

SUSTAINABILITY REPORT

2022



AutoWallis
GROUP

3

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GRI INDEX

Letter from the CEO [2-22]

The primary goal of AutoWallis Group is to become the leading car distributor and mobility provider in the Central and Eastern European region. We are operating in 15 countries in the region; Albania, Austria, Bosnia and Herzegovina, Bulgaria, Czech Republic, Croatia, Kosovo, Poland, Northern Macedonia, Hungary, Montenegro, Romania, Serbia, Slovakia, and Slovenia in the wholesale and retail distribution and mobility services sectors. As a responsible company, we design our business strategy considering and incorporating ESG values, whether it is expanding our service and brand portfolio, choosing our operating locations or selecting our assets. We know that our long-term economic goals can only be achieved by considering the ESG values.

I am proud to announce that, based on the results of our baseline studies in 2021, we have further developed the measurement and evaluation of our sustainability performance in 2022, and have launched – and are planning to launch projects in several areas of sustainability, for instance the improvement of our data collection processes for the report, or reporting under the EU Taxonomy.

Despite the economic and social challenges of 2022, our Group once again exceeded its targets and continued to grow. This is exemplified by the fact that in 2022, for the second time, the professional jury of the Budapest Stock Exchange awarded our Company the “Capital Increase of the Year” award after the public share issue of AutoWallis, which was also announced to the public in November 2021, was a success beyond all expectations, with a significant oversubscription compared to the original plan, ultimately totalling 10 billion. We have carried out a summary of AutoWallis’ energy consumption and energy audits of several sites. In addition, we conducted a comprehensive review of our waste management processes to provide an informed basis for key actions to improve our energy and waste management efficiency.

Our ESG efforts are increasingly important not only for our employees but also for our external partners. Our company can only remain profitable in the long term if our planet allows it. That is why we are also focusing our activities on boosting digitalisation and online sales, expanding our service and brand portfolio, developing more

sustainable waste management practices, and increasing our energy efficiency, including the growth of renewable energy use in our daily lives.

With changing industrial trends and business transformations due to globalisation, future disruptions in manufacturing and logistics will require a high level of attention to the network of suppliers and further partnerships to ensure AutoWallis’ continued profitability. In this context, our company’s long-term plans include opening to Western European markets.

“We are aware that our long-term economic goals can only be achieved with sustainability in mind. Our plans include a higher degree of digitalization and the introduction of the ESG function into our strategic cycle.”

In 2023, we aim to comprehensively assess and report our main sustainability impacts, and Scope 3 CO₂ emissions.



Sincerely,
Gábor Ormosy
CEO

Key Results



SUCCESSFUL ACQUISITIONS

- Renault – Portfolio extension with top brands (Renault, Dacia, Alpine)
- Nelson Flottalízing – Service extension with operating lease and fleet management¹
- Net Mobilitás Zrt.: JóAutók.hu and Autó-Licit.hu – Extension to online sales solutions, strengthening digitalization²



APPOINTMENT OF OUR ESG DIRECTOR



LAUNCHING OF A NEW ESOP³ REMUNERATION POLICY



REVENUE OF HUF 270 BILLION



31 303 MOTOR VEHICLES SOLD



BUDAPEST STOCK EXCHANGE (BSE) – ‘CAPITAL INCREASE OF THE YEAR’ AWARD

¹ The Company started the acquisition of Nelson Flottalízing as early as 2022 and the transaction was completed at the beginning of 2023.

² The Company started the acquisition of Net Mobilitás Zrt. as early as 2022 and the transaction was completed at the beginning of 2023.

³ ESOP: Employee Stock Ownership Plan

Brief introduction of AutoWallis

[2-1, 2-2, 2-3, 2-6, 2-7]

Official name

AutoWallis Nyrt.

Nature and form of ownership

Public limited company**Operating in 15
countries**

Entities covered by the Sustainability Report: AutoWallis Nyrt. and its subsidiaries:

AutoWallis Nyrt.	Wallis Motor Pest Kft.	Wallis Motor Duna Kft.	DALP Kft.	Iniciál Autóház Kft.
ICL Autó Kft.	Wallis Kerepesi úti Autó Kft.	K85 Ingatlanhasznosító Kft.	AW DISTRIBUTION KFT. Kft. ⁴	AW DISTRIBUTION KFT. CEE Kft.
AW DISTRIBUTION KFT. HUN Kft.	AW Csoport Szolgáltató Kft.	VCT78 Ingatlanhasznosító Kft.	AW Property Kft.	Wallis British Motors Kft.
Wallis Autókölcsonzó Kft.	Wallis Motor Ljubljana D.o.o	AVTO AKTIV SLO	AAI Properties D.o.o	Wallis Adria D.o.o
AW DISTRIBUTION KFT. S d.o.o	AW DISTRIBUTION KFT. C d.o.o.	C182 LJUBLJANA D.o.o		

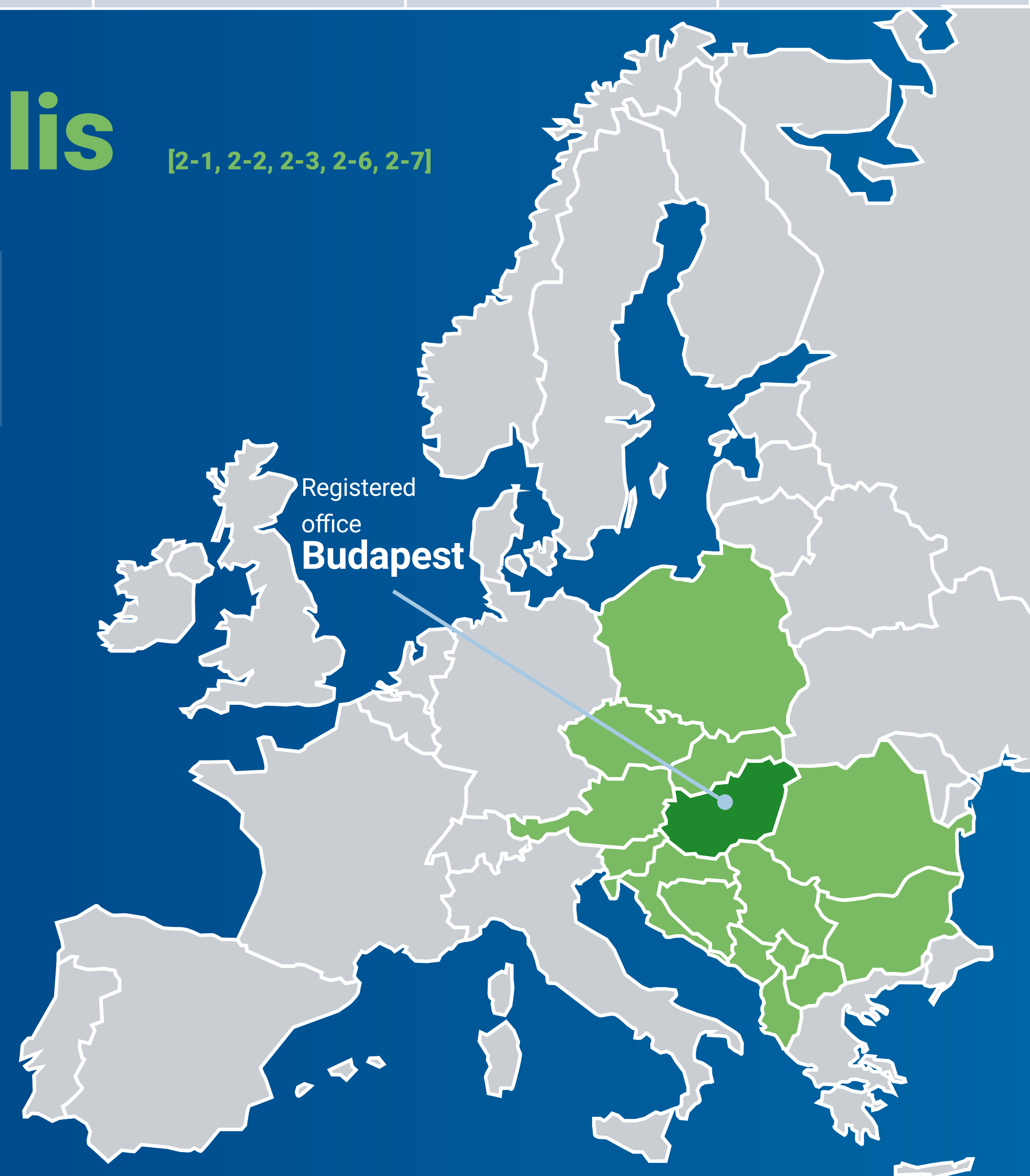
Reporting period

**Financial Statements
for the calendar year
2022**

Frequency of financial reporting

Quarterly

Number of employees

876⁵

⁴ In 2022 AW DISTRIBUTION KFT was registered as WAE Autóforgalmazási és Szolgáltatói Kft., and the name was changed in 2023.

⁵ Average statistical headcount in 2022, at group level, including our foreign subsidiaries.



REPORT OVERVIEW

[2-3]

Background and relevance of the Report [2-3]

- [2-3] Should you have any questions or related to the report please contact: info@autowallis.hu or through the website <https://autowallis.com/en>.
- [2-6] In addition to economic performance, it is of paramount importance to AutoWallis that we conduct our business in an environmentally and socially sustainable way.

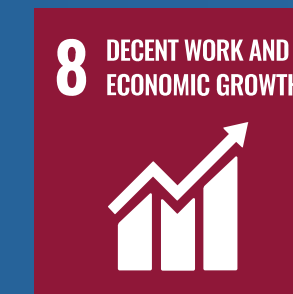
We are publishing our annual ESG report for the second time with the aim of presenting our company's performance, milestones, and goals from an environmental, social and governance point of view. The report aims to make the company's operations more transparent to stakeholders, and to identify non-financial risks and opportunities relevant to AutoWallis. Furthermore, it identifies areas for improvement and current good practices related to sustainability.

The European Union and ESG

One of the primary goals of our sustainability report is to prepare for the evolving legislations in the coming period. As part of this, we have started to prepare for the CSRD (Corporate Sustainability Reporting Directive) reporting obligations, as well as for reporting under the EU Taxonomy, and obtaining ESG rating.

UN Sustainable Development Goals

AutoWallis is committed to the implementation of the UN Sustainable Development Goals (SDGs). Therefore, our ESG goals and focus areas are organised around the 2030 Agenda. The following SDGs are the most important for the sustainable operation of our company, based on the materiality assessment carried out as part of the preparation of the ESG report for AutoWallis' activities:



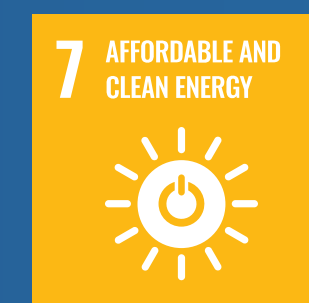
SDG 8 Decent work and economic growth



SDG 4 Quality education



SDG 3 Good health and well-being



SDG 7 Affordable and clean energy



SDG 12 Responsible consumption and production



SDG 9 Industry, innovation, and infrastructure

Topics covered in the Report

This second sustainability report is structured according to the frameworks used as last year, the Global Reporting Initiative (GRI) and the Sustainable Accounting Standards Board (SASB) standards. We aim to improve our reporting practices year by year in line with the requirements of our stakeholders. As a result of the materiality assessment carried out in accordance with the GRI standards, the report first presents environmental objectives and results along defined areas and material topics. Afterwards, we present the Group's targets and performance in the areas of corporate social responsibility and corporate governance.

To improve comprehensiveness and commitment, the Company's employees, management, including the Board of Directors, were actively involved in the preparation of this report.

Our stakeholders [2-28]



INVESTORS

Institutional
Professional
Individual



OVERSIGHT AUTHORITIES

MNB as issuer supervision
BSE as oversight of operation
as per stock exchange rules
and regulations



CLIENTS

Former and current clients of
subsidiaries
Businesses and individuals
purchasing car/mobility
services



PARTNERS

Vehicle manufacturers
Vehicle importers
Franchise partners
Suppliers



PROFESSIONAL ORGANISATIONS

Professional organisations and associations of which
AutoWallis is a member [2-28]

- National Association of Vehicle Dealers
- National Association of Renault Dealers
- Association of Hungarian Opel Dealers
- Association of Customs, Excise and Taxation Service Providers
 - Hungarian Vehicle Importers Association
- Automotive Manufacturers and Importers Association
 - Hungarian Car Rental Association
 - National Association of Managers
 - European BMW Dealers' Association
 - National Association of BMW Dealers



EMPLOYEES

All current and potential
employees of the Group



MEDIA

Financial, business and
automotive media



ANALYSTS



FUNDERS

Financial institutions
Bond holders

Communication with stakeholders and groups [2-29]

We consider our employees to be key stakeholders and therefore we have dedicated a sub-section on page 10. on their involvement and our communication with them with regards to our sustainability strategy.

Transparent and reliable communication to the extended stakeholder group identified during the preparation of this report is also important to us:



We communicate with industry stakeholders through our membership in the professional organisations listed above.



We consider our website and press releases to be an important means of communication with the media and our wider environment and society.



Being in contact with our customers, business partners and suppliers is handled by our dedicated colleagues in each of our subsidiaries.



Relations with supervisory bodies, investors, institutional investors, stock exchange participants and other funding bodies are managed by a dedicated staff member at Group level.



