



Sustainability Report



QUALIFORM
Alumíniumipari Termelő, Kereskedelmi és Szolgáltató Zrt.

APC

Year 2025

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History, activities and partners of Qualiform Zrt.

Qualiform Zrt. was established on January 8, 2007 as the legal successor of BT Holding Qualiform. **Qualiform Zrt.** (1995–2007) was founded in Apc, Heves County, the company is 100% Hungarian-owned. **Qualiform Zrt.** is a foundry with decades of experience, specializing in the production of aluminium die-castings and tools/fixtures. We manufacture our main products for the automotive industry, particularly the truck industry – complex, labour-intensive, machined castings (with or without a sand core). We supply these products. Heat-treated, surface-treated and assembled according to customer specifications.

Our company has its own toolmaking facility, which plays a key role in supporting and continuously improving our production processes. In-house tool manufacturing allows us to respond quickly to customer needs, make flexible adjustments, and consistently meet high quality standards. Our toolmaking facility not only covers our internal needs but also offers design and manufacturing services to our external partners. With our expertise, modern technologies, and an experienced team of specialists, we provide our partners with reliable, high-quality solutions. Our in-house toolmaking contributes to increased efficiency, reduced lead times, and optimized production costs, while simultaneously ensuring the preservation and continuous development of expertise within the company.

The success of our company enabled us to open a branch office where we could further expand our casting and surface finishing operations. The branch office was opened in Satu Mare, Romania, in 2011.

In 2025, BT. Holding Apc Kft. and Qualital Kft. merged to form **Qualiform Zrt.** The merger of the three companies represents a strategic step forward, not only from a business perspective but also from a sustainability perspective.

The merger was necessary to optimize the company structure in the owners' interest. Following its completion, significant operating cost savings and tax optimizations can be achieved, thereby increasing **Qualiform Zrt.**'s competitiveness. Integrated processes enable more efficient resource utilization, the reduction of administrative and operational redundancies, and supply chain optimization.

The merged organization possesses greater professional and technological capabilities, fostering innovation, environmental protection measures, and the development of sustainable solutions. Shared governance and compliance systems strengthen transparency, responsible corporate management, and long-term value creation. The more stable financial and organizational framework created by the merger will help the company to better respond to sustainability challenges and strengthen its social, environmental and economic responsibility.

Our company's most important clients:

- MAN Truck & Bus SE
- BMW Group
- Volkswagen Truck & Bus Industry
- MWM - TUPY DO BRASIL LTDA
- Sedlmayer GmbH Metalworking
- Vollmann Group
- ALUFLEX Production and Trading Ltd.
- ECS DIESER GmbH&Co. KG
- Rosenbauer International AG
- CSABAcast Leichtmetallgießerei GmbH.
- Honeywell | Building Automation
- FESTO-AM Ltd.
- FESTO SE & Co. KG
- Knorr-Bremse Systems for Rail Vehicles Ltd.
- Ikarus Engineering Ltd. – Instant Latvia SIA
- Nidec GPM Hungary Ltd.
- Driventec GmbH

Other partners:

- Hungarian Foundry Association
- German-Hungarian Chamber of Industry and Commerce

- University of Miskolc
- Heves County Chamber of Commerce and Industry
- 3H-Tech AB

Our company's sustainability ideals

The concept of sustainability is increasingly permeating our lives. A responsible company cannot exist today without a sustainability strategy and cannot afford to disregard sustainability aspects in its business activities.

1.) Environment, i.e., "attention" (environmental responsibility):

- Environmental awareness, environmentally ethical behavior, protection of our environment, including aspects related to climate change and conscious consumption;
- Conservation of biological diversity, i.e., protection of fauna and flora;
- Sustainable management of natural resources, economical use, use of renewable energy sources.

2.) Social dimension, i.e. "acceptance" (social responsibility):

- Sustainable society: Addressing health and nutrition issues as well as social problems arising from overpopulation and aging societies;
- Social justice, equal opportunities, social inequalities;
- Social diversity, solidarity, peaceful coexistence.

3.) Economic dimension, i.e. the approach of the "responsible company":

- Fair, transparent corporate governance, "fair trade";
- Reduction of environmental impact, e.g. by minimizing CO2 emissions and a paperless office;
- People-oriented approach towards both colleagues and customers;
- The importance of social engagement.

Sustainability through supplier involvement, supply chain sustainability

Qualiform Zrt. has set itself the goal of offering high-quality products and services and of being To position ourselves competitively in the commercial vehicle parts market, we continuously optimize our manufacturing and other processes with a focus on environmental protection. To ensure sustainability, we have formulated expectations for our suppliers, which are documented in our supplier handbook. This handbook is designed to explain our expectations for our Integrated Management System to our suppliers and encourage them to understand these expectations. Furthermore, it supports suppliers who do not yet hold a certificate from an independent certification body in improving their management system.

General requirements for our suppliers:

- **Qualiform Zrt.** orders exclusively from suppliers who take full responsibility for the quality of their products and ensure that they can permanently meet the contractually agreed requirements .
- If the supplier subcontracts the performance of the contract, he must ensure that the requirements described in this supplier manual are also met by the subcontractor.
- If **Qualiform Zrt.** deems it necessary, the supplier must ensure that the audit of its quality and environmental management system and its products can be carried out by our company's auditors.
- Our suppliers must have a quality management system that meets the requirements of ISO 9001; however, it is also important to meet the criteria of the ISO 14001 standard.

We request confirmation from suppliers that they have read and accepted the supplier handbook. Furthermore, the products and services to be supplied are expected to comply with applicable laws, regulations, and environmental protection standards.

Qualiform Zrt. condemns and rejects:

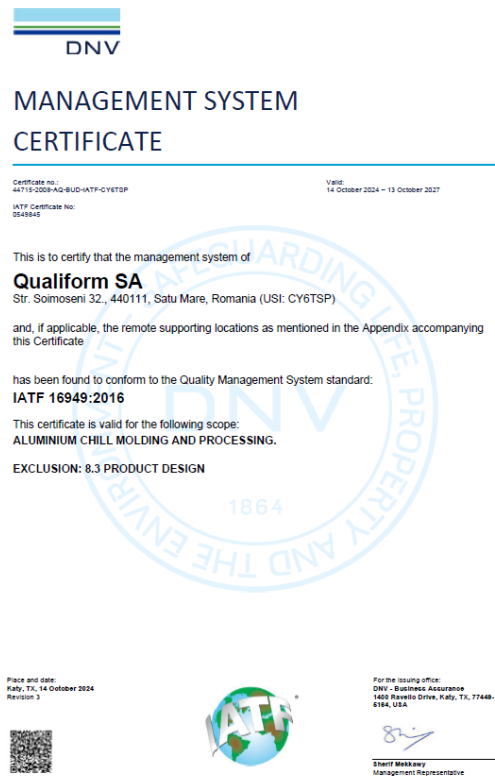
- Violence, harassment, discrimination
- Fraud, embezzlement, money laundering, corruption, bribery
- Insider trading
- political declaration
- Child labor, forced labor, human trafficking.
- Violation of competition and antitrust regulations

The company also expects its suppliers to adhere to these principles.

