OPTEN

ESG REPORT

2024.

GRI Licensed GRI

ESG Report of the company CLUB TIHANY Zrt .

Basic data

Company name **CLUB TIHANY Zrt .**	Date of foundation: **1989.04.26.**	Net sales revenue (2022): **2,501,305 tHUF**	Profit before tax (2022): **13,343 tHUF**
Tax number: **10187186-2-19**	Head count: **137 Person**	Main activity: **5510 Hotels and similar accommodation**	

ESG sub-indices

A prerequisite for this report was the completion of the OPTEN ESG declaration.
Date of completion of the declaration: **2024.01.25.**

The structure of the report follows the logic of the GRI standard. GRI

The company's ESG index values:

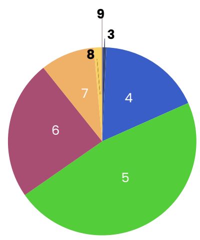
ESG INDEX 9 E 8 S 10 G 10

It categorises companies on a scale of 1 to 10, where 10 is the best score E, S, G legs are rated separately, also on a scale of 1 to 10.

Industrial benchmark

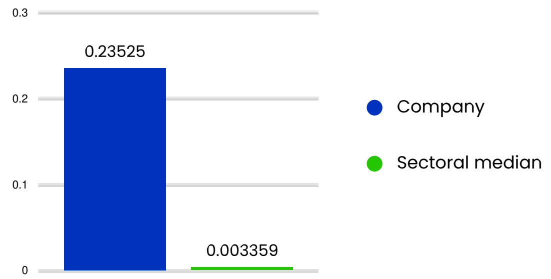
Distribution of ESG indices for the ACCOMMODATION AND FOOD SERVICE ACTIVITIES

Index of the company: 9



- **3** -0.73% - 151 companies
- **4** -17.59% - 3,650 companies
- **5** -46.99% - 9,752 companies
- **6** -23.97% - 4,974 companies
- **7** -9.29% - 1,929 companies
- **8** -1.43% - 297 companies
- **9** -0% - 1 companies

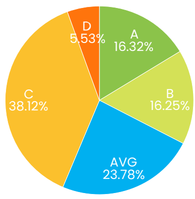
The estimated annual CO2e emissions (thousand tons) of the company compared to other participants in the sector of activity



Distribution of risk rating within the sector

minimal risk: A

- **A** -16.32% - 3,388 companies
- **B** -16.25% - 3,373 companies
- **AVG** -23.78% - 4,935 companies
- **C** -38.12% - 7,911 companies
- **D** -5.53% - 1,147 companies



Commitments / activity

The environmental objectives of the company include:

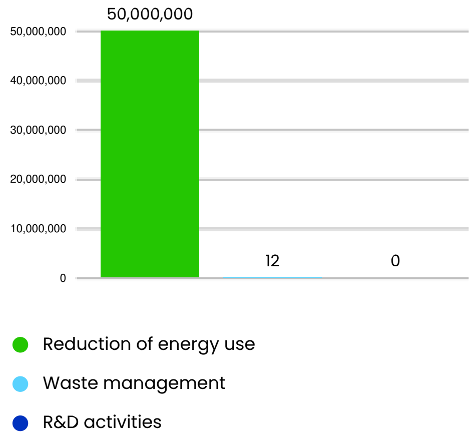
- ✓ Reduction of emissions from energy consumption in business processes
- ✓ Climate neutrality (Net-zero)
- ✓ Other climate/climate protection targets
- ✓ Significant reduction in water consumption
- ✓ Significant investment in modern, lower consumption production machinery
- ✓ Off-site selective waste collection for employees
- ✓ Regular training of employees in environmental protection and sustainability
- ✓ Reduce paper consumption and/or use recycled paper

E - Environmental report

The company's activities to reduce energy and water consumption and optimise production include:

- Modification, renovation, replacement of tools, equipment
- Behavioural changes
- Operational changes

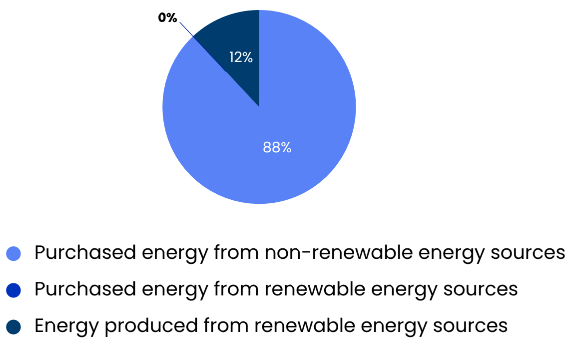
CLUB TIHANY Zrt .'s annual sustainability-related expenditure (Ft) was as follows:



The electricity* used by CLUB TIHANY Zrt . comes from the following sources:

*Based on the latest annual data provided by the company.

