppliers that are strategic, key or relevant from a sustainability perspective. As part of this, Kecskeméti Konzerv aims to increase the proportion of targeted suppliers who accept and sign the company's Supplier Code of Conduct, and to gradually incorporate clauses relating to environmental, labour and human rights standards into its contractual practices.

Building on its existing supplier due diligence practices, the company intends to continue monitoring the number of suppliers assessed against environmental and social criteria, the due diligence of new suppliers, and any negative environmental or social impacts that may be identified. These indicators support a more transparent management of supplier risks and the continuous improvement of responsible supply chain operations.

Environment

Environmental protection and management of environmental impacts

GRI 3-3

For Kecskeméti Konzerv Kft., environmental protection is a key area of responsible corporate governance, regulatory compliance, resource-efficient operations and long-term sustainable food production. The company's main activity is the production of tinned foods made from plant-based raw materials – primarily green peas and sweetcorn – which, by the nature of its operations, has a number of environmental impacts. Of particular significance among these are energy and water consumption, greenhouse gas emissions, the treatment of process wash water, air protection, noise and vibration control, waste management, and the use of raw materials and packaging materials.

Environmental policy and corporate commitment

The basis of Kecskeméti Konzerv Kft.'s approach to environmental protection is the Environmental Policy adopted in 2025, which the company reviewed and updated in 2026, during the period of publication of this GRI report. The policy sets out the company's commitment to applying the principles of the circular economy, continuously improving environmental performance, preventing environmental pollution, using natural resources responsibly and sustainably, reducing energy consumption, and increasing recycling. The document further emphasises that the company incorporates environmental considerations into its business practices, monitors the environmental factors of its activities and the risks associated with its processes, particularly when introducing new technologies or developing new products.

The aim of the environmental policy and the related internal processes is for the company to manage its environmental impacts in a proactive manner, in a documented way and with a view to continuous improvement.

Management responsibilities and operational controls

Organisational responsibility for environmental management lies with the plant manager. The day-to-day operation of this area involves an energy specialist and environmental officers, who support regulatory compliance, the fulfilment of permit-related obligations, data reporting, the monitoring of environmental performance, and the preparation of development and preventive measures. Within the company's operations, environmental tasks are not treated as standalone, isolated compliance activities, but form part of a management system linked to production, technical, energy and quality management processes.

Kecskeméti Konzerv Kft. ensures the management of environmental impacts through measurements, records, daily reports, internal audits and documentation prepared with the involvement of external experts. The quantities used – in particular energy, water, raw materials and other relevant consumables – are monitored using daily reports. This enables the timely identification of deviations, the continuous monitoring of production and environmental performance, and provides a basis for measures aimed at improving resource efficiency.

Reporting, permits and compliance

The company produces an annual environmental report with the involvement of an external expert. The annual environmental report for 2025 was prepared in connection with the integrated environmental permit and provides a comprehensive overview of the technology used at the site, air protection, noise and vibration control, waste management and water protection, and also covers the annual operational

plan, anticipated investments, actual water and material consumption, the volume of emissions, further training, the management of emergency incidents and compliance with best available techniques. This practice supports the assessment of environmental performance in a way that is documented, traceable and consistent with regulatory requirements.

There are several reporting and notification obligations associated with environmental protection. These include, amongst others, data submissions to the Hungarian Energy and Public Utility Regulatory Authority (MEKH), reporting obligations under the National Statistical Data Collection Programme (OSAP), and regulatory data submissions relating to specific environmental sectors – such as air protection, waste management, water use and water protection. By fulfilling these obligations, the company ensures that its operations comply with the relevant legislation, licensing requirements and regulatory provisions.

Environmental management system and preparation for ISO 14001

Kecskeméti Konzerv Kft. has been operating a non-standardised environmental management system since 2023, which supports the systematic management of environmental processes. In 2025, with the involvement of an external expert, the company began and is continuing its preparations for the introduction of an environmental management system in accordance with ISO 14001. The aim of these preparations is to identify environmental risks and opportunities in a more structured manner, to strengthen the monitoring of environmental objectives and measures, to further clarify areas of responsibility, and to reinforce environmental management practices based on continuous improvement.

Climate protection commitments and SBTi commitment

As part of its climate protection efforts, Kecskeméti Konzerv Kft. decided in 2025 to join the Science Based Targets initiative (SBTi) and to commit to developing science-based emission reduction targets. The company's formal SBTi commitment was made in the year of publication of this report and has been recorded on the SBTi Target Dashboard. The company is listed in the database as Kecskeméti Konzerv Ltd., with SBTi identifier 40036122. The organisation type is 'Corporate', its geographical classification is 'Hungary, Europe', and its sector classification is 'Food and Beverage Processing'. According to the SBTi register, the commitment type is 'Standard', its status is 'Active', and the publication date is 28 May 2026. The company currently has 'Committed' status in the SBTi system.

Kecskeméti Konzerv Ltd.

Hungary, Europe

COMMITTED

Corporate

View less ^

SBTi ID: 40036122

DOWNLOAD ALL DATA AS XLS

Organization type: Corporate

Sector: Food and Beverage Processing

Temperature alignment
(based on scope 1 and 2 targets): NA

TARGETS / COMMITMENTS

ACTION	COMMITMENT TYPE	STATUS	TARGET	SCOPE	TARGET CLASSIFICATION	BASE YEAR	TARGET YEAR	DATE PUBLISHED
Commitment	Standard	Active	NA	NA	NA	-	-	2026-05-28

Source: <https://sciencebasedtargets.org/target-dashboard>

The SBTi commitment indicates that the company has begun preparations to set climate targets in accordance with an internationally recognised methodology. As part of this, Kecskeméti Konzerv Kft. aims to assess and evaluate its greenhouse gas emissions in a structured manner, and subsequently to develop scientifically based emission reduction targets for the future.

Developments and monitoring of environmental performance

Technological and infrastructural modernisations also support the improvement of the company's environmental performance. During its operations in 2025, the company implemented or prepared several developments aimed at enhancing operational safety, production performance and the reduction of environmental risks. These include modernisations to the production and packaging plants, the reconstruction of the rainwater collection and pumping shaft, the refurbishment of the electrical system and internal pipework of the irrigation plant's pump house, and the standardised amendment of water supply and water treatment licences. The reuse of process wash water on agricultural land, the renewal of the relevant licences and the monitoring of water usage also contribute to the responsible management of environmental impacts.

Kecskeméti Konzerv Kft. treats environmental protection as a key sustainability issue. Management of this area is carried out through corporate policies, designated areas of responsibility, compliance processes relating to licences and legislation, daily monitoring, annual expert reports, internal and external audits, and improvement measures. The company assesses the effectiveness of its environmental impact management by taking into account measured and recorded data, feedback from regulatory authorities, expert assessments, further training, operational experience and stakeholder expectations. The company aims to present its environmental performance in a transparent manner and, building on the experiences of the reporting period, to further strengthen its environmental practices based on prevention, measurement, regulatory compliance and continuous improvement.

Energy consumption and energy efficiency

GRI 3-3, GRI 302

Kecskeméti Konzerv Kft. treats energy consumption as a key sustainability issue, as canning operations involve significant heat and electricity requirements. The company's energy consumption is primarily linked to technological processes, such as steam generation, heat treatment, sterilisation, the operation of production and packaging equipment, lighting, building heating and domestic hot water production, as well as internal material handling and the use of motor vehicles. The significance of this topic is further underscored by the fact that energy consumption is directly linked to the company's greenhouse gas emissions, its operating costs, its climate protection commitments and resource-efficient production.

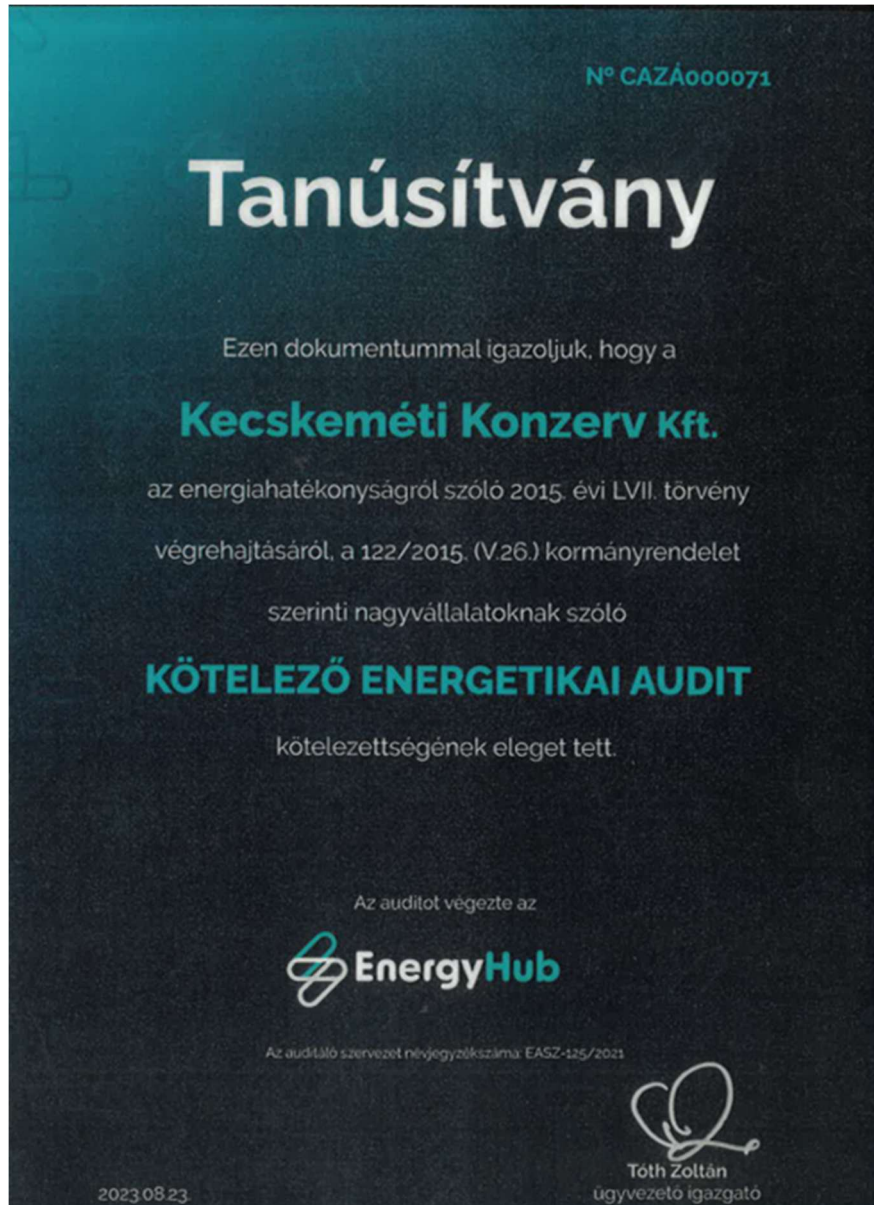
Management approach and areas of responsibility

Energy management forms part of the company's environmental management and technical management systems. Environmental protection and energy management fall under the remit of the plant manager; an energy specialist, environmental officers and staff from the relevant technical departments are involved in the day-to-day operation of this area. The company's Environmental Policy sets out its commitment to reducing energy consumption, the sustainable use of natural resources and the continuous improvement of environmental performance.

Kecskeméti Konzerv Kft.'s environmental management system is based on the regular monitoring of environmental factors, risks, compliance obligations, objectives, monitoring activities and performance indicators. Objectives and measures relating to energy consumption are defined and reviewed as part of the environmental objectives. Management assesses the operation of the environmental management system as part of a management review, which includes a review of energy consumption, energy efficiency targets, environmental performance indicators and opportunities for improvement.

Mandatory energy audit

Kecskeméti Konzerv Kft. has fulfilled its obligation to carry out the mandatory energy audit applicable to large enterprises in order to ensure compliance with legislation on energy consumption. Certificate No. CAZÁ000071, issued on 23 August 2023, confirms that the company has complied with the provisions of Act LVII of 2015 on energy efficiency and Government Decree 122/2015 (V.26.) on its implementation. The audit was carried out for the company by EnergyHub, which is listed in the register as an auditing body under registration number EASZ-125/2021. On the basis of this certificate, Kecskeméti Konzerv Kft. provides documented evidence that it has fulfilled its statutory energy audit obligation.



Certificate confirming the fulfilment of Kecskeméti Konzerv Kft.'s mandatory energy audit obligation.

The original certificate was issued in Hungarian.

Data collection, monitoring and methodology

The company monitors energy consumption on the basis of meters, bills, internal records, daily production and energy reports, and reports from the energy specialist. During the production period,

typically between May and November, daily monitoring of consumption helps to identify deviations and enables operational interventions; outside the production season, monitoring takes place on a monthly basis. The company commissions annual energy specialist reports, which present the categories of electricity and natural gas consumption, the energy balance, the carbon dioxide emissions associated with energy consumption, and employee awareness-raising activities.

Energy consumption by energy source and energy intensity indicators, 2023–2025

GRI 302-1, 302-3 and 302-4				
Indicator	Unit	2023	2024	2025
Electricity consumption	kWh	3,698,676	3,156,719	4,271,941
Natural gas consumption	MJ	46,040,853.6	34,700,400	55,210,730.4
LPG consumption	litres	99035	90616	107,985
Diesel consumption	litres	32,809	32,894	33,193
Petrol consumption	litres	16,460	17,817	23,829
Total energy consumption	GJ	63,532.872	50,090.184	75,236.76
Of which renewable electricity	kWh	0	0	4,271,941 kWh
Share of renewable energy in total energy consumption	%	0	0	20
Energy intensity per unit of output	GJ per tonne of finished product (gross)	1.1	1.4	1.4
Energy consumption per capita	GJ per person	250.13	191.91	270.63

Calculation methodology: The table shows the energy consumption within Kecskeméti Konzerv Kft. by energy source. When calculating total energy consumption, the values for electricity, natural gas, LPG, diesel and petrol, converted to a standard unit of energy, are taken into account. Total energy consumption is the sum of the values of each energy source converted to a standard unit of energy, the GJ. For electricity, the conversion was carried out using the formula 1 kWh = 3.6 MJ. The energy values of natural gas and of fuels used for vehicles and machinery are taken from bills, internal records and the SZTFH ESG Calculator (<https://sztfh.hu/activities/esg-authority-activities/esg-questionnaire-completion-guide-calculator/esg-calculator/user-guide-for-esg-calculator/>). Green electricity purchased as a product is not shown as a separate energy consumption item, but rather as proof of the renewable origin of the purchased electricity; therefore, it is not double-counted when calculating total energy consumption.

Energy consumption within the organisation

Based on 2025 data, the company's main energy consumption categories are natural gas, electricity, LPG fuel, diesel and petrol. According to the 2025 annual environmental report, electricity consumption at the Kecskemét site was 4,271,941 kWh. Natural gas consumption stood at 55,210,730.4 MJ, the vast majority of which was associated with the operation of steam boilers; LPG consumption for forklift trucks from cylinders was 107,985 litres.

Based on calculations from the SZTFH ESG Calculator and internal data, energy consumption by stationary combustion plants in 2025 was 15,336.31 MWh, energy consumption from vehicle and machinery use was 1,290.85 MWh, and the physical volume of purchased electricity will be 4,271.94 MWh.

In 2025, the company purchased green electricity generated by solar power plants in a quantity equivalent to its electricity consumption; the renewable origin of the electricity was verified by contract.

In 2025, the green electricity was sourced from a solar power plant; for the following year, the company will finalise its decision based on a tender process, subject to pricing conditions.

Energy consumption outside the organisation

During the reporting period, no comprehensive data collected using a standardised methodology was available for energy consumption outside the organisation – such as energy use in the supply chain, upstream raw material production, by external logistics service providers, or in other stages of the product life cycle. The company therefore does not quantify external energy consumption in accordance with GRI 302-2 in this chapter. However, in relation to the SBTi commitment and future Scope 3 assessments, it is appropriate to examine the methodological scope of external energy consumption and the possibilities for data collection.

Energy intensity

The company monitors its energy intensity based on energy consumption relative to production volume. In the 2025 annual environmental report, the specific energy consumption per unit of finished product is stated as 79.80 kWh/tonne for electricity, 26.78 m³/tonne for natural gas, and 1.08 kg/tonne for bottled LPG.

Awareness-raising and stakeholder communication

The company supports energy efficiency awareness-raising through employee information sessions, training, posters and information materials displayed on noticeboards. According to the annual energy specialist reports, 100 per cent of employees were passively reached through awareness-raising initiatives, and the information provided also covered energy efficiency advice for both the company and the general public. The company ensures that external stakeholders are kept informed through the energy specialist reports published on its website. Further information: <https://kkkft.hu/hu/energetika>

The increase in energy consumption in 2025 can be partly attributed to a significant rise in production volume. According to the environmental report, the total volume of products manufactured in 2025 increased significantly compared with the previous, weaker year, which also had an impact on energy consumption and the associated emissions. The company therefore takes into account not only absolute consumption figures but also specific indicators relative to production volume when assessing energy efficiency.

Energy efficiency measures and future plans

In previous years, Kecskeméti Konzerv Kft. has implemented and prepared a number of measures and investments to promote energy efficiency, including the installation of LED lighting, the purchase of machinery, measures to reduce heat loss, cable insulation, an energy management system, and initiatives to raise awareness of energy efficiency. According to the 2025 energy specialist report, no specific developments resulting in energy savings were recorded in that year; however, reducing specific energy consumption remains among the company's environmental management objectives.

The environmental targets for 2023–2025 included a target to reduce specific energy consumption. As part of this, the company identified the following measures: insulating steam pipes, utilising residual flue gas heat from boilers, and conducting leak tests on the compressed air system. Based on a management review, the target was partially met: the leaks identified were rectified; the utilisation of residual flue heat from boilers was abandoned due to issues with return on investment; and the insulation of steam pipes was rescheduled for the next planning period. Insulating the steam pipes remains part of the 2025–2026 targets aimed at reducing specific energy consumption.

