

SUSTAINABILITY REPORT

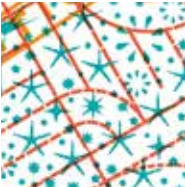
2023





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"... strengths gained in the past should not be lost, but rather propel the present and help conquer the future..."

Imre Kner





Executive statement



Dear Partner, Investor, Colleague, Dear Reader,

In the 173-year history of the Printing House, 2023 truly proved to be a special year, as it marked the first time that the value of our international activities surpassed our domestic sales revenue. Years of persistent work have come to fruition. What started as a huge challenge has now transformed into significant professional knowledge, plenty of experience, and numerous completed projects. We have not only maintained but also strengthened our position in the international market, thanks to the expertise, commitment, and continual strive for improvement of our employees. Our dedication to sustainability, technological innovation, and social responsibility remains unbroken.

Our continuous technological advancements, aimed at automation and more efficient operations, not only enhance our competitiveness, but also contribute to a greener and more sustainable future by reducing our energy consumption.. The work of our researchers and developers focuses on innovation and safety, as well as on developing environmentally conscious solutions, proving that sustainability and high-quality production can go hand in hand.

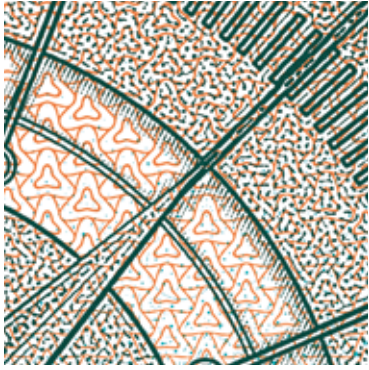
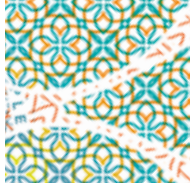
Our digitalization efforts, particularly in the field of security printing solutions, have not only strengthened our market position, but also serve to increase efficiency and help achieve our sustainability goals by reducing our ecological footprint.

As we proudly look back on the past year, we know that the path to sustainable development is an ongoing process. I thank our partners, investors, employees and all stakeholders for their support and trust in us. Our goal, alongside our long-term successful operations, is to continue exploring more sustainable solutions and to strengthen our social responsibility, and we look forward to making further steps in this journey together with you.

Kind regards,

Gábor Zsámboki

Vice-president
Chief Executive Officer



About this report

Our company's Sustainability Report for 2023 provides information about last year's economic, environmental, and social performance. The report is not certified and currently follows the "Core" compliance level according to the GRI Standards. We have begun preparations for the new ESG regulations - the common rules on due diligence for sustainability purposes - which bring significant changes starting this year. The framework for the Hungarian ESG model is defined by the 2023 CVIII. Act.

Our goal, beyond demonstrating our commitment to responsible business practices, is to transparently report on the changes made in the past year aimed at achieving our sustainability goals.

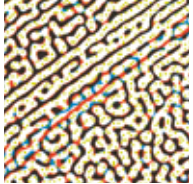
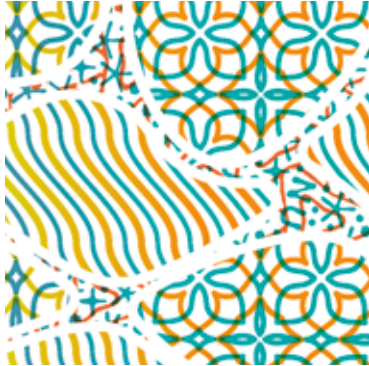
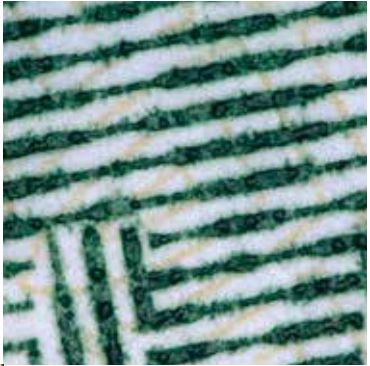
For observations, development suggestions, or questions, please contact us at info@any.hu

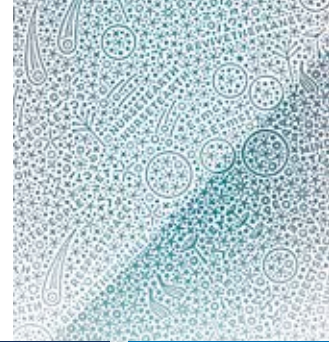


Scope of this report The report covers all sites of ANY Security Printing Company PLC.

Reporting period Calendar year 2023, which corresponds to the financial year 2023

Reporting cycle 1 year





ANY Security Printing Company Group

Founded in 1851, ANY Security Printing Company PLC, formerly known as State Printing House, is among the leading security printing companies in Hungary and the CEE region, and is present in more than 70 countries. The Group aims to serve its partners at the highest level through continuous innovation and development. The Company offers complex solutions in secure person and product identification projects from conceptual planning to implementation, as well as in high-volume printing and personalization. It also produces Mastercard and VISA bank cards for several domestic and international banks. The security solutions developed by the Document Security Laboratory of ANY, featuring special technologies, and its domestic and international references ensure world-class preparedness. The company group has subsidiaries in Hungary – Gyomai Kner Nyomda Zrt., Specimen Zrt., Techno-Progress Kft., ANY Ingatlanhasznosító Kft. – and also operates through commercial offices in Slovakia (Slovak Direct s.r.o.), joint ventures in Romania (Zipper Services s.r.l. / Atlas Trade Distribution SRL) and Moldova (Tipo Direct Serv SRL).

The largest domestic subsidiary, Gyomai Kner Printing Company, offers digital book printing and fulfillment services alongside traditional book production. Our international presence has expanded; in addition to our subsidiaries, local partners in various countries represent the Printing Company, supporting our work with local knowledge to ensure we are accessible everywhere in the world.



ANY in numbers

173 years



of experience
and reference

13 certificates



national and
international

9 patents



unique solutions
worldwide

EUR 143,5 million



turnover

55%



export ratio

10



sites

1075



employees

Employees

622

ANY
Budapest

78

ANY
Pásztó

141

Gyomai
Kner Nyomda

157

Zipper

34

Atlas

7

Tipo Direct

32

Techno-
Progress

women
co-workers

48%

women
managers

35%

under
30 years old

13%

between
30 és 50

50%

over 50
years old

37%

fluctuation

entry
16%

exit
8%

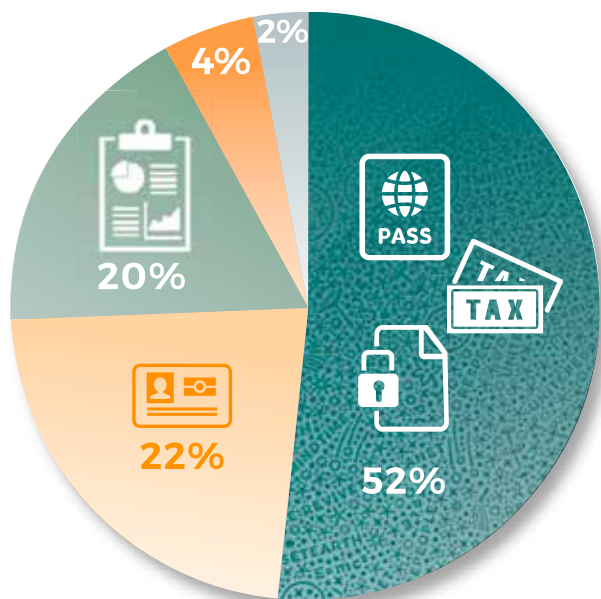
CERTIFICATES

Certifications of ANY Security Printing Company PLC guarantee that its products and services are in line with accepted international standards and domestic requirements:

- **ISO 9001** quality management system certificate
- **ISO 14001** environmental management system certificate
- **ISO 27001** information security management certificate
- **ISO 45001** occupational health and safety management system certificate
- **VISA EMV** bank card manufacturer and personalizer licence
- **Mastercard EMV** bank card manufacturer and personalizer licence
- **Mastercard CQM** Bank Card Quality Management System certificate
- **ISO 14298** management of security printing processes certificate, Governmental and Centr Bank level, Intergraf
- **AQAP-2110 NATO** Quality Assurance Certificate
- **NATO** Eligibility decision, Ministry of Defence
- **GPwA** (Green Printworld Award)
- certified bidder and securities producer of Hungary

