



SUSTAINABILITY REPORT 2022

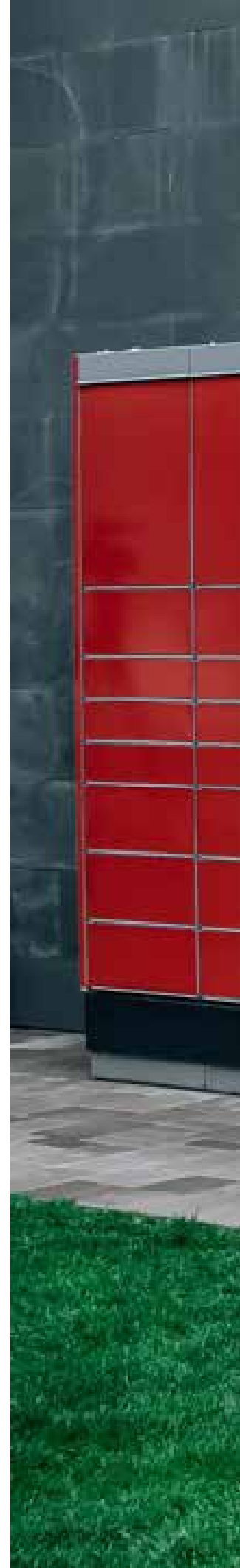


FOXPOST

THE CLEVER PARCEL DELIVERY

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FOREWORD



Dear Reader,

In 2022, every one in two parcel was collected at a FOXPOST parcel machine. It was a year of network building, we doubled the number of our parcel machines, meaning that our services are now available in 278 settlements across the country and in all districts of Budapest. In addition to the size of our network, we have also nearly doubled the volume of parcels delivered. Our customer base grew significantly in 2022, with several large international customers choosing us as their last-mile partner. We have also almost doubled the number of customers in the SME sector, without any migration.

In 2022, the disruption in global supply chains was still felt, exacerbated by the war between Russia and the Ukraine. This impact was most noticeable in car purchases. Fortunately, COVID has taught us to keep adequate stocks, especially of spare parts, and thus there were no significant delays in network development. We are also proud to have purchased 88 parcel machines from the Ukraine, supporting their economy in the process.

We have almost doubled our revenues, increased our workforce by nearly 50 people and operate 5 depots, meaning we now have a significant number of staff in non-Budapest areas as well.

The key partners of our CSR activities continue to be the Bátor Tábor (Camp of Courage) Foundation, the Hungarian Interchurch Aid, the #nemluxustáska (#notaluxurybag) initiative and the Amigos a gyerekekért (Amigos for Children) Foundation, but as the report will show, we also became a logistics partner for several new initiatives. We believe it is important to help the best way we can: by providing a modern and simple logistics solution for the public to help NGOs with their collection activities.

Our sustainability efforts and our business model have been recognised by numerous professional bodies, and in 2022 we won three more awards, this time specifically for sustainability.

The awards are proof of professional recognition and underline the brand's ambition to build the logistics of the future.

Best regards,

Ádám Bengyel

CEO, Co-founder

COMPANY DATA, CONTACT, IMPRINT

FoxPost Zrt.

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FOXPOST

CSOMAGKÜLDÉS OKOSAN

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1 COMPANY PROFILE

SERVICES

FoxPost Zrt., as a parcel logistics service provider, offers the following services:

FOR PRIVATE INDIVIDUALS

- parcel dispatch and parcel collection from a parcel machine
- parcel home delivery
- parcel return (for goods ordered from an online shop regardless of whether the parcel was delivered by FoxPost)

FOR BUSINESS PARTNERS:

- parcel pickup from business site
- parcel dispatch from a parcel machine (up to several parcels simultaneously)
- parcel home delivery
- parcel delivery to locker
- parcel return to sender (also if the customer did not order the parcel through FoxPost)



In terms of services, **home delivery is available within 2 business days, as well as next-day parcel collection** from a parcel machine.



Extra service fees:
fragile goods handling,
label printing



The home delivery service is provided by subcontractors who assist the Group in its work.



AWARDS AND ACCOLADES IN 2022

For 8 years now, FOXPOST has been striving to shape the logistics of the future with the lowest possible emissions. The awards listed below are proof of professional recognition and demonstrate the brand's commitment to sustainability. They also serve as a guarantee for services for our customers and business partners.

According to a survey by market researcher agency GKID, FOXPOST was the top-rated parcel service provider in its market segment for the seventh consecutive year in 2022.



We are two-time Superbrands and Superbrands Business award winners.