Quality management

Qualiform Zrt. 's fundamental goal is to further expand our existing reputation. We strive for continuous growth in both the quality and quantity of our gravity castings. Our main mission is to increase our presence in the passenger car and truck markets with our castings manufactured to the highest quality standards. We continuously develop our technology and regularly train our specialists to keep pace with rapid technical, technological, and professional advancements. All members of our management team are committed to sustainable development and business practices.

APC and Szatmárnémet, a quality management system according to IATF 16949:2016 . We guarantee consistent product quality, optimized processes, and high customer satisfaction for our automotive partners. Every year, an independent third party certifies the flawless operation of our system.



We regularly monitor customer satisfaction and continuously improve our technology, production facilities, work environment, and quality management system based on the feedback received. Our goal is to deliver high and reliable performance in all areas of our business.

We monitor our production processes and products with state-of-the-art measuring and testing equipment, which is essential for quality assurance, such as 3D coordinate measuring machines, spectrometers, X-ray machines, 3D scanners, and leak testing equipment. Our newly established cleanroom laboratory also enables highly precise and controlled testing of the purity of individual production processes and products.

Mission and vision of Qualiform Zrt.

Our future goals include strengthening our business relationships in the long term, improving product quality, and expanding our product range. Suitable and open partnerships contribute significantly to our success and the achievement of our goals.

We are proud of our Hungarian engineering team, our experts with their outstanding expertise. This is essential for the quality development of our products and the continued production of top-quality products. We continuously monitor changes in the market environment and adapt accordingly.

Our long-term goals include expanding our Romanian branch, introducing new casting technologies, and acquiring new customers (outside the automotive industry) to position ourselves as an established player in the foundry industry. Customer satisfaction is our top priority in all areas, as it ensures the stable and future-proof future of our company.

Our principles that lead to achieving our goal:

- Well-trained staff, outstanding creativity, professional excellence
- creativity
- continuous development, innovation
- Quality awareness
- Responsible commitment to safety, health and the natural environment

Innovation and digitalization

Our company understands innovation and digitalization as all internal activities that contribute to sustainable development and reduce the company's ecological footprint:



- Mapping new, more modern technologies
- more efficient production planning processes
- through more efficient production and organizational processes.

Our company is primarily an automotive supplier. Therefore, our manufacturing technologies and products indirectly influence pollutant emissions from the automotive and transportation sectors. In developing our components, we utilize state-of-the-art design tools and software to ensure energy- and cost-efficient production according to customer specifications. The manufacture of counterfeit components is strictly prohibited under our code of conduct!

When designing production processes, we prescribe, where technically possible, the use of auxiliary materials that have less or no environmental impact.

Our auxiliary materials and raw materials meet sustainability criteria. We do not use any hazardous or prohibited substances and maintain no business relationships with organizations (countries, governments, private individuals or legal entities) that are subject to or affected by comprehensive sanctions.

Our products are 100% recyclable!



In our production areas – foundry, machining, and testing facilities – we optimize our processes daily, taking into account quality, productivity, energy efficiency, and environmental objectives. Shorter cycle times and the selection of suitable cutting tools and consumables contribute significantly to achieving these goals.

We use NOVAFLOW software for casting simulation, one of the most advanced programs for supporting casting technology. Its use significantly reduces scrap as well as repair and rework on casting tools.

Through continuous optimization and the use of environmentally friendly melting treatment salts, we were able to minimize the salt consumption of the melting furnaces. This also reduced the metal content of the slag.

Thanks to modern technology, data, information, and processes from different computers can be managed more easily. One such solution is workplace visualization, which **Qualiform Zrt.** has also implemented.

The advantages of this technology include a high degree of flexibility and time savings, made possible by the rapid flow of information.

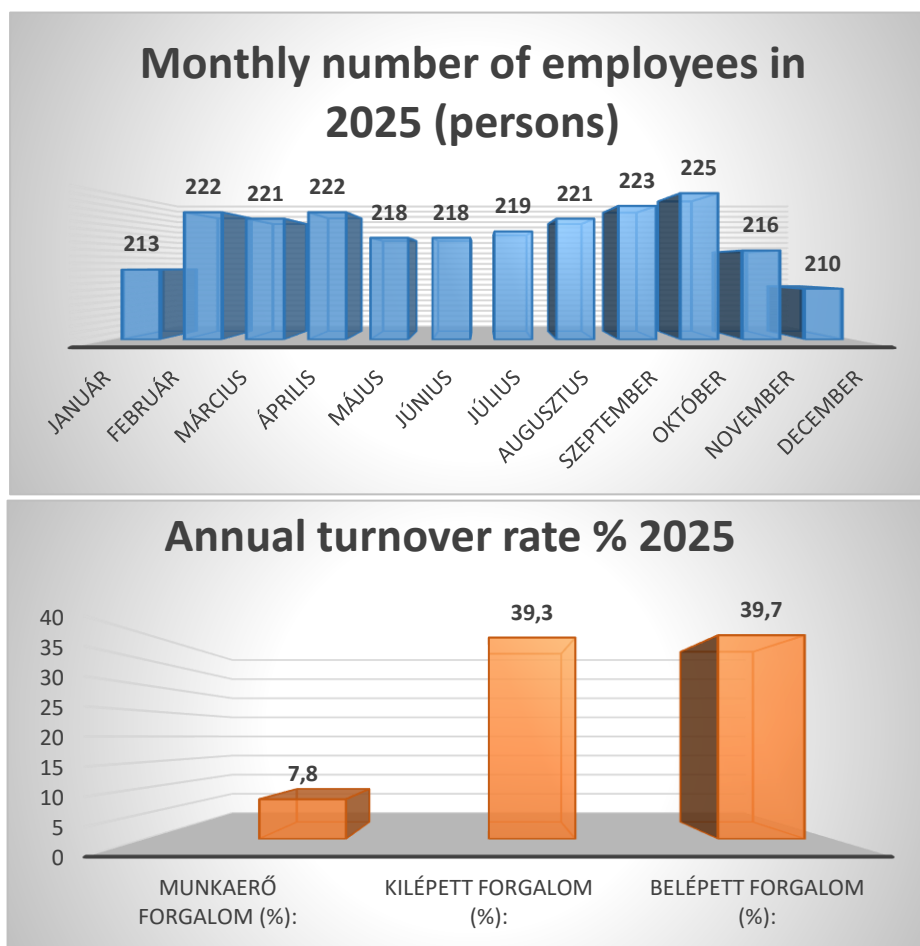
The production planning software used by our company helps to create an efficient and effective production plan, which is the optimal way to increase efficiency!

A key step in reducing paper consumption is the implementation of a document management system. Its primary goal is the efficient storage, digitization, and rapid access of documents. We are continuously working to expand this system at every production site. With this solution, the approval process is fully electronic, including electronic signatures. Incoming and outgoing invoices and delivery notes are also largely processed digitally.