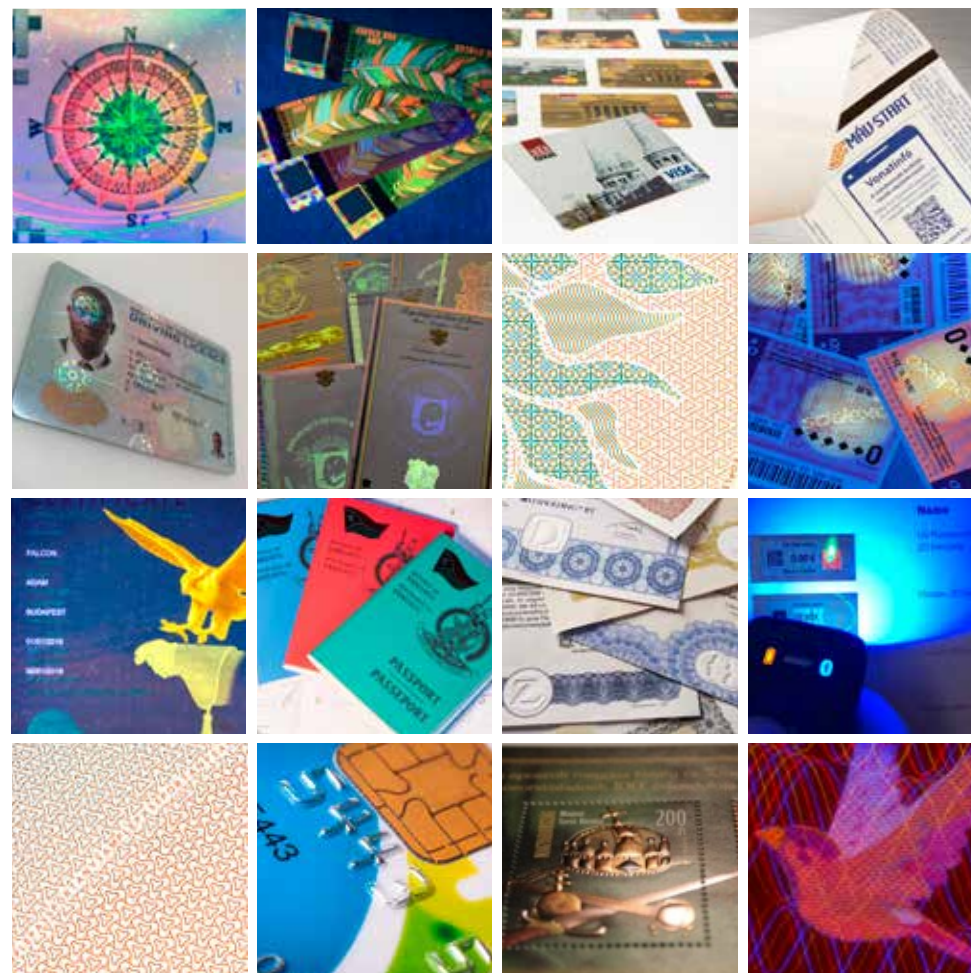
Product portfolio

Our extensive product portfolio is continuously evolving in response to market demands, with hybrid solutions becoming increasingly prominent. Typically, in the area of security products and services, physically produced items can be combined with digital security solutions and controls.



Sales by product segment

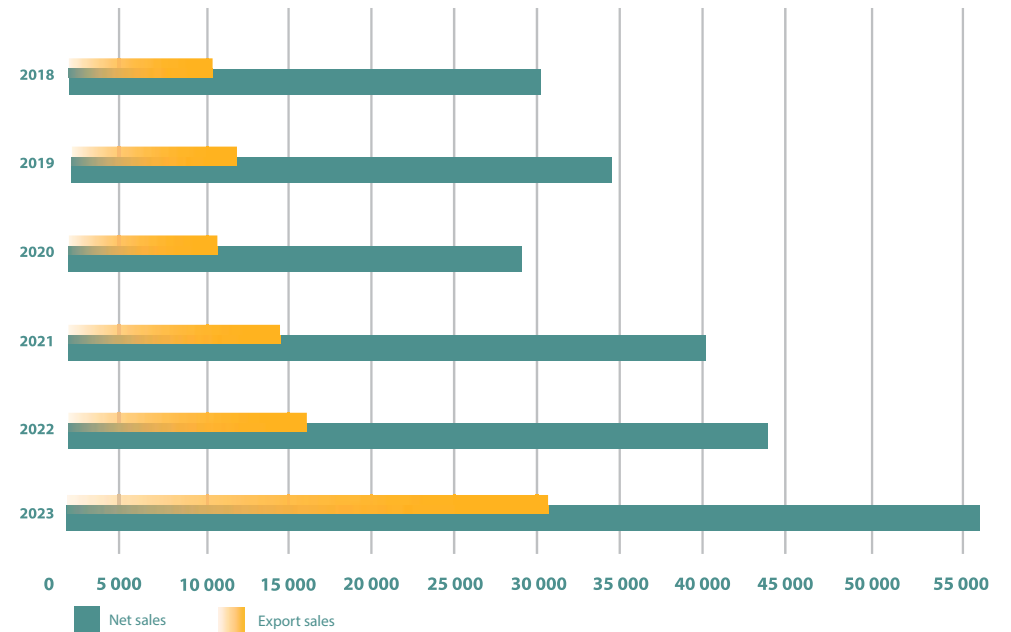
- security products and solutions
- card production and personalization
- printed forms
- traditional printing products
- other



Markets served

We are a reliable partner in more than 70 countries

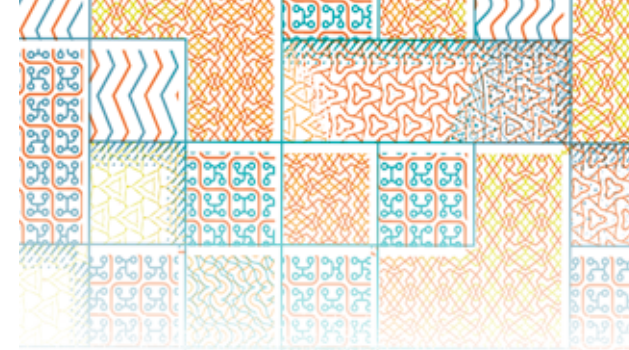
A significant proportion of our revenue comes from products and services sold to the public administration sector. Our clients are found in both domestic and international markets, including commercial, financial, and transportation sectors. Additionally, we collaborate with partners who require specific solutions for their projects. In this way, ANY positions itself as a strategic partner for paper mills and security printing companies.



Figures in thousands of HUF



Our approach to sustainability



Global challenges

The year 2023 posed challenges for the security printing industry globally, with an increase in the number of countries with unstable political backgrounds. This not only complicates or even completely obstructs cooperation with the targeted countries, but also affects our shipping routes, their timing, and costs. In an exponentially growing digital world, there is also an increase in abuses, forgeries, and cyberattacks. These trends not only have a significant impact on production processes and supply chains, but also set the direction for industry innovation. In the future, there will likely be an increased demand for advanced security technologies and sustainable manufacturing methods, which together can meet the new requirements emerging in the market. The industry's resilience and capacity for innovation will be crucial for successful operation in an everchanging market environment.

Our values and goals

For our Printing Company, the 173-year heritage is not just a tradition but a compass for the future. We are convinced that ethical business practices, professional passion, and a people-centered culture are the foundations on which our present and future are built. Therefore, we have committed ourselves to dynamically shaping our evolving strategy as times change, while keeping our values in mind. Our goal is to create a business model underpinned by social and environmental responsibility, which not only guarantees our current success, but also serves as a pledge for our sustainable development.

ESG targets

The ESG guidelines are not only expectations, but also serve as guides for the creation of our company's strategy. We understand that we can only achieve our ESG goals effectively if all stakeholders are aware of their importance and apply them consistently. In this spirit, internal education and attitude formation are top priorities for us.

Short-term development plans

Restructuring our sustainability strategy and our report in line with new laws. This year is a period of preparation, we are introducing new systems and tasks that will enable us to meet the ESG obligations. We aim to restructure the elements of our operations that have already been guided by these principles into forms that satisfy the regulations.



The main pillars and areas of our sustainability strategy



employees



business partners



portfolio



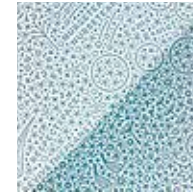
environment



society



Key sustainability topics



PRODUCT RANGE

Our development is ensured by continuous product and service development, portfolio expansion and cleaning.

RESPONSIBLE BUSINESS CONDUCT

Ethical business conduct and legal compliance are fundamental.

SOCIAL RESPONSIBILITY

We help and support to the best of our ability.

RESPONSIBLE EMPLOYMENT

Job security, social security.

ENVIRONMENT PROTECTION

Integrating sustainability into the management of the company. Increasing emphasis on renewable energy and energy efficiency.

Responsible employment

Stable environment for our employees


While the ANY Group places significant emphasis on adhering to employment laws, occupational safety, employment regulations, as well as tax and social security laws, special attention was given last year to the education and development of our employees. This is essential to keep pace with industry developments and ensure that our colleagues' expertise follows technological advancements. In 2023, we launched a mentorship program aimed at more efficient use of human resources and increasing stability. Mentors pass on the knowledge they have acquired in various areas of production, training their assigned colleagues so they can handle multiple tasks of the work process according to current needs. The goal of this development is to enable trained colleagues to work flexibly in other work processes, significantly easing work organization.

The Printing Company provides its employees with a wide range of social benefits and supports the creation of a work-life balance. The principles of benefits and compensation are described in the Collective Agreement. The preservation and improvement of our employees' working conditions are also supported by the representation - the Trade Union, the Works Council and safety and health representatives. They provide opportunities for discussing current issues and problems through organized forums, then making suggestions to management.