The Effekt 2030 – Community Investment Award is an annual award given by the Effekteam Association, which aims to recognise and promote the exemplary, effective environmental and social investment programmes of domestic companies as widely as possible, to help strengthen the social engagement and sustainability initiatives of large corporations, SMEs and start-ups, to inspire the professional work of corporate decision-makers in this area, and to increase their personal engagement. In the 2022 competition, FoxPost also won the main prize in the "Economy of the Future – SME category" and the special prize in the "Business Model" category.



In 2022, we won the main prize in the "Green SME of the Year" category at the "Green Awards" competition founded by Magyar Bankholding, Solar Markt, E.ON Hungária, PwC Hungary and Portfolio Group. In the framework of the competition for the best "green" projects in the country, businesses competed in 5 categories. A jury of renowned economic and climate research experts rewarded innovation and efforts towards a sustainable business model.





OUR LOGISTICS SYSTEM

The core activity of FoxPost Zrt. is other postal and courier activities (5320'08), providing parcel delivery services to private individuals and businesses nationwide, with a continuously expanding network of parcel machines.

FoxPost started 2022 with 356 parcel machines and 176 full-time employees, and ended the year with 800 parcel machines and 205 employees. We serve the e-commerce industry and private individuals in Hungary. The logistics solution providing a parcel pickup management service is based on the emptying of the parcel locker terminals, the delivery of the parcels to a central warehouse and their redistribution. For us, 2022 was about network expansion and growth. We have increased the number of our parcel machines on an ongoing basis and, as we expanded our network, we paid particular attention to quality locations when installing both indoor and outdoor parcel machines. A key aspect of our expansion activity is the pedestrian accessibility of our parcel machines, as this also helps our partners to pick up their parcels without emissions.

*"Our aim has always been to have our parcel machines where people do their daily shopping, so they don't have to go out of their way to pick up or dispatch their parcels, which is why we primarily target shops and shopping centres." **