Total annual electricity used by the company: **2,268,408 kwh**



CLUB TIHANY Zrt . used the following energy sources:

Natural gas	**213,415 m3**
District heating	**213,415 m3**
Water	**51,535 m3**

The amount and types of waste produced by CLUB TIHANY Zrt .:

Waste emitted	**5,300 kg**
Hazardous waste	**300 kg**
Selectively collected waste	**1,000 kg**

The categories of vehicles used by the company and the amount of fuel used:

	Number of vehicles	Fuel used (litres, annual)
Diesel	4	4,100
Petrol	1	1,600
Hybrid	-	-
LPG	-	0
Electric	4	-

The emission of CLUB TIHANY Zrt . based on the consumption data provided is 1,473,282 kg CO2e.

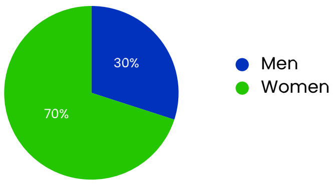
S - Social report

The company currently has 30 employee(s) who have been re-employed for at least 1 year after returning from childcare leave.

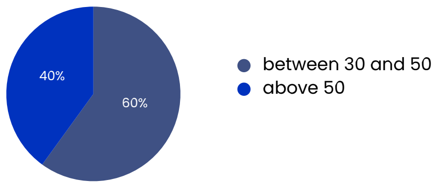
The company ensures equal treatment between male and female employees in the following ways:

- All employees are treated equally or similarly and no one is discriminated due to bias or prejudice.
- Employees are selected for positions and promotions on the basis of their knowledge, qualifications and experience (both in management and other positions).
- There is no difference in pay between male and female employees in the same position.
- Both sexes are represented in the management.

The gender distribution within the company is as follows:



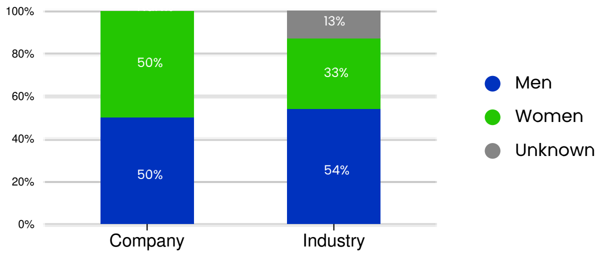
The breakdown by age group of company management was as follows:



The date of birth of the youngest ultimate owner of the company: 1992.02.23.

The date of birth of the oldest ultimate owner of the company: 1943.02.11.

The graph below shows the gender ratio within the management of the company, compared with the data for the industry branch in which it operates according to its main activity:



CLUB TIHANY Zrt . employs a(n) employee with altered working abilities/pensioner employee.

There is no risk of child labour or forced labour in the company's supply chain.

The company also works with customers and local communities on various sustainability projects.

The company informs and educates its customers about its own and its products'/services' sustainability efforts and results.

G - Governance report

The main financial changes in the company’s operations compared to last year:

Moderate positive change

Net sales revenues	+46%	Profit after tax	-94%
Headcount	+17%	Short term liabilities	+65%
		Current Assets	-16%

CLUB TIHANY Zrt . has a sustainability strategy and has set specific targets for the next 12 months to improve its environmental performance.

The company does not have ISO certification.

Senior management reviews the company’s sustainability performance and results on an annual basis.

Within the company, sustainability issues are the responsibility of a colleague who is also in charge of other fields.

In the case of CLUB TIHANY Zrt ., there is an anti-corruption regulation and policy that applies to the operation of the company. The company organises 1 training session(s) on sustainability and anti-corruption for employees per year.

90 % of the company’s suppliers are Hungarian, and sustainability considerations and risks are taken into account in the selection/rating of suppliers.

The official rating of CLUB TIHANY Zrt .. published by the NAV (the National Tax and Customs Office of Hungary):

Reliable taxpayer

Taxpayer with no public debt

Relationship doesn’t exist to (a) disqualified person(s) among the company’s stakeholders.

The company has 24 pcs of affiliates, none of which has a risk rating of “D”, which is the worst risk rating according to the OPTEN classification system.

D

A

4

The company’s risk rating is A (“A” is best, “D” is worst) and risk index is 4 (“1” is best, “100” is worst)

In the last 3 years, the company has not been called to pay by means of a decision due to non-payment of VAT or tax arrears.