The Printing Company was once again awarded a certificate of recognition at the "Responsible Employer of the Year" competition. OFA Nonprofit Kft. awards domestic employers who lead exemplary activities in the field of employment based on an objective set of criteria. Within the large enterprise category, we received a special Low-Budget award for creating an Outdoor Community Space, a long-desired project aimed at developing a communal area capable of hosting various types of events, from family days and team-building activities to family birthdays.

Benefits



PHONE
SUBSCRIBER
DISCOUNT



FREE USE OF
GYM



DISCOUNTED
MEALS



OUTDOOR
COMMUNITY SPACE




EXPERIENCE ENTRY




VOLUNTARY
PENSION FUND



HEALTH
SCREENING
PROGRAMME



EDUCATION,
TRAINING




FREE COFFEE



OUTDOOR
ACTIVITIES



COMMUNITY
PROGRAMS



BOOK STOP



Occupational health and safety

It was a significant step for the Printing Company that after preparing for the ISO 45001 certification that began in 2022, the occupational health and safety management system was successfully implemented and audited in 2023. The purpose of this system is to ensure safer and healthier working conditions, reduce risks, prevent health impairments arising from these risks, and develop corporate safety culture at a systematic level at our company. Health preservation and safety have always been a priority; each major unit of the Printing Company is equipped with a defibrillator, which can be used by employees trained in first aid in case of emergency. After conducting mandatory training, currently about 90 individuals - nearly 20 more than the previous year - are capable of providing professional first aid. We consider the prevention of illnesses important, for which regular medical examinations and consultations are essential. Our occupational doctor is available four days a week at our central office building.





Training, development

The guarantee of our efficient operation is education

For the implementation of our educational programs, we successfully applied for the GINOP Plusz-3.2.1-21 training grant, aimed at improving the adaptability and productivity of employees and companies through workforce development. The grant supported the training program of 311 individuals over an 18-month intensive phase. We continued the LEAN training at both beginner and advanced levels through interactive workshops. Middle managers and key employees were able to develop their skills in communication, collaboration, project management, and time management in multidisciplinary trainings. A new training grant will be announced in 2024 as well and we plan to continue and expand the program.

Engagement of young professionals

- From 2023, we operate as a dual training site at every location, with successful accreditation achieved at the Pásztó site.
- We once again have employees studying in print industry vocational training; 6 individuals studying alongside their work as print processing worker and 1 as a pre-press operator, with dual training provided in partnership with the Budapest Mechanical SzC Szily Kálmán Technical School and Dormitory. The training is carried out by our corporate group collaboration, featuring our own professional instructors and the school (Gyoma-ANY).
- Our internal course on basic skills in printing and cutting was successfully completed in 56 hours, with 14 participants, and included written, practical, and oral exams in Pásztó, with the help of the teachers of the Szily Kálmán Technical School and Dormitory.
- Throughout the year, our internship program employed 5 individuals from higher education in fields such as commerce, marketing, procurement, and technology. Some interns may be offered permanent positions following successful studies.





A commitment to the environment

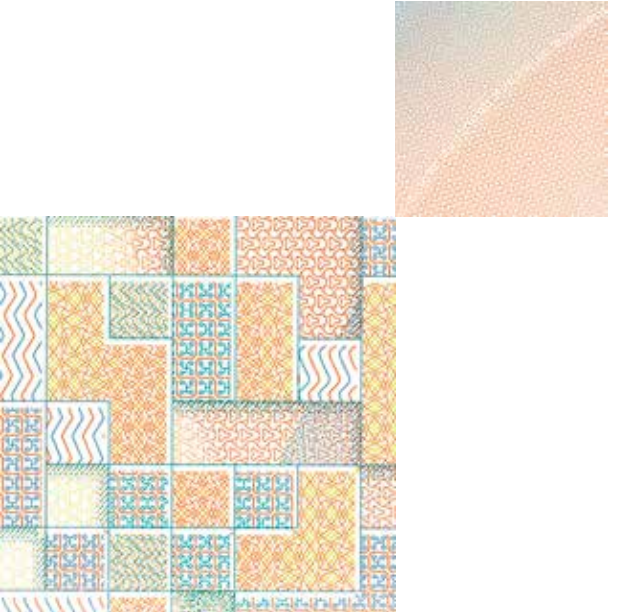
The Management has defined and made public its commitment to maintaining and developing environmentally conscious operations, as well as creating safe and healthy working conditions, through the Integrated Management Policy.

Integrated Management Policy

To achieve our strategic objectives, we operate our business processes safely, at a low risk level, and in compliance with relevant legal regulations and standards.

THE LONG-TERM STRATEGIC GOAL is to produce specialized, high value-added, unique products for our business partners using modern information technology, as well as to provide comprehensive business solutions and innovative services in the field of security and traditional printing products, in the domestic and international markets, while maintaining sustainable operations.

The "Green Printing Company of the Year" award was presented to ANY Security Printing Company PLC for the thirteenth time, and to our largest domestic subsidiary, Gyomai Kner Printing Company, for the sixth time in 2023.





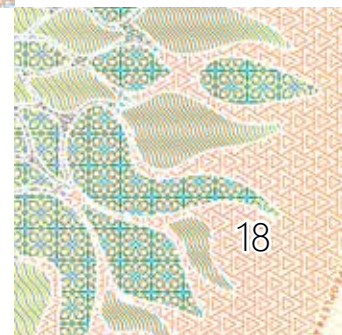
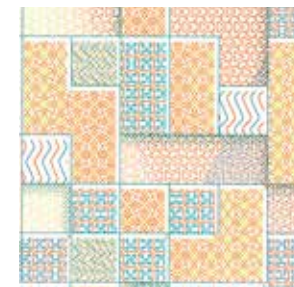
The Company ensures through the operation and continuous improvement of the integrated management system

- to produce and deliver products and services that meet customer requirements and needs in all aspects
- to increase the satisfaction and confidence of business partners through the planning and implementation of quality, technological processes and quality controls, using the best available technological solutions as far as possible
- product and production safety, the high standard of the related physical and information security environment
- the maintenance and improvement of environmentally responsible operations, through measures such as pollution prevention, reduction of environmental impacts, rational resource management, selective waste management, reduction and management of hazardous substances
- suppliers and business partners that support our performance and meet the quality, safety and environmental standards expected by the Company and our customers
- the protection of the personal data processed in accordance with the law and the protection of the rights of those concerned
- trustworthy professionals with the necessary skills and knowledge
- balanced relations and ongoing dialogue with customers, public authorities, the public, partners and internal staff

The management of ANY has committed itself to provide the resources necessary to achieve the goals, and its employees have undertaken to consistently and fully comply with the provisions of the Integrated Management Policy, thus jointly guaranteeing the achievement of the goals. Short-term and longer-term environmental objectives and measures are defined in accordance with the policy. Performance is evaluated regularly during management reviews.

CHANGES

- certified OHSMS
- Use of an extended producer responsibility system (EPR)
- Process improvements (FMEA, CP, OEE)
- Sample quality control, AQL, QAP protocol
- The use of quality control modules in manufacturing facilities to improve the efficiency of material use.



Use of paper and foil

Material uses	2022	2023	Change compared to previous year (%)
Paper (t)	2025	1761	↓ 14
Card foil (t)	164	240	↑ 46
Paper-based packaging material [t]	146	72,8	↓ 49
Plastic-based packaging material [t]	23	30	↑ 30

During production planning, where possible, we prefer to use roll paper with a more favourable width and a lower weight per square metre in order to improve material yield and reduce waste. For large-volume projects, we can save tons of raw material by ordering a custom paper size. When designing the graphic layout, we strive for further material savings in consultation with our customers. We use a significant amount of environmentally certified roll paper produced by our largest paper suppliers.

The introduction of the EPR (Extended Producer Responsibility) system has led to a significant reduction in the amount of paper packaging materials. We continuously strive to modify our product packaging to ensure it remains secure while using a lower quantity of materials. By analysing the quality control data according to the AQL between production, we have achieved a significant reduction in rejects for the priority product groups. Card foil consumption increased due to an increase in order volume.



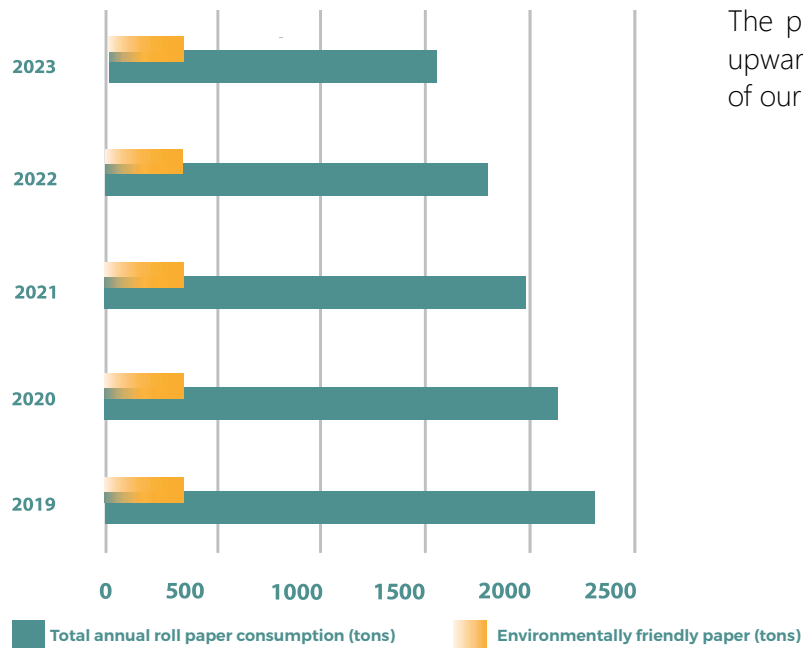


Use of environmentally friendly papers and auxiliary materials

Year	Total annual roll paper consumption (t)	Environmentally friendly paper (t)	Environmentally friendly paper (%)
2019	2069	99	4,8
2020	1852	94	5,1
2021	1715	116	6,7
2022	1571	120	8
2023	1442	138	10

The greatest demand for environmentally friendly raw materials comes from the banking and financial sector.