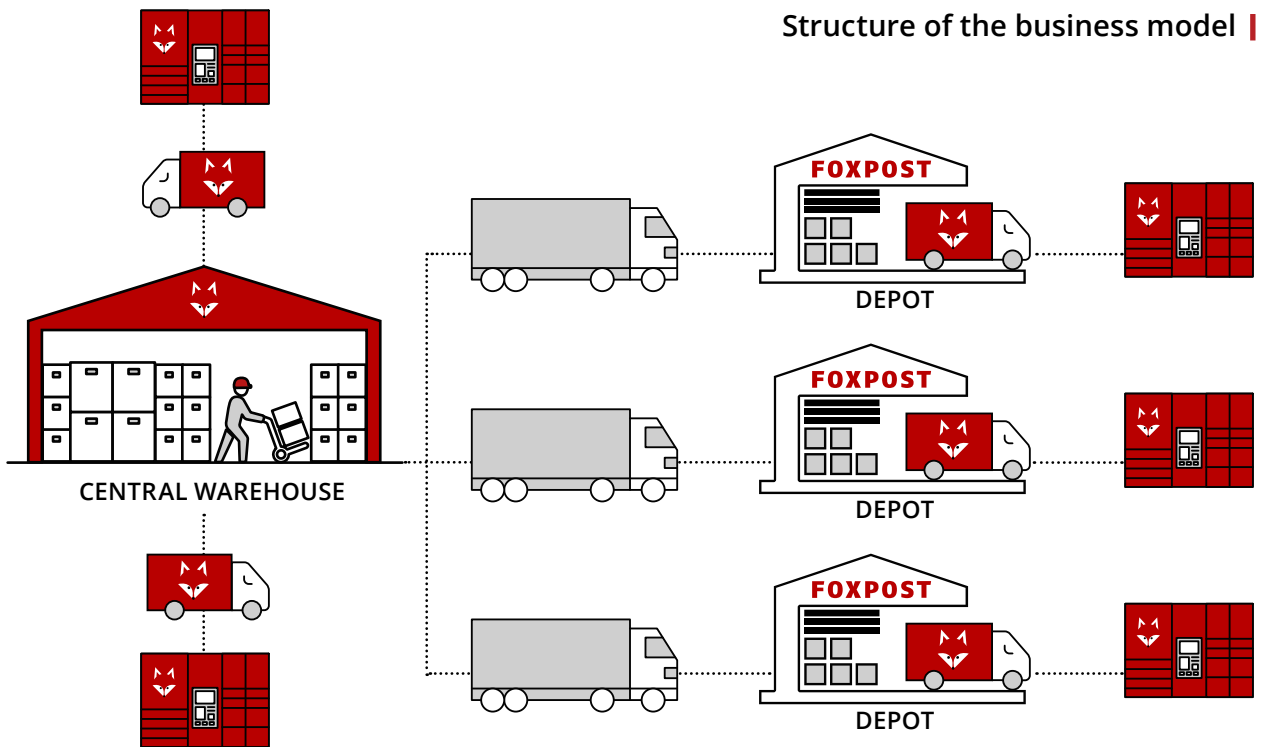
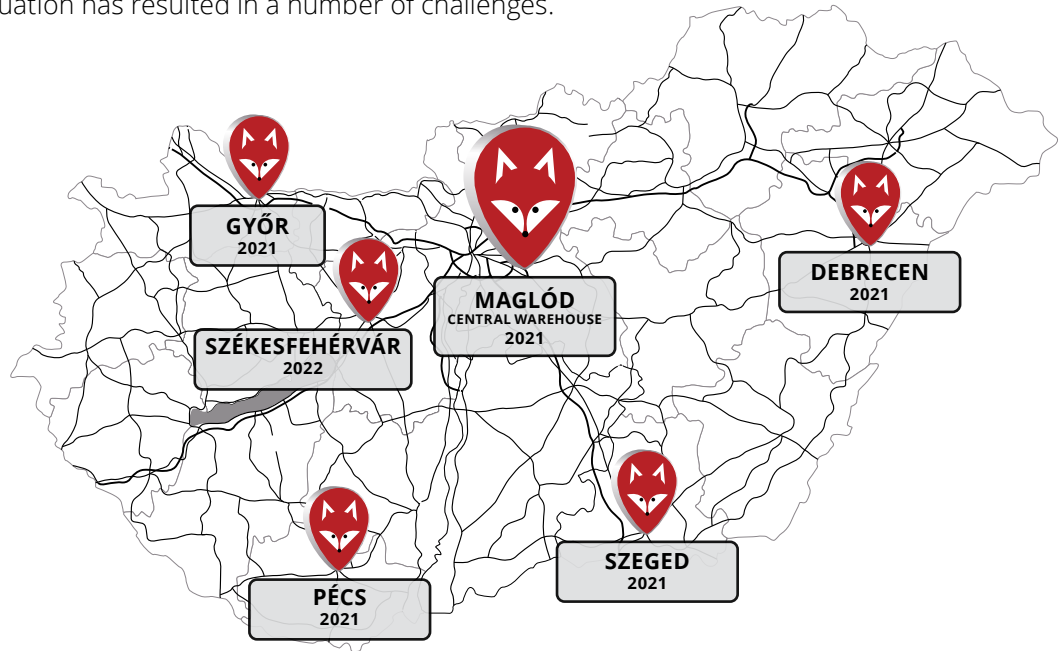
In order to service our current 800+ parcel machines, we have created a dedicated development team of over 30 developers. We also have our own service team who fix any malfunction within 36 hours.

*"With these developments, we started becoming a log-tech company, and that is how we define ourselves today. We have an IT know-how that is relatively unique even by global standards." **



*Source: Ádám Bengyel – <https://trans.info/hu/foxpost-bengyel-adam-interju-333585>

FoxPost currently operates with a central warehouse, 5 depots (Pécs, Szeged, Debrecen, Győr and Székesfehérvár) and more than 60 company-owned vehicles, with subcontractors supporting our work on the so-called backbone routes. In 2022, we continued to expand our vehicle fleet, although the international situation has resulted in a number of challenges.



*"Our vision was to create a sustainable small parcel logistics system, and we seem to have come up with a world-class system, the likes of which exist in very few countries." **