Regular communication with stakeholders on our shares and financing issues is essential for continuous development - the following groups have been identified in relation to this issue:

Communication with stakeholders and groups

Stakeholder group	Methods used to involve stakeholders	Source	Key themes and issues raised in the dialogues during the reporting period
Dominant shareholder Wallis Asset Management Zrt.	Through delegated Board and Supervisory Board members indirectly, through General Meeting resolutions directly. Importantly, the remuneration policy and reporting are also currently determined by the decision of the ultimate shareholder (59.2% shareholding). IR activity	Board and GM minutes, resolutions, reports	Remuneration policy and report, amendment of Articles of Association, election of board members, adoption of annual accounts, decision on dividend payment
Institutional investor above 5% (Széchenyi Funds Venture Capital Fund)	Via delegated AC/SB member, through votes cast at General Meeting. IR activity	AC/SB minutes, resolutions, reports	On matters falling within the scope of the AC/SB at least 4 times a year, decisions taken under the powers of the General Meeting at least once, but usually 2-3 General Meetings
Funders (Green bond holders)	Annual allocation and impact report	"Disclosures" section	Green bond resource allocation data and ESG performance of financed activities.

Stakeholder group	Methods used to involve stakeholders	Source	Key themes and issues raised in the dialogues during the reporting period
Foreign and domestic institutional investors in free-float (around 40 entities: banks, funds, health and pension funds)	Interim reports (Q1, Q2, Q3) annual report, investor presentations, sales reports and IR activity	BSE, AW website, "Disclosures" section, media and social media	Economic performance, key KPIs. announcement of acquisitions
Over 4000 retail investors	Mid-year reports (Q1, Q2, Q4) annual report, investor presentations, sales reports, IR activity, replies to emails sent as "info"	BSE, AW website, "Disclosures" section	Economic performance, key KPIs. announcement of acquisitions
Budapest Stock Exchange	Reports, fact sheets, disclosures, via the KIBINFO system, IR activity	BSE, AW website	Various data reporting
MNB as issuer supervisor	Reports, fact sheets, disclosures, data reporting through the MNB ERA, IR activity	BSE, AW website, "Disclosures" section	Various data reporting, target studies
All capital market players who are not yet shareholders but are considering the possibility of becoming one	IR, PR	BSE, AW website, "Disclosures" section	Economic performance, key KPIs. announcement of acquisitions

Materiality analysis [3-1] and material topics [3-2] ^{[3-1], [3-2]}

This year, for the second time, we have conducted a materiality analysis, and the results were used to determine the material topics for the ESG report of AutoWallis Group. In 2022, new material topics were added to the list of material topics identified in 2021, via the stakeholder questionnaire. Among others, Education and Training, Customer Privacy and Direct Economic Performance have been newly identified. These changes were discussed at management level, and we agreed to update the list of material topics. The exact steps of the materiality assessment were as follows:

1. Context definition

We conducted an internal workshop to understand the Group's approach to sustainability and its relationship with stakeholders, and an industry benchmark analysis to assess the ESG performance and objectives of our key competitors.

2. Identifying potential and actual impacts

We explored the possibility of industry indicators as required by the GRI and ESRS, but these were not available for industries relevant to AutoWallis at the time of the preparation of the 2022 sustainability report, so we identified a long list of potential topics, with expert assistance, based on additional standards and industry best practice.

3. Evaluation of the significance of impacts

Based on the possible material topics, we used a questionnaire to assess the opinions of our stakeholders on the importance of each issue, covering the topics of both GRI and the UN Sustainable Development Goals.

4. Prioritisation of issues

The opinion of stakeholders and the results of the materiality assessment were discussed and evaluated in an internal management workshop in the light of the goals and opportunities of AutoWallis, as well as external expectations and current events.

5. Identification of material topics

Based on the aggregated data and information, the topics of interest to AutoWallis have been identified.

Material topics [3-2]



Anti-corruption provisions



Training and education



Fair and ethical business conduct, avoiding anti-competitive behaviour



Energy



Direct economic performance



Client data protection and privacy



Occupational health & safety

These topics are defined according to the GRI standards and presented in detail in the following chapters.



AUTOWALLIS GROUP

Mission [2-6]

Listed in the Premium category of the Budapest Stock Exchange and in the BUX and BUMIX indices, the company's strategic goal remains to become the leading car and mobility provider in the Central and Eastern European region by the end of the decade. To achieve this goal, AutoWallis operates as a classic, conservative asset manager with car industry competence and a business policy in line with ESG values and sensitive to social and environmental challenges, by continuously expanding its investment portfolio focused on automotive investments through acquisitions.

From a business perspective, this year's highlights include the acquisition of the Austrian import rights for SsangYong vehicles, the closing of the acquisition of Renault Hungary (RNH) and the start of the acquisition of Nelson Flottakezelő and Net Mobilitás Zrt. These business developments will help to further strengthen our market position. In addition, as a growing and expanding company, our priority is to maximise synergies within the Group by creating a single brand, covering the entire value chain.

Business introduction [2-6]

The AutoWallis Group is present in 15 countries of the Central and Eastern European region (Albania, Austria, Bosnia and Herzegovina, Bulgaria, Czech Republic, Croatia, Kosovo, Poland, Northern Macedonia, Hungary, Montenegro, Romania, Serbia, Slovakia, Slovenia) with wholesale and retail trade of cars and spare parts, servicing, short- and long-term car rental.

The brands we represent include both the most popular vehicles, and the leading models in the premium segment. Our organisations include Wallis Autókölcsozítő Kft. (Sixt) as well as Nelson Autóflottakezelő Kft who provide short term car rental and premium limousine services to our customers.



Fundamental economic performance [201-1]

201 (3-3) The business performance of our company is affected by several direct and indirect, external and internal factors. The success of the Group's activities largely depends on the production of the manufacturers of the vehicle brands we distribute. Potential negative effects related to production, such as shortages of raw materials or chips, indirectly affect our success. A particular direct negative impact may be industrial and logistical disruptions, resulting in longer delivery times and cost fluctuations.

The business performance of AutoWallis Group can be affected directly and indirectly by the economic and national political situation in the countries where we do business. For example, if inflation remains high and economic growth slows down, our Company would not be able to insulate itself from the impact of any adverse developments and the Group's funding could be jeopardised.

Rapid technological and industrial innovations will make new mobility services and features increasingly popular with customers (self-driving features and other software development issues). Our Group's business may be changed and, in some cases, even disrupted by these innovations, to which we will seek to respond with our diversified portfolio of services.

Despite the economic challenges facing our industry, we have managed to exceed our economic targets for 2022, mainly through solid partnerships. Our Group's 30 years of experience and capabilities provide the right platform to acquire new brands and markets, and to launch new activities related to automobility, either through acquisitions or by creating new companies or developing existing ones. This will enable our Company to further increase its business resilience and crisis resistance.

Economic value generated and allocated in thousand HUF, broken down by year

Economic value generated and distributed (thousand HUF)	2019	2020	2021	2022
Income	76 229 859	90 294 538	200 228 315	271 500 774
Operating costs	-74 581 319	- 89 668 963	- 195 355 829	-260 549 466
Salaries and allowances	-1 758 630	-2 681 180	- 6 985 429	-10 931 262
Taxes and social security	-770 983	-887 187	-2 392 822	-3 711 447
CSR investments	-	-	485 166	3 029 658
Retained profit	951 272	0	3 223 892	9 122 596

[201-2] Our Company's management is committed to managing and minimising the risks described below. As part of this, our management continuously monitors the signs of risks and the likelihood of their occurrence and discusses them at the regular monthly business reviews, and, if necessary, decides on the necessary actions together with the management of the member companies. The risks assessed include market risk (foreign exchange risk, fair value, interest rate risk and price risk), credit risk, payment risk and cash flow risk. Our overriding objective is to minimise these risks.

In addition to our general processes, in 2022 our Group carried out an extensive risk analysis on a wide range of topics – including an assessment of potential risks and opportunities as a result of climate change, with the involvement of external experts. The results of the analysis are the following:



Risks:

- We considered the increase of the environmental impact of waste production by our Group to be a risk. If the Group does not manage the risk properly, there could be reputational damage, fine as well as endangering the health of employees. The probability of these to happen was considered low, since the Group strives to minimize the environmental impact of our generated waste, in accordance with the legal obligations. Moreover, we pay special attention to environmental protection legislation and follow its changes including waste management, air quality protection, as well as potential new obligations arising in connection with ADR (transportation of dangerous goods). Depending on their type, the waste generated during our activities is stored separately in its required packaging until our partners with the appropriate license transport them. We consider the cost of managing the risk to be moderate.
- Another risk that we have identified is the rising energy prices on the market. Rising energy prices affects either directly or indirectly almost all significant segments of the company. If our Group does not adequately manage this risk, that could lead to a deterioration of our effectiveness - we considered the probability of this risk to occur to be medium. By appropriate resource management we try to eliminate the possible negative effects. We consider the cost of managing the risk to be moderate.
- We have also identified financing risks, as a possible general adverse change in the financial markets could lead to an increase in costs (interest rate increases) and a decrease in margins (risk-averse banking behaviour), which could have a significant impact on the company's turnover. The potential negative impact of the risk in this case was also identified as a deterioration in profitability, and the probability of this occurring was assessed as medium. We seek to avoid potential negative effects by providing adequate long-term financing; and the costs associated with this management approach are considered to be low.





Opportunities:

- We have identified the potential of electromobility as an opportunity inherent in the legislative environment. Due to the change in the legislative environment, the planned phase-out of petrol and diesel cars will lead to an increasing demand for electric cars in the market, which the company will have to assess and adapt to. If this opportunity is not responsibly managed, we could fall behind our competitors and lose market share. We have assessed the likelihood of this possibility occurring and believe that it could have a significant impact on our business. Consequently, we will continue to monitor the market and our competitors' activities and increase our focus on electric vehicles in our business activities.
- We have also identified the growth of car-sharing as an opportunity, as more people are using car sharing as a cost-effective and sustainable alternative to owning their own car. Moreover, car sharing can be not only a more economical but also a greener solution for urban transport. According to recent research, a car-sharing vehicle can replace up to 11 conventional cars in a large city. The probability of this phenomenon occurring is considered high and its impact significant. We are investing significant resources to respond to this opportunity by expanding and developing our portfolio.

- Regarding our internal processes, we have identified a significant opportunity to exploit the synergies arising from the Group's continued growth. To address this, we have set ourselves the goal of building group-wide internal functions to support uniform business operations and enable an efficient international management team. Our aim is for the AutoWallis Group to cover the entire value chain, integrating its commercial and service portfolio under a single brand structure, thus exploiting operational and sales synergies between Group members. We have identified significant financial impacts associated with this opportunity.
- We still see the continuation of our acquisition strategy as a significant business opportunity. We aim to further strengthen our market position through 1-2 acquisitions per year, business development and diversification. We want to continue developing the services businesses, particularly fleet management and related mobility activities, and their IT solutions. We consider the financial impact of this opportunity to be significant.

[201-4] Our company has not received any public subsidies at Group level in 2022.

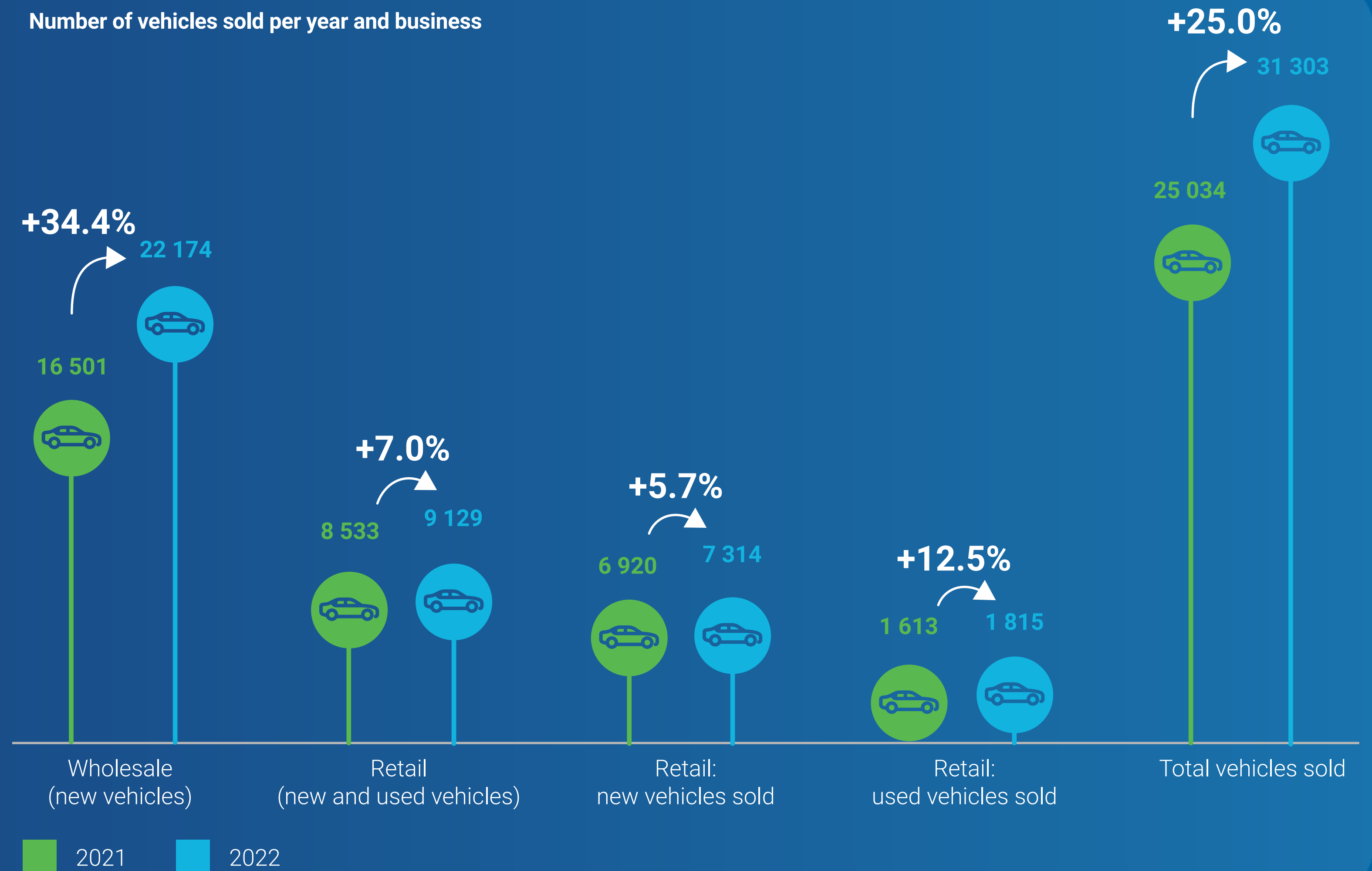


Vehicle sales figures

[AW1: 3-3]

The number of vehicles we sell annually is one of the most basic metrics we use to measure the success of our Group, so it is essential for us to continuously monitor this figure and set related targets. As it impacts our revenues and affects our environmental and social impact, it is a measure of our business performance. We are proud that in 2022, despite the challenging economic conditions, we have once again managed to increase the number of vehicles sold by our company. The biggest growth was driven by the Wholesale business, but also helped by the acquisition of RN Hungary and SsangYong sales, with sales of the Korean brand up by 99.4% year-on-year.