Among future energy efficiency and climate protection options, the company is also exploring the installation of a solar panel system, the introduction of a heat pump heating system, the purchase of electric forklift trucks, and the development of a car park equipped for charging electric cars. These development priorities are in line with the company's SBTi commitment, its preparations for the

implementation of ISO 14001, and its corporate objectives for the continuous improvement of environmental performance.

GHG emissions

GRI 3-3, GRI 305

Kecskeméti Konzerv Kft. treats the management of greenhouse gas emissions as a key sustainability issue, as its canning operations involve energy-intensive technological processes. The main sources of emissions are natural gas used for steam and heat generation, the use of on-site and company vehicles and machinery, and purchased electricity. The management of emissions is closely linked to the company's energy efficiency, climate protection and environmental management objectives.

The management framework for this topic is set out in detail in the report's chapters entitled 'Environmental Protection and Management of Environmental Impacts' and 'Energy Consumption and Energy Efficiency'. These sections cover environmental policy, the chain of responsibility, preparations for the implementation of an environmental management system in accordance with ISO 14001, the monitoring of energy data, and the practice of assessing environmental and energy performance.

Calculation and reporting methodology

To verify and standardise its energy consumption and related greenhouse gas emissions data, the company took into account the results of the **ESG** (Environmental, Social and Governance) **Calculator** published by **the SZTFH**, the Supervisory Authority for Regulated Activities. The tool is described in the document 'Mapping of Digital Tools' (<https://www.efrag.org/sites/default/files/media/document/2025-09/EFrag%20Mapping%20of%20Digital%20Tools.pdf>). Based on EFRAG's documents (<http://www.eaageorgia.org/smes-and-sustainability-reporting.html>), the SZTFH ESG Calculator follows the methodological framework of the IPCC (Intergovernmental Panel on Climate Change) Sixth Assessment Report, or AR6 for short. It also takes into account the emission factors of the GHG Protocol (Greenhouse Gas Protocol), as well as relevant domestic and EU data sources, including, amongst others, data from the MEKH (Hungarian Energy and Public Utility Regulatory Authority) and the electricity emission factors of the JRC (European Commission's Joint Research Centre).

EFRAG presents **the ESG Calculator as the Hungarian national GHG emissions calculator developed by SZTFH**, which is free of charge, available in Hungarian, accessible without registration, and designed to calculate Scope 1 and Scope 2 emissions, and supports, amongst other things, the calculation of total energy consumption, the share of renewable electricity, and LTIF indicators. According to the SZTFH user guide, the calculator uses the GHG Protocol's emission factors for fuels, the IPCC AR6 GWP values, and the JRC's electricity emission data; it also refers to MEKH's annual data for the share of renewable electricity.

Further information can be found here: <https://sztfh.hu/tevekenysegek/esg-hatosagi-tevekenysegek/esg-kerdoiv-kitolteset-segito-kalkulator/esg-calculator/user-guide-for-esg-calculator/>

The company treats the results of the SZTFH ESG Calculator as a supporting calculation tool; the final GRI data are based on meter readings, bills, internal energy records and reports from energy specialists.

Greenhouse gas emissions and emission intensity indicators, 2023–2025

GRI 305-1, 305-2, 305-3, 305-4, 305-5				
	Unit of measurement	2023	2024	2025
Scope 1 – direct GHG emissions	t CO ₂	2,868.93	2,221.18	3,416.96
Scope 2 – indirect GHG emissions	t CO ₂	820.66	700.41	0.00
Scope 3 – other indirect GHG emissions	t CO ₂	n.a.	n.a.	n.a.
Total Scope 1 + Scope 2	t CO₂	3,689.59	2,921.59	3,416.96
GHG emissions intensity per employee	t CO ₂ e/person	n.a.	n.a.	12.29
GHG emission intensity per unit of gross finished product	t CO ₂ e/tonne	n.a.	n.a.	0.081

Note: The data are based on calculations by the SZTFH ESG Calculator, as described on the previous page.

However, the annual energy specialist reports present the CO₂ emissions from energy consumption in aggregate form: 3,402 tonnes in 2023, 2,895 tonnes in 2024 and 4,284 tonnes in 2025. These figures can be used to indicate trends, but do not replace the breakdown set out in the table above.

Scope 1 – direct emissions

The company's Scope 1 emissions arise from direct energy consumption under the company's control. These include stationary combustion plants fuelled by natural gas – primarily boilers and equipment used for heat generation – as well as fuel consumption by vehicles and machinery used in the company's operations.

Scope 1 emissions in 2025 amounted to 3,416.96 t CO₂e. Of this, stationary combustion equipment accounted for 3,106.35 t CO₂e, whilst vehicle and machinery use accounted for 310.61 t CO₂e. Leaks related to refrigeration and fire protection, industrial gases and other energy consumption were included in the 2025 calculation with a value of 0.00 t CO₂e.

Scope 2 – indirect emissions

Scope 2 emissions represent indirect emissions associated with the consumption of purchased electricity. In 2025, the company purchased green electricity generated by solar power plants to meet its electricity consumption. The 2025 Scope 2 emissions determined by the SZTFH ESG Calculator were 0 t CO₂e.

Scope 3 – other indirect emissions

During the reporting period, no comprehensive data was available for the company's Scope 3 emissions – such as those related to the supply chain, raw material production, external logistics services, packaging materials, waste management, business travel or the product life cycle – were not available, collected using a comprehensive, standardised methodology. For this reason, Scope 3 emissions are not quantified in this GRI report.

In view of the company's SBTi commitment and the formulation of its future climate targets, a gradual mapping of Scope 3 categories is warranted. In future reporting periods, it is recommended that the relevant Scope 3 categories, calculation boundaries, applicable emission factors and supplier data collection processes be defined.

Emissions intensity

Emissions intensity was determined based on the sum of the company's Scope 1 and Scope 2 emissions. Scope 1 emissions for 2025 were 3,416.96 t CO₂e, whilst Scope 2 emissions were 0 t CO₂e; thus, the total Scope 1 + Scope 2 emissions forming the basis of the calculation amounted to 3,416.96 t CO₂e. When calculating emissions intensity per employee, the company used the annual average number of employees as stated in the 2025 annual environmental report, which was 278. Accordingly, the Scope 1 + Scope 2 emissions per employee in 2025 were 12.29 t CO₂e per person. GHG emissions per employee = Scope 1 + Scope 2 emissions / average annual headcount: 3,416.96 tonnes of CO₂e / 278 people = 12.29 tonnes of CO₂e per person.

As a supplementary intensity indicator, the company also presents emissions per unit of gross finished product manufactured. The gross finished product volume used as the denominator is derived from the 'gross weight of tinned goods produced' figure given in the 2025 annual environmental report. According to the report, the total gross product volume for 2025 was 53,529.8 tonnes. Based on this, the Scope 1 + Scope 2 emissions intensity is 0.081 t CO₂e/tonne of gross finished product, i.e. approximately 80.75 kg CO₂e/tonne of gross finished product. GHG emissions per unit of gross finished product = Scope 1 + Scope 2 emissions / gross weight of tinned goods produced: 3,416.96 t CO₂e / 53,529.8 tonnes = 0.063 t CO₂e per tonne of gross finished product

The company uses the gross finished product volume as the primary production intensity denominator, as this most comprehensively reflects the total volume of products produced during the reporting year, including packaging. When interpreting this indicator, it should be borne in mind that canning is a seasonal activity; therefore, in addition to absolute emissions, specific indicators relative to production volume are also important for comparing annual performance.

Ozone-depleting substances and other atmospheric emissions

In the 2025 ESG calculation, emissions related to refrigeration and fire protection were reported as 0.00 t CO₂e. Given the nature of the company's operations, the production, import or export of ozone-depleting substances is not relevant. Should the use of refrigerants or fire-extinguishing agents, or leaks, arise in subsequent years, these will be monitored and reported in accordance with the relevant legal requirements. NO_x, SO_x and other significant atmospheric emissions are linked to the site's air quality obligations, point sources and regulatory reporting requirements. The detailed management of these emissions forms part of the environmental compliance and regulatory reporting processes; therefore, they are presented here in summary form. The main sources of air pollution are stationary combustion plants, internal material handling and logistics traffic, the levels of which are partly linked to production volumes.

Emissions reduction measures

The reduction of the company's emissions is primarily supported by energy efficiency, technological and energy procurement measures. A detailed description of these is provided in the chapter on Energy Consumption and Energy Efficiency. Of particular relevance in terms of emissions are the procurement of green electricity, the reduction of heat loss, preparations for cable insulation, leak testing of compressed air systems, and the exploration of future solar panel systems, heat pump solutions and electric forklift trucks.

Results and future plans

The company assesses the effectiveness of its emissions management based on energy consumption data, Scope 1 and Scope 2 calculations, annual energy management reports, environmental reports and management reviews. The trend in emissions for 2025 was also influenced by a significant increase in production volume; therefore, the company uses intensity indicators alongside absolute emissions data.

Waste management

GRI 3-3, GRI 306

Kecskeméti Konzerv Kft. treats waste management as a key sustainability issue, as both hazardous and non-hazardous waste is generated during the canning, packaging, maintenance, laboratory and site operations carried out at the Kecskemét production site. The proper identification, separate collection, recording, removal and treatment of waste are of paramount importance in terms of the company's regulatory compliance, the reduction of its environmental risks, and its resource-efficient operation.

The assessment of waste management performance covers the volume, collection, handover, recovery and disposal of hazardous and non-hazardous waste generated at the site.

Waste-related impacts

The vast majority of non-hazardous waste generated originates from packaging, primarily paper, cardboard, plastic and metal waste, as well as mixed municipal waste. These are primarily linked to packaging technology, the operation of the processing plant, warehousing and general site operations. The most significant waste-generating activities are packaging and tinned food production.

Hazardous waste is generated in smaller quantities. This typically arises in connection with the maintenance and repair of food production machinery and equipment, laboratory tests, water treatment technologies, and certain waste streams from office operations. These may include, for example, packaging waste contaminated with hazardous substances, absorbents, filter materials, wipes, protective clothing, laboratory chemicals, waste toner, and certain types of electronic waste.

The main environmental risks associated with waste may arise from inadequate segregation and storage, the incorrect handling of hazardous waste, and shortcomings in documentation and handover procedures. The company manages these risks through regulated collection, designated collection points, separate storage by waste type, contracted waste management partners, consignment notes, weighing slips and annual reporting to the authorities.

In the later stages of a product's life cycle, packaging may also appear as consumer waste. However, this chapter focuses on waste generated on-site in accordance with GRI 306; no standardised data collection methodology was available during the reporting period to fully quantify packaging waste generated downstream on the consumer side.

Management approach and responsibilities

Waste management processes are governed by procedures and records linked to the company's environmental management system. The aim of the waste management procedure is to define the tasks, methods and responsibilities relating to the generation, identification, separation, collection, recycling, transport, sale and documentation of waste across all relevant areas of the company.

Waste management forms part of the company's environmental management system. The operation of this area is linked to the duties of the environmental officer, the energy and technical departments, the warehousing and production units, and the staff involved in the collection and handover of waste. The waste management rules apply to the company's own employees, temporary and agency staff, as well as external contractors working on the company's premises.

Non-hazardous waste is collected by the company in a selective manner, ensuring that no environmental pollution occurs. The emptying of workplace waste bins and the central collection of waste take place in accordance with a regulated schedule.

Kecskeméti Konzerv Kft. handles hazardous waste separately, at collection points marked appropriately and segregated by waste code, before handing it over to a licensed waste management operator. The

waste management process includes documenting deliveries, maintaining waste records and preparing the annual waste return.

The company records waste volumes based on the weighings carried out by the waste management companies receiving the waste and the associated documentation. The data is based on the weighings carried out by waste management partners, consignment notes, weighing slips, internal waste records, and data reported to OKIR/EHIR.

Waste prevention and management of adverse impacts

Kecskeméti Konzerv Kft.'s waste management practices are aligned with the principles of the waste hierarchy: the primary objective is to prevent and reduce waste generation, followed by reuse, material recovery and, where necessary, disposal. The company places particular emphasis on the selective collection of packaging waste, the separation of paper, cardboard, plastic and metal waste according to material stream, and the safe management of hazardous waste.

Measures to reduce and recycle waste include the selective collection of packaging waste, the collection of used batteries, the reuse of certain components of packaging materials, and the transfer of plant-based by-products for use as animal feed. The company treats plant-based by-products generated during food processing not as waste but as recoverable by-products, provided they meet the relevant criteria.

When selecting waste management partners, the company ensures that they hold the necessary waste management authorisations and have the administrative infrastructure required to document waste acceptance. The transfer of waste is supported by consignment notes, weighbridge tickets, records organised by waste code and annual data reports. Based on the available information, there were no incidents, breaches of regulations or regulatory proceedings relating to waste management in 2025.

Circular economy solutions and the utilisation of plant by-products

In line with the principles of waste prevention and circular economy, the company strives to ensure that material streams generated during the production process which are suitable for further use are utilised as by-products rather than as waste. A key example of this is the management of plant by-products arising from tinned maize production.

The company treats the husks, chaff, cobs and kernels generated during the production of tinned maize not as waste but as usable plant by-products, provided they meet the relevant criteria. According to the 2025 annual environmental report, the volume of these by-products was 54,901.0 tonnes. The plant by-products are collected following the processing operations, then loaded onto lorries and, after an appropriate settling period, transported for use as animal feed.

According to the company's internal waste and by-product management records, food processing by-products are loaded directly onto transport vehicles during the season and handed over for use as animal feed, subject to official authorisation. This practice helps ensure that plant-based materials—which are unsuitable for further processing in the canning industry but rich in nutrients—are utilised for livestock feed. The solution reduces the volume of materials treated as waste, supports the further utilisation of resources, and aligns with the company's circular economy objectives.

Waste generated and waste management methods, 2023–2025

GRI 306-3, 306-4, 306-5				
	Unit of measurement	2023	2024	2025
Total waste generated	Tonnes	566.528	511.904	634.153
Non-hazardous waste	Metric tonnes	556.410	510.115	633.193
Hazardous waste	Tonnes	10.118	1.789	0.96
Waste transferred for recovery	Tonnes	362.57	332.425	394.23
Proportion of waste sent for recovery	%	64	65	62
Total waste sent for disposal	Tonnes	203.958	179.479	239.66
Proportion of waste transferred for disposal	%	36	35	38

The quantities transferred for recovery and disposal relate to waste transported and treated in the given year. There may be a discrepancy between the quantities of waste generated and those transferred due to opening and closing stocks at the end of the year. Although the company commissioned the collection of hazardous waste for the year 2024, the actual collection did not take place until early 2025; this must be taken into account when interpreting the annual comparison.

Types of hazardous waste		2023	2024	2025
Waste from maintenance	Tonnes	0.548	0.545	0.47
Waste from technical testing and analysis	Tonnes	0.421	0.36	0.45
Waste from office operations	Tonnes	0.079	0	0.04
Other	Metric tonnes	9.07	0.884	0
Types of non-hazardous waste				
Packaging waste	Tonnes	362.57	324.39	394.23
Municipal waste	Tonnes	193.84	177.69	238.93
Other	Metric tonnes	0	8035	0.033

Hazardous waste

The volume of hazardous waste in 2025 was 0.960 t. According to the 2025 data report, this included waste toner containing hazardous substances, packaging waste contaminated with hazardous substances, absorbents, filter materials, wipes and protective clothing contaminated with hazardous substances, as well as laboratory chemicals consisting of or contaminated with hazardous substances. The quantity of hazardous waste handed over for disposal in 2025 was 0.730 t; the discrepancy between the quantities generated and handed over can be explained by closing stocks.

Non-hazardous waste

The vast majority of non-hazardous waste consists of packaging waste and municipal waste. Based on the 2025 data for Kecskemét, the packaging waste handed over for recovery included paper and cardboard packaging waste, as well as plastic packaging waste. The municipal waste was disposed of.

Employee awareness and waste management training

The company supports the practical application of waste management rules through employee information and training. As part of training linked to the environmental management system, employees learn about the main principles of the environmental policy, significant environmental factors, the requirements for the separate collection and management of waste, and their own role in achieving environmental objectives. The waste management rules apply to the company's own employees, temporary and agency staff, and external contractors working on site. Based on the management review, the company plans to further support the awareness of employees regarding waste management and energy consumption through training and awareness-raising campaigns — for example, using posters and internal communication tools.

Waste management performance and development priorities

The volume of waste generated in 2025 increased compared with the previous year. This increase was primarily linked to a rise in the volume of packaging waste and municipal waste, which is related to trends in production volume, packaging activities and operational performance. The proportion of waste sent for recovery fluctuated between 62 and 65 per cent during the period under review, indicating that a significant proportion of waste streams continues to be recovered. The proportion of waste sent for disposal stood at 38 per cent in 2025.

The volume of hazardous waste in 2025 was lower than in previous years. When interpreting the year-on-year comparison, it should be borne in mind that the timing of hazardous waste collection and year-end stock levels may affect the volumes of waste generated and transferred reported for a given year.

The company has identified the further expansion of separate waste collection as one of its waste management development priorities for the coming period. The aim is to separate waste streams more accurately, to maintain and, where possible, increase the proportion of recoverable packaging waste, and to reduce the volume of waste sent for disposal. This development strategy will focus in particular on strengthening the separate collection of paper, cardboard, plastic and metal waste, clarifying workplace collection procedures, and further raising employee awareness.

The company aims to expand selective waste collection by building on existing waste management procedures, on-site collection arrangements, waste records and staff information.

In the next reporting period, the company will endeavour to provide a more detailed breakdown of waste management methods and to monitor the impact of waste prevention and recovery measures in a more measurable way.