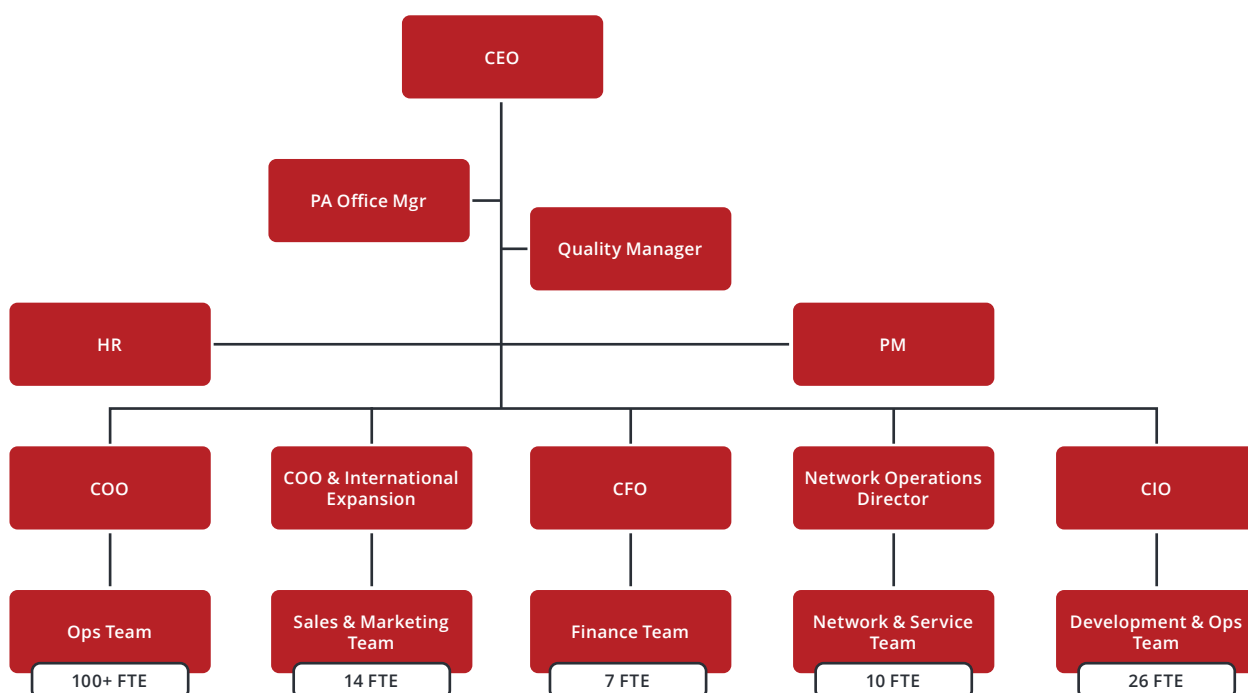
The provision of the traditional home delivery service is outsourced, with Express One supporting our work as subcontractor.

ORGANISATIONAL STRUCTURE

The work of FoxPost is supported by the Managing Director, an office manager, a quality controller, an HR manager and a project manager. Teams are headed by directors responsible for commerce, operations, finance, network development, and IT.