In 2023, the volume of cards made from recycled materials accounted for 73% of total bank card production.



The proportion of environmentally friendly paper in relation to the total use of roll paper shows an upward trend. While 10% may not seem significant, it is important to note that a considerable volume of our products is made on security paper, where specific paper quality and characteristics are required.



Hazardous material and energy consumption, specific energy

Material uses	2022	2023	Change compared to previous year (%)
Ink (t)	14	15	↑ 6
Detergent, solvent, water additive (t)	28	37	↑ 32
Water consumption (m ³)	6901	7615	↑ 11
District heating (GJ)	6990	3590	↓ 49
Electricity (MWh)	4802	4984	↑ 2
Gas (thousand m ³)	100,7	118	↑ 17
Specific electricity consumption kWh/ revenue	0,00018	0,000119	↓ 44
Hazardous waste/material use (%) Halom utca	0,4	0,47	↑ 18
Hazardous waste/material use (%) Fátyolka utca	7,9	9,58	↑ 21

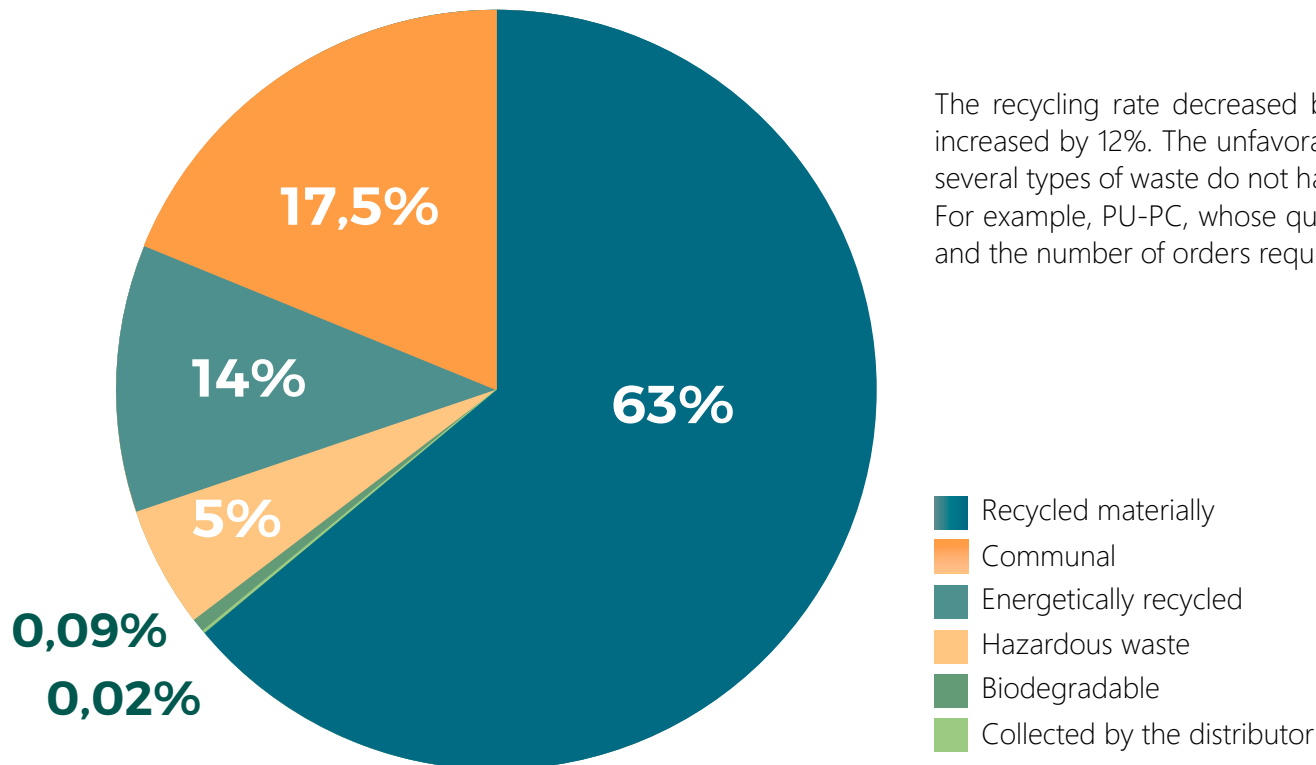
Regarding electricity consumption, it is important to highlight that last year we made significant investments in machinery. We updated older, outdated technology and also expanded our capacity and technology. The additional energy demand associated with this expansion was well compensated by the modernization. Energy efficiency investments have resulted in a significant reduction in district heating consumption. The increase in consumption of hazardous substances, hazardous waste and gas is due to the increase in production volumes and the evolution of the composition of the products manufactured.

ANY is committed to the 10 principles of the UN Global Compact. ANY Security Printing Company PLC does not discharge pollutants into waters, does not produce radioactive materials, and manages hazardous waste generated during production in a proper manner, strictly adhering to regulations.

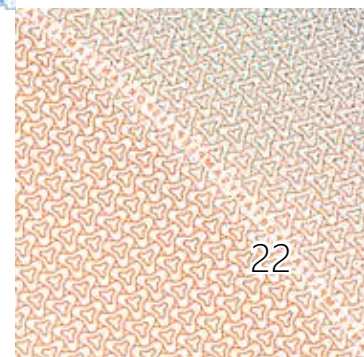
Quantity and management of waste

Since the introduction of the environmental management system, the biggest progress has been made in the area of selective waste collection and waste recycling. In 2023, almost 80% of the waste generated was recycled in some form, with 63% being recycled materially and only 23% ending up in landfills or incinerated for disposal. We recycle a significant proportion of paper, plastic and metal waste. We sort paper waste into six, plastic waste into eleven, and metal into four categories.

Waste distribution by method of management (%)



The recycling rate decreased by 3% compared to the previous year, however, the volume increased by 12%. The unfavorable trend in ratios was significantly influenced by the fact that several types of waste do not have an established recycling method, thus they are incinerated. For example, PU-PC, whose quantity is continuously increasing – it is a manufacturing waste, and the number of orders requiring this material has grown.





Paper waste and paper usage

Year	Paper waste	Use of paper (t)	Paper waste / Use of paper (%)
2019	531	2373	22
2020	411	2090	20
2021	477	2002	24
2022	344	2025	17
2023	362	1761	21

The share of paper waste increased by 4% compared to last year. The volume of waste increased by 5%. More than 7% of the waste generated is not production waste, but discarded forms.



Plastic waste

Year	Plastic waste	Use of plastic (t)	Plastic waste / Use of plastic (%)
2019	41	191	21
2020	29	103	28
2021	59	141	42
2022	77,5	164	47
2023	74,5	240	31

The proportion of plastic waste decreased by 16% compared to the previous year. This improvement in waste ratio was significantly influenced by measures taken during error analysis conducted as part of the AQL (Accepted Quality Level) sampling.

At the Printing Company, card waste is generated in two ways: during production and from cards returned by partners, which mainly include expired bank cards and documents. For example, documents from document offices are returned daily for destruction, which we then destroy on a monthly basis. The cards are destroyed using a shredder specifically designed for this purpose, and the resulting granules are handed over to a contracted partner for reuse. All plastic card waste is collected for recycling from the Printing Company.



Transport, fuel consumption

150 of our employees come from the agglomeration by public transport. The Printing Company contributes to the cost of this. We provide covered bicycle storage at all our sites for our employees who travel by bicycle, and electric charging station for colleagues with electric cars.

Transportation

Techno-Progress Kft. is a member of the ANY Group and a wholly-owned subsidiary of ANY Security Printing Company PLC. Its main activities include the storage, commissioning, and road transport of documents and other security products.

Starting in 2023, Techno-Progress also undertook some of the parent company's road transport tasks, including inter-site material movement, raw material supply, delivery of finished products to partners, and other transport tasks related to administration and operations. To this end, it took over the relevant fleet and staff from the parent company. As a result of these coordinated transports, the annual mileage decreased by approximately 34,000 kilometers compared to previous years.