Employment policy, responsible employer behavior

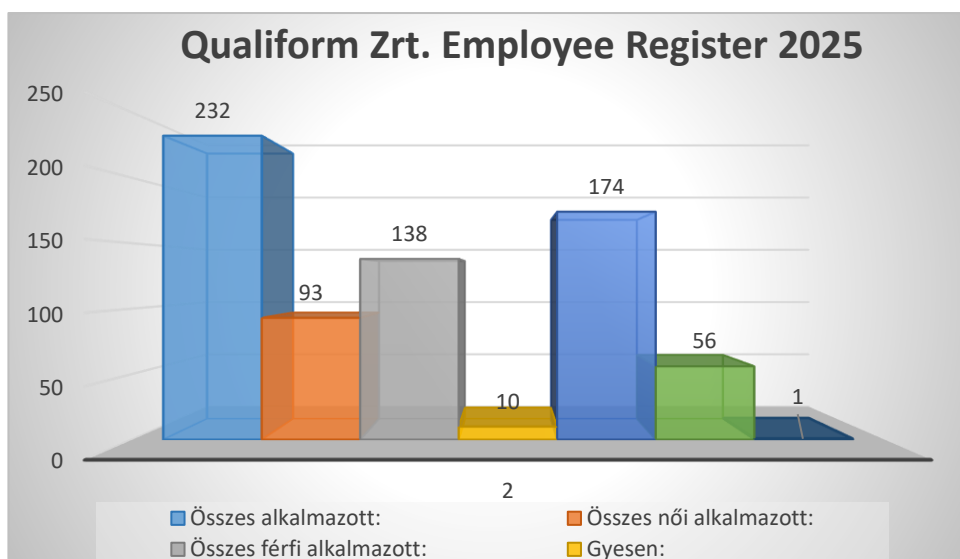
Our goal is to further develop our company into an even more attractive and employee-retaining workplace, thereby reducing employee turnover.

The chart showing monthly employee numbers includes only those employees who actually started working at **Qualiform Zrt.** does not include those employees who joined the company through legal succession after the merger on October 1, 2025.





Through our human resources management activities, we work daily to continuously improve the work environment and the processes that shape our employees' everyday work. We place particular emphasis on increasing the efficiency of recruitment and selection, strengthening subsequent onboarding processes, and expanding training and development opportunities. Furthermore, we strive to reduce administrative overhead and develop and operate systems that ensure the planning and availability of the required number and qualifications of employees.



*As of December 31, 2025, **Qualiform Zrt.**'s age group overview looked like this:*

The diagram shows the distribution of **Qualiform Zrt.** employees by age group in 2025, broken down by gender. The following conclusions can be drawn from this:

1. General trend

A significant proportion of employees belong to the middle and older age groups. The number of younger employees (16–30 years) is comparatively smaller, especially among men.

2. Gender differences

The number of men is higher in almost all age groups, with the exception of some younger and middle-aged groups where the number of women is more balanced or nearly equal. Peak values for women are lower.

3. Most populous age groups

For men:

56–60 years (22 people) – the highest value

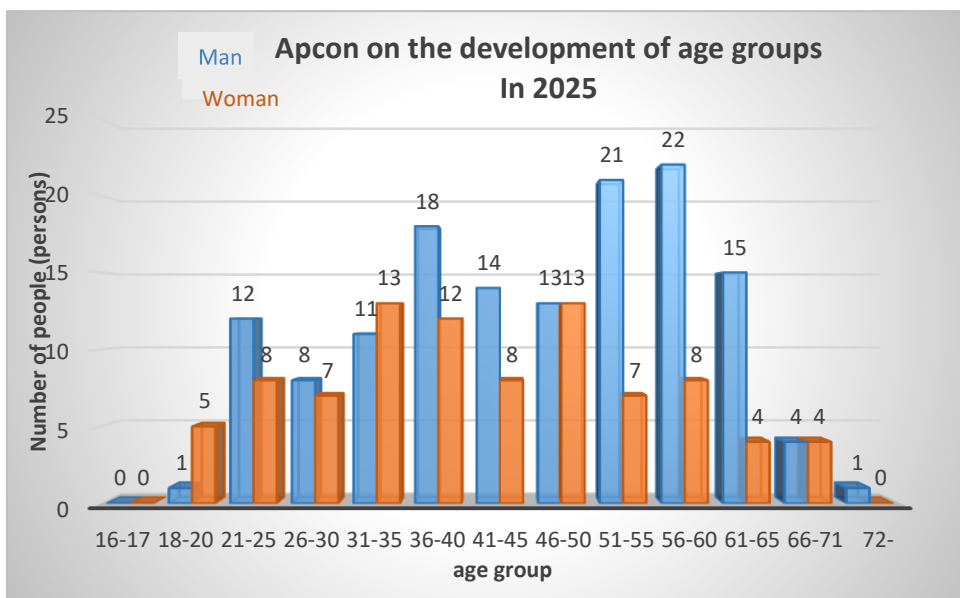
51–55 years (21 people)

36–40 years (18 people)

For women:

31–35 years (13 people) and 46–50 years (13 people) – the highest values

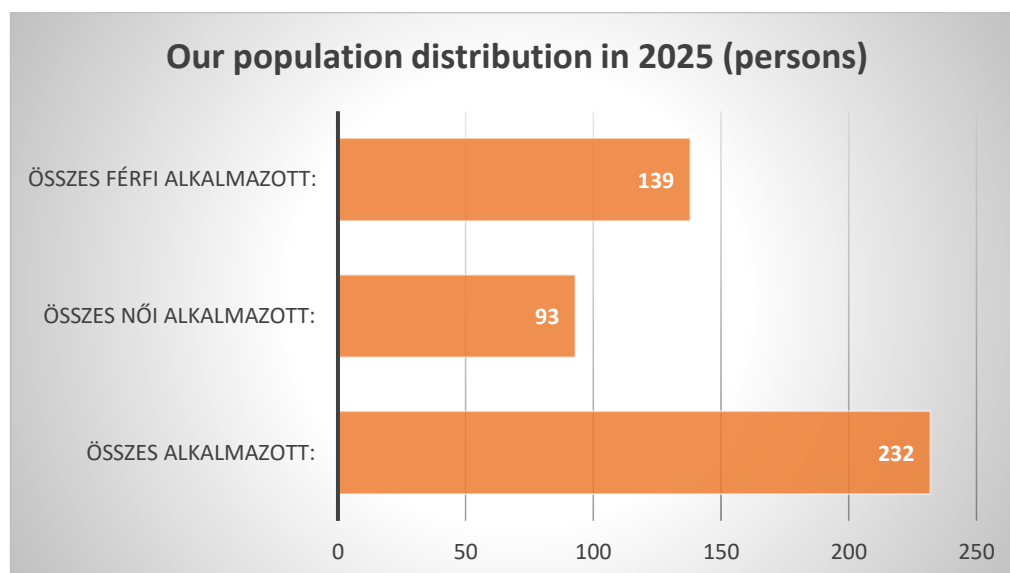
According to the chart, Qualiform Zrt.'s age group in 2025 will be predominantly middle-aged and older, with a low proportion of young people. This trend could indicate future challenges in the labor market (e.g., a shortage of young talent).