Water management

GRI 3-3, GRI 303

Kecskeméti Konzerv Kft. treats water management as a key sustainability issue, as canning operations involve significant technological water consumption. Water consumption is primarily associated with the washing of raw materials and process equipment, manufacturing processes, the production of water incorporated into the product, boiler feedwater preparation, and domestic water use. The main environmental impacts related to water concern the use of groundwater resources, the treatment and disposal of process wash water, and the protection of water quality.

The general environmental management framework, the key elements of environmental policy, compliance with ISO 14001, and the organisational accountability system are set out in detail in the chapter of the report entitled 'Environmental Protection and Management of Environmental Impacts'; this chapter focuses primarily on water withdrawal, water discharge, net water consumption, monitoring and water compliance in accordance with GRI 303.

Water-related impacts and dependencies

The entire water supply is provided via the company's own water supply system, consisting of three drilled wells. During the reporting period, the company did not procure water via the mains supply. The water source is groundwater; therefore, the company's operations are directly dependent on the availability and quality of local groundwater resources.

The greatest demand for water stems from process water usage associated with production. The majority of process water is required for washing raw materials and process equipment, whilst soft water is used for the water incorporated into the product. Water usage is influenced by production volume, the seasonal production period, the quantity and quality of raw materials, and the operation of washing and heat treatment processes.

From a water management perspective, the key environmental risks are the use of groundwater resources and the proper treatment and disposal of process wash water. Reduced rainfall resulting from climate change and a decline in soil water reserves may, in the longer term, increase operational risks associated with local water resources. During the reporting period, the company did not have a separate water strategy; however, it manages water use, water treatment and water return on the basis of water licences, monitoring activities, regulatory requirements, meter readings and annual environmental reports.

Our company is committed to the responsible use of environmental resources and to sustainable development. In line with this, we do not treat the process wash water generated during our technological processes – which is rich in valuable nutrients – as waste, but return it to the natural cycle as a useful resource.

The wash water contains significant amounts of potassium, nitrate and phosphorus, which are essential nutrients for plant growth. By applying it to arable land, we simultaneously ensure water replenishment and nutrient replenishment, thereby reducing the need for artificial fertilisers.

Our work plays a particularly important role during increasingly frequent periods of drought. The water applied helps to preserve soil moisture, improves the soil's water balance, and helps plants survive dry spells. This not only increases crop security but also supports the long-term health of the farmland.

One of the most important environmental benefits of this practice is that it reduces the need for fertilisers. Fertiliser production is an extremely energy-intensive process, which involves significant greenhouse gas emissions. The production of nitrogen-based fertilisers, in particular, requires large quantities of natural gas and energy, resulting in a significant ecological footprint. When we can provide the nutrients required by plants from an existing by-product stream, we not only conserve resources but also indirectly contribute to reducing carbon dioxide emissions.

The agricultural use of industrial washwater is an excellent example of the circular economy. Instead of the valuable nutrients it contains being lost, they are returned to the natural cycle, where they serve crop production. This approach simultaneously reduces waste generation, water consumption and the need for external inputs.

Permits, monitoring and water quality protection

Water facilities providing water supply and industrial water treatment – including the three boreholes, the water tower, industrial water supply and water treatment technology, as well as the production of process water and boiler feed water – operate under water law operating licences. The water law operating licences relating to water supply and water treatment were amended in 2025 to bring them into a unified structure. The number of the amending resolution establishing the unified structure is 30406/3284-8/2025.am., and its Water Register number is I/9361.

The treatment and disposal of process wash water also take place within an authorised system. The mechanically treated wastewater generated during food production – predominantly process wash water – is conveyed via a pressure pipeline, using a lift pump, to the irrigation and utilisation plant of the Kecskemét Irrigation Cooperative, and, up to a specified volume, to the BÁCSVÍZ Zrt. wastewater treatment plant. There is no direct discharge of water into surface water bodies.

Monitoring of water-related environmental impacts is supported by water sampling, monitoring wells and laboratory analyses. Water samples are taken from five groundwater monitoring wells in connection with the disposal of process washwater. The tests cover parameters including pH, specific electrical conductivity, water level, temperature, and the concentrations of ammonium ions, nitrites, nitrates and phosphates. The aim of the monitoring is to track environmental risks associated with water use and discharge, and to demonstrate compliance with regulatory requirements.

Stakeholder engagement, regulatory compliance and water management partnerships

The company's water management is carried out with the involvement of several external stakeholders and within the framework of regulatory authorisations. The most important stakeholders include the water and environmental authorities, BÁC SVÍZ Zrt., the Kecskemét Irrigation Cooperative, and local environmental elements affected by water use and discharge, in particular groundwater resources and soil water.

The company carries out its activities relating to water supply, industrial water treatment, the disposal of process wash water and monitoring in accordance with the provisions set out in the relevant licences, regulatory decisions and data reporting obligations. In the treatment of process washwater, the BÁC SVÍZ Zrt. wastewater treatment plant and the Kecskemét Irrigation Cooperative's irrigation and utilisation plant are key partners. Compliance with regulatory requirements is supported by the annual environmental report, monitoring tests, water measurement data and related documentation.

Water abstraction and water use, 2023–2025

(GRI 303-3, GRI 303-5)				
	Unit of measurement	2023	2024	2025
Total annual water abstraction / water use	m³	331 051	328,259	432 400
Water supplied via the mains network	m³	0	0	0
Groundwater extracted via drilled wells	m³	331 051	328 259	432,400
Number of drilled wells	pcs	3	3	3
Volume of reused water as a proportion of total water consumption	m³	0	0	0
Volume of internally reused or recirculated water	m³	0	0	0
Process wash water discharged into the mains sewerage system	m³	7,771	13,454	19,396
Volume of water returned to the site's own wastewater collection system out of total annual water consumption	m³	0	0	0
Water returned to own sewage collection system	m³	0	0	0

Note: The annual water volumes shown in the table are presented as water withdrawal and water use in accordance with GRI 303. During the reporting period, the company's water supply came entirely from its own drilled wells. Based on the available data, there was no internal water reuse or recirculation. Process washwater discharged into the mains sewerage network refers to the volume transferred to the BÁC SVÍZ Zrt. wastewater treatment plant.

Water return and treatment of process wash water

Of the wastewater generated, process washwater constitutes the most significant water stream. There is no direct discharge into surface water bodies. The mechanically treated process washwater generated during food production is conveyed via a pressure pipeline, using a lift pump, to the irrigation and utilisation plant of the Kecskemét Irrigation Cooperative, and, up to a specified volume, to the BÁC SVÍZ Zrt. wastewater treatment plant.

The process wash water is treated by mechanical filtration. The volume of wash water transferred to the irrigation plant is measured by a meter. The volume of process washwater generated in 2025 was 374,921 m³, of which 19,396 m³ was discharged to the BÁC SVÍZ Zrt. wastewater treatment plant, whilst 355,525 m³ was discharged to the irrigation and utilisation plant. The volume of domestic wastewater generated was 5,254 m³.

Water return and calculated net water consumption, 2025

GRI 303-4, GRI 303-5

Indicator name	Unit	2025
Total annual water withdrawal / water use	m ³	432,400
Total process washwater generated	m ³	374,921
<i>Of which: process washwater discharged to the BÁCSVÍZ Zrt. wastewater treatment plant</i>	m ³	19,396
<i>Of which: process wash water discharged to the irrigation and reuse plant</i>	m ³	355,525
Domestic wastewater generated	m ³	5 254
Water returned to own sewage collection system	m ³	0
Internal reused or recirculated water	m ³	0
Total documented water return	m ³	380 175
Calculated net water consumption	m ³	52 225

Note: Calculated net water consumption in accordance with GRI 303-5 was determined as the difference between water withdrawal and documented water returns. The formula for the 2025 calculation: 432,400 m³ water withdrawal – 374,921 m³ process wash water – 5,254 m³ sanitary wastewater = 52,225 m³ net water consumption. Net water consumption may relate, amongst other things, to water incorporated into the product, evaporation, heat treatment losses, periodic watering of paved surfaces, and the volume of water carried away with by-products. Net water consumption for the years 2023–2024 has not been quantified due to the lack of a full breakdown of water return.

Water management performance and trends

The company's annual water abstraction was 331,051 m³ in 2023, 328,259 m³ in 2024 and 432,400 m³ in 2025. Water consumption fell slightly in 2024, by around 0.8 per cent, compared with the previous year; however, in 2025 it rose significantly, by around 31.7 per cent, compared with 2024. This increase is primarily attributable to a rise in technological water consumption related to production, as well as changes in production volume and seasonal production activity.

All water abstraction in 2025 was sourced entirely from groundwater via the company's three own-drilled wells. The company did not source water via the mains supply, and there was no internal water reuse or recirculation during the reporting period. Net water consumption in 2025, calculated on the basis of documented water returns in accordance with GRI 303-5, was 52,225 m³. This corresponds to approximately 12.1% of total water withdrawal.

Water stress, climate risks and future priorities

The company's operations depend on groundwater resources extracted via its own drilled wells. During the reporting period, no separate water stress assessment prepared using an international water risk tool was available. However, the company identifies a reduction in precipitation and a decline in soil water reserves as risks arising from climate change, which may affect the availability of local water resources in the longer term.

A key area for the future development of water management is the establishment of a standardised methodological framework for water data and the strengthening of indicators that are comparable year on year. It is particularly important to present separately the following: water abstraction, process wash water, domestic wastewater, the volume discharged to the irrigation system, the volume discharged to the BÁCSVÍZ Zrt. wastewater treatment plant, and net water consumption. In future reporting periods, Kecskeméti Konzerv Kft. aims to develop a specific water consumption indicator, for example in the form of m³ of water per tonne of finished product, and to carry out a more systematic assessment of water risks.

Social

The social aspects of Kecskeméti Konzerv Kft.'s operations relate primarily to employees, customers and consumers, as well as the wider community. The company attaches particular importance to responsible employment, respect for employees' rights, maintaining a safe and healthy working environment, the training and development of employees, and ensuring product quality, food safety and customer satisfaction.

As a food industry company, Kecskeméti Konzerv Kft. strives to ensure that its products comply with the relevant legal regulations, customer expectations and internal quality assurance requirements. Addressing social considerations thus simultaneously supports safe and responsible working practices, consistent product quality, and the maintenance of customer and consumer trust.

The company's social commitment extends beyond its direct operations to include charitable donations and engagement with the local community. Kecskeméti Konzerv Kft. contributes financial support to socially beneficial initiatives, including the work of the National Smile Foundation and the Déméter Foundation. As part of its local community engagement, the company has also strengthened its local ties through its participation in the Hírös Agóra's 'Hírös Weeks' event.

The report presents the company's memberships of professional organisations and its sectoral links in a separate chapter.

Employment and employee rights

GRI 3-3, GRI 2-7, GRI 2-8, GRI 401-1, GRI 401-2, GRI 401-3, GRI 405-1, GRI 406-1

Kecskeméti Konzerv Kft. has identified employment and employee rights as a material sustainability issue; and within this framework, the company presents the fundamental aspects of its operations as an employer, including employment relationships, working conditions, employment contracts, working hours, remuneration and benefits frameworks, staff retention, employee representation, equal treatment, non-discrimination, employee grievance handling, and corporate practices relating to the enforcement of fundamental labour and human rights principles – in particular the prohibition of child labour and forced labour.

The company places particular emphasis on lawful and responsible employment, ensuring predictable working conditions, respecting employees' rights, and retaining staff in the long term. Addressing this issue is directly linked to stable operations, maintaining employee trust, workforce engagement and ensuring regulatory compliance.

The company manages its employment-related impacts primarily through employment contracts, employer information notices, recruitment and suitability assessment processes, remuneration and retention schemes, internal communication practices, employee representation, and complaint-handling and whistleblowing mechanisms.

The handling of employment and employee rights within the company is supported by a number of internal documents, management directives and regulatory provisions relating to employment relationships. These include, in particular, employer information leaflets and employment contract documents relating to the establishment of an employment relationship; provisions relating to working conditions, working hours, benefits and employees' obligations under the collective agreement; management directives regulating certain elements of the pay and allowance system; management instructions supporting workplace procedures, including regulations on the use of telephones and workplace premises; job-specific work rules, in particular employment contract provisions, job descriptions and management instructions relating to forklift operators; workplace and work rules extending to agency workers; the trade union and collective agreement frameworks ensuring employee representation; and the procedures for reporting misconduct and handling complaints.

Organisational support for employment-related administrative and employer processes is linked to the company's finance department. Payroll and social security administration operates in line with the general ledger function, under the organisational supervision of the Finance Director. In managing operational issues affecting employees, the relevant management levels, the finance department and the relevant line managers work together.

Forms of employment and workforce numbers

The foundation of Kecskeméti Konzerv Kft.'s operations is its workforce, as well as the non-employee staff who support its activities. The company pays particular attention to the transparency of its employment practices, to presenting the composition of its workforce, and also to those individuals who, whilst not employees, regularly contribute to the company's activities.

Employment relationships at the company are established on the basis of fixed-term or permanent employment contracts. The employment contract documents set out, amongst other things, the job description, the place of work, the framework for basic pay and benefits, working hours, the work schedule, the probationary period, and the fact that, in matters not covered by the employment contract, the Labour Code, the company's current management directives and the collective agreement shall apply. Employer information documents are provided in connection with the establishment of the employment relationship.

The company offers a range of employment options to flexibly support the needs of both employees and the organisation. The majority of employees work full-time, although part-time employment is also available at the company. Part-time work can provide a more flexible schedule, for example, alongside family or study commitments.

The company also provides employment opportunities for employees with reduced working capacity, alongside a suitable working environment and support. Internship and graduate programmes offer structured professional development opportunities for students and recent graduates. Working from home is available for administrative roles.

Trends in the number of employees by contract type and gender, 2021–2025

Trends in headcount by contract type and gender (GRI 2-7)				
Category	2022	2023	2024	2025
Total number of employees (fixed-term, permanent, non-guaranteed)	253	251	261	278
Men	117	121	127	129
Women	136	130	134	149
Fixed-term contract staff	63	53	65	94
Full-time	63	53	65	94
Men	35	31	39	53
Women	28	22	26	41
Part-time	0	0	0	0
Men	0	0	0	0
Women	0	0	0	0
Employees on permanent contracts	194	201	195	184
Full-time	190	198	193	181
Men	82	90	86	75
Women	108	108	107	106
Part-time	4	3	3	3
Men	3	2	2	2
Women	1	1	1	1
Full-time employees	253	251	258	275
Men	117	121	125	127
Women	136	130	133	148
Part-time workers	4	3	3	3
Men	3	2	1	2
Woman	1	1	2	1

Methodology: An employee is defined as any worker who is in an employment relationship with the company under an employment contract, regardless of whether they are employed on a fixed-term or permanent basis, or on a full-time or part-time basis. This indicator applies exclusively to employees employed under an employment contract. Employee headcount figures are presented on the basis of the average statistical headcount.

The company's operations are also supported by staff not employed under an employment contract. During the reporting period, the most common form of this was labour provided under temporary agency work arrangements. External labour was engaged under temporary agency work contracts, and the workers involved primarily performed semi-skilled tasks supporting production.

The company's site and work regulations also apply to agency workers. The information provided to the temporary work agencies specifies that agency workers are required to carry out their work under the supervision of Kecskeméti Konzerv Kft. and in accordance with the company's applicable regulations. This ensures that, even when external labour is engaged, the requirements regarding lawful employment, site discipline and compliance with work regulations are upheld.

Non-employee labour, 2022–2025

Non-employee workforce (GRI 2-8)	2022	2023	2024	2025
Unit of measurement: persons	153.67	105.39	110	123

Methodology: Figures for the non-employee workforce are presented in persons. The data are presented as average statistical headcounts. The non-employee workforce category includes all persons who carry out work for the Company outside the framework of an employment relationship, in particular workers employed through temporary agency work.

Recruitment, selection and induction

The recruitment of staff begins with identifying the Company's needs and advertising the relevant position. Advertisements are published on the company's careers page [at https://karrier.kkkft.hu/](https://karrier.kkkft.hu/), on job portals, on social media, and through the employment centre. The initial screening of applications is followed by HR interviews and technical interviews. The selected candidate receives an offer, after which the onboarding process begins.

The difficulty of finding suitable staff varies from role to role. In shortage occupations, it is harder to find suitable candidates, whilst for more general roles the process may be quicker. The company considers a well-organised recruitment process and the strengthening of its employer brand to be important for success in the labour market.

The company employs a standardised onboarding and induction procedure for new staff. Applications are received in person or by email and are then forwarded to the relevant managers depending on the nature of the position. For semi-skilled roles, shift supervisors are involved in the selection process; for skilled trade positions, TMK managers are involved. The candidate is selected on the basis of feedback from management; in the event of a positive decision, the administrative procedures relating to the occupational health examination begin.

When arranging the appointment with the company doctor, the candidate's details are recorded, after which the candidate is notified by telephone of the date of the examination. Following the in-person appointment, the necessary documents are photocopied and details are recorded, including identity documents, bank account number, children's details and documents from previous employers. Following this, the medical referral form and health record book are prepared, and the existence of a lung screening certificate is verified. The candidate attends the occupational health examination with the referral form and health record book, and returns with a certificate of fitness, which forms the basis for the subsequent onboarding process.

Part of the induction process involves the employee familiarising themselves with the key documents, rules and work expectations relating to their employment. Depending on the nature of the role, these may include the terms of the employment contract and job description, site rules, management instructions, and health and safety requirements.

Staff retention, employer brand and loyalty

The company's employer brand focuses primarily on stability, long-term employment and respect for employees. The organisation upholds values based on predictability, a safe working environment and respect for employees. It is of paramount importance to the company that staff remain committed in the long term, which is why it places emphasis on recognising loyalty and fostering a sense of community.