Number of vehicles sold per year and business



Global brands we represent

Brands represented in the wholesale business:

Dacia, Opel, Renault, SsangYong, Jaguar, Land Rover, Isuzu

Brands represented in the retail business:

BMW, Nelson, MINI, Maseratti, Toyota, Renault, Opel, KIA, Ssangyong, Isuzu, Nissan, Jaguar, JóAutók.hu, Auto-Licit.hu, Land Rover, Peugeot, Alpine, Suzuki, Dacia, Wallis Autókölcsonzó: Sixt, FLIZZR



JAGUAR LAND ROVER



ISUZU



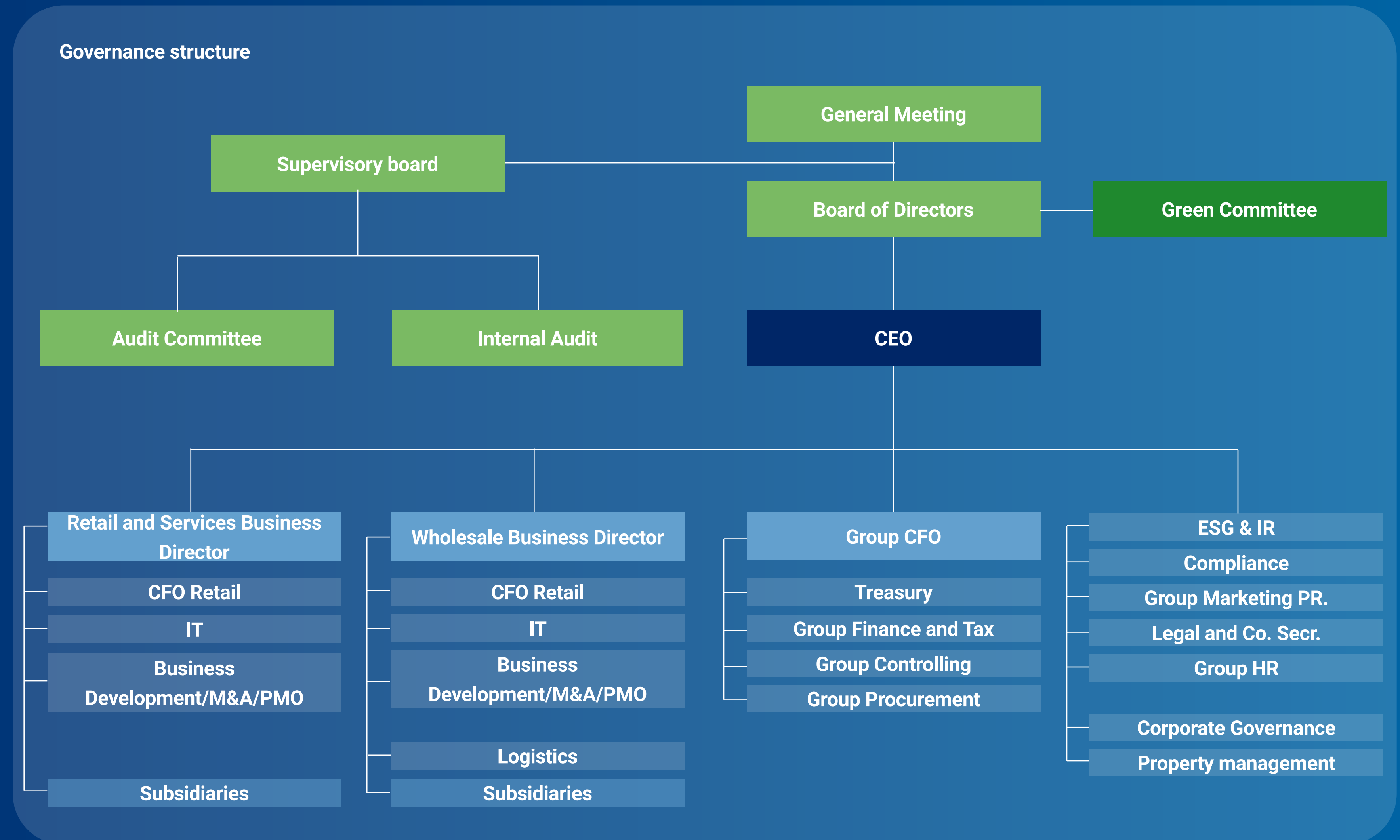
DACIA



The Group's governance structure

[2-9]

The managing body of the company is the Board of Directors. The Company is represented by the Board of Directors, or one Board member director authorised by the Board when dealing with third parties before courts and other authorities. The Board defines and manages the Company's work organisation, determines the Company's business activity, and ensures its efficient operation. The Company's work organisation is managed by the CEO. The Supervisory Board supervises the activities of the Board of Directors to safeguard the interests of the Company. Audit Committee members are appointed by the Company's General Meeting from among the members of the Supervisory Board who qualify as independent under the Civil Code. The Audit Committee approves the statutory financial statements and monitors their audit.



Activities

Retail business

In our **retail business**, we sell well-known international vehicle brands, and offer full-service support and complementary services on request to individual customers on both domestic and regional level. In 2022, we sold a total of 9,129 vehicles (7,314 new and 1,815 used vehicles) as part of our retail business. Our retail business includes parts of our car rental activity. Sixt was the first car rental company to introduce electric cars in its range as early as the mid-2010s. Increasing their proportion (including hybrid cars) has been a major goal of the Company since then.

Our retail business includes car rental

We provide our short-term car rental services as the Hungarian franchise partner of Sixt Rent-a-car international network. Sixt is part of our retail business and provides high-quality short- and long-term rental services to our customers currently from 2 offices in Budapest (Váci út and Terminal 2B of Liszt Ferenc International Airport) and 1 office in Debrecen. In addition, Nelson Flottalízing and Net Mobilitás Zrt., have also been part of the Group since January 2023 as their acquisition started in 2022. The former is engaged in car fleet management, medium- and long-term car rental and fleet management, while Net Mobilitás Zrt. Operates the online vehicles sales sites Jóautók.hu and Auto-Licit.hu.

Wholesale business

AutoWallis Group's wholesale business comprises the purchase and sale of new cars and spare parts and operates through 60 partners in the countries of Central and Eastern Europe. In 2022, the group sold a total of 22,174 new vehicles as part of its distribution business, which represents a 34% increase from the previous fiscal year.



ESG approach

In our activities and operations, we focus on addressing sustainability challenges and long-term value creation, in addition to the continued growth of our business. We prioritise and address the following issues at strategic level:



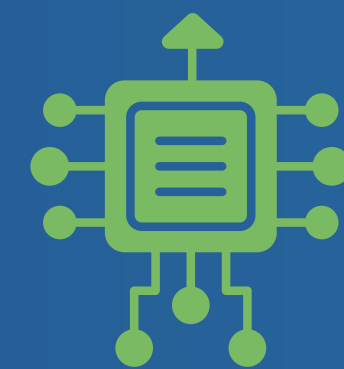
Reduction of climate risks, promotion of environmentally friendly solutions and fostering transition



Accessible mobility



Innovation – sustainable governance



Improving digitalisation



Improving waste management

Green Financing Framework

Our Group is the first company listed in the Premium category of BSE to have developed and adopted a Green Financing Framework. In 2023, we aim to modify our Framework and renew its certification in view of the Group's dynamic growth and the changed regulatory environment.

At the same time, a Green Committee has been set up within our Group to focus on sustainability aspects and to monitor the resources mobilised. Our Committee is committed to reporting its undertakings in annual reports. The first such report can be found [here](#).



Improving energy efficiency



Employee training



Introduction of a whistleblowing system



Developing a group-level CSR approach



Identifying governance integration synergies



ENVIRONMENT

As a major automotive and mobility service provider in the region and in Hungary, our key environmental goals are to recycle as much of the waste associated with our daily operations as possible, to increase our energy efficiency, including the use of renewable energy sources, and to increase digitalisation within the company by building online sales and digitalizing internal processes, thereby reducing unnecessary paper use.

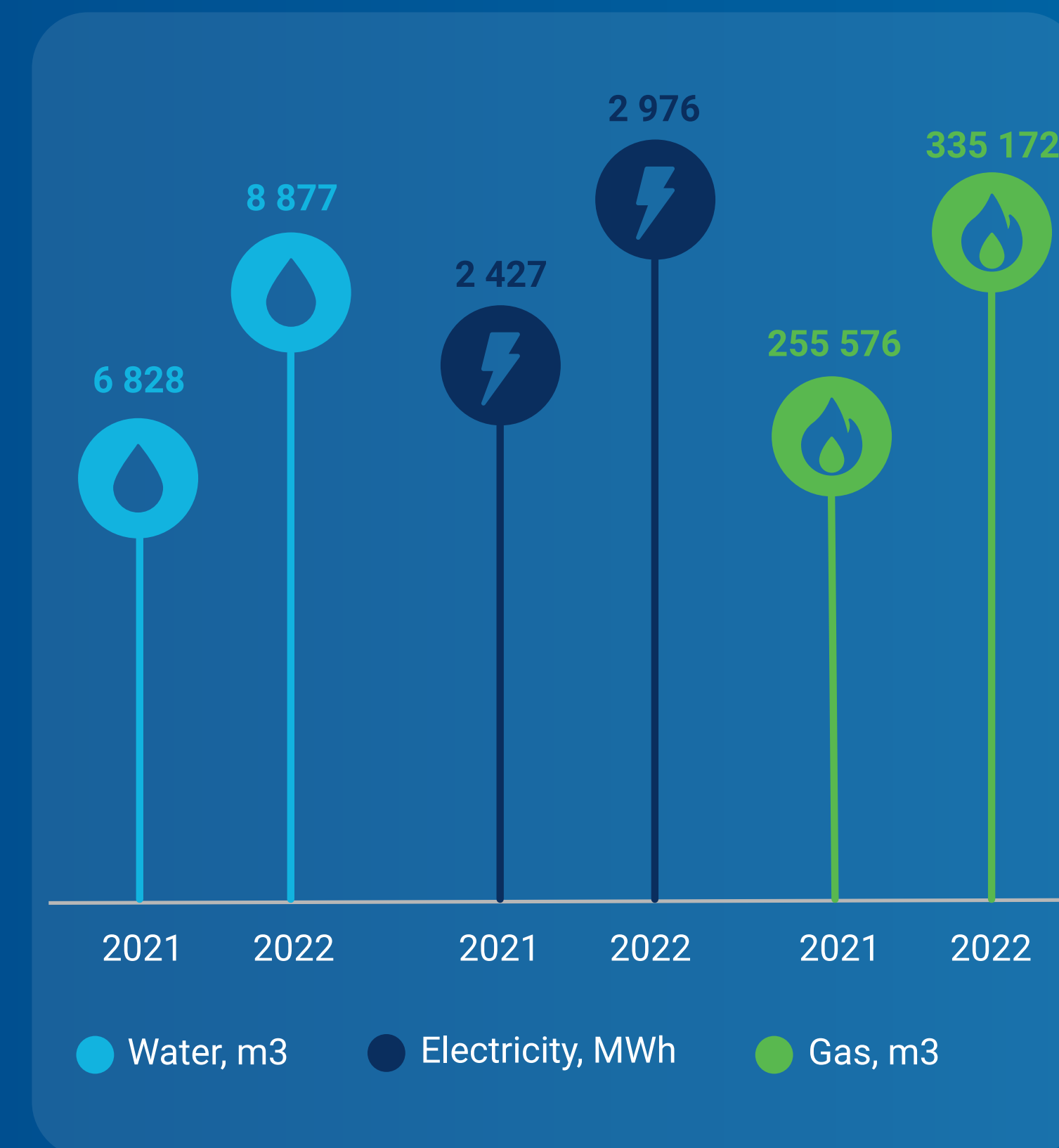
The Group's energy consumption

[302 (3-3)]

[302 (3-3)] We monitor and record our Group's energy consumption with the help of an external energy consultant. Therefore, during our 2022 energy audit, for the second time we performed a comprehensive assessment of our energy consumption for 2021-2022, the energy status of our buildings and our energy management activities. The energy audit was necessary also from a strategic perspective, given the rising costs due to the energy crisis.