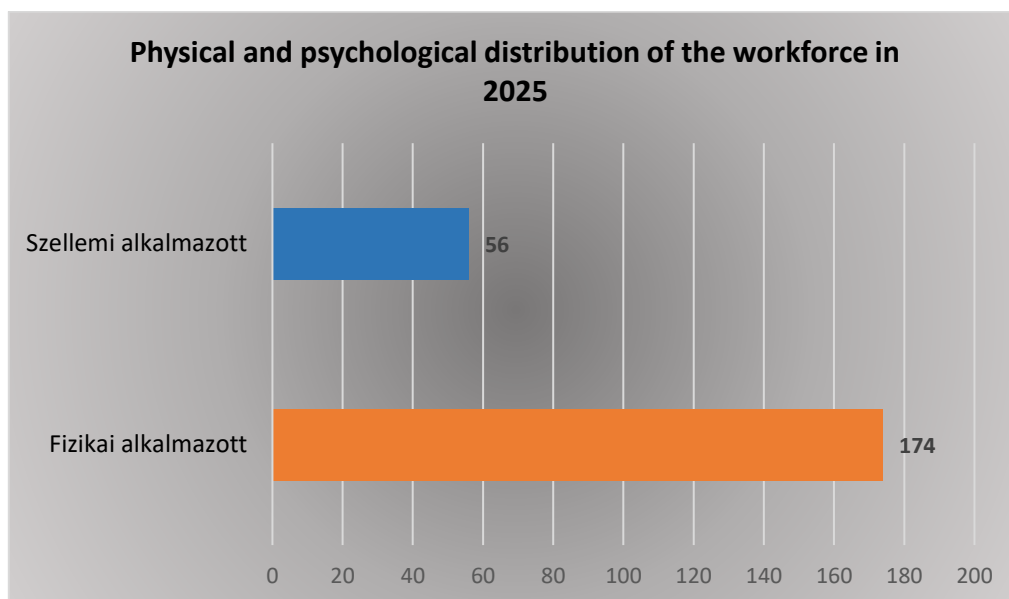
by location in 2025:

Apc location : 232 people of which 93 are women (40.1%)

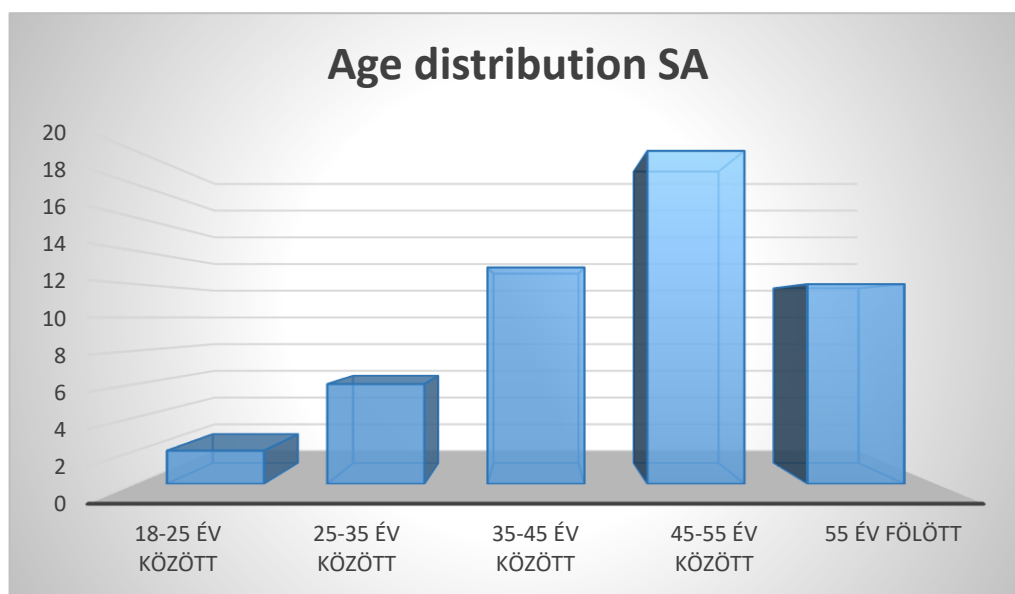
139 people are men (59.9%)



The following figure shows the physical and psychological distribution of the workforce:



Data from the Satu Mare branch : 53 people, → of which 6 are women (11.3%) and 47 are men (88.7%).



Our company values equal opportunities for all employees, which is also enshrined in our code of ethics. We respect the protection of personal data and maintain neutrality towards individuals in political and/or public office.

We give every applicant the opportunity to demonstrate their qualifications during the selection process and subsequently support them through mentoring and internal training. To increase operational efficiency, every potential employee completes a questionnaire.

We give our employees the opportunity to express their opinions and identify their needs through annual employee surveys. As a result, several of our break rooms have been renovated or equipped with the necessary amenities. In some areas, we have also implemented seasonal work schedules (e.g., during the summer) that are tailored to the needs of our employees. Furthermore, we have strived to increase daily employee satisfaction through additional training and, where necessary, organizational restructuring. Should our employees have any

dissatisfaction or complaints, they can exercise this right in accordance with our complaints policy. This policy, along with all necessary information and contact details, is readily available to all employees.

In addition to addressing the skilled labor shortage in the domestic labor market, employee satisfaction and recruitment are key objectives of our human resources policy. One example of this is our dual vocational training program with the University of Miskolc. We regularly participate in various labor market exchange programs with our company.

An important aspect of the company's personnel policy is the creation and provision of employee welfare, equal opportunities in the workplace and equal treatment, which is ensured by our aforementioned code of ethics.

With regard to working hours, wages and social benefits, **Qualiform Zrt.** and its suppliers are obliged to comply with applicable laws, agreements and industry standards.

Individual development is important to us in terms of employee retention and motivation. Our company creates an annual training plan that allows employees to complete job-related additional training beyond mandatory courses. This takes place partly internally and partly as part of external training programs. This can potentially open up career opportunities for them.

Our employment policy promotes the reintegration of female employees after maternity and parental leave. It ensures employment alongside retirement, part-time work, and, in certain positions, the creation of a flexible work-life balance. Furthermore, we have a dedicated program for employing staff with reduced and/or altered work capacity.

Our company guarantees its employees the right to freedom of association within the framework of legal provisions and considers the employee representative bodies, trade unions and works councils as partners.

Social responsibility, charity, sponsorship

As a responsible company, we see it as our duty to actively engage in society beyond our economic activities. As part of our social responsibility, we place particular emphasis on initiatives that align with our corporate mission and create added value for the environment.

Qualiform Zrt. supports the activities of Organizations and associations in the fields of culture, education and sport on an ad-hoc basis.

Education, including the training of highly qualified technical specialists, is one of our key funding priorities. Between **Qualiform Zrt.** and the University of Miskolc Since 2015, there has been a long-term funding agreement whose aim is to support foundry training and to ensure the operating conditions of the foundry institute within the framework of a dual training model.

Occupational safety and health

Our company places great emphasis on occupational safety and health. Therefore, creating a healthy and safe working environment for our employees is a top priority. Our employees receive regular annual training on occupational safety and fire prevention. Their knowledge of the training content and their preparedness are assessed during mandatory annual refresher training, which significantly strengthens workplace safety awareness within the company.

Close cooperation with various authorities enables more efficient management of potential emergencies. The fact that our company recorded only two workplace accidents in 2025 demonstrates the effectiveness of regular training and continuous monitoring. Workplace accidents are investigated in accordance with applicable regulations. In every case, we conduct an intensive occupational safety training session in which we analyze the cause of the accident together with the employees, safety officers, and our company's occupational physician and identify preventative measures. Our further goal is to strengthen employees' sense of responsibility in order to prevent workplace accidents and reduce the number of accidents to zero.

Qualiform Zrt. All applicable occupational health and safety regulations are adhered to in all operational processes. Employees always have the necessary personal protective equipment; if required, we also provide collective protective equipment. The continuous improvement of occupational health and safety is an important component of the company's ongoing investment.