Staff retention is supported by a number of HR tools. The *long-service award* serves to recognise employees who have worked for the company for many years and helps to retain a stable, committed workforce. This practice strengthens employees' attachment to the company and boosts their motivation.

Employee loyalty is also illustrated by data on the number of years spent with the company. The number of employees who have been with the company for at least 5, 10 and 15 years, broken down by gender, provides an insight into the longer-term results of staff retention.

Number of employees who have been with the company for at least 5, 10 and 15 years, 2022–2025

Loyalty – employees with at least 5, 10 and 15 years of service	Unit	2022	2023	2024	2025
Employees with at least 5 years of service	persons	51.20	73.53	70.42	64.85
of which women	persons	29.01	45.26	43.68	38.36
of which men	persons	22.19	28.27	26.74	26.49
Employees with at least 10 years of service	persons	28.69	33.55	25.84	28.00
of which women	persons	12.99	15.65	12.58	17.00
of which men	persons	15.70	17.90	13.26	11.00
Employees with at least 15 years of service	persons	41.08	66.45	65.76	57.47
of which women	persons	17.93	35.18	36.33	33.77
of which men	persons	23.15	31.28	29.43	23.70

Every year, the company organises a *Christmas event*, which plays an important role in community building and maintaining a positive corporate culture. The event provides an opportunity for staff to socialise informally, share experiences and strengthen team spirit.

The company also considers it important to support its employees' families. As part of this, it provides a *back-to-school allowance* for employees' children, which helps to ease the financial burden of the start of the school year. This allowance helps to reduce the day-to-day financial burden on families and reinforces the company's commitment to the well-being of its employees.

Staff Turnover

Staff turnover figures show the number of new hires and departures, as well as their breakdown by gender. When interpreting these figures, the company's specific production characteristics and changes in seasonal employment needs must be taken into account.

Staff turnover indicators, 2022–2025

Staff turnover GRI 401-1					
Category	Unit	2022	2023	2024	2025
Number of new hires	people	59	70	110	86
Women	people	22	27	55	36
Men	people	37	43	55	50
Number of leavers	people	76	69	68	105
Women	people	32	35	24	44
Men	people	44	34	44	61
Number of employees made redundant (excluding those who resigned of their own accord)	people	5	3	4	14
Employees who resigned in the given year	people	47	47	38	61
Staff turnover rate during the reporting period (= number of new recruits / total number of staff * 100)	%	22.95	27.51	42.16	30.93
Women	%	8.56	10.61	21.08	12.95
Men	%	14.39	16.90	21.08	17.98
Staff turnover rate during the reporting period (= number of leavers / total number of staff * 100)	%	29.56	27.12	26.06	37.77
Women	%	12.45	13.76	9.20	15.83
Men	%	17.11	13.37	16.86	21.94

Working hours, pay scales and allowances

The terms and conditions relating to employees' working hours, work schedules, basic pay, pay supplements and benefits are set out in employment contracts, the collective agreement and the relevant management directives. Employment contract documents set out the fundamental terms of employment, the place of work, the job description, provisions regarding working hours and work schedules, and a reference to the basic salary and benefits under the collective agreement.

The company's basic benefits include a monthly meal allowance, which is paid alongside the salary. In addition, employees receive a small gift at the end of the year, which serves to show appreciation for the staff and to mark the festive season.

The company's other employee wellbeing and retention measures include a long-service award, an end-of-year Christmas event, and a school fee subsidy for employees' children. These initiatives simultaneously foster employee commitment, build a sense of community and help alleviate the family burdens of staff.

In the company's view, a good work-life balance is ensured because it takes a flexible approach to working arrangements, takes staff members' individual needs into account, and operates community-building initiatives that contribute to a balanced, supportive working environment.

Parental leave

Data on parental leave show the number of eligible employees, the number of those taking leave, the number of employees returning to work, and the return and retention rates.

Parental leave, 2022–2025

Parental leave GRI 401-3					
Category	Unit	2022	2023	2024	2025
Total number of employees entitled to parental leave	people	0	8	14	14
Women	people	0	1	3	3
Men	people	0	7	11	11
Total number of employees taking parental leave	people	0	0	0	0
Women	people	0	0	0	0
Men	people	0	0	0	0
Number of people who returned to work during the reporting period following the end of parental leave	people	0	0	0	0
Women	people	0	0	0	0
Men	people	0	0	0	0
Total number of employees who returned to work after their parental leave and were still in employment 12 months after their return to work	people	0	0	0	0
Women	people	0	0	0	0
Men	people	0	0	0	0
The rate of return to work and retention of employees on parental leave	%	0.00	0.00	0.00	0
Women	%	0.00	0.00	0.00	0
Men	%	0.00	0.00	0.00	0

Employee wellbeing

The company promotes employee wellbeing primarily through stable employment, a supportive working environment, team-building events and benefits that also support families. The Christmas event, the long-service award and the education allowance help to maintain employee commitment, a sense of community and a positive working atmosphere.

Internal communication, work regulations and employee representation

The company's internal communication operates through several complementary channels, designed to ensure a continuous, transparent and efficient flow of information. Regular *formal meetings* are held as part of day-to-day operations, during which managers and staff review current tasks, processes and any changes. These are supplemented by *informal consultations*, which enable faster and more flexible communication on day-to-day operational matters.

Communication between management and staff is also supported by *periodic internal briefings*, one-to-one meetings and opportunities for direct feedback. The company strives to ensure that employees are informed in a timely manner of all relevant information, whether it concerns organisational changes, operational matters or measures affecting employees.

An important element of internal communication is *team-building*, which is reinforced by the company's annual events, such as the Christmas party. These occasions not only provide opportunities for informal socialising, but also help to maintain the corporate culture and boost staff engagement.

The company also sets out certain rules for working on site through management directives. These include regulations on telephone use and the rules governing the use of on-site premises. Rules relating to specific on-site requirements apply not only to the company's own employees but also to agency workers and, where applicable, to service providers.

Job-specific regulations are particularly prevalent in high-risk roles. Management instructions, employment contracts and job descriptions for forklift truck operators set out in detail the rules governing work performance, health and safety, the use of equipment, log-keeping, fault reporting and accountability. These detailed regulations support the safe performance of duties, clarify employees' obligations and help to reduce risks.

Employees' interests are represented by *a trade union*, which provides support to staff, participates in consultations and helps to ensure fair working conditions. The company supports the institution of collective bargaining and ensures that employees have the opportunity to have their interests represented.

The link between training and career management

The training and professional development of employees, and the transfer of knowledge necessary for their work, form part of responsible employment practices. The induction process, the occupational health assessment, job-specific requirements and health and safety training help to ensure that employees possess the basic knowledge and meet the requirements necessary for their roles.

Detailed information on training, instruction, health and safety preparation, professional development and training hours is set out in the 'Training and Instruction' section of the report.

The link between health and safety

Safe working practices are a fundamental requirement of employment. Access and suitability procedures relating to work, the health record, lung function tests, occupational health examinations and job-specific regulations all contribute to creating the conditions for lawful and safe working practices. For high-risk roles, such as forklift truck operators, specific management instructions and job specifications set out the requirements regarding qualifications, medical fitness, equipment use, log-keeping, fault reporting and health and safety.

Detailed health and safety practices, accident statistics, health and safety training and related measures are set out in the 'Health and Safety' section of the report.

Equal treatment and diversity

The company strives to uphold equal treatment and non-discrimination in its employment practices.

The enforcement of equal treatment and non-discrimination is relevant in terms of the selection, employment, remuneration, professional development, working conditions and complaint-handling procedures for employees. Based on the available data, the company monitors the composition of its workforce by gender and age, as well as the number of employees with reduced working capacity.

Diversity is presented through the composition of the workforce by gender and age. The company also monitors the composition of its governing bodies by age and gender.

Breakdown of employees by age and gender, 2022–2025

Diversity GRI 405-1					
Category	Unit	2022	2023	2024	2025
Number of people under 30	people	33.44	32.43	36.23	49.2
Women	people	15.70	13.99	14.12	20.02
Men	people	17.74	18.44	22.11	29.18
Proportion of people under 30	%	13.01	12.75	13.88	17.70
Women	%	6.11	5.50	5.41	7.20
Men	%	6.90	7.25	8.47	10.49
Number of people aged 30–50	people	91.37	81.95	86.55	90.83
Women	people	45.66	36.94	38.81	41.33
Men	people	45.71	45.01	47.74	49.5
Proportion of people aged 30–50	%	35.55	32.21	33.16	32.67
Women	%	17.76	14.52	14.87	14.87
Men	%	17.78	17.69	18.29	17.81
Number of people aged 50 and over	people	132.24	140.07	138.22	138.32
Women	people	75.74	80.40	81.32	87.95
Men	people	56.50	59.67	56.90	50.37
Proportion aged 50 and over	%	51.45	55.05	52.96	49.76
Women	%	29.47	31.60	31.16	31.34
Men	%	21.98	23.45	21.80	18.12

Number and percentage of groups within the organisation's governing bodies by age and gender, 2022–2025

Diversity GRI 405-1					
Number and percentage of the following groups within the organisation's governing bodies, by group					
Number of people under 30	people	0.00	0.00	0.00	0
Women	people	0.00	0.00	0.00	0
Men	people	0.00	0.00	0.00	0
Proportion of people under 30	%	0.00	0.00	0.00	0
Women	%	0.00	0.00	0.00	0
Men	%	0.00	0.00	0.00	0
Number of people aged 30–50	people	3.00	3.00	2.00	3
Women	per person	2.00	2.00	1.00	1
Men	people	1.00	1.00	1.00	2
Proportion of people aged 30–50	%	50.00	50.00	33.33	42.86
Women	%	33.33	33.33	16.67	14.29
Men	%	16.67	16.67	16.67	28.57
Number of people aged 50 and over	people	3.00	3.00	4.00	4
Women	people	0.00	0.00	1.00	1
Men	people	3.00	3.00	3.00	3
Proportion aged 50 and over	%	50.00	50.00	66.67	57.14
Women	%	0.00	0.00	16.67	14.29
Men	%	50.00	50.00	50.00	42.86

The company also employs staff with reduced working capacity and, based on the available data, monitors their numbers and gender breakdown. This practice contributes to the creation of a more inclusive employment environment.

Number of employees with reduced working capacity, 2022–2025

Employees with reduced working capacity					
Category	Unit	2022	2023	2024	2025
Number of employees with reduced working capacity on the last day of the year	persons	2	2	1	2
women	people	0	0	0	1
men	people	2	2	1	1

The distribution of employees by place of residence shows the geographical areas from which a significant proportion of the company's workforce commutes to work. This data also helps to interpret the company's role in local employment, particularly based on the distribution of employees commuting from within 25 km, from outside a 25 km radius, and from outside a 50 km radius.

Distribution of employees by place of residence, 2022–2025

Distribution of employees by place of residence					
Category	Unit	2022	2023	2024	2025
Commuters from the local community (within 25 km)	people	189.33	178.98	191.47	196.94
Commuters from outside a 25 km radius	people	55.44	63.89	56.12	56.12
Commuters from outside a 50 km radius	people	12.28	11.54	13.44	25.29

Complaints handling and reporting of misconduct

Kecskeméti Konzerv Kft. operates a whistleblowing scheme for reporting breaches of the rules of conduct set out in the applicable legislation. Under this system, reports may be made by the employer's employees, persons under contract with the employer, and also by persons who have a legitimate interest in making the report or in remedying or putting an end to the conduct that is the subject of the report.

Complaints and reports in the public interest may be made in writing or verbally. Written reports may be submitted by post, addressed to the company's registered office, or by email to the address specified in the policy. Verbal reports may be made by telephone or in person at the company's registered office to the designated contact person. Verbal reports in the public interest shall be recorded in writing by the designated officer authorised to handle the matter, who shall provide a copy to the person making the report.

The designated case officer shall in all cases register the report and assign it a unique case reference number. The complainant shall receive confirmation of the complaint and its unique reference number within 7 days. As a general rule, the complaint must be resolved within 30 days of its receipt by the body authorised to handle the matter.

If the investigation is expected to take longer than 30 days, the complainant must be informed of the reasons for the extension and the expected date of resolution. The duration of the investigation must not exceed 6 months. The company shall hear the complainant or the whistleblower if the content of the complaint or the whistleblowing report so requires.

Upon resolution of the complaint, the company shall notify the complainant or the whistleblower of the action taken or, where no action has been taken, the reasons therefor. In the event of a well-founded complaint, the company shall ensure that the lawful state of affairs is restored, that the necessary measures are taken, that the causes of the identified faults are rectified, that the harm caused is remedied, and, where justified, that proceedings are initiated to hold those responsible to account.

The complainant or whistleblower must not suffer any detriment as a result of lodging a complaint or making a report in the public interest. The complainant is entitled to request that their personal data be processed confidentially. The policy also includes a data processing notice and a form for reporting misconduct.

Reports in the public interest may also be made via the secure electronic system operated by the Commissioner for Fundamental Rights. A natural person acting as a whistleblower is entitled to the protection measures for whistleblowers set out in legislation if it is likely that they are at risk.

Fundamental principles of employment and human rights

The company's employment practices are based on lawful employment relationships, respect for employees' rights, and the prohibition of discrimination and retaliation. In this context, the company regards the enforcement of fundamental labour and human rights principles as a requirement, including, in particular, the prohibition of child labour and forced labour.

The exclusion of child labour and forced labour is a fundamental requirement from the perspective of labour and human rights. Within the company's operations, employment contracts, regulatory compliance, and the recruitment and suitability assessment processes support the enforcement of lawful employment. Site and working practices covering agency workers also help to ensure that the company's standard working practices are upheld in the case of external labour as well.

Cases of discrimination GRI 406-1

During the reporting period, in 2025, according to the company's records, there were no reported or substantiated cases of discrimination.

Product quality, food safety and customer compliance

GRI 3-3, GRI 416-1, GRI 416-2

For Kecskeméti Konzerv Kft., product quality, food safety and customer compliance are key sustainability issues in its operations. As the company specialises in the production of tinned vegetables, the safety, authenticity, regulatory compliance and quality of its products have a direct impact on consumer health and safety, as well as on customer trust, market position and the maintenance of long-term business relationships.

Management Approach and Quality Policy

The foundation of the company's quality management and food safety operations is laid by the Quality Policy, which has been in force since 2023. According to this policy, Kecskeméti Konzerv Kft.'s fundamental aim, alongside effective operations, is to maintain the safety, authenticity and high quality of its products, strengthening its reputation in domestic and international markets, and ensuring the long-term satisfaction of its partners.

In accordance with its Quality Policy, the company operates a documented system that complies with IFS and BRC food safety requirements, as well as those ensuring GMO-free status. The system places particular emphasis on continuous improvement, risk-based thinking, and the development of a culture of food safety and quality. The policy also enshrines customer focus, management commitment, long-term partnerships, process-centred operations, staff training, sustainable development and corporate responsibility among its operating principles.

The management of product quality and food safety is therefore not treated solely as a control function, but as part of a management, risk management and development system that encompasses the company's entire operations.

Impacts, risks and areas of responsibility

The company's actual and potential impacts relating to product quality and food safety stem primarily from its own manufacturing activities, the raw materials, ingredients and packaging materials used, and compliance with customer and regulatory requirements. The most important areas of impact include the protection of consumer health and safety, the traceability of products, ensuring product authenticity, the handling of non-conforming products, the prevention of customer complaints, and the avoidance of

product recalls and regulatory non-compliance, all with a view to safeguarding consumer confidence and our corporate reputation-

Within the company's organisational structure, the Quality Management department reports directly to the Managing Director. The Quality Manager is responsible for the operation, maintenance and development of the quality management and food safety systems, as well as for coordinating internal and external communications relating to these systems. The work of this department is supported by quality management engineers, in-process inspectors and staff responsible for raw material quality assessment.

It is the responsibility of senior management to review the quality policy, set quality objectives, ensure the provision of resources, and regularly assess the effectiveness of the quality management and food safety systems. As part of the management review held in February 2026, the company assessed its operations against the requirements of IFS Food v8, BRCGS Food Safety v9 and the HACCP system. The review covered, amongst other things, the quality policy, quality objectives, the results of internal and external audits, customer satisfaction and complaints, the operation of the HACCP system, the handling of non-conforming products, corrective and preventive actions, product development, and training and competence development issues.

Certified food safety and quality management systems

The company's food safety and quality management system is underpinned by internationally recognised certifications and external audits. For the year 2025, the company holds IFS Food v8 and BRCGS Food Safety Issue 9 certifications. The scope of certification covers the production of tinned green peas, sweetcorn, beans, chickpeas and mixed vegetables in metal tins, including water treatment, sorting, cutting, pre-cooking, mixing and sterilisation.



Under the 2025 IFS Food certification, the company underwent an unannounced certification audit in June 2025, followed by an audit relating to the extension of the scope of certification in August 2025. As a result of the audit, the company achieved a Higher Level rating with a score of 98.96 per cent.

Under the BRCGS Food Safety certification, the company holds an AA+ rating. These results represent an external, independent assessment of the company's food safety and product quality control system.

The company also holds further product certifications. The VLOG GMO-free certification applies to tinned maize and organic tinned maize products. The EU organic certification and the Bio Suisse Organic certification relate to the range of organic tinned sweetcorn products.

Food safety risk management and HACCP

The assessment of the health and safety implications of the products is carried out within the company through HACCP-based operations, in-process and finished product checks, certification requirements, internal and external audits, and the evaluation of feedback from customers and regulatory authorities.

Based on the management review, the operation of the HACCP working group is ensured, and technological points critical to product safety are subject to continuous monitoring. The company reviews its HACCP system prior to the start of seasonal production, with particular regard to non-conformities highlighted in complaints. For new products, the HACCP hazard analysis is carried out before production begins. The company verifies its product protection activities annually and addresses any related non-conformities through internal audits, corrective actions and management reviews.

