

COOPTECH KFT. CORPORATE SOCIAL RESPONSIBILITY POLICY

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1 CORPORATE SOCIAL RESPONSIBILITY POLICY

The social responsibility of Cooptech Kft. is based on creating value together. As a result of our position, size and capabilities, we feel that it is our duty to work in a responsible, ethical and sustainable manner.

For Cooptech Ltd. and its employees social responsibility is about what we do for the society both as a company and as individuals.

For Cooptech Ltd. and its employees social responsibility is a value which pervades everything we do.

Our company obviously aims to achieve outstanding business performance. However, this aim has to be in accord with the interests of our employees, clients and suppliers and the needs of our environment and society. We may consider our success to be real success and our success can be sustainable in the long term only in this case. We are strongly convinced that we can only become an acknowledged player in the market if our way of thinking and our deeds show that we care about the long-term interests of our society.

In every aspect of what we do we strive to improve living standards in order to have a healthy, safe and sustainable environment. We take into consideration the needs of the current generation and in addition to that we prepare for the needs of future generations as well.

Social responsibility is an essential part of our organizational culture and we integrate it in every work process and business activity of our company.

Our products and services ensure the basis of economic development and the satisfaction of our clients.

The social responsibility of Cooptech Kft. is about ethical and responsible business operations, the reduction of environmentally harmful effects to the lowest possible level and the fair treatment of employees and suppliers.

1.1 THE SOCIAL RESPONSIBILITY OF COOPTECH KFT. COVERS THE FOLLOWING AREAS

One of the most important parts of our social responsibility is responsible corporate management, which is based on having guidelines and a clear management system, constantly communicating with stakeholders and using sustainable risk management.

Responsible corporate management is maintained in four different areas: in the market, in the workplace, in the environment and in the society.

1.1.1 CORPORATE SOCIAL RESPONSIBILITY

For Cooptech Kft. social responsibility resides in having responsible and prudent management in order to have long-lasting success. We strongly support progress putting special emphasis on education and the support of those who need it. Our goal is to form long-lasting connections with the communities around us, our employees as well as the organizations we have a relationship with.

At Cooptech Kft. we are aware of the importance of preserving natural resources that are vital for life in order that living conditions provided by nature on Earth will be preserved in the long term for future generations and in order that humanity can make its dream of living happily and healthily come true. Cooptech Kft. is committed to contributing to the achievement of all such goals by acting in an environmentally friendly manner.

1.1.2 ETHICS AND BUSINESS OPERATIONS

The principles of operation at Cooptech Kft. guarantee that the work done for clients and the services provided meet the highest professional and ethical norms and that the company operates according to relevant laws, regulations and business ethics. Cooptech Kft. has high expectations regarding the work done by its employees. Employees have to undertake to meet the requirements of our Business Conduct Code.

1.1.3 COOPTECH LTD. GUIDELINES REGARDING EMPLOYEES

Our employees play a central role at our company, and as a result, we strive to create a working environment in which every employee gets the respect and fair treatment they deserve. We treat our employees in the best possible way in every field of human resources management, which includes:

- strict adherence to equality
- support for new employees regarding integration
- flexible employment for those who look after children or elderly people
- educational support for those who participate in professional trainings

1.1.4 ENVIRONMENTALISM

Environmental measures taken by Cooptech Kft. are aimed at preserving our immediate and wider environment and the flora and fauna and at using our natural resources in a rational and economical way, which we wish to achieve by improving environmental awareness and by reducing industrial and office waste and energy consumption.

1.1.5 PARTICIPATION IN COMMUNITY ACTIVITIES

We encourage our employees to actively take part in community activities. We are of the opinion that by encouraging our personnel to practice philanthropy in the fields that we think to be important – instead of making centralized decisions - we can maximize our philanthropic efforts through our varied personnel and ensure the satisfaction of our employees.

We actively participate in different philanthropic activities and endeavor to improve the life of children living in poverty. We believe that every child and youth have a potential of his or her own and every one of them needs to get the necessary support in order that they can achieve this potential. Cooptech Kft. hopes that with the work done for the community, by supporting education and hunger relief programs and by creating better living conditions, it can help children

Dunaharaszti, 27 June 2024



Balázs Vigh
Managing Director