



...sustainable growth

UBM Group Sustainability Report 2024/2025

This report has been prepared in accordance with and based on the guidelines of the current GRI Standards („GRI Standards 2021“).

Table of contents

	FOREWORD	3
	ABOUT OUR REPORT	4
	FACTS AND FIGURES IN 2024/2025	8
	ABOUT	9
	Market presence.....	10
	Activities.....	11
	History.....	13
	Awards and recognitions.....	14
	Memberships and roles.....	15
	Focus areas of business strategy.....	17
	Value chain.....	19
	Stakeholders.....	20
	OUR APPROACH TO SUSTAINABILITY	22
	Sustainability in our everyday lives.....	22
	Sustainability milestones for 2024/2025.....	24
	Sustainability strategy and goals for 2030.....	25
	Material topics.....	28
	COMMITMENT TO THE ENVIRONMENT	29
	Energy.....	29
	Emissions.....	34
	Research and development (R&D).....	37
	Waste management.....	40
	Water use.....	44
	COMMITMENT TO SOCIETY	45
	Employment, diversity, loyalty.....	45
	Employee training and education.....	50
	Employee well-being.....	53
	Social responsibility, support for local communities.....	56
	Occupational health and safety.....	59
	Product quality and quality assurance.....	60
	RESPONSIBLE CORPORATE GOVERNANCE	64
	Governance of the UBM Group.....	64
	Ethical operations.....	70
	Economic performance.....	74
	Indirect economic impact.....	75
	Procurement practices, supplier evaluation.....	76
	KEY ESG PERFORMANCE INDICATORS FOR THE LAST THREE FINANCIAL YEARS	80
	GLOSSARY	81
	GRI INDEX	82

Foreword

(GRI-2-22)

Dear Investor,

Dear Reader,

The 2024/2025 financial year marks another significant milestone in the UBM Group's commitment to sustainability. It is the third time we have prepared our Sustainability Report on a voluntary basis, but it is the first occasion it has been published as a Sustainability Report not as an ESG Report, in line with the regulatory environment and our own developmental curve. The report has been prepared in accordance with the GRI Standards and aims to present our sustainability performance in a transparent, credible and comparable manner. With this step, we are consciously preparing for the ESRS-based reporting mandatory from 2027 and are also laying the foundations for internal processes that will ensure compliance and credibility in the future. We have made significant progress over the past year: we have

- commissioned our 4 MW solar power plant in Nyírmeggyes,
- reduced our Scope 1 and 2 emissions by 8.9%,
- increased the proportion of waste recycled to 79%, and
- reduced our GHG intensity by 13.95% compared to the base year.

For us, sustainability is not just a matter of compliance but a strategic direction. In 2025 we further expanded our international presence, established a new subsidiary in Kazakhstan, and acquired 100% of Agrifirm Magyarország Zrt. In addition, we won the IFUA Horváth Green Wheel Award, which confirms that for us sustainability is a goal and an integral part of our operations at the same time.

As a leader, I remain committed to ensuring that sustainability is not just a chapter in the report but the basis for everyday decision-making and operations. I would like to thank all our colleagues, partners and stakeholders for supporting us on this journey. This report is not a conclusion, but rather a new stage in our joint efforts toward a more liveable and responsible future.

Péter Horváth
CEO of the UBM Group

Dear Reader,

In our second report, prepared in accordance with GRI Standards, we continue the work we began two years ago, striving to account for the sustainability of our diverse activities.

The figures and data speak for themselves; their detail and the fact that they now cover three years faithfully reflect our efforts in the environmental, social and corporate governance field. We achieve most of our goals, and in a constantly changing environment the UBM Group is striving to adapt to new challenges. However, one of the biggest tasks still lies ahead of us: in addition to measuring our own goals, we want to find a way to measure ourselves against other industry players and, in cooperation with them, preserve our resources as much as possible through joint action.

„It's not enough to be good, you have to look good too!” – goes the oft-quoted wisdom. Those working in the field of ESG are often criticized for placing too much emphasis on the second part of this statement. The Omnibus Package, presented in February 2025, also seeks to change this, postponing the reporting obligation under the ESRS Standard for UBM Holding Nyrt. by two years. From a sustainability perspective, our priority is always to do what we can, and we currently view the reporting „requirements” as recommendations. In this context, we welcome the aims of the Omnibus Package: in addition to clarifying many issues, it gives the corporate sector greater freedom in achieving its goals while maintaining its objectives.

Carbon-free feed production is technically possible. We want to get closer to this goal every year.

Balázs Janositz
Deputy CEO of the UBM Group, CFO

About our report

(GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-14, 2-15)

This is the third consecutive year the UBM Group has presented its sustainability approach and the related strategy and activities on a voluntary basis. In 2025 our report comes with a new title: „*Sustainability Report*” instead of the former „*ESG Report*”. The change is not merely formal; it clearly expresses our commitment to comply with future obligations imposed by the European Union and domestic regulations stipulating that our group is required to prepare a Sustainability Report starting from the 2027/2028 financial year. Through our voluntary reports we are consciously building the processes that will lay the foundation for mandatory sustainability reporting.

Our goal is to provide clear and transparent information to our investors, the Budapest Stock Exchange, our stakeholders and all interested parties about our sustainability commitments, our achievements to date and the impact of our activities on the environment, society, the economy and human rights, both in Hungarian and in English.

The central company of the group

UBM Holding Nyrt., 2085 Pilisvörösvár, Kisvasút utca 1.

Scope of the report

The report covers UBM Holding Nyrt. as the parent company and all areas of operation of its subsidiaries presented in its consolidated financial statements for 2024/2025 , including the central office in Pilisvörösvár, as well as offices, production units, warehouses, plant areas, laboratory units, etc. operating in other parts of the country and abroad.

Area of operation

Hungary, Slovakia, Romania, Serbia, Austria, Italy

¹ With the exception of four associated and jointly managed companies: MA-KA Takarmánykeverő és Fogalmazó Kft., Mangal Ilona Sertéshizlalda Kft., UBM Feed Romania Srl, and, since September 27, 2024, UBM Consulting Zrt. Our 2024/2025 Sustainability Report covers our majority-owned companies only. However, UBM Feed Romania Srl has prepared its own ESG report annually since 2023 [2024_UBM_Feed_Romania_ESG_report_final.pdf](#)

COMPANIES INCLUDED IN THE REPORT, THEIR REGISTERED OFFICES AND ACTIVITIES

The group of companies included in the Sustainability Report for the 2024/2025 financial year has partly changed compared to the previous financial year due to the following events:

1.

27 September 2024
MICROMIR Hungary Kft. acquired 50% of the shares of UBM Consulting Zrt., therefore this company is no longer part of this Sustainability Report as majority ownership has ceased. It supports biotechnological developments in the field of animal husbandry.

2.

17 December 2024
UBM Agro Zrt. acquired 85% of the share capital of UBM INVEST FURAJE Srl. In the meantime, the company’s name was changed to UBM Protein Srl, and this company was included in the reporting scope.

3.

9 January 2025
UBM Feed Zrt. established a wholly owned subsidiary called UBM Feed Kazakhstan Zrt. with its registered office in Pilisvörösvár. UBM Feed Kazakhstan Zrt. did not conduct any business activities during the reporting period.

4.

1 April 2025
Effective April 1, 2025, Búzamag Kft. merged into UBM Feed Zrt., thus ceasing to exist as a separate entity. In our current report we no longer include the data of Búzamag Kft. separately, but rather as part of the data of UBM Feed Zrt., given that the company did not previously engage in any meaningful activities and its energy consumption and environmental impact were negligible.

5.

30 June 2025
With effect from June 30, 2025, UBM Feed Kazakhstan Zrt. and UBM Grain Zrt. jointly established a wholly-owned subsidiary in Kazakhstan under the name UBM Nutrition Central Asia, based in Almaty. With this company the group aims to operate a premix plant in Kazakhstan in the future with the involvement of a minority owner with good knowledge of the local market and many years of experience in animal husbandry.

6.

June 2025
Our group acquired a majority stake in Agrifirm Magyarország Zrt., the Hungarian subsidiary of the Dutch Royal Agrifirm Group, one of the world’s largest feed producers, in a sale and purchase agreement. The transaction was completed on September 1, 2025. Thus, Agrifirm Magyarország Zrt. is not yet subject to reporting.

Based on the above, our Sustainability Report for the 2024/2025 financial year covers 17 companies.

In the case of mergers and transformations, the data in the report always reflects the status on the reporting date. Minority and jointly managed companies are not included in the report, but companies merged, established or acquired during the year are included with their full annual data.

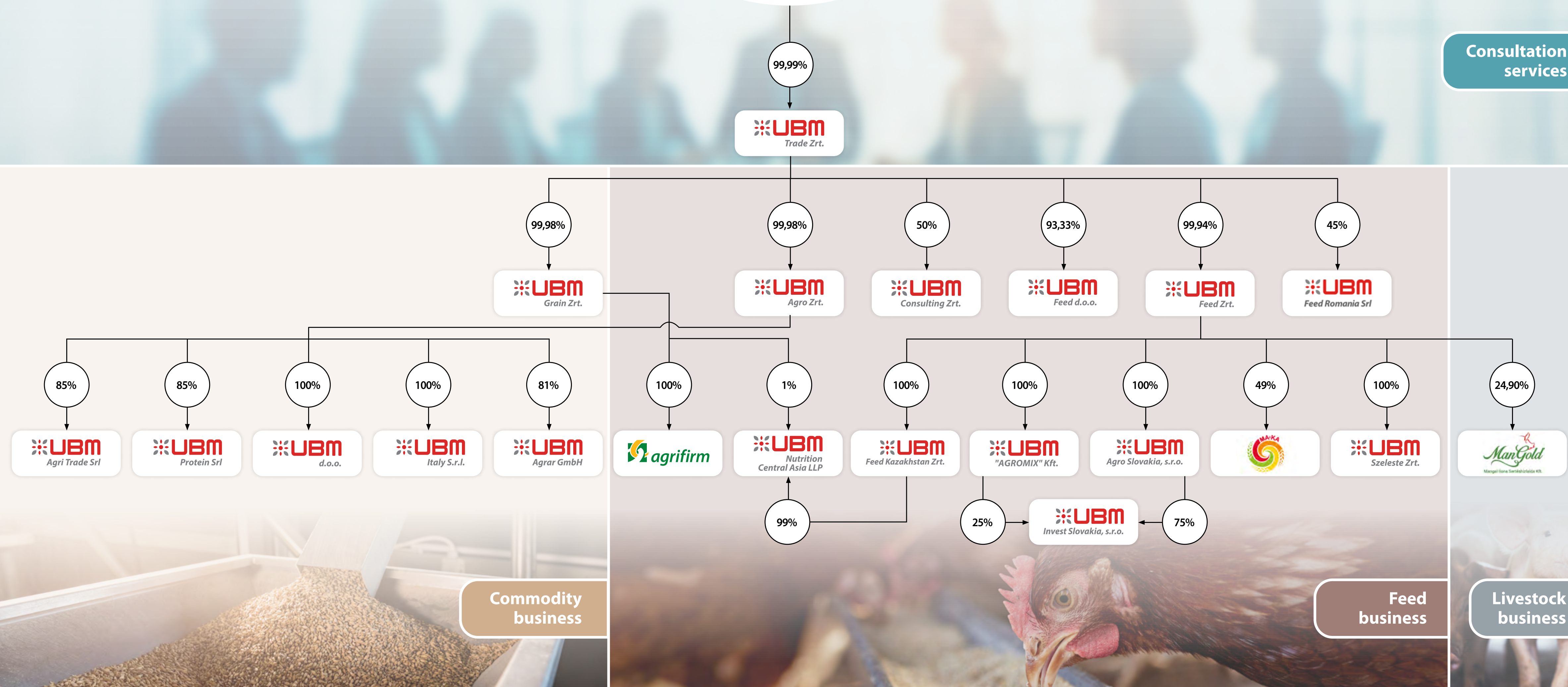
Company name	Country	Headquarters	Activitiy
UBM Holding Nyrt.	 HU	1 Kisvasút Street, 2085 Pilisvörösvár Hungary	Parent company of the UBM Group. Its main activities are asset management and the provision of internal audit and controlling services.
UBM Trade Zrt.	 HU	1 Kisvasút Street, 2085 Pilisvörösvár Hungary	It primarily provides back office services within the group, but it also owns the UBM brand and the license for the group's integrated corporate management system (IFS), and it provides management services, too.
UBM Agro Zrt.	 HU	1 Kisvasút Street, 2085 Pilisvörösvár Hungary	Its main profile is the domestic and international trade of feed raw materials. This legal entity also includes foreign commodity trading companies UBM Agrar GmbH (AT), UBM Agri Trade Srl (RO), UBM d.o.o. (SRB), UBM Italy S.r.l (IT) and UBM Protein Srl (RO).
UBM Grain Zrt.	 HU	1 Kisvasút Street, 2085 Pilisvörösvár Hungary	Its main area of activity is the trade of grain crops, protein carriers and oilseeds (Commodity).
UBM Feed Zrt.	 HU	1 Kisvasút Street, 2085 Pilisvörösvár Hungary	The most significant company in the Feed business within the group. Its market activities include the production of ready-made feeds, concentrates, premixes and feed supplements, as well as the trade of feed raw materials, feed supplements and concentrates. Currently, UBM Feed Zrt. is also the parent company of the animal husbandry business. On April 1, 2025, Búzamag Kft. merged with UBM Feed Zrt.
UBM Feed Kazakhstan Zrt.	 HU	1 Kisvasút Street, 2085 Pilisvörösvár Hungary	UBM Feed Zrt. is a wholly owned subsidiary established on January 9, 2025. Its main activity is asset management related to the expansion of the UBM Group in Kazakhstan.
UBM Szeleste Zrt.	 HU	24/B Kossuth Lajos utca 9622 Szeleste, Hungary	Parent company: UBM Feed Zrt. The company owns the 223 000-ton capacity feed mixing plant in Szeleste, completely rebuilt in 2015.

Company name	Country	Headquarters	Activitiy
“AGROMIX” Kft.	 HU	0119/24.Meggyesi út 4700 Mátészalka Hungary	Parent company: UBM Feed Zrt. The company owns the 80 000-ton capacity feed mixing plant in Mátészalka acquired in 2019.
UBM Invest Slovakia, s.r.o	 SK	044 14 Čaňa, Železničná 2., Slovakia	Owner and operator of the feed mixing plant in Hernádcsány, Slovakia.
UBM Agro Slovakia, s.r.o.	 SK	044 14 Čaňa, Železničná 2., Slovakia	A subsidiary of UBM Feed Zrt. Representation of the UBM Group in Slovakia with regard to activities falling within the profile of the Group. The company owns a feed mixing plant in Hernádcsány, Slovakia. The company has a 75% stake in UBM Invest Slovakia, s.r.o. (the remaining 25% is owned by „AGROMIX” Kft., also belonging to the group).
UBM d.o.o.	 SRB	Bulevar Mihajla Pupina 10i/223, 11070 Novi Beograd Serbia	A commercial office based in Belgrade, primarily engaged in the trade of grain and soybean, and supporting the group's presence in Serbia.
UBM Feed d.o.o.	 SRB	Bulevar Mihajla Pupina 10G/464, 11070 Novi Beograd Serbia	Also based in Belgrade, this office is the Serbian company of UBM Group, specializing in the sale of feed ingredients and premixes.
UBM Agrar GmbH	 AT	4020 Linz, Bismarckstrasse 02, Austria	With regard to the activities of the Group, it represents UBM and supports sales in Austria.
UBM Agri Trade Srl	 RO	Strada Tăbliței 4, București 077190, Romania	The Romanian subsidiary of the UBM Group for grain trading. It also operates a logistics centre with a capacity of 30-50 thousand tons in the city of Budești with a direct rail connection to the port of Constanța.
UBM Protein Srl	 RO	Strada Tăbliței nr. 4., 077190 București Romania	Following the reorganisation of the Romanian commercial division, this company is responsible for the trade in soy products in Romania.
UBM Italy S.r.l.	 IT	Viale Monte Nero 66., 20135, Milano, Italy	A trading office based in Milan, which trades in grain and soybean meal and represents the UBM Group in Italy.
UBM Nutrition Central Asia LLP	 KZ	Almaty Kazakhstan	A newly established company with the aim of setting up a premix plant.

THE STRUCTURE OF THE UBM GROUP



Consultation services



Companies not included in the report

Following last year's practice, only our majority-owned subsidiaries are included in our current sustainability report. In addition to the subsidiaries listed above, the consolidated financial statements for the 2024/2025 financial year also include four associated and jointly controlled companies: MA-KA Takarmánykeverő és Fogalmazó Kft., Mangal Ilona Sertéshizlalda Kft., UBM Feed Romania Srl and UBM Consulting Zrt. Similarly to last year, our Sustainability Report does not cover these companies this year either. UBM Feed Romania Srl, our 45% subsidiary, prepares its own Sustainability Report published on its website every year. 

Contents of the report

The report presents the sustainability-related events and topics for the 2024/2025 financial year of the UBM Group, broken down according to our material topics in accordance with the GRI Standards (GRI Standards 2021). In our Sustainability Report we present the steps we have taken, our milestones, figures, and we also discuss the current status of our commitments and our further objectives.

Reporting period

The reporting period corresponds to the financial year between July 1, 2024 and June 30, 2025. The data presented refer to June 30, 2025. ²

Reporting cycle

We publish our Sustainability Report annually in line with the consolidated financial statements of the UBM Group which are formally approved by the Board of Directors of UBM Holding Nyrt., the group's highest decision-making body.

Report classification

As in the case of our report published in the previous financial year, we have used GRI Standard 13 (GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022) as a supplementary sectoral standard. The report has not been externally and independently certified.

Although originally we intended to prepare an integrated report on our sustainability performance from the following years onwards, we have decided to put it off due to changes in the legal environment. In February 2025 the European Commission published the so-called "Omnibus" package which brought significant changes to both the CSRD (Corporate Sustainability Reporting Directive) and the CSDDD (Corporate Sustainability Due Diligence Directive) regulating the relevant areas. As part of the "Omnibus," a so-called *stop-the-clock* mechanism was also adopted, postponing the start date of CSRD-related obligations for certain companies. Member States must adopt the regulation into national law by December 31, 2025. In view of all this, our current Sustainability Report has been prepared in accordance with the GRI Standards but has not been audited. The statements made in our ESG report for the previous financial year remain valid, we do not consider restatement necessary. In certain cases, however, we have made clarifications (indicated separately in the report).

Data sources

The data presented in the report is collected and coordinated by the ESG sustainability officer of the UBM Group with the involvement of the relevant entities and organizational units, and is validated by the managers of the respective areas.

Management approval

The UBM Group ESG Committee approves and the UBM Group Executive Board submits the annual Sustainability Report and the material topics contained therein to the Board of Directors of UBM Holding Nyrt. The ESG Committee also exercises the right to oversee the sustainability strategy and objectives on the basis of the authorization of the Executive Board, and the management of the climate strategy and its risks also falls within its remit. Thus the entire content of our report, including its material topics, is published with the approval of the Executive Board of the UBM Group.

Place and method of publication

Our sustainability-related topics, including our ESG reports from previous years and our current Sustainability Report, are published on our website under the [Home - UBM Investors](#) ESG menu item, under Information/Sustainability Reports at [ESG reports - UBM Investors](#). We strive for maximum sustainability in our publishing practices, so we do not produce printed versions; our reports are available only electronically.

Publication date

October 31, 2025

Mandatory appendices

[GRI index and glossary](#)

[Key ESG performance indicators](#)

Further information

In preparing our Sustainability Report we greatly appreciate feedback from our stakeholders. If you have any relevant questions or comments, please feel free to contact the ESG-Sustainability Officer of the UBM Group, Bettina Baksa (bettina.baksa@ubm.hu), or write to esg@ubm.hu.

² Any data that differs from this is clearly indicated in the report.



Facts and figures for 2024/2025

THE UBM GROUP IN NUMBERS		THE UBM GROUP SUSTAINABILITY RESULTS	
 Market leader Hungary's market-leading feed manufacturing and crop trading group	 The only listed agricultural company	 4 MW capacity solar power plant in Nyírmeggyes	 7.9% reduction in energy consumption
 HUF 239.9 billion consolidated sales revenue HUF 5.4 billion EBITDA	 ~1 500 partners	 79% of waste recycled	 8.9% Scope 1 and Scope 2 emissions reduction
 Exports to 20 countries 56% export share	 Active presence in 6 countries (with plants, commercial and sales offices)	 GHG intensity decreased by^{3 4} 13.95%	 15.06% staff turnover rate⁵
 ~500 products	 ~2.1 million tons feed production and feed ingredient trading	 17 hibrid and 1 electric vehicle (14% of the total fleet)	 4 new awards
 422 employees	 29+ years of experience	 3 344 training hours	 HUF 39.3 million spent on donations, sponsorship and Corporate Tax support

³ GHG intensity report: Total Scope 1 and Scope 2 emissions for a given year (t CO(2) e) / total production volume for a given year (t) in the UBM Group

⁴ The reduction is given in relation to the base year, where the base year is the 2022/2023 financial year.

⁵ Staff turnover rate refers to the exit turnover in the 2024/2025 financial year.

About

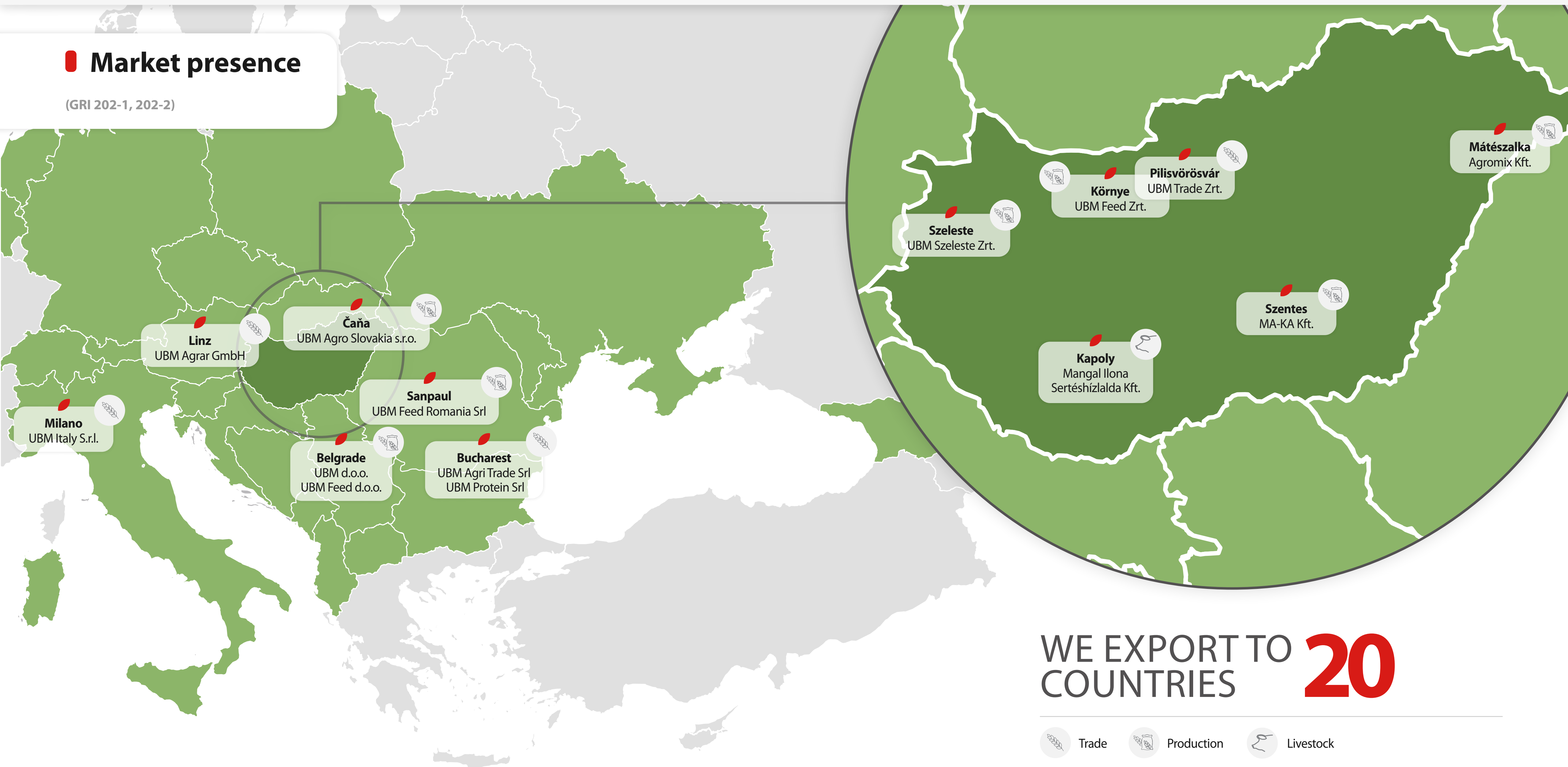
The UBM Group is Hungary's market-leading feed manufacturer and feed ingredient trading group, a major regional player.

In the three decades since its foundation in 1996, the UBM Group has undergone significant development. Initially engaged exclusively in soybean trading (UB Merchants Kft.), it has grown to handle more than 2 million tons annually. Our Group is active in feed production, feed supplement manufacturing, premix production and the sale of all these products. Our specialized feed supply for different animal species (poultry, pigs, ruminants) and the related advisory services provide a reliable background for our partners. We are proud to be a leader in feed production in the domestic market and to be regarded both as a major feed producer and grain trading group in the Central European region. We owe this to our conscious organic growth, successful acquisitions and the continuous expansion and diversification of our product and service portfolio. Our consolidated net sales revenue for this financial year reached HUF 239.9 billion. Sustainable development is at the heart of our business strategy. In line with this, we launched our animal husbandry and livestock production business as a new activity in August 2023. The UBM Group is the only publicly listed agricultural company on the Budapest Stock Exchange, representing transparent stock exchange operations and long-term, sustainable growth in agriculture.

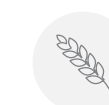


Market presence

(GRI 202-1, 202-2)



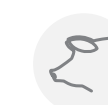
WE EXPORT TO
COUNTRIES **20**



Trade



Production



Livestock

Activities

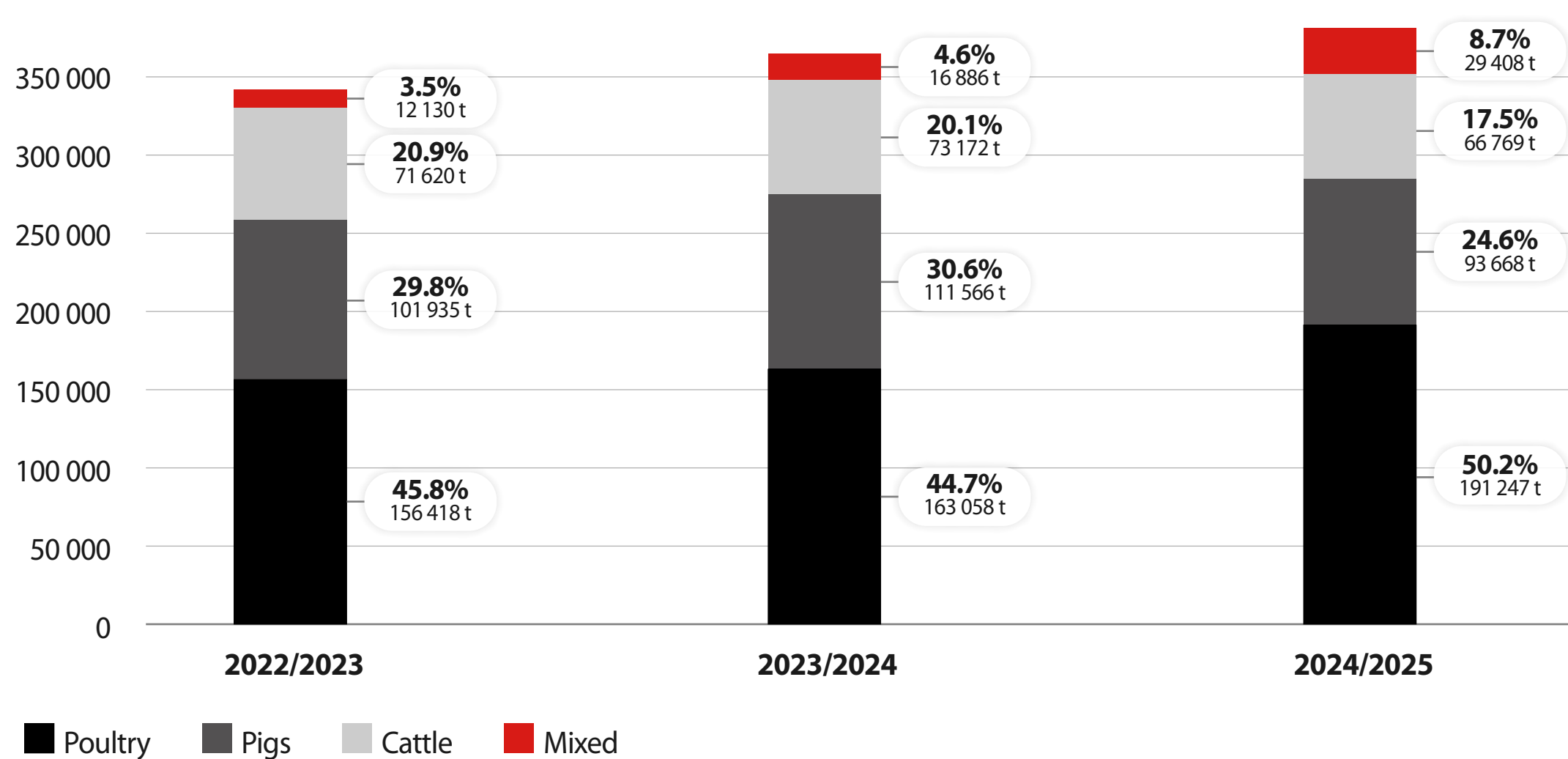
Feed production and trade

Production volumes per plant in the last two financial years

Company	Location	Plant type	2023/2024 (tons)	2024/2025 (tons)
UBM Feed Zrt.	 Környe (HU)	Feed mill	43 077	40 887
		Soybean processing plant Products: 1. Fulfat soybean raw material production for feed production 2. Soypreme, either as a finished product for ruminants or as a raw material for feed production for ruminants.	26 168	39 773
		Premix production plant Ingredients for own feed production or resale to other feed manufacturers	14 724	14 386
UBM Szeleste Zrt.	 Szeleste (HU)	Feed mill in 2 plants Small mill Large mill	156 235	165 071
„AGROMIX” Zrt.	 Mátészalka (HU)	Feed mill	67 023	73 657
UBM Agro Slovakia, s.r.o.	 Hernádcsány (SK)	Feed mill	57 455	47 318
Total			364 682	381 092

We provide our partners with feed delivery and expert advice specialized for different animal species. Our feed portfolio specializes in the poultry, pig, and ruminant sectors; we cover the complete feeding requirements of these three groups. In recent years, the total volume produced has grown steadily, with the poultry sector dominating with a 50% share.

Feed production by animal species in the last 3 financial years



International crop wholesale

Our other main segment is feed ingredient trading, covering the purchase and sale of cereals, oilseeds, and protein crops in both the Hungarian and Central European regional markets from the Black Sea to Italy. The group has sales offices in Pilisvörösvár, Belgrade, Bucharest, Linz, and Milan.

Our group has been a regional market leader in the trade of protein carriers (primarily soybean meal), grains (primarily corn, wheat, and barley), and oilseeds (primarily soybeans, rapeseed, and sunflower) for years. As part of the supply chain, our fundamental task is to transport the raw materials produced by farmers to the processing industry as efficiently as possible, with the smallest possible environmental footprint and in line with today’s criteria for sustainability, traceability and ESG guidelines, by land (road and rail) and water (ship).

Our activities also include trading with domestic and foreign processors in close cooperation with our international offices, leveraging their synergies. We have logistics warehouses in long- and short-term lease in several locations across the country, among which our intermodal logistics centre in Mátészalka is of particular importance for achieving our strategic goals, as the site’s industrial railway track provides access to the national railway network.

Large-scale animal husbandry

Our animal husbandry business operates as an independent business unit within the UBM Group while also in close cooperation with other business units. The activities are carried out by our associated company, Mangal Ilona Sertéshizlalda Kft. It is our express intention to leverage the synergies of the UBM Group from raw material procurement, feed production and partnerships to financial background in order to increase our competitiveness and strengthen our market advantages.

The business unit currently produces around 250 000 fattening pigs per year, partly on its own farms and partly on ones operated by contract farmers. The structured information the Livestocker system provides on our products and services from these farms of varying levels of technology offers a unique opportunity to develop our own competencies.

Our strategic goals include the implementation of a mega pig farm in Transdanubia based on circular farming, environmentally conscious and animal-friendly technology, as well as the expansion of integration to reach 500 000 pigs per year over the next three years.

We are committed to strengthening sustainability, improving feed utilization and increasing environmentally conscious performance, which we can continuously develop based on our direct experience within our own pig business.