All of the company's product categories are subject to food safety and quality management controls. Based on the HACCP system, IFS Food and BRCGS Food Safety requirements, as well as internal and external audits, the company assesses and monitors the impact of its products on consumer health and safety. The system covers the identification of food safety risks in manufacturing processes, the monitoring of critical control points, in-process and finished product checks, and the handling of non-conforming products.

Food fraud, product authenticity and GMO-free status

The company supports the protection of product authenticity and the maintenance of customer confidence through its anti-food fraud procedure. The aim of the procedure is to assess the vulnerability of the raw materials, ingredients and packaging materials used by Kecskeméti Konzerv Kft. to food fraud. The procedure serves to identify and manage risks associated with substitution, counterfeiting, mislabelling or other fraudulent activities.

The risk assessment takes into account the complexity of the supply chain, economic vulnerability, the quality of cooperation with the supplier, the risk associated with the country or region of origin, the susceptibility of the product to counterfeiting, previous instances of market fraud, and existing control measures. Under this procedure, the assessment must be reviewed annually, in the event of a change of supplier, or when the risk increases.

Ensuring GMO-free status is of paramount importance in terms of product authenticity and customer compliance. For the relevant tinned maize and organic tinned maize products, the company holds VLOG GMO-free certification, which confirms the controlled and externally verified compliance of GMO-free production. Managing GMO-free status is therefore not merely a matter of product certification, but also forms part of compliance with customer specifications, product authenticity and market compliance based on trust.

Certifications relating to organic product ranges and Bio Suisse compliance also serve to underpin the company's specialised product ranges and its compliance with customer and market requirements. These certifications form part of the system for product quality, product authenticity and customer compliance.

Customer requirements, audits and feedback

Meeting customer requirements is a central element of the company's quality management system. The company assesses the conformity of its products and related services on the basis of customer specifications, contractual requirements, customer audits, customer visits, complaints, satisfaction surveys and feedback.

In 2025, the company's operations were subject to a number of external inspections, certification audits, customer audits and regulatory inspections. These included food safety, organic, GMO-free and customer compliance assessments, as well as regulatory sampling and on-site inspection activities. The company also hosted site visits from customers, and certain customer contracts provide for unannounced audits to be carried out.

Customer satisfaction is measured using a standard questionnaire-based method. The evaluation, completed on 26 May 2026, summarised customer feedback relating to the year 2025. The company received completed questionnaires from 11 customers. The assessment measured, amongst other things, on a scale of 1 to 5, the availability of the contact person, the handling of customer requirements, contract fulfilment, product packaging and presentation, the consistent assurance of high quality, the fulfilment of quantity requirements, the handling of complaints, problem-solving, adherence to deadlines and punctual delivery.

The results for 2025 showed high levels of customer satisfaction. The lowest average scores were 4.73 for handling customer complaints and on-time delivery, whilst contract fulfilment achieved an average of 4.91. Ensuring consistently high quality received an average score of 5, product packaging and appearance scored 4.82, and handling of customer requirements also scored 4.82.

Complaints handling, non-conforming products and product recalls

Customer and consumer complaints are handled in accordance with documented procedures. Investigating complaints, identifying the causes, determining corrective actions and preventing recurrence are important inputs into the development of the quality management system.

Based on the available data assessed in the management review of February 2026, the complaint rate for 2025 was 0.00015% of the finished products dispatched.

According to the 2025 complaints analysis, the most common reasons for complaints included issues relating to pests, packaging discrepancies and the presence of plant parts of the same species. Based on the documents, the number of complaints regarding pests has increased; however, this issue continues to require particular attention. The number of sensory complaints has decreased compared with last year.

Separate procedures apply to product suspension, withholding, release, the handling of non-conforming products, corrective actions, as well as crisis management and product recalls.

Based on the period assessed in the management review in February 2026, no product recalls took place.

Internal audits, corrective actions and system development

The purpose of internal audits is to verify that the quality management and food safety system complies with internal regulations, certification standards, and customer and regulatory requirements. The 2025 internal audit plan identified 14 areas for audit, covering all clauses of the IFS Food and BRCGS food safety and quality standards, including, amongst other things, the responsibility of senior management, the quality management system, the HACCP system, human resources, personal hygiene, production and packaging processes, product development, food fraud, contaminant risks, pest monitoring, traceability, GMO-free status, allergen management, control of measuring equipment, complaint handling, handling of non-conforming products, product recalls and corrective actions.

Based on the internal audits carried out in 2025, 14 internal audits were conducted, during which 6 non-conformities were identified. According to the management review, these have been rectified. Corrective actions identified on the basis of non-conformities, customer audit findings and complaints are incorporated back into the operation of the system as part of continuous improvement.

Training, competence and food safety culture

The company supports the development of a food safety and quality culture through an annual training plan. In accordance with the 2025 internal training plan, the period preceding the start of the season includes food safety training, training related to IFS, BRC, VLOG and BIO standards, HACCP Team-specific training, training on CCP management and supervision, cleaning and disinfection training, hygiene training, and training on allergen management, foreign body prevention, food protection, glass breakage, handling of non-conforming products, hazardous substances, raw material reception and crisis management procedures.

Based on the summary of the implementation of the 2025 training plan, the majority of the planned training topics were completed. Among other things, the following were carried out: further training on the quality management system; pre-season cooperation development; training on compliance with legislation in the areas of accounting and labour relations; training on changes to the environmental product charge; and first-aid training in the workplace.

Most of the training courses set out in the 2025 training plan were delivered: six of the eight planned training topics were covered, and 73 out of the planned 85 participants attended the training. Two planned training courses were not held in 2025; these topics will reappear in the 2026 training plan as part of the ongoing development of the relevant skills.

The language of instruction is Hungarian; for agency staff, Ukrainian is used as required. Training is assessed within 2–4 weeks of the sessions through practical assessments. Based on the 2025 test statistics, 32 participants took part in the assessment, with an average score of 86.25 per cent.

The company defines the competency requirements for each role. For quality management roles, the documentation stipulates knowledge of HACCP, IFS and BRC, a relevant qualification, experience in quality management, and regular assessment.

Compliance of packaging materials in contact with food

The company monitors legislative changes relating to packaging materials in contact with food and prepares its operations in line with these changes to meet the compliance requirements for the coming period. As part of this, it is also assessing the implications of Commission Regulation (EU) 2024/3190, which introduces restrictions on the use of bisphenol A and certain bisphenols and bisphenol derivatives in materials and articles intended to come into contact with food. The regulation is particularly relevant to products in the canning industry, as the lacquers and coatings on metal cans, as materials intended to come into contact with food, form part of product safety compliance.

The company began preparing for the legislative change as early as 2025: it reviewed the relevant packaging material compliance requirements and, in collaboration with its packaging supplier, prepared for a gradual transition to cans manufactured with BPA-NI varnishes and coatings, which are also applied to the outer surface of the cans. Taking into account the transitional period set out in the legislation, from 2026 the company will gradually increase its procurement of cans which the packaging supplier has already been producing with BPA-NI varnishes and coatings on their outer surfaces ahead of the transitional deadlines.

2025 targets and development priorities

The 2025 targets were designed to support the high-level fulfilment of customer requirements, the maintenance of efficient operations, the strengthening of the company's market position and the further reduction of product quality risks. A target directly related to quality management was the procurement of measuring instruments, new scales and a refractometer to ensure more accurate, state-of-the-art measurements and more reliable operation, as well as keeping the number of complaints at a stable level through more effective preventive measures.

To further strengthen product quality and food safety, the company implemented and assessed several technical and technological improvements during the reporting period. 's metal detectors were replaced; the options for bird protection in the warehouse were assessed; a system for controlling the opening of warehouse doors was installed and strip curtains were purchased; furthermore, the flotation washer on one of the production lines was replaced and the cooling capacity of the sterilisation equipment was expanded. The company has postponed the procurement of colour-sorting equipment planned for the new production lines, whilst the earlier proposal to develop an electronic tracking system was rejected following the investigation.

The company monitors the achievement of these targets through quarterly reviews. The responsible managers assess the achievement of the targets and any necessary corrective actions as part of the management review.

Quality and food safety KPIs

Indicator	2023	2024	2025
IFS Food audit result	Higher level; 97.34%	Higher level, 98.96%	Higher Level, 98.96%
BRCGS Food Safety certification	[A+]	AA	AA+
Complaint rate relative to finished products dispatched	0.0002%	0.00015%	0.00015%
Number of product recalls	0	0	0
Number of product safety fines / regulatory sanctions	0	0	0
Number of product safety warnings issued by the authorities	0	0	0
Customer satisfaction – ensuring consistently high quality	4.57/5	4.69 / 5	5/5
Customer satisfaction – handling complaints	4.67/5	4.77 / 5	4.73/5
Number of internal audits	20	14	14
Number of non-conformities identified during internal audits	11	7	6

As a forward-looking product safety and regulatory compliance KPI, the company will gradually increase its procurement of cartons manufactured with BPA-free varnishes and coatings from 2026 onwards. Of the total box procurement of 132 million units planned for 2026, 16 million units of such packaging materials are planned to be procured, which corresponds to approximately 12% of the total planned box procurement for 2026.

Link to the chapter entitled 'Responsible Procurement Practices'

Product quality and food safety are closely linked to procurement processes, as the suitability of raw materials, ingredients, packaging materials and external services directly influences the quality, safety, authenticity and traceability of finished products. This chapter therefore addresses supplier controls in terms of product safety and customer compliance, particularly with regard to traceability, the prevention of food fraud, product authenticity and the suitability of packaging materials. The detailed processes for the selection, approval and evaluation of suppliers, as well as the environmental, social and ethical expectations placed on suppliers, are set out in a separate chapter of the report on responsible procurement. This section will cover, amongst other things, sustainability requirements for suppliers, supplier risk assessment, contractual compliance requirements, and practices for monitoring and improving supplier performance.

Occupational Health and Safety

GRI 3-3, GRI 403

Occupational health and safety is an area of key social and operational importance for Kecskeméti Konzerv Kft. As a food manufacturing company, the risks affecting the health and safety of employees are primarily linked to production, maintenance, materials handling, warehousing, logistics and hygiene and cleaning processes. The company's aim is to identify hazards arising during work in a timely manner, to reduce risks through preventive measures, and to ensure a safe working environment for employees that does not endanger their health.

In 2025, the company carried out its occupational health and safety duties with the involvement of external expert partners. The health and safety representative and the occupational health service provider support regulatory compliance, risk assessment processes, training, fitness-for-work assessments, and the management of workplace accidents and hazardous situations under a service contract.

The basis for occupational health and safety operations at Kecskeméti Konzerv Kft. is provided by the internal **Occupational Health and Safety Regulations**, which set out the requirements for safe working practices that do not endanger health, occupational health and safety duties and responsibilities, and the main provisions relating to medical examinations, occupational health and safety training, work performance, inspections, the reporting and investigation of workplace accidents, and the main provisions relating to personal protective equipment. The regulations serve as the company's internal framework document for health and safety compliance and ensure that employees, as well as any other persons working on or entering the premises, are aware of and comply with the health and safety requirements applicable to them.

The health and safety regulations are supplemented by the company's risk assessment documentation and the job-specific specifications for personal protective equipment. The risk assessment identifies and evaluates hazards associated with work processes, work areas, machinery, equipment and groups of employees, whilst the documentation on personal protective equipment specifies the necessary protective equipment for each job role. Together, these documents support hazard identification, proactive risk management, regulatory compliance and the traceability of health and safety measures.

During the reporting period, in 2025, the company did not have a certified or independent occupational health and safety management system in accordance with an international standard such as ISO 45001. However, occupational health and safety operations are conducted within a regulatory compliance framework based on internal regulations, risk assessments, occupational health and safety training, occupational health services, regulations on personal protective equipment, occupational health and safety inspections and accident management procedures.

The occupational health and safety system can be described as a framework based on regulatory compliance and operated with expert support, within which the health and safety representative and the occupational health service provider support the fulfilment of health and safety requirements. Occupational health and safety management is primarily based on compliance with Hungarian occupational health and safety and occupational health legislation, risk assessments, occupational health and safety training, occupational health services, workplace inspections and incident management procedures. This approach ensures that the company identifies, assesses and manages significant occupational health and safety impacts.

The health and safety processes cover the company's own employees, production and support areas, as well as external contractors and visitors who carry out work on site or enter the work area. In the case of external contractors, the company endeavours to ensure that they are familiar with and comply with site rules through its access, information and health and safety induction processes.

The **Safety Awareness Notice** is displayed in the reception area.



The company assesses the effectiveness of its health and safety measures by monitoring data on workplace accidents, reportable incidents, work-related illnesses, training, risk assessments, health and safety inspections and the necessary corrective actions. Based on the results, where necessary, it amends work instructions, reviews risk assessments, conducts targeted training, and introduces measures relating to technical, organisational or personal protective equipment.

Hazard identification, risk assessment and investigation of incidents

The company carries out the identification of work-related hazards and the assessment of risks within the framework of occupational health and safety processes based on regulatory compliance. Risk assessment is classified as a specialist activity in the field of occupational health and safety; therefore, it is carried out by professionals with the appropriate specialist expertise. The quality of the process is underpinned by expert competence, knowledge of statutory requirements, and the involvement of managers and employees who are familiar with the relevant areas. The involvement of site managers and employees is essential because less obvious or recurring hazards arising during day-to-day operations can often be identified at this level.

Hazard identification and risk assessment may be carried out on a regular or ad hoc basis. Regular reviews are conducted in accordance with statutory and health and safety requirements, whilst ad hoc reviews may take place, in particular, following an accident, a hazardous incident, a technological change, the introduction of new machinery or work processes, or the identification of a new risk. The aim of the process is for the company to identify the hazards associated with the work, assess their severity and likelihood, and then determine appropriate preventive or corrective measures to reduce the risks.

Employees may report work-related hazards, hazardous situations and safety concerns to their line manager, the health and safety representative or the health and safety officer. In urgent cases, an immediate verbal report may also be made. The health and safety representative, as a person elected by the employees, conveys employees' safety observations to management, thereby supporting employee participation in the management of health and safety risks.

An employee is entitled to refuse to carry out work if it would directly and seriously endanger their own life, physical integrity or health. Where performing work would directly and seriously endanger the life, physical integrity or health of another person, the employee is obliged to refuse to work. In such cases, the employee remains available for work but is not obliged to commence or continue the task in question until the danger has been averted.

In the event of an accident at work or a hazardous incident, the company follows a structured accident investigation process. The first step is to take immediate action, which includes administering first aid,

cordoning off the area as necessary, and eliminating any further sources of danger. This is followed by data collection and fact-finding, which may involve interviewing witnesses, taking photographs, reviewing operational logs, and inspecting the condition of the machinery, equipment or work area concerned.

The aim of the accident investigation is not only to identify the immediate cause but also to uncover the root causes. During the investigation, the company identifies which work organisation, technological, technical, human or other factors may have contributed to the accident. Based on the findings, where necessary, the relevant risk assessment is reviewed, work instructions are amended, targeted health and safety training is provided, technical safety measures are introduced, or personal protective equipment is reviewed.

When determining corrective and preventive measures, the company takes the principle of the hierarchy of controls into account. First, it examines the possibility of eliminating the source of the hazard, followed by the possibility of substituting the hazardous substance, equipment or process, and then the use of engineering controls, such as protective enclosures, light curtains or emergency stop switches. If these prove insufficient, administrative measures — such as amending work instructions, providing further training or increasing supervision — may be implemented. Personal protective equipment serves as the final level of the protection system.

The company uses the results of hazard identification, risk assessment and accident investigation to improve its health and safety practices. The identified shortcomings and lessons learnt can be incorporated into health and safety training, the review of risk assessments, the updating of work instructions, the focus of health and safety inspections, and the monitoring of corrective actions.

Measures implemented and maintained during the reporting period: involving experts with specialist expertise in risk assessment processes; utilising the local knowledge of area managers and employees; providing employees with the opportunity to report hazards; establishing a feedback channel via the health and safety representative; providing the option for immediate verbal reporting; enforcing the right and obligation to refuse to work; conducting structured investigations into workplace accidents; defining corrective measures in accordance with the chain of command.

Occupational health services

The company carries out occupational health tasks with the involvement of an external service provider. The role of the occupational health service provider is to support the maintenance of employees' health and to assist in the identification, assessment and reduction of work-related health risks.

The service provider contributes to workplace risk assessment, particularly in identifying chemical, biological, physical and psychosocial risk factors. Physical risks may include, for example, noise, vibration, thermal stress or lighting; chemical risks include the use of cleaning agents and disinfectants, acids, alkalis and other hazardous substances; whilst biological risks include factors arising from the food industry and wet working environments. The service provider offers professional advice to ensure that these risks are appropriately addressed in the risk assessment and in preventive measures.

The occupational health service provider may also play a role in initiating and evaluating workplace environment measurements, for example when assessing air quality, lighting or noise levels in the workplace. The results of these measurements contribute to a more accurate assessment of the risks to health arising from the working environment, as well as to the identification of the necessary technical, organisational or personal protective measures.

The purpose of fitness-for-work assessments is to ensure that employees' state of health meets the requirements of the job in question. This is particularly important in jobs where work involves noise, heat exposure, the use of chemicals, physical exertion, manual handling of materials, tasks involving monotonous or forced postures, or the operation of machinery. Fitness assessments help to prevent work-related health deterioration and the risk of accidents arising from a person's state of health.

In the event of a suspected work-related illness, the occupational health service provider may assist in investigating the case, identifying possible root causes, and determining the necessary preventive or corrective measures. Recommendations may include, for example, modifications to the working environment, changes to work organisation, further workplace measurements, a review of personal protective equipment, or an update to the risk assessment for the relevant work process.