As a result of the company's growth process, the organisational structure changes continuously, with the figure below showing the structural characteristics for 2022.

The CEO and the Board of Directors are responsible for formulating the Group's long-term strategy, setting objectives and defining the corporate values.



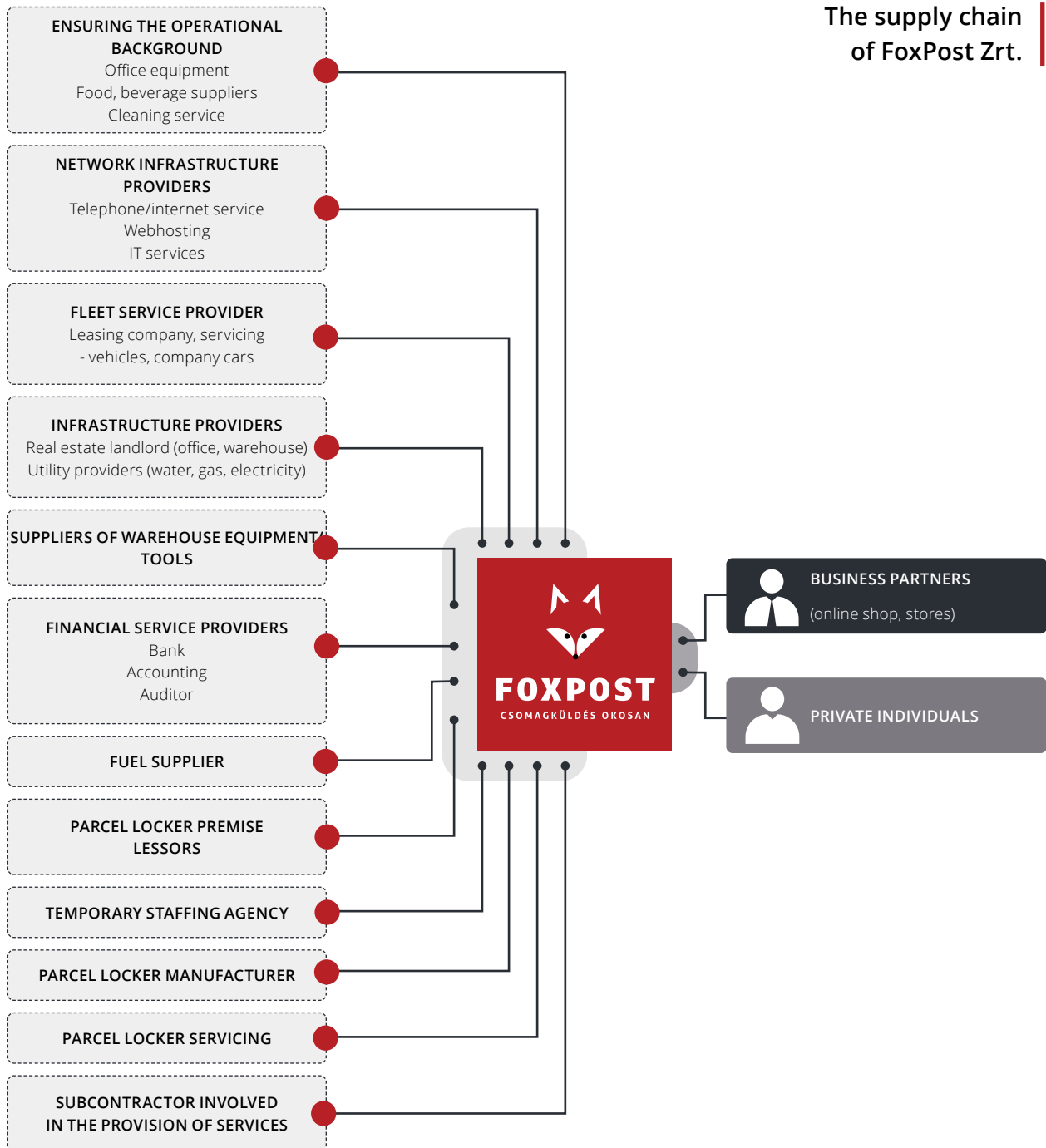
"We are a vertically integrated organisation in the sense that not only is our vehicle driving not outsourced, neither are, for example, our call centre and other functions.