A key step in increasing energy efficiency and building sustainable resource management processes is to carry out an energy audit and continuously monitor and evaluate the data. As a result of the audit, we found that both the electricity and gas, as well as the water consumption of our real estate portfolio increased compared to the previous year. This was due to the expansion of our Group. This growth in consumption could have been even greater if the Company had not embarked on green investments to reduce the energy demand of the properties currently occupied by the Group and to maximise the use of renewable energy.

Resource consumption of our real estate portfolio (302-1) *



*In the case of rental properties, the data does not include energy consumption data included in the operating cost.

Analysis of total energy consumption [305 3-3]

Greenhouse gas emission was again assessed in line with the requirements of the GHG Protocol. GHG Protocol is a corporate standard for the effective measurement and monitoring of greenhouse gas (GHG) emissions, covering both direct and indirect emissions associated with an organisation. Also known as the Corporate Carbon Footprint Standard, it defines three scopes of emissions: Scope 1, Scope 2, and Scope 3. The source categories for each of these are described below. We received calculations for Scope 1, 2, and 3 emissions from our partner. Consumption and emission figures may differ from those included in the energy industry report on AutoWallis' website since the data of permanent establishments abroad had not been included in the emission and consumption calculations of the energy industry report.



Scope 1

GHG emissions from business units that are controlled or owned by the company.



Scope 2

GHG emissions from the production of heat, electricity, cooling, or steam purchased by the company.



Scope 3

Indirect GHG emissions not included in the previous two categories, which are generated in the value chain associated with a product or service through its production, procurement, design, use and handling.

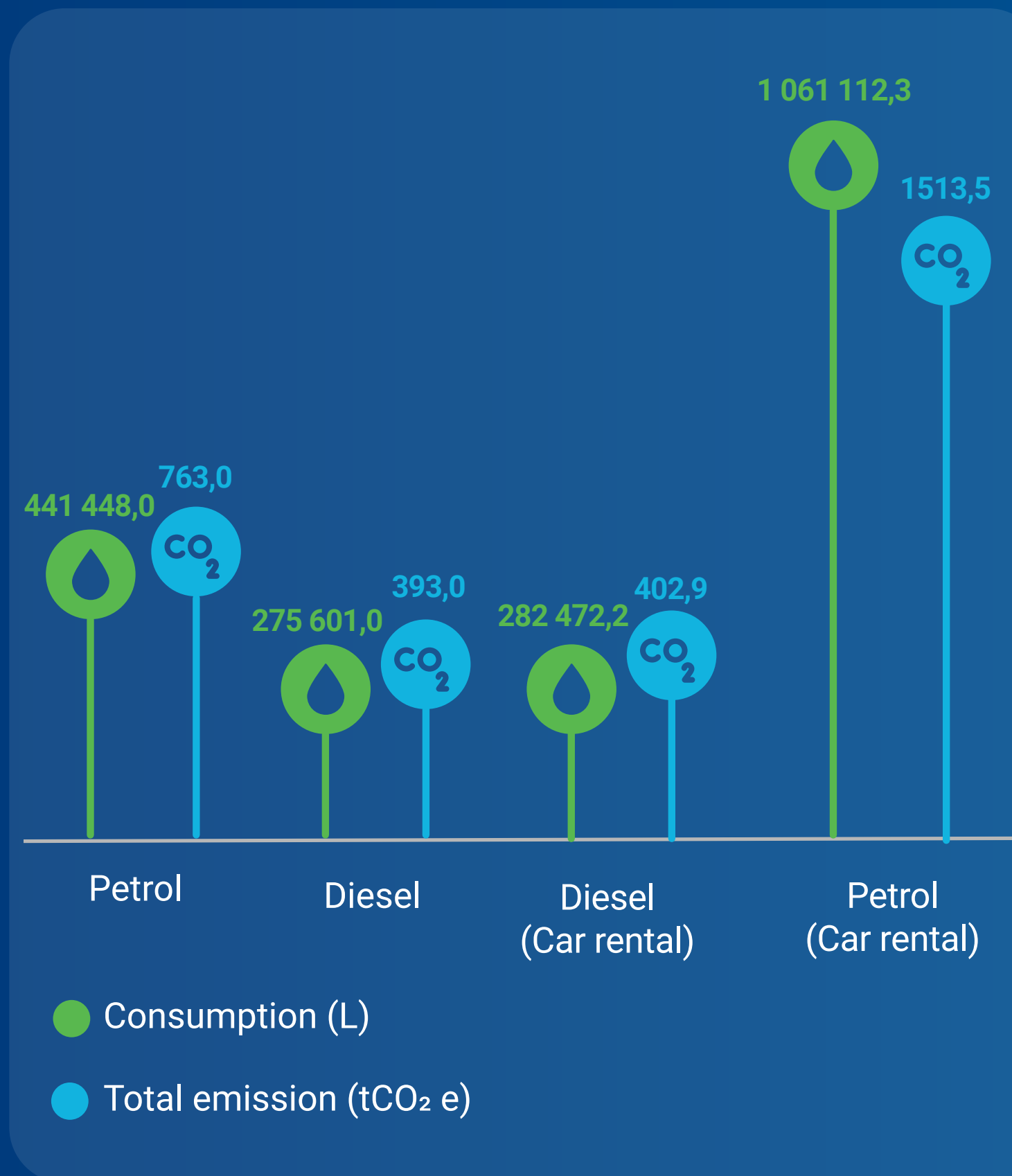
Scope 1 emissions [305-1]

Our Group's Scope 1, i.e. direct emissions include our fuel consumption and natural gas consumption in owned and rented properties. The fuel aggregate includes the data collected from the statements sent by the subsidiaries (including the Slovenian and Zagreb subsidiaries) and from the fuel card statements. For petrol, it includes the consumption data of petrol and hybrid vehicles and for diesel, those of diesel vehicles. The vehicles can be categorised as company cars used by staff, test cars, replacement cars, demo cars.

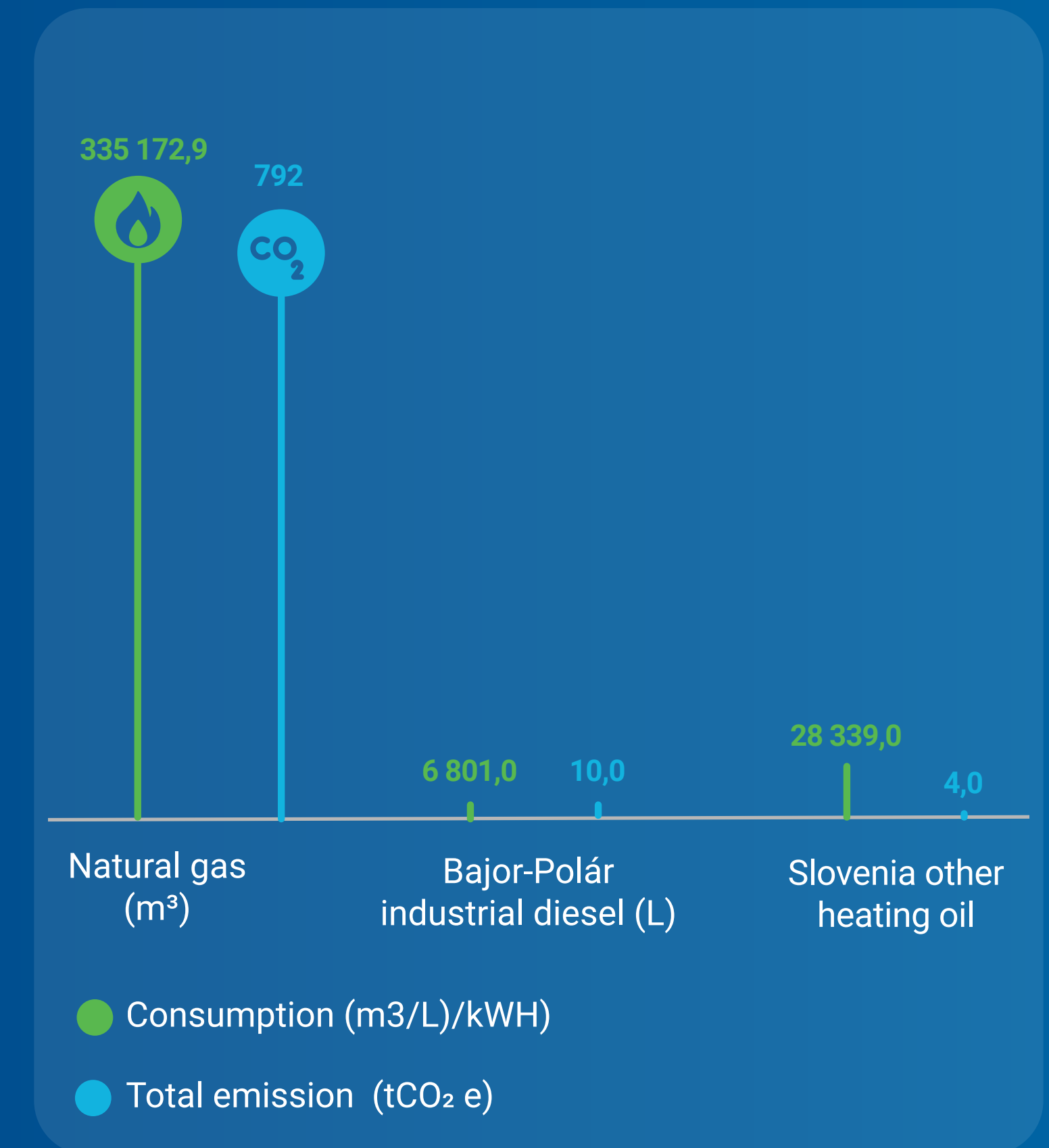
The calculation below excludes Sixt rental cars but includes the consumption of vehicles used by company management, fuel consumption charged to the customer, the consumption related to the transport of cars returned from abroad and the consumption of fuel between the service stations.

Industrial use of gas oil by Bajor-Polár Center in 2022 in litres, as reported by the company.

Our fuel consumption and Scope 1 emissions



Scope 1 emission of our real estate portfolio



Scope 2 emissions [305-2]

Scope 2 or indirect emissions of AutoWallis include emissions from purchased electricity generation consumed in connection with properties owned or occupied, including energy used to charge electric vehicles. The electricity consumption of buildings was collected based on electricity bills.

Scope 2 emission of our real estate portfolio

	Consumption (kWh)	Total emission (tCO _{2e})
Total electricity consumption	3 325 991,0	1 214,0
Total heat consumption	10 474,0	2,9

Other Scope 3 emissions and total Group Scope 2 emissions

	Consumption (kWh)	Total emission (tCO _{2e})
Energy consumption of electric rental cars	37 350,0	13,6
Total Scope 2	3 024 706,0	1 230,5

Scope 3 emissions [305-3]

Assessment and presentation of emissions related to our activities can only be complete by quantifying other indirect emissions in Scope 3. Our aim is to prepare a comprehensive Scope 3 inventory for the coming years, so that we can provide information on as many categories as possible that adequately represent our activities.

In this year's report, we present emissions related to the transport of goods from our wholesale activities, based on the data available.

Scope 3 emissions related to goods transport from wholesale trade activity

Type	Consumption (litre/kWh)	Total emission (tCO _{2e})
Wholesale – road (litre)	1 166 514,0	1 663,9
Wholesale – rail (kWh)	44 842 613,0	16 368,0
Wholesale – sea (litre)	310 492 266,0	442 874,0
Total whole-sale trading	356 501 393,0	460 905,9

Scope 3 emissions of the spare parts and components business

Type	Total emission (tCO _{2e})
Courier Transport	323,3
AW Distribution Kft⁶	13 715,0
Night Star Transports	14,4
DSV Road	2 862,0
Total spare parts and components	16 914,7

⁶ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

Building energy efficient and modern showrooms

Jaguar & Land Rover Showroom

After a successful technical delivery in 2021, the region's newest Jaguar and Land Rover car dealership and service centre opened in January 2022 at Váci út 76-80. The new showroom fulfils the requirements of the Green Financing Framework, as the investment was partly covered by green bonds issued in the summer of 2021. The property, which has an energy rating of AA, uses a heat-exchanger cooling-heating system and its electricity needs are partly met by solar panels. There are also 7 e-chargers in the salon's car park.

Sixt Rent-a-Car – Wallis Autókölcsonzó Kft.

Our primary goal at Sixt is that customers who use our rental car service are guaranteed to always have a new car in mint condition, with low mileage and up-to-date technology. We wish to guarantee this with keeping our sustainability objectives in mind. We lease or buy back our used cars from our partners under a buy-back scheme – this is how we take care of our fleet once they are no longer available for rental. We were the first car rental company to offer electric cars in the mid-2010s and since then we have been steadily increasing the number of hybrid cars we offer. We plan to increase the share of green fleet in our future procurements.

In 2022, we installed a solar panel system to cover the energy needs of the new Technical Base. We have also created parking spaces for charging electric cars, including 12 dedicated electric charging stations. In addition, LED lights have been installed throughout the Vecsés site to increase energy efficiency. In terms of sustainability, we also aim to develop a paperless office for HR activities by 2023.

Increasing the share of electric cars

In 2021 we have launched an initiative together with ALTEO, with the aim to support the spread of green mobility in Hungary, based on synergies of e-mobility related services. In 2021, our project has reached a new stage. As part of this initiative, Opel electric vehicle owners will not only be able to purchase an electric charger, but customers will also be able to purchase the vehicle, charging equipment and related services at Opel dealerships. From 2023 onwards, they will be able to do so in combination with solar systems and energy storage solutions.



