

Sustainability Strategy

GetCon Hungary Ltd.

Vision

The goal of GetCon Hungary Ltd. is to contribute to sustainable development as a key player in the Hungarian IT sector. We shape our operations to minimize our ecological footprint, support innovative solutions, conduct ethical business practices, and are committed to social responsibility.



Strategy

Recognizing the importance of sustainable development, GetCon Hungary Ltd. has prioritized this area since 2022. That year we obtained the ISO 14001 Environmental Management System certification, upon which we aim to build further achievements in sustainability.

We understand that true success can only be achieved through transparency, both within the company and towards our clients. We pay special attention to our employees, as they are the most crucial elements of our company's success. We feel responsible for ensuring a livable future for our employees and clients, and we are committed to meeting climate protection goals.

The sustainability strategy of GetCon Hungary Ltd. is focused on the following key areas:

- **Environmental Protection:**
 - We strive to reduce energy consumption and increase energy efficiency.



- Consideration of the electricity consumption of used and sold ICT equipment (servers, network devices, printers, user ICT devices, etc.)

- Optimization of transportation, modernization of the vehicle fleet, support for public transportation use, and provision of remote work opportunities.

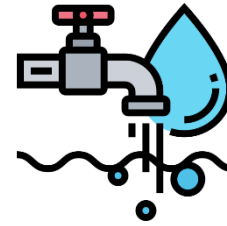


- We prefer suppliers in our supply chain who demonstrate sustainable practices and have a minimal ecological footprint.

- Reducing waste, selective waste collection.

- Efficient water management.

- Use of aerators.
- Preference for water dispenser systems.



- **Responsible Employment:**

- Diversity (age, gender, social background).



- Compensation and benefits.
- Training and development.
- Occupational health and safety.
- Employee satisfaction.

- Career planning and mentoring.

- **Corporate Governance:**

- Corporate compliance.
- Data security.
- Anti-corruption practices.
- Whistleblowing system.



Strategic Goals 2024 – 2029

Based on the sustainability strategy outlined above, we have defined our goals in various areas for the next five years. We will use 2024 to establish the metrics associated with each strategic objective, so some of the strategic goals will have a base year of 2025.

As GetCon Hungary Ltd. is a dynamically growing company, we determine per-employee values rather than setting explicit environmental goals.

Environmental Protection

- Reduce direct and indirect emissions per employee by 20% (reference year: 2025).
- Reduce the number of PET bottles per employee by 50% (reference year: 2024).

Responsible Employment

- We aim to increase the number of young entrants within the company. By 2029, we want to reduce the average age of employees to below 35 years.
- At the leadership level (middle management, management), there should be at least one employee under 35 and one female employee.
- From 2025, we will launch a career planning and mentoring program, which will particularly support young and new entrants in their professional development and promote their long-term commitment to the company.

Corporate Governance

- Introduction and operation of a whistleblowing system (deadline: end of 2025).
- Development of an ethics code and anti-corruption policy (deadline: end of 2025).
- From 2026, regular audits of our supply chain, with particular attention to environmental requirements.