Feed business sales data for the last 3 financial years

Consolidated (tonnes)	2022/2023	2023/2024	2024/2025
Feed business total (tons)	435 831	453 555	481 167
Compound feed	324 111	338 085	344 694
Premix	13 157	13 419	13 156
Soypreme	16 221	16 849	24 202
Sales of feed raw materials	82 342	85 203	99 115

Commodity business sales data for the last three financial years

Tonnes	2022/2023	2023/2024	2024/2025
Commodity business total	1 023 414	1 288 186	1 602 779
Total grain	825 028	1 048 642	1 246 726
Wheat	277 455	339 535	388 678
Corn	281 361	376 823	506 092
Barley	66 980	180 559	85 201
Sunflower seeds	23 448	14 186	11 490
Rapeseed	89 123	31 581	4 895
Rapeseed meal	0	67 957	199 151
Other cereals	77 748	31 931	46 252
Other	8 914	6 070	4 967
Total protein sources	198 386	239 544	356 053
Soybean meal	162 258	194 870	267 704
Soybeans	36 126	44 674	88 350



History



1996 - 2003 •

Start of commercial activities

- Establishing UB Merchants Kft. focusing on soybean trading
- Start of grain trading **(1997)**
- Start of feed supplement trading **(2000)**

2004 - 2013 •

Launch of feed business

- Purchasing the feed mill in Környe **(2008)**
- Launching the Soyprime® plant in Környe **(2012)**
- MA-KA Kft. feed plant launched in Szentes **(2012)**
- Purchasing the feed mill in Szeleste **(2012)**

2014 - 2021 •

Strategic expansion at domestic and international level

- Launching the Slovakian produce trading office in Košice **(2014)**
- Handover of the Környe premix plant **(2016)**
- Opening a commodity trading office in Bucharest **(2017)**
- Purchasing the mill in Hernádcvány, Slovakia **(2018)**
- Acquisition of the „AGROMIX” feed mill **(2018)**
- Launch of Serbian crop trading office in Belgrade **(2019)**
- Handover of the Kerelőszentpál plant in Romania **(2019)**
- Launch of the Austrian crop trading office in Linz **(2020)**
- Launch of our Serbian feed trading company in Belgrade **(2021)**

2022 - 2023 •

International presence and ESG advances

- Reconstruction of our mills in Szeleste and Hernádcvány **(2022)**
- Opening a sales office in Milan, Italy **(2023)**
- Launch of the livestock business unit **(2023)**
- Palm Oil Free Certificate **(2023)**
- Publication of our first ESG report **(2023)**
- Appointment of ESG sustainability officer **(2023)**

2024 – 2025 •

Focus on sustainability and strategic advances

- Introduction of ISO 14001 in Szeleste **(2024)**
- Publication of ESG/Sustainability Report(s) in accordance with GRI Standards
- Membership of ESG Club Hungary, leadership of the Agricultural Working Group
- Establishment of ESG Committee **(2024)**
- Commissioning the 4 MW solar power plant in Nyírmeggyes **(2025)**
- IFUA Horváth Green Wheel Award **(2025)**
- Expansion in Kazakhstan **(2025)**
- Membership of the Hungarian Business Council for Sustainable Development (BCSDH) **(2025)**

Awards and recognitions

Professional recognitions and awards



2024

Product 1st Prize for Hungarian Animal Breeding - Alföld Livestock Days - in the feeding category „Combined Effect of Gel and Broiler Prestarter Feed for Day-old Animals”



2023

Product Grand Prize for Hungarian Animal Breeding - Alföld Livestock Days - „For the Development of Palm Oil-free Feeding of Dairy Cows and for Obtaining the Certifying Trademark”



2023

1st Prize in the category Agricultural Informatics, Animal Husbandry – Alföld Livestock Farming Days - „Complex, Non-invasive Monitoring of Reproduction and the Related Omega-3 fat-rich Feeding”



Recognitions and awards in sustainability



2024

Mental Health Certificate „Advanced” certification + „Creative Solution” special prize



2024

Family Friendly Place trademark



2024

Family-Friendly Workplace



2024

Certification of excellently managed companies



2024

Family-Friendly Company

2025 - IFUA Horváth Green Wheel Award



We are honoured to have been named winners of the IFUA Horváth Green Wheel Award alongside the K&H Group at the 37th Budapest Management and Controlling Forum on May 29, 2025. This award recognizes the business management solutions of the environmental sustainability efforts of domestic organizations.

In our application material, „Measuring to improve – The role of carbon footprint in UBM’s conscious corporate management,” we presented our approach to sustainability in the feed industry, with a particular focus on our R&D activities aimed at measuring and reducing Scope 3 emissions. We provided a detailed description of the current status of our product-level carbon footprint calculation methodology for feed production.

The „green wheel” symbolizes the prominent role sustainability plays in the management of our company. When awarding the prize, the jury took several factors into account such as the prevalence of environmental considerations, the innovative and novel approach of the application, the feasibility of the project and its impact within the company and in the wider social environment.

This award entitles us to use the IFUA Horváth Green Wheel logo in our external communications for one year. This certification sends a strong message to our partners about our commitment to sustainability and provides a reliable basis for further strengthening investor confidence. We take environmental responsibility seriously. The award contributes to increasing our company’s credibility in the area of environmental responsibility. In addition, the prize is a living tree we will plant together with representatives of IFUA Horváth, symbolically expressing our responsibility for the future.

Memberships and roles

(GRI-2-28)

With nearly 30 years of experience and our leading role in the industry, we feel responsible for continuously training our employees through participation in conferences and strategic partnerships. Our goal is to be present at all relevant domestic and international professional forums where we can learn about industry trends and developments.

Our professional memberships offer opportunities to establish valuable partnerships, acquire new knowledge, share knowledge, exchange experiences, engage in continuous learning and adopt and pass on best practices. We are actively involved in numerous domestic and international professional organizations, industry associations and interest groups, thereby supporting programs that promote sustainability goals.

Professional membership



Hungarian Chamber of Agriculture



Hungarian Chamber of Commerce and Industry



Association of Hungarian Cereal Processors, Feed Manufacturers and Traders



Commercial representation in the field of cereals, oilseeds, feed, oils, etc. in the EU and international institutions, international bodies and interested parties.



Austrian Federal Economic Chamber



Gesellschaft für Gesunde Tierernährung (Healthy Animal Feed Society)



AGER S.r.l. (European Agricultural Technical Assistance Centre)



Associazione Granaria Milano (Grain Association)



Association of Serbian Veterinarians



Serbian Grain Association



Serbian Chamber of Commerce



ANFNC



Austrian Agricultural Market



European Feed Manufacturers' Federation, of which **Zoltán Pulay, head of purchasing department of the UBM Group, is vice-president and member of the Executive Committee**, representing the feed division of the Grain Association.



Zoltán Pulay, head of purchasing department for the Feed Business Unit of the UBM Group

„As vice-president, I have the opportunity to represent the interests of the Hungarian and Central European feed industry at an international level and contribute to the development of a more sustainable supply chain. It is particularly important to me that, in addition to representing the common interests of the feed industry, UBM also has a presence in the international professional community and that we work together to achieve a more sustainable agriculture and food chain.”

Cooperations



Hungarian Agricultural and Life Sciences University (MATE) strategic cooperation agreement for our participation in education and adult education, in dual and practical training and joint R&D and innovation programmes, professional cooperation.

AGROLOOP

Strategic cooperation agreement with Agroloop Hungary Kft., a start-up company for the large-scale production and use of insect proteins to partially replace expensive and environmentally damaging imported plant proteins.



The International Feed Technology Research Association (IFF) based in Braunschweig pursues exclusively scientific goals, has its own research institute, and is the scientific centre for the compound feed industry and its suppliers. It supports its members with research results, a wide range of services and educational events. The UBM Group has been a member since 2023.



Long-term cooperation with the Dutch Schothorst Feed Research, a knowledge centre for feed recipe development and pilot plant.



Feed Design Lab is the leading practical research and education centre in the feed industry in the field of innovation and sustainability. It has more than 100 corporate partners from all areas of the industry, operating in the Netherlands and abroad. The UBM Group has been a member of the organization since 2019. We participate in exclusive partner meetings in the form of workshops, innovation and educational sessions, business trips and receptions three to four times a year. In addition, there are opportunities to participate in educational programs and joint R&D projects.



A consortium project launched jointly with the University of Debrecen and Ebesi Pulykahízlaló Kft. For more information on our other R&D collaborations, see the [chapter on R&D](#).



Membership of the ESG Club Hungary, a non-profit organisation dealing with sustainability issues and leader of its Agricultural Working Group since 2023.



Membership of the Flow HR Benchmark Loyalty Club, which is both an inspiring professional HR community and a service that has allowed the company's HR metrics to be better benchmarked against other industry and non-industry players since 2021.



A cooperation with the Effekteam Association (formerly known as the Hungarian Donors' Forum) on CSR, responsible corporate citizenship and sustainability issues since 2023.



In autumn 2024 our Flow HR Benchmark Loyalty Club membership was supplemented by a Flow WAGE Benchmark membership, which allows not only HR metrics to be compared within a professional community (while maintaining anonymity) but also wage data in a unified GRADING system.



In 2025 the UBM Group joined the Hungarian Business Council for Sustainable Development, a public benefit association with more than 150 member companies. The BCSDH offers a unique platform for businesses to cooperate non-competitively: by developing recommendations and presenting best practices it helps companies share knowledge so that they can find answers to these challenges together. By joining BCSDH our goal is to leverage our professional knowledge, practical experience and long-term commitment in a value-based business community that represents the forefront of sustainable economic development. Our aim is to give and receive answers to the current challenges and opportunities of the agricultural sector.

Focus areas of our business strategy

(GRI 13.10, 202-1)

Mission

Responsible, ethical and transparent agricultural business operations that ensure both financial stability and the promotion of social and environmental values.

Vision

A regional market leading position in feed production and feed ingredient trading in Central and Eastern Europe and Central Asia in a sustainable way.

The main pillars of our strategy



Sustainable growth

Continuous expansion of our capacities and market presence. We will further strengthen our market leadership in Hungary, while at the regional level the Carpathian Basin and the Western Balkans are our priority target areas. We have expanded our international network to Italy, and in Kazakhstan we aim to become a key player in the Central Asian region with an investment in the feed industry. Our goal for 2025/2026 is to produce 1 million tons of feed and trade 2 million tons of feed raw materials annually.



Continuous innovation

As a key player in the industry, we are committed to product and technology development, with a particular focus on resource-efficient nutrient utilization, lower environmental impact and the use of alternative raw materials.



ESG and value chain approach

As one of the largest domestic feed producers we take responsibility for reducing the environmental footprint of the entire value chain. This includes continuously reviewing our own activities (e.g. measuring the carbon footprint of our products) and working with our partners to protect nature.



Partnerships

It is important for us to provide our employees with a safe, inspiring and development-oriented work environment. At the same time, we maintain long-term, fruitful relationships with stakeholders in our broader environment, whether through professional forums, knowledge sharing, community cooperation or support.

In our nearly 30 years of operation we have continuously deepened and developed our partnerships, jointly seeking opportunities for development with the following main directions:



Customer-focused sales and service

Through readily available expert advice and the incorporation of customer feedback into our manufacturing and product development processes we ensure that our partners' needs are fully met.



Research and development

Our goal is to develop a more efficient, sustainable and economical product range, with a particular focus on reducing our carbon footprint.



Knowledge and information transfer

We place great emphasis on sharing best practices and global market trends with our partners and the next generation.



Responsible sourcing and support for the circular economy

On both the procurement and sales sides we prefer solutions that reinforce sustainability and a circular approach.

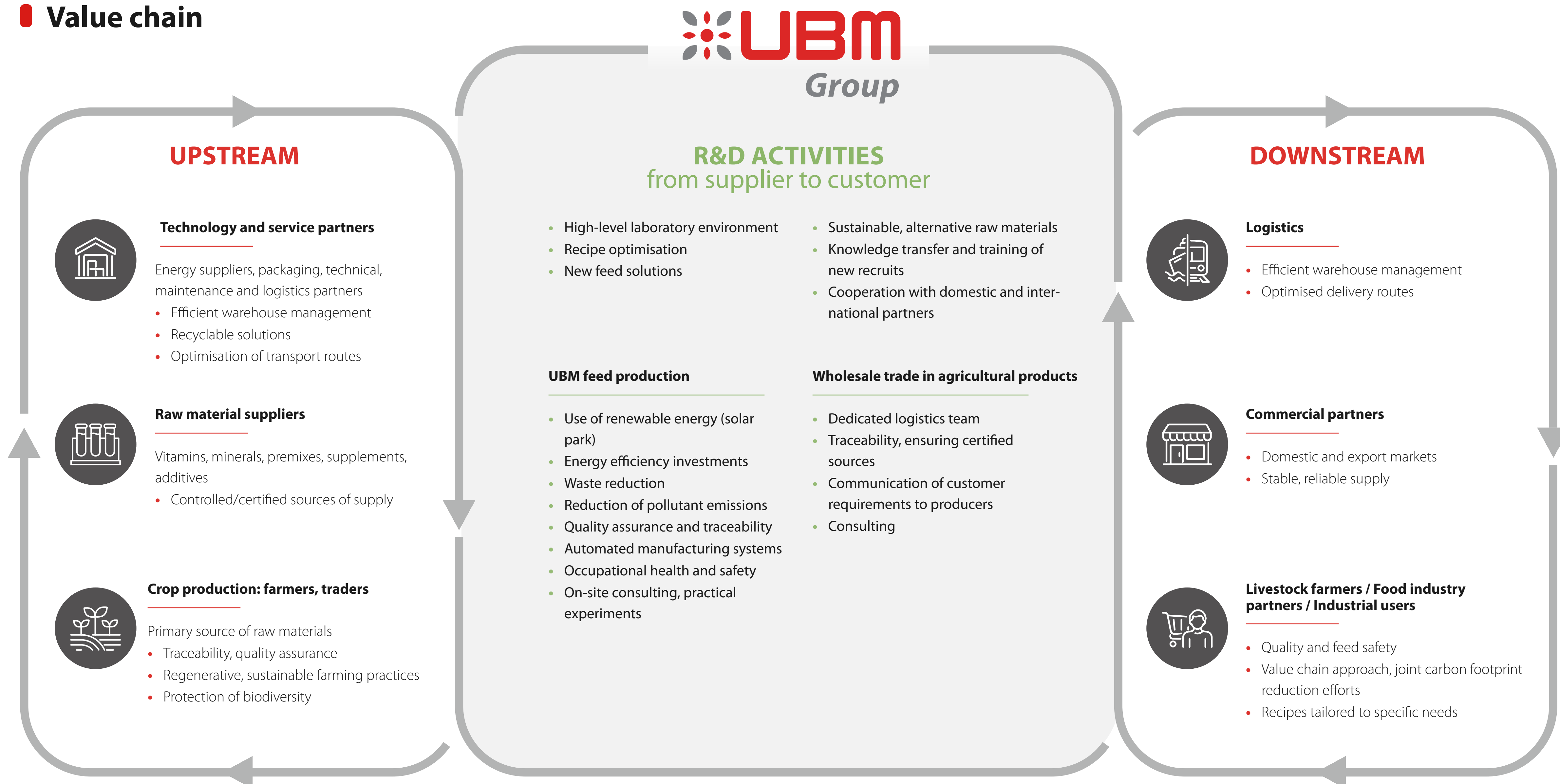


Impeccable and continuous quality assurance:

We always prioritize animal welfare and food safety, thus guaranteeing reliability and the trust of our partners.



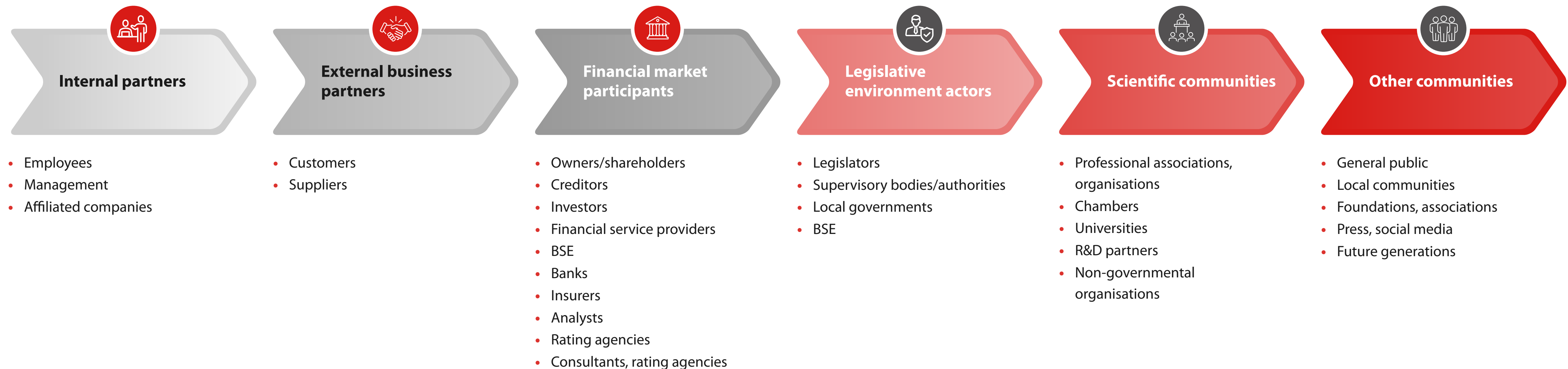
Value chain



Stakeholders

(GRI-2-29)

We have a wide range of stakeholders. In addition to our internal stakeholders such as our employees and affiliated companies, we are surrounded by numerous external partners and organizations with whom we interact continuously. Together with them we shape our operations, learn from each other, develop and create value. The figure below illustrates how we view and categorize our stakeholders.



Over the years we have established continuous, active, and in many cases interactive communication with our stakeholders, one that we constantly expand and adapt to the specific goals. The dialogue is guided by mutual understanding and the strengthening of trust, as we are convinced that it is shared knowledge and experience that drive us forward.

Stakeholder communication channels

	Face-to-face, telephone or online discussions, road shows, meetings, conferences	Workplace discussions, intranet, educational materials	Open days / site visits, events	Whistleblowing system	Questionnaires	Sustainability report	Website, BSE interface, social media, email, own publications
Customers	✔		✔	✔	✔	✔	✔
Suppliers	✔		✔	✔	✔	✔	✔
Employees	✔	✔	✔	✔	✔	✔	✔
Local and scientific communities	✔		✔	✔	✔	✔	✔
Investors, shareholders, banks, insurance companies, etc.	✔		✔	✔	✔	✔	✔
Authorities, legislators, supervisory bodies	✔		✔	✔		✔	✔



COMMUNITY BUILDING AND EDUCATION IN AN ENTERTAINING FORM – THE SUCCESS OF „BOCISOROZAT” („CALF SERIES”)

We launched a social media initiative called “Bocisorozat,” on Facebook in May 2023, featuring new content every Friday. As a feed manufacturer it is extremely important for us to stay in touch with our partners and bring the world of animal husbandry closer to a wider audience. As part of the series we regularly visited our partners, took photos on site and presented the biological and behavioural curiosities of cattle, goats, sheep, and sometimes even horses, roes, pigs, rabbits, chickens and cats.

The content was not only informative but also presented in a light-hearted, entertaining manner, helping to spread knowledge in a way accessible and enjoyable for all age groups. The Bocisorozat series achieved unprecedented popularity in the industry, gen-

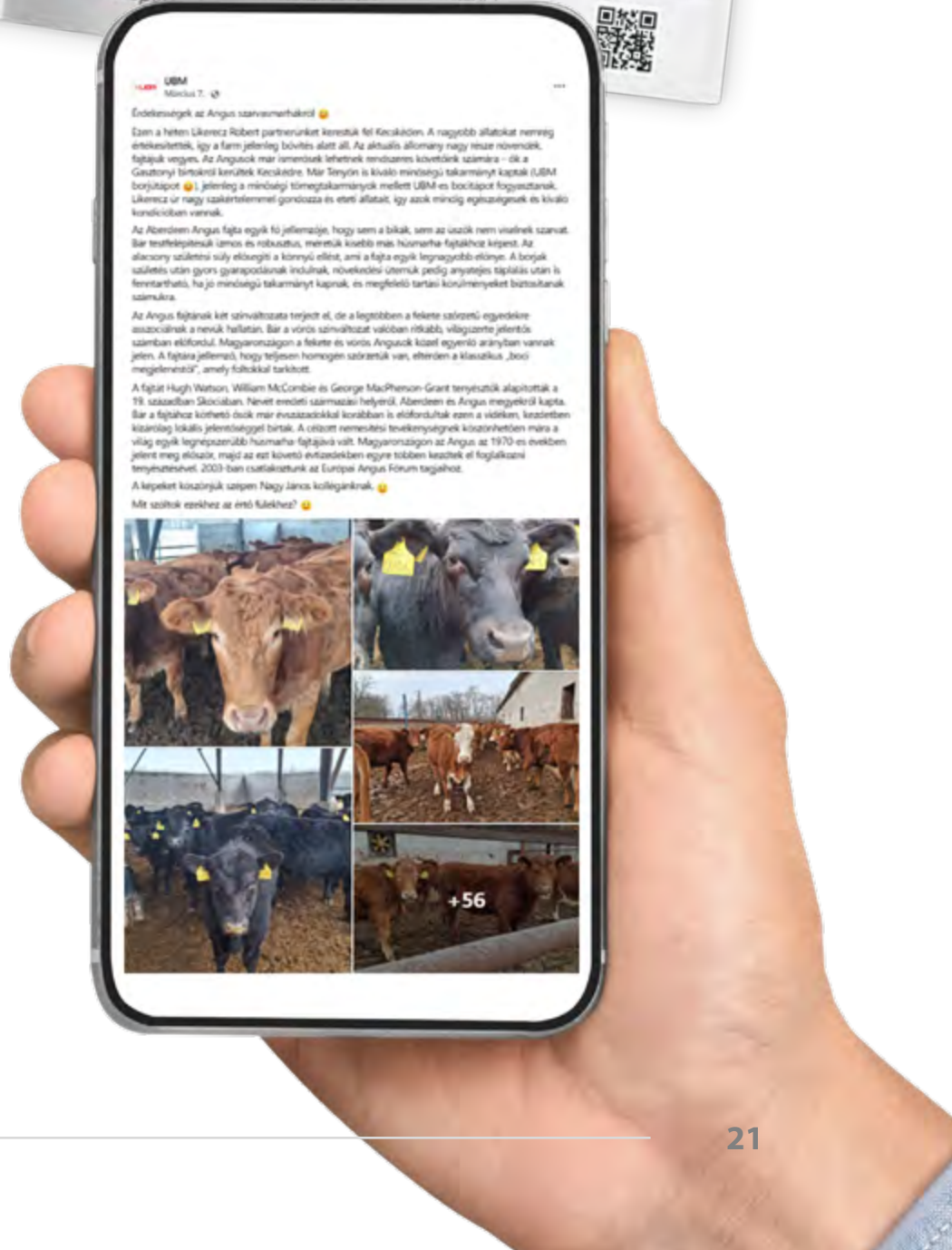
erating thousands of views and likes on a weekly basis while strengthening the community organized around our brand.

Our goal is to build community, raise awareness and promote love for animals, showcase our partners and, together with them, domestic animal husbandry. We are proud that through the Bocisorozat series we were able to convey value and contribute to a positive perception of animal husbandry, all this in an authentic and personal way, on the spot, alongside our partners. In the spring of 2025 we were forced to suspend this initiative for a while due to the outbreak of pandemic and the restrictions related, but we are confident that we will be able to resume it soon.

The Bocisorozat series was not only a communication success but also contributed to the achievement of our ESG goals: it promoted social awareness, sensitivity to animal

welfare and strengthened dialogue among industry players. It supports the promotion of sustainable agriculture and ethical animal husbandry through community-building, all with authentic, field-based content and real-life examples.

We are grateful to our three enthusiastic colleagues, Nikolett Virág, János Nagy, and Imre Varga for the idea and implementation of the series.



Our approach to sustainability

(GRI 2-17, GRI 2-22)

In recent years our group has made significant progress in sustainability. We have launched numerous measures, formulated strategic goals and made concrete commitments toward conscious operation. Our ESG-sustainability officer, Bettina Baksa, coordinates the wide range of issues and ensures that best practices and accumulated knowledge are utilized both within the organization and among our external partners. We are aware that there are still many areas that need to be reconsidered and developed, but we are proud of the tangible results we have achieved over the past year.

We firmly believe that sustainability and profitable growth are not contradictory concepts but rather complement and reinforce each other to support long-term value creation. Our goal is to develop products and services that are both environmentally friendly and help our partners operate in an ESG-conscious manner, thereby opening up new business opportunities throughout the value chain.

We continuously monitor sustainability trends and regulatory developments and regularly inform our management about the potential opportunities and risks they present. We believe that this conscious and forward-looking approach gives us a competitive advantage.

For the UBM Group sustainability is not an option but a fundamental prerequisite for long-term success.

Sustainability in our everyday lives

The UBM approach to sustainability focuses on continuous renewal and innovation. We strive to incorporate new ESG solutions into our daily operations, thereby building a sustainable and competitive agricultural company in the long term. One outstanding example of this is **the implementation of our own solar park**. The project was launched in August 2024 and operation started in the spring of 2025. The aim of the investment was to make energy supply more sustainable, reduce Scope 2 emissions and strengthen the responsible and conscious operation of the group.

In addition to major developments supporting ESG considerations across the entire group, it is equally important to **actively involve our employees** in sustainability issues. We are convinced that real results can only be achieved through cooperation and shared responsibility. One new way of connecting with our employees is a **series of posts** called „Hetizöldség” (WeeklyVegetable) on our internal news feed, where we share practical tips and interesting facts on environmentally conscious living such as reducing your ecological footprint, minimizing waste through selective waste collection, or reducing waste. In addition, we support awareness-raising with tools that may seem small but are all the more useful. We have introduced sustainability-themed screensavers on computers and laptops, reminding our employees of the importance of a more conscious behaviour every day.



Bettina Baksa,
ESG-sustainability officer

„The Sustainability Report is not just a collection of numbers but a story about how we try to improve year after year. It provides a comprehensive picture of how we operate today and how ready we are for the challenges of the future. Although we are not currently required to prepare this report, I believe that it is precisely this voluntary nature that gives it credibility. It summarizes our activities and also acts as a catalyst, encouraging critical thinking which is essential for real change. It is a kind of snapshot of our state of health. It highlights our strengths and areas where we still need to improve.

Despite the fact that we focus on many other tasks daily, we have once again managed to take a step forward. I believe that with small but firm steps we can achieve much more than with a perfectly written but unrealized plan. I am confident that this summary will provide a useful overview and inspire collective thinking for a more sustainable future.”

Our medium-term goal is to make ESG training available in all our operating units (e.g. in the form of e-learning programs and interactive workshops for management, executives and employees alike). As part of this, an introduction to ESG fundamentals will be incorporated into the onboarding process so that all new employees understand our the sustainability efforts of the Group. We believe that by highlighting the steps UBM takes every day to promote sustainability, its significance will become much more tangible and a common understanding of ESG will develop within the group. At the same time, we would also like to draw attention to the fact that each of our employees is already taking action at home and in their everyday lives to promote sustainability, whether it is energy saving, conscious shopping, passing on used clothes, selective waste collection, or simply favouring public transportation. These everyday actions often go unnoticed, but with raising awareness our employees will apply them even more consistently, which in turn will have a positive long-term impact on the company's operations.

Our **longer-term** plans include introducing an annual ESG test for all employees and developing a related incentive system to further strengthen commitment and shared responsibility.

We don't wait for others to build the future, we build it ourselves by setting an example.

Likewise, our **UBM Wardrobe** program encourages environmental awareness among employees, allowing colleagues to find new owners for clothing they no longer use, either free of charge or for a nominal fee. Besides supporting sustainability, the initiative also serves a community-building and charitable purpose.

Over the past year we have won several HR awards which are particularly significant as they confirm that employee satisfaction and the creation of a family-friendly, supportive work environment are truly core values at UBM.

In addition, we applied for a sustainability award for the first time, and it is an honour for us to have won the **IFUA Horváth Green Wheel Award** in 2025. We report on this in more detail in the *Awards and Recognitions* section.

DATA COLLECTION AND ANALYSIS AS THE KEY TO DEVELOPMENT

Building on last year's experience we have further developed and expanded our quarterly ESG data reporting system. Through measurements and analyses we gain an even more accurate insight into our most important environmental and social KPIs. We have supplemented our performance indicators with the plant-level measurement of GHG intensity, which allows us to compare the efficiency of our sites with each other and those of our competitors. At the same time, we can also measure the results of our energy efficiency investments, which can serve as direct guidance for management in strategy development, action plan monitoring and adjustment.

We analyse the amount of waste generated on a quarterly basis and strive to achieve improvement through targeted measures. In addition, we are working with our suppliers to introduce more environmentally friendly packaging materials.

To further strengthen our data-driven approach, our medium-term goal is to create a separate ESG dashboard in Power BI, where we want to display production volumes, consumption data, GHG figures and related costs on a single platform. This will not only provide a comprehensive picture of our sustainability performance but will also be integrated into the analysis of production data, supporting faster and more informed decision-making.

THE WORK OF OUR ESG COMMITTEE

In line with our company's commitment to sustainability, we established our ESG Committee in July 2024, the task of which is to develop the ESG strategy of the UBM Group, to define commitments and then regularly review and evaluate them. The committee also supports the preparation and approval of the Sustainability Report and ensures that sustainability is integrated into everyday operations. Since its establishment the committee has put on its agenda, among other things, a review of the status of the EUDR (European Union Deforestation Regulation) and the EU Taxonomy, the importance and measurability of internal ESG education, and opportunities for cooperation to preserve biodiversity. The meetings and consultations between regional units in between meetings are already showing tangible results, but we are aware that there is still much work to be done.



Sustainability milestones for 2024/2025

ESG MILESTONES IN 2024/2025

	ENVIRONMENTAL	SOCIAL	GOVERNANCE
Commissioning a 4 MW solar power plant in Nyírmeggyes	✓		
Introduction of pallet cover film 100% made from recycled raw materials	✓		
Launch of product-level carbon footprint measurements	✓		✓
Measurement and tracking of Scope 3 transportation	✓		
Expanded quarterly ESG data collection, measurement and analysis	✓	✓	✓
Integration of the ESG data collection system into the IFS integrated enterprise management system			✓
IPPC - Környe	✓		✓
ISO 14001:2015 KIR Szeleste	✓		✓
Development of an internal ESG education program	✓	✓	✓
ESG partnerships	✓	✓	
Speaker and moderator roles at sustainability events	✓	✓	✓
General Waste Management Regulations	✓		✓
Uniform Occupational Safety Regulations		✓	✓
Sustainability awards (e.g. IFUA Horváth Green Wheel Award, HR awards)	✓	✓	✓
ESG Committee quarterly meetings	✓	✓	✓
CSR Committee and expansion of responsibilities		✓	
UBM Wardrobe		✓	
Introduction of a new HR system		✓	✓
Development of a new grading structure		✓	✓
Revamping the ESG section of the website			✓
Awareness raising – “WeeklyVegetable” messages	✓	✓	✓
Tracking training hours		✓	
Reviewing our remuneration policy		✓	✓

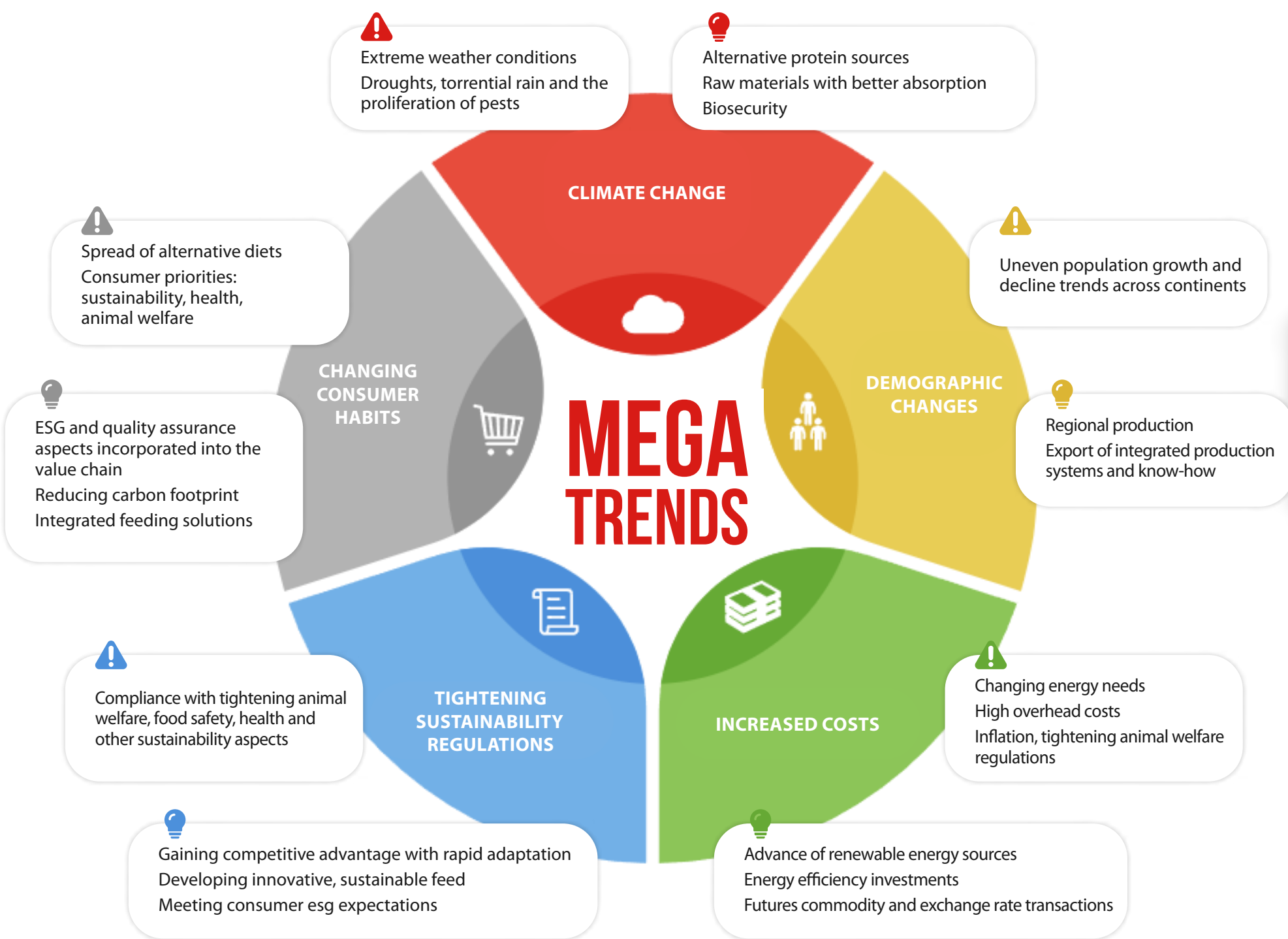
Sustainability strategy and targets to 2030

(GRI 2-17, GRI-2-22)

Megatrends

(GRI-3-3, GRI 13.2, GRI 201-2)

As a company playing a key role in the region, the UBM Group continuously monitors long-term trends affecting animal product manufacturing and feed production processes. These megatrends can bring not only risks but also business opportunities if relevant and proactive responses are developed. The megatrends affecting our group's activities, their impacts, and the opportunities and market potential they offer are described in detail in [UBM-ESG-2024.pdf](#).



Main pillars of UBM Group's ESG strategy



Future sustainability directions have also been defined at the level of each business line. We strive to ensure that ESG is not presented as a separate area but as one integrated into our business strategy. It is important for us that the social and environmental impacts of our operations are in line with our economic results, thereby enabling sustainable growth.