Management assesses the anticipated hazards before the start of every work process. We develop technical, organizational, and personal action plans to protect against the identified hazards, and employees participate in specialized occupational safety training. These measures emphasize to our colleagues their important role in workplace safety.

To improve our occupational safety and health protection, we have set ourselves the following goals:

- develop proactive behavior instead of reacting to events,

- Developing comprehensive solutions with employee participation instead of ad-hoc technical solutions, and
- Ensure that the need for safety becomes a natural part of daily work.
- to rectify the defects identified during various inspections by the deadline.

Environmental protection – our environmental policy

Environmental protection is important to us, which is why our company operates an environmental management system. We protect our environment through separate waste collection and the proper disposal and transport of waste (e-waste, recyclables).

Our company places great emphasis on environmentally conscious and risk-based thinking in its policies and job descriptions. We maintain up-to-date records of environmental laws relevant to our business activities, monitor changes to these laws, and submit required annual regulatory reports based on these records. We strive to comply with all legal regulations in all our activities.

Our new employees are always informed about our environmental policy, environmentally conscious work practices, and the importance of separate waste collection. We regularly ensure that our employees' knowledge remains up-to-date and that any changes are explained. As part of our operations, we strive to reduce the use of hazardous substances, replace them with environmentally friendly materials, and handle hazardous substances properly.

It is important for us to reduce and minimize air pollution emissions and to maintain an appropriate level of emissions, including including carbon dioxide emissions, which we monitor based on official regulations.

The machinery and equipment are maintained according to the annual maintenance schedule. To prevent soil contamination, containment trays have been installed at the necessary locations. Containment materials are available in various areas of the plant in case of potential accidents.

To avoid noise emissions, the technical work is carried out in enclosed buildings, which has minimized noise emissions.

Our company separates its waste as much as possible and recycles it or, wherever feasible, forwards it for recycling. Our goal is to further minimize harmful environmental impacts and reduce the burden on our environment through continuous technological advancements. We also strive to minimize the consumption of natural resources (water, gas, electricity).

Our goal is to implement the requirements of the environmental management system and an environmentally conscious mindset to the best of our ability at our Satu Mare branch. We integrate responsible social and environmental objectives into our business processes in the spirit of sustainable development.

Our company is committed to complying with the guidelines for ecological sustainability with regard to water and air protection, waste and hazardous material management, to full compliance with the relevant EU directives, and expects compliance with these principles throughout the entire supply chain.

Renewable energies and decarbonization – Ethical guidelines

- The company is committed to environmentally friendly and sustainable energy management.
- In our activities, we strive to increase the share of renewable energy sources (e.g. solar, wind, hydropower and geothermal energy).
- Our goal is to continuously reduce carbon dioxide emissions in line with international climate targets.
- The company considers opportunities for energy saving and emission reduction in every decision.
- In our partnerships and supplier relationships, we prefer those who operate in an environmentally conscious and low-carbon manner.
- We encourage our employees to contribute to the company's decarbonization and energy efficiency goals in their daily work (e.g., saving energy, avoiding waste, responsible travel behavior).
- We communicate our progress in renewable energy and decarbonization publicly and transparently.
- As part of the company's long-term strategy, we are committed to climate-neutral operations.

- In all our decisions, we examine opportunities to reduce our carbon footprint.

Reduction of greenhouse gas emissions

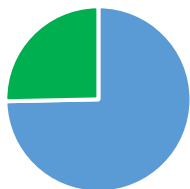
- Our goal is to reduce emissions year after year through technological developments and energy efficiency programs.

Energy consumption, climate protection

Based on a service agreement, Alu-Block Kft., a company within the group, provides natural gas and electricity services to **Qualiform Zrt.** The company employs an energy specialist who prepares annual energy reports.

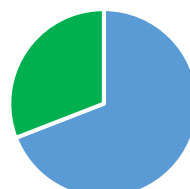
In the second half of 2025, green energy was procured with a monthly production volume of 50 MWh.

July



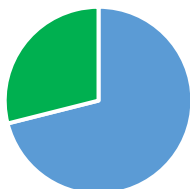
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August



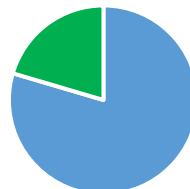
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September



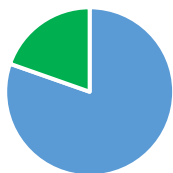
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October



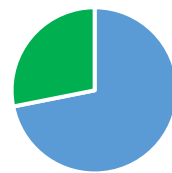
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November



■ zöldenergia aránya a villamosenergia fogyasztásban

December



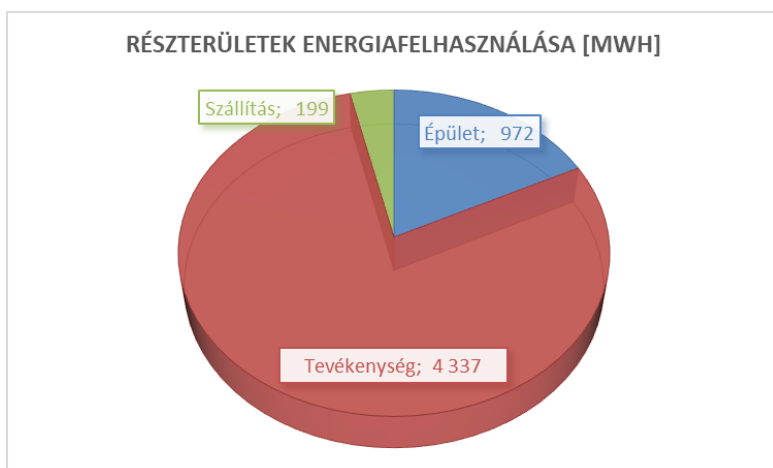
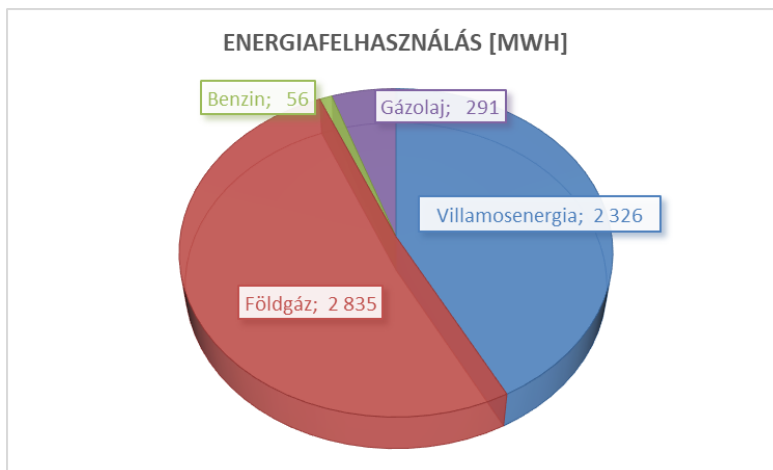
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Qualiform Zrt. plans to further increase the use of green energy in electricity generation by 2026.