Waste management – building a circular economy [306 3-3, 306-1, 306-2, 306-3]

Our waste generation

[306-1] Municipal waste is generated by the offices of both AutoWallis Nyrt. and Subsidiaries. In addition, service providers generate waste of varying quality and quantity, sometimes hazardous, depending on the nature of the service. Within our offices and sites, hazardous and non-hazardous waste (not including municipal waste) is sorted on-site and then transported away by our partner and processing companies with official permits.

Waste collection

[306-2] Waste generated in the municipal and office environment is always collected and disposed of separately.

Any hazardous waste such as used oil, oily washing sludge, oil filter cartridges, oil softeners, oily, greasy textiles, batteries, used antifreeze, coolant, brake fluid, etc. is collected separately in a non-combustible container for regular disposal.

Separate collection points have been set up for the regular storage of used oil, used brake fluid and hazardous waste from service cycles. Closed collection containers are made of sheet steel or plastic, which do not interact with the hazardous waste they contain. Collection points are properly marked (with signs and inscriptions). Access roads to and from the collection points are paved.

Storage is on a load bearing and liquid-tight substrate that is resistant to the chemical effects of the waste. Collection points are designed to prevent unauthorised access; they are fenced and locked.

We prevent external rainwater from entering collection points. Collection points were designed so that hazardous waste escaping from containers that may be damaged during the collection period would not cause pollution.

We keep records of hazardous waste, indicating the type and quantity of waste generated.

Waste audit

[306 3-3] In 2022, we carried out a full waste management audit of our Hungarian sites, prepared by a third party. The assessments included an audit of the activities of our contracted environmental and ADR consultants, a review of the policies of site waste collection points and a focus on the transfer of waste fractions to selective collection and treatment by our dealers. For car washes, we examined the condition of the sedimentation equipment. The assessment and monitoring of the amount of waste generated is the first step in the planned development of a comprehensive

circular economy and thus a reduction in waste. We aim to carry out this audit in the future, and site managers will receive regular training on waste management.

Impacts of waste management

[306 3-3] Among the positive environmental impacts, waste management and recycling in the automotive industry can reduce the amount of waste going to landfills and incinerators. This can reduce soil and water pollution and the number of harmful substances released into the air. Recycling of car parts and other materials can reduce the extraction of new materials and energy-intensive manufacturing processes, thereby reducing greenhouse gas emissions. However, there is a potential negative impact on the environment from the release of harmful substances into the air when waste is incinerated. Furthermore, recycling processes also use energy and water, and if these resources are not managed properly, the environmental impacts can be negative.

It is important to note that these impacts are general and may vary depending on the specific situation, the efficiency of waste treatment and recycling processes and the regulatory environment. Cooperation between regulators, businesses and society is important to achieve the priority of sustainability and efficient waste management.

Measures to reduce waste

[306-2] In order to reduce the amount of waste generated, we discontinued the purchase of 1.5 litre bottled mineral water for employees at Wallis Motor Pest and Duna sites in 2022. Water will be provided by water dispensers and at Wallis British Motors by drinking fountains, thus avoiding the purchase and use of nearly 10,000 1.5 litre bottles per year at Wallis Motor Pest and 6,000 1.5 litre bottles per year at Wallis Motor Duna. All our subsidiaries and AutoWallis Nyrt. collect waste separately in accordance with the rules.

In addition, we are working to reduce the amount of paper used in our processes, including a move to electronic document storage at several points.

Waste types [306-3]

Hazardous waste	Non-hazardous waste
Oil-contaminated metal waste	Paper
Oil filters	Cardboard
Brake pad	Glass
Mineral oil-based engine, gear and lubricating oils not containing chlorines	Plastic
Brake fluid	Wood waste
Scrap tyre	Municipal waste
Packaging containing residues of or contaminated by hazardous substances	Iron and steel
Waste paint and varnish containing organic solvents or other hazardous substances	Waste paint and varnish free of organic solvents and hazardous substances
Activated carbon	Other plastic, paper and wood packaging waste

Keletkezett hulladék mennyisége [306-3]

Subsidiary	Hazardous waste (t)	Non-hazardous waste (t)
Wallis Motor Pest	58,6 t	54,6 t
Wallis Motor Duna	17,1 t	31,1 t
Wallis Kerepesi	24,9 t	10,6 t
Iniciál Csoport	16,1 t	5,1 t
Wallis British Motors	3,7 t	10,6 t
AW Distribution Kft. ⁷	-	21,8 t
RN Hungary Kft. ⁸	-	-
Sixt	-	16,2 t
Total	121,5 t	155,4 t

⁷ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

⁸ Data on waste is not available for RN Hungary Kft., so the table showing the types of waste generated by the Group is not complete.



CORPORATE SOCIAL RESPONSIBILITY

We employ more than 876 employees in the Central and Eastern European region, so it is of the utmost importance to us as a responsible employer to support the well-being of our employees and provide them with a good working environment. We also believe that we have a significant social impact through our products and services and as a public limited company – so it is essential for us to consider local communities in our activities, support outstanding initiatives as far as we can, and act with care.

In the next section, we explain the key elements of our employment practices, our recognition and remuneration systems, our occupational health practices, our information on employee training and engagement, and our corporate social responsibility initiatives.

Our employees [2-7, 2-8]

Headcount, composition

In recent years, our Company has experienced significant growth, both through acquisitions and organic growth. As a result, our workforce has grown significantly – from an average statistical headcount of 309 in 2020 to 695 in 2021, and 876 in 2022.⁹

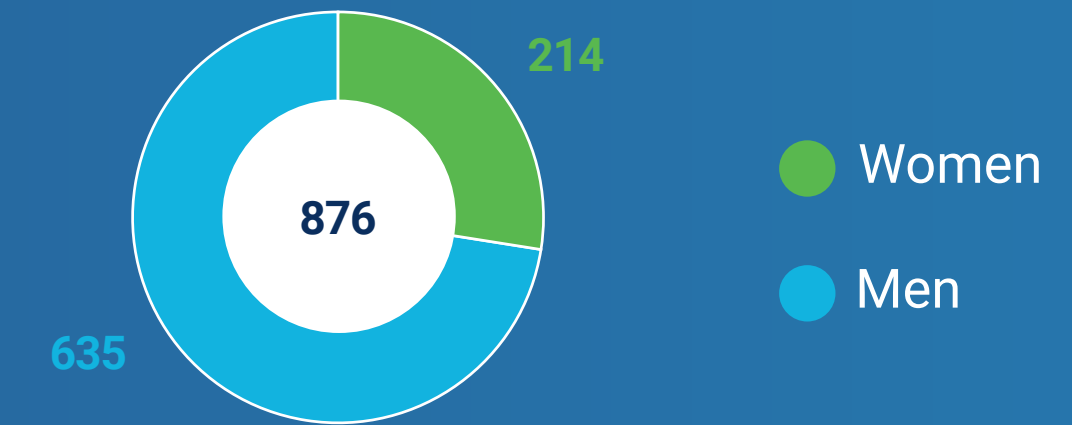
The figures in the tables below reflect the situation as of 876, broken down by number of people, by type of employment and gender.

At AutoWallis, we do not have any workers who are not employed by us, but who report to and are controlled by the company – with the company reviewing the work performed and the tools and methods applied. In addition to the number of employees employed by our Hungarian subsidiaries, the 2022 data includes the following Slovenian companies: WAE Adria, AW CRO Distribution d.o.o.¹⁰, WAE S.

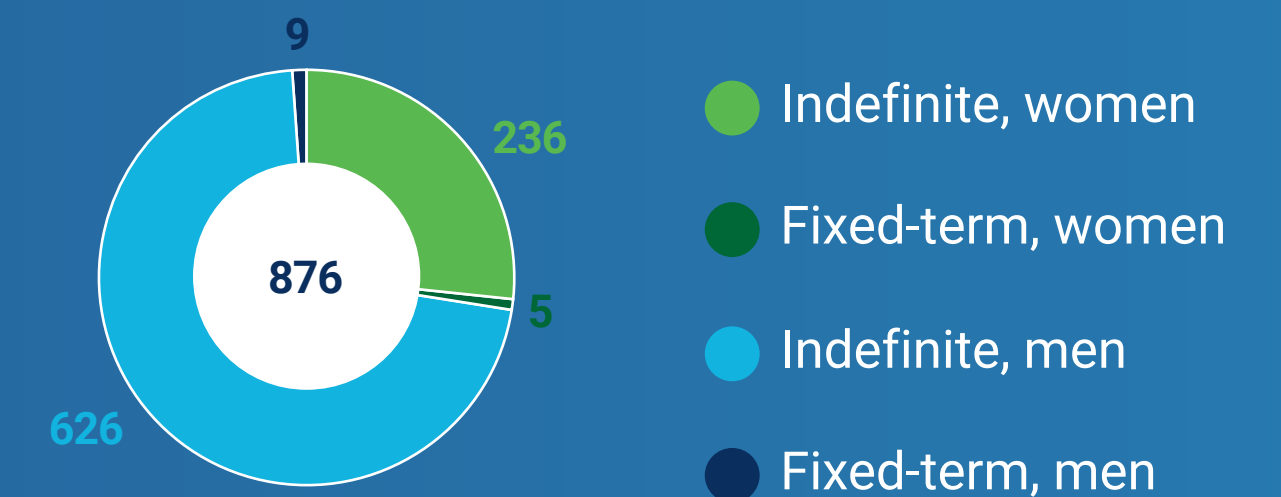
⁹ The headcount figures of RN Hungary Kft. are not included in the headcount presented here. According to our annual report, the average statistical number of employees in our Group was 860 in 2022. The reason for the discrepancy stems from the differences in the collection and definition of the data, but we are working to ensure that the two data are produced uniformly in the next year's report, with the same calculation and collection method.

¹⁰ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

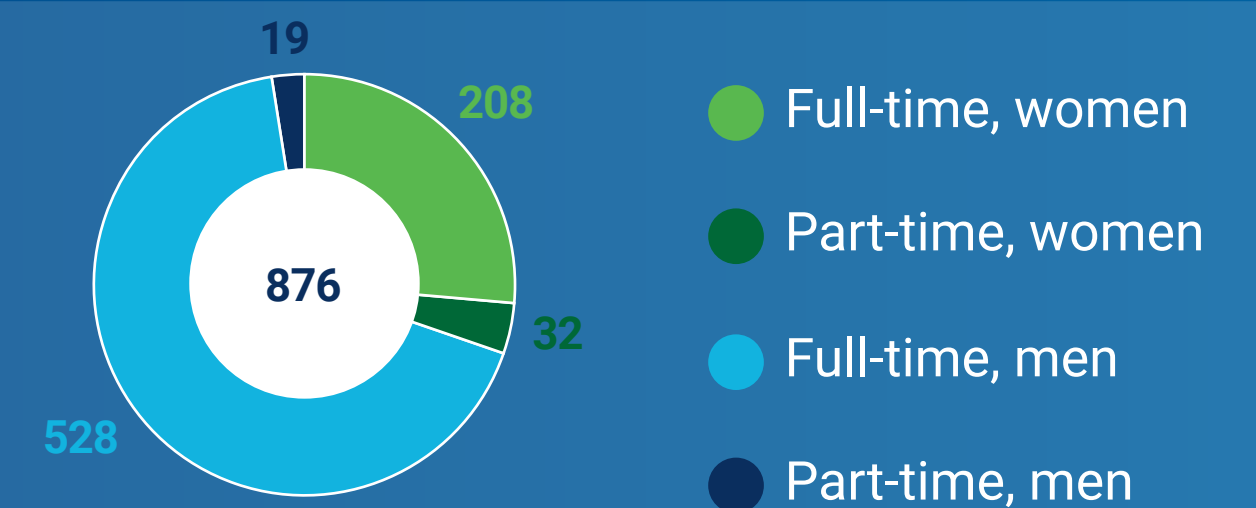
Total number of employees by gender



Total number of employees by contract term



Total number of employees by work schedule



Employment policy

In 2022, resource management in line with our business growth remained a key element of our employment policy, given the continued growth of our workforce and the need to integrate new member companies joining our organisation. As reflected in the results of our materiality assessment, secure employment and workforce development were important focus areas. Furthermore, we also placed emphasis on careful selection and competitive remuneration.

In 2022, our Company started the organisational development of the Group's retail and wholesale segmentation, and we have continued our efforts to standardise employment practices across our various subsidiaries. This is also important to ensure that, following our future acquisitions, the integration processes can be carried out as efficiently as possible, and that our strategic objectives can be implemented and achieved as successfully as possible at Group level.

These efforts are in line with our 2025 HR strategy, which emphasizes the development of our holding structure and business model in parallel and the establishment of HR systems to support them. Our strategy follows the ongoing organisational developments needed to meet AutoWallis' business objectives, the challenges of the global and Hungarian labour market and the results of the employee engagement survey conducted in 2022.

Attractive workplace and major automotive employer

At AutoWallis, we believe that maintaining a liveable, employee-friendly work culture for our employees is an important part of the "S" (social) aspect of "ESG". It is also important for us to be able to retain and attract the right quantity, composition, and quality of workforce at Group level to achieve our business objectives.

In 2022, with the help of our HR professionals, we developed our Group-wide people strategy looking ahead to 2025, with the vision "AutoWallis is an attractive place to work and a major automotive employer". To this end, our Company offers its employees a stable workplace, good working conditions, complex tasks, opportunities for competence and career development and competitive salaries.