In 2023, the company operated a fleet of 23 trucks, including one electric vehicle owned for transportation within Budapest. However, given the current state of technology and the required daily mileage of 600-700 kilometers per vehicle, it is not feasible to replace diesel vehicles with electric ones. Therefore, for sustainable development, the following measures are in place:

- On each transportation day, vehicles operate in a prescribed order and follow specific routes to ensure the shortest possible approach.
- We have established fuel consumption standards, we encourage our drivers to drive more economically, and we reward them monthly based on fuel savings.
- To minimize environmental pollution, we strictly adhere to manufacturers' instructions, particularly regarding the use of lubricants and additives and regular maintenance services.
- We lease our vehicles for only a two-year period. After this, the entire fleet is replaced to ensure that we only operate vehicles that are young and in good technical condition.

Out of the leased vehicles, 15 are under 3.5 tons and perform transport tasks nationwide. These vehicles traveled an average of 120,000 kilometers annually in 2022 with an average fuel consumption of 8 liters per 100 kilometers. In 2023, this figure was only 100,837 kilometers. The reduction in mileage was achieved by reorganizing the transport tasks. As of April 2024, we managed to reduce the nationwide transport time from 5 working days to just 4 working days.





Actions and plans

Key Projects

Implementation of Waste Tracking Software (Waste)

We have implemented the waste tracking software at all three sites, and now all documentation for shipments is prepared through this system.

Compliance with Extended Producer Responsibility (EPR) Legal Requirements

The implementation was carried out within the framework of several sub-projects.

Registration at MOHU and in the OKIR system

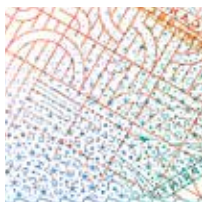
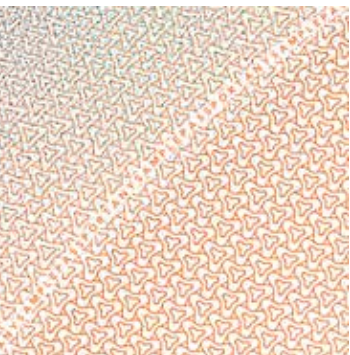
Registration has been completed on all platforms, and reusable packaging has been declared.

Developments related to data required for registration in the IFS system

Development of categorization logic necessary for EPR, establishing product fee obligations for products placed on the domestic market.
Creation of an interface suitable for entering the amount of dismantled packaging material.

Reduction of packaging material usage

Use of cardboard boxes and reusable packaging instead of wooden crates.





Technology and product development

In 2023, investments were made in every operational unit, supporting the expansion of technology and increasing efficiency. Several quality control modules designed for quality inspection were integrated into our processes, which significantly enhance their efficiency in terms of both time intervals and the reduction of rejects.

A major task last year was to learn new technologies, allowing us to develop our most productive manufacturing processes. For effective operation, we began standardizing across multiple product categories.

Research also continued in our Document Security Laboratory, with several new developments enhancing the higher-level security of paper and plastic-based documents, all in harmony with our new technological capabilities.





Environmentally conscious thinking

We ensure the conditions for selective waste collection in office buildings and plant areas, and the plant waste collection points on each site also comply with the latest legal requirements. Waste from our activities is recycled wherever possible, and hazardous waste is handed over to subcontractors with an official permit. We pay special attention to developing an environmentally conscious attitude among our employees. As a result of the good attitude of our employees, the supervision of selective collections and the good relationship with our suppliers, we managed to significantly reduce the amount of operational waste over the years and increase the recycling of materials.

Instead of PET bottled water, we provide balloon drinking water, and where possible, we use water dispensers connected to the water network – the number of which increased in 2023. The employees can use these water fountains with their own cups/mugs, as well as the coffee machines.



Reducing office paper usage

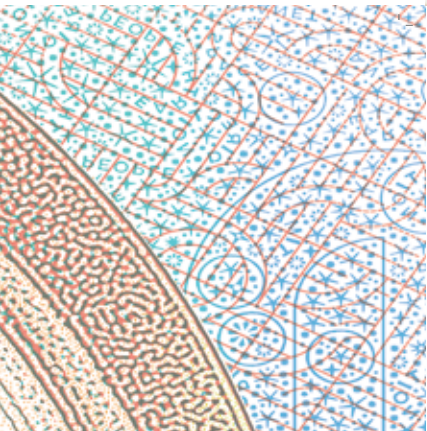
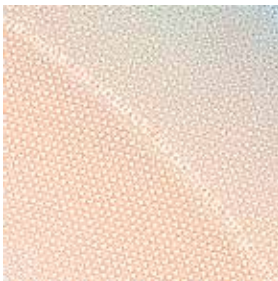
To reduce office paper use, we have shifted additional administrative tasks to digital platforms, such as request processes. The company newsletter "ANY Newsletter" is published weekly, the "Security Awareness Newsletter" monthly, and the "Press Monitor" daily in electronic format. A separate newsletter focusing on current topics has been launched by the environmental and quality management organization. We print paper versions of these newsletters only for colleagues who do not have access to computers. Thanks to our human resources and payroll systems, paper-based documentation has been further reduced; pay documents are available electronically, and the system's application is becoming increasingly popular among employees, with the majority now downloading relevant information through it.

We do not purchase paper for printers; instead, we repurpose leftover, unused stock for this purpose.



Responsible business conduct - interested parties

For ANY Security Printing Company PLC, operating as a public limited company, transparency, rapid, and accurate information flow to all stakeholders is of utmost importance.



INVESTORS / OWNERS

Investor information newsletter
 Budapest Stock Exchange
 Website
 Investor relations contact

EMPLOYEES

Internal communication channels
 Advocacy
 Nexon

CIVIL SOCIETY

Support for foundations, associations, culture, education and health

Specific communication channels

AUTHORITIES

Disaster management,
 Environmental and occupational safety,
 Public Municipalities health,
 Local government

Official procedures, controls
 Official correspondence

MARKET

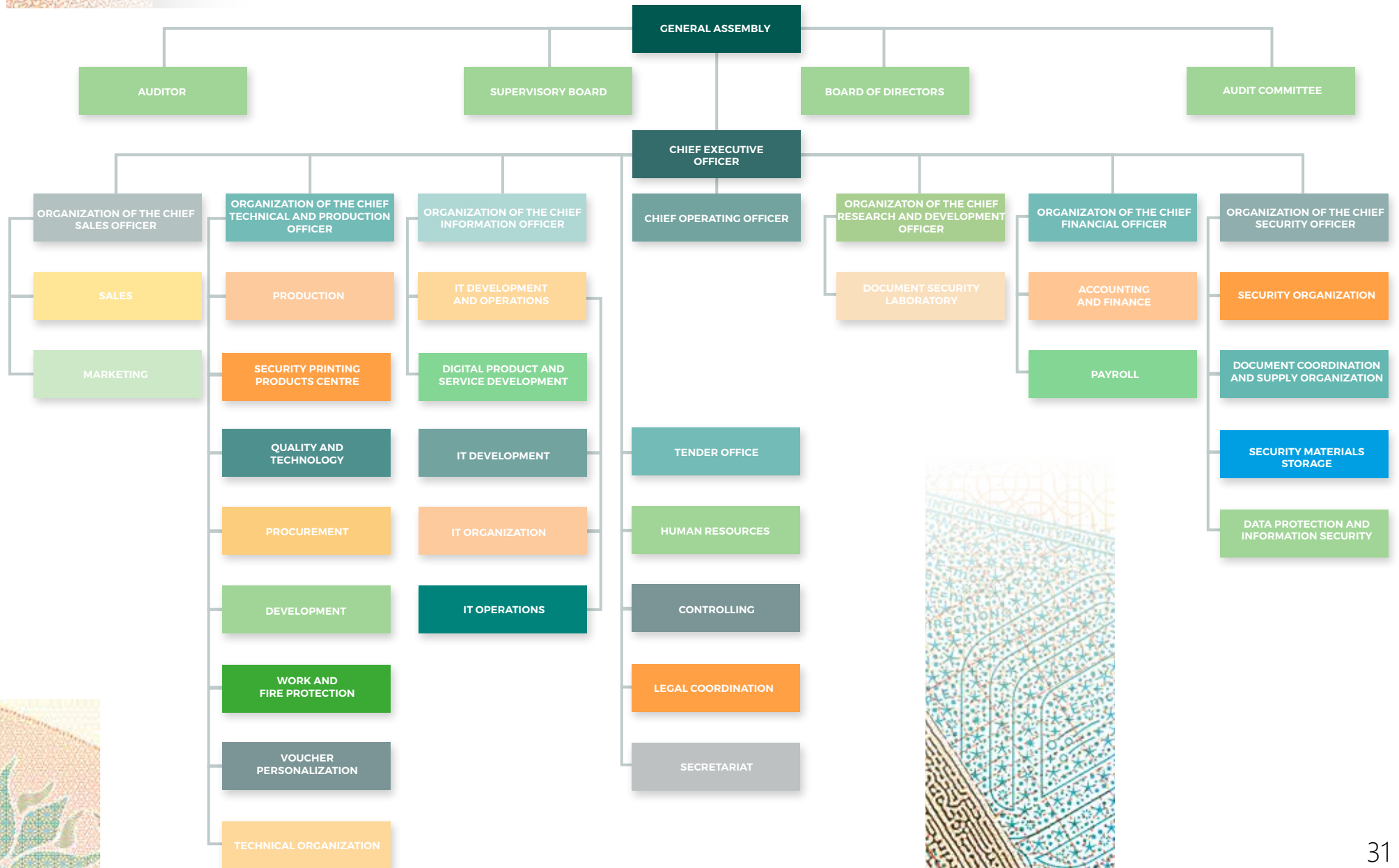
Customers
 Suppliers, subcontractors
 Competitors
 Partners, representatives