Sustainability strategy

ENVIRONMENTAL					
Strategic direction		Measures	Commitments	Results in 2024/2025	Change
ENERGY	Reduced energy consumption	Commissioning a 4 MW solar power plant in Nyírmeggyes	Continuous increase in the share of renewable energy within total energy consumption	1 504 MWh/year green electricity production (solar power plant and heat pump)	7-fold increase compared to the previous year
		Implementation of energy efficiency investments	NEW! By 2026: Implementation of two new energy efficiency investments	Nominal reduction in electricity consumption	4.6% reduction in electricity consumption compared to the previous year
		Increased energy awareness regarding the fleet	NEW! Reduction in the amount of fuel used (l) year on year	17 hybrid and 1 electric vehicle	6 new hybrid vehicles compared to the previous year
				Nominal reduction in fuel consumption	7% reduction in fuel consumption compared to the previous year
EMISSIONS	Reduced emissions (Scope 1-2-3)	Reduction in Scope 1 and Scope 2 emissions through the use of renewable energy	By 2026: 15% reduction compared to the base year Base year: 2022/2023 fiscal year	Nominal reduction in Scope 1 and Scope 2 emissions	4.3% reduction in Scope 1 and Scope 2 emissions compared to the base year
		Reduction in specific GHG intensity of Scope 1 and Scope 2 emissions compared to the base year	By 2030: 20% reduction compared to the base year Base year: 2022/2023 financial year	Improving GHG intensity	14% reduction in Scope 1 and Scope 2 emission and lower GHG intensity compared to the base year
		In order to reduce Scope 3 emissions, measurement of tCO ₂ e emissions generated by external carriers and working out reduction initiatives	NEW! By 2027: Introduction of a measurement and monitoring system covering the entire group	Feed business, the Hungarian aspects of Commodity	
		Calculation of Scope 3 emissions per product (feed business)	By 2025: Product-level Scope 3 calculation	Partially implemented	
		Reduction in specific GHG intensity of Scope 3 emissions related to feed production compared to the base year	By 2030: 15% specific reduction compared to the base year Base year: 2010 financial year"	In progress	
WASTE	Reduced waste generation	Review of packaging materials	NEW! Reduction of waste (kg) per ton of production	Decreasing specific waste generated year on year	1% specific reduction compared to the previous year
	Increased waste recycling rate	More conscious waste management, examination of the use of recycled raw materials	NEW! Increasing recycling rate	A significant improvement in utilization rate	23.4% improvement in recycling rate compared to the previous year

SOCIAL				
Strategic direction		Measures	Commitments	Results in 2024/2025
EMPLOYEES	Employee well-being and appreciation	Talent management, career paths, training programs	NEW! Continuous development of employees, increasing employee satisfaction and ensuring professional development; leadership development training By 2026: Developing a detailed onboarding process By 2027: Developing a long-term HR strategy	Introduction of a new HR system Developing a grading system Organising feedback trainings A wide range of HR awards, family-friendly measures Low staff turnover
	Occupational health and safety	Regular employee trainings to ensure safe working practices Maintaining a safe workplace environment	NEW! Introduction of an online program Use of a compliance program Improvement of workplace accident reporting	
	ESG education	Internal sustainability trainings	NEW! By 2027: Implementation of an ESG education program across the entire UBM Group in several stages.	Launch of internal ESG training
COMMUNITIES	Support for local communities	Continuous review and expansion of CSR programs, support for local communities in various forms	NEW! Maintaining and developing our CSR and welfare programs	We spent nearly HUF 40 million on donations, sponsorships, and TAO support.
QUALITY ASSURANCE	Transparency and sustainability-oriented quality assurance	Continuous assurance and development of industry-specific certifications	By 2026: Introduction of ISO 14001 KIR in Környe	1. Integrated Pollution Prevention Control - UBM Feed Zrt. Környe 2. ISO 14001:2015 KIR Szeleste

GOVERNANCE				
Strategic direction		Measures	Commitments	Results in 2024/2025
GOVERNANCE	Organizational development	Standardization of business processes within the group	Standardisation of HR strategy, data collection and processes across the entire group	1. Integration of ESG data collection system into the IFS integrated enterprise management system 2. Development of HR system 3. Introduction of the General Waste Management Regulations 4. Introduction of the Uniform Occupational Safety Regulations
SUPPLIERS	Deepening strategic partnerships	Supplier consultations, partner meetings, strategic cooperations	By 2027: Introduction of a digitized and unified partner rating system*	In progress

* We have postponed the originally planned date of 2025.

Material topics

(GRI 3-1, GRI 3-2, GRI 3-3)

When preparing last year’s ESG report we conducted our materiality analysis in accordance with GRI guidelines, involving our external and internal stakeholders. The changing regulatory environment, the conscious collection of ESG data over the past three years and our decisions affecting sustainable operations encourage us to re-think our material topics every year. Our goal is to provide our readers with numerical and textual feedback on truly relevant and significant issues. When compiling our list of material topics we took into account the relevant industry standards of the GRI Standards and compared them with the reports of our competitors.

Our material topics



Environmental

- Energy consumption
- Emissions
- Research and development
- Waste management
- Water use



Social

- Employment, diversity, loyalty
- Employee training and education
- Employee well-being
- Social responsibility, support for local communities
- Occupational health and safety
- Product quality and quality assurance



Governance

- Responsible corporate governance
- Ethical operations
- Economic performance
- Indirect economic impact
- Procurement practices, supplier evaluation



Commitment to the environment

Energy consumption

(GRI 302-1, 302-2, 302-3, 302-4, 302-5)

As in previous years, our energy consumption covers several areas including manufacturing and commercial activities, logistics processes and the consumption of offices. We use energy from four main sources: electricity, fuel (petrol and diesel), natural gas and LPG. A significant change in 2024/2025 is the launch of the Nyírmeggyes solar power plant, bringing a significant increase in the share of renewable energy in our energy mix in the coming years. Another renewable energy source is the environmental heat energy utilized by our heat pumps. Energy-saving projects, similar to those of previous years, have also contributed to reducing energy consumption.

In the 2024/2025 financial year our total energy consumption decreased by 7.9%.

Energy saving projects (EEOS)

During the 2024/2025 fiscal year we implemented improvements at several of our manufacturing sites that directly contribute to improving energy efficiency and reducing greenhouse gas emissions. **The total savings** from these investments **could reach up to 5 000 GJ/year in the future**, which could mean **energy savings of** approximately **1 389 000 kWh/year**.



Installation of removable thermal insulation at several (Mátészalka, Környe, Szeleste), where we provided thermal insulation for technological steam pipes and fittings. These solutions significantly reduce heat loss.



We improved the efficiency of the compressor plant in Szeleste by **modernizing the air technology of the large mill**. The design of the new compressor and the built-in heat recovery unit enable the preheating of steam generator feed water and reduce regeneration cycles, which also results in significant energy savings.



By speeding up power supply switch we have increased the efficiency of the production process, reducing idle periods thus increasing the production volume per unit of time.

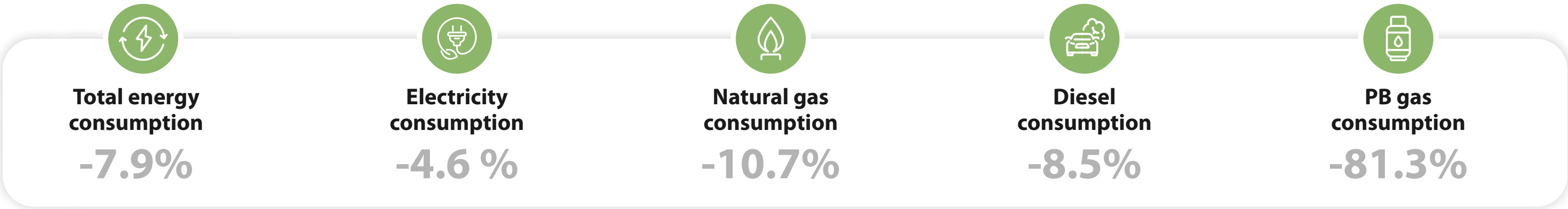
The investments were based on energy audits and implemented within the framework of the Energy Efficiency Obligation Scheme (EEOS). Our goal remains to reduce energy consumption in a systematic and measurable way, thereby contributing to the achievement of our sustainability goals. We plan to implement at least two further energy saving projects in the next financial year.

Energy saving projects implemented in the UBM Group (01.07.2024-30.06.2025)

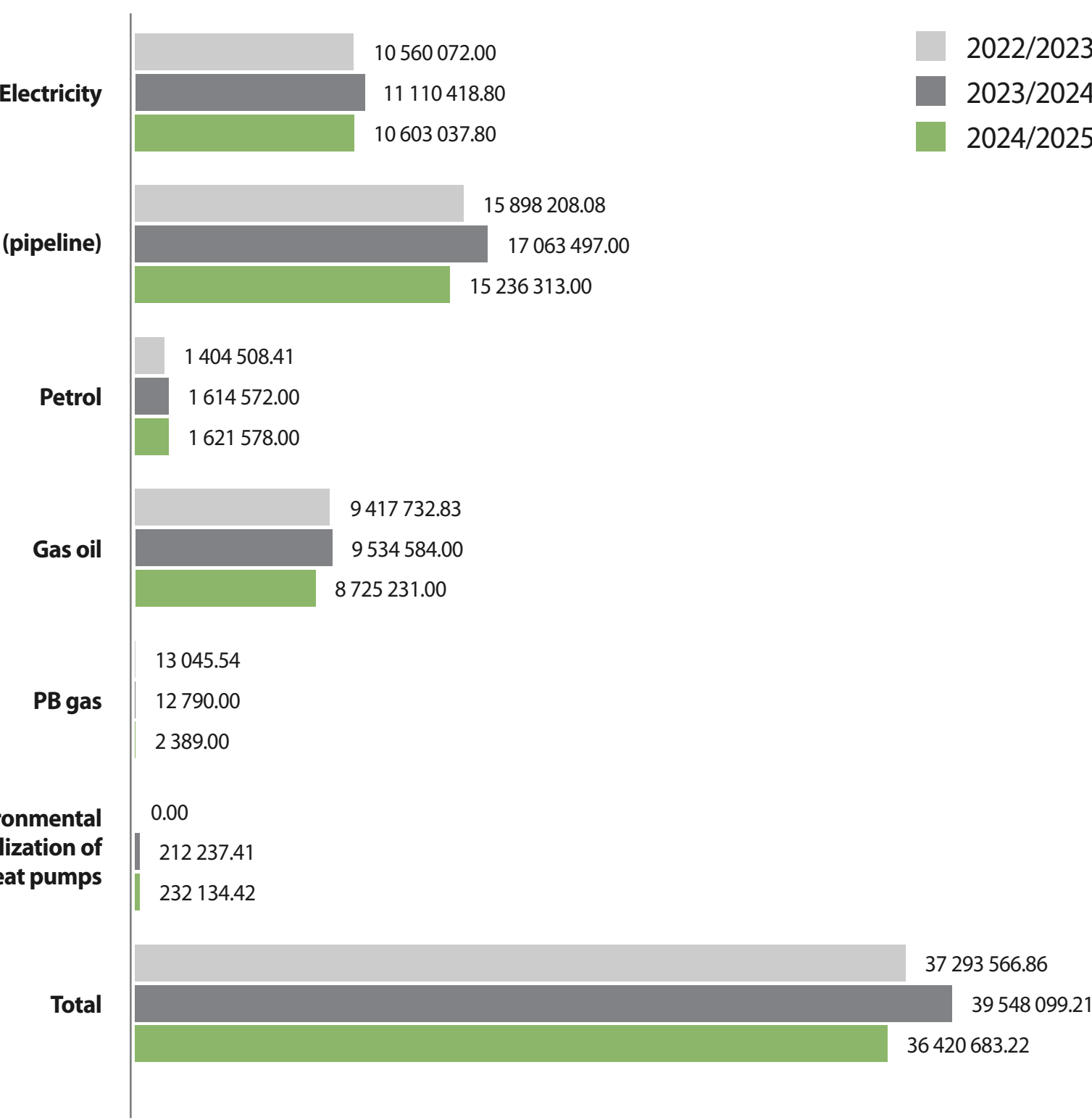
EEOS investments	Company	Location	Energy savings (GJ/year)	Energy savings (kWh/year)
Removable insulation	UBM Szeleste Zrt.	Szeleste	520.83	144 676.16
	UBM Feed Zrt.	Környe	667.93	185 537.60
Air technology conversion	UBM Szeleste Zrt.	Szeleste	690.12	191 701.53
Speeding up power supply switch	UBM Szeleste Zrt.	Szeleste	4 000 ⁶	1 111 120.00
Total			5 878.88	1 633 035.29

⁶The data is based on expert estimates; the EEOS audit had not yet been completed at the time of closing the report.

Most significant changes compared to the previous year



The annual energy consumption of the UBM Group over the last three financial years
(kWh/year)

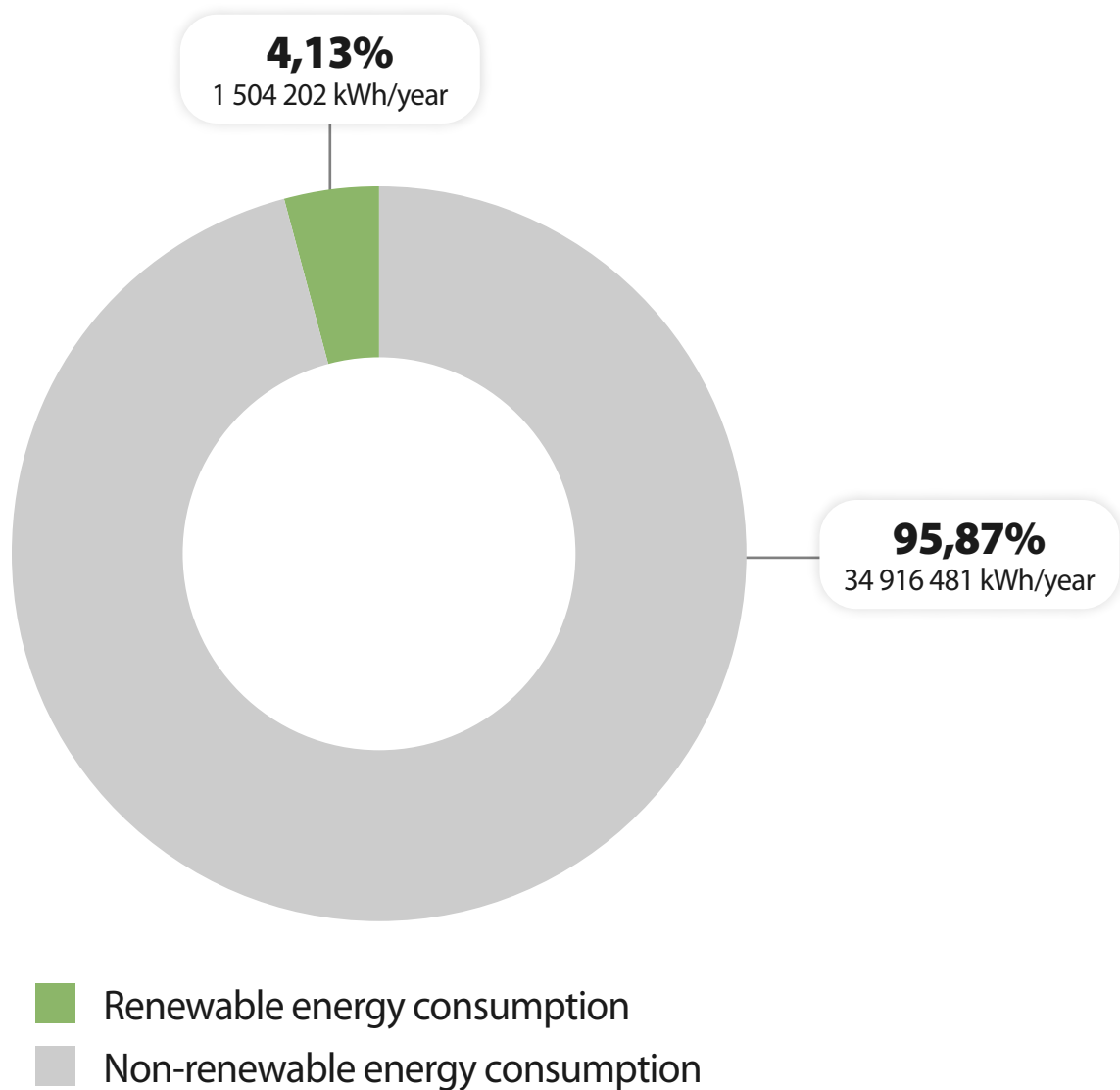


Breakdown of the total annual energy consumption of the UBM Group
(01.07.2024-30.06.2025)

	Unit of measurement	UBM Group total	UBM Trade Zrt.	UBM Grain Zrt.	UBM Feed Zrt.	UBM „AGROMIX” Kft.	UBM Slovakia	UBM Serbia	UBM Agri Trade Srl	UBM Agrar GmbH	UBM Italy S.r.l.	
Electricity	kWh/year	10 603 037.80	31 785	4 284	2 474 507	4 158 684	2 320 616	1 512 352	6 860	92 021	1 058	871
Natural gas	m³ / year	1 534 793.41	9 049	1 220	605 724	352 159	361 114	202 281	0	2 178	1 069	0
	kWh/year	15 236 313.00	88 740	11 960	5 950 423	3 457 558	3 489 586	2 205 421	0	22 140	10 485	0
Petrol	litres/year	180 733.14	35 096	19 088	91 553	6 242	956	10 589	4 359	10 005	1 303	1 544
	kWh/year	1 621 578.00	314 886	171 262	821 430	56 001	8 578	95 003	39 107	89 767	11 691	13 853
Diesel	litres/year	892 353.21	3 222	16 963	181 422	459 332	214 991	9 626	6 797	0	0	0
	kWh/year	8 725 231.00	31 505	165 864	1 773 906	4 491 244	2 102 131	94 121	66 460	0	0	0
PB gas	kg/year	187	0	0	187	0	0	0	0	0	0	0
	kWh/year	2 389.00	0	0	2 389	0	0	0	0	0	0	0
Environmental heat utilization of heat pumps	kWh/year	232 134.42	0	0	232 134	0	0	0	0	0	0	0
Total	kWh/year	36 420 683.22	466 916	353 370	11 254 789	12 163 487	7 920 911	3 906 897	112 427	203 928	23 234	14 724

The share of renewable energy in the Group’s energy mix has increased significantly compared to previous years thanks to our own solar park investment in 2024/2025. We are committed to clean energy production in the long term in order to ensure a sustainable energy supply and to reduce carbon emissions.

Total annual energy consumption of the UBM Group
(01.07.2024-30.06.2025)

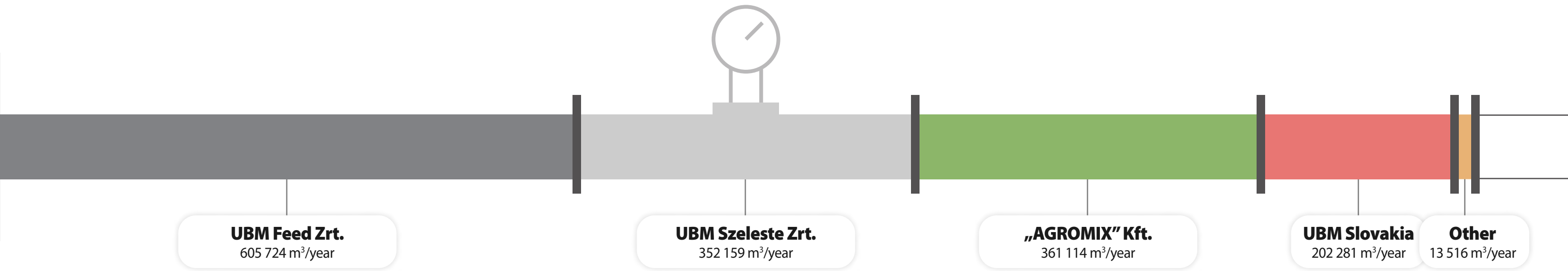


Total annual energy consumption		UBM Group total	
Energy type	%	MJ/year	kWh/year
Non-renewable	95,87%	125 699 337	34 916 481
Renewable	4,13%	5 415 126	1 504 202
Total	100,0%	131 114 463	36 420 683

Natural gas continues to account for the largest share of our group’s total energy consumption (42%). Electricity accounts for 29% of total consumption, and similarly, diesel and petrol together make up 29% of fuel consumption, while PG gas less than 1%.

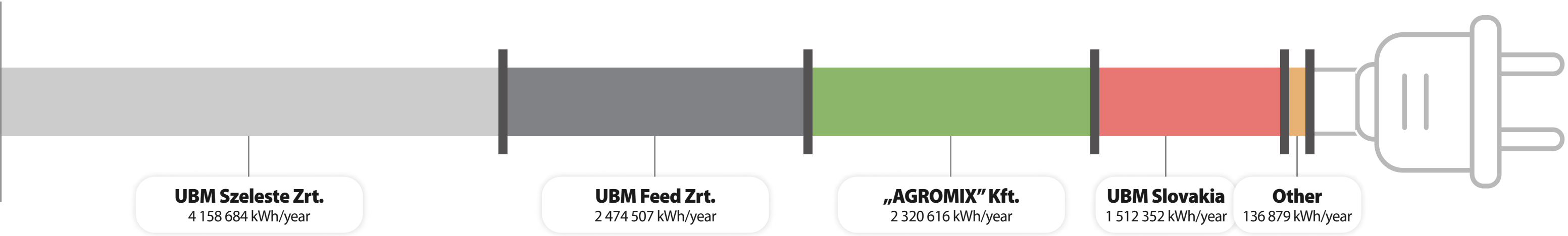
Breakdown of the annual natural gas consumption of the UBM Group
(01.07.2024-30.06.2025)

	Unit of measurement	UBM Group total	UBM Trade Zrt.	UBM Grain Zrt.	UBM Feed Zrt.	UBM „AGROMIX” Kft.	UBM Slovakia	UBM Serbia	UBM Agri Trade Srl	UBM Agrar GmbH	UBM Italy S.r.l.	
Natural gas (pipeline)	m³/year	1 534 793	9 049	1 220	605 724	352 159	361 114	202 281	0	2 178	1 069	0
Ratio	%	100	0.59%	0.08%	39.47%	22.95%	23.53%	13.18%	0.00%	0.14%	0.07%	0.00%



Breakdown of the annual electricity consumption of the UBM Group
(01.07.2024-30.06.2025)

	Unit of measurement	UBM Group total	UBM Trade Zrt.	UBM Grain Zrt.	UBM Feed Zrt.	UBM „AGROMIX” Kft.	UBM Slovakia	UBM Serbia	UBM Agri Trade Srl	UBM Agrar GmbH	UBM Italy S.r.l.	
Electricity	kWh/year	10 603 037.80	31 785	4 284	2 474 507	4 158 684	2 320 616	1 512 352	6 860	92 021	1 058	871
Ratio	%	100.00%	0.30%	0.04%	23.34%	39.22%	21.89%	14.26%	0.06%	0.87%	0.01%	0.01%



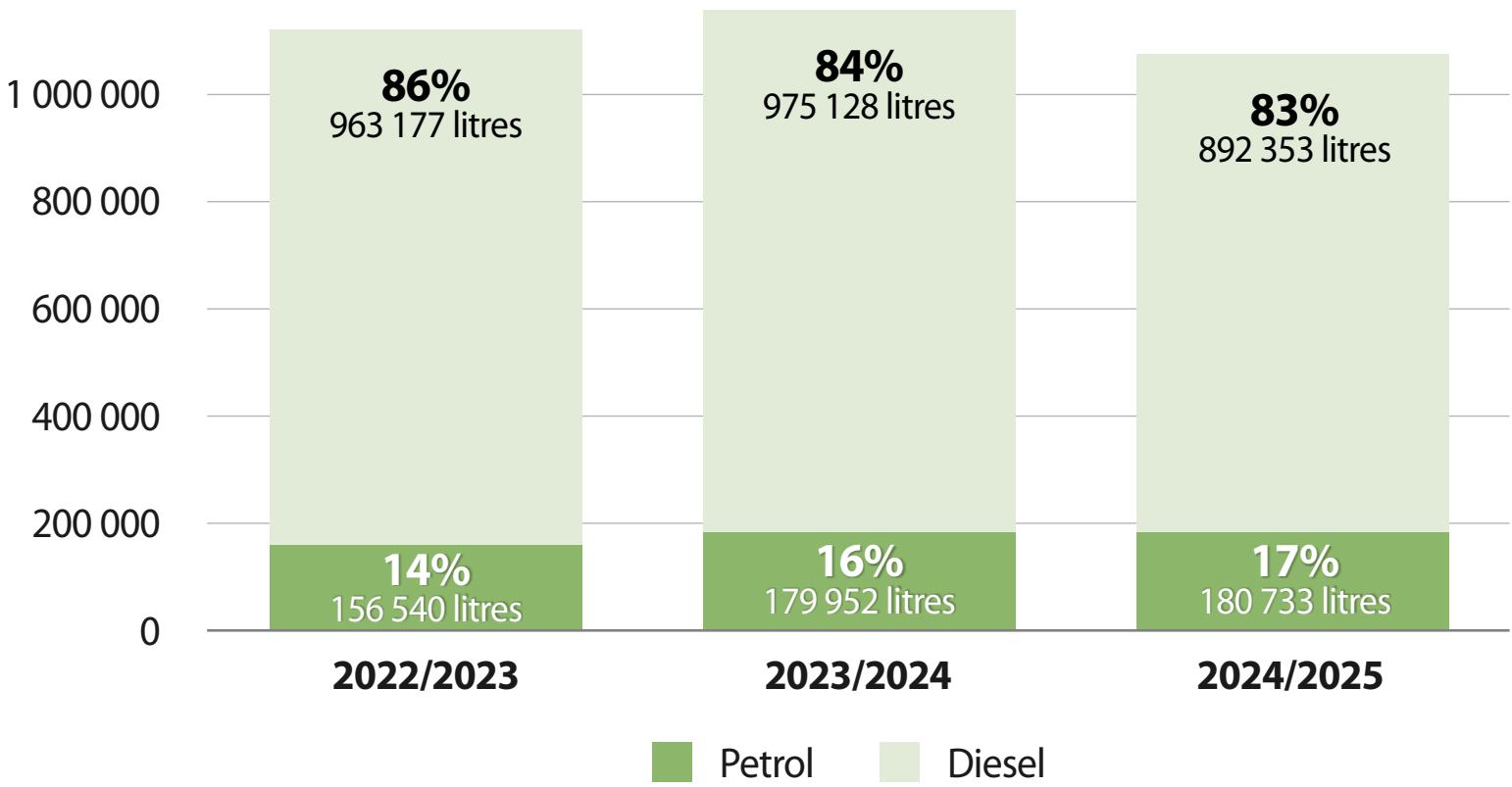
Fleet data

At the end of the 2024/2025 financial year the vehicle fleet of the Group consisted of 125 vehicles, with 64 petrol and 43 diesel vehicles. We also further increased the proportion of environmentally friendly vehicles: at that time, our fleet consisted of 1 electric and 17 hybrid vehicles.



In line with our previous commitment we have installed at least one charging station for electric and/or plug-in hybrid cars at each site. In addition, we have fulfilled our pledge to develop an environmental monitoring system for our own fleet. As a result, we now have automatically available quarterly data on, for example, fuel consumption and mileage. We strive for increased energy awareness in the operation of our fleet, and as part of this, our goal is to reduce annual fuel consumption year on year.

The annual fuel consumption of the UBM Group over the last three financial years⁷ (liter)



⁷The UBM Group also had minimal PB gas consumption (187 kg/year).



Renewable energy

We have made significant progress in the use of renewable energy sources over the past year. While the share of renewable energy from solar and environmental heat energy was only 0.56% in the 2023/2024 financial year, in the 2024/2025 fiscal year it already reached 4.13% (1 504 202 kWh/year), with our 4MW solar power plant having been in operation for nearly four months in that fiscal year.

During this period we generated a total of 1 272 067 kWh of electricity from solar energy, which indirectly covers the electricity needs of our three manufacturing sites:

- UBM Feed Zrt. (Környe): 339 148 kWh
- UBM Szeleste Zrt.: 562 685 kWh
- „AGROMIX” Kft.: 370 234 kWh

The increase in the share of renewable energy directly contributes to the reduction of Scope 2 emissions. This trend will continue to strengthen in the coming years with the 4 MW solar park in Nyírmeggyes, which is expected to generate 5 800 MWh of green electricity annually. The aim of the investment is to cover 15-20% of our energy needs from renewable sources.

Thanks to this investment we indirectly contribute to food production with clean energy. The project creates a predictable energy mix in the long term which provides us with not only economic but also environmental stability. At the same time, we want to set an example in agriculture that sustainable energy use and competitive operation can go hand in hand.

Breakdown of the annual renewable energy consumption of the UBM Group (01.07.2024.-30.06.2025)

Annual renewable energy consumption		UBM Group total	UBM Feed Zrt.	UBM Szeleste Zrt.	„AGROMIX” Kft
Type of energy	%	kWh/year	kWh/year	kWh/year	kWh/year
Environmental heat utilization of heat pumps	0.64%	232 134	232 134	0	0
Electricity generation from solar panels	3.49%	1 272 067	339 148	562 685	370 234
Total	4.13%	1 504 202	571 282	562 685	370 234

Some of the offices of UBM Feed Zrt. are equipped with heat pump heating systems. Heat pump heating results in significant natural gas savings, but also leads to a slight increase in electricity consumption.



Objective

by 2026: _____

- Implementation of two further energy efficiency investments.



Emissions

(GRI 305, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, GRI 13.1)

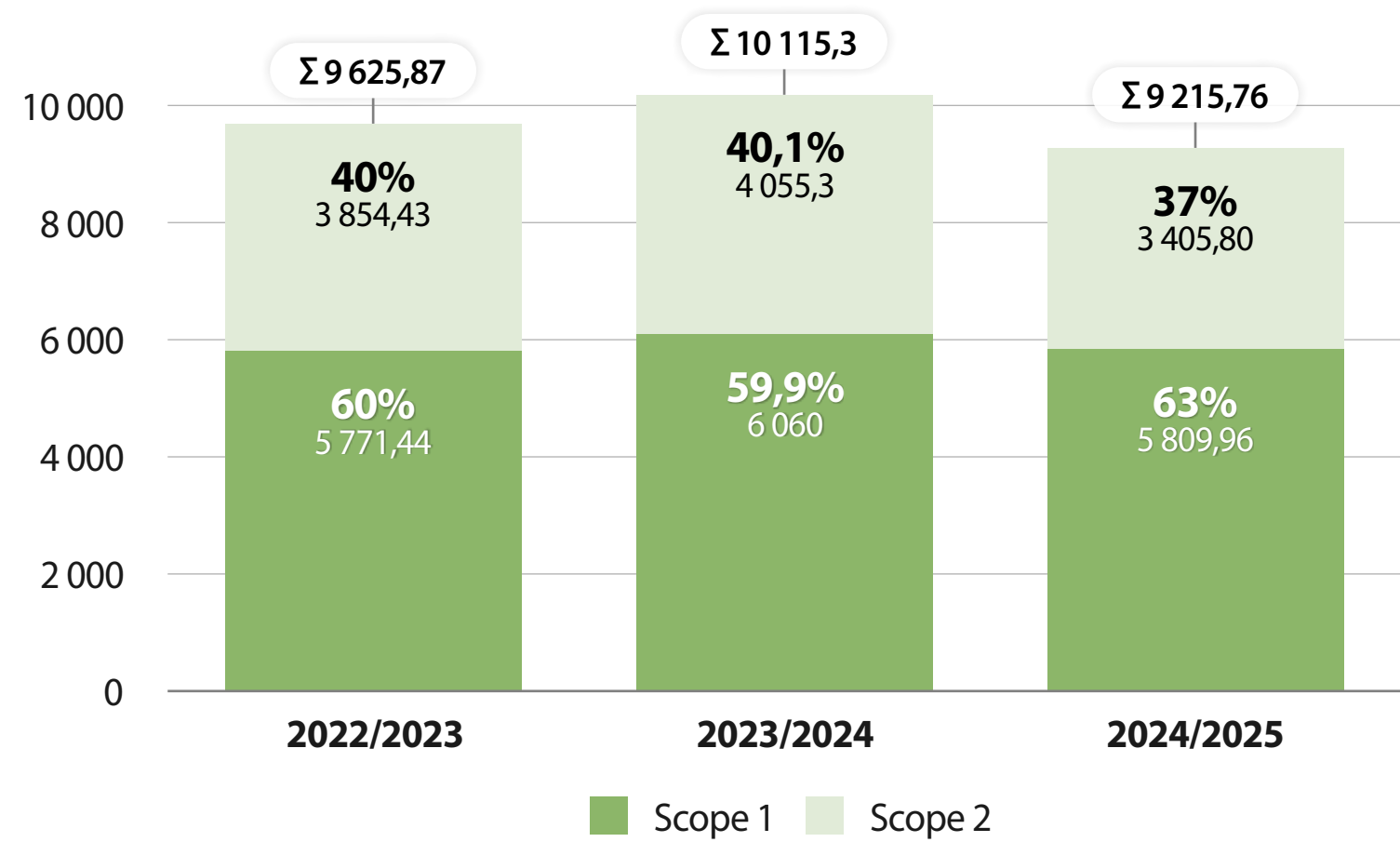
Given the role of the agricultural sector in global emissions, it is extremely important for us to reduce carbon dioxide emissions. To this end, we continuously measure and monitor Scope 1 and Scope 2 emissions at our sites. From the 2024/2025 financial year we also track Scope 3 emissions data related to the transport activities of our logistics partners. As in previous years, our carbon footprint was calculated in accordance with the Greenhouse Gas Protocol, with the assistance of external experts.

Scope 1 and Scope 2 emissions of the UBM Group for the fiscal year 01.07.2024-30.06.2025 totalled 9 215.76 t CO₂ e/year.

Compared to the 2023/2024 financial year our total Scope 1 and Scope 2 emissions decreased by 8.9%, with both categories decreasing, one reason for this being that the solar power plant started operating. If this project had not been realized, our annual greenhouse gas emissions for 2024/2025 would have amounted to 9 680.07 tons of CO₂e. However, with the solar park we achieved a 4.8% reduction in emissions.