In our interactions with our employees, we treat them consistently and comply with the legislations in force - we believe in equal opportunities when recruiting new employees and when promoting existing ones, and we always make decisions on a professional basis.

In terms of the design of our workplaces (salons, offices, workshops), we aim to create safe, environmentally friendly, and comfortable working conditions.



Compensation system

Workforce retention

Our Group recognises that, in addition to a pleasant working environment, competitive wages have a significant impact on employee satisfaction. The results of the employee satisfaction survey conducted in early 2022 also show that this is a critical issue in the current economic climate. To effectively address this issue, our member companies participate in a wage market benchmark survey every 2 years. As part of the consolidation of HR processes across the Group, the centralisation of headcount and payroll management has also been set as a target for the end of 2023. This will be accompanied by the introduction of standardised benefits and group benefits.

In line with our Articles of Association and Remuneration Policy, remuneration in our Company is based on performance; we aim to implement a uniform group-wide performance evaluation system, career development map and incentive scheme by 2024-25. We also aim to take these steps to foster a unified organisational culture, practices, and performance expectations.

Current practice is to reward outstanding professional performance with certificates, but we plan to continue to develop an award system of group-level awards and best practices, recognising best practice and thus improving the current system.

In 2022, staff costs increased significantly at Group level, both due to the transfer of employees from acquired companies to the Group and to salary increases. In contrast to 2021, in 2022 AutoWallis did not receive any government subsidies (e.g. wage subsidies, occupational health and safety subsidies) to cover its costs.

Executive compensation system [2-19, 2-17, 2-20, 2-21]

In July 2022, our Company adopted a new Remuneration Policy and published it on the [website of the Budapest Stock Exchange](#), in line with the applicable regulatory requirements (Act LXVII of 2019). The Remuneration Policy is adopted by the Board and submitted to the General Meeting for approval (decisions of the General Meeting and results of its votes are available on the [website of the Budapest Stock Exchange](#)).

According to the Remuneration Policy, the scheme based on which the Board of Directors may receive remuneration from the Company, must be submitted to the General Meeting and put to a vote. Thus, the decision on the remuneration of the Directors is a matter for the General Meeting and cannot be decided by the Directors themselves.

Each year, our Company publishes a Remuneration Report on the BSE website on the events and data for the current year, the 2022 Report is [available here](#). No deviation from the Remuneration Policy has been made in 2022.

Under our Remuneration Policy, the remuneration elements include fixed elements (basic salary, honorarium) and variable elements (prize, bonus, optional fringe benefits, other benefits granted under internal rules, share-based remuneration), which affect independent and non-independent directors and other employees differently.

The variable elements of executive remuneration are determined in the light of meeting certain objectives and financial indicators. In our new policy, sustainable development is included in the non-financial performance indicators and accordingly, several members of management have attending ESG training and reliable ESG data disclosure within the deadlines listed in among their bonus requirements.



[2-21] The highest paid employee of AutoWallis Nyrt. is the CEO of the Company, whose annual remuneration is 5 times the median of the annual remuneration of all employees of the holding company. This ratio for the other subsidiaries is as follows¹¹:

Subsidiary	Compensation ratio
Wallis Motor Pest	6,43
Wallis Motor Duna	3,96
AW DISTRIBUTION KFT. ¹²	6,48
AW OPL DISTRIBUTION KFT. ¹³	3,50
Sixt	10,63
Wallis Kerepesi	3,34
Wallis British Motors	5,78
Iniciál	4,97
ICL	4,24
Wallis Adria	3,42
WAE S d.o.o	2,59
AW CRO Distribution d.o.o ¹⁴	2,45

¹¹ The following list of our subsidiaries incomplete due to incomplete data.

¹² 2023-tól AW DISTRIBUTION KFT 2022-ben WAE Autóforgalmazási és Szolgáltatói Kft néven volt jegyezve.

¹³ 2023-tól AW OPL DISTRIBUTION KFT 2022-ben WAE CEE Kft néven volt jegyezve.

¹⁴ 2023-tól AW CRO DISTRIBUTION d.o.o 2022-ben WAE C néven volt jegyezve.

Employee Stock Ownership Plan (ESOP)

Following the launch of our employee stock ownership plan in 2019, Wallis Asset Management Zrt., the principal owner of AutoWallis Nyrt., introduced additional plans: The 2019 plan, MRP 1, was followed by MRP 2 in 2021. In MRP 1, 25 of the Group's executives participated in one 2-year (2019-2021) and four 3-year (2019-2022) plans. The 3-year MRP 2 programme, starting in 2021, involved 36 employees.

In 2022, the three-year programmes of MRP 1 were completed; and our new programme, MRP 3, was launched. Under MRP 3, which has a 2-year duration, 1 638 650 shares were granted, with a total value of HUF 165 504 000 at the grant date. This scheme covered 69 employees.

Our MRP schemes are overseen by the MRP organisation, which was established in September 2019. The organisation is under the control of the Group and its main task is to meet the objectives based on the Group's remuneration policy.

We believe that these plans effectively support the company's strategy to create shareholder value and provide an additional incentive for key executives to achieve their set targets, as participants only receive shares if the set performance targets are met.



Employee well-being



Occupational health and safety

[403 (3-3), 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9]

Occupational health and safety [403 (3-3), 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9]

[403 (3-3)], [403-7] As confirmed by the materiality assessment, the health and safety of our employees is a priority in our employment policy. In line with relevant legislation, ensuring healthy and safe working conditions is an integral part of fundamental human rights, including the right to a decent life, health and safety. In this regard, we consider prevention, e.g. through health insurance contributions and occupational safety and health education, to be a key responsibility.

We believe that a healthy and safe working environment can contribute to the physical and mental well-being of employees, thereby improving their quality of life, their ability to work, and their productivity and performance – thereby impacting their efficiency and indirectly, the economy. In addition, strengthening health and safety standards at work can be an incentive to think and act more consciously about the environment and health.

In our company, it is our employees in our dealerships (mechanics, bodyworkers, painters, car washers) who are most exposed to potential negative impacts on their health at work (heat, chemicals, heavy physical work), which we are trying to address beyond the legal requirements in force.

Furthermore, we can reduce or eliminate the negative effects by using personal protective equipment provided by the company. We try to keep the use of these tools and their importance up to date through continuous education.

Regarding the effectiveness of our health and safety measures: the feedback from our employees in the satisfaction survey, their satisfaction with the work environment and their opinions have contributed to the adoption of appropriate hygiene measures in the workplace, and we will continue to build on this feedback in the future. In addition, the effectiveness of our measures is monitored by regular on-site inspections in some of our member companies. The effectiveness of the measures taken is reflected by the low rate of workplace accidents and occupational diseases.

In our partnerships, we try to avoid potential negative occupational health impacts – several of our subsidiaries have reported that they do not build relationships with partners where informal day-to-day operations are suspected.



Training courses

[2-30]



Employee engagement

[404 (3-3), 404-1, 404-2, 404-3]

[403-1], [403-2], [403-8] Our company does not have a comprehensive, group-wide OSH management system - given our corporate structure and the fact that in several of our subsidiaries the largest percentage of our employees are office workers. At the same time, in those of our subsidiaries where the activities carried out and the working environment deem it necessary, there are Occupational Health and Safety Management Systems or, in the absence of such systems, Occupational Health and Safety Policies in place at the member company level: at Wallis Motor Pest, Wallis Motor Duna, Inicial, and Wallis Kerepesi. In these subsidiaries, the systems and regulations cover all employed colleagues. The table below shows the number of employees covered by the Occupational Health and Safety Management System at these 4 subsidiaries.

Number of employees covered by the occupational health and safety management system existing at our subsidiaries Wallis Motor Pest, Wallis Motor Duna, Wallis Kerepesi, and Inicial [403-8]

	2020	2021	2022
Employees covered by the Occupational Health and Safety Management System	409	398	399
Employees not covered by the Occupational Health and Safety Management System	0	0	0

[403-2], [403-9] To identify workplace hazards, our subsidiaries carry out individual risk assessment processes for each employee; they investigate any accidents themselves – this activity is not centralised at Group level.

All our subsidiaries carry out risk assessments; of which Wallis Motor Pest, Wallis Motor Duna, Inicial, Sixt, and AW Distribution use a matrix method to assess risks and hazards.¹⁵ The methods used by our subsidiaries usually include site visits, surveys of work areas, consultation with workers, consultation with company physicians; where appropriate, collecting information on machinery, equipment, hazardous substances. The risk assessment is carried out by experts qualified in occupational health and safety in all our subsidiaries; mostly subcontracted.

Our subsidiaries take steps to eliminate and reduce the risks identified by the results of the risk assessment processes, through protective equipment and training. If our employees find themselves in a situation that is considered dangerous, they have the right to suspend their work and report their findings to their health and safety officers; all our subsidiaries have individual processes in place to ensure this. The person reporting the risk is protected by the relevant legislation from any negative consequences that may arise from the report.

In the event of an accident at work, each of our subsidiaries has a specific protocol in place to deal with the situation. However, all our subsidiaries are investigated by external OSH experts in accordance with the legislation in force. For example, at Wallis Motor Pest, Wallis Motor Duna, Wallis British Motors, and AW Distribution,¹⁶ after the investigation of the workplace accident, extraordinary training is held to prevent future accidents.

In the last three years, there have been no fatal or serious work-related accidents in our Company; and the number of reportable accidents was negligible compared to the total hours worked per year. The table below shows the number of accidents at work in the last 3 years for the following subsidiaries: Wallis Motor Pest, Wallis Motor Duna, Wallis Kerepesi, Inicial, Sixt, Wallis British Motors, AW Distribution,¹⁷ RNH.

Work related accidents [403-9]

	2020	2021	2022
Number of fatal work accidents	0	0	0
Number of serious work accidents	0	0	0
Number of work accidents to be reported	1	0	3
Number of quasi-accidents	0	0	0

^{15,16,17} AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

403-3] Our subsidiaries have individual protocols in place to identify, reduce and eliminate occupational health risks and hazards. At the same time, all employees at our Company undergo an occupational health assessment upon joining the Company and annually thereafter. The company providing the occupational health service, in conjunction with the Company, determines the schedule of occupational fitness tests and carry out the preliminary, periodic, and extraordinary occupational fitness tests required by law. These occupational health services cover all our employees, regardless of their job. Our subsidiaries seek to ensure the quality of occupational health services by informing employees and monitoring feedback from colleagues, and by periodically agreeing the scope of services with the relevant service provider. The security and confidentiality of our employees' health data is governed by our subsidiaries' contracts with the relevant occupational health service providers, in line with the GDPR.

[403-5] There is no centralised system of safety and health education and training provided by our subsidiaries for all their employees. All our subsidiaries reported that their employees receive training in occupational safety and fire protection on entry, and then annually or when there is a change of job title / work equipment. In most of our subsidiaries this is done by an external safety and health specialists. Specific, job-dependent OHS training is provided at several of our subsidiaries: at Wallis Motor Pest, Wallis Motor Duna, and AW Distribution, the OHS representative receives specific training; at Wallis Kerepesi, further training is available for employees; at Inicial, employees working

as mechanics receive specific training and exams on the use of lifting equipment and truck lifts; at RNH, certain colleagues receive driving assistance training. Most of our subsidiaries assess the learning of the training through oral feedback or test exam questions.

The main topics of OSH training are individually defined by our subsidiaries, the curriculum of 3 of our subsidiaries are presented in detail below. These companies have been selected as a sample given the fact that they perform service activities in addition to office work:

Topics of the OSH training at subsidiaries Wallis Motor Pest, Wallis Motor Duna:

Reporting and investigating accidents, types of accidents

Use and application of personal protective equipment, practical demonstration

Rules for the use of hand-held small electrical appliances

Rules on storage and warehousing

Conditions for operating service lifts (special annual safety training for lift operators)

First aid, use of first aid kits

Information on the harmful effects of dangerous substances, protective equipment



OSH training topics at Inicial:

Employees' rights,
obligations

Medical examination
procedures

Personal and material
requirements of safe work

First aid, what to do in case
of electric shock, accident
involving bleeding

Sources of danger, prevention
of accidents

Reporting and investigating
accidents

Action to be taken in the
event of a work accident or
an accident on an industrial
road

Use of personal protective
equipment

Specifications for working in
hazardous conditions

Rules for handling materials
in warehouses

Risks of driving a vehicle

Rules for the use of
mechanically powered lifting
equipment

Personal working conditions

Physical working conditions

Description of the use of work
equipment

Contents and use of safety
data sheets

Rules for activities involving
dangerous preparations

[403-6] The composition of the health services, campaigns, and programmes available to the Company's employees in addition to the mandatory occupational health examinations is determined at subsidiary level and is not regulated at Group level. For example,

at Sixt, free vision screenings every 2 years, and health insurance contributions are provided to all employees; at Wallis British Motors, self-reimbursed vaccinations are provided free of charge to employees; and private health services are available to RNH and AW

Distribution¹⁸ employees. In addition, AW Distribution¹⁹ employees have access to AYCM sports vouchers and RNH colleagues have been motivated to participate in the annual screenings available to them by the introduction of a prize draw in 2022.

¹⁸ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

¹⁹ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

Employee training [404 (3-3), 404-1, 404-2, 404-3]

[404 (3-3)] Nowadays, it is inevitable to develop the lifelong learning, training, and knowledge of employees – as they use their acquired knowledge, skills, and abilities to the benefit of the company in their daily work. Therefore, it is in the interest of our Company to provide our employees with quality training, which contributes to the economic results of the company, its success, and its positive impact on the economy as a whole.