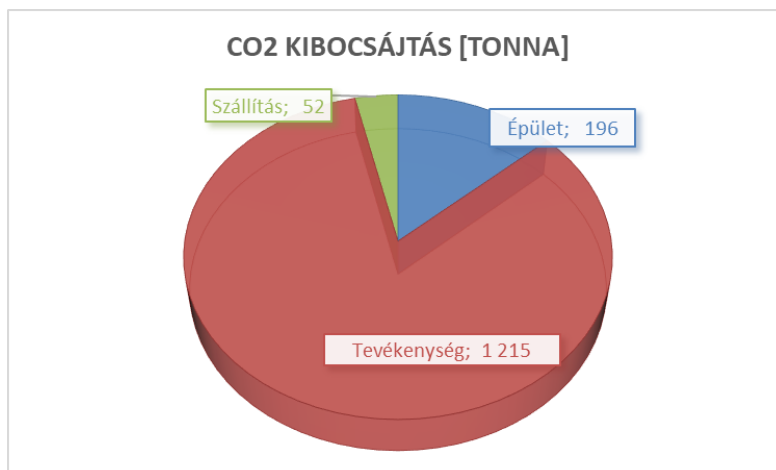
Annual Energy Efficiency Report 2025

Qualiform Zrt. was established in accordance with the provisions of Law LVII of 2015 on Energy Efficiency and Government Decree 122/2015 (V. 26.). and is based on the energy specialist reference contract of Alföld-Energia Kft.

1. Energy consumption



2. CO2 emissions by sub-region



1. Improving energy efficiency

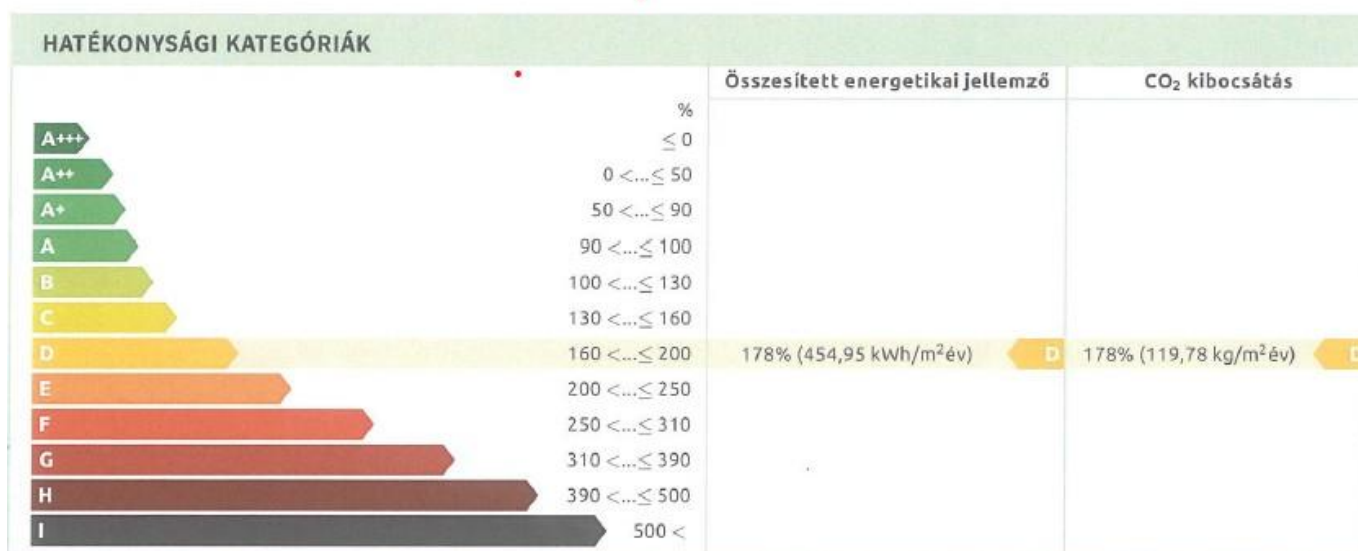
Qualiform Zrt. has completed three energy efficiency projects, scheduled for commissioning in 2025. These three projects will save a total of 65,214 kWh of energy and reduce carbon dioxide emissions by 23.8 tons per year .

2. Attitude formation

Qualiform Zrt. places great emphasis on developing an approach that promotes energy efficiency. Therefore, this topic is addressed both at the start of employment and in annual training sessions.

In 2025, it closed **Qualiform Zrt.** undertakes the collection of quantitative data on energy consumption and the implementation of energy efficiency measures in accordance with legal provisions, under the supervision and in cooperation with the energy specialist, and in accordance with the data provision requirements of the Hungarian Regulatory Authority for Energy and Public Utilities.

Energy rating of the buildings from **Qualiform Zrt.**: " D"



Environmental protection, air protection

the cornerstone of **Qualiform Zrt.** 's corporate philosophy. Since 2013, our company has operated a management system according to ISO 14001, striving to reduce the consumption of natural resources, minimize environmental impact, and prevent pollution. **Qualiform Zrt.** 's premises contain twelve emission sources, for which the Heves County Department of Environmental Protection and Nature Conservation has granted an air pollution control permit. In addition to submitting an annual air pollution control report, our company has the emissions from these sources measured by an accredited laboratory every five years. The corresponding report is then submitted to the environmental authority.

Two systems are located above the melting furnaces and utilize local extraction. In the surface treatment booth, kaolin is applied to the workpieces using a compressed air spray gun; the booth is therefore ventilated by a fan (10,000 m³/h). The flue gas from the tilting and drum furnaces contains nitrogen oxides, carbon monoxide, and particulate matter, while the chimney of the sandblasting booth enriches the air with particulate matter and ethyl alcohol.

The air flow rate of the point source exhaust fans for sand core production is 9000 m³ / h.

The raw materials for the welding process are castings from the foundry. The process is carried out using an argon-shielded TIG welding system. The associated point source exhaust fan (Ventifilt Folax 31.5) has an air flow capacity of 2016 m³ / h.

The product was cleaned in a closed washing system of the type Hydac CTU-1240-MZR. Solid contaminants are removed during the product purity test using liquid jet cleaning. The system collects the contaminants on the test sample using a filter. The special cleaning agent G60 is used for cleaning. Any fumes produced are extracted. The air flow rate of the exhaust fan belonging to the point source system is 1000 m³/h.