⁹ Búzamac Kft. featuring in the 2023/2024 corporate carbon footprint Scope 1 and Scope 2 report is already included in the data of UBM Feed Zrt. for the 2024/2025 year.
¹⁰ It also includes the consumption of UBM Agro Zrt.
¹¹ UBM Invest Slovakia, s.r.o, UBM Agro Slovakia, s.r.o
¹² UBM d.o.o., UBM Feed d.o.o. Beograd

Total Scope 1 and Scope 2 emissions of the UBM Group over the last three financial years t CO₂ e /year



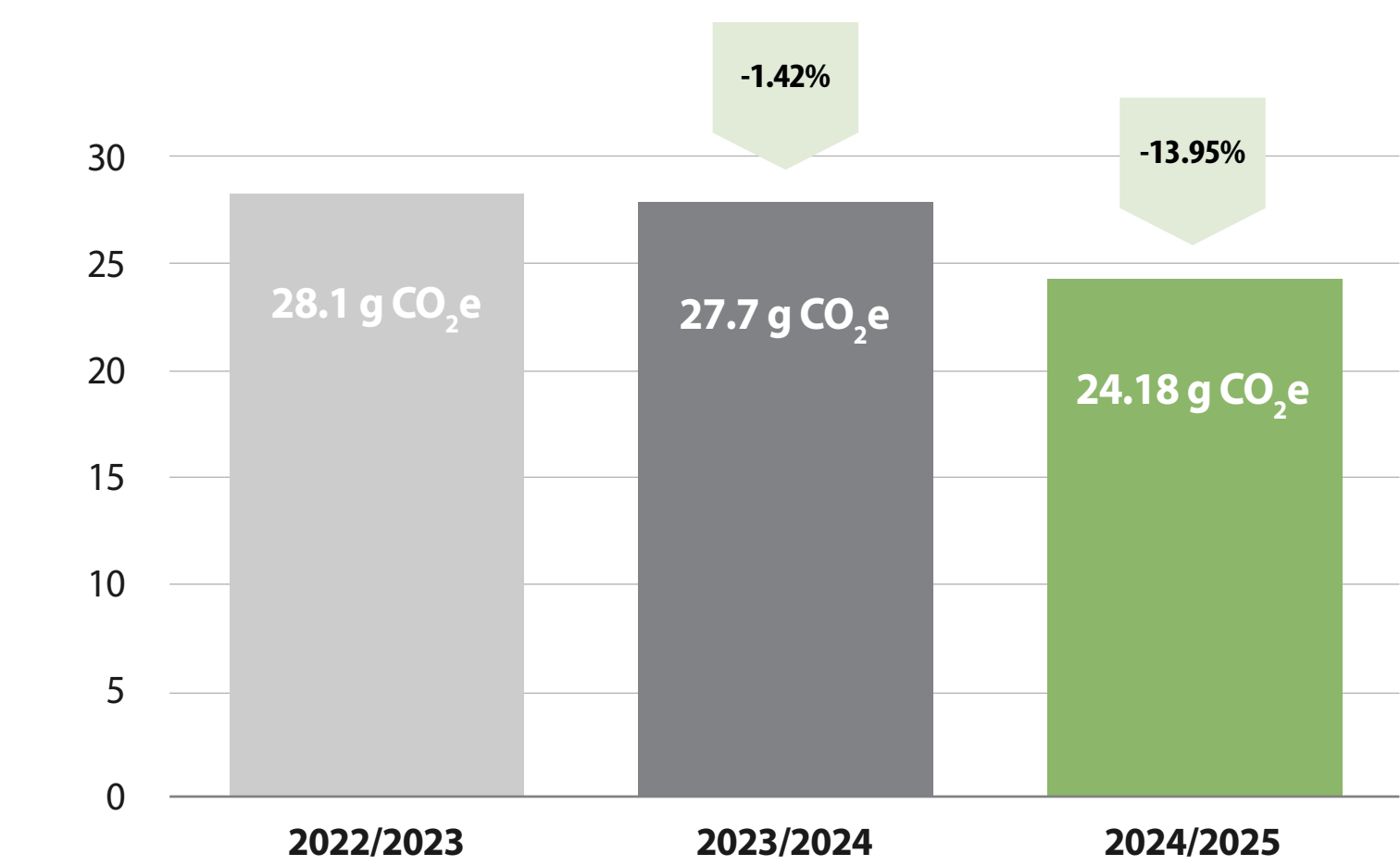
UBM Group Scope 1 and Scope 2 emissions for the companies concerned (01.07.2024-30.06.2025)

Scope	t CO ₂ e/year	UBM Group total	UBM Trade Zrt.	UBM Grain Zrt.	UBM Feed Zrt. ⁹	UBM Szeleste Zrt. ¹⁰	„AGROMIX” Kft.	UBM Slovakia ¹¹	UBM Serbia ¹²	UBM Agri Trade Srl	UBM Agrar GmbH	UBM Italy S.r.l.
Scope 1	Natural gas	3 077.19	17.92	2.42	1 201.77	698.30	704.77	445.42	0.00	4.47	2.12	0.00
	Petrol	404.57	78.56	42.73	204.94	13.97	2.14	23.70	9.76	22.40	2.92	3.46
	Diesel	2 327.66	8.40	44.25	473.23	1 198.14	560.79	25.11	17.73	0.00	0.00	0.00
	PB gas	0.54	0.00	0.00	0.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	5 809.96	104.89	89.39	1 880.49	1 910.42	1 267.70	494.23	27.49	26.87	5.03	3.46
Scope 2	Electricity reduced by solar panel production	3 405.80	11.60	1.56	779.41	1 312.54	711.89	552.01	2.50	33.59	0.39	0.32
Total		9 215.76	116.49	90.96	2 659.89	3 222.96	1 979.59	1 046.24	29.99	60.46	5.42	3.77

Reduction in UBM Group Scope 1 and Scope 2 emissions through solar power generation

Without solar panel production			Reduced by solar panel production		Difference	
Total annual Scope 1 and Scope 2 emissions	t CO ₂ e /year	%	t CO ₂ e /year	%	t CO ₂ e /year	%
Scope 1	5 809.96	60.0%	5 809.96	63.0%	0	0.0%
Scope 2	3 870.11	40.0%	3 405.80	37.0%	-464.3	-12.0%
Total	9 680.07	100.0%	9 215.76	100.0%	-464.3	-4.8%

UBM Group GHG intensity over the last 3 financial years¹³



 Decrease compared to base year



The GHG intensity of Scope 1 and Scope 2 emissions¹⁴ was 28.1 g CO₂ e/kg of feed produced in the 2022/2023 financial year, while in our 2023/2024 financial year this value decreased slightly to 27.7 g CO₂ e/kg. However, we made significant progress in the 2024/2025 financial year, as the intensity decreased to 24.18 g CO₂ e/kg.

It is important to note that while the production volume of the UBM Group increased by 4.5% compared to 2023/2024, GHG intensity improved by 13% over the same period. This represents a 13.95% improvement compared to the base year (2022/2023).

Scope 3 emissions from feed produced by the UBM Group in 2024/2025

In the 2024/2025 financial year we made significant progress in quantifying our Scope 3 emissions by performing a comprehensive calculation of emissions from the transport performance of our logistics partners for the first time, covering the domestic Feed and Commodity businesses. This calculation also provides the basis for the total Scope 3 calculation planned for the coming years.

During the analysis we used official emission factors for road, rail, and water transport, and determined the CO₂e values associated with our transport activities based on tonnage and mileage data. The calculations were made exclusively for shipments paid for directly by the UBM Group and verified by invoices, i.e. they only covered suppliers that have a direct business relationship with the group.

Based on detailed calculations the transport emissions of our Commodity business reached 3 591 tCO₂e (of which 2 775 tCO₂e was related to protein carrier, 816 tCO₂e related to grain transport), while the emissions of our Feed Business Unit amounted to an additional 1 810 tCO₂ e, **resulting in a total of 5 400 tons of tCO₂ e in Scope 3 emissions related to external transport.**

In the 2022/2023 financial year we set ourselves the goal of introducing product-level CO₂ emissions values, the first results of which were already available at the end of the 2024/2025 financial year. Further details are presented in the R&D section.

¹³ Base year: the financial year 2022/2023
¹⁴ Total Scope 1 and Scope 2 emissions for a given year (t CO₂ e)/ total production volume for a given year (t) in the UBM Group

Non-greenhouse gas emissions

In addition to greenhouse gas emissions, we regularly measure non-greenhouse gas emissions at our manufacturing sites in accordance with legal requirements.

In the fiscal year 2024/25 the most significant non-greenhouse gas emission was particulate matter (4 597 kg). Other significant emissions include SOx (2 450 kg) generated at our Slovakian site and NOx (1 740 kg) cumulatively generated at all our manufacturing sites. Due to the nature of the activities of the UBM Group, no persistent organic pollutants (POPs) or toxic air pollutants (HAPs) are present at any of its sites. Only our Hernádcsány site shows a minimal amount of volatile organic compounds (VOC) of 2 kg. Emissions of other substances (CO) totalled 997.98 kg at our sites in 2024/2025.

Total amounts of non-greenhouse gases at the manufacturing sites of the UBM Group
(01.07.2024-30.06.2025)

Pollutant	UBM Feed Zrt	UBM Szeleste Zrt. „AGROMIX” Kft.	UBM Slovakia	Total (kg)	
NOx	702.73	302	324	412	1 740.73
SOx	0	0	0	2 450	2 450
Persistent Organic Pollutants (POP)	0	0	0	0	0
Volatile Organic Compounds (VOC)	0	0	0	2	2
Hazardous Air Pollutants (HAP)	0	0	0	0	0
Particulate Matter (PM)	980.1	2 491.9	1 125	N/A	4 597
Other air pollutants subject to central regulation - CO	420.08	246.9	164	167	997.98



Objectives

by 2026

- Reduction of Scope 1 and Scope 2 emissions by 15% compared to the base year. ¹⁵

by 2027

- Measurement of tCO₂ emissions generated by external carriers in relation to Scope 3 emissions across the entire group and introducing a monitoring system.

by 2030

- Achievement of a 20% specific reduction in GHG intensity for Scope 1 and 2 emissions compared to the base year. ¹⁶
- Achievement of a 15% specific reduction in GHG intensity of Scope 3 emissions (feed production product group) compared to the base year. ¹⁷



¹⁵ Base year: the financial year 01.07.2022-30.06.2023.
¹⁶ Base year: financial year 01.07.2022-30.06.2023. GHG intensity formula: total Scope 1 and Scope 2 emissions for a given financial year (tonnes CO₂ e) / total production volume for a given financial year (tonnes) in the UBM Group
¹⁷ Base year: Financial year 01.01.2010-31.12.2010. GHG intensity formula: Scope 3 emissions related to feed production activities in a given business year (tonnes CO₂ e) / total feed production volume (tonnes) in the UBM Group in a given financial year.

■ Research and development (R&D)

(GRI 13.11.)

The research and development activities of the UBM Group focus on reducing the ecological footprint of animal husbandry and feeding. We are developing innovative feed solutions that improve feed conversion thereby reducing raw material consumption and greenhouse gas emissions. We continuously monitor and optimize our manufacturing processes and regularly measure our direct emissions per unit of product. We do all this in close professional collaboration with domestic and international universities, research institutes and industry partners to jointly shape the sustainable agricultural solutions of the future.



Sámuel Reischl,
Technical Director

„UBM has always placed great emphasis on innovation, which in our rapidly developing world, with its universe of unlimited and almost instantly available data and information compounded by the rise of artificial intelligence, is becoming increasingly difficult to filter and time well. Sustainability is no longer just a buzzword; we can all feel the effects of man-made climate change on our own skin, and we feel that our greatest responsibility is to reverse this process through conscious education and product development.“

Introduction to our R&D business

The goal of the R&D division of the UBM Group is to increase competitiveness and efficiency through new products, processes and manufacturing technologies, while responding to the challenges of the future. Innovation is closely aligned with the group's business strategy and promotes return on investment, supports commercial activities and ensures new talent supply.

We cooperate with internationally recognized partners in areas ranging from research and development to knowledge transfer. Our domestic academic partners are the University of Debrecen, the Georgikon Faculty of the Hungarian University of Agricultural and Life Sciences (MATE), the University of Pécs and the University of Veterinary Medicine. Our research collaborations are strengthened by the Technology Transfer Center of the University of Szeged, Schothorst Feed Research, Feed Design Lab and Micromir Research and Development Center. Our international university partnerships include the University of Wisconsin, our industrial, technological, and analytical partners are Alltech and Cumberland Valley Analytical Services, among others. Building on these collaborations the UBM Group operates its own and contracted experimental farms and has direct access to the latest scientific results of our partner universities and research institutes, which further strengthens the soundness and practical applicability of our R&D activities. Our joint work includes feeding trials and farm pilots, recipe and additive development, analytical support as well as training the next generation (theses, internship programs).

The R&D group is currently comprised of 3 PhDs, 2 PhD candidates and 10 MSc graduates. The company has its own laboratory at its Környe site where all the analyses necessary for feed quality testing can be performed. We operate our quality management and quality assurance systems in an integrated manner within the R&D group which is also responsible for providing professional consultancy on-site.



Our own **developments** and **UBM patents**

Our research and development activities support the long-term success of our partners. Our innovative feeding solutions not only reduce production costs and increase efficiency but also create a sustainable competitive advantage. In our recipe management we continuously optimize feed recipes to meet current needs, market trends and professional innovations. In doing so, we support our partners in achieving outstanding performance, creating tangible economic benefits and paying attention to our environmental impact.

- Developments justifying the use of insect proteins
- Broiler, laying hen, turkey, duck, and pig feed lines
- Registration of the Rumigo trademark
- Production of SoyPreme® rumen-protected full-fat soy
- Effective protection against toxins
- Development of split feeding for commercial laying flocks
- Modifying milk content – Fit-Fat milk, milk fat modification
- Precision recipe management to reduce feed costs

RESULTS OF THE R&D GROUP

Highlights from the most important results of the R&D team:

Animal species-specific developments



POULTRY

- Broiler feed line: 1.51-1.60 average feed conversion ratio, feeding 50 million broilers/year in Hungary
- Duck feed line: 1.9–1.95 feed conversion ratio by day 42, feeding 700 000 ducks/year
- Laying hen split feeding: savings of HUF 160/laying hen per year
- Microbiological product range: development to support salmonellosis eradication



CATTLE

- Feeding concept: our consultants feed more than 40 000 cows. This represents a 30% market share.
- The animals we feed produce 380 million litres of milk annually
- Fit-Fat milk concept: milk fat modification to improve nutritional values



PIGS

- Development and recommendation of complete feed lines according to genetics, husbandry technology, utilization direction and production goals
- The UBM Group feeds nearly 700 000 pigs annually
- Within UBM integration, feeding 200 000 fattening pigs annually and analysing production results, taking into account efficiency improvements and environmental impact reduction
- Our innovations aim to achieve long-term sustainable and profitable production.



In 2023 we set ourselves the goal of offering our partners automated CO₂ emission values per product as an extra service, a „content parameter“ in 2025. It has been achieved partially: the product-level carbon footprint calculation is completed, the first results are available, and these already provide a basis for internal analyses and monitoring environmental targets. Further elements of the implementation are in progress including finalizing software use, standardizing methodology and fine-tuning calculations. Our goal is to display the validated results automatically and in a standardized format on product data sheets and partner reports. We will then also prepare product group comparisons.

Ongoing and completed projects



Renewal of the UBM feed supplement portfolio

Building on years of work evaluating the performance data of millions of animals, new and independent commercial products are being introduced. These include mycotoxin and endotoxin neutralizers, immunomodulatory, intestinal flora regenerating and osmoregulation-supporting products as well as vitamins from natural plant sources (e.g., C, D, E, B4). In addition, the licensing process for a probiotic product based on competitive inhibition developed for young animals has begun, and UBM's first postbiotic preparation will also be available soon.



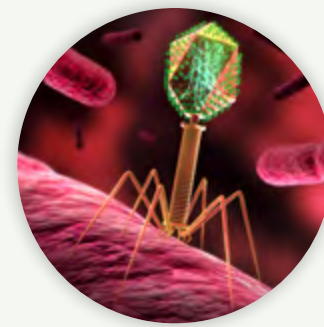
Development of the UBI COOL feed supplement

A newly developed product designed to reduce heat stress, especially in critical temperature and humidity conditions. Its high antioxidant content inhibits the formation of free radicals, thus protecting cells from oxidative stress which can lead to increased mortality and reduced performance. It supports the immune system, growth and stress tolerance of animals, making it particularly useful during the summer months.



The solution of the UBM Group for mycotoxins

In developing our UBI Bind Dry and UBI Bind Plus Dry products we sought to provide an effective solution to the problems caused by mycotoxins which have a significant impact on animal health and productivity. Mycotoxins can reduce animal immunity and cause liver dysfunction leading to serious health problems and production losses in the long term. Through innovation we can continuously improve the quality of our products and also contribute to the success of our partners and the promotion of sustainable farming. We continue to pay close attention to toxin control in incoming raw materials.



Bacteriophage-based R&D project

The aim of our joint consortium with the University of Debrecen and Ebesi Pulykahízlaló Kft. is to develop a multi-component feed supplement product family containing bacteriophages. Bacteriophages are highly specific viruses that infect bacteria and selectively reduce the number of pathogens, even multi-resistant strains. The solution selectively targets pathogenic bacteria (e.g. antibiotic-resistant *Salmonella*, *E. coli*), spares beneficial microflora, is suitable for prevention, is non-toxic, and can be combined with antibiotics if necessary. The product can help reduce antibiotic use and increase food safety throughout the entire life cycle of poultry species, thus offering a modern, environmentally friendly technological alternative in agriculture and animal husbandry even without antibiotics. The project was selected as one of the three most promising professional projects in the 2023 competition of the National Research, Development and Innovation Office.



Prestarter feed and day-old insect protein-based gel

We received a prestigious professional recognition in 2024 when our innovative solutions developed for broiler chickens were the winner of the 'Feeding' category at the XXXI. Alföldi Animal Husbandry and Farming Days product competition. The aim of the award-winning development is to ensure optimal nutrient supply in the first days in the lives of broiler chickens which is critical for rapid and efficient development and improved feed conversion. During our research and development work we used insect protein and insect fat-based ingredients that are not only outstanding in terms of nutritional value but also represent a more environmentally sustainable alternative to traditional protein sources. The award confirms that our innovation focusing on the prestarter phase (0-4 days of age), a combination of day-old gel and crumbled or micropellet feed is modern, effective and also serves the sustainable development of the broiler sector.



SoyPreme® - rumen-protected full-fat soy

SoyPreme® is an excellent protected source of protein and fat supporting optimal animal development and health with its high biological value. Thanks to technological innovation, nutrients retain their value while remaining protected against rumen fermentation. This not only increases milk production efficiency and promotes animal welfare but also supports sustainable farming by reducing the need for feed supplements and minimizing environmental impact.



Carbon footprint statement per product

We pay particular attention to reducing the crude protein content of our feeds and are constantly monitoring and searching for new, alternative and more sustainable protein sources. Our life cycle assessments (LCA) show that these solutions do not impair animal performance while significantly reducing CO₂ emissions, land use, and soil acidification. To measure the carbon footprint of feed recipes at the product level we are now introducing the E-CO2 software *cradle-to-gate* methodology, and data processing is currently underway. The system will provide transparent, comparable results that will not only serve ESG reporting purposes but also support business decisions such as the selection of alternative raw materials or logistics solutions. Our efforts were recognized with the Green Wheel Award in 2025.



Waste management

(GRI 306-1, 306-2, 306-3, 306-4, 306-5, 306-6, GRI 13.8)

Our waste management practices are transparent and operate in accordance with the law, supplemented by our newly introduced General Waste Management Regulations including detailed guidelines for office waste management. The description applies to all UBM member companies, our Hungarian and foreign subsidiaries alike, and ensures that our waste management is carried out in accordance with uniform principles, in line with the environmental pillar of the ESG framework.

The purpose of the policy is to provide guidance on the conscious and responsible management of waste, promoting selective collection, waste reduction and the practical application of the principles of the circular economy. Compliance with the regulations is a shared responsibility periodically monitored by the person responsible for sustainability or the person designated at the given site. Employees are required to use the selective collection points in accordance with the regulations, and the correct disposal of waste is the individual responsibility of each employee. The regulations applied at the manufacturing sites are set out in separate site-specific waste management documents which employees must be familiar with and follow, thereby ensuring compliance with our regulations and data reporting obligations.

Principles – Office waste management



Waste reduction at source

We only print necessary documents, we prefer durable equipment, and hand dryers replace paper towels in washrooms.



Selective collection

We use central collection points. We eliminate desk bins thereby encouraging conscious sorting and active participation through walking.



Promoting recycling

Selectively collected waste is transported by a contracted partner, used batteries are collected separately.



Environmentally conscious operation

All employees contribute to sustainable operations through responsible decisions and setting an example.



Legal and internal compliance

All processes at our sites are carried out in accordance with domestic and EU regulations and internal rules.



Information and feedback

New employees receive information, and feedback from all employees helps us to continuously improve.

There are sites and offices where a comprehensive selective waste collection system and the conditions necessary to comply with the listed principles have not yet been established yet. At such sites we target implementation as soon as possible.

Waste management processes within the group

We organize waste management activities according to uniform principles observing the applicable regulations, but we use different collection systems in our offices and sites. We strive to prevent waste generation, collect waste selectively and maximize recycling opportunities at all our member companies.

We provide separate collection points for the most common types of waste **in offices**: paper, plastic, metal, glass, municipal and special waste (e.g. used batteries). This encourages our employees to sort waste consciously, use central collection points, reduce waste.

Waste generated **in manufacturing plants** is managed taking into account the activity and local conditions. Waste is classified according to a uniform waste list defining the type and hazard classification of waste. Accordingly, we ensure the professional collection and separate storage of waste, its transport and disposal by licensed partners. Specific waste-related tasks and requirements may vary from site to site; detailed descriptions are available at the respective site and accessible to all relevant employees. Employees are required to comply with the site regulations and actively contribute to the efficient operation of the system.

Waste generated by the UBM Group in the last three financial years¹⁸
(01.07.2024-30.06.2025)

	UBM Feed Zrt.	UBM Szeleste Zrt.	„AGROMIX” Kft.	UBM Slovakia ¹⁹	Total (tons)
Total weight of waste generated	176.27	165.82	41.1	35.5	418.68
Non-hazardous waste generated	100.4	159.65	37.84	30.7	328.58
Hazardous waste generated	75.87	6.18	3.26	4.8	90.1

¹⁸ In the case of waste generated, the table shows the significant waste quantities at our production sites.

¹⁹ UBM Invest Slovakia, s.r.o, UBM Agro Slovakia, s.r.o

Types of waste

MOST IMPORTANT TYPES OF WASTE



Packaging waste (e.g. wood, paper, cardboard, plastics, pallets, mixed packaging waste)



Production waste (e.g. fine dust, packaging waste)



Maintenance waste (e.g. used oil, filter cartridges, absorbent materials)



Laboratory waste (e.g. chemicals, packaging waste contaminated with hazardous substances)

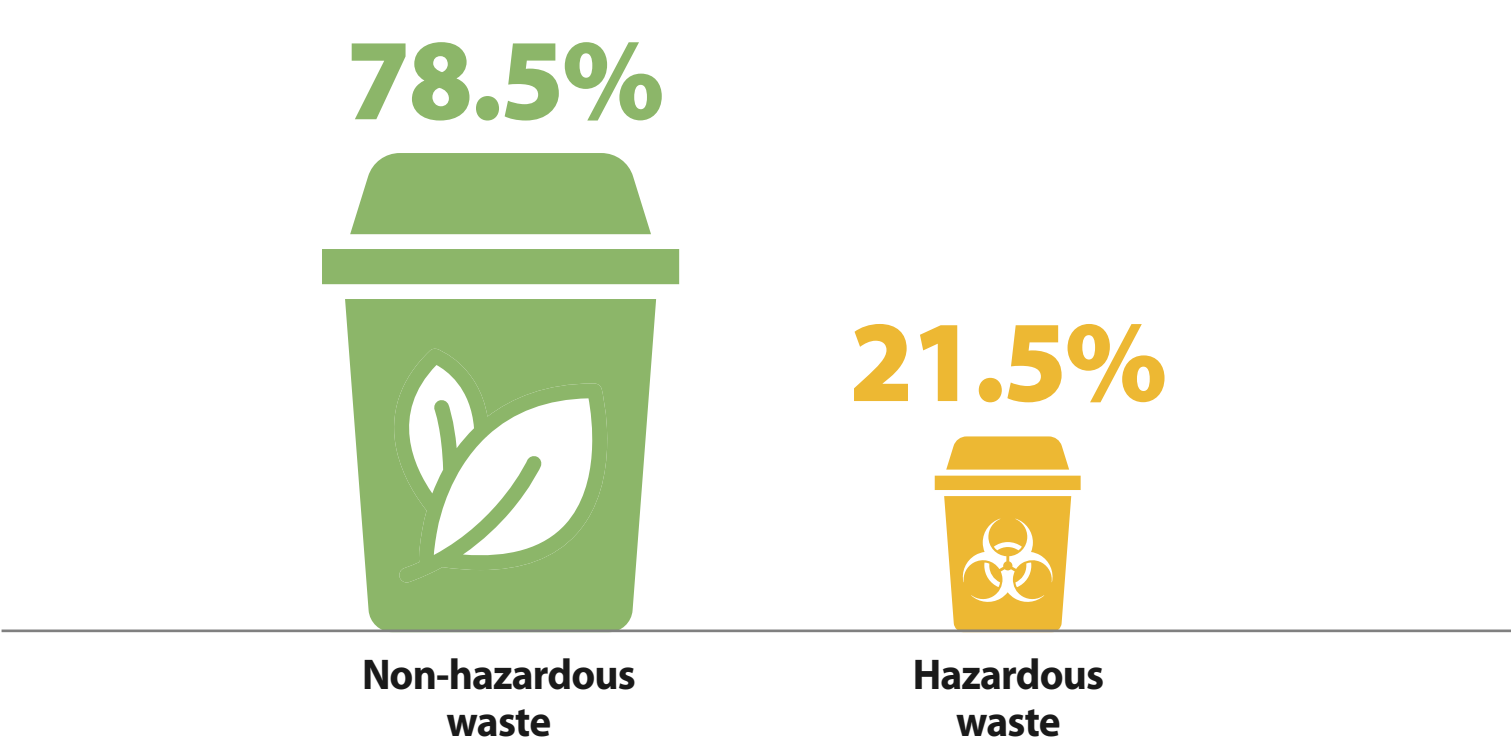


Construction and demolition waste



Municipal waste

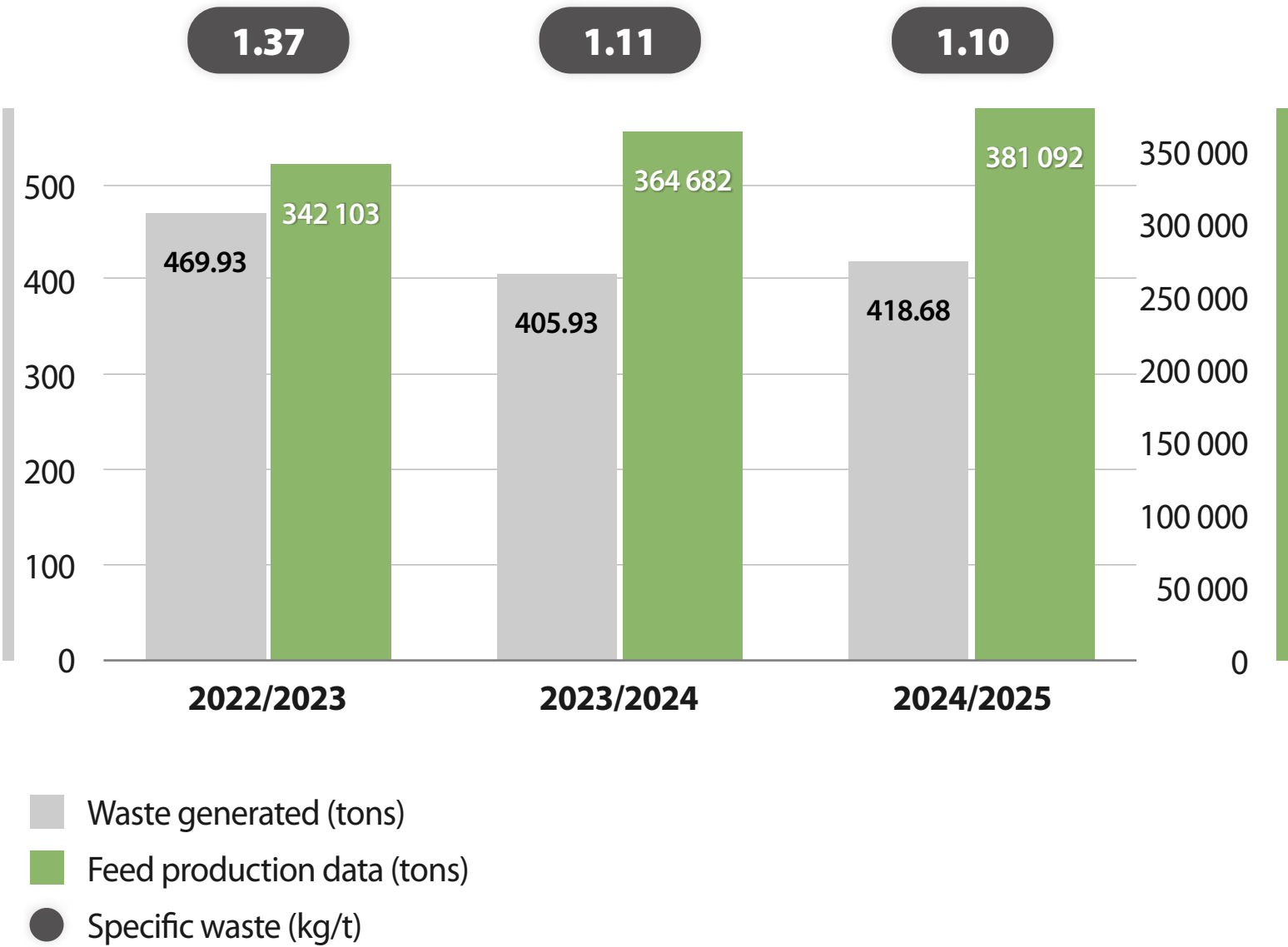
Distribution of waste generated by the UBM Group according to hazardousness
(01.07.2024-30.06.2025)



As in previous years, the majority of waste generated in the 2024/2025 financial year can be linked to the UBM Feed Zrt. site and UBM Szeleste Zrt., accounting for more than 80% of the total amount. As the proportion of office waste is minimal compared to production waste, the main measures focus on the latter. However, office waste is handled and monitored in accordance with internal regulations. Accordingly, the tables in the report only contain the quantities (generated/recycled/disposed of) related to production at our manufacturing sites; office waste is not included.

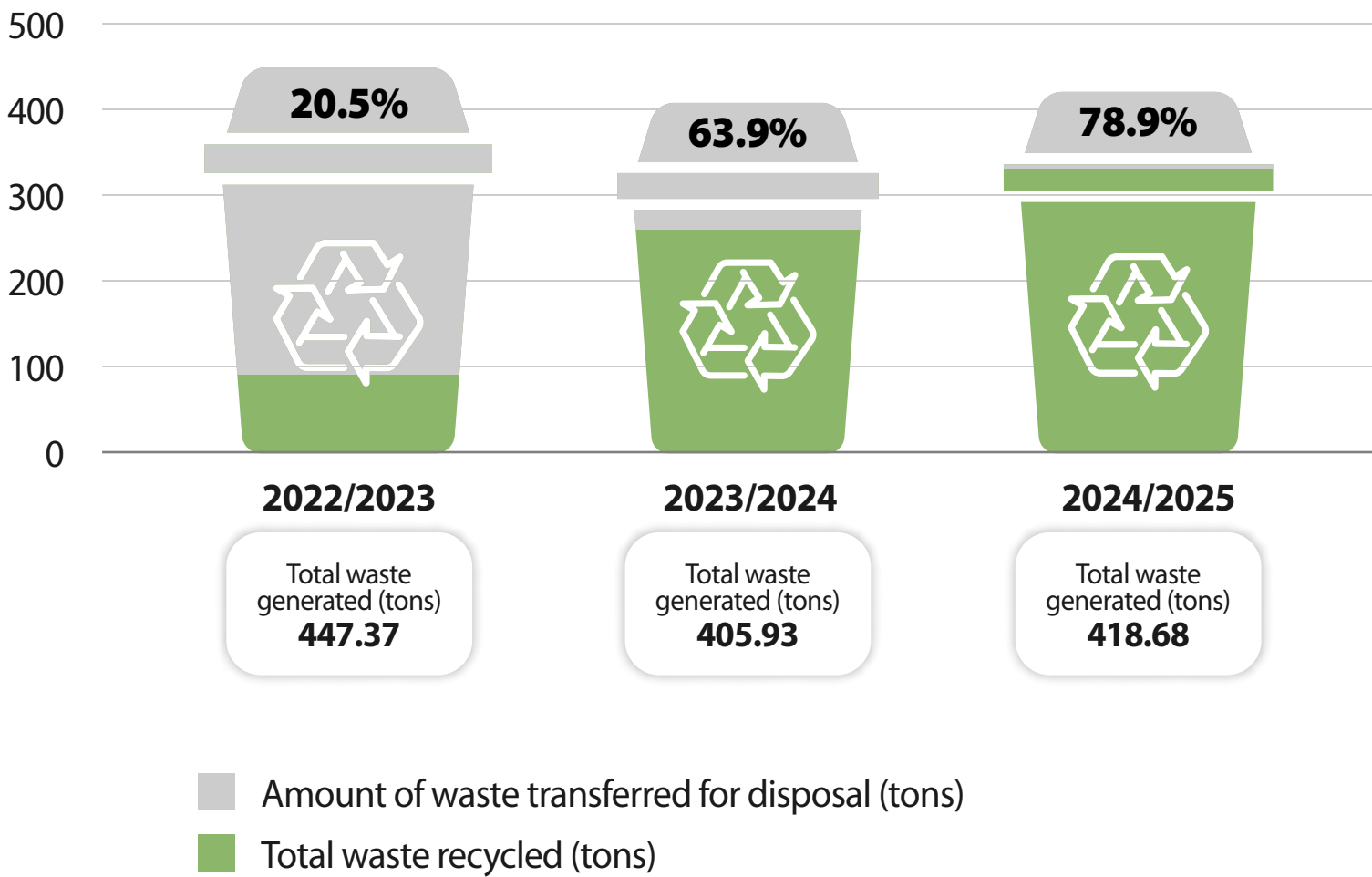
A total of 328.58 tons of non-hazardous waste and 90.10 tons of hazardous waste was generated during the year. There was a slight increase in both categories, but the **specific waste indicator, i.e. the amount of waste per ton of production shows an improving trend, which we aim to maintain and further improve in the coming years.**

Waste generated by the UBM Group in the last three financial years²⁰



Our goal for 2025 was to develop a uniform, site-specific waste management policy. In practice, however, complete standardization proved unfeasible, so we created a general waste management policy that regulates office waste management in detail and takes into account the fact that manufacturing sites have their own site-specific policies. Although the original objective was not achieved, the development of the general policy still represents a step forward in the standardization of waste management at group level.

The proportion of waste recycled by the UBM Group over the last three financial years



In the reporting period our activities generated **418.68** tons of waste, of which **330.15** tons, **78.85%** was transferred for recovery, which represents a significant improvement of **23.4%** in the recycling rate compared to 2023/2024. The amount of waste transferred for disposal was **88.54** tons. Our goal is to further improve the waste recycling rate in the coming years.

Amount of waste recycled and transferred for disposal in the UBM Group²¹

(01.07.2024-30.06.2025)

	UBM Feed Zrt.	UBM Szeleste Zrt.	„AGROMIX” Kft.	UBM Slovakia ²¹	Total
Amount of waste recycled (tons)	100.4	160.05	39	30.7	330.15
Percentage of waste recycled (%)	56.96	96.52	94.9	86.48	78.85
Amount of waste transferred for disposal (tons)	75.87	5.77	2.1	4.8	88.54

²⁰ The table shows the significant amounts of waste generated at our production sites.
²¹ The table shows the significant amounts of waste generated at our production sites in terms of waste recycled and waste transferred for disposal.
²² UBM Invest Slovakia, s.r.o, UBM Agro Slovakia, s.r.o

Waste reduction measures in 2024/2025

In 2024/2025 we introduced a number of new measures to reduce waste, optimize material use and reduce our carbon footprint. This year we improved energy, CO₂ emissions and resource efficiency through technological and product changes in the case of stretch films, pallet cover films and paper products.