*This is very important to us, because we assume all responsibility for parcels, which we can only do with peace of mind if we are the ones actually handling the parcels and not someone else." **

FoxPost is served by a relatively short supply network established for the provision of its services, as illustrated in the figure on the right. There were no significant changes in 2022 in terms of partners, with the number of supplier partners increasing in most cases. From the service provision aspect, the parcel locker terminal suppliers, logistics providers, vehicle leasing companies, building/parcel locker premise lessors and IT service providers can be regarded as most significant. We also purchased the IT services for the parcel machines from our Estonian partner initially, but due to continuous development needs, we took this in-house after a while and now have our own IT team. With IT and hardware integration, it is now possible to combine different parcel machines and IT systems. This was mainly required due to the expansion need.

*Source: <https://trans.info/hu/foxpost-bengyel-adam-interju-333585>

The supply chain of FoxPost Zrt.



We first integrated Austrian KEBA parcel machines into our own system, but today we work with a Hungarian parcel machine manufacturer and also buy from a Ukrainian supplier, as the need to diversify supply chains has been proven during COVID.

We review the performance of our suppliers, strive to build long-term partnerships, focus on business processes, and engage in continuous two-way communication.

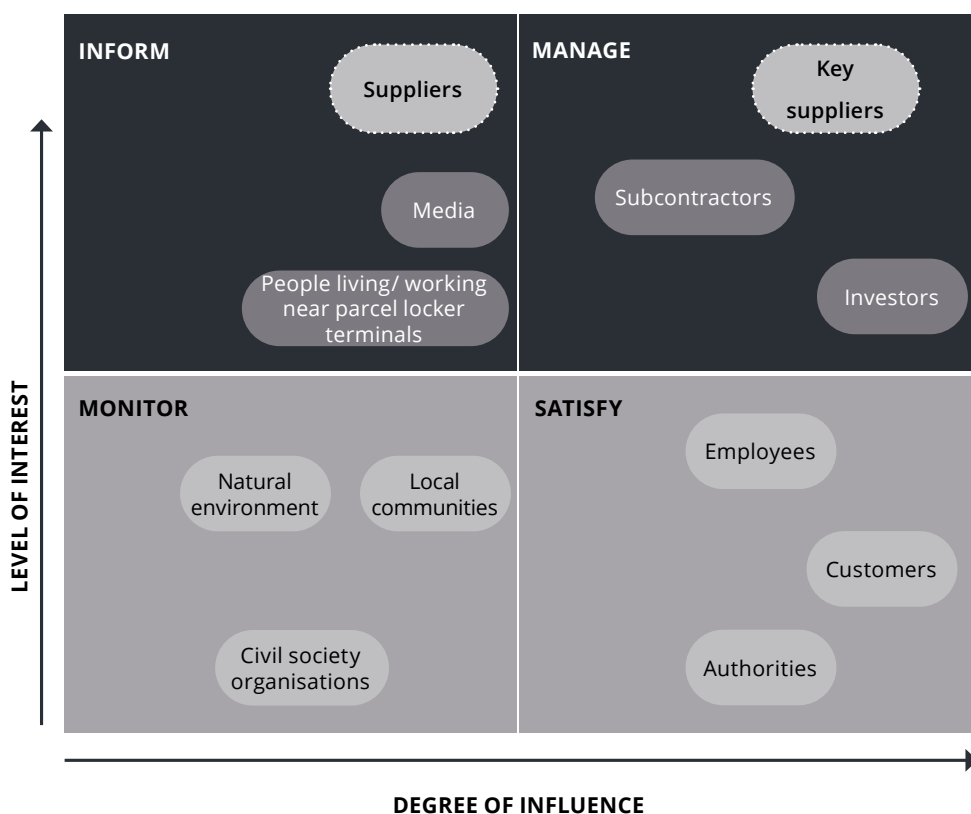
STAKEHOLDERS

FoxPost Zrt.'s stakeholders are companies and groups of individuals who are affected by FoxPost's operations and services and whose activities may influence FoxPost in the achievement of its business objectives.

We consider maintaining contact with our stakeholders a priority. By preparing our Sustainability Report, we aim to make our work and operations more transparent for all stakeholders and to demonstrate that our continuous improvements help us move towards a common, sustainable future.

FoxPost's stakeholders have been divided into four groups according to their level of influence and interest.

FoxPost's stakeholder map |





OUR CUSTOMERS

Our customers' expectations include the need for more lockers and easier access to the service. We are constantly working on this and are striving to do so through our sustainability efforts, ahead of their expectations.

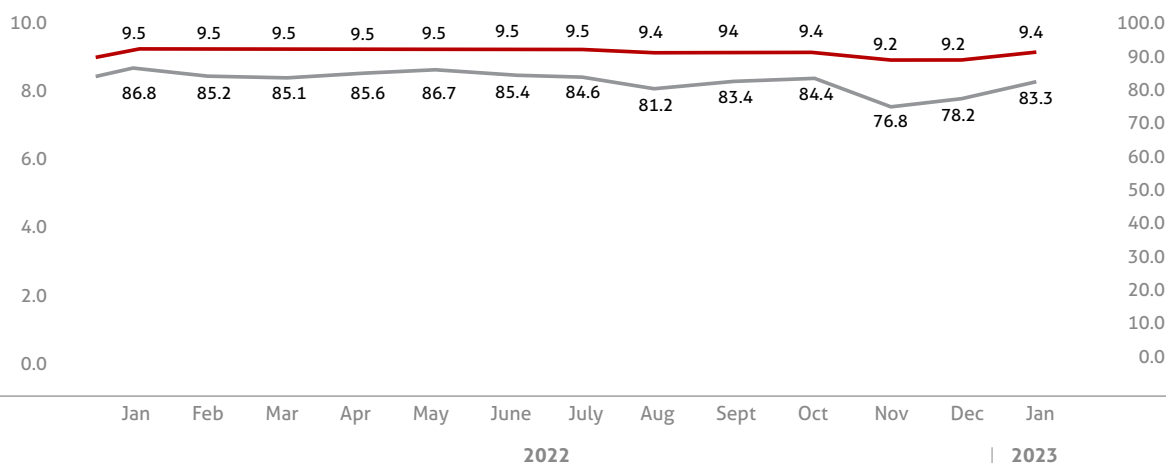
*"We serve more than 20,000 businesses, 80% of which are online shops. We are present in 10 of the top 15 Hungarian online shops, but we are also very popular with small and medium-sized businesses." **

"Cooperation with the large online shops has given us a big boost, but the latest was provided by Vinted, which proved to be particularly beneficial as it brought young people to us. While the typical FoxPost user is in the 30-70 age group, we are now seeing a greater number of 15-25 year olds."*

a representative survey of internet users. We measure the satisfaction of our business customers on a monthly basis. When asked "Would you recommend our service to others?", our customers gave a score above 9 in each case in the second half of the year.

We measure our brand awareness through

User satisfaction index based on the answers to the question "Would you recommend FoxPost to others?"