Professional exhibitions, conferences
 Partner meetings, business forums
 Various forms of direct contact with colleagues
 Website, social media

Owners of the company

Shareholder	Type of shares	Shareholding	Voting rights
EG Capital LLC	A	15,53%	16,02%
Digital Forest LLC	A	6,89%	7,11%
Alfa VIG Group	A	5,04%	5,20%
BE-LU S. a.r.l.	A	3,63%	3,74%
Gábor Zsámboki	A	0,97%	1,00%
ANY Security Printing Company PLC	A	3,03%	0,00%
Others	A	64,91%	66,93%

Organization chart





The relationship between customers and the company

Our products and services require close and continuous contact with our partners. Our commercial and marketing organization, with 29 members, is at the disposal of our customers. Our largest clients cover the area of public administration, including state organizations, authorities, governments, document issuing authorities, various ministries, and tax and customs offices. We also serve several players in the financial sector, including banks and insurance companies, as well as major commercial companies. Among our customers are users of high-security level products, such as transportation companies, companies with gambling licenses, and educational institutions like schools. Our partners and customers are often also our competitors in the market; we participate in some projects together, enter tenders in consortiums, or individually bid and make offers for the same jobs. We place a strong emphasis on fair competition.

Responsibilities

- Implementation of contractual agreements
- Sustainable and mutually beneficial business relationships
- Product quality and safety
- Consistent, reliable delivery
- Careful handling and packaging of products
- Compliance with legal requirements
- Maintenance of certifications
- Opportunity for customer audits

Last year, we asked our partners for their opinions through a customer satisfaction survey conducted in electronic form.

Partners ranked ANY's performance based on eight parameters/characteristics. According to the results, our professional expertise leads, followed by data security, and thirdly, the quality of our service. Our clients provided suggestions regarding communication intervals, which we are paying special attention to in order to further increase our partners' satisfaction.

IN THE EYES OF OUR PARTNERS, OUR COMPANY REMAINS RELIABLE, CUSTOMER-ORIENTED, AND FLEXIBLE.

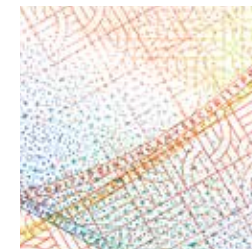
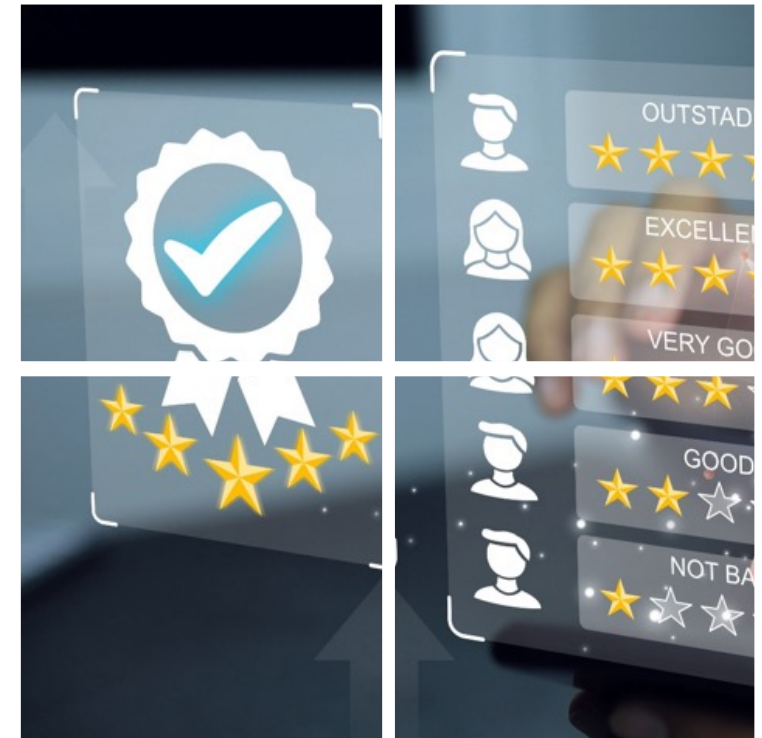


Supplier relations

Our supplier partners are linked to the creation and sale of our products and of our value-added services to the greatest extent. The procurement team was expanded by two members, now comprising 11 people who work to ensure that the necessary raw materials are available on time for production. Our wide product portfolio requires a diverse range of materials, predominantly paper, plastics, and electronic components. This also includes special products related to specific technologies or security solutions, such as intaglio plates or holograms.

In addition to meeting legal requirements, our partners must comply with strict safety and – depending on the product to be delivered - quality regulations. We typically have long-standing partnerships with our suppliers. It is crucial to maintain a stable, sustainable, and mutually beneficial collaboration. We are currently evaluating our suppliers according to ISO compliance. We review their adherence to the quality expectations set out in contracts and the availability of certifications, which are particularly important based on tender requirements, including compliance with data, information, and asset protection standards, as well as the careful handling and packaging of materials. We continue to seek alternative suppliers to expand our sourcing options.

In 2023, among our strategically important suppliers, 27.3% received a satisfactory rating, 72.7% were deemed acceptable/need improvement, and 0% were rejected. In many cases, suppliers were categorized in the need improvement category due to delivery delays (87.5%), while quality non-compliance was noted only in a few instances (18.75%).





Data management, information security

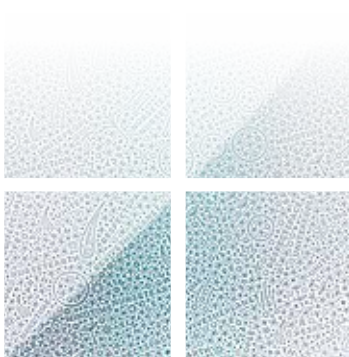
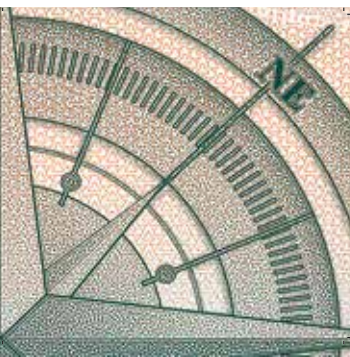
Information security is a key pillar of the Company's operations. Security printing activities, the related legislation, standards and professional requirements demand the highest level of security measures. The ISO 27001 certificate provides the general information security framework, but we also renew our AQAP (NATO), PCI CP (Visa and Mastercard bank card production) and ISO 14298 (Intergraf - security document production) certificates every year. We protect our own and our partners' trade secrets as a matter of priority because this enables us to become a reliable partner for our clients and countries worldwide.

We have a dual role in data protection. On the one hand, as data controllers, we must comply with the GDPR in all areas of our business operations, both for our employees and guests. On the other hand, as a data processor, in our document production processes and as a banking supplier, we also process large amounts of personal data. To manage this - while fully complying with the above-mentioned regulations - we have adapted our Privacy Policy to the GDPR requirements in all respects.

Information security and data protection are constantly present not only in planned processes and cutting-edge security devices and solutions, but also in everyday work. To enhance security awareness, our employees are trained at the start of their employment and then annually on multiple platforms: in person, online (via e-Learning, Meta Compliance), on paper as needed, and the frequency of our security awareness newsletters has also increased. Our employees are well-prepared, possessing the appropriate level of security awareness and knowledge.

A significant advancement in the company's information security area is the introduction of a software specifically developed for managing risk analyses and business continuity plans.

In compliance with legal obligations, a fraud reporting system has been implemented, through which every report is promptly investigated, ensuring the rights of the individuals involved as regulated by GDPR, and adherence to the reporting and cooperation deadlines stipulated in our contracts.





Social responsibility

Sponsorship, foundation grants

- Public Benefit Foundation for Printers: under a long-term donation agreement, grants, camps, pension club, and priority support for the entire printing industry and its suppliers, ANY employees volunteer as curators or personal contributors in social work.
- Many of our employees give 1% of their taxes to the Foundation for Printers, in which many of our current and former employees volunteer for the community and the printing society.
- In addition to the Foundation for Printers, we also promote the Kner Museum and Book Foundation, which also receives many 1% from our colleagues.
- Foundation for a Harmonious Childhood – supporting Bóbita kindergarten in Kőbánya with donations of money for durable goods
- Foundation for the Future of Our Pupils – supporting the events and camps of Szent László Elementary school
- Public Benefit Foundation for the Safety of Generations – delivery of gifts for Santa Claus
- In 2023, as part of its corporate donation, the Printing Company supported the United Nations Children's Fund (UNICEF), through the Hungarian Committee Foundation.
- Support for the Printing Industry Training Foundation



What happens in 2023?