1. Stretch films

In order to optimize material use, we began fine-tuning the machine settings for fibre-reinforced film at the premix plant to reduce specific consumption. The initial results are encouraging: in the first half of the 2025 calendar year we achieved savings of 0.1 kg/ton produced compared to the average consumption per ton in 2024. This could mean an annual saving of around 452.2 kg of film, which means that less new film needs to be produced and also less ends up as waste at our partners' premises. In February 2025 we commissioned a new, more modern stretch film wrapping machine at our feed mixing plant and, at the same time, started using thinner film. As a result,

we reduced specific consumption by more than 50%. Based on preliminary data, we expect to save approximately 158 kg of film per month and 1 904 kg per year.

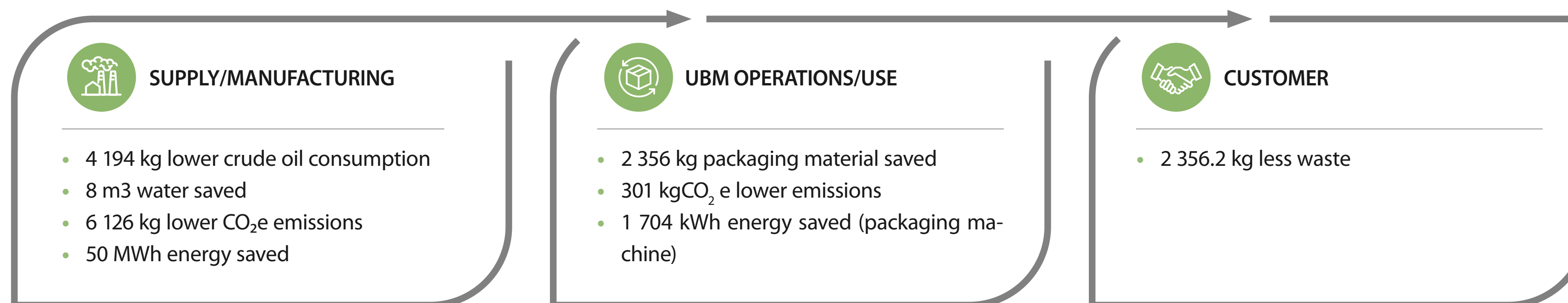
2. Pallet cover film in the premix plant and feed mill

As in previous years, increasing the proportion of recyclable materials in our operations remains a key objective. The bagged finished products manufactured at the premix plant and feed mill in Környe are placed on pallets for transport, protected by pallet cover film applied manually before machine stretch wrapping. In order to make this process more sustainable and in line with the principles of the circular economy, in 2024 we switched from using pallet cover film made from 30% recycled LDPE to a 100% recycled product. This measure was implemented in accordance with the applicable legal requirements, as the pallet cover film does not come into direct contact with the finished product. The carbon footprint of 100% recycled LDPE film is approximately half of the film made from primary polyethylene of the same thickness (40 microns), so its use results in significant CO₂ emissions savings.

3. Paper products – kraft paper optimization

In accordance with ADR certifications²³ the bags used in our premix plant are certified for the transport of dangerous goods, thus ensuring safe and responsible logistics processes for our partners. In order to comply with legislation we had to introduce new four-layer bags, which increases paper consumption but is essential for safety and compliance. At the same time, we can achieve savings in kraft paper used by the feed mixer and premix plant, where we intend to switch from the current 120 g/m² to a version with a density of 80 g/m². This could mean a 33% decrease in raw materials while maintaining the same load capacity.

The expected annual environmental savings of our sustainability measures related to stretch film in the value chain:



²³ ADR = European Agreement concerning the International Carriage of Dangerous Goods by Road

Water use

(GRI 303-1, 303-2, 303-3, 303-4, 303-5, GRI 13.7)

Water management

At the UBM Group, we strive to use water responsibly and efficiently at all our sites, in line with local conditions and in compliance with relevant laws and regulations.

Our water consumption for office and social purposes is low, so the environmental impact of water use at these locations is minimal. In recent years we have introduced water filtering in all our offices and switched to gallon bottle water at several locations, thereby reducing the amount of plastic waste.

In our manufacturing plants we pay special attention to the sustainability of water use. Water is typically supplied by local waterworks or wells, and in the latter case our own metering system accurately monitors consumption. As there is no industrial water supply at any of our sites, technological and communal water use comes from the same source.

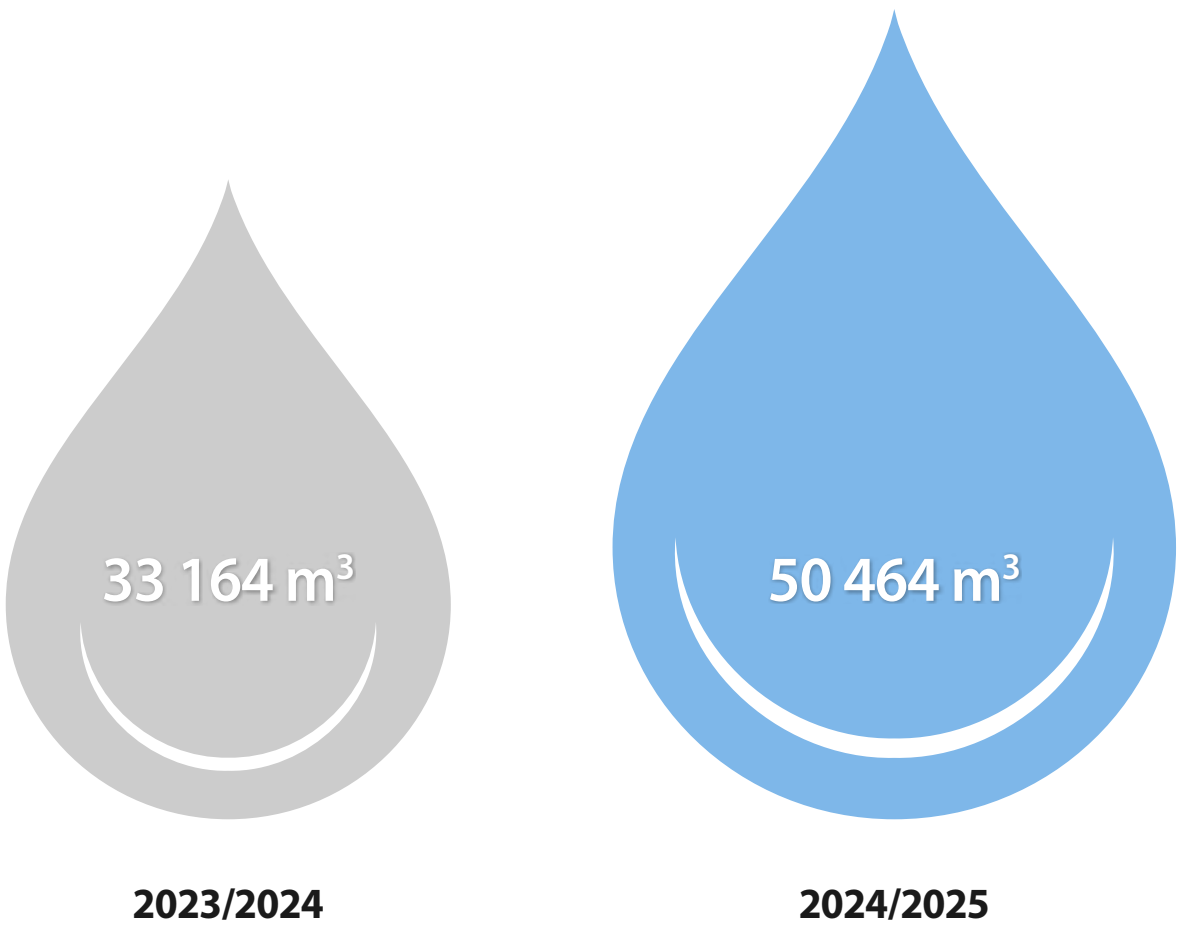
We take care of rainwater management and drainage at all our sites, and we use filter systems in sensitive areas such as filling stations. To protect our groundwater we regularly check the condition of our fuel storage tanks and filling stations. There have been no extraordinary events or pollution incidents in recent years.

WATER CONSUMPTION DATA

According to the data, our group used a total of 50 464 m³ of water. The majority of our water consumption is related to our production sites. In the reporting year our sites in Környe and Szeleste consumed the most water. These two sites experienced a significant increase in water consumption in the reporting year, which is primarily related to the increase in production volumes, and secondly to the measures taken to prevent the spread of the 2025 foot and mouth disease virus (e.g. disinfectant wheel washing), which affected both our Hungarian and Slovakian sites.

Water consumption in the UBM Group over the last two financial years ²⁴

	Water consumption (m ³) 2023/2024	Water consumption (m ³) 2024/2025
UBM Trade Zrt.	475	497
UBM Feed Zrt.	11 329	20 985
UBM Szeleste Zrt.	8 035	12 638
„AGROMIX” Kft.	6 915	7 566
UBM Slovakia ²⁵	6 194	8 521
UBM Serbia ²⁶	109	138
UBM Agri Trade Srl	107	119
Total (m³)	33 164	50 464



²⁴ Significant water consumption by the UBM Group in the 2023/2024 financial year; water consumption by our other companies is included in the rent.
²⁵ UBM Invest Slovakia, s.r.o, UBM Agro Slovakia, s.r.o
²⁶ UBM d.o.o., UBM Feed d.o.o. Beograd

Commitment to society

Employment, diversity, loyalty

(GRI 401-1, 401-2, 401-3, GRI 405-1, GRI 2-7, 2-8, GRI 13.20)

Employees are one of the greatest assets of the UBM Group, with their knowledge and commitment being our most important resources. That is why it is of paramount importance that we value and recognize our employees and ensure their long-term commitment. Our HR strategy includes maintaining physical and mental health, supporting work-life balance and ensuring continuous professional development. Building on our traditionally strong, family-like corporate culture we create a safe, supportive, and inspiring work environment that encourages individual performance and contributes to shared success.

We pay special attention to retaining our talented colleagues in the long term, while at the same time ensuring that we provide an attractive environment with opportunities for development for all our employees. At the UBM Group a number of benefits and measures help to continuously strengthen our family-friendly approach.

UBM's management believes in balanced, good partnerships, and thanks to this approach we treat our employees as key stakeholders and „business partners“.

COMPASS

for the corporate culture of the UBM Group



“You belong to us.”

the right to belong to a team,
acceptance of the individual as a
team member



“This is your job.”

defining the task



**“We do not „kill“ the
bearer of bad news.”**

the right to raise problems and
point out mistakes without
reprisals



**“You are the king
in your territory.”**

the right to decide
goes with the job



**“You are responsible for
your decisions.”**

taking responsibility

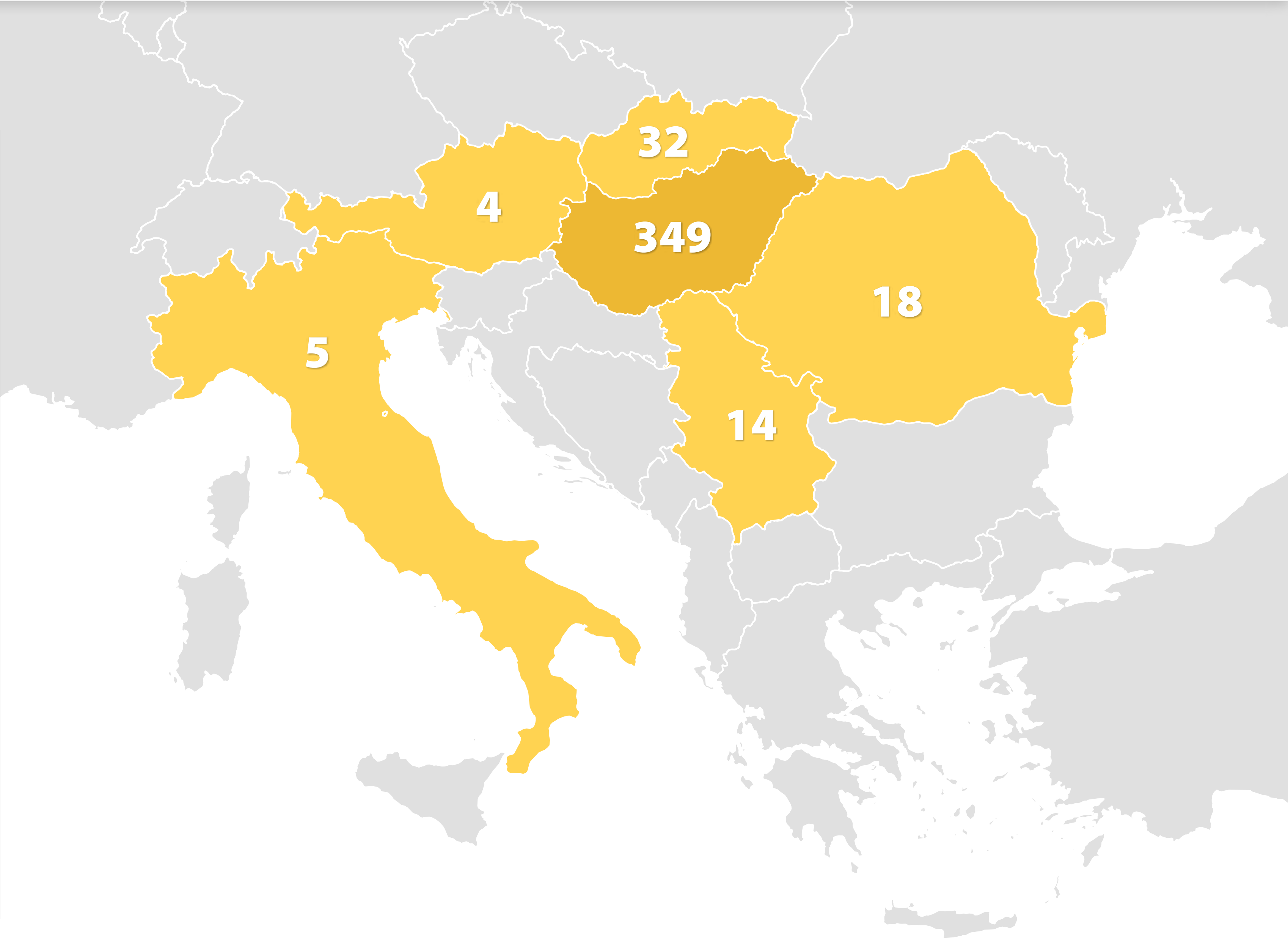


**“Asking for help doesn't
make you worth less.”**

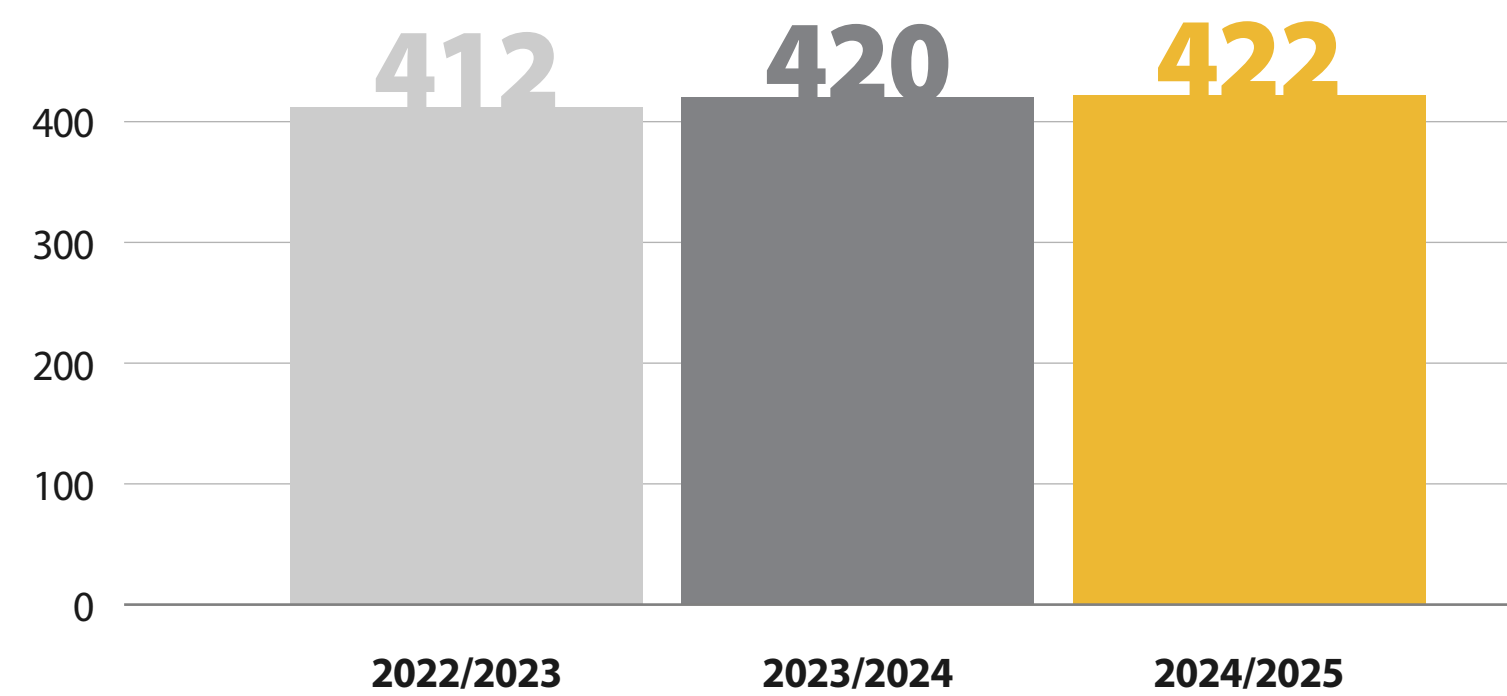
the right to
ask for help

Number of employees according to the entities presented in the report
(30.06.2025)

Total employees	
 UBM Holding Nyrt.	0
 UBM Trade Zrt.	65
 UBM Agro Zrt.	0
 UBM Grain Zrt	32
 UBM Feed Zrt.	150
 UBM Szeleste Zrt.	54
 "AGROMIX" Kft.	48
 UBM Feed Kazakhsztan Zrt.	0
 UBM Invest Slovakia, s.r.o.	26
 UBM Agro Slovakia, s.r.o.	6
 UBM d.o.o.	7
 UBM Feed d.o.o.	7
 UBM Agri Trade Srl	18
 UBM Protein Srl	0
 UBM Agrar GmbH	4
 UBM Italy S.r.l.	5
 UBM Nutrition Central Asia LLP	0
Total	422



Number of UBM Group employees in the last three years²⁷

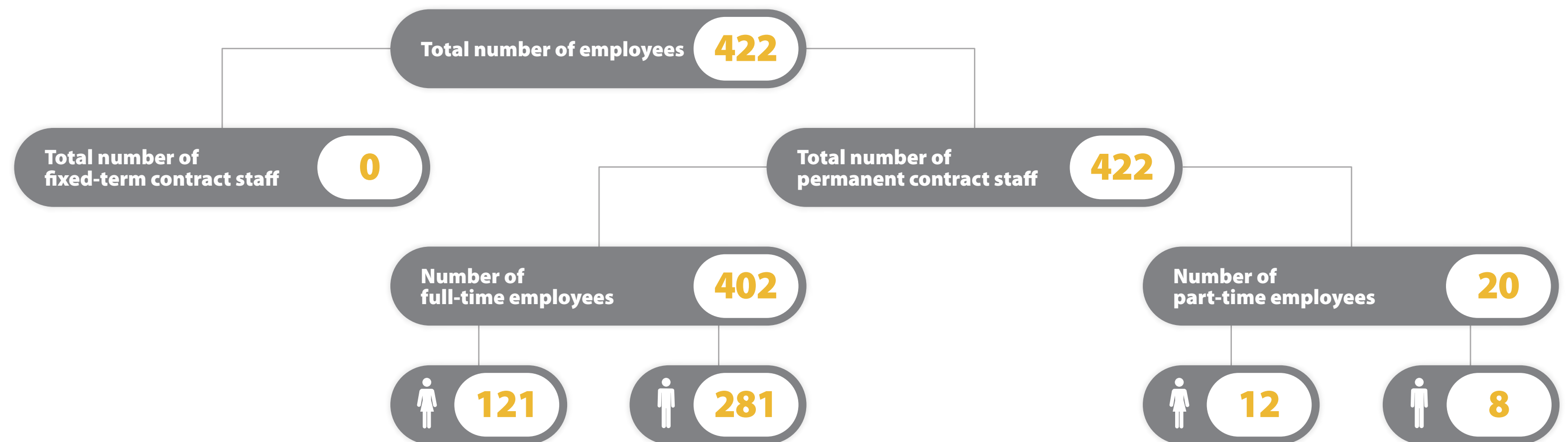


At the end of the financial year on June 30, 2025 we employed a total of 422 people, **all of whom** had **permanent contracts**. More than **90% of** our employees worked **full-time**. In the reporting period, 14 employees took parental leave. At the end of her maternity leave one female colleague returned to work during the reporting period, and four employees who returned to work 12 months ago are still working here, indicating that UBM successfully supports mothers returning from changed life situations.

Nearly **60% of** our employees **have been working** at the UBM Group **for at least 5 years**, **one in three** has been with us **for at least 10 years**, and **more than 10% of** our employees have been with us for more than 15 years.

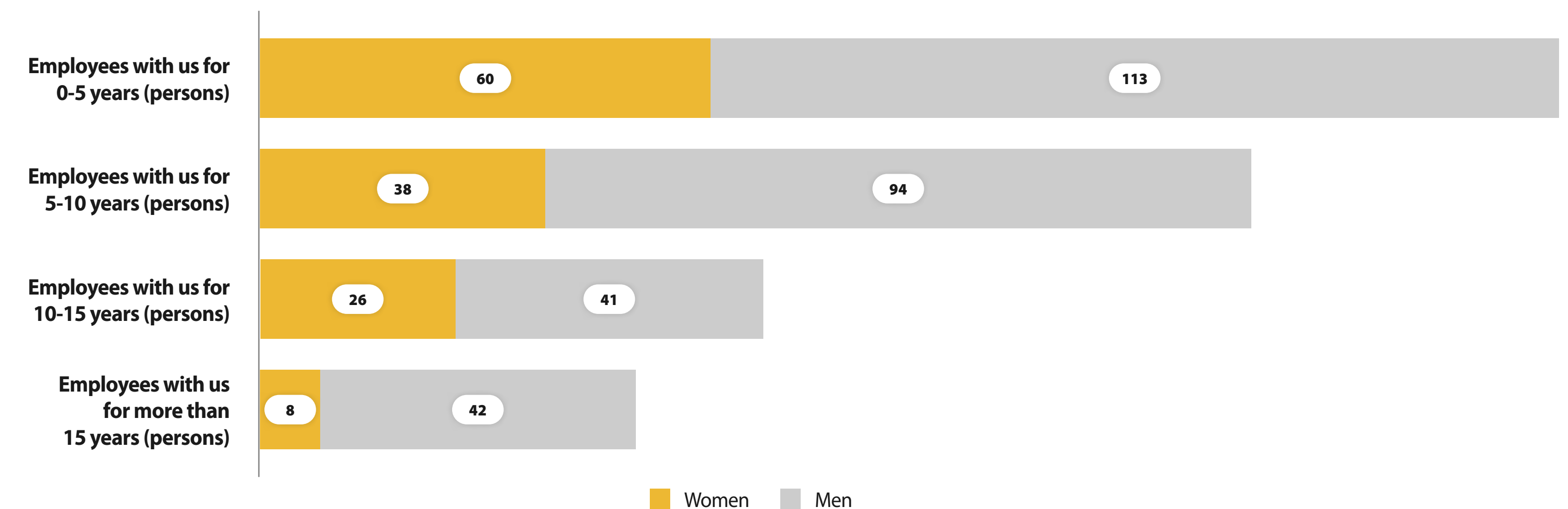
Overview of data on employees at the UBM Group

(30.06.2025)



Loyalty at the UBM Group

(30.06.2025)



²⁷ Includes employees, does not include non-employees.

Diversity and equal opportunities at the UBM Group
(30.06.2025)



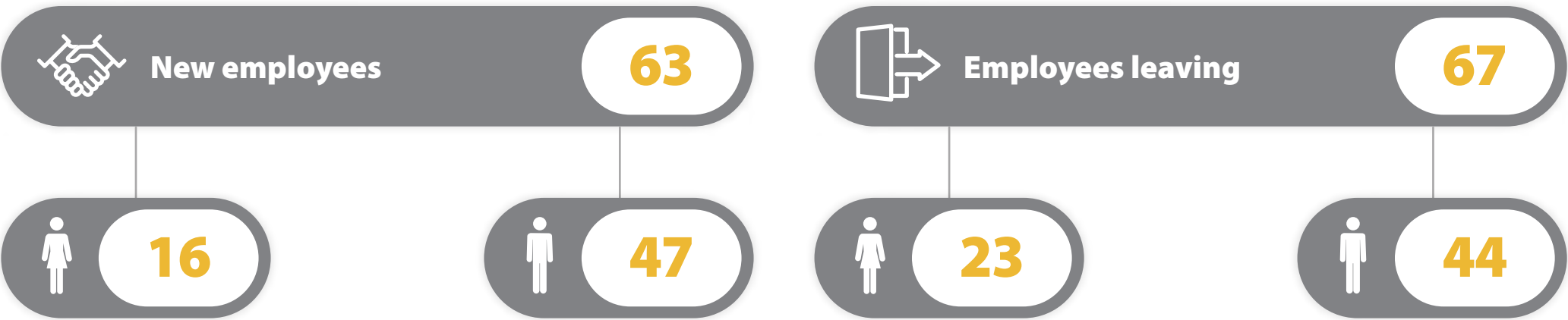
Employee turnover

In 2024/2025 the turnover rate was 15.06%, a slight increase compared to the previous year’s 14.45%, but still low compared to the average for the agricultural sector. In addition to this, it is definitely positive that the rate of voluntary turnover has been steadily declining for years, falling to 7.09% in this financial year. This indicates that our employees are committed to UBM in the long term, confirmed by the above-average length of service of 7 years.

Staff turnover in the Group over the last three financial years

	2022/2023	2023/2024	2024/2025
New employees (persons)	54 pers.	59 pers.	63 pers.
Women	18 pers.	20 pers.	16 pers.
Men	36 pers.	39 pers.	47 pers.
Total number of employees leaving (persons)	61 pers.	56 pers.	67 pers.
Women	7 pers.	10 pers.	23 pers.
Men	54 pers.	46 pers.	44 pers.
Turnover (%)	15.49%	14.45%	15.06%
Voluntary exit (%)	8.13%	7.59%	7.09%

Staff turnover in the Group
(01.07.2024 - 30.06.2025)



15.06%
Turnover²⁸

7.09%
Voluntary exit

²⁸ Based on average statistical headcount, 423.2 in the 2024/2025 financial year

INTRODUCTION OF A NEW HR SYSTEM AT THE UBM GROUP

In 2025 we opened a new chapter in the development of our human resources processes: we launched a new HR system that ensures the uniform storage and transparent reporting of employee data at corporate level and supports the long-term improvement of the appraisal and target-setting system. Our goal is to use the system to enable data-driven decision-making and to comply with the wage transparency regulations coming into force in 2026.

With the new HR system we have reviewed and standardized our job descriptions, built a benchmark-based grading structure and begun redesigning our compensation system. These foundations are necessary to create a unified framework for the development of employee career paths, areas of responsibility and career trajectories. We are also paying special attention to the transformation of performance appraisals. We are developing a new evaluation system that better fits our corporate strategy and culture, supports setting and monitoring targets, and makes the culture of feedback more conscious. As part of this, we are beginning to introduce the basics of 360-degree evaluation, reinforced by practical situational training to strengthen feedback skills. In parallel with HR developments we are also launching internal training programs, particularly to support leadership roles as many professionals are now stepping into management positions for the first time. Our goal is to renew not only internal communication but also onboarding and employee integration processes, providing new colleagues with more comprehensive information during their first 90 days on the job.

With the growth of our international presence, especially during the Kazakh and Romanian integrations, we are also facing new challenges. To address this, we are standardizing data management in our foreign units and supporting cooperation with bilingual communication and local training so that the common appraisal system can be implemented in all our subsidiaries.

THE GRADING STRUCTURE AT THE UBM GROUP

In 2025 we developed a new grading structure within the UBM Group accompanied by a comprehensive job role review. Our goal was to prepare for the challenges facing the company and make the organizational structure more transparent. Grading gives us a more accurate picture of the current organizational status of the company and allows us to identify areas where additional resources or improvements are needed.

We based the design of the system on the experiences of the Flow HR Benchmark and Flow Salary Benchmark programs, which also allow us to compare our HR and salary data with the industry. During the grading process we took into account the necessary knowledge, the complexity of the tasks, the decision-making powers and the levels of responsibility. Targeted grading discussions and methodological guidelines supported the standardization of job roles. As a result of this process we not only redefined the job roles but also classified them in a structured, comparable system.

INTRODUCING OUR NEW HR DIRECTOR

László Kiripóczy joined the UBM Group in 2024 as HR director, bringing with him more than ten years of professional experience in the implementation of global HR systems and strategic HR planning. His main priorities at UBM include reviewing and standardizing the organizational structure, developing HR data management to support data-driven decision-making, strengthening the performance management and talent management systems as well as leadership development which plays a key role in strengthening organizational culture. With regard to employee experience, a key objective is to make the programs and opportunities available at headquarters also accessible to employees working in rural locations and offices abroad, in line with the „One UBM” principle. Looking to the future of corporate culture emphasis is placed on preserving family values, conscious culture building and leadership development to ensure that UBM successfully adapts to the challenges of growth.



László Kiripóczy,
HR director, UBM Group

„The HR team has been working hard for years to provide as many opportunities as possible for a positive employee experience. I see the role and added value of HR in being able to translate existing ambitious business plans into the language of employees so that everyone understands and sees their own role in the future of UBM. Furthermore, one of our most important tasks is to preserve existing cultural values such as a family-friendly approach, while developing and raising awareness of the strengths of our corporate culture among employees and management.”



Objectives

by 2027

- **We will continue HR developments. The company-wide HR system will be introduced in several stages: by 2027 it will be applied for both annual appraisals and target-setting. Our goal is to rethink the company-wide bonus system and related evaluation processes to ensure that they provide a stable foundation for future challenges.**

Employee training and education

(GRI 404-1, 404-2, 403-3)

Training and education are of strategic importance at the UBM Group, as the continuous development of professional knowledge is the basis of our competitiveness and of the professional service we provide to our partners. In our previous ESG reports we presented our educational activities, mandatory trainings and the continuous internal and external trainings and professional cooperations in detail. In this report we focus primarily on new developments and recent additions to our training system, and we report on the implementation of a comprehensive system for recording training hours and indicators by 2025.

This year we have made significant progress in shaping ESG awareness. This awareness-raising is evident not only in our corporate operations but also in our everyday activities: the „WeeklyVegetable” messages, water use measures, the UBM Wardrobe and community initiatives all reinforce this. Our goal is to make ESG principles a natural part of our daily decision-making.

ESG education

We have developed our corporate ESG education program with the approval of the ESG Committee. The aim of the program is to familiarize all our employees with the basics of ESG, its role in UBM's sustainability strategy, and its impact on everyday work in a practical way. The training sessions are interactive and discussion-based rather than traditional lectures. They are held in person at each site and office, led by the ESG sustainability manager. During the program we answer questions such as:

- What is ESG and why is it becoming increasingly important?
- How does ESG relate to our daily work?
- What do Scope 1–2–3 categories mean?
- Why is it important to calculate our carbon footprint?

Our long-term goal is to give all our employees a comprehensive understanding of ESG and our company's sustainability efforts. This will create a common language that will facilitate cooperation and smoother day-to-day work.



2024/2025 training and education milestones

ESG partner meetings and participation in external events

In 2024/2025 we actively built a sustainability dialogue with other players in the value chain. We participated in the ESG Club Hungary event focusing on the agricultural sector, where we shared practical experiences related to ESG reporting and the challenges of agriculture. Our Romanian subsidiary exhibited at the Agri Trade Summit in Bucharest, while UBM Italy participated in the CeMI event in Milan for the second time. At the domestic level, we represented ourselves at World Poultry Day and the EFFICIENCY 2025 conference.

Launching our internal ESG education

This year we prepared our internal ESG training program, offering our employees the opportunity to deepen their understanding of sustainability on a voluntary basis, regardless of national borders. Our goal is for our colleagues to consciously apply ESG principles in their daily work.

Internal awareness raising

We use several tools to this end, e.g. quarterly ESG reporting summarising the most important ESG indicators and serving as an internal report for management and employees, making our progress and important regulatory changes transparent. In addition, ESG Committee meetings provide senior management with regular updates on current sustainability developments, trends and the regulatory environment. This system ensures that sustainability is not just a corporate goal but an operating principle that is experienced and understood at all levels.

ESG research

During the year we joined the ESG research launched by Corvinus University of Budapest which examines the sustainability preparedness of domestic agricultural and food industry players. Through interviews, we are also contributing to the development of the knowledge base of the sector, with the results expected to be published in autumn 2025.

“WeeklyVegetable” educational initiative

We communicate sustainability-related messages to our employees on a weekly basis through our internal communications. The aim of the „WeeklyVegetable” initiative is to raise awareness of topics such as the role of water, biodiversity, waste reduction and ecological footprint. In addition, messages delivered through screen-savers also help to continuously strengthen ESG awareness.

Feedback training

We have launched training courses to support a culture of feedback where employees are given practical tools on how to give and receive constructive feedback. This also strengthens open communication and a culture of learning.

Dual training

UBM Feed Zrt, also active in logistics and freight forwarding, has been an accredited dual training site since 2021. Similarly to previous years, in 2024/2025 we actively welcome high school students from vocational training institutions who can learn the basics of the profession through practical training, thus contributing to the education of future professionals.

Management training

In the 2024/2025 financial year we began providing targeted support to senior managers with the involvement of an external expert, focusing on strengthening and further developing leadership skills.



Training courses 2024/2025

At UBM various forms of training and knowledge sharing support the professional development of our employees. In addition to traditional training courses such as language courses, work-related training and conference participation, professional collaborations and joint projects related to R&D also play a prominent role, providing participants with practical experience and an innovative mindset. Thus, the training system not only serves to develop individual skills but also strengthens the company's long-term research and development as well as sustainability goals.

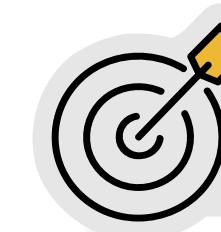


In line with our commitment made in the previous financial year, we have systematized and standardized the recording of training hours within the UBM Group, in accordance with the requirements of the GRI Standards. As a result of this development we now collect and analyse the time spent on paid training in a structured format, broken down by category. It is important to note that training hours related to professional collaborations within the framework of R&D are not included in the records as they cannot be measured uniformly. The new system provides a basis for the development of further training strategies.

Number of training hours by main category²⁹ (30.06.2025)

Training category	Number of hours
Technical skills training	697
Language training	2 136
Soft skills development training	20
Conferences	373
Leadership skills development training	118
Total	3 344
Training hours per person	7.9

The total **number of training** hours spent on our employees was **3 344**, which represents nearly 8 hours per employee in the 2024/2025 financial year, when **we spent** a total of **HUF 57.6 million** on education and training (HUF 26.4 million) and on professional collaborations related to R&D (HUF 31.2 million).