Recommendation – NPS

— FOXPOST recommended – average — FOXPOST recommended –NPS

Protecting the data of our customers is a priority for us. In order to protect our partners' and our own data, we maintain and continuously develop our information security system in accordance

with ISO 27000. Maintaining the information security system requires continuous operation and compliance monitoring, taking into account all applicable legal regulations.

*Source: <https://trans.info/hu/foxpost-benyel-adam-interju-333585>

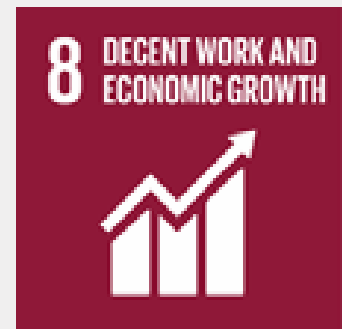
OUR SOCIAL, ECONOMIC AND ENVIRONMENTAL IMPACT

The following section presents the impacts of the operation of the FoxPost Group and the **UN Sustainable Development Goal** to which we have contributed through our sustainability efforts in 2022.

Environmental impacts: Parcel logistics services generate a significant environmental impact, mainly in terms of urban air pollution and harmful emissions. Sustainable operations have been at the heart of our business model since its inception, and we believe that the use of parcel lockers provides an efficient, environmentally-friendly solution to the growing e-commerce demand in the long term. Our aim is to continuously monitor our emissions and minimise our negative environmental impacts.



Economic impacts: We operate in a highly competitive environment, creating both an opportunity and a challenge, encouraging us to operate more efficiently and sustainably. Our goals are to operate efficiently and sustainably, to provide outstanding services and to be a trusted partner to our customers. Our business ethics are characterised by our belief in the weight of the word and fair play.



Social impacts: As a parcel logistics service provider, FoxPost contributes to customer well-being and comfort by serving the movement of a large volume of goods generated by online purchases, connecting people. We also create jobs, and provide our employees with highly predictable, stable income and excellent working conditions. We reinforce our positive social impact even further by standing up for good causes.



OUR EMPLOYEES

For us, sustainability also means trying to have a positive impact on those we come into contact with. This is particularly true for our employees. At FoxPost, we care as much about our staff as we do about our customers.

*"We have our own motivated staff who work to our own standards. Emptying our parcel machines is not such a simple task. Today, we have more than 800 parcel machines, so in essence, we are operating a computer park of almost a thousand units. And vehicle drivers need to be able to do certain minor repairs: disconnect the power to the POS, restart the parcel machine, change the paper in the label printer, clean it properly. There are many things one might not expect a traditional courier to be able to do." **

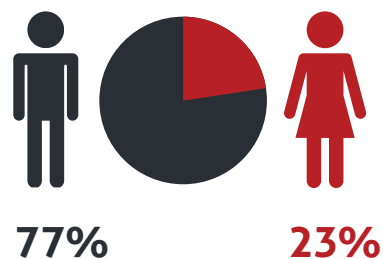


*Source: <https://trans.info/hu/foxpost-bengyel-adam-interju-333585>

We are extremely happy that employee surveys continue to show that staff like working at FoxPost. The feeling of being part of the life of one of the most dynamically developing Hungarian companies permeates daily work.

We are improving our internal processes in line with the growth of our workforce.

Ratio of women in white-collar jobs is 38%
In terms of total headcount, this is 23%



We employ domestic staff in both logistics operations and management.

*"Last year FoxPost carried about 5 million parcels, by approximately 50 drivers. A single vehicle delivers 800-1,000 parcels." **

The expansion of the network in the past 2 years (2021, 2022), i.e. the increase in the number of parcel machines, has led to an increase in the number of employees, including IT staff, couriers and warehouse staff.

The active internal presence of the HR function, and its elevation to management level, provides a wealth of quantitative and qualitative information that can bring qualitative improvements to the life of a dynamically developing start-up.

With the centralisation of the HR function, a company-wide training plan was launched for middle and senior management as well as in professional topics.

Following the assessment of training needs at middle and senior management level, a coherent professional and human development of middle management was launched in Q3.



1 COMPANY PROFILE

*"The people who are now directors did a lot of things themselves just a year and a half ago, and now they have a significant team headed by them. This often requires a completely different type of person and leadership," says Ádám Bengyel about the organisational challenges arising from increasing complexity." **

The operational middle management team attends 2-3 days of training per year with the help of a coach and the entire FoxPost middle management team spends an average of 1 day per month in training.

Last year, 5 drivers were given the opportunity to prove themselves in other areas, such as fleet manager, depot manager, transport coordinator, night warehouse shift manager.