The company ensures employees' access to occupational health services by organising examinations, identifying the relevant job roles and monitoring the necessary examinations. Mandatory occupational health examinations are carried out in accordance with the relevant legal requirements, organised and paid for by the employer. One aspect of supporting employees' access is that examinations take place during working hours, at the employer's expense.

To further enhance employee access, the company aims to ensure that occupational health and health promotion services are as easily accessible, transparent and tailored to employees' working patterns as possible. As part of this, the company will ensure the presence of an on-site occupational health doctor and the availability of appointments, so that employees do not have to travel separately to undergo the necessary examinations. The company also aims to ensure that the occupational health examinations required by law are organised and paid for by the employer and, where possible, take place during working hours.

Access can be made easier by developing digital appointment-booking systems, which can simplify the process of booking examinations or consultations. In addition to mandatory occupational health examinations, the company has also identified as a priority the strengthening of health promotion and wellbeing programmes, for example in the form of screening tests, vaccination programmes, sports facilities or mental health counselling. To ensure that employees are properly informed, a further objective is to make the methods of accessing healthcare and health promotion services understandable and accessible to all relevant employees, where necessary through information provided in multiple languages or in a common language.

Measures implemented and maintained during the reporting period: engagement of an external occupational health service provider; provision of fitness-for-work assessments; participation in the assessment of chemical, biological, physical and psychosocial risks; initiation or analysis of workplace environment measurements; support for the investigation of work-related illnesses.

Employee participation, consultation and communication in the field of occupational health and safety

The company regards employee participation as an important element of health and safety at work. In the course of their daily work, employees gain first-hand experience of the risks associated with work processes, machinery, material handling, maintenance, hygiene and cleaning activities; their feedback therefore contributes to the timely identification of hazards and the determination of preventive measures.

Employees may report work-related hazards, hazardous situations and health and safety observations to their line manager, the health and safety representative or the health and safety officer. In situations requiring urgent or immediate action, an immediate verbal report may also be made. The health and safety representative, as a person elected by the employees, conveys employees' safety concerns and suggestions to management.

Feedback from employees may be used to review risk assessments, work instructions, health and safety training materials, regulations on personal protective equipment and preventive measures. The aim of this participation is to ensure that health and safety management is not confined solely to the expert or management level, but that employees' practical experience is also incorporated into hazard identification and risk reduction.

Essential information relating to health and safety at work is made available to employees primarily through health and safety training, fire safety training, on-site briefings, work instructions, information provided by management, and safety signs and warning notices. The aim of this communication is to ensure that employees are aware of the main risks associated with their roles, the accident reporting procedure, escape routes, the location of first-aid points, the use of personal protective equipment, and the procedures to be followed in emergency situations.

The company aims to ensure that health and safety communication and consultation are transparent, easily accessible and understandable to employees. As part of this, areas for development may include more systematic tracking of health and safety observations, recording the actions taken in response to feedback, and involving employees more regularly in health and safety inspections, the review of risk assessments, or the evaluation of training experiences.

Employee consultation currently takes place via the health and safety representative, direct management channels, training sessions and hazard reporting channels.

Measures implemented and maintained during the reporting period: the opportunity for employees to provide feedback via the health and safety representative; a reporting channel to line managers; the option to report hazards verbally and immediately; provision of information through health and safety and fire safety training; first aid courses; the use of safety signs and work instructions; taking employees' experiences into account in hazard identification.

Occupational health and safety training

The company supports employees in working safely through general and job-specific occupational health and safety training. The aim of the training is to familiarise employees with the main risks and preventive measures relating to their job roles, site operations, production technologies, material handling, maintenance activities and food industry hygiene requirements.

Type of training	Target group of employees	Main content / objective
Basic health and safety training	All employees	Briefing on the general health and safety rules applicable on the factory premises, escape routes and the obligation to report accidents.
Fire safety training	All employees	Methods of raising the alarm in the event of a fire, the use of powder fire extinguishers, and knowledge relating to specific fire hazards, such as those associated with packaging material stores.
Food hygiene / HACCP training	Employees working in food production and related areas	Quality policy, hygiene in production facilities, cleaning, Rules for wearing protective workwear, Personal and hygiene regulations, HACCP plan, management of CCPs, basic knowledge of IFS and BRC standards, handling of foreign matter, allergens, GMO policy, product protection, handling of non-conforming products, pest control. Requirements of the environmental management system.
First aid knowledge	Affected employees	Basic information on first-aid points in the workplace and the procedure for making emergency calls.
Machine operator training	Machine operators, relevant employees working in production areas	General health and safety training.
Training for autoclave and pressure vessel operators	Employees working with autoclaves and pressure vessels	OHS operators receive specific training relevant to their role, with a primary focus on food safety. A qualification as a pressure vessel operator is a prerequisite for the role. In addition, they are also provided with general health and safety training.
Chemical handling training	Staff working in cleaning, disinfection	Training on the TTF guidelines – that is, the regulations governing cleaning, tidying and disinfection tasks – is primarily based on hygiene and food safety considerations. However, the subject is also covered in the section of the

	and roles involving the use of chemicals	general health and safety regulations entitled 'Rules on Disinfection and Cleaning', so all employees receive the relevant information as part of their general training.
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General training provides all employees with the basic knowledge required to work safely. This includes basic health and safety training, which covers the general rules applicable on the factory premises, escape routes and the obligation to report accidents. As part of fire safety training, employees are informed about how to raise the alarm in the event of a fire, how to use fire extinguishers, and the basic regulations relating to flammable materials, such as the risks associated with the packaging materials warehouse. Given the nature of the food industry, the training programme also includes food hygiene and HACCP training, which covers, in particular, personal hygiene rules, hand washing, the wearing of hairnets and protective clothing, and the prohibition on wearing jewellery. Designated employees also receive basic first-aid training, including information on the location of first-aid points in the workplace and the procedure for making emergency calls.

Job-specific training courses are designed to ensure the safe performance of higher-risk work processes. The aim of these training courses is not only to ensure compliance with legislation, but also to prevent accidents, hazardous situations and work-related health problems. The company's aim is to ensure that employees acquire the knowledge necessary for working safely when they join the company, when changing roles, when new technology or equipment is introduced, and on a recurring basis as required. The training system is designed so that the content of the training courses can be regularly updated based on the findings of risk assessments, accident investigations, employee feedback and health and safety inspections.

Measures implemented and maintained during the reporting period: basic health and safety training; fire safety training; food hygiene and HACCP training; basic first aid training; machine operator training; autoclave and pressure vessel operator training; chemical handling training; forklift and lifting equipment operator training or examination.

Improving employees' health

The company ensures the protection of employees' health primarily through compulsory occupational health services, fitness-for-work assessments, occupational health and safety risk assessments, and preventive health and safety measures. The aim of these is to ensure that employees' state of health meets the requirements of their respective roles and to reduce the risks of ill health or accidents arising from work.

During the reporting period, the company did not operate a general, non-occupational medical or healthcare system.

Prevention and reduction of occupational health and safety risks directly related to the organisation's operations

The occupational health and safety risks associated with the operations of Kecskeméti Konzerv Kft. do not affect only its own employees. The activities of external contractors, maintenance staff, transporters, logistics partners, raw material suppliers and packaging material suppliers present on the site may also entail risks directly linked to the company's operations, products or services. The company therefore also focuses on preventing and mitigating occupational health and safety risks associated with on-site work and business relationships.

The main areas of related risks and preventive measures

Risk area	Related hazard	Preventive or risk-reduction approach
Logistics and transport	Third-party lorries on the factory premises; risk of being run over, collisions and inadequate load securing.	Implementation of designated traffic routes, loading areas, site traffic regulations and entry signage.
Subcontracted maintenance	External specialists carry out repairs to specialised machinery; risks of electric shock, falls from height, machinery safety and unfamiliarity with the site.	Health and safety briefing, coordination of work, appointment of a health and safety coordinator where necessary, and enhanced monitoring of hazardous work.
Handling of packaging materials	Handling sharp metal sheets, tin cans and other packaging materials; risk of cuts during unloading and storage.	Safe material handling procedures, appropriate storage, health and safety training and the provision of personal protective equipment.

The company supports the prevention and reduction of risks through site-specific rules, an access protocol, health and safety briefings, designated traffic and loading routes, and the demarcation of work zones. External contractors, drivers and fitters must be provided with health and safety briefings upon entry so that they are familiar with the traffic, loading, work and emergency procedures in force on site.

Where the company's own employees and external contractors are working on the site at the same time, the coordination of activities is of paramount importance. The aim of health and safety coordination is to ensure that work processes which affect or interact with one another do not create new or increased risks. This is particularly important in the case of maintenance, welding, mechanical engineering, cleaning or activities involving the use of hazardous substances.

The company's aim is to ensure that health and safety requirements for external contractors and business partners are transparent, consistent and documented in a way that allows for traceability. Areas for improvement may include standardising health and safety requirements for external contractors, maintaining documented records of induction training and work permits, and carrying out more regular on-site inspections of external contractors' work.

Measures implemented and maintained during the reporting period: providing on-site health and safety briefings to external contractors and suppliers; implementing an access protocol; designating specific traffic routes and loading areas; demarcating work zones; co-ordination of the simultaneous work of in-house staff and external contractors.

The scope of workers covered by the occupational health and safety management system

Kecskeméti Konzerv Kft. does not have a formal or certified occupational health and safety management system; therefore, the presentation of indicators relating to the management system and its internal or external audit coverage is not relevant.

However, occupational health and safety operations are implemented through processes based on regulatory compliance, which cover the company's own employees as well as external contractors and subcontractors working on site, in accordance with the relevant legal and site requirements.

Workplace injuries

Kecskeméti Konzerv Kft. treats the prevention of work-related injuries as a priority area of its occupational health and safety operations. As a food manufacturing company, various mechanical, technological, material-handling and work organisation risks may arise during work, which, if not managed appropriately, can lead to injuries with serious consequences. The company therefore identifies risks of serious injury on the basis of risk assessments, the identification of high-risk technological points, the evaluation of accident and near-miss experiences, and compliance with statutory and occupational health and safety requirements.

When identifying risks of serious injury, the company first examines those technological points and work processes where employees may come into contact with moving machine parts, rotating or cutting tools, conveyor belts, pressurised equipment, steam, hot surfaces, forklift trucks, heavy goods vehicles or other material-handling equipment. In these processes, it is necessary to assess not only the likelihood of an accident occurring, but also the severity of the potential consequences. Prioritising risks according to severity helps the company to give priority to identifying preventive or risk-reduction measures for the hazards with the most serious consequences.

When assessing risks, the company does not evaluate the potential for serious injury solely on the basis of accidents that have already occurred. Hazardous situations, employees' observations, findings from health and safety inspections, and near-miss incidents also play an important role. The analysis of near-misses is particularly valuable, as these are events or situations which, whilst not resulting in actual injury, could have led to an accident under unfavourable circumstances. Analysing these incidents enables the company to identify recurring risks, shortcomings in work organisation, the need for training or disciplinary action, and the need to strengthen technical or physical safeguards before an incident resulting in injury occurs.

When identifying injury risks with serious consequences, the company takes into account the relevant occupational health and safety legislation, the requirements for the safe operation of machinery and equipment, technological and maintenance rules, and the training and competence requirements associated with the job in question.

The main hazard groups posing a risk of serious injury in the company's operations are as follows:

Risk area	Related hazard source	Possible consequences	Interpretation of risk
Mechanical hazards	Moving parts, chain drives, conveyor belts, rotating blades, for example in slicing machines.	Entanglement, cuts, amputations or other serious limb injuries.	This can be identified as one of the most significant sources of serious limb injuries. The risk is particularly heightened if protective guards are removed or if the machinery is not properly de-energised during cleaning or maintenance.
Cleaning and maintenance activities	Inadequate de-energisation, isolation of machinery or lack of LOTO procedures; accidental restarting of machinery.	The machine may catch a worker's clothing or limb; serious mechanical injury may occur.	Maintenance and cleaning processes may pose a higher risk than normal operation, as workers may come into closer contact with hazardous machine parts during these activities.
Pressurised equipment	Autoclaves, pressure cookers, steam pipes.	Injuries related to scalding, burns, pressure-related incidents or explosions.	Heat treatment processes, which form the technological core of canning production, can involve high temperatures and pressures; therefore, the proper operation and inspection of equipment are of paramount importance.

Material handling and logistics	The interaction of forklift trucks, lorries, automated guided vehicles, and pedestrian and vehicle traffic.	Risk of injury resulting from being run over, collisions, crushing, serious injury or even fatalities.	The interaction between heavy machinery and pedestrians in factory yards and warehouses is a critical risk point. Blind corners, reduced visibility due to noise, and the lack of separation of pedestrian traffic can increase the risk.
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Mechanical hazards represent one of the most significant groups of risks of serious injury associated with the company's production processes. There may be a risk of entanglement, cutting or amputation when using moving parts, chain drives, conveyor belts and rotating blades. This risk can become particularly significant if a worker enters the machine's danger zone, if the guard is damaged, malfunctioning or has been removed, or if the machine is not properly shut down during cleaning or maintenance work.

Pressurised equipment, particularly autoclaves and steam pipes, requires special attention due to the nature of canning technology. Heat treatment processes involve high temperatures and pressures; therefore, the improper handling, maintenance or inspection of such equipment can lead to serious burns, scalding or pressure-related injuries. Key factors in managing these risks include operator competence, regular checks on the technical condition of the equipment, compliance with safety regulations, and ensuring that employees are familiar with the procedures to be followed in the event of malfunction or an emergency.

In material handling and logistics processes, the simultaneous presence of factory yard and warehouse traffic, forklift trucks, lorries and pedestrians can pose a serious risk of injury. Encounters between heavy vehicles and pedestrian workers are particularly critical where traffic routes are not sufficiently segregated, visibility around bends is limited, or noise levels make it harder for workers to hear approaching vehicles. Such risks can lead to injuries caused by being run over, collisions or being crushed; therefore, traffic management, designated routes, loading regulations and raising workers' awareness play a key role.

Based on the above hazard categories, the company assesses the risks of serious injury not as isolated incidents, but as the combined result of technology, the working environment, work organisation, employee behaviour, training, and the technical condition of machinery and equipment. Accordingly, it is not sufficient to rely solely on personal protective equipment during risk management; priority must be given to eliminating the source of the hazard, reducing hazardous processes, implementing technical safeguards, ensuring safe work organisation and providing targeted training.

Measures taken to eliminate hazards and minimise risks

Kecskeméti Konzerv Kft. bases its approach to reducing the risk of serious injury on the principle of the hierarchy of controls. This approach ensures that the company does not rely solely on employee behaviour or personal protection, but seeks to prevent risks at their source.

Kecskeméti Konzerv Kft. applies measures to eliminate hazards and minimise risks in the following order

Hierarchical level	Meaning	Examples relating to canning factory operations
1. Elimination	The highest level of protection, aimed at the complete removal of the source of the hazard.	Permanent decommissioning of obsolete machinery classified as a noise source; replacing manual lifting with automated handling systems, where technically and economically feasible.
2. Substitution	Replacing a hazardous substance or process with a less hazardous alternative.	Replacing highly corrosive cleaning agents with biodegradable, milder chemicals, provided this is compatible with food safety and hygiene requirements.
3. Engineering controls	The use of physical barriers or technical modifications to separate the worker from the hazard.	Installation of machine guards, light curtains on shredders, emergency stop buttons and extraction systems on steam-generating units.
4. Administrative controls	Changing the way work is carried out and implementing organisational measures.	Health and safety training, the display of safety signs, and the implementation of work instructions.
5. Personal protective equipment	The final line of defence, which directly protects the worker if the risk cannot be completely eliminated by other means.	Cut-resistant gloves, safety goggles, hearing protection, safety footwear, chemical-resistant gloves, and other personal protective equipment tailored to the specific job.

The application of this hierarchy is particularly important at process points involving a risk of serious injury, such as moving machine parts, conveyor belts, rotating blades, autoclaves, steam pipes, and material handling involving forklift trucks and heavy goods vehicles. The company's aim is, when determining risk-reduction measures, always to consider higher-level protective solutions first, and only then to rely on administrative controls or personal protective equipment.

Ongoing and regular inspections

Kecskeméti Konzerv Kft. monitors the effectiveness of risk-reduction measures through regular inspections and reviews. The aim of these is to ensure that health and safety measures are not treated as one-off interventions, but as operational practices that are continuously monitored and improved as necessary.

Periodic safety inspections cover the regular technical inspections of machinery and equipment, as required by law, particularly pressure-retaining autoclaves. These inspections help to ensure that the safe operation of higher-risk technological equipment can be maintained.

The purpose of **health and safety inspections** is to verify compliance with regulations, uncover unsafe conditions and identify new hazards. Joint inspections by management and health and safety representatives may also form part of these inspections, thereby strengthening employee participation and the incorporation of practical experience into health and safety operations.

A review of the risk assessment is recommended at least every three years, or following any significant technological change. The aim of the review is for the company to reassess the entire relevant process in light of new or altered work processes, equipment, materials or work organisation conditions, and to amend preventive or corrective measures where necessary.

Workplace **monitoring programmes** — in particular measurements of noise levels, lighting and air quality — serve to verify compliance with limit values and to monitor risks to employees' health. Based on the results of these measurements, further technical, organisational or personal protective measures may be determined where necessary.

Measures to eliminate and minimise other work-related hazards

Kecskeméti Konzerv Kft. takes into account not only the risks of serious, acute injury but also other work-related hazards which, in the longer term, may lead to physical strain, musculoskeletal complaints, fatigue or risks arising from monotonous work. Such risks include, in particular, heavy physical labour, manual handling of materials, repetitive movements, prolonged standing, monotonous work alongside the sorting conveyor belt, and tasks involving forced postures.

The company also approaches the management of such risks in accordance with the logic of the control hierarchy. The primary objective is to reduce or eliminate strenuous or monotonous work processes, followed by technical improvements to the working environment, work organisation measures, and finally, individual protective solutions.