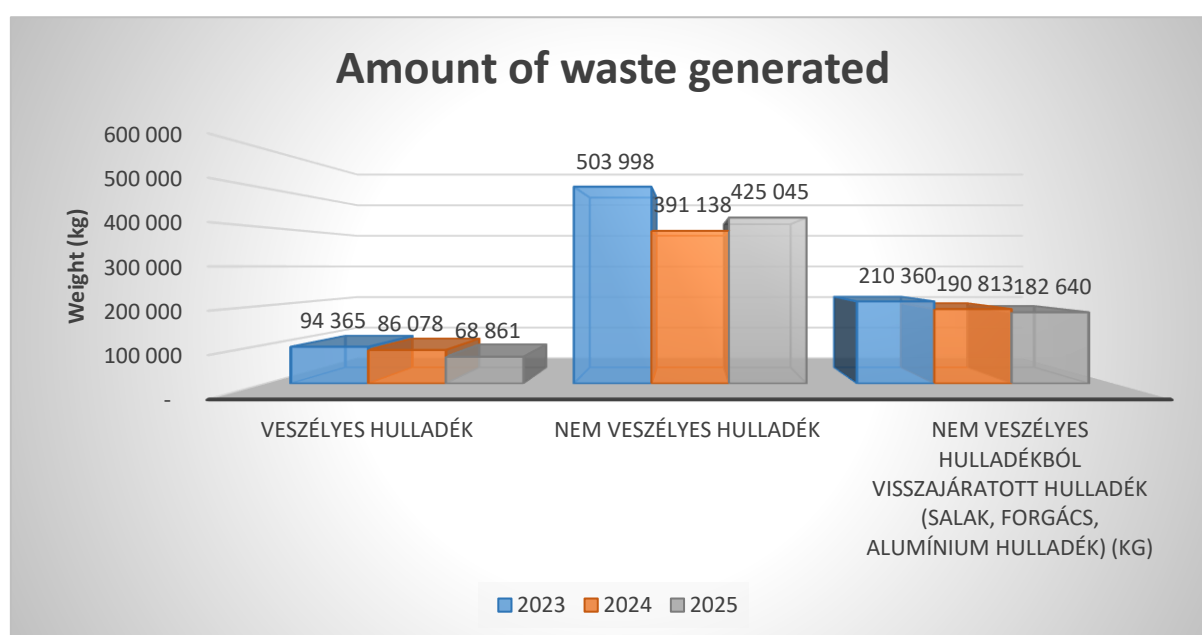
To reduce emissions, maintenance of the facilities is carried out according to a set schedule.

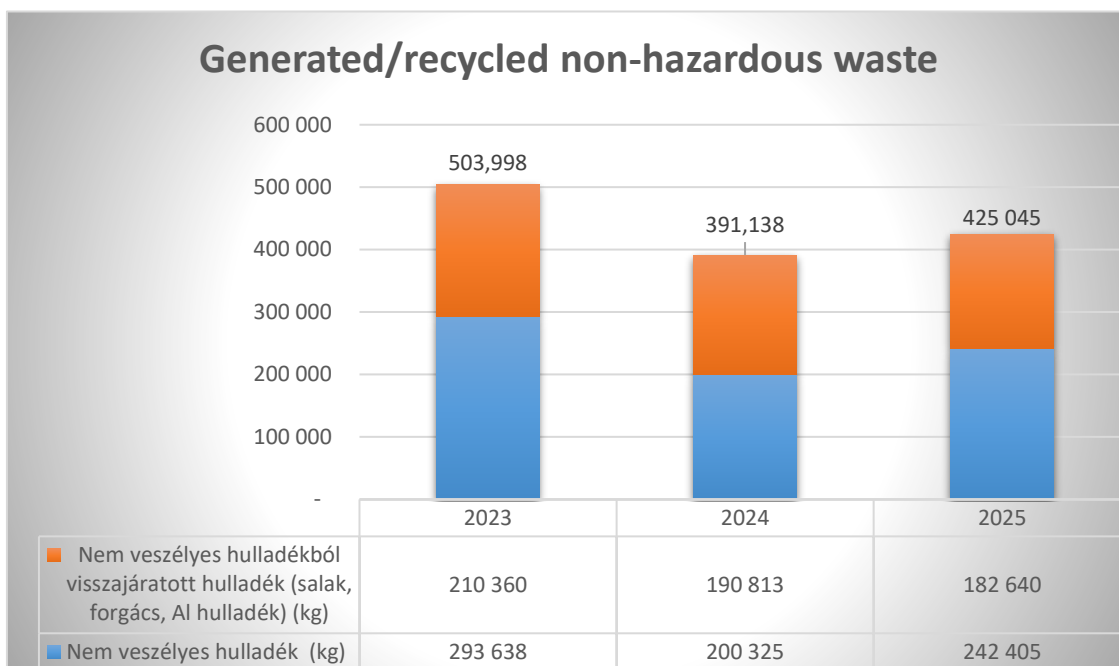
Chemical handling and waste management

In accordance with European directives and Hungarian legislation, our company places great emphasis on the correct identification and minimization of the harmful effects of hazardous chemicals and mixtures – both with regard to occupational safety and environmental protection. In addition to strict compliance with Act XXV of 2000 on the handling of chemicals and chemical safety, we maintain a substance register in which we document the analysis, hazard classification, and risks of the substances used. Furthermore, safety data sheets for hazardous substances and mixtures are always available at the place of use, and our employees are informed about their contents as part of their annual training.

Of the Waste from **Qualiform Zrt.** is transported by approved waste disposal companies. We constantly strive to replace hazardous materials with less hazardous alternatives. For example, in 2018 we replaced Emulsion Spirit WBF 7200 with Emulcut 160, which is not classified as a hazardous material according to EC Regulation No. 1272/2008. Another waste reduction measure is the use of MEWA cleaning wipes in our plants instead of machine wipes since 2007. The rental system operates on 8-week cycles. This allows the wipes, washed with the cascade cleaning system, to be reused up to 50 times.

In 2020, we participated in the Jane Goodall Institute's "Pass Back, Brother" campaign. The campaign's goal is to collect used mobile phones, as the mining of raw materials like coltan, needed for mobile phone production, threatens the habitat and survival of endangered species (e.g., gorillas and chimpanzees) in Africa, as well as the interests of local communities. We aim to curb this process because recycling the metals contained in used mobile phones is expected to reduce the mining of the ores required for production. The collection campaign ran until 2024. Furthermore, we separate waste on our company premises, ensuring that a significant portion of the paper and plastic is recycled. It's also worth noting that the aluminum generated during production is returned to Alu-Block Kft., where it is reused to manufacture aluminum ingots.





Water, wastewater

Our company places particular emphasis on environmental protection and sustainable business practices. This includes our own modernized wastewater treatment plant with activated sludge process. The system allows us to treat the wastewater generated during our on-site operations in a controlled and regulated manner before it is released back into the environment.

Activated sludge treatment is one of the most widespread and effective technologies for biological wastewater treatment. It works by breaking down organic pollutants in the wastewater through microorganisms – bacteria and other decomposers – in an oxygen-rich environment.

During the purification process, the activated sludge (the active community of microorganisms) breaks down pollutants in the aeration tank under constant mixing and aeration. The purified water is then separated from the sludge in the secondary clarifier. A portion of the sludge is returned to the system to maintain the biological process, while the excess sludge is sent for further treatment.

The advantage of activated sludge technology lies in the effective reduction of organic matter and suspended solids, as well as – with appropriate design – nitrogen and phosphorus loads. When operated correctly, stable and environmentally friendly treatment results can be achieved that comply with strict limits.