All middle managers participate in an annual performance review, including a career development evaluation. At operational level, 11% take part in such an evaluation.

The documentation of the onboarding process has been further expanded, which helps onboarding and in the long run has a positive effect on keeping staff turnover low.

Our occupational health and fire protection training lasts for 2 hours, onboarding training for entry-level drivers is 10 working days.

The annual staff turnover rate 2.69%, 2.9% in operations.

*Source: <https://trans.info/hu/foxpost-benyel-adam-interju-333585>



*"Where we are also struggling with labour shortage is in the warehouse, specifically in sorting, which is admittedly soul-crushing work. We have automated what we can, but since we don't work with standard parcels, we cannot fully automate uploading, because there is no grabbing system (as yet) that could learn how to do this. Or, the systems that already exist are very slow. The human hand is still the safest and quickest solution in such cases, which is why we focus on lean projects: how to shorten tag times, walk times and create a warehouse layout that is as efficient as possible. We have just recently introduced such a new system, and we immediately saw a fifty percent increase in efficiency. So this is what I believe in the medium term." **



We provide a working environment and workwear that is outstanding in our industry, and we also fully comply with our legal obligations in the areas of health and safety and training.

At company level, the main regulatory instruments for occupational safety are the Occupational Safety and Health Policy, the personal protective equipment (PPE) allocation scheme and the medical fitness testing scheme. Occupational health and safety training is held regularly, covering occupational safety and health issues. The training sessions are interactive and involve employees, so we are open to their experiences, opinions and ideas. We carry out risk assessments of potential hazards, and all accidents and incidents that come to our attention are investigated. According to accident records, typical cases are: ankle injuries from tripping, lower back pain during lifting.

With an accurate knowledge of staff turnover statistics, we focus on the points that most often serve as unfavourable reasons for leaving the company. In addition to being aware of the figures, exit and stay interviews provide qualitative information on this topic – which processes were also among HR priorities for 2022.

As part of the onboarding process, all new entrants receive mandatory occupational health and fire protection training, and we also provide annual refresher training on these topics.

The focus directed on onboarding new staff members, refining the onboarding process, strengthening internal communication and on middle management bring many positives at both employee and manager level. In the future, these processes will of course be further reinforced.

Occupational health checks are provided for all staff members, and we have signed a contract with AYCM in 2022 for health promotion, opening up the possibility for employees to take advantage of discounted sports activities.



ECONOMIC PERFORMANCE

2022 was a year of rapid construction at FoxPost. We more than doubled the number of our parcel machines, reaching a network of 800 units. We clearly have the largest network in terms of the number of lockers, which are the basic units of parcel machines.

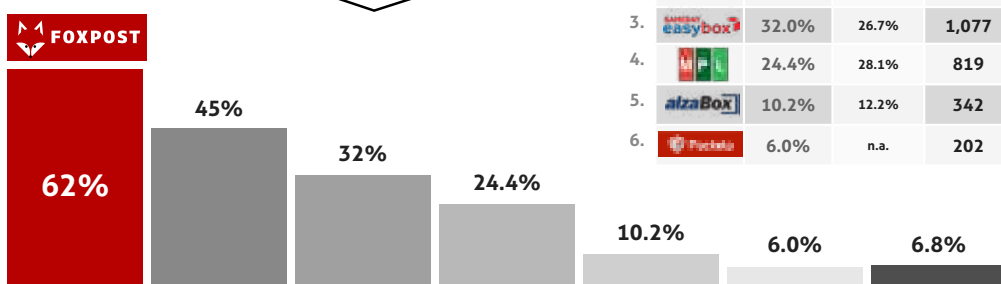
Uniquely, we can operate the devices of four different parcel machine manufacturers in a single system.

Our parcel turnover grew by two thirds and our total revenue by 80%.

According to **GKI** data, we have clearly strengthened our leading position in the domestic e-commerce parcel market in the competition among parcel machine networks.

Use of logistics providers: parcel machines Shoppers using parcel machine collection in 2022

In 2022, FOXPOST was the most widely used option (62%), but GLS parcel machines (45%) and Easybox (32%) were also popular in 2022. Packeta parcel machines were used by 6% of parcel machine users.



gkid Online parcel logistics landscape in 2023

Source: GKI - GMI data source • January 2023 • N = 9,808 persons

© 2023 GKI - Research & Consulting

The company's equity increased nearly fivefold in a single year. As a consequence of the rapid network expansion, we have realised a loss in 2022, in line with our preliminary plans.

In 2022, our company realised HUF 4,338