Hierarchy level	Type of measure	Application in a canning factory / example
Elimination substitution	Replacing heavy physical or monotonous work processes, or reducing the physical strain on employees.	Installation of automatic palletising and sorting machines to replace heavy physical and monotonous work.
Technical protection	Modifying the working environment and work equipment to reduce physical strain.	Introduction of height-adjustable workbenches, roller conveyors and lifting aids, such as vacuum lifters.
Administrative control	Modifying the organisation of work to reduce overload and monotony.	Mandatory hourly micro-breaks, as well as the use of a rotation system in which workers, for example, change roles on the production line every two hours.

Identification of work-related health risks

Kecskeméti Konzerv Kft. identifies health risks arising from work by examining workplace risk factors. Cooperation between occupational safety and occupational health specialists is crucial to this process: the occupational safety engineer and the company doctor jointly assess the working environment, work processes and the health risks associated with individual job roles. The aim of the assessment is for the company to identify those physical, chemical, biological and ergonomic factors which may cause harm to health in the short or long term, or which may contribute to the development of work-related illnesses.

The assessment of workplace risks is carried out according to four main groups of causal factors:

Group of causative factors	Risk under investigation	Example in the company's operations
Physical factors	Noise, thermal stress, lighting and other physical workplace factors.	Noise level measurements at the filling lines, heat stress measurements at the autoclaves, and lighting measurements at the sorting tables.
Chemical factors	Cleaning and disinfecting agents, acids, alkalis, and vapours or other substances released during production.	Assessment of the composition and risks of the chemicals and vapours used, based on safety data sheets (SDSs).
Biological factors	Microbiological risks arising from damp or food-processing work environments.	Risk of the possible presence of mould or bacteria in damp working environments. Placement of traps
Ergonomic factors	Forced postures, monotonous movements, repetitive tasks and physical strain.	Forced postures and monotonous movements occurring at sorting tables, whilst working alongside conveyor belts or during manual handling of materials.

The assessment **of physical factors** is particularly important in the case of production lines, autoclaves and sorting areas. Prolonged exposure to noise, thermal stress and inadequate lighting can, in the long

term, lead to health problems, fatigue or a deterioration in work safety. Noise level measurements, thermal stress assessments and lighting measurements therefore serve not only to demonstrate compliance with legislation but also to provide a basis for preventive measures.

When identifying **chemical risks**, the company examines the substances used for cleaning and disinfection, in particular acids, alkalis and other chemicals. Safety data sheets can be used to assess the health risks posed by a given substance, the range of personal protective equipment required, storage and handling requirements, and the procedure to be followed in the event of exposure. This is particularly important in jobs where employees may come into regular contact with cleaning agents or disinfectants.

The assessment of **biological factors** is relevant due to the specific characteristics of the food industry and wet working environments. Wet surfaces, washing or preparation processes, and the handling of raw materials may give rise to microbiological risks, which must be managed through the design of the working environment, hygiene rules, cleaning procedures and appropriate health and safety measures.

It is essential to assess **ergonomic factors** due to physical strain, repetitive movements and forced postures. Repetitive work carried out alongside sorting conveyors, prolonged standing, tasks involving bending or stretching, and manual handling of materials can lead to musculoskeletal complaints in the long term. Identifying these factors is important because prevention can be supported not only by personal protective equipment but also by work organisation, technical and ergonomic measures.

Ensuring the quality of inspections

Kecskeméti Konzerv Kft. does not treat the identification of work-related health risks as a one-off task. It regularly reviews the list of identified hazards to ensure that the assessment keeps pace with changes in the working environment, technology and work processes.

The hazard list is reviewed regularly, in accordance with legal obligations, and whenever new machinery, new technology or significant changes to work processes are introduced. This ensures that new or altered physical, chemical, biological and ergonomic risks are incorporated into the occupational health and safety assessment in a timely manner.

The reliability of the measurement results may also be supported by external, independent laboratory tests. Noise measurements are carried out by an external, independent laboratory, which contributes to the objectivity and professional rigour of the data. Based on the results of accredited or independent measurements, the company may, where necessary, determine further technical, organisational or personal protective measures.

The main work-related hazards contributing to ill health

Among the work-related health risks in the company's operations, physical and ergonomic hazards are given particular attention. These are risk factors which do not necessarily cause immediate injury, but which, in the event of prolonged or repeated exposure, may contribute to a deterioration in health in the longer term, such as hearing loss or the development of musculoskeletal disorders.

Risk area	Source of hazard	Possible health effects
Physical hazards – noise exposure	The clattering of empty cans, and the constant noise from compressors, ventilation equipment, filling machines and other production line equipment.	Gradual, irreversible hearing loss, as well as the risk of high blood pressure, sleep disturbances or increased fatigue associated with prolonged exposure to noise.
Ergonomic hazards – musculoskeletal strain	Monotonous movements at the sorting conveyor belt, forced postures, bending, stretching, and manually handling heavy crates.	Risk of chronic lower back and back pain, musculoskeletal complaints, muscle and joint strain, and, in the longer term, a deterioration in health affecting work capacity.

Measures to reduce health risks

Kecskeméti Konzerv Kft. places emphasis on the higher levels of the control hierarchy when reducing work-related health risks. Accordingly, the primary objective is to eliminate hazardous substances, technologies or noise sources, or to reduce employee exposure through technical protective measures.

Level of the control hierarchy	Risk area	Measure / direction of improvement
1. Elimination and substitution	<i>Replacement of hazardous substances</i>	The company aims to consider the complete removal of bisphenol A from the inner coating of tin cans – that is, the possibility of switching to BPA-NI technology – before the legal obligation comes into force, in order to protect consumers.
1. Elimination and substitution	<i>Substitution of chemicals</i>	In order to reduce the chemical risks associated with cleaning and disinfection processes, the aim is to replace highly irritating, chlorinated disinfectants with more environmentally friendly, less aggressive alternatives, such as enzymatic cleaning agents, provided this is compatible with food safety and hygiene requirements.
1. Elimination and substitution	<i>Elimination of noise sources</i>	As a risk-reduction measure to mitigate long-term noise exposure, old, noisy mechanical drives should be replaced with quieter, direct-drive electric motors.
2. Technical protection	<i>Noise protection</i>	Technical solutions can also help to reduce noise exposure, such as the use of acoustic enclosures and sound-insulating cans around vacuum pumps and compressors, as well as the installation of noise-reducing rail tracks.
2. Technical protection	<i>Vapour and heat extraction</i>	To reduce humidity and heat load in the vicinity of autoclaves and steamers, high-capacity local extraction hoods can be installed as a technical solution.
2. Technical protection	<i>Ergonomic improvements</i>	Ergonomic improvements to the working environment are warranted to mitigate musculoskeletal risks arising from repetitive movements, prolonged standing, bending, reaching or manual handling of materials.

The hazard identification, risk assessment, training, occupational health, external contractor and monitoring processes outlined in this chapter collectively support the company's regulatory compliance and the management of work-related health and safety risks. Monitoring the relevant performance indicators provides a basis for assessing the effectiveness of these measures. The key occupational health and safety KPIs are summarised in the table below.

Occupational health and safety indicators, 2022–2025

Occupational health and safety indicators (GRI 403-8, 403-9, 403-10)					
Category	Unit	2022	2023	2024	2025
Number of workplace accidents among employees	no.	6	4	4	9
Number of fatal workplace accidents	cases	0	0	0	0
Fatal workplace accident rate	%	0	0	0	0
Number of serious accidents	number	0	0	0	0
Proportion of serious accidents	%	0	0	0	0
Number of deaths due to work-related illnesses	number	0	0	0	0
Number of work-related illnesses subject to reporting	%	0	0	0	0
Total number of reportable accidents	no.	6	4	4	9
Proportion of all reportable accidents	%	100	100	100	100
Number of workplace accidents among non-employees	cases	0	1	0	2
Number of fatal workplace accidents	cases	0	0	0	0
Rate of fatal workplace accidents	%	0	0	0	0
Number of serious accidents	number	0	0	0	0
Proportion of serious accidents	%	0	0	0	0
Number of deaths due to work-related illnesses	number	0	0	0	0
Number of work-related illnesses subject to reporting	%	0	0	0	0
Total number of reportable accidents	no.	0	1	0	2
Proportion of all reportable accidents	%	0	100	0	100

Training and education

GRI 3-3, GRI 404

Kecskeméti Konzerv Kft. has identified training and education as a key sustainability issue and, accordingly, pays particular attention to managing this at a corporate level. Developing employees' professional knowledge, skills and awareness directly contributes to safe working practices, compliance with food safety and quality assurance requirements, improved operational efficiency, and the maintenance of the company's long-term competitiveness. From 2025, knowledge-sharing on ESG has become a key element of corporate training and internal communications.

The importance of training and education goes beyond simply fulfilling mandatory occupational health and safety, fire safety and vocational training requirements. It is important to the company that employees possess the knowledge necessary to support regulatory compliance, high-quality operations, meeting food industry requirements, maintaining workplace safety, and a better understanding of and compliance with sustainability expectations. This training approach and commitment support Kecskeméti Konzerv Kft.'s responsible, safe and long-term sustainable business operations.

Training plan

The senior management of Kecskeméti Konzerv Kft. sets out the relevant training courses planned for the year in an annual training plan. The aim of training planning is to support employees' knowledge, skills, professional competence and employability.

The plan includes, amongst other things, the topics of the training sessions, the expected number of participants and the scheduled dates. The annual training plan may be refined and supplemented as necessary during the year, for example in response to changes in legislation, new job-related requirements, operational needs or employee feedback.

The annual training plan is approved by the managing director. At the end of the year, an implementation report summarises the fulfilment of the plan, setting out how the planned training sessions were carried out. This process supports the conscious planning, monitoring and annual review of training programmes. When drawing up the training plan for the following year, the company also takes into account the experience gained from the previous year's implementation.

Both the annual training plan and the implementation report summarising its fulfilment are drawn up in documented form and are recorded with the managing director's approval, date and signature.

The company has drawn up its annual training plan for 2025, monitored the delivery of the training courses throughout the year, and then evaluated them in documented form after the end of the year. The findings of this evaluation are also taken into account when drawing up the following year's training plan.

Training

The company's training programmes for 2025 are designed to maintain employees' professional competence, support compliance with legislation and standards, enhance workplace safety, and improve operational efficiency. The topics covered in the training courses are tailored to the requirements of the food industry and the company's quality assurance, energy, economic and sustainability objectives.

Health and safety training

The company provides compulsory training for its employees. *Fire safety training, as well as occupational health and safety training*, serve to maintain employees' basic safety knowledge, ensure compliance with legislation and promote a safe working environment. *A detailed description of Kecskeméti Konzerv Kft.'s occupational health and safety training programmes is provided in the chapter of the report entitled 'Occupational Health and Safety'.*

Professional development training

Training courses relating to **accounting and finance** focus on keeping abreast of changes to tax legislation, international reporting standards, cost centre management and the use of ERP systems. The aim of these training courses is to maintain up-to-date professional knowledge, support regulatory compliance, and facilitate the accurate, efficient and transparent operation of economic and financial processes. The target audience for these training courses consists primarily of finance and accounting staff, as well as managers involved in budget management.

The **quality assurance and food safety** training courses focus on the HACCP system approach, the IFS/BRC food safety standards, sensory testing, laboratory analysis and microbiology. These training courses are relevant not only to the quality control department but also to production staff, as maintaining product safety and quality is of paramount importance throughout the entire manufacturing process. The aim of the training is to maintain consumer confidence, reduce the reject rate and support compliance with customer and export market requirements.

The aim of **the energy training programmes** is to improve energy efficiency and support more sustainable operations. Training topics include energy conservation, the use of renewable energy sources, and the development of energy awareness. In addition to the training programmes, participation in energy and sustainability conferences also supports the expansion of professional knowledge. The training courses are primarily aimed at staff working in technical operations, maintenance, production management and production, and contribute to optimising energy consumption and improving operational efficiency.

ESG training and knowledge sharing

GRI 2-17, GRI 404

Kecskeméti Konzerv Kft. places particular emphasis on ensuring that the company's management and the organisational units involved in sustainability management possess adequate ESG knowledge. The development of ESG knowledge took on a more prominent role in 2025 with the launch of the company's ESG project. The ESG Committee plays a key role in the company's ESG management system, and its operations are supported by the Managing Director, who acts as the Committee's sponsor. The Managing Director is committed to the integration of sustainability considerations at an organisational level and ensures that ESG-related knowledge and expectations are reflected in management decision-making. As part of this, on 2 October 2025, following the inaugural meeting of the ESG Committee, the company organised targeted ESG training for members of the ESG working group, with the involvement of external experts. The aim of the training was to lay the foundations for an ESG approach, to promote a shared understanding of sustainability considerations, and to impart the basic knowledge required for corporate tasks relating to ESG.

During the training, participants gained a comprehensive overview of the basic concepts of ESG, sustainability reporting frameworks – particularly the GRI standards – the role of stakeholders, and ESG assessment systems, such as the EcoVadis criteria. The training helped members of the ESG working group to engage in the tasks required for sustainability reporting, ESG data collection and the development of related corporate processes, drawing on a more consistent professional foundation.

Kecskeméti Konzerv supports ESG knowledge-sharing through, amongst other things, the sharing of online ESG video content and internal communications. These forms of knowledge-sharing help to ensure that the ESG approach becomes more widely available within the organisation and, in the longer term, is integrated into the company's operations and management decision-making.

Training programme to support ethical conduct

In 2025, Kecskeméti Konzerv ran an employee training programme in connection with the introduction of the Code of Ethics and Conduct, the aim of which was to reinforce lawful, ethical and responsible business conduct, and to prevent risks relating to corruption, bribery and conflicts of interest. During the training programme, employees were introduced to the company's ethical principles, the expectations regarding fair business conduct, and the principle of zero tolerance towards corruption, money laundering, bribery and attempts at undue influence. The training covered the rules on accepting and offering gifts and hospitality, recognising and reporting conflicts of interest, and the requirement that business decisions must always be made lawfully, on professional grounds and with the company's interests in mind.

As part of the training, employees were informed about the internal reporting channels available in cases of suspected misconduct, unethical behaviour or legal violations, and were assured that whistleblowers acting in good faith would not face any disadvantage, retaliation or reprisals. The aim of the programme was to enable employees to recognise corruption and ethical risks, handle uncertain situations appropriately, and seek guidance or make a report where necessary.

The company intends to provide documented evidence of the delivery of training and the dissemination of the Code of Ethics and Conduct, particularly in the case of new recruits, through training materials,

attendance registers, internal communications, declarations of acknowledgement, and records relating to the completion of training. Kecskeméti Konzerv aims to ensure that the content of the Code of Ethics and Conduct is made available to all relevant employees as part of the onboarding process and, where necessary, through refresher or targeted training, and that compliance with its provisions is ensured amongst the workforce.

Information Security Awareness Training

Kecskeméti Konzerv provides its employees with an online information security training programme. The aim of the training is to strengthen employees' information security awareness and to support the responsible and secure handling of personal data, confidential business information and corporate IT systems. The training programme covers the fundamental principles of data protection and information security, the handling of confidential information, the appropriate use of authorisations and access rights, the recognition of phishing and other cyber security risks, secure password usage, the risks associated with email and internet use, and how to report information security events and incidents.

The training takes place via an online learning platform – Knowbe4 – which enables the monitoring of employees' participation, completion and progress. The company provides documented proof of completion of the training, for example through a training register, a certificate of completion, a summary of the training content or a report exported from the system. Participants receive a certificate upon completion of the training.

The company's aim is for information security training to contribute to the prevention of data protection and information security risks arising during day-to-day work, to enable employees to make responsible decisions, and to protect the company's information and systems. Training can be provided when new employees join the company, as well as in the form of refresher or update courses as required.

Sustainable Procurement Training Programme

In 2025, the company began preparations to introduce a sustainable procurement training programme for staff working in procurement and liaising with suppliers. The 2025 ESG training session organised by Kecskeméti Konzerv's ESG working group, as well as the online ESG videos, served as the basis for this initiative. Kecskeméti Konzerv also plans, from 2026 onwards, to ensure that its procurement staff have a comprehensive understanding of the social, environmental and ethical risks arising in the supply chain, as well as how to incorporate these into procurement decisions. Key topics of the planned training include sustainability expectations for suppliers, the identification of environmental and labour risks, the preliminary assessment and risk classification of suppliers, the application of contractual sustainability requirements, and the monitoring of corrective actions required in the event of non-compliance. As part of the training programme, the company intends to maintain training materials, attendance registers, certificates of completion and an annual training record.

The company's aim is for staff involved in procurement and supplier relations to undertake the induction training by 2026, after which the training will be repeated at regular intervals or when new staff join or relevant changes in job roles occur. The company plans to measure the effectiveness of the training by monitoring the number of participants, the proportion of job roles covered, and its application in supplier evaluation and corrective action processes.

Forms of training

Kecskeméti Konzerv Kft.'s training programmes may take the form of face-to-face sessions, sessions led by external experts, in-house training, or online knowledge-sharing.

Talent development and mentoring programme

Kecskeméti Konzerv Kft. does not currently operate a formalised talent development or mentoring programme. However, as a medium- and long-term development objective, the company plans to establish a system that supports the identification of employees who demonstrate outstanding performance and have development potential, as well as their professional advancement and long-term retention.

Under the planned programme, experienced staff and managers will act as mentors to support participants' professional development, the transfer of organisational knowledge, the training of the next generation of staff, and the development of leadership skills. The detailed operational framework, selection criteria and monitoring methods for the scheme will be developed during a subsequent development phase.

Kecskeméti Konzerv Kft. is open to leveraging state-funded training grants, including vocational and digital upskilling opportunities available through the GINOP Plus programme.