Objectives

in 2025/2026 fiscal year

- We intend to continue the leadership development programs launched in the 2025 financial year at board level, while expanding our training system with a broader portfolio. The aim is to align the development opportunities available to our employees even more closely with our long-term strategic directions.

by 2026

- Our goal is to develop and standardize the onboarding process by 2026 in order to make the integration of new hires even more efficient and smooth.

in 2025/2026 fiscal year

- Our goal for the 2025/2026 fiscal year is to provide ESG education in person at every office as a first step, later be supplemented by e-learning materials and integrated into the onboarding process. Furthermore, we would like our colleagues working in different countries to have access to multilingual ESG materials. Our goal is to implement the ESG education program across the entire UBM Group by 2027.

²⁹ Does not include hours spent on professional collaborations and joint projects related to R&D.

Employee well-being

(GRI 13.21, GRI 403-1, 403-3)

At the UBM Group we are constantly looking for solutions that enable our employees to achieve their own goals while actively contributing to the achievement of organizational goals. To this end, we continuously introduce and maintain measures to improve employee well-being.

HEALTH PROMOTION PROGRAMS

- 1. Health screenings:** eye, cardiovascular, melanoma screening, dietary counselling, dental screening, etc. We provide these services either at our sites or through external service providers. In certain cases, family members can also take advantage of these services.
- 2. Private healthcare** free of charge subject to eligibility, plus accident and health insurance
- 3. Various forms of workplace recreation:** regular office exercise, gym, yoga/dance classes, sauna, massage
- 4. Clubs:** running club, soccer club, book club, Red Run running race
- 5. Health days, health programs:** We regularly organize health days at our various locations where our colleagues can attend health-related lectures. The programmes we launched in 2024/2025:
 - Pink October campaign for female employees,
 - lecture and knowledge transfer on sprouting as a method of promoting inexpensive, healthy eating for colleagues
 - discussion, facts and myths about breast cancer,
 - baby first aid course for expectant and new parents.

UBM WARDROBE

Launched in May 2025, our new sustainability initiative UBM „Wardrobe” is unique in the corporate environment: we set up a separate room in our Pilisvörösvár office where our employees can bring in used clothes with a green label if they can be taken for free or a red one if for a nominal price, both children’s and adult clothing. The operation is coordinated by eight volunteer colleagues who deliver any clothes not sold during the quarter to those in need. The UBM Wardrobe initiative not only contributes to reducing textile waste and encouraging conscious consumption but also serves community-building and charitable purposes, setting an example in creating an environmentally conscious workplace culture.



PSYCHOSOCIAL ASSESSMENT

In spring 2025 we conducted our first psychosocial assessment covering the entire workforce as part of the Minder® health program. The anonymous survey provided a picture of the most common and intense sources of stress for employees in each organizational unit. The aim of the survey was to establish an objective basis for improving mental well-being in the workplace and to identify organizational factors that require targeted improvement. Based on the results, we developed an action plan, one of the first steps of which was to organize a „feedback month”. Our further measures are aimed at strengthening internal communication, expanding development opportunities, and more consciously supporting the community experience.

Our group has received numerous awards and recognitions, which also prove that our employees have a strong sense of loyalty and attachment. In addition to our previous family-friendly awards, in November 2024 we were awarded the **Family-Friendly Company 2024** trademark and the **Family-Friendly Workplace 2024** title, as well as financial support for our summer camp. In addition, we received the **Mental Health Certificate** in the „Advanced” category.

SUPPORTING WORK-LIFE BALANCE



CHILD BENEFITS

- Summer day camp
- Baby gift upon the birth of a child
- School start allowance



EXTRA LEAVE

- 2 days for marriage
- 10 days for child birth
- 23 days for those under 31
- Grandchild leave: 2 days per year



LOYALTY PROGRAM

- Support for colleagues retiring within 10 years



EMPLOYER LOAN

- Interest-free first home loan of HUF 10 million available through application
- Personal loan
- Advance on wages



CAR FLEET

- Company cars
- Private use of company cars for up to a few days
- Cars can be purchased when their life cycle with the Group ends



HOME-OFFICE

- Flexible working hours
- Working from home



GIFT VOUCHERS

- For the birth of a child at Christmas



CAFETERIA

- SZÉP Card
- REWIN gift voucher
- Kindergarten and nursery fees
- Culture, sports tickets
- Income supplement
- Extra vacation time



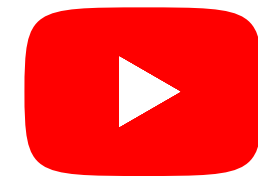
Programs, events

In the 2024/2025 financial year we continued to focus on community building, the well-being of our employees and the involvement of their families.

At the end of the summer we organized a school supply collection campaign for children living in children's homes in cooperation with the Mohamánó Foundation, and in the autumn we launched our regular team-building game series program. In winter we made Advent wreaths and Advent calendars together, organized an „ugly Christmas sweater day” with a baking competition, held a Christmas gift wrapping program (as part of our „Giving is Good!” shoebox campaign) as well as a zserbó baking workshop. Ice skating together and the traditional Christmas company party were also important community experiences. In the spring we made Easter door decorations and organized several film screenings where we watched thought-provoking films together with family members and friends.

The UBM day camp celebrated its 10th anniversary, organised every summer at the local heritage house, where our colleagues' children can take part in a two-week program full of activities while their parents can work. Most of our welfare programs such as craft workshops, yoga and dance classes and volunteer initiatives are also open to our employees' children.

Meanwhile, we continued our internal creative and knowledge-sharing initiatives: we decide with a photo contest which of our colleagues' photos will be used as screensavers. We held a UBM dog day and made a short film from the dog photos we received. In addition, as part of our themed month we held a Power BI month to improve our employees' digital skills and announced a prize draw among Power BI users.



In 2024 we organized our first fun educational day for our employees' children in the framework of the #mutiholdolgozol initiative, where 26 children interactively learned not only about the tricks of animal husbandry and crop production but also about the various challenges of the business world (e.g. procurement, manufacturing, sales, borrowing, HR, etc.), and then received their well-deserved gifts at the end of the day. In 2025 we continued the initiative and extended it to 14-16 year olds with the aim of career orientation.

Our future plans include starting a board game club where our employees and their older children can participate. In addition, we aim to create a child-friendly room in our Pilisvörösvár office where children brought to work can keep themselves busy while their parents are working.



Social responsibility, supporting local communities

(GRI 413-1, GRI 13.12)

Social responsibility plays a key role in our company. A people-centred approach is one of the cornerstones of our philosophy on which we build our business. Supporting children is particularly important to us, and we also actively participate in the work of animal welfare and charitable organizations.



Gréta Pinke,
CSR Coordinator

„Social impact begins where intention meets action.

The paths to the future are varied – we believe that showing them is both a responsibility and an opportunity. When high school students and the teenage children of our employees joined us, they saw more than just a workplace: they saw a living, breathing organization where professions are backed by people, stories, and values.

Our #mutiholdolgozol initiative and career orientation program not only provided insight, but also built bridges between generations. Because when a young person sees how their parents work or what opportunities await them in the world of work, it not only inspires them, but also starts an internal dialogue about who they want to be.”

Our Social Responsibility Committee

Six members joined our CSR Committee in 2024 to ensure that all organizational units and business lines are represented. This means that some of the requests and initiatives we receive are assessed both by senior management and by a wider group of employees in a joint decision. The committee is constantly expanding the range of eligible organizations and initiatives with new proposals.

Our CSR Committee has its own annual budget to support various initiatives and foundations. In addition, we have a long-term support agreement with the Mosoly Foundation, and our Feed business also makes regular donations based on professional considerations. Furthermore, we actively support local communities by being present not only in our Pilisvörösvár office but also in Szeleste, for example.

Supporting local communities – donations

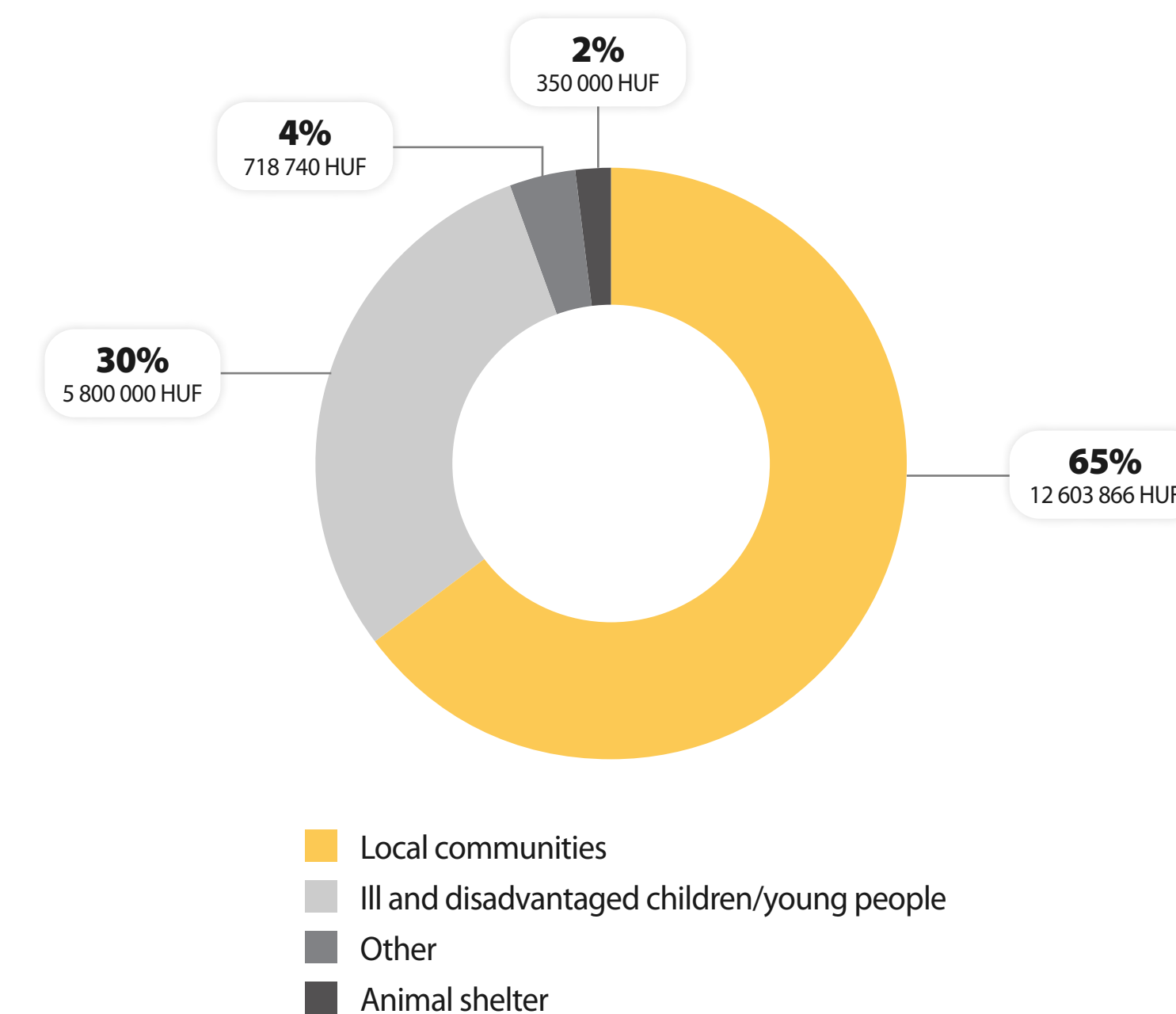
For years, our charitable commitment has focused on several key areas, such as

- Supporting local communities and organizations surrounding the UBM Group
- Supporting ill and/or disadvantaged children/young people
- Embracing other topics and goals.

Our Social Responsibility Committee (=CSR Committee) and our CSR coordinator, Gréta Pinke, work hard every year to select the applications we support financially based on the application system established in the previous year. Applicants must provide a detailed description of their support needs on our application form: they must indicate the amount requested, the purpose of the support, the target community and the expected number of people reached, and whether the initiative provides opportunities for volunteer work. This makes the applications we receive more transparent and comparable.

In 2024/2025 our group donated and spent approximately **HUF 19.5 million on sponsorship**

Distribution of support (donations and sponsorship) in the 2024/2025 financial year



The Mosoly Foundation continues to be a priority for us. We have been strategic partners for 13 years and actively participate in jointly organized programs. We also regularly support several other non-profit organizations such as the Csodalámpa Foundation which fulfils the wishes and dreams of children living with illness, the Mohamanó ÉlményMűhely Foundation which aims to improve the quality of life of disadvantaged and multiply disadvantaged children, and the Hiszek Benned Foundation which used our financial support to purchase ventilators for premature babies. In 2024/2025 the circle of beneficiaries expanded to include the Reménysugár Foundation (Pető Institute), the Tappancs Animal Shelter Foundation and the Bone Marrow Transplantation Foundation. Every year we have the extremely difficult task of selecting the causes we support from among the many heart-warming charitable topics submitted by the numerous applicant organizations.

THE INITIATIVES WE HELPED IN 2024/2025, AMONG OTHERS:

We launched the **„Adni Jó” (It’s Good to Give) campaign**, where we donate to kindergartens and schools for children in need.

We launched a **school supplies collection campaign** for children in need. With the help of the Csodalámpa Foundation, our donation made a 17-year-old boy’s dream come true: he wanted to get the opportunity to meet and talk to people in Transylvania. We also supported initiatives that protect wildlife, such as the kennel replacement project of the Bogáncs Dog and Small Animal Shelter Foundation as well as the Forest Rangers Foundation.



In addition to donations and sponsorships, we also supported spectator sports and film production this year in the form of TAO grants totalling HUF 19.9 million.

Of this, HUF 11 million was spent on supporting films that address socially sensitive issues and focus on problems that often do not receive sufficient public attention. The remainder was used to support community experiences and youth development related to spectator sports.



Supporting films is particularly important to us from a CSR perspective. It helps to bring values, dilemmas and stories that would otherwise not have a platform into the public discourse. In this way, we can help enrich cultural life and demonstrate our responsibility towards the community.



VOLUNTEER WORK

We, as an employer, encourage our colleagues to get involved in social initiatives and we give them every opportunity to participate not only in selecting the organizations to be supported but also to regularly help causes that are important to them through their own volunteering work.

In 2024 we launched our volunteer initiative called *Tegyél Érte!* (Do Something!). As part of this initiative, all our employees can spend 2x4 hours of paid working time per year on volunteering, either for a cause of their own choosing or as part of our group volunteer programs. We reward volunteer work with ADSZA (=Adomány Szavazat, or Donation Vote) points, and UBM also provides financial support to causes that accumulate a minimum of 50 hours.

In the first half of 2024 a total of 26 of our colleagues took part in various volunteer-based events such as food distribution and baking for those in need organized by the *Heti Betevő* Association, or the city cleanup and litter collection day held in Pilisvörösvár in March this year. This number rose to 38 in 2025, with our employees spending a total of 315 hours on paid volunteer work. Popular activities included putting together Christmas shoeboxes and participating in the organization of Children's Day in Szeleste, but many of our colleagues also actively helped to organize and run our company presentation day for our employees' children as part of the *#mutiholdolgozol* initiative, as well as a career orientation day for students at the local high school. The UBM Wardrobe initiative, launched in the spring of 2025, was also great success, and many were involved in the preparations. It is worth noting that one of our employees spent 104 hours caring for dogs rescued at the Tappancs Animal Shelter, for which we are truly grateful.

HUNGARY'S MOST BEAUTIFUL ESTATE COMPETITION 2024

In October 2024 the Agrotrend Group organized the *Most Beautiful Estate in Hungary* competition for the 8th time. As the main sponsor of the award, UBM played an active role in finding the winner in the „*Most Beautiful Animal Farm*” category.

The aim of the award is to draw attention to farms where, in addition to quality and reliable work professionalism, precision, and efficiency, the beauty of the estate is also taken into account. The jury awarded the most beautiful and outstanding estates in various agricultural areas, recognizing the diversity and professional standards

of the agricultural world. The decision was based not only on appearance but also on various economic data, innovative solutions and sustainability methods, which are also key considerations for UBM.

The Most Beautiful Livestock Farm award went to Szépalma Ménesbirtok, a stud farm that also serves as a shelter, where the main focus is on caring for older, injured horses and animals. In addition, the owners are committed to preserving several native animal breeds.



Occupational health and safety

(GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, GRI 13.19)

Protecting the health of our employees and creating a safe working environment remains one of our top priorities. We strive to develop and operate a high-quality occupational safety culture at all our sites, in line with relevant legislation and the sustainability goals of the company.

In recent years we have introduced a number of measures aimed at reducing workplace risks, standardizing occupational safety procedures and raising employee awareness. We are constantly improving our systems to prevent accidents and occupational illnesses and to improve the physical and mental well-being of our employees. We know that we can only be successful in the long term if we provide a safe environment for all our colleagues.

We ensure compliance with mandatory occupational safety requirements, which includes regular risk assessments, job suitability tests, mandatory training and the provision of the required personal protective equipment. We continuously monitor compliance with the rules and take immediate action if necessary. We also pay special attention to ensuring that all new employees receive adequate information upon joining the company and that existing employees have up-to-date knowledge of occupational safety regulations. In addition to physical safety, we are placing increasing emphasis on supporting physical and mental well-being. For example, in one of our offices we provide on-site yoga classes, office massages and a relaxation room to help reduce everyday stress. We support mental health with educational materials and the support of a dedicated well-being ambassador. In addition, we provide our employees with free health screenings, dental examinations, flexible working hours, the option to work from home and personal insurance.

Workplace accidents and types

In the 2024/2025 financial year there were a total of 6 work accidents and one industrial accident at our sites (in 2023/2024 there were 7), of which 4 occurred in Hernádcsővár and 2 in Mátészalka, and one industrial accident at the Pilisvörösvár office.

Based on the experience of occupational accidents in recent years, injuries are primarily related to physical work. They most frequently occurred among machine operators, forklift operators, maintenance workers and vehicle drivers, mostly in the form of arm and leg injuries, bruises, cuts, and joint strains. These cases typically occurred while loading, manual material handling, machine operation or the movement of heavy objects.

As a significant change, we prepared the new Occupational Safety Regulations of the UBM Group in 2025.

The new Occupational Safety Regulations

During the reporting period we developed new, uniform Occupational Safety Regulations for all of our domestic sites. Our goal was to create a transparent and legally compliant framework that covers all employees, contractual partners, visitors and colleagues working remotely. The regulations define the responsibilities of employers and employees as well as occupational safety requirements in detail, and regulate procedures related to hazardous materials, machinery and working conditions. The introduction of the policy is scheduled for next year, accompanied by a related training and the harmonization of site processes and documentation.

A key element of the policy is the precise allocation of responsibilities: the roles and tasks of everyone have been clearly defined, from the CEO through the QEHS manager and plant managers to employees. In addition, we have standardized risk assessment, accident prevention, occupational safety training and protective equipment provision practices, with special focus on medical fitness examinations, occupational safety measurements and inspection procedures.

The new regulations comply with current legislation and focus on prevention. With this step, we are striving to create a uniform, high-level occupational safety culture.



Objectives

by 2026

- **Introduction of an online program:** Our goal is to manage all fire protection equipment and documentation in a uniform, digital system at our Hungarian sites, ensuring up-to-date information and transparency. We plan to involve our foreign sites at a later stage.
- **Use of a regulatory compliance program:** In order to comply with the ISO 14001 standard and keep up with the frequently changing regulatory environment, we aim to introduce a regulatory compliance program.
- **Improving the reporting of workplace accidents:** We plan to introduce a digital solution that will enable the anonymous and rapid reporting of workplace accidents and near misses. All reports will be investigated and action will be taken, thereby strengthening prevention and employee safety.
- **Regular site inspections:** We conduct monthly inspections at all sites in conjunction with plant managers covering fire safety, occupational safety, environmental protection and quality. The aim is to identify deficiencies, take the necessary measures, and strengthen joint work and a common approach.

Product quality and quality assurance

(GRI 13.13)

For the UBM Group, quality management is not only an operational requirement but also one of the most important pillars of sustainable, safe and efficient production. Transparency throughout the entire production chain, quality assurance guarantees and traceability have become basic requirements in the feed industry. Our group contributes to this with high-level internal regulatory and control systems. Our goal is to comply with strict feed law and feed safety regulations and also with the expectations of our partners and consumers, while continuously increasing the efficiency and performance of our operations.

In 2024/2025 we paid special attention to environmental and technological compliance: we launched new licensing procedures, expanded our quality assurance system and introduced additional automated control tools. Quality management activities are the responsibility of dedicated professionals: the coordinated work of the quality management manager, the quality assurance manager and the quality inspectors and assistants delegated to the plants guarantees compliance with regulations and the prevention of errors.

Environmental regulations

In March 2025 we obtained the Integrated Pollution Prevention and Control (IPPC) permit for the Környe site certifying that our operations comply with current environmental regulations. The permit was issued based on the application of best available techniques (BAT) and an integrated assessment of air, water, and soil protection. This is an important step towards sustainable operation and reinforces our company's commitment to environmental compliance and transparency. Obtaining the permit does not mean we can sit back and relax. We must prepare an annual report and inform the authorities of any changes at the site. We had already received the permit for our Szeleste site.

We have set ourselves the goal of obtaining a high-threshold hazardous operations permit for our site in Környe. After fulfilling the CLP labelling requirement for our pre-mix products and receiving the related permit, we will no longer need to use external storage as we will be able to store such large quantities of hazardous substances on site. We currently have a temporary permit, which allows us to continue our activities. The final permit is still in progress.

2024/2025 QUALITY ASSURANCE MILESTONES

In March 2025 we obtained the Integrated Pollution Prevention Control (IPPC) permit for the Környe site which certifies that our operations comply with environmental regulations and are based on the BAT principle.

We are working on receiving the high-threshold hazardous operations permit, which has become necessary due to the quantity of hazardous substances used in premix production.

We got the operating permit required for the production of premixes containing coccidiostats, which enabled us to arrange contract manufacturing and reached an associated reduction in production and logistics costs.

The bean plant got the GMP+ FRA certification, opening the way for sustainable feed ingredient production.

Szeleste successfully completed the recertification of its ISO 14001 environmental management system. It is planned for 2026 in Környe.

We implemented technological improvements at our plant in Mátészalka, which we successfully re-licensed.

The most important **certifications** of the UBM Group³⁰

	ISCC	ISO 14001:2015	GMP+ FSA 2010	GMP+ FSA 2020	GMP+ FRA 2020	Palm Oil Free Certification
UBM Grain Zrt.	✓			✓	✓	
UBM Agrar GmbH				✓		
UBM Szeleste Zrt.		✓		✓		
UBM Agro Zrt.				✓		
UBM Feed Zrt.				✓		✓
Premix plant				✓		
Bean plant			✓		✓	



Objectives

by 2026

- Implementation the ISO 14001 KIR environment-focused management system at our Környe plant.

ISCC (International Sustainability and Carbon Certification)

ISCC is a global sustainability certification system that certifies the sustainability and greenhouse gas emissions of bio-based and recycled materials and bio-mass-based products, with a particular focus on supply chain transparency.

ISO 14001:2015

The ISO 14001:2015 international standard applies to valid environmental management systems and helps organizations improve their environmental performance, ensure legal compliance and achieve sustainable operations.

GMP+ FSA 2010 (Feed Safety Assurance)

GMP+ FSA 2010 is a previous generation standard for feed safety that sets out the safety requirements for various actors in the supply chain, from feed production to distribution.

GMP+ FSA 2020 (Feed Safety Assurance)

GMP+ FSA 2020 is the latest version of the GMP+ system which includes more modern risk management and traceability requirements to guarantee feed safety throughout the supply chain.

GMP+ FRA 2020 (Feed Responsibility Assurance)

GMP+ FRA 2020 integrates social responsibility and sustainability aspects into feed industry activities, focusing on responsible sourcing of raw materials and minimising environmental impact.

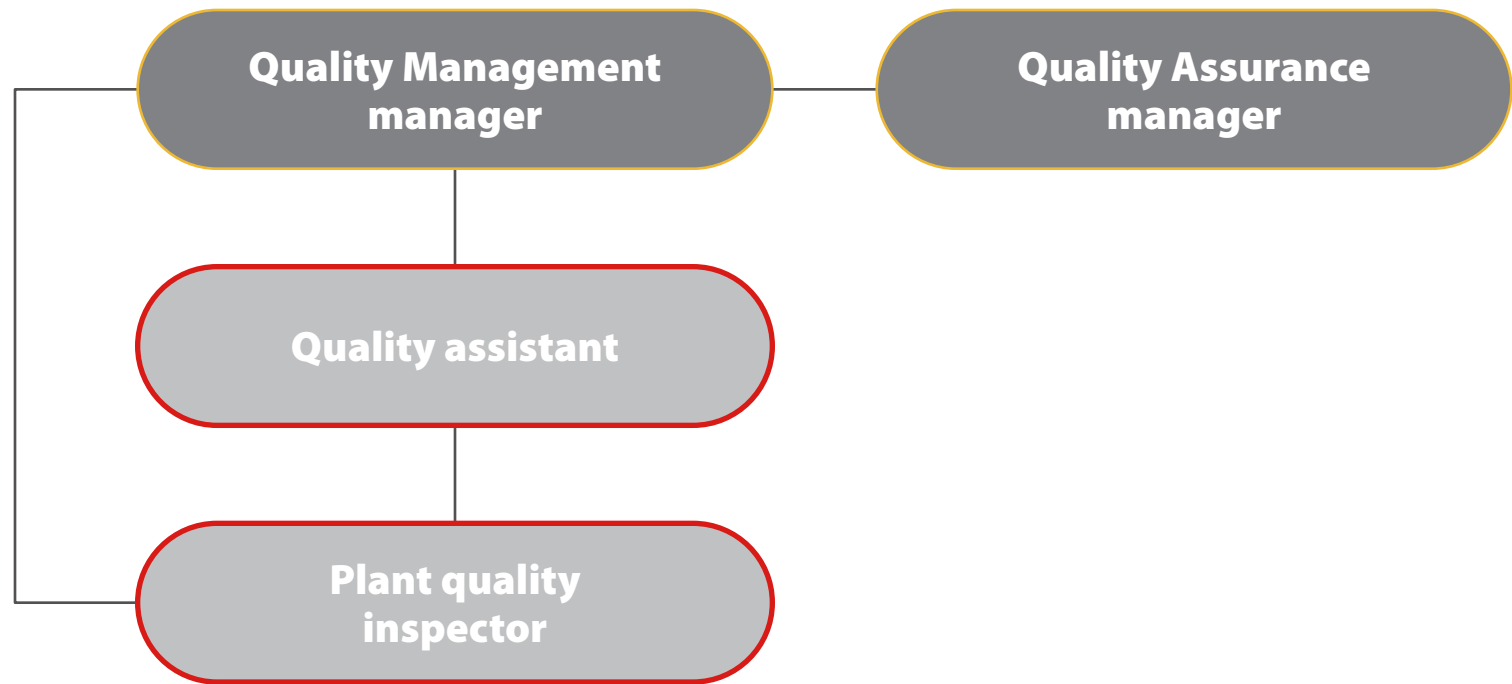
Palm Oil Free Certification

The Palm Oil Free certificate confirms that the certified product or production process does not contain or use palm oil, thereby contributing to the reduction of deforestation and the ecological footprint.

³⁰ All of our certificates are valid in 2024/2025 and are continuously renewed.

QUALITY MANAGEMENT

- Regular monitoring of all manufactured and distributed feed under a strict monitoring system (during production and delivery),
- Checking the content and mycotoxins of incoming feed raw materials with a strict sampling and testing protocol,
- Regular external laboratory tests,
- Evaluation and analysis of laboratory results, drawing conclusions,
- More than 25 500 laboratory tests in the current financial year,
- We carry out the most important tests to verify the safety and quality of feed in our state-of-the-art laboratory Környe,
- The R&D team is responsible for integrated operations and professional support,
- Sourcing raw materials from certified suppliers.



FEED SAFETY

Our feed safety policy reflects a „farm-to-processor“ approach for the feed products we manufacture and distribute, satisfying the needs of end users/consumers in every respect, in line with the role of feed products in the feed chain. To this end, our feed safety management system is continuously developed observing legal and GMP+ FSA 2020 requirements. For the same reason, a management system is in place in accordance with the GMP+ FRA requirements in our soybean processing plant.

The use of management systems plays a fundamental role in preventing undesirable feed safety incidents and in promoting and disseminating responsible feed produc-

tion. We enforce this mission statement with regard to direct and indirect consumers and all participants in the entire supply and production chain. Our goal is to manufacture products and provide services that offer a high degree of safety for humans, animals, and the environment.

The prevention and management of non-conformities plays a key role in our operations which we carry out in accordance with strictly regulated testing, recording, and communication procedures. This means that the suppliers of these products and services must comply with the required standards, laws, and other regulations. The UBM Group is committed to the continuous improvement of its management systems and, in line with its quality and responsibility policy, sets measurable goals as proof of its mission and development.

The process of feed safety compliance is strictly regulated and involves continuous cycles and improvements, which are of course adhered to at all times.

1

Prerequisite programmes

- Establishment and continuous maintenance of appropriate infrastructure, air, water, steam management, drying, ventilation
- Ensuring good hygiene conditions e.g. cleaning, disinfection, personal hygiene
- Pest control
- Waste, waste water treatment
- Tracking requirements for incoming materials, services

2

Track follow

- Close monitoring of all products/ materials that have or may have an impact on feed safety
- Must be maintained from suppliers until delivery of the final product

3

Emergency management

- Hazard analysis and hazard identification (HACCP), which should cover the elements of the value chain (whether commercial or manufacturing) upstream and downstream of the UBM group
- Types of hazards can be physical, biological, chemical etc.
- Risk assessment is based on severity and probability of occurrence, detection of critical control points (CCPs), setting and measuring of agreed limits, taking action to manage and reduce risks

4

Compliance assessment

- Non-compliance detection
- Immediate response
- Introduction of corrective measures
- Checking the results of actions to avoid non-compliance

5

Monitoring

- Establishing a control and monitoring system for raw materials, processes and finished products
- Analysis and evaluation of measured data
- Carrying out internal audits
- Introduce corrective measures where necessary

6

Continuous improvement

- Objectives
- Audit results
- Correction measures

Responsible corporate governance

Management of the UBM Group

(GRI 2-9; GRI 2-10; GRI 2-11; GRI 2-12; GRI 2-13; GRI 2-14; GRI 2-17, GRI-2-18, GRI 2-19, GRI-2-20, GRI-2-21, GRI-3-3, GRI 405-1)

In our nearly three decades of operation we have undergone significant development, transforming from UB Merchants Kft., once dealing exclusively in soybean meal trading, into a group of 22 companies. Our activities include feed production and trade, international crop wholesale and large-scale animal husbandry. All this is complemented by a comprehensive services activity.

Our operations are based in Hungary, but we also have a significant export presence. As a decisive step in our orientation towards Central Asia, we have established a subsidiary in Kazakhstan (UBM Nutrition Central Asia LLP) with the intention of building a premix factory with an annual production capacity of 48 000 tons in the Almaty region over the next three years as part of a USD 30 million investment package. Our plans include the establishment of three feed production plants in the Kostanay, Aqmola and Turkestan regions, each of which will be able to produce a minimum of 100 000 tons per year to supply livestock farmers in the region. In addition, we are strengthening our market presence in Hungary this year by acquiring a 100% stake in Agrifirm Magyarország Zrt.

Continuous innovation and growth is one of our owners’ most important strategic objectives, and the effective implementation of corporate governance and the integration of new companies pose significant challenges for our management. Becoming

an international company, growth, as well as the changing and increasingly stringent legal environment have brought new types of challenges, significantly different from the tasks of the initial period.

We have been operating as a holding company since 2017, and the shares of the group’s leading company, UBM Holding Nyrt., were listed on the Budapest Stock Exchange (BÉT) in the standard category in the same year. In 2022 our ownership base expanded further with the addition of MFB Corporate Investment and Transaction Private Equity Fund (FOCUS VENTURES Investment Fund Management Ltd.). At the same time, transparent and clear corporate governance has become even more important to us, meeting the expectations of legislation, the capital market, and our expanding size.

Below, we present the corporate governance and organizational structure of our group of companies. We describe the principles that guide our responsible operations and detail the comprehensive regulatory system that ensures that our activities meet the prudent and ethical operating standards expected by our owners and external partners, whether they are the Budapest Stock Exchange, financiers, customers, or suppliers.

Owners of UBM Holding Nyrt. ³¹

Ownership structure	Ownership share (%)
MFB Corporate Investment and Transaction Private Equity Fund	15.41%
Andor Ágoston Botos	13.47%
Ákos Varga	12.63%
Imre Varga	11.57%
Péter Horváth	8.72%
Gábor Varga	8.77%
László Bustyaházai	8.76%
András Uzsoki	3.23%
Mihály Fekete	3.84%
Szabolcs Szalontai	3.84%
Own shares	7.58%
Public float	2.18%
Total	100%

³¹ The owners of UBM Holding Nyrt. 30.06.2025

Management of the UBM Group

As a listed company UBM Holding Nyrt. complies with the relevant legislation (Act CXX of 2001 on the Capital Market and Decree 24/2008. (VIII.15.) PM on the detailed rules of disclosure obligations relating to publicly traded securities, as well as the General Business Rules of the Budapest Stock Exchange Ltd).

We publish our reporting obligations on the BSE website in a continuous and transparent manner, including our annual **Corporate Governance Report, Remuneration Policy**, and the **Articles of Association**³² in force at any given time. In addition, we continuously inform our stakeholders in the form of disclosures and issuer news on a wide range of topics affecting the group:



Our reports (half-yearly and annual financial reports, ESG/Sustainability reports, etc.)



Events affecting voting rights, share capital and general meetings



Issues and events affecting our investments



Publications and news presenting our strategic vision



Extraordinary disclosures, events.

³² Information on the amendment of the Articles of Association of UBM Holding Nyrt. - [Bet site](#)

GENERAL MEETING

The General Meeting is the supreme decision-making body of UBM Holding Nyrt. Its powers include exercising shareholder rights, electing and dismissing members of the Board of Directors and determining their remuneration. The General Meeting also decides on the principles of the long-term remuneration and incentive system for members of the Board of Directors and the Supervisory Board, as well as for senior executives. The rules governing its operation are set out in detail in the Company's Articles of Association.

BOARD OF DIRECTORS

The operational management of UBM Holding Nyrt. is carried out by an eight-member Board of Directors, which also represents the company in dealings with third parties. The members elect a chairperson from among themselves for a fixed term. The chairperson's mandate may be revoked at any time and automatically expires upon termination of membership of the Board of Directors.

In the 2024/2025 financial year Ákos Varga was the chairman of the Board of Directors. Of the members of the Board of Directors, only Ákos Varga and Péter Horváth represent the company independently.