APRIL

ANY Easter Picnic, Tree planting

After a long hiatus due to the pandemic, on Saturday, April 15, 2023, the families of ANY finally met again for a leisure program, as the Company's first Easter picnic took place. Delicious bites, pleasant tunes, Easter egg hunts, a creative tent, and various sports opportunities made this special day colorful. The event also hosted two additional activities. We started creating the new Outdoor Community Space. The collective planting of laurel cherry and privet shrubs was very popular. In memory of our tragically sudden deceased colleague, Zoltán Tóth, Chief Technical and Production Officer, a beautiful Japanese cherry tree was planted in front of one of the Printshop's buildings, adorned with blooming flowers. With this, we wanted to pay a fitting tribute to Zoltán's valuable professional activities, which significantly contributed to our company being among the leaders in document production, not only domestically but also on the international stage.



The ANY Security Printing Company PLC football team, the arANYgól, participated in the 2nd Tibor Halgas Adult Football Memorial Tournament organized for the companies of Kőbánya at the MERKAPT Sports Center on April 22, 2023. We could boast two victories from the three-match competition.

Well done, boys!

Szakma Sztár Festival (festival of the best apprentices in the professions)

Engagement of young professionals is crucial, so we seize every opportunity to raise interest in the profession. Many of our colleagues are deeply committed to the future of print industry education. Hence, our colleagues gladly share the secrets and tricks of the profession, guiding the next generation onto this career path. In April 2023, the Hungarian Chamber of Commerce and Industry held the 16th edition of the Szakma Sztár Festival. With the participation of ANY, visitors at the print industry booth had the opportunity to explore the various mysteries of the "darkroom" and complete a related quiz. Alongside thousands of children, numerous adults also participated in the programs and listened attentively to the interesting facts and information about the printing industry.

MAY

The OHSMS was introduced

We are delighted to announce that after a successful audit in May 2023, alongside our existing management systems, we have also received the certification for the Occupational Health and Safety Management System (OHSMS ISO 45001). OHSMS was introduced and implemented at our company on a systemic level to ensure safer and healthier working conditions, reduce risks, prevent health impairments arising from these risks, and develop the corporate safety culture.



They ran and biked around it again

The ANY Security Printing Company's ANYrun2023 team, consisting of 13 runners, 9 cyclists, and 4 support vehicle drivers, successfully completed a circuit around Lake Balaton for the second time. As part of the Ultrabalaton event, the team covered the 211 km distance within 24 hours, demonstrating determination, thorough planning and preparation, motivation, and true teamwork.



Our footballers performed well at the Administrative Football Cup

The ANY football team, arANYgól, successfully participated in the 11th Administrative Football Cup held in mid-May. The event also included a charity fundraising, which we joined. We collected material donations for the benefit of the residents of Cseppkő Children's Home who are under state care.



Successful training in Pásztó

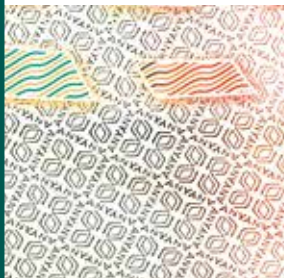
Ten colleagues from Pásztó received their certificates of recognition at the end of May, upon completing our internal training titled "Basic Knowledge of Printing and Cutting". The 45-hour course began in February and was conducted over four months with the cooperation of two renowned instructors from the creative department of BGÉSZC Szily Kálmán Technical School and Dormitory. Through this theoretical and practical course held in Pásztó, the group members have deepened their skills and knowledge, and are now confidently working as cutting machine operators in their daily tasks.



JUNE

Two new Hess András Award winners at ANY

Every year, the most excellent printing colleagues are selected, who earn recognition in the profession with their expertise and work. In 2023, István Pécsi, the plant manager from Pásztó, and Gergő Szántay, development director, were awarded this prestigious honor.



The Fátyolka street Outdoor Community Space opens

A new picnic building, three garden grills, and two pavilions are now welcoming visitors at the Fátyolka Street location. This area, designed for team building and communal leisure activities, is available to all our colleagues by prior reservation.



AUGUST

The ANY Competence Center has been established

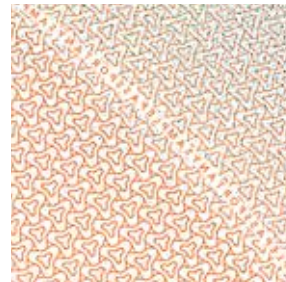
The ANY Security Printing Company has established its Competence Center (Innovation Hub). The primary goal is to coordinate the internal knowledge base, initiate and integrate marketable future developments, and designate projects based on in-house ideas, customer needs, and trends. In specially arranged meetings, and beyond, anyone can share their ideas and consult with other professional areas about the feasibility of implementation.



SEPTEMBER

ANY Family Day

The Outdoor Community Space at the Fátyolka street location opened its gates to all our employees and their families, providing them with a day full of activities and shared experiences. Whether attendees were cooks, athletes, or simply looking to relax, there was something enjoyable for everyone.



Our colleague debuted on the "Sztárban Sztár leszek!" (Your Face Sounds Familiar) stage

We first discovered the talent of our colleague, János Váradi, during the ANY Family Day back in May 2018. He decided to share his voice with the country by stepping onto the stage of "Sztárban Sztár leszek!" This event became a significant community-building moment for us, as we cheered and voted together for our colleague.



Back-to-School Support

We understand that the start of each school year significantly strains family budgets, which is why ANY provided a higher contribution in 2023 to help with the purchase of essential and supplementary school supplies.



Fruit Days

As in every year, in the fall of 2023, we supported our employees' immune systems with fruits rich in vitamins, preparing them for the flu season.



OCTOBER

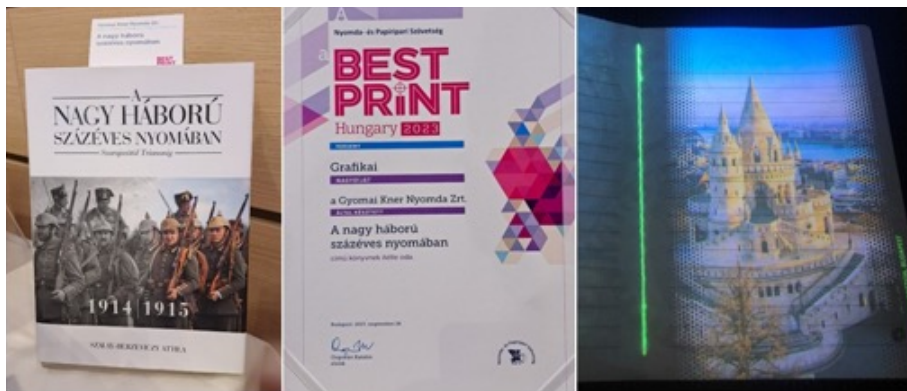
October fundraiser for puppies

The rescued dogs of the Forte Animal Protection Association could count on our help. The organization launched a fundraising to which we joined within the company framework. We collected donations at the Printing Company to support the care of the dogs.

Successful participation in the Best Print Hungary Competition again

The ANY Security Printing Group once again achieved excellent results at this year's Best Print Hungary competition, which showcases the finest domestic print industry products. Our company participated in the categories "Security Printings" and "Special Edition Publications" with several products. We are proud to report that our perfect print executions earned us the highest, gold-level awards in both categories from the expert jury.

Our largest domestic subsidiary, Gyomai Kner Printing House, also received numerous awards. They collected a total of four awards in two categories - gold, silver, and bronze - and also earned the Graphic Grand Prize for Attila Szalay-Berzeviczy's work "In the Footsteps of the Great War on its Centennial."



Our Commercial Director received the Lengyel Lajos Award

At the Best Print Hungary awards ceremony, not only the awards of the product competition were handed out, but also the most prestigious prizes of the profession. Dr. Erzsébet Novotny, our Commercial Director, received one of the highest honours in Hungary, the Lajos Lengyel Award of the Technical Association of the Paper and Printing Industry. She received this special commemorative plaque in recognition of her community building work within the association.



ANY Researchers' Night

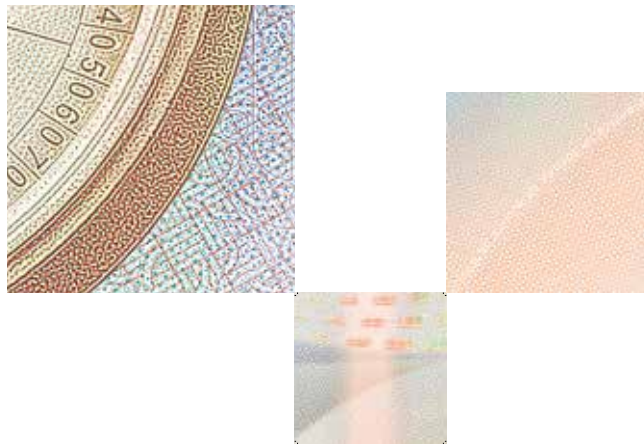
After a few years' hiatus, we reintroduced the ANY Researchers' Night last year. We provided an opportunity at both Halom and Fátyolka streets to show our immediate family members what and how things are made in the Company, and they could also get a brief introduction to our developments. A novelty this year was that, for the first time, we opened our doors to interested partners as part of the event.