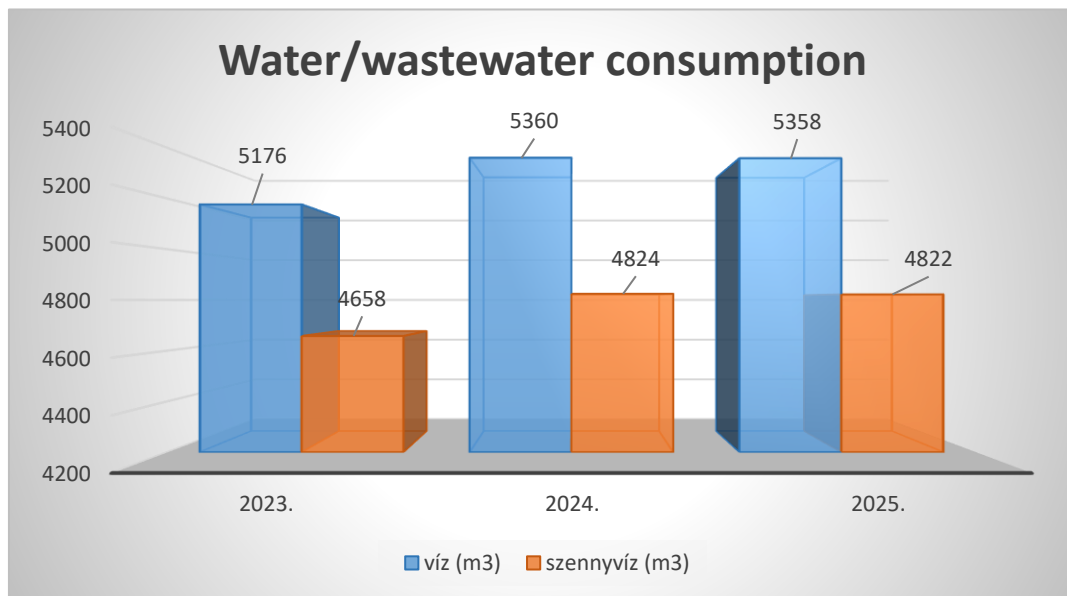
Continuous monitoring and regular maintenance ensure the safe and reliable operation of the equipment.

With this solution, we not only fulfill our legal obligations, but also make an active contribution to protecting water resources and creating a sustainable future.



Qualiform Zrt. holds an operating permit under water law. It is a combined water, wastewater and rainwater management permit for companies operating on the property at Apc, Vasút u. 1.

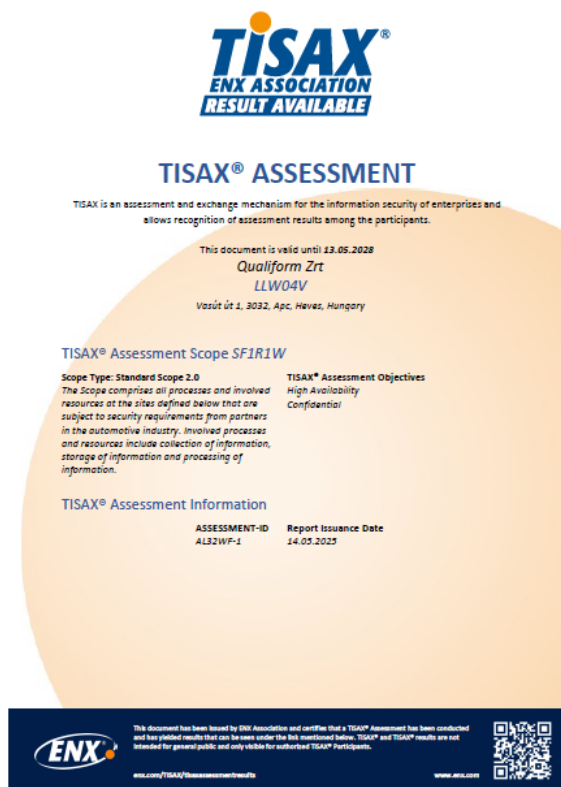
Based on a self-monitoring plan, the quality of the discharged treated water is tested twice a year by the accredited organization Bálint Analitika Kft. None of the measurements exceeded the limit values.



Data protection and ethical conduct

Data protection

The company declares that it carries out its data processing activities – through the application of appropriate internal rules as well as technical and organizational measures – in such a way that it complies under all circumstances with the provisions of REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation, hereinafter referred to as the 'Regulation') and the provisions of Law CXII of 2011 on the right to informational self-determination and freedom of information (hereinafter referred to as the 'Information Law'). **privacy policy** covers all matters related to this topic.



TISAX (Trusted Supplier) was implemented to continuously improve quality and meet the requirements of automotive suppliers. Information Security: The TISAX (Assessment Exchange) certification system was introduced to strengthen trust and ensure long-term cooperation. Our automotive customers must comply with strict information security regulations and expect their suppliers to handle sensitive data according to the same standards.

In preparation for TISAX, we reviewed and optimized our information security processes, the protection of our IT systems, and our physical and digital access management. This has enabled us to create a robust, transparent, and externally audited information security structure that meets the requirements of the automotive industry and the expectations of our customers.

The implementation of TISAX not only ensures compliance with legal and contractual provisions, but also promotes a high level of data and system protection within the company, thereby strengthening our partnerships and competitiveness in the automotive supplier market.

Due to the scale of our business activities and the ongoing digitalization, compliance with the **NIS2 Directive (Directive 2 on Network and Information Systems) is essential**. NIS2 is the new, modernized EU legislation for protection against cyberattacks, which imposes stringent requirements on information and **systems security** for companies in key industries on a larger scale.

To meet the requirements, our company is carrying out the necessary developments and measures in the following areas:

- **Establish a risk management system that** identifies and minimizes cybersecurity threats.
- **of procedures for incident management and response to it**, in order to be able to react quickly and effectively to attacks or IT disruptions.
- **Continuous monitoring and testing** to ensure the security status of IT systems.
- **Employee training** to raise awareness of information security.
- **Documented procedures and audits** that demonstrate compliance with NIS2.

Preparing for and implementing NIS2 is not only a legal obligation, but also a competitive advantage: it increases the trust of our customers and partners, strengthens operational security and reduces the risks caused by business interruptions.

Ethical conduct and the fight against corruption

Qualiform Zrt. enjoys an excellent global reputation for corporate reliability, thanks to its consistently applied, ethical business practices and its compliance with applicable laws and regulations. Our Code of Conduct outlines our ethical business practices.

Our company is neutral towards political parties and candidates for public office. We do not sponsor, promote, or support any political programs, parties, other organizations, or events they organize. Our ethical conduct is based on compliance with Hungarian and relevant international laws — especially EU laws — as well as our internal guidelines.

If our employees notice a case of misconduct, they can report it confidentially and without fear of retaliation – in person, by phone, or by email. We take all reports seriously and investigate them. This is guaranteed in our whistle-blower policy.

Qualiform Zrt. condemns and rejects the following in every respect:

- Child labour, forced labour, human trafficking;
- Discrimination, harassment, physical violence;
- Corruption, bribery, fraud, embezzlement, money laundering;
- Conflicts of interest and insider trading;
- political position;
- Violation of data protection rights, privacy policies and confidentiality regulations;
- Non-compliance with environmental and conflict zone procurement regulations; product counterfeiting.

For us, sustainability is not a one-off initiative, but a long-term commitment to responsible business practices, transparency and continuous development.

In the coming period, we will further strengthen our environmental goals, increase the energy efficiency of our operations, promote the development of our employees, and actively collaborate with our stakeholders to achieve common objectives. We are committed to measurable, transparent, and responsible decision-making in all areas of our business.

We thank our stakeholders for their trust and cooperation. We are convinced that our responsible actions not only create ecological and social added value, but also strengthen our long-term economic stability and competitiveness. We will continue on this path and, together with our partners and stakeholders, shape a more sustainable future.

Apc, March 5, 2026

 Digitálisan
aláírta: Hornyik
Máté

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Mate Hornyik
CEO