The Board of Directors holds regular meetings at least four times a year. In the course of its work, it may involve external experts, if necessary, and may set up committees and working groups to perform certain tasks. Certain members of the Board of Directors (as can be seen from the ownership structure) also play an ownership role in the company.

The members of the body make their decisions independently, and there is no conflict of interest between the members of the Board of Directors and the stakeholders, so decision-making is independent.

The members of the board of directors are professionals with diverse expertise: the board includes, among others, a certified forest engineer, an engineer-economist, agricultural engineers, economists, a chemical engineer, a biological engineer, and an economist with a law degree.

External stakeholders are represented by the CEO.

Board members

On 30.06.2025 the composition of the board of directors was as follows:

Name	Position	Start of legal relationship
Ákos Varga	Chairman	February 15, 2016
Andor Ágoston Botos	Member	October 28, 2022
László Bustyaházai	member	February 15, 2016
Mihály Fekete	member	October 28, 2022
Péter Horváth	member	February 15, 2016
Balázs Ferenc Janositz	member	October 28, 2022
Szabolcs Szalontai	member	October 28, 2022
Gábor Varga	member	February 15, 2016

The legal relationship of the members of the Board of Directors is indefinite.



SUPERVISORY BOARD

The members of the three-member Supervisory Board operating at UBM Holding Nyrt. in the 2024/2025 financial year were as follows:

- József Tóth – chairman of the Supervisory Board since 2016 for an indefinite term, independent member
- Attila Fazekas – member of the Supervisory Board since 2016 for an indefinite term, independent member
- Sándor Buda – member of the Supervisory Board from October 28, 2022 to October 28, 2024, independent member
- Ildikó Fekete – member of the Supervisory Board from October 28, 2024 for an indefinite term, independent member

Their task is to ensure effective ownership control of the company. If, in the course of performing their duties, a member of the Supervisory Board notices that the activities of the management are in conflict with the law or the Articles of Association, contradicts the resolutions of the general meeting, or otherwise violates the interests of the Company, they shall convene a general meeting without delay to discuss the issues in question and take the necessary decisions.

AUDITOR

As in the previous financial year, CMT Consulting Kft. is responsible for the permanent auditing of UBM Holding Nyrt., while PKF Könyvvizsgáló Kft. is responsible for the auditing of the member companies of the UBM Group, and in the case of foreign companies, the local PKF office is responsible.

REMUNERATION RULES

The **Remuneration Policy** of UBM Holding Nyrt. applied from the 2021 financial year and its review in 2024 aims to establish rules and principles that provide an overview of the remuneration system, contributing to the Company's business strategy, long-term interests and sustainability.

There have been no significant changes to the Remuneration Policy over the past year, but the amendment has incorporated sustainable operation into the business strategy criteria of the Company, which was already set out as a commitment in last year's ESG Report.

The 2024 review of the Remuneration Policy also addresses raising the limits on fixed remuneration payable to directors, introducing the possibility of share-based remuneration for directors, supplementing the rules governing the contracts serving as the basis for remuneration, clarifying the rules governing the review of the remuneration policy, and amending the rules governing deviations from the remuneration policy.

Based on the above, UBM Holding Nyrt. may pay remuneration to members of the Board of Directors, members of the Supervisory Board, as well as the Chief Executive Officer and Deputy Chief Executive Officer who are not members of the Board of Directors (hereinafter collectively referred to as „Directors”), which may be a fixed amount and may be paid either by UBM Holding Nyrt. or by its subsidiaries. The persons concerned are entitled to share-based remuneration under certain conditions starting from the 2024/2025 financial year.

At the same time as the annual report is compiled, the remuneration report for the given year is published on the BSE website, which contains the numerical remuneration data of the relevant group of beneficiaries. Our group considers the annual remuneration ratio of the highest-paid individuals compared to the median annual total remuneration of all employees, as well as the growth rate of their remuneration, to be a trade secret.

The Board of Directors may propose amendments to the remuneration policy in force at any time to the General Meeting. The General Meeting may also propose amendments to the Board of Directors above a certain voting ratio, which the Board may reject with justification or accept.

In the 2024/2025 financial year the directors of UBM Holding Nyrt. received only pre-determined remuneration which did not include any variable components.

The remuneration determination process is not supervised by a remuneration committee, and no remuneration advisors are involved in the development of the remuneration policy.

UBM EMPLOYEE SHARE OWNERSHIP PROGRAM ORGANIZATION

On March 12, 2024 we established the UBM *Employee Share Ownership Program Organization* with UBM Holding Nyrt, UBM Trade Zrt., UBM Grain Zrt, and UBM Feed Zrt. as founders. The purpose of the MRP (*Employee Share Ownership Program*) Organization is to achieve the goal set out in the Remuneration Policy, i.e. to promote the efficient and effective management of the founders by holding and managing the ordinary shares made available to the MRP Organization and exercising and fulfilling the shareholder rights attached to the acquired ordinary shares at the general meeting of UBM Holding Nyrt. and in relation to UBM Holding Nyrt. The remuneration under the MRP program varies.

Internal control system

INTERNAL AUDIT TEAM

UBM Holding Nyrt. has an internal audit team consisting of three members to ensure the continuous performance of tasks related to the internal audit of the group. The members of the internal audit team are: the group's financial director, accounting manager and controlling manager, who operate under the management of the company. The internal audit team meets at intervals determined by itself, but at least twice a year. The internal audit team itself determines the manner and rules of conducting the meetings. The internal audit team carries out its planned audits within the framework established by the board of directors in a resolution and is required to report the results to the board of directors at the first board meeting following the completion of the audit. Compliance-related tasks are performed partly by the internal audit team described above, partly by the legal department operating as an organizational unit of UBM Trade Zrt., and partly by external contractors.

Committees

Our group maintains special committees to deal with certain key issues, in which the persons responsible for the given issue and the managers of the given area participate. Information on these is provided below:

AUDIT COMMITTEE

The audit committee operating at the company consisted of three members in the 2024/2025 financial year, whose members were the same as the independent members of the supervisory board:

- József Tóth - Chairman of the Audit Committee since 2016 for an indefinite term, independent member
- Attila Fazekas - Audit Committee Member since 2016 for an indefinite term, independent member
- Sándor Buda – Audit Committee member, from October 28, 2022 to October 28, 2024, independent member
- Ildikó Fekete – Audit Committee Member, from October 28, 2024 for an indefinite period, independent member

Their task is to perform control and support functions, which include monitoring the financial reporting system (e.g. selecting and cooperating with auditors), monitoring the effectiveness of the company's internal control and risk management systems and the financial reporting process, and making recommendations where necessary.

INSIDER COMMITTEE

The Company has a four-member insider committee to assist the board member who is responsible for classifying information related to the group's operations in accordance with Article 7 of Regulation (EU) No. 596/2014 on market abuse, and who is also responsible for handling such information appropriately. The members of the insider committee are: the above mentioned member of the board, the company's investor relations officer, the head of the company's internal audit team, and the lawyer who provides permanent legal representation for the company in stock exchange legal matters. The insider committee itself determines the manner and rules for conducting

its meetings. The member of the board of directors participating in the work of the insider committee is required to report to the board of directors on the activities of the insider committee as often and in the manner necessary.

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

The purpose of the Corporate Social Responsibility Committee is to make consensual decisions on CSR-type support, initiatives and projects. The composition of the committee is deliberately diverse: its members not only come from different fields of expertise but also represent different levels of the organizational hierarchy, from senior management to operational staff. We also pay special attention to ensuring that geographically distant sites are represented on the committee. Taking these considerations into account, the number of committee members increased from the original nine to 14 in the 2024/2025 financial year, thereby promoting broader participation and well-founded decisions. We held two official meetings during the year, but decision-making is supported by ongoing consultation through an internal communication channel set up for this purpose.

The members of the CSR Committee are the CEO, the HR manager, the tax manager, the secretarial manager, the marketing manager, a commercial clerk, the CSR coordinator, the ESG sustainability manager, a logistics clerk, the quality assurance manager, the raw material sales manager, an accounting clerk, the office manager, the desktop system administrator.

ESG COMMITTEE

The ESG Committee established in 2024 is responsible for discussing the Group's ESG strategic issues and submitting them to the Board of Directors. The eight members of the committee are: the CEO, the ESG Sustainability Officer, the business unit managers (Feed, Grain, Protein, Animal Husbandry), the CFO and the HR Manager. For more information on its activities, see chapter [Our approach to sustainability](#).

Strategic and operational decision-making

The group's decision-making mechanism has been operating according to a well-established methodology for many years:

Strategic and operational decisions for the group are made at the level of UBM Trade Zrt., a wholly owned subsidiary of UBM Holding Nyrt. The strategic board consists of seven members, some of whom are also private owners. They meet once a month to discuss pre-announced strategic topics such as the monthly closing, the acquisition strategy, investment decisions and the commercial strategy. Operational issues are decided by the operational board. This forum is attended on a weekly basis by a smaller group of managers and executives responsible for the given business area to discuss current issues. The subsidiaries are located under UBM Trade Zrt. Our current Sustainability Report covers the domestic and foreign subsidiaries in which UBM Trade Zrt. has a majority stake. The operations, decision-making, management and ownership rights of each company are described in the current Articles of Association of the given company. None of the companies performing operational activities have a separate supervisory board or audit committee.

The operational functioning and organizational structure of our group of companies is primarily characterized by a business line approach, since although there are several domestic companies operating at the level of legal entities belonging to a particular business line, certain functions are managed centrally within the organization. Foreign units are an exception to this, as they operate independently with their own management, sales, and organizational units performing daily administrative tasks (finance, HR), but at the same time they are integrated in terms of the corporate management system and use the IFS corporate management system of the group. Our goal is to unify and standardize our business processes within the group and, where possible, to digitize them.

Handling **sustainability** issues

The Board of Directors of UBM Holding Nyrt. is responsible for approving the UBM Group's annual Sustainability Report, for which a proposal is being prepared. The operational management is responsible for ensuring that the resources necessary for the preparation of the annual report are available to conduct the preparation process, to handle any issues that arise during the process, and to fulfil the commitments undertaken. For more detail on the day-to-day work of our ESG-Sustainability Officer and the ESG Committee, please see the chapter on Our sustainability approach.

Chief Executive Officer

Chairman of the Board

BOARD LEVEL

IT Director

HR Director

Head of Marketing

Risk Management Director

Protein Business Unit

Grain Business Unit Manager

Feed Business Unit Manager*

Deputy CEO, Chief Financial Officer

Commercial Director (abroad)

Sales

Back office

Sales

Logistics

Accounting

Controlling

Finance

ESG-Sustainability Officer

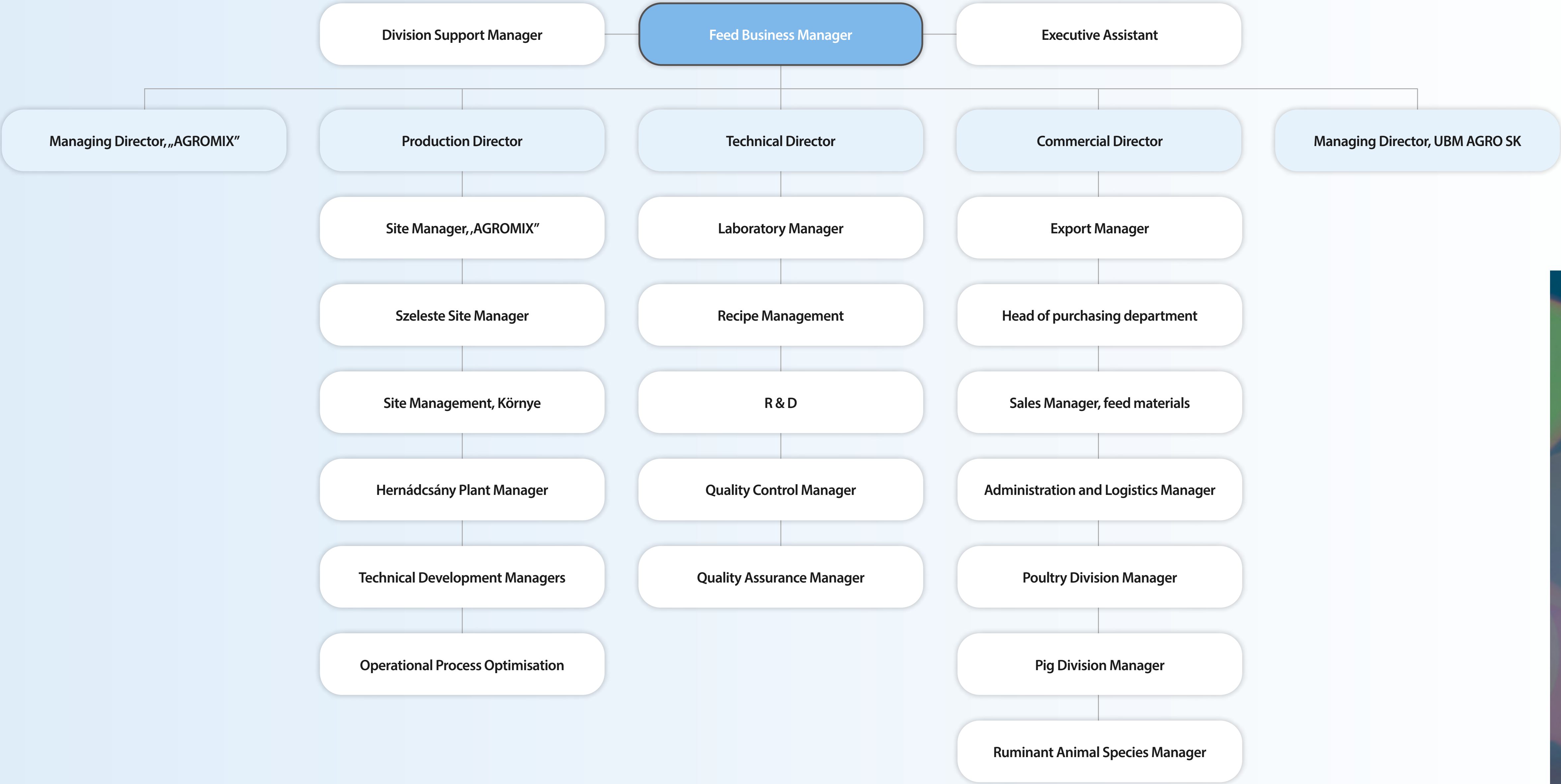
UBM Agrar AT

UBM IT

UBM doo SRB

UBM Agritrade RO

*This area is also displayed separately



Ethical operation

(GRI 2-15, GRI 2-16, GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 2-27, GRI 205-1, GRI 205-2, GRI 205-3, GRI 207-1, GRI 207-2, GRI 207-3, GRI 406, GRI 418, GRI 13.15, GRI 13.26)

Policy (=regulatory) system

We operate a comprehensive regulatory and instruction system that covers all entities of the UBM Group and complies with current regulatory requirements.

Our regulations are developed by the person responsible for the given area, with the involvement of our legal department. The documents are always approved by the CEO, and the accepted policies are then published on our group's internal communication platforms, about which we notify the parties concerned by email. If the policy in question also affects external parties, we make the information available on our public website. The following can be found there, among other things:

- Code of Conduct and Ethics
- UBM Procurement Policy
- Privacy Statement
- Uniform Waste Management Policy

Our policies and instructions uniformly specify their personal (internal and external stakeholders), time-related and material scope. We apply the documents at different levels: we have group-level, company-level and organizational-level policies. We review these annually and adapt their content to current legislation and external regulations.

We provide various training courses for our employees to help them navigate our system of regulations, and we keep them informed of any changes. For certain policies and standards we perform mandatory interim and final checks, as well as regular internal and external audits at least once a year. Based on the audit results, we make changes to existing processes, methodologies or practical procedures if necessary, in order to correct any identified deficiencies.

We operate multiple communication channels: regular internal and external newsletters, online platforms, detailed product information for suppliers and customers, and effective complaint handling processes.

In our ESG Report last year we committed to expanding our procurement policy and supplier evaluation methodology in 2025 to include procedures related to the value chain approach required by the applicable ESG and Accounting Acts as well as with risk management, action steps, and environmental and social considerations related to supplier evaluation, such as respect for human rights. Given that the current ESG law, as amended by the Omnibus Regulation, does not apply to our group of companies, we plan to gradually review the entire screening process and the development of procedures and implement them rationally. Regardless of this, we already take sustainability criteria into account when evaluating our suppliers, which we incorporated into our rating system in the 2024/2025 financial year. You can read more about this in the section on [Responsible Procurement](#). Our digitized and regularly reviewed partner rating system is still under development.

RESULTS IN 2025:

- Development of General Waste Management Regulations
- Sustainability considerations incorporated into the Remuneration Policy
- Development of Uniform Occupational Safety Policy
- Development of a new HR system
- Development of Home Office Regulations for the entire group



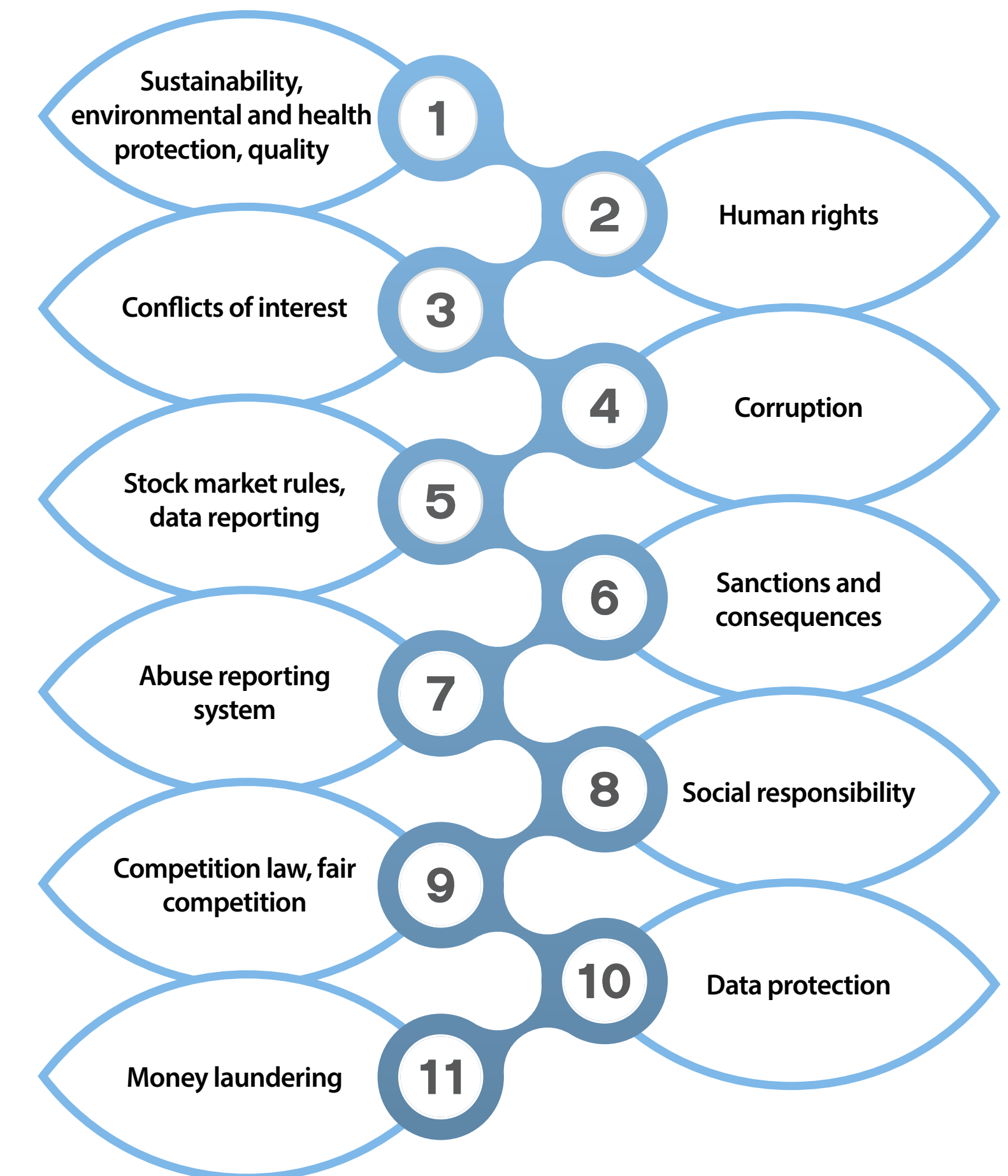
CODE OF CONDUCT AND ETHICS

Sustainable operation means not only economic and environmental but also moral responsibility. Our Code of Conduct and Ethics defines the principles and values that guide our business activities, whether they concern internal operations, partner relationships or social engagement. Our goal is to provide clear and consistent standards for all stakeholders to ensure fair, transparent and responsible operations. We expect ethical conduct from both our internal and external partners and stakeholders.

Our Group does not have a collective agreement.

Our Code of Ethics applies not only to our employees and senior executives but also to the owners of the UBM Group. We expect everyone involved to act in accordance with the values and principles set out in this document in their day-to-day work. To support this, we provide specific information to help people understand the code more deeply and apply it in practice. In certain areas of particular importance such as respect for human rights, management of conflicts of interest and anti-corruption, we expect those involved to report such cases immediately to the HR department or even anonymously through our abuse reporting system.

Key issues addressed in our Code of Conduct and Ethics



HANDLING COMPLAINTS AND WHISTLEBLOWING

It is of paramount importance to our group that we comply with current regulatory requirements and provide opportunities for reporting complaints and misconduct. Since 2023 we have been operating an anonymous whistleblowing reporting system for our current and former employees, business partners and other interested parties. Reports can be made on the EthiCom web platform or involving an independent, external whistleblowing reporting expert, thus ensuring impartial and objective investigation.

We regularly remind our employees of the possibility to report concerns. Every report we receive is treated with the utmost discretion and investigated with the help of external, independent experts. Information related to reports is treated confidentially.

We received no reports of misconduct in the 2024/2025 financial year.

CONFLICTS OF INTEREST

We attach particular importance to the management of conflicts of interest in the operation of our group, as this is a prerequisite for transparency and organizational integrity. Our goal is to be informed in a timely manner of any factors, whether actual or potential conflicts of interest, that may affect the operation of our company or its decision-making processes.

UBM employees are responsible for ensuring that their personal interests or relationships do not influence their impartial professional activities, keeping the interests of the company in mind. An essential part of this is avoiding actual and apparent conflicts of interest. With a focus on responsible operation and transparency, all our employees are required to report any conflicts of interest they become aware of immediately, thereby preventing potential labour law or criminal law consequences and damage to the company.

The clear and consistent separation of business and private interests is a key requirement at UBM. Detailed rules on the prevention and management of conflicts of interest are set out in our Code of Conduct and Ethics.

In our Board of Directors, as the highest governing body, shareholder involvement is always public and transparent.

As part of the onboarding process, new employees declare any potential conflicts of interest when signing their employment contract. If necessary, discussions are held to resolve the situation or determine the conditions for potential approval, in accordance with the provisions of the Code of Conduct and Ethics.

In order to comprehensively identify and prevent conflicts of interest we launched the **Alba Project involving approximately 150 employees, including all board members and senior managers. The project members were the Chairman of the Board, the Chief Financial Officer and external consultants. The aim of the initiative was to identify process deficiencies and personal conflicts of interest, increase internal and external transparency, and ensure the transparent operation expected of a listed company. The investigation has been completed, the results have been presented to senior management, and corrective measures are currently being developed.**

DATA PROTECTION

The Data Protection and Data Management Policy of our group is in line with current European Union legislation. Although we do not employ a dedicated data protection officer, data protection clerks have been appointed in each organizational unit of to oversee compliance with the policy.

The policy specifies the procedures for processing personal data in detail: the method of data storage, data security measures and the process for handling any data protection incidents. In accordance with the GDPR, our group of companies does not collect or process particularly sensitive personal data about its employees, such as data relating to racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic characteristics, sexual orientation or gender identity. The UBM Group handles personal data in a secure and confidential manner, ensuring that there is no unauthorized access, unauthorized use or misuse of data processing tools. Data is retained only for as long as necessary, after which it is securely and permanently destroyed.

The [EthiCom](#) platform previously introduced in the [Complaint Handling and Abuse Reporting subchapter](#) is also available for reporting data protection incidents or abuses. We investigate incoming requests as soon as possible, but within a maximum of 15 days, make a decision on their validity, and then notify the applicant at the contact details they provide. During the period under review no complaints were received regarding violations of customers' privacy rights and there were no cases of data theft, data leaks, or loss of customer data.

COMPLAINTS, CORRUPTION CASES AND FINES

Based on the above, we totally reject all forms of corruption. During the reporting period we did not receive any reports of abuse, corruption or other complaints related to our operations requiring investigation. We are convinced that our business relationships must be based solely on objective and transparent criteria, including the selection of business partners. In the financial year under review a fine was imposed due to deficiencies related to the IPPC permit. In March 2025 the licensing process was completed and we met the requirements. No other significant fines related to our activities were imposed.

Current status of the remediation process in Környe:

In 2023 UBM Feed Zrt. conducted a detailed investigation into hydrocarbon contamination related to its property in Környe, during which several disused fuel tanks, presumably used for storing heating oil, were discovered. At the beginning of 2024 the competent authority issued a decision requiring UBM Feed Zrt. as the current owner of the property, and Környi Vagyongkezelő és Szolgáltató Korlátolt Felelősségű Társaság (Környe Asset Management and Service Limited Liability Company) as the legal successor of Mezőgazdasági Kombinát Környe (Környe Agricultural Combine) which had commenced the activities causing the environmental pollution, to carry out universal technical intervention aimed at environmental remediation and remediation monitoring. Since neither UBM Feed Zrt. nor any other company in the UBM Group carried out any activities in the Környe Industrial Park prior to or after acquiring ownership of the property in question that would have required the use of fuel causing the pollution, our group of companies is not responsible for the environ-

mental pollution. When purchasing the property, the seller, Környi Vagyongkezelő Kft. did not inform the legal predecessor of UBM Feed Zrt. about the fuel tanks located under the surface of the property or about any environmental risks associated with them. Accordingly, we took legal action to seek redress, as a result of which on November 8, 2024, the Győr Court of Justice issued a final judgment annulling the decision made on February 2, 2024 by the Department of Environmental Protection, Nature Conservation and Waste Management of the Komárom-Esztergom County Government Office (hereinafter: Decision), which obliged UBM Feed Zrt. and Környi Vagyongkezelő és Szolgáltató Korlátolt Felelősségű Társaság to carry out technical intervention aimed at environmental remediation and compensation for the damage in connection with the pollution. The Court also obliged the environmental authority that issued the annulled Decision to conduct a new procedure. UBM Feed Zrt. provided documentary evidence to prove that it is not classified as an environmental user and therefore cannot be held liable for environmental damage.

Economic performance

(GRI-201-1, GRI- 201-2, GRI-201-4, GRI 13.2, GRI 13.22)

Direct economic value generated and distributed

2024/2025 UBM Group	
Direct economic value generated and distributed	thousand HUF
Economic value generated (i)	
Revenues (net sales + other revenues + financial revenues)	245 023 419
Economic value distributed (ii)	
Operating costs (material expenses + other expenses excluding taxes + financial expenses)	-233 751 297
Employee wages and benefits (personnel expenses excluding related taxes and contributions)	-5 068 462
Payments to capital investors (taxed profit for the previous financial year and dividends and interest expenses paid from retained earnings from previous years)	-3 958 469
Payments to the state treasury (profit tax + business tax + innovation contribution + NÉBIH fee + environmental product fee + environmental impact fee and payroll contributions)	-1 482 875
Community investments (donations+ sponsorship without TAO grants)	-19 473
Total economic value distributed	-244 280 576
Retained economic value (i-ii)	
Retained earnings (taxed profit + depreciation - dividends)	742 843

THE FINANCIAL IMPLICATIONS OF CLIMATE CHANGE AND OTHER RISKS AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE

In the chapter entitled „Megatrends”, as well as in the chapter under the same title in our ESG Report from last year UBM-ESG-2024.pdf, we presented in detail the trends shaping our industry, with a special focus on the risks and opportunities associated with climate change. The effects of climate change are having an increasingly tangible impact on business. As a result, corn, which has traditionally played a key role in animal feed, is gradually losing its importance. The experience of the past three years indicates a trend change: in addition to the rise of cereal grains, alternative raw materials that have been less widely used to date such as sorghum, rye and triticale, are playing an increasingly important role and are able to partially compensate for the decline in corn consumption. In the next financial year our company intends to conduct a comprehensive assessment of the risks and potential opportunities associated with climate change, as well as the related financial implications. We are constantly seeking and evaluating investment and development opportunities that ensure that we reduce our environmental impact while maintaining the sustainable operation and growth of our Group.

FINANCIAL SUPPORT RECEIVED FROM THE STATE



RESEARCH AND DEVELOPMENT

UBM Feed Zrt. applied for a total of **HUF 411 079 936 in non-repayable grants** within the framework of a consortium with EBESI PULYKAHÍZLALÓ Kereskedelmi és Szolgáltató Kft. and the University of Debrecen, under the call for proposals of the National Research, Development and Innovation Office entitled 2023-1.1.1-PIACI_FÓKUSZ, which we received on the basis of a decision announced on May 8, 2024: The aim of our research and development project entitled „**Research and development of a bacteriophage-based product family to promote the elimination of salmonellosis in poultry stocks**” is to research and develop a feed supplement product family containing a multi-component phagelysate. The product, unique in Hungary and in Europe alike, serves as a tool for controlling zoonotic Salmonella strains in various meat and egg-producing poultry species throughout their entire life cycle, from hatchery to slaughter. The project was selected by the professional jury as one of the three best and most promising projects. [NKFI applications – UBM](#)

There is no government interest among our owners, but the Hungarian state-owned MFB Corporate Investment and Transaction Private Equity Fund holds a 15.41% stake in UBM Holding Nyrt. as of June 30, 2025.

■ Indirect economic impact

(GRI-203-1, 203-2)

INFRASTRUCTURE INVESTMENTS AND SUPPORTED SERVICES

In our 2024/2025 financial year we have implemented or are planning to implement the following infrastructure investments and developments:

1. In March 2025 the group's first renewable solar power plant with a nominal capacity of 4 MW was completed in Nyírmeggyes, which already began producing renewable energy. In this partial year we replaced more than 10% of our electricity consumption with green [energy](#).
2. Several energy efficiency investments were implemented at the sites of UBM Feed Zrt., UBM Szeleste Zrt. and „AGROMIX” Kft. during the past financial year, which will further reduce our energy consumption. For more information see the section on [Energy](#).
3. The renovation of our premix plant in Környe has increased our hourly capacity, which means that the occasional night and weekend overtime shifts will no longer be necessary.
4. At the end of 2023 UBM Grain Zrt. signed a three-year contract with BO-LIO Kereskedelmi és Szolgáltató Kft. for the extraction of soybeans, sunflower seeds and rapeseeds in order to secure the production capacity of the latter's extraction plant in Bóly. The cooperation is expected to begin in January 2026. With this agreement, 15 employees will continuously be employed at the partner's processing plant.

Significant indirect **economic impacts**

Among other things, we consider it an indirect economic impact that our expansion in Kazakhstan will allow us to take our modern technology-equipped feed production know-how to less developed areas where this knowledge has not been available until now, and **we will also create jobs**.

Our company's activities have a significant indirect impact on **education and knowledge sharing**. This is achieved, on the one hand, through the training of young professionals in higher education and, on the other hand, through the professional training, preparation, and knowledge sharing of our highly qualified consultants, providing useful and valuable knowledge to our partner network. Thirdly, joint collaborations with higher education institutions and the related patents also play an important role.

Our **research and development activities** focus on innovative feed production solutions, whether in the form of new products or optimized production processes that are both more efficient and more environmentally friendly, thus contributing to reducing the ecological footprint of the livestock sector. This includes the raw protein reduction concept to reduce ammonia emissions, effective protection against toxins, the development of reduced-protein feeds, precision recipe management, and research and development activities in the microbiological product family, which supports the elimination of salmonellosis in poultry flocks, as well as many other innovations. Our developments not only improve feed utilization and animal welfare but also have other beneficial effects such as reducing land and water use, protecting natural resources and reducing the carbon footprint of agriculture. Details are provided in the [subchapter Research and Development](#).

Procurement practices, supplier evaluation

(GRI 204-1, GRI 308-1, 308-2, GRI 414-1, GRI 414-2, GRI 13.4, GRI 13.12, GRI 13.23)

In the spring of 2024 we developed a uniform **Procurement Policy**³³ for the member companies of the UBM Group which sets out the following **general principles** for our partners

1

We are committed to fair business practices in our cooperation with our suppliers.

2

Our company is committed to sustainable and responsible procurement practices that support decisions that take ESG considerations into account.

3

In our procurement activities we strive for efficiency, long-term relationships and optimized processes.

4

Employees involved in procurement comply with the guidelines set out in our Code of Conduct and Ethics.

5

Our guiding principle is to seek value that contributes to the sustainable growth of our business and, consequently, our customers, with a focus on monetary, time-related and psychological values.