Support for internal mobility and career changes

By supporting internal mobility and career changes, the company helps employees to acquire skills that can be utilised in other areas of the organisation and to maintain their employability in the longer term. An example of this is supporting a transition from the production department to quality assurance or other support functions.

Number of training hours, 2022–2025

The company monitors the implementation of training programmes based on the number of training hours, the group of participants, the categories of employees involved and the fulfilment of the annual training plan.

Training and education (GRI 404-1)					
Category	Unit of measurement	2022	2023	2024	2025
Employees					
Total number of training hours provided to employees	hours	688	396	316	369
Number of (full-time) employees	people	253	251	261	278
Number of training hours provided to female employees	hours	664	388	196	131
Total number of female employees	people	136	130	134	149
Number of training hours provided to male employees	hours	24	8	120	238
Total number of male employees	people	117	121	127	129
Senior managers					
Total number of training hours provided to senior managers	hours	156	308	132	82
Total number of employees at senior management level	people	6	6	6	6
Middle managers					
Total number of training hours provided to middle managers	hours	332	16	24	16
Total number of employees at middle management level	people	9	9	9	9
Subordinates					
Total number of training hours provided to staff	hours	200	72	160	271
Total number of staff	people	238	236	246	263

Average number of training hours

When recording training data, the company monitors the number of training hours provided to employees, as well as the relevant employee headcounts. The data is presented broken down by gender and employee categories.

The average number of training hours per person indicator enables the company to monitor not only the total number of training hours but also the intensity of training across different employee groups. This supports a more transparent assessment of training activity and helps to examine the extent to which different employee groups benefit from training and development opportunities.

A breakdown by gender contributes to a more balanced monitoring of training opportunities, whilst a breakdown by employee category shows the extent to which senior management, middle management and staff have participated in training. By further refining and regularly monitoring training data, the company aims to ensure that the training system is aligned with job requirements, organisational objectives and sustainability considerations.

Average number of training hours per employee, 2022–2025

Indicator	Unit	2022	2023	2024	2025
Average number of training hours per employee	hours per person	2.72	1.58	1.21	1.33
Average number of training hours per female employee	hours per person	4.88	2.98	1.46	2.82
Average number of training hours per male employee	hours per person	0.21	0.07	0.94	2.86
Average number of training hours per senior manager	hours per person	26.00	51.33	22.00	13.67
Average number of training hours per middle manager	hours per person	36.89	1.78	2.67	1.78
Average number of training hours per employee	hours per person	0.84	0.31	0.65	1.03

Methodology: The average number of training hours was calculated as the total number of training hours provided for the relevant employee group divided by the number of employees in that group.

GRI Glossary

The glossary contains explanations of the most important sustainability, technical and methodological abbreviations and terms used in the report.

Term / abbreviation	Report
AR6	The IPCC's Sixth Assessment Report, which includes, amongst other things, figures on the global warming potential of greenhouse gases.
BPA	Bisphenol A; a compound used in the manufacture of certain plastics and coatings. The report refers to the use of BPA-NI (i.e. unintentional use of BPA) packaging.
BRC / BRCGS	An international set of requirements for food safety and quality management. The BRC standards are now maintained under the BRCGS brand name.
CFO	Chief Financial Officer; financial director.
CO₂e	Carbon dioxide equivalent; an indicator expressing the climate impact of various greenhouse gases in a standardised unit of measurement.
EcoVadis	An international corporate sustainability assessment platform that evaluates environmental protection, labour and human rights practices, business ethics and responsible procurement.
EFRA	European Financial Reporting Advisory Group; the professional body for sustainability and financial reporting in Europe.
EHIR	Unified Waste Management Information System; the national information system for waste management data reporting.
EHS	Environment, Health and Safety; environmental protection, occupational health and safety.
EMS	Environmental Management System; an environmental management system. It also appears in the report as part of an internal document identifier.
ESG	Environmental, Social and Governance; a collective term for environmental, social and corporate governance considerations.
GDPR	General Data Protection Regulation; the European Union's General Data Protection Regulation.
GHG Protocol	An internationally applied methodological framework for quantifying and reporting greenhouse gas emissions.
GINOP Plus	Economic Development and Innovation Operational Programme Plus; a Hungarian programme that also supports business development and training.
GJ	Gigajoule; a unit of energy. 1 GJ = 1,000 megajoules.
GMO	Genetically modified organism (GMO).
GRI	Global Reporting Initiative; an international sustainability reporting framework for the public disclosure of impacts on the economy, the environment and people.

Term / abbreviation	Report
GWP	Global Warming Potential; a measure of the climate impact of individual greenhouse gases relative to that of carbon dioxide.
HACCP	Hazard Analysis and Critical Control Points; a food safety system based on hazard analysis and critical control points.
HoReCa	Hotels, Restaurants and Catering; a collective term for the hotel, catering and public catering sectors.
HUF / Ft	Hungarian forint, the official currency of Hungary.
IFS	International Featured Standards; an international standardisation system defining, amongst other things, food safety and quality management requirements.
IPCC	Intergovernmental Panel on Climate Change.
ISO 14001	An international standard setting out the requirements for environmental management systems.
JRC	Joint Research Centre; the European Commission's Joint Research Centre.
KPI	Key Performance Indicator; a key performance indicator.
LOTO	Lockout/Tagout; a health and safety procedure for isolating, locking out and tagging hazardous energy sources.
LPG	Liquefied Petroleum Gas; liquefied hydrocarbon gas, used, for example, as fuel for forklift trucks.
LTIF	Lost Time Injury Frequency; a measure of the frequency of injuries resulting in lost working time.
MEKH	Hungarian Energy and Public Utilities Regulatory Authority.
NACE	The European Union's classification system for economic activities.
n.a.	Not available / not applicable; not available or not applicable.
OKIR	National Environmental Information System.
OSAP	National Statistical Data Collection Programme.
SBTi	Science Based Targets initiative; an international initiative supporting the scientific basis for corporate greenhouse gas emission reduction targets.

Term / abbreviation	Report
Scope 1	Direct greenhouse gas emissions from sources owned or controlled by the organisation.
Scope 2	Indirect greenhouse gas emissions associated with purchased electricity, heat, steam or cooling.
Scope 3	Other indirect greenhouse gas emissions arising within the organisation's value chain.
SDG	Sustainable Development Goals; the UN's Sustainable Development Goals.
SMART target	Specific, measurable, achievable, relevant and time-bound objectives.
SZTFH	Supervisory Authority for Regulated Activities.
TEÁOR	Unified Sectoral Classification System of Activities; the Hungarian classification of economic activities.
TTF	Cleaning, tidying and disinfection instructions.
GHG	Greenhouse gas; an atmospheric gas that contributes to the greenhouse effect and global warming.

GRI Content Index

Statement of use: Kecskeméti Konzerv Kft. has reported the information cited in this GRI Content Index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021.

Applicable GRI Sector Standard(s): At the time of preparing the sustainability report, no applicable GRI Sector Standard was available for the company's activities.

GRI Standard and Disclosure	Chapter title, page number	Comment
GRI 2: General Disclosures 2021		
GRI 2: General Disclosures 2021 – 2-1 Organisational Information	About the report, page 5	–
GRI 2: General Disclosures 2021 – 2-2 Organisations included in the sustainability report	About this report, page 5	–
GRI 2: General disclosures 2021 – 2-3 Reporting period, frequency and point of contact	About the report, pages 5–6	–
GRI 2: General disclosures 2021 – 2-4 Reassessment of information	About the report, page 6	First report; previous restatements are not relevant.
GRI 2: General disclosures 2021 – 2-5 External assurance	About the report, page 6	No external assurance has been carried out.
GRI 2: General disclosures 2021 – 2-6 Operations, value chain and other business relationships	Value chain, page 14	–
GRI 2: General disclosures 2021 – 2-7 Employees	Employment and labour rights, page 58	–
GRI 2: General disclosures 2021 – 2-8 Non-staff workers	Employment and labour rights, pages 58–59	–
GRI 2: General disclosures 2021 – 2-9 Governance structure and composition	Corporate Governance, pages 31–32	–
GRI 2: General Disclosures 2021 – 2-10 Appointment and selection of the highest governing body	Corporate Governance, page 32	–
GRI 2: General Disclosures 2021 – 2-11 Chair of the highest governance body	Corporate Governance, page 31	–
GRI 2: General Disclosures 2021 – 2-12 The role of the highest governance body in overseeing the management of impacts	Corporate Governance, page 32	–
GRI 2: General Disclosures 2021 – 2-13 Delegation of responsibility for managing impacts	Corporate Governance, pages 33–33	–
GRI 2: General Disclosures 2021 – 2-14 The role of the highest governance body in sustainability reporting	About the Report, page 6; Corporate Governance, page 32	–
GRI 2: General Disclosures 2021 – 2-15 Conflicts of interest	Ethical conduct, page 34	–
GRI 2: General Disclosures 2021 – 2-16 Communication of Critical Concerns	Ethical Conduct, pages 35–36	–
GRI 2: General Disclosures 2021 – 2-17 Collective expertise of the highest governance body	Corporate Governance, page 34; Training and Education, page 89	–
GRI 2: General Disclosures 2021 – 2-18 Assessment of the performance of the highest governance body	Corporate Governance, page 34	–
GRI 2: General Disclosures 2021 – 2-19 Remuneration policies	Corporate Governance, page 34	–
GRI 2: General Disclosures 2021 – 2-20 The process for determining remuneration	Corporate Governance, page 34	–
GRI 2: General Disclosures 2021 – 2-21 Annual total remuneration ratio	Corporate Governance, page 34	Detailed comparative ratios are not disclosed.
GRI 2: General Disclosures 2021 – 2-22 Statement on the sustainable development strategy	Foreword, pages 3–4; Sustainability Strategy, pages 17–21	–
GRI 2: General Disclosures 2021 – 2-23 Policy Commitments	Corporate Governance, page 33	–

GRI Standard and Disclosure	Chapter title, page number	Comment
GRI 2: General Disclosures 2021 – 2-24 Integration of policy commitments	Corporate Governance, pages 32–33	–
GRI 2: General Disclosures 2021 – 2-25 Processes for addressing adverse impacts	Ethical conduct, pages 35–36	–
GRI 2: General Disclosures 2021 – 2-26 Mechanisms for consultation and raising concerns	Ethical conduct, pages 35–36	–
GRI 2: General Disclosures 2021 – 2-27 Compliance with laws and regulations	Ethical conduct, pages 35–36	There were no significant instances of non-compliance in 2025.
GRI 2: General disclosures 2021 – 2-28 Membership of professional organisations	Key professional engagements, pages 15–16	–
GRI 2: General disclosures 2021 – 2-29 Approach to stakeholder engagement	Stakeholders, pages 22–29	–
GRI 3: Material topics 2021		
GRI 3: Material topics 2021 – 3-1 Process for determining material topics	Material issues, page 29	–
GRI 3: Material topics 2021 – 3-2 List of material topics	Material topics, pages 29–30	–
GRI 3: Material topics 2021 – 3-3 Approach to material topics – Responsible corporate governance	Responsible corporate governance, pages 31–34	–
GRI 3: Material topics 2021 – 3-3 Addressing material topics – Ethical conduct	Ethical conduct, pages 34–36	–
GRI 3: Material Topics 2021 – 3-3 Addressing Material Topics – Responsible Procurement Practices	Responsible procurement practices, pages 36–38	–
GRI 3: Material topics 2021 – 3-3 Addressing material topics – Energy consumption and energy efficiency	Energy consumption and energy efficiency, pages 41–41	–
GRI 3: Material Topics 2021 – 3-3 Addressing material topics – GHG emissions	GHG emissions, pages 45–47	–
GRI 3: Material topics 2021 – 3-3 Addressing material topics – Waste management	Waste management, pages 48–51	–
GRI 3: Material topics 2021 – 3-3 Addressing material topics – Water management	Water management, pages 51–55	–
GRI 3: Material Topics 2021 – 3-3 Approach to Material Topics – Labour and Employee Rights	Employment and labour rights, pages 56–67	–
GRI 3: Material topics 2021 – 3-3 Approach to material topics – Product quality, food safety and customer compliance	Product quality, food safety and customer compliance, pages 67–72	–
GRI 3: Material Topics 2021 – 3-3 Addressing Material Topics – Occupational Health and Safety	Occupational health and safety, pages 73–87	–
GRI 3: Material topics 2021 – 3-3 Approach to material topics – Training and education	Training and education, pages 87–93	–
Economic and corporate governance standards		
GRI 204: Procurement Practices 2016 – 204-1 Proportion of expenditure on local suppliers	Responsible procurement practices, pp. 37–40	–
GRI 205: Anti-corruption 2016 – 205-3 Confirmed cases of corruption and actions taken	Ethical conduct, pages 35–36	0 confirmed cases in 2025.
Environmental standards		
GRI 302: Energy 2016 – 302-1 Energy consumption within the organisation	Energy consumption and energy efficiency, pages 43–46	–
GRI 302: Energy 2016 – 302-2 Energy consumption outside the organisation	Energy consumption and energy efficiency, page 44	Not quantified; comprehensive data was not available.
GRI 302: Energy 2016 – 302-3 Energy intensity	Energy consumption and energy efficiency, pages 43–44	–

GRI Standard and Disclosure	Chapter title, page number	Comment
GRI 302: Energy 2016 – 302-4 Reduction in energy consumption	Energy consumption and energy efficiency, pages 45–46	–
GRI 303: Water and wastewater 2018 – 303-3 Water withdrawal	Water management, page 53	–
GRI 303: Water and wastewater 2018 – 303-4 Water return	Water Management, pages 53–54	–
GRI 303: Water and wastewater 2018 – 303-5 Water consumption	Water Management, p. 54	–
GRI 305: Emissions 2016 – 305-1 Direct (Scope 1) GHG emissions	GHG emissions, page 46	–
GRI 305: Emissions 2016 – 305-2 Indirect (Scope 2) GHG emissions	GHG emissions, page 46	–
GRI 305: Emissions 2016 – 305-4 GHG emissions intensity	GHG emissions, pages 46–47	–
GRI 306: Waste 2020 – 306-3 Waste generated	Waste management, page 50	–
GRI 306: Waste 2020 – 306-4 Waste diverted from disposal	Waste management, page 50	–
GRI 306: Waste 2020 – 306-5 Waste sent for disposal	Waste management, page 50	–
GRI 308: Environmental assessment of suppliers 2016 – 308-1 New suppliers screened against environmental criteria	Responsible procurement practices, pages 37–40	–
GRI 308: Environmental assessment of suppliers 2016 – 308-2 Negative environmental impacts in the supply chain and measures taken	Responsible procurement practices, pages 37–40	No supplier with a significant negative impact has been identified.
Social standards		
GRI 401: Labour Practices 2016 – 401-1 Recruitment and staff turnover	Employment and labour rights, pages 59–65	–
GRI 401: Employment 2016 – 401-2 Benefits provided to full-time employees but not to temporary or part-time employees	Employment and labour rights, pages 59–70	–
GRI 401: Employment 2016 – 401-3 Parental leave	Employment and labour rights, page 62	–
GRI 403: Occupational Health and Safety 2018 – 403-1 Occupational Health and Safety Management System	Occupational Health and Safety, page 73	Non-certified, statutory-based operational system.
GRI 403: Occupational Health and Safety 2018 – 403-2 Hazard identification, risk assessment and investigation of incidents	Occupational health and safety, pages 74–75	–
GRI 403: Occupational Health and Safety 2018 – 403-3 Occupational health services	Occupational health and safety, pages 75–76	–
GRI 403: Occupational Health and Safety 2018 – 403-4 Employee participation, consultation and communication	Occupational health and safety, pages 76–77	–
GRI 403: Occupational Health and Safety 2018 – 403-5 Employee training on occupational health and safety	Occupational Health and Safety, pages 77–78	–
GRI 403: Occupational Health and Safety 2018 – 403-6 Support for employees' health	Occupational Health and Safety, page 78	–
GRI 403: Occupational Health and Safety 2018 – 403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Occupational Health and Safety, page 79	–
GRI 403: Occupational Health and Safety 2018 – 403-8 Employees covered by the occupational health and safety management system	Occupational Health and Safety, pages 79–80, 87	–
GRI 403: Occupational Health and Safety 2018 – 403-9 Work-related injuries	Occupational Health and Safety, pp. 80–83, 87	–
GRI 403: Occupational Health and Safety 2018 – 403-10 Work-related illnesses	Occupational Health and Safety, pp. 84–87	–

GRI Standard and Disclosure	Chapter title, page number	Comment
GRI 404: Training and education 2016 – 404-1 Average annual number of training hours per employee	Training and education, pp. 92–93	–
GRI 405: Diversity and equal opportunities 2016 – 405-1 Diversity of governing bodies and employees	Corporate Governance, p. 32; Employment and Labour Rights, pp. 64–65	–
GRI 406: Non-discrimination 2016 – 406-1 Incidents of discrimination and corrective actions taken	Employment and labour rights, page 67	0 cases in 2025.
GRI 414: Social assessment of suppliers 2016 – 414-1 New suppliers screened against social criteria	Responsible procurement practices, pages 37–40	–
GRI 414: Social assessment of suppliers 2016 – 414-2 Negative social impacts in the supply chain and measures taken	Responsible procurement practices, pages 37–40	No suppliers with significant negative impacts have been identified.
GRI 416: Customer health and safety 2016 – 416-1 Assessment of the health and safety impacts of product and service categories	Product quality, food safety and customer compliance, page 7	–
GRI 416: Customer health and safety 2016 – 416-2 Incidents of non-compliance relating to the health and safety impacts of products and services	Product quality, food safety and customer compliance, pages 70–76	–
GRI 418: Protection of customer data 2016 – 418-1 Substantiated complaints regarding breaches of customer data protection and loss of customer data	Ethical Operations, pp. 35–37	Zero substantiated complaints and zero data protection incidents in 2025.

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