NOVEMBER

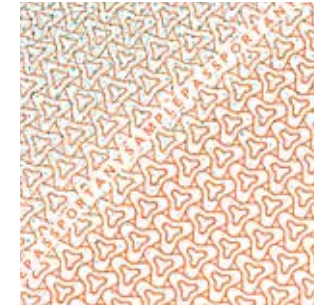
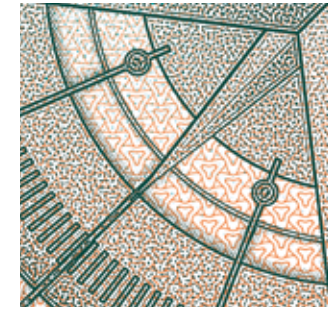
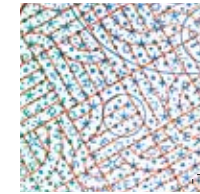
Awards at the Green Print Award Ceremony

At the 2023 GPwA Green Print Awards, we were proud to receive the Green Print Award for the thirteenth time, and our subsidiary, Gyomai Kner Printing House, won it for the sixth time. This award specifically recognizes the environmental protection measures and commitments of print industry companies. Last year, a new category was introduced for the first time to find the most deserving company; it is a significant honor that ANY was recognized as "The Family-Friendly Green Printer of the Year."



Recognition received at the Responsible Employer of the Year Competition

We are proud to announce that our company was once again honored with a certificate of recognition at the Responsible Employer of the Year competition. The OFA Nonprofit Kft. awards this distinction based on an objective set of criteria to domestic employers who lead by example in their employment practices.



DECEMBER

UNICEF Support

As the end of the year approached, our company made a corporate donation to the United Nations Children's Fund (UNICEF), specifically supporting the Hungarian Committee Foundation. UNICEF, as an international organization, does not turn away from adversity in any area. Their programs cover a broad spectrum of child protection worldwide, which is especially crucial in today's turbulent world. We felt it was important to help where we believe our support is most needed right now.



ANYidea – employee Idea system at the Printing Company

Since 2020, our company has been actively engaged in teaching and implementing the LEAN system; through the application of the 6S method, we have already achieved numerous results, primarily in operational areas. Continuing this effort, a working group was formed within the framework of standardization projects aimed at creating an employee idea system aligned with LEAN principles. The idea system was introduced in a digital format that is easily accessible to all employees. Through a user-friendly interface, any worker can submit simple, realizable ideas and suggestions within their area of expertise that can enhance work efficiency and reduce costs. Ideas are evaluated based on an objective set of criteria, and the creators of the ideas can receive rewards.

Andor Day

Our colleagues arrived at the Békéscsaba Vocational Training Center, Szent-Györgyi Albert Technical School, with professional tasks and gifts for the well-established Andor Day Symposium. The goal of this event is also to arouse interest in the profession among the next generation.

ANY Santa Claus Event

Last year, our employees' children were not left without surprises. On December 5th, packages containing sweets and age-appropriate books were distributed; all the books were produced by our subsidiary in Gyoma. On December 6th, our colleague Laci Perge, dressed as Santa Claus, delighted all the employees of the Company with some sweets, which our cheerful staff thanked him for with singing. After a few years' break, Santa visited the children and grandchildren of ANY employees again on December 10th, Sunday, at the Kőrösi Csoma Sándor Cultural Center in Kőbánya. The celebration included a winter playhouse, crafts, face painting, and glitter tattoos to engage the kids, followed by a performance titled "Let's Swing on the Same String!" by the Franz Liszt Chamber Orchestra and the Green Puppet Association, which explored the harmony of nature and music.



Year-End Celebration at the Urania National Film Theatre

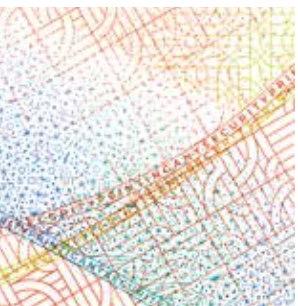
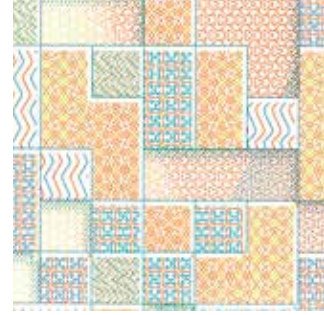
On December 12th, we held ANY Security Printing Company's year-end celebration at Urania, where the "Employee of the Year" awards were presented to our top-performing colleagues. After the awards ceremony, we were treated to a live performance by our colleague Jani Váradi, who showcased his amazing voice. Jani had recently made his debut as a contestant in this year's edition of TV2's Sztárban Sztár leszek! talent show. Following the program, we enjoyed delicious bites and festive drinks, reminiscing about the events of 2023.





Membership in associations

- KEPP – Outstanding Exporter Partnership Program of the Ministry of Foreign Affairs and Trade of Hungary
- ITSA - International Tax Stamp Association - The special feature of ITSA membership is that it is not possible to apply, membership is awarded based on results. ITSA is the most important professional association for stamp manufacturers. We are proud and honoured to be among the largest. This membership is also a worthy recognition of our international presence in terms of our dynamically growing export activities, and of our regular participation in professional events, conferences and exhibitions around the world.
- Intergraf – Professional association representing the interests of the graphics and printing industry at European level. Intergraf has 20 member associations from 19 countries – each is a national printing association, representing the industry in their country.
- ICMA - International Card Manufacturers Association
- PNYME - Technical Association of the Paper and Printing Industry
- PCC Pro Color Club membership organized by Mérnök és Nyomdász Kft.
- FEDPRINT - Federation of Hungarian Printers and Papermakers
- We cooperate in dual training, teaching students from the Mechatronics Technical School, organized jointly with FEDPRINT and other printing companies, but as an independent training place. The practical trainings are organized by each printing house, the theoretical trainings are held together. We also teach them the basics of printing industry in the school.
- We are involved in supporting the salaries of printing instructors; the Municipality of Békéscsaba, the County Chamber of Commerce and Industry and many participants from the printing industry and packaging material manufacturers have created a cooperation agreement. A financial fund was created by the members, from which the salaries of the teachers of the Békéscsaba Vocational Training Centre for printing are supplemented.



Reporting practice			
102-45	Entities included in the consolidated financial statements	website	Annual report
102-46	Defining report content and topic Boundaries	10	
102-47	List of material topics	12	
102-50	Reporting period	5	
102-51	Date of most recent report First report		2023.04.28.
102-52	Reporting cycle	5	
102-53	Contact point for questions regarding the report	5	
102-54	Claims of reporting in accordance with the GRI Standards	5	
102-55	GRI content index	46-48	
102-56	External assurance		The report in not audited
Material Topics			
GRI 202 Market Presence 2016			
103-1,2,3	The management approach and its components	4,7,9	
201-4	Financial assistance received from government	website	Annual report
GRI 202 Market Presence 2016			
103-1,2,3	The management approach and its components	9	
GRI 204 Procurement practices 2016			
103-1,2,3	The management approach and its components	33	
GRI 301 Materials 2016			
103-1,2,3	The management approach and its components	19-24	
301-1	Materials used by weight or volume	19-24,28	
301-2	Recycled input materials used	22	
301-3	Reclaimed products and their packaging materials	28	
GRI 302 Energy 2016			
103-1,2,3	The management approach and its components	30,33	
302-1	Energy consumption within the organization	23,24,30	
302-4	Reduction of energy consumption	23,24,30	

302-5	Reductions in energy requirements of products and services	19, 20,21, 25-28
GRI 303 Water and Effluents 2018		
303-5	Water consumption	21
GRI 306 Waste 2020		
103-1,2,3	The management approach and its components	
306-1	Waste generation and significant waste-related impacts	22,23,24
306-2	Management of significant waste related impacts	23,24
306-3	Significant spills	22
GRI 307 Environmental compliance 2016		
103-1,2,3	The management approach and its components	17
307-1	Compliance with environmental laws and regulations	17,26
GRI 308 Supplier Environmental Assessment 2016		
103-1,2,3	The management approach and its components	33
308-1	New suppliers that were screened using environmental criteria	33
GRI 401 Employment 2016		
103-1,2,3	The management approach and its components	13
401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	14,36-43
401-3	Parental leave	
GRI 403 Occupational Health and Safety 2018		
103-1,2,3	The management approach and its components	13,15
403-1	Occupational health and safety management system	15
403-3	Occupational health services	15
403-4	Worker participation, consultation and communication on occupational health and safety	15,29
403-5	Worker training of occupational health and safety	15
403-6	Promotion of worker health	14,15,36-43

403-9	Work-related injuries	15
GRI 404 Training and Education 2016		
103-1,2,3	The management approach and its components	13, 16
404-1	Average hours of training per year per employee	
404-2	Programs for upgrading employee skills and transition assistance programs	16,38
GRI 413 Local Communities 2016		
103-1,2,3	The management approach and its components	
413-1	Operations with local community engagement, impact assessments, and development programs	16
GRI 418 Customer Privacy 2016		
103-1,2,3	The management approach and its components	34