Expectations towards our suppliers



Respect for human rights



Anti-corruption



Environment and energy efficiency prioritising aspects



Compliance with legislation



Outstanding quality and flawless delivery



Meeting deadlines



Fair and competitive pricing

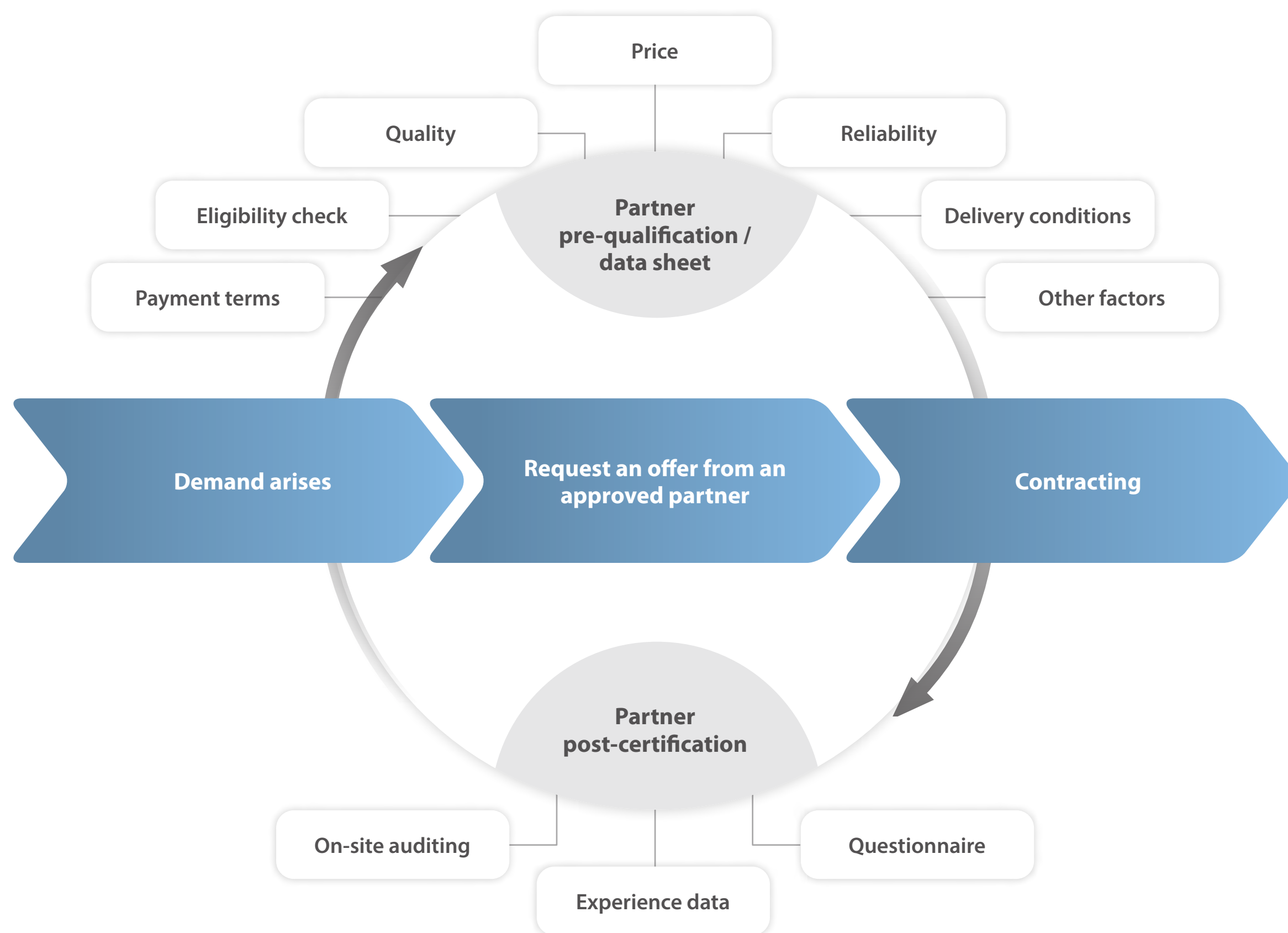


Reliability

Under equal conditions, we give preference to ESG-compliant suppliers.

³³ Available at: [ubm_beszerzési_pol_HUN.pdf](#)

Procurement process



When selecting our suppliers, we place particular emphasis on their quality assurance and environmental compliance, which includes certification requirements such as industry standards e.g. HACCP, GMP+FSA, ISO 9001, ISO 22000, IFS, BRC, ISO 14001, ISCC or other certifications. In addition, we pay special attention to product traceability, product handling, hygiene, cleanliness during transport, and ensuring the safe operation of transport vehicles. Another important qualification and evaluation criterion is whether the supplier's activities comply with national and international environmental laws and regulations and whether they apply any established environmental standards. In the case of arable crop production, we give preference to suppliers who meet the requirements of *good agricultural practice*.

Similarly to environmental and quality assurance requirements, we also examine the **social criteria** applied by our suppliers:

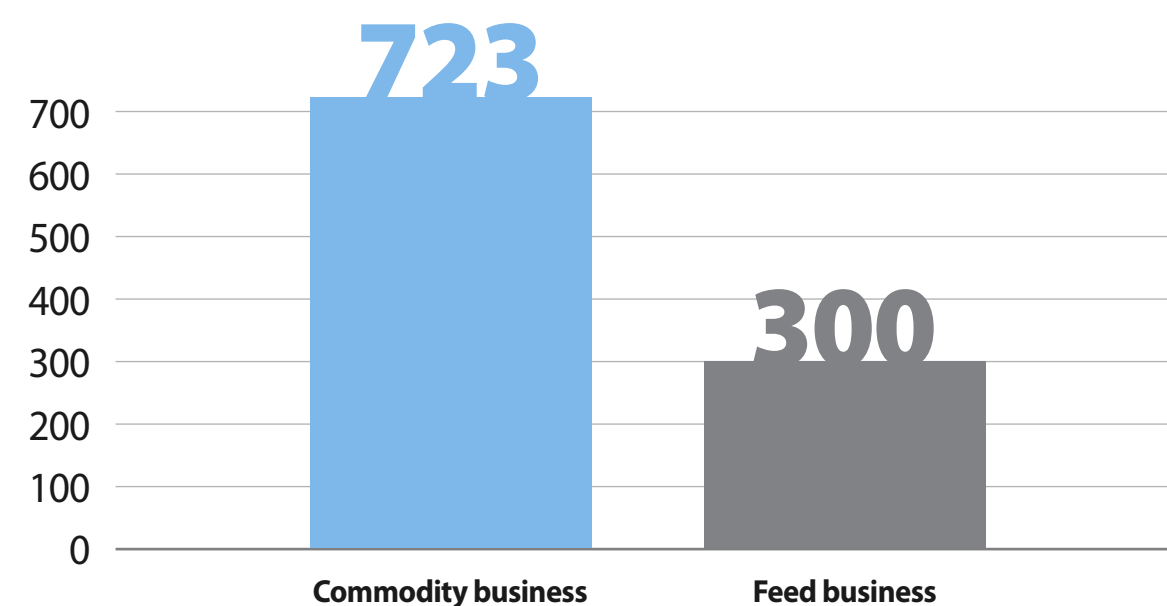
- Are wages, working hours and overtime calculated in accordance with applicable laws?
- Is forced labour or work related to any form of punishment used?
- Do all employees meet the minimum legal age requirement?
- Does the supplier have rules against discrimination, intimidation, oppression and harassment, and do they comply with national and local regulations governing workplace environment?
- As a business ethics requirement we stipulate that there must be no corruption, money laundering, bribery, or illegal commercial conduct in connection with the supplier's activities.

We conduct supplier audits periodically and in a targeted manner. We pre-qualify all our suppliers based on various strict criteria including preliminary product testing, and then review our supplier evaluation annually even in the case of ongoing business relationships. If non-compliance is found during the audit, the supplier in question may even be deactivated in extreme cases.

1023 supplier partnerships

In general, we have many well-functioning supplier relationships that have lasted for decades, but we are also looking for new suppliers, either to create competition or to establish alternative sources of supply.

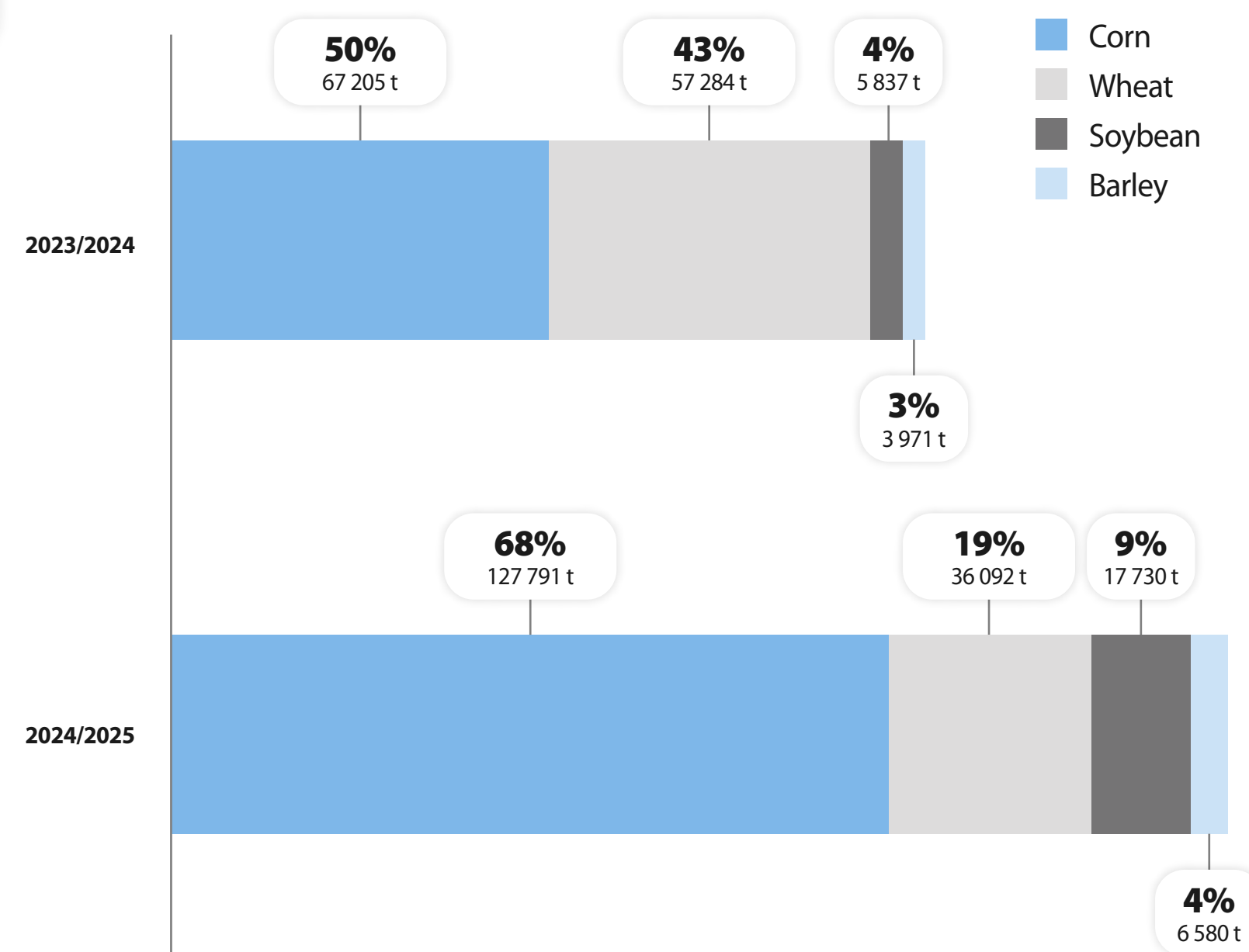
Suppliers by business segment



Due to the complexity of its activities, a separate procurement department operates in the **feed production** business unit with a diverse group of suppliers. We have approximately 300 suppliers in this line.

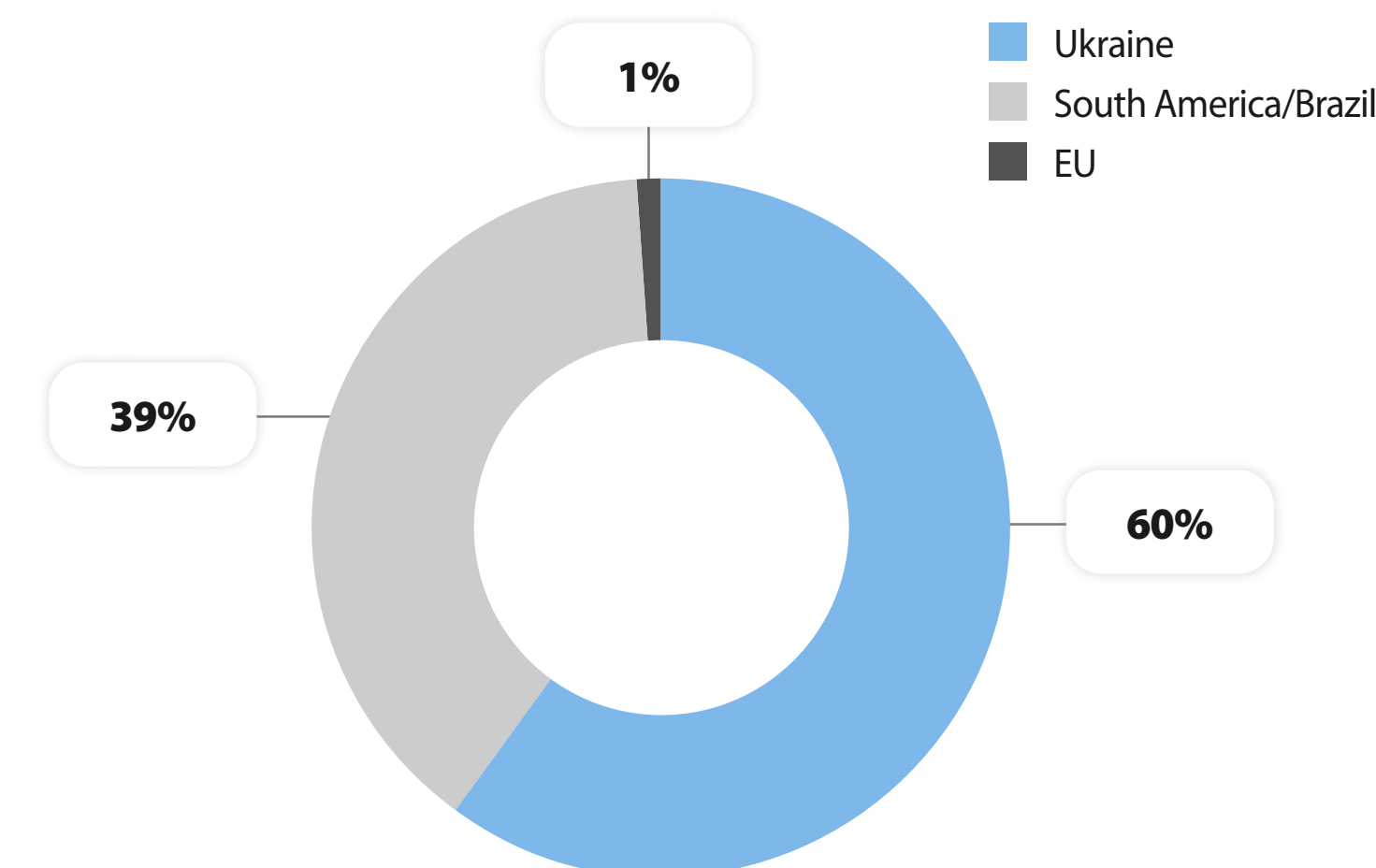
Our **grain business** has the largest number of suppliers due to the variety of grain types. We have approximately 504 partners here. Within ISCC-certified sales, corn (68%) has the highest percentage. Within total sales, 15% of grain products have this certification.

Trends in the distribution of sales with ISCC certification over the last two financial years



Our **protein business** works with a relatively small number of suppliers as the product itself (soy) has a limited area of origin globally (typically Brazil and the Ukraine), which also limits the range of available partners. We have approximately **219 partners**.

Soybean procurement regions/countries in the 2024/2025 financial year



Compared to the previous financial year, the proportion of soybean purchased from the neighbouring Ukraine increased significantly (+10%) in 2024/2025, making it our most important source of supply. The reason for this is more favourable purchasing opportunities.

DEFORESTATION-FREE – SOY AND PALM OIL CONSIDERATIONS

Our protein business unit pays close attention to the provisions of the European Union regulation on deforestation-free products (Regulation (EU) 2023/1115 on deforestation-free products³⁴), which entered into force on June 29, 2023, and was originally scheduled to apply on December 30, 2024, but was postponed by one year³⁵. Due to our involvement in soy procurement we have already begun reviewing and preparing our internal processes to ensure smooth compliance with the legal requirements. Our goal is to make our supply chain fully transparent, traceable, and verifiably deforestation-free in the future, and we are working closely with our partners to achieve this.

³³ <https://eur-lex.europa.eu/legal-content/HU/TXT/PDF/?uri=CELEX:32023R1115>

³⁴ https://trade.ec.europa.eu/access-to-markets/en/news/application-eudr-regulation-deforestation-free-products-delayed-until-december-2025?utm_source=chatgpt.com

Palm oil

Our own products manufactured for cattle are almost 100% palm oil free.



Certificate confirming palm oil-free status

- UBM Feed Zrt. has the world’s first palm oil-free certified animal feed product.
- UBM Feed Zrt. is the first Hungarian company to obtain palm oil free certification.

Based on our concept developed over many years of experience, we provide ru-men-protected, full-fat soy (SoyPreme®) as a fat source in the feed of dairy cows. As a result, we have now almost completely replaced palm oil-based protected fat supple-ments in our products. Currently, the use of palm oil-based fat supplements in our products for cattle has been reduced to virtually zero. This strategy is also confirmed by the certification mark approved by POFCAP (PALM OIL FREE CERTIFICATION ACC-REDITATION PROGRAMME).

In the future we intend to develop a digitized and unified **partner certification system** to support the screening of our suppliers, which will also include mapping the ESG maturity of suppliers, expanded with sustainability criteria.

It is a priority for us to establish cooperation with producers and suppliers who are com-mitted to reducing the carbon footprint of their production processes and who place great emphasis on sustainability. In the coming years, we will focus on actively suppor-ting those who practice regenerative agriculture and building closer partnerships with them. Our clear goal is to develop long-term, prosperous business partnerships.

Below, we outline the benefits that regenerative farming can bring to the entire ag-ricultural supply chain while also supporting the protection of our environment. Our goal is to work with farmers to develop a unified approach and move together towar-ds healthier, more soil-friendly and more sustainable arable crop production, thereby not only ensuring long-term sustainability but also strengthening the stability of the supply chain and reducing risks.

Regenerative agriculture – the sustainable path for the future of agriculture

Regenerative agriculture is an agricultural approach that preserves as well as restores natural resources. Its goals include improving soil health, increasing biodiversity, and carbon sequestration.

Five basic principles:

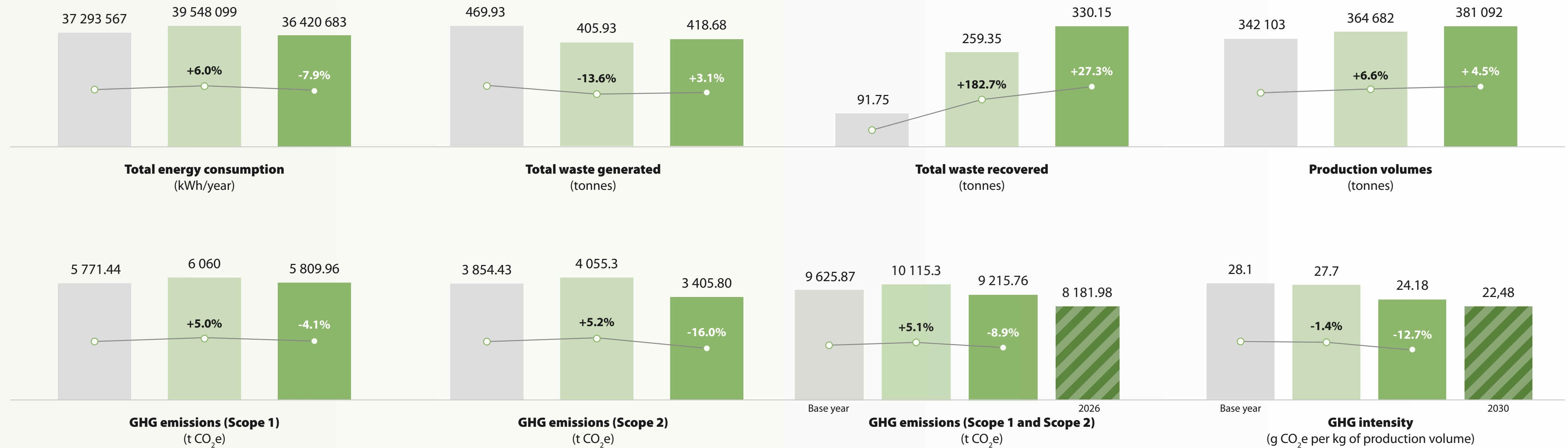
- 1 Minimizing soil disturbance („No Till”)
- 2 Reducing the use of chemicals
- 3 Increasing biodiversity
- 4 Year-round plant cover for the soil
- 5 Adaptation to the local environment

Regenerative farming is based on a combination of several methods. These include crop rotation and polyculture, the use of organic fertilizers and com-post, cover crops, direct seeding, and the integration of animal husbandry into crop production. These practices have numerous benefits: they improve soil health and water retention, reduce chemical use, result in more nutrient-rich crops, and ensure more stable and sustainable yields in the long term. They also contribute to climate protection through carbon sequestration. Howe-ver, the introduction of regenerative farming also presents challenges. The transition typically takes several years, and crop yields may initially decline. Training farmers and changing mindsets is essential for the long-term suc-cess of these methods.

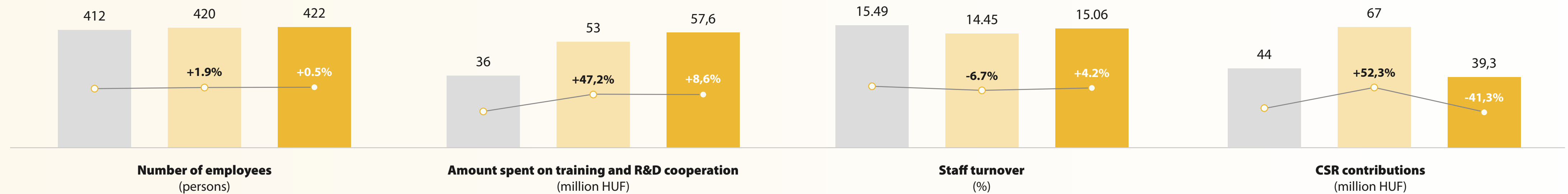
KEY ESG PERFORMANCE INDICATORS FOR THE LAST THREE BUSINESS YEARS

2022/2023
2023/2024
2024/2025
Target value

ENVIRONMENTAL INDICATORS



OUR SOCIAL CRITERIA



Glossary

Term	English or other foreign language meaning
ADR	Accord européen relatif au transport international des marchandises dangereuses par route
BAT	Best Available Techniques
BCSDH	Business Council for Sustainable Development in Hungary
BRC	British Retail Consortium
BÉT	Budapest Stock Exchange
CO	Carbon Monoxide
CFO	Chief Financial Officer
CLP	Classification, Labelling and Packaging
CSDDD	Corporate Sustainability Due Diligence Directive
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
EKHE	Integrated Pollution Prevention and Controll
EKR	Energy Efficiency Liability System
ESG	Environmental, Social, and Governance
EU	European Union
EUDR	Regulation on Deforestation-free Products
GDPR	General Data Protection Regulation
GJ	Gigajoule
GMP + FRA	Good Manufacturing Practices + Feed Responsibility Assurance
GMP+ FSA	Good Manufacturing Practices + Feed Safety Assurance
GRI	Global Reporting Initiative
HACCP	Hazard Analysis Critical Control Point
HAP	Hazardous Air Pollutants
HR	Human resources

Term	English or other foreign language meaning
IFS	IFS ERP System
ISCC	International Sustainability and Carbon Certification
ISO	International Organization for Standardization
KIR	Environmental management system
KPI	Key Performance Indicator
KWh	Kilowatt-hour
LCA	Life Cycle Assessment
MATE	Hungarian University of Agriculture and Life Sciences
MOHU	MOHU MOL Hulladékgazdálkodási Zrt
MJ	Megajoule
MW	Megawatt
NÉBIH	National Food Chain Safety Office
NKFI	National Research, Development and Innovation Office
NOX	Nitrogen Oxides
PB-gáz	Liquefied petroleum gases
PM	Particulate Matter
POFCAP	Palm Oil Free Certification Accreditation Programme
POP	Persistent Organic Pollutants
QEHS	Quality, Environmental, Health, and Safety
SOX	Sulphur Oxides
TAO	Corporate Tax
ÜHG	Green House Gases
VOC	Volatile Organanc Compounds

GRI-index

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
General disclosures				
GRI 2: General disclosures 2021	2-1 Organizational details	About our report	(page 4)	
	2-2 Entities included in the organization's sustainability reporting	About our report	(pages 4-6)	
	2-3 Reporting period, frequency, and contact point	About our report	(page 7)	
	2-4 Restatements of information			We have not restated the data and information published in our ESG Report for the 2023/2024 financial year.
	2-5 External assurance	About our report	(page 7)	Our report has not been externally certified.
	2-6 Activities, value chain and other business relationships	About our report	(pages 4-5)	
		Facts and figures in 2024/2025	(page 8)	
		About	(pages 9-13)	
	2-7 Employees	Employment, diversity, loyalty	(pages 45-48)	
	2-8 Workers who are not employees	Employment, diversity, loyalty	(pages 45-48)	
	2-9 Governance structure and composition	Management of the UBM Group	(pages 64-67)	
	2-10 Nomination and selection of the highest governance body	Governance of the UBM Group	(pages 64-67)	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance of the UBM Group - Management of sustainability topics	(page 67)	
	2-13 Delegation of responsibility for managing impacts	Governance of the UBM Group	(page 67)	
	2-14 Role of the highest governance body in sustainability reporting	About our report	(page 4)	
		Governance of the UBM Group – Management of sustainability topics	(page 67)	
		About our report	(pages 4-7)	
	2-15 Conflicts of interest	Ethical Conduct – Managing Conflicts of Interest	(pages 70-72)	
		Ethical conduct	(pages 70-73)	
		– Code of Conduct and Ethics, Complaint Handling and Reporting of Misconduct, Complaints, Corruption Cases and Fines	(pages 71-73)	
	2-16 Communication of critical concerns			

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
GRI 2: General disclosures 2021	2-17 Collective knowledge of the highest governance body	Our approach to sustainability	(pages 22-27)	Our group considers the annual remuneration ratio of the highest paid individuals compared to the median annual total remuneration of all employees to be a trade secret, as well as the rate of increase in their remuneration, and therefore we do not wish to disclose this information.
		Sustainability strategy and targets for 2030	(page 67)	
		Governance of the UBM Group	(page 66)	
	2-18 Evaluation of the performance of the highest governance body	Governance of the UBM Group – Remuneration Policy	(page 66)	
	2-19 Remuneration policies	Governance of the UBM Group – Remuneration Policy	(page 66)	
	2-20 Process to determine remuneration	Governance of the UBM Group - Remuneration Policy	(page 66)	
	2-21 Annual total compensation ratio	UBM Group Governance - Remuneration Policy	(page 66)	
	2-22 Statement on sustainable development strategy	Foreword	(page 3)	
		Our approach to sustainability	(page 22)	
		Sustainability strategy and goals for 2030	(pages 25-27)	
	2-23 Policy commitments	Ethical operations – Policy (=regulatory) system	(pages 70-73)	
	2-24 Embedding policy commitments	Ethical operations – Policy (regulatory) system	(pages 70-73)	
	2-25 Processes to remediate negative impacts	Ethical operations - Handling reports of abuse	(pages 72-73)	
	2-26 Mechanisms for seeking advice and raising significant concerns	Ethical conduct - Handling reports of misconduct, Complaints, corruption cases and fines	(pages 72-73)	
	2-27 Compliance with laws and regulations	Ethical operations – Policy (=regulatory) system	(pages 70-71)	
	2-28 Membership associations	Memberships and roles	(pages 15-16)	
	2-29 Approach to stakeholder engagement	Stakeholders	(pages 20-21)	
	2-30 Collective bargaining agreements	Ethical operations – Code of Conduct and Ethics	(page 71)	

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
Material topics				
GRI 3: Material topics 2021	3-1 Process to determine material topics	Material topics	(page 28)	
	3-2 List of material topics	Material topics	(page 28)	
	3-3 Management of material topics	Material topics	(page 28)	
		Megatrends	(page 25)	
		Commitment to the environment	(page 29)	
		Commitment to society	(page 45)	
		Responsible corporate governance	(page 64)	
GRI 13: Agriculture, Aquaculture and Fishing Sector Standards 2022	13.1 Emissions	Emissions	(pages 34-36)	
	13.2 Climate adaptation and resilience	Megatrends	(page 25)	
		Economic performance - Financial consequences of climate change and other risks and opportunities associated with climate change	(page 64)	
	13.3 Biodiversity			This factor is not relevant to our group's activities, as our sites of operation are not located in protected areas and our activities do not endanger any species listed on the IUCN Red List or national nature conservation lists.
	13.4 Natural ecosystem conversion	Procurement practices, supplier evaluation	(pages 76-79)	
	13.5 Soil health			This factor is not relevant to our group's activities, as we are not involved in crop production, but only in commercial activities in this area.
	13.6 Pesticides use			This factor is not relevant to our group's activities, as we are not involved in crop production, only in commercial activities in this field.
	13.7 Water and effluents	Water use	(page 44)	
	13.8 Waste	Waste use	(pages 40-43)	
	13.9 Food security			This factor is not relevant to our group's activities, as we are exclusively involved in feed production and feed ingredient trading, and are are therefore only indirect players in the food industry value chain.
	13.10 Food safety	Focus areas of business strategy	(pages 60-63)	
	13.11 Animal health and welfare	Research and Development (R&D)	(pages 37-39)	

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
GRI 13: Agriculture, Aquaculture and Fishing Sector Standards 2022	13.12 Local communities	Social responsibility, support for local communities	(pages 56-58)	
	13.13 Land and resource rights	Product quality and quality assurance	(pages 60-63)	
		Procurement practices, supplier evaluation - Deforestation-free – soy and palm oil considerations	(pages 76-79)	
	13.14 Rights of indigenous peoples			This factor is not relevant to our group's activities, as there are no endangered indigenous peoples at our operating sites. In addition, we also expect our suppliers to comply with our ethical operating guidelines.
	13.15 Non-discrimination and equal opportunity	Ethical conduct	(pages 70-71)	
	13.16 Forced labour	Ethical conduct	(pages 70-71)	
	13.17 Child labour	Ethical operations	(pages 70-71)	
	13.18 Freedom of association	Ethical operations	(pages 70-71)	
	13.19 Occupational health and safety	Occupational health and safety	(page 59)	
	13.20 Employment practices	Employment, diversity, loyalty	(pages 45-49)	
	13.21 Living income and living wage	Employee well-being	(pages 53-55)	We offer a competitive benefits package to all our employees.
	13.22 Economic inclusion	Financial performance	(page 74)	
	13.23 Supply chain traceability	Procurement practices, supplier evaluation	(pages 76-79)	
	13.24 Public policy			Not relevant to the activities of our group .
	13.25 Anti-competitive behaviour	Ethical operations	(pages 70-71)	
	13.26 Anti-corruption	Ethical operations	(pages 70-71)	
Economic performance				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic performance	(page 74)	
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability strategy and targets for 2030 – Megatrends	(page 25)	
		Economic performance	(page 74)	
	201-3 Defined benefit plan obligations and other retirement plans			Our company has no such obligations.
	201-4 Financial assistance received from government	Economic performance	(page 74)	
Market presence				

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Market presence	(page 66)	The UBM Group offers a competitive benefits package to its employees. The wages paid by the company exceeded the applicable minimum wage for all employees.
	202-2 Proportion of senior management hired from the local community	202-2 Proportion of senior management hired from the local community		Almost without exception, our managers working at our manufacturing bases and administrative centres are members of the local communities.
	Indirect economic impacts			
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Indirect economic impacts	(page 75)	
	203-2 Significant indirect economic impacts	Indirect economic impacts	(page 75)	
Procurement practices				
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	Procurement practices, supplier evaluation	(pages 76-79)	When it comes to suppliers, if we have the option to choose from local partners under the same conditions, we give them preference.
Anti-corruption				
GRI 205: Anti-corruption measures 2016	205-1 Operations assessed for risks related to corruption	Ethical operations	(pages 70-73)	
	205-2 Communication and training about anti-corruption policies and procedures	Ethical conduct	(pages 70-73)	
	205-3 Confirmed incidents of corruption and actions taken	Ethical conduct	(pages 70-73)	
Anti-competitive behaviour				
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	Ethical operations	(pages 70-73)	
Energy				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy	(pages 29-33)	
	302-2 Energy consumption outside of the organization	Energy	(pages 29-33)	
	302-3 Energy intensity	Energy	(pages 29-33)	
	302-4 Reduction of energy consumption	Energy	(pages 29-33)	
	302-5 Reductions in energy requirements of products and services	Energy	(pages 29-33)	
Water and effluents				

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Water use	(page 44)	
	303-2 Management of water-discharge- related impacts	Water use	(page 44)	
	303-3 Water withdrawal	Water use	(page 44)	
	303-4 Water discharge	Water use	(page 44)	
	303-5 Water consumption	Water use	(page 44)	
Emissions				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions	(pages 34-36)	Only partial Scope 3 emissions calculation in accordance with GRI 305-3 was prepared for our report. The results of Scope 3 measurements and calculations will be published in 2025.
	305-2 Indirect (Scope 2) GHG emissions	Emissions	(pages 34-36)	
	305-3 Other indirect (Scope 3) GHG emissions	Emissions	(pages 34-36)	GRI 305-6 No ozone-depleting substances are generated during our activities.
	305-4 GHG emissions intensity	Emissions	(pages 34-36)	
	305-5 Reduction of GHG emissions	Emissions	(pages 34-36)	
	305-6 Emissions of ozone-depleting substances (ODS)	Emissions	(pages 34-36)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Emissions	(pages 34-36)	
Waste				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management	(pages 40-43)	
	306-2 Management of significant waste-related impacts	Waste management	(pages 40-43)	
	306-3 Waste generated	Waste management	(pages 40-43)	
	306-4 Waste diverted from disposal	Waste management	(pages 40-43)	
	306-5 Waste directed to disposal	Waste management	(pages 40-43)	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Procurement practices, supplier assessment	(pages 76-79)	
	308-2 Negative environmental impacts in the supply chain and actions taken	Procurement practices, supplier assessment	(pages 76-79)	
Employment				

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment, diversity, loyalty	(page 48)	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment, diversity, loyalty	(pages 45-49)	
	401-3 Parental leave	Employment, diversity, loyalty	(pages 45-49)	
Occupational health and safety				
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Occupational health and safety	(page 59)	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety	(page 59)	
	403-3 Occupational health services	Occupational health and safety	(page 59)	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	(page 59)	
	403-5 Worker training on occupational health and safety	Occupational health and safety	(page 59)	
	403-6 Promotion of worker health	Occupational health and safety	(page 59)	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety	(page 59)	
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety	(page 59)	
	403-9 Work-related injuries	Occupational health and safety	(page 59)	
	403-10 Work-related ill health	Occupational health and safety	(page 59)	
	403-10 Munkavégzésből adódó megbetegedés	Occupational health and safety	(page 59)	
Training and education				
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Employee training and education	(pages 50-52)	404-1 Our commitment is to comprehensively monitor and record relevant data and indicators on training hours.
	404-2 Programs for employee skills development and transition assistance programs	Employee training and education	(pages 50-52)	
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee training and education	(pages 50-52)	404-3 Our commitment is to comprehensively monitor and record data and indicators relating to training hours.
Diversity and equal opportunity				

GRI Standard	Disclosure	Location	Page number	Direct response / In case of omission: Reason for omission
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Employment, diversity, loyalty	(pages 46-49)	The UBM Group offers its employees a competitive benefits package that does not differentiate between genders in terms of pay.
		UBM Group management	(pages 64-69)	
	405-2 Ratio of basic salary and remuneration of women to men			
Non-discrimination				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethical operations	(pages 70-73)	
Local communities				
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social responsibility, support for local communities	(pages 56-58)	No potential negative impacts were identified in accordance with GRI 413-2.
	413-2 Operations with significant actual and potential negative impacts on local communities	Social responsibility, support for local communities	(pages 56-58)	
Supplier social assessment				
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Procurement practices, supplier assessment	(pages 76-79)	
Customer privacy				
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethical operations	(page 73)	

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