As our materiality assessment shows, education and training are a priority for our Company, and we believe that it contributes to employee satisfaction and motivation, as well as to the retention of our workforce. As part of our HR strategy, we have introduced management training and training opportunities for AutoWallis Nyrt. employees: as well as mandatory training for all employees of our Group, as required by the employee's job role (e.g. first aid training, technical training, accountancy training).

Training beyond the mandatory training is provided by our subsidiaries at individual level; the adoption of group-wide training plans and cross-company best practices is also an important part of our HR strategy. In 2022, the objective was set to introduce

annual ESG training at group level; this process has already started at management level. We are also working to centralise internal career processes at Group level, to introduce talent programmes and to develop and strategize a culture of feedback within our company. To promote knowledge sharing and development, we seek to promote rotation within the Group, with the aim of retaining our people in-house. To facilitate this, open positions within the Group are always advertised first on our internal intranet.

[404-1] Our subsidiaries have reported on the training available to their employees and the hours spent on training. The table below shows the number of training hours per employee per year including the following subsidiaries: Wallis Motor Pest, Wallis Motor Duna, Wallis Kerepesi, Inicial, Sixt, Wallis British Motors, AW Distribution²¹, RNH.

Average hours of training per year per employee broken down by employee category and by gender [402-1]

2022	
Training hours per employee (hours/person)	9,2
Staff	8,90
male	9,81
female	6,71
Managers	11,35
male	11,78
female	9,22
Executives	10,88
male	8,81
female	25,33

²¹ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

[404-2] In relation to the training offered by our subsidiaries, it should be stressed that, where relevant, employees necessarily benefit from mandatory training organised by the brands represented, both in sales and service. These ensure that they have up-to-date knowledge of product innovations and technological developments.

Several of our subsidiaries are addressing education and training at a strategic level. For example, at Wallis Motors Pest and Wallis Motors Duna, a series of training courses for senior management in the service area have been launched with the involvement of external experts, to develop their management skills. At Inicial, the company's Training Policy is currently being developed to systematically describe the most important aspects of the subject, and participation in training courses for importers is ongoing. Wallis British Motors provides English language training for its colleagues on a voluntary basis. Training needs are assessed during the annual performance appraisal processes at AW Distribution²² and are supported by the company. The company also provides mentoring for colleagues and coaching for management. During their annual appraisal, RN Hungary employees draw up a development plan with their line manager, identifying their training needs to develop their professional and other skills. According to the training plan approved by HR, RN Hungary's employees attend the validated training during working hours.

Some of our subsidiaries have also introduced programmes to support continued employment: Wallis Motors Pest and Wallis Motors Duna have launched initiatives to ensure that employees who have reached retirement age and wish to continue working for the company are offered this option. In addition, for mothers with young children, flexible working conditions, part-time work or other work that is more suitable to their circumstances are offered, in accordance with the Labour Code. AW Distribution²³ employees have access to flexible working hours with core hours; home office facilities and flexible leave; personalised career plans and learning opportunities, volunteer programmes and health programmes, as well as part-time employment.

[404-3] At AutoWallis Nyrt. and at our subsidiaries where employees receive regular performance and career development reviews (such as Inicial, Sixt, Wallis British Motors, AW Distribution²⁴, and RN Hungary), this scheme covers 100% of the employees of that company. Wallis Motors Pest, Wallis Motors Duna and Wallis Kerepesi do not currently have such processes in place.

An important objective for the AutoWallis Group is to promote the extension and standardisation of best practices across the Group at each of our subsidiaries, both in terms of the training available and the career development opportunities.

Employee engagement [2-29, 2-30]

[2-30], [2-29] In 2022, we carried out an extensive employee satisfaction survey to facilitate dialogue with employees and to identify opportunities for improvement. The results of this survey were presented at a management meeting and provided the basis for further developing our HR strategy and identifying focus points.

In another survey, covering all employees, we carried out a materiality assessment to identify the material topics for our ESG reporting to raise awareness of, communicate and address ESG issues.

We also consider our internal intranet interfaces AutoSpoiler and BlueColibri to be important tools for communicating with our employees, through which they can find out about important news concerning the company and view our policies and strategic presentations, among other important documents. The promotion of our CSR activities at group level is an important objective for our company, and we would like to use these platforms to organise and communicate these activities in a more structured way.

To retain our employees and increase engagement, we also want to involve them in the recruitment process: our internal intranet interfaces allow them to view vacancies within the Group, thus facilitating job changes and referrals.

²²⁻²⁴ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

Ethical workplace



Ethical working environment, equal opportunities [2-23] [205 (3-3)]

Ethical working environment, equal opportunities [2-23] [205 (3-3)]

[2-23], [205 (3-3)] Respect for human rights, equal treatment and equal opportunities are fundamental to all AutoWallis Group subsidiaries as set out in the Charter of Fundamental Rights of the European Union and the Labour Code. In this respect, our priority is to protect the social and economic interests of employees: We reject any form of discrimination, including discrimination based on gender, skin colour, ethnic or social origin, language, religion, or beliefs, political or other opinions, national minority status, wealth status, birth, disability, age, or sexual orientation.

These principles are set out in the [Group Bylaws](#) and in our new Code of Ethics adopted in January 2022.

The promotion of our colleagues and the hiring of new staff is always professionally based. Career development and competence improvement, as well as remuneration are based on performance, human competence, professional history, and responsibility. We are committed to promoting our commitment to diversity to all our stakeholders and to communicating it internally and externally, with the aim of increasing the proportion of women in management and thereby complying with expected future EU legislation in this area.



Addressing concerns [205-2, 2-25, 2-26]

We report in detail on our governance practices, transparent operations, financial planning, control mechanisms and policies related to corporate social responsibility in the annual [Corporate Governance Report](#).

Addressing concerns [205-1, 205-2, 205-3, 2-25, 2-26] [2-25, 2-26, 205-2]

[2-25, 2-26, 205-2]

Our employees (both at member company and Group level) are expected to report any suspicion of corruption or bribery to their line managers and to avoid any related situations. Addressing employee concerns is currently handled at subsidiary level. We aim to create a centrally regulated, uniform online complaints handling system. Although this is already standard practice in some of our subsidiaries, regular training on anti-corruption and whistleblowing is not yet available at Group level. We are currently working on setting this up.

[205-1, 205-3] There were no reports or incidents of human rights violations, corruption, or bribery during the fiscal year.

Corporate Social Responsibility

CSR activities, supporting local communities

It is important for AutoWallis to give back to its immediate community, to support outstanding social initiatives in line with our values, in addition to conducting our activities with general prudence and with due regard for the wider social values. We have been supporting the Budapest Festival Orchestra and the Hungarian Kayak-Canoe Federation for many years on group level. We have been the official mobility provider to the latter since July 2022, until the end of the 2024 Olympic cycle. As part of this, we provide cars for the athletes as well as support the federation with a fleet of cars for international competitions held in Hungary. We also have several charity initiatives and campaigns at subsidiary level every year.

Our company is in the process of promoting CSR activities in our member companies at group level, and we are continuously improving our communication on this topic on our intranet. Our aim is to motivate our employees and promote best practices. At the same time, most of our CSR activities are currently organised and implemented at subsidiary level below is a list of some of the outstanding social initiatives organised by them in 2022.

The AutoWallis Group has joined forces to support the Budapest Festival Orchestra's programme to identify and develop young musical talent, which programme is already helping 11 young talents.

AW Distribution²⁵

In 2022, following the outbreak of the Russian-Ukrainian war, the Company helped people in need and refugees through transport, social work, and material support. They also organised several fundraising events for the Budaörs Children's Home and Kindergarten.

RN Hungary

The Company provided cars for the Salvation Army and distributed food and hygiene products to people in need following the outbreak of the Russian-Ukrainian war. They also aided their colleagues in Transcarpathia in several ways. Moreover, they supported several social organisations by encouraging their colleagues to donate 1+1% of their taxes and have launched a dialogue to allow employees to propose organisations to each other.

Wallis British Motors

The company donated 30 Sony MP4 players to the residents of the Kossuth Lajos Children's Home and Primary School, and employees prepared gift packages for the children as personal support.



²⁵ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

Sixt

In 2022 Sixt was particularly involved in many social initiatives and launched a company-wide CSR strategy - resulting in a CSR award from the international Sixt Group. These charitable activities included numerous aid campaigns following the outbreak of the Russian-Ukrainian war, ongoing collaboration with the Charity Service of the Order of Malta, donation of vehicles to the doctors and ambulance service of Heim Pál Children's Hospital, the charity Christmas concert and fundraising activities for the Heim Pál Children's Hospital orphanage and its patients. Supporting children is important to the overall corporate culture of the Company, as the German Sixt founded its own Children's Assistance organisation 20 years ago. Along these lines, the Hungarian Sixt has already planned a number of charitable actions for 2023: In June 2023, the company takes 10 children from the patients of the Heim Pál Children's Hospital to the U17 football final, in the Blue Ribbon sailing competition the company will support sailing programmes for children in need, and tickets to the Zoo and the Budapest Airport airplane park are provided.

Wallis Motor Pest and Duna

The companies organised a "Green Day" in 2022, during which their customers could learn about the latest green car trends and information in roundtable discussions and can test drive the entire BMW Group fleet. To reduce their environmental footprint, companies have increased their electric charging capacities and have converted a considerable proportion of their company cars to electric.

From a social perspective, they supported the Charity Service of the Order of Malta with food and other donations in the context of the Russian-Ukrainian war, and participated in charity campaigns organised by Sixt by making donations.





CORPORATE GOVERNANCE

In addition to continuously improving our environmental and social performance, strengthening the ‘G’ (Governance) leg of our ESG approach is also a priority for our Group. As a dynamically developing and growing company, it is increasingly important to maintain a transparent corporate governance structure, enforce common policies and take related best practices to Group level. Along the materiality assessment conducted for our 2022 ESG Report, the topics of “fair and ethical business conduct and non-competition”, “anti-corruption” and “protection of customer privacy” were all identified as high priorities for AutoWallis.

In the “Employees” section of our ESG report, we have explained some elements of our corporate governance approach in more detail (ethical conduct, benefits schemes, stakeholder engagement) – in the following section we present further key elements of this approach.

Governance

[2-9, 2-10, 2-11, 2-12, 2-15, 2-16, 2-17, 2-18]

Highest governance body

The highest governance body of our Company is the Board of Directors, which currently consists of 6 members and is responsible for the operational management of the Company; however, the Chairman of the Board is not involved in the day-to-day operational management.

The members of the Board of Directors are elected by the General Meeting for an indefinite term. The Board of Directors meets regularly – in 2022, 20 meetings were held.

Our Board of Directors is responsible for planning the Group’s business strategy, setting the direction of its economic and organisational development, representing the Company externally and coordinating the activities of the Member Companies. As part of these tasks, the Board of Directors also decides on issues relating to our sustainability strategy. The Board is also responsible for discussing critical issues. Critical issues are always reported in full to the Board of Directors, with one or two such cases per year. Prior to the Board meetings, the issues to be discussed are prepared by a technical executive committee – decisions on these issues are taken by the Board according to its agenda and reported in its quarterly report. Conflict of interest issues are dealt with in accordance with our [ByLaws](#), the Board’s Rules of Procedure and the rules applicable to public limited companies.



In 2022, our Board of Directors consisted of the following members [2-9]:

Chairman of the Board of Directors:



Zsolt Müllner

Igazgatóság tagjai:



Gábor Ormosy

Chief Executive Officer, employee of the Company



Gábor Székely

Investor Relations and ESG Director, employee of the Company



Andrew John Prest

Managing director of AW DISTRIBUTION KFT.²⁶
Autóforgalmazási és Szolgáltató Kft.



Péter Antal

Retail and services director, employee of the Company



Gábor Dévai²⁷

Wallis Autó kölcsönző Kft.
Managing Director

[2-17] Information about the expertise and competences of our Board members are available [on our website](#).

²⁶ AW DISTRIBUTION KFT (from 2023) was registered as WAE Autóforgalmazási és Szolgáltató Kft. in 2022.

²⁷ At the time of publication of the 2022 sustainability report, Gábor Dévai is no longer a member of our Board of Directors.

As an additional key governance body, our Company also has a Supervisory Board, which currently consists of 4 members, and whose duties include monitoring the activities of the Board of Directors to safeguard the interests of our company. The Supervisory Board evaluates the performance of the Board of Directors at least once a year; the report is approved by the General Meeting. Our Supervisory Board also performs the functions of the Audit Committee, as part of which it reviews, monitors, and approves the financial statements prepared in accordance with the Accounting Act and monitors the effectiveness of the internal control and risk management system.

[The Rules of Procedure of our Supervisory Board](#), the [Rules of Procedure of our Audit Committee](#) and the Rules of Procedure of our Board of Directors are also publicly available and their duties are also described on [our website](#).

The Supervisory Board operates according to its own rules of procedure and working schedule; it met 5 times in 2022.

Our Supervisory Board members in 2022:

- Chair ifj. Chikán Attila
- Members:
 - Birkás Petra
 - Buday Bence
 - Ecseri György
 - Vitán Gábor
 - Karvalits Ferenc was member of the Supervisory Board and the Audit Committee until 1 July 2022.

[2-17] Information about the expertise and competences of our Supervisory Board members are available on [our website](#).

Other decision-making bodies, policies [2-12, 2-13, 2-14, 2-18, 2-24]

Integrating ESG considerations into corporate governance practices is a priority for us. Our Green Committee is a key body in this regard, with responsibility for issues including green bonds. The members of the Committee are Szabó Beatrix, Director of Sustainability and health and safety and environment of ALTEO Nyrt., Ormosy Gábor, Antal Péter and Székely Gábor, members of the Board of Directors of AutoWallis. The Company's Green Committee published its [first Allocation and Impact Report](#) in 2022 on the green projects implemented so far and the use of the Green Bond funds.

As a crucial step in deepening the ESG approach in our corporate governance practices, we are publishing our ESG report for the second time this year, with the participation of our management. A key role in the process was played by our ESG Director, Székely Gábor, appointed in 2022 – whose appointment to this position represents a major step forward in taking sustainability to Board level.

After the Board of Directors, our CEO and the heads of our subsidiaries play a key role in making further decisions: the heads of our subsidiaries report to the Board of Directors and AutoWallis's finance/controllers staff on the operations and performance of their companies in monthly controlling meetings.

We have several policies related to responsible business conduct (including our Code of Ethics, Supplier Code, Remuneration Policy, Disclosure Policy, Insider Trading and Market Influence Policy, Internal Rules of Procedure for Closed Transactions) which are available on [our website](#).

In 2022, we launched a comprehensive restructuring of our internal rules and regulations, designing new rules and policies. Along these lines, we plan to adopt the following policies in 2023:

- Completely reworded Bylaws
- Competition policy
- Consumer protection and complaint management policy
- Code of Ethics for suppliers
- Antibribery and anticorruption policy
- Employee's Code of Ethics
- Whistleblower policy
- Sustainability policy



Transparent and legal operation

Legal compliance [2-27]

In addition to complying with its legal obligations, AutoWallis operates in accordance with the voluntary standards listed above. Where legal non-compliance is suspected, these are always investigated, and appropriate corrective action is be taken.

In 2022, our Company identified a total of 6 cases of non-compliance that resulted in a fine. Of these cases, one was due to a non-compliance found during a technical inspection conducted by the National Transport Authority, 2 cases related to warranty payments deemed unjustified, 2 cases related to an audit by the National Tax and Customs Administration and one case related to a payroll accounting error.

Incidents of non-compliance with laws and regulations during the reporting period, their financial impact and details [2-27]

Input	2019	2020	2021	2022
Total non-compliance cases	2	5	7	6
Cases where a fine was imposed	2	5	7	4
Financial value of the case (HUF)	61 000	113 270	7 636 604	591 200
Cases where non-financial sanctions were imposed	0	0	0	0

Prevention of anti-competitive behaviour [206 (3-3), 206-1]

Our Company has more than 4,000 shareholders, of which more than 3,900 are private investors (retail investors) – their interests must be addressed not only in accordance with the law, but also in terms of ethical issues.

We believe it is important to avoid market risks during their growth, and we always consult the Competition Authority in advance before making acquisitions and seek their permission.

Our company considers the EU's and national directives on anti-competitive behaviour and corruption and has adopted its own internal policies: our Code of Ethics, our Insider Trading and Market Influence Policy and our Internal Rules of Procedure for Closed Transactions. In addition, to maintain transparency, we report on our operational controls and procedures related to business ethics and transparency in our annual Corporate Governance Report. There were no incidents of corruption, bribery, or anti-competitive behaviour at our Company in 2022.

Customer data privacy [418 (3-3), 418-1]

[418 (3-3)] The right to data protection is a fundamental right in the EU Charter of Fundamental Rights. The Fundamental Law of Hungary also recognises data protection as a general right for all. Therefore,

in our view, the impact of data protection on both the economy and society is outstanding.

According to a survey conducted in the European Union (Oxford Martin School research), businesses spend on average 8% of their profits on GDPR compliance. This is due to a combination of factors: firstly, compliance spending, and secondly, a reduction in revenue due to the increased complexity of collecting personal data. In addition, according to research for the European Parliament (published on its website), EU legislation regulating data flows contributes more than €50 billion to the EU's GDP each year.

The GDPR imposes several new obligations on data controllers that were not expected to be met before the GDPR came into being - the practical knowledge accumulated in this regard has become an asset, creating jobs, and ensuring that individuals' fundamental data protection rights are respected. The role of data controllers is of paramount importance in promoting the application of data protection principles through their employees and agents, by adhering to and enforcing their own policies.

Accordingly, our Company places a strong emphasis on the enforcement of data protection rights by raising awareness of the issue at the organisational level. Our Company takes and expects each company in the Group to take all measures to ensure the highest possible level of compliance with data protection principles. Data Protection Officers in each subsidiary support the work of the Group-level Data Protection Officer.

Data protection is also a priority at the AutoWallis Group level, and since the GDPR Regulation entered into force, the subsidiaries have undergone several data protection audits for all Group members that process data.

In 2023, our company plans to launch a project to audit and standardize the policies of the companies that belong to the group, called GDPR Audit and Single Rulebook Project.

The aim of this project, in addition to identifying any gaps in compliance, is to implement a uniform set of rules that will ensure that data protection is uniformly enforced at a high level across all subsidiaries. The AutoWallis group is also planning to implement a CRM system, the design and development of which will focus on the implementation of built-in data protection and the simultaneous simplification of data management.

Our Group strives to prioritise stakeholder consultation in our internal processes. Comprehensive audits of the data protection practices of data controllers within the Group provide a good opportunity to do so.

[418-1] In 2022, no justified complaints regarding the data security and data loss of our clients were identified.



GRI Standard	Disclosure	Chapter, subchapter	Page	Note
The Company and its reporting practice				
2-1	Organisation details	Introduction: AutoWallis Facts	5	
2-2	Subsidiaries mentioned in the Sustainability Report	Introduction: AutoWallis Facts	5	The report covers consolidated entities, with the respective consolidation approach applied.
2-3	Reporting period, cycle, contact point for questions regarding the report	Introduction: AutoWallis Facts, Report Summary	5, 7	
2-4	Restatements of information		-	The report does not contain restated information.
2-5	External certification		-	The report is not certified by external parties.
Activities and employees				
2-6	Activities, supply chain and other business relations	AutoWallis Facts, Report Summary, AutoWallis Group: Our mission, Business introduction	5, 7, 13	
2-7	Employees	Introduction: AutoWallis Facts	5, 31,	
2-8	Workers who are not employed by the company	Introduction: AutoWallis Facts	31	We have no workers who are not employed but report to and are controlled by AutoWallis, which also supervises their work performance and controls the tools and methods applied.

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
Governance				
2-9	Governance structure	AutoWallis Group: The Group's governance structure, Corporate Governance: Highest governance body	19, 45, 46	More on Corporate Governance on our homepage at https://autowallis.hu/szervezeti-felepites/
2-10	Nominating and selecting the highest governance body	Corporate governance: Highest governance body	45	More on Corporate Governance on our homepage at https://autowallis.hu/szervezeti-felepites/ and in our Corporate Governance Report: https://www.bet.hu/site/newkib/hu/2023.06./Felelos_Tarsasagiranyitasi_Jelentes_2022_evre_vonatkozolag_128908712
2-11	Chair of the highest governance body	Corporate governance: Highest governance body	45	More on Corporate Governance on our homepage at https://autowallis.hu/szervezeti-felepites/
2-12	Role of the highest governing body in managing corporate impact	Corporate governance: Highest governance body	45, 47	More on Corporate Governance on our homepage at https://autowallis.hu/szervezeti-felepites/
2-13	Transfer of responsibility to manage corporate impact	Corporate governance: Highest governance body; Other decision-making bodies, policies	47	

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
Governance				
2-14	Highest governance body's role in sustainability reporting	Corporate governance: Highest governance body; Other decision-making bodies, policies	47	
2-15	Conflicts of interest		45	The indicator is reported partially.
2-16	Communicating critical concerns	Corporate governance: Highest governance body; Other decision-making bodies, policies, Compensation system; remuneration policies	45	We are unable to display this indicator in full due to insufficient data availability.
2-17	Collective knowledge of highest governing body	Corporate governance: Highest governance body; Other decision-making bodies, policies	33, 45, 46	
2-18	Evaluating the highest governance body's performance	Society: Compensation system; Executive remuneration policy	45, 47	
2-19	Remuneration policies	Society: Compensation system; Executive remuneration policy	33	
2-20	Processes for determining remuneration	Society: Compensation system; Executive remuneration policy	33	
2-21	Annual total compensation ratio	Társadalmunk: Elismerési rendszer; Vezetői javadalmazási rendszer	33, 34	The data shown in the indicator is calculated using the median payments of the subsidiaries. This median is presented here.

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
Strategies, measures, and policies				
2-22	Statement from the most senior decision-maker on the company's sustainable development strategy	Introduction: Executive summary	3	
2-23	Regulatory commitments	Society: Ethical workplace; Ethical working environment, equal opportunities	41	
2-24	Reaffirmation of regulatory commitments	Corporate governance: Highest governance body; Other decision-making bodies, policies	47	
2-25	Negative impact management processes	Society: Ethical workplace; Addressing concerns	41	
2-26	Ethics counselling and mechanisms to address concerns	Society: Ethical workplace; Addressing concerns	41	
2-27	Regulatory compliance	Corporate governance: Transparent and legal operation; Legal compliance	48	
2-28	Membership of associations	Report Summary: Our stakeholders	8	

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Society: Employee well-being; Employee engagement, Corporate social responsibility, and professional excellence; Communication with stakeholders and groups	9, 40	
2-30	Collective agreements	Society: Employee well-being; Employee engagement	35, 40	The Company has no collective agreement.
Material topics				
3-1	Process of determining material topics	Report Summary: Materiality analysis [3-1] and material topics [3-2]	11	
3-2	List of material topics	Report Summary: Materiality analysis [3-1] and material topics [3-2]	11	
GRI 201 Economic performance				
201 3-3	Addressing the material topic	AutoWallis Group: Business introduction	14	
201-1	Direct economic value generated and distributed	AutoWallis Group: Business introduction	14	

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
GRI 201 Economic performance				
201-2	Financial implications and other risks and opportunities due to climate change	AutoWallis Group: Business introduction	14	
201-4	Financial assistance received from government	AutoWallis Group: Business introduction	16	
GRI 205 Anti-corruption				
205 (3-3)	Addressing the material topic	Society: Ethical workplace; Ethical working environment, equal opportunities	41	
205-1	Operations assessed for risks related to corruption	Society: Ethical workplace; Addressing concerns	41	
205-2	Communication and training about anti-corruption	Társadalmunk: Etikus munkahely; Aggályok kezelése	41	
205-3	policies and procedures	Society: Ethical workplace; Addressing concerns	41	
GRI 206 Anti-competitive Behaviour				
206 (3-3)	Addressing the material topic	Corporate governance: Transparent and legal operation; Prevention of anti-competitive behaviour	48	Confirmed

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
GRI 206 Anti-competitive Behaviour				
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Corporate governance: Transparent and legal operation; Prevention of anti-competitive behaviour	48	
GRI 403 Occupational Health and Safety				
403 (3-3)	Addressing the material topic	Society: Employee well-being	35	
403-1	Occupational health and safety management system	Society: Employee well-being	35, 36	
403-2	Hazard identification, risk assessment, and incident investigation	Society: Employee well-being	35, 36	
403-3	Occupational health services	Society: Employee well-being	35, 37	
403-4	Worker participation, consultation, and communication on occupational health and safety	Society: Employee well-being	-	We are unable to display this indicator in full due to insufficient data availability.
403-5	Worker training on occupational health and safety	Society: Employee well-being	35, 37	
403-6	Promotion of worker health	Society: Employee well-being	35, 38	We are unable to display this indicator in full due to insufficient data availability.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Society: Employee well-being	35, 36	We are unable to display this indicator in full due to insufficient data availability.

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
GRI 403 Occupational Health and Safety				
403-8	Workers covered by an occupational health and safety management system	Society: Employee well-being	35, 36	We are unable to display this indicator in full due to insufficient data availability.
403-9	Work-related injuries	Society: Employee well-being	35, 36	
GRI 418 Customer Privacy				
418 3-3	Addressing the material topic	Corporate governance: Transparent and legal operation; Customer privacy	49	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate governance: Transparent and legal operation; Customer privacy	49	
AW-1 Number of vehicles sold				
AW1 (303)	Addressing the material topic	AutoWallis Group: Number of vehicles sold	17	Based on indicator TR-AU-000.B of the SASB.
302 Energy consumption				
302 (3-3)	Addressing the material topic	Environment: The Group's energy consumption	23	
302-1	Energy consumption within the organization	Environment: The Group's energy consumption	23	

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
305 Emissions				
305 3-3	Addressing the material topic	Analysis of total energy consumption	24	
305-1	Scope 1	Environment: The Group's energy consumption; Scope 1 emissions	25	
305-2	Scope 2	Environment: The Group's energy consumption; Scope 2 emissions	26	
305-3	Scope 3	Environment: The Group's energy consumption; Scope 3 emissions	26	
306 Waste				
306 (3-3)	Addressing the material topic	Environment: Waste management – building a circular economy	28	
306-1	Waste generation and significant waste-related impacts	Environment: Waste management – developing circular economy	28	
306-2	Management of significant waste-related impacts	Environment: Waste management – developing circular economy	28	
306-3	Waste generated	Environment: Waste management – developing circular economy	29	We are unable to display this indicator in full due to insufficient data availability.
404 Training and education				
404 (3-3)	Addressing the material topic	Society: Training courses	35, 39	

GRI Standard	Disclosure	Chapter, subchapter	Page	Note
404 Training and education				
404-1	Average hours of training per year per employee, by employee category	Society: Training courses	35, 39	
404-2	Programs for upgrading employee skills and transition assistance programs	Society: Training courses	35, 39, 40	
404-3	Percentage of employees receiving regular performance and career development reviews	Society: Training courses	35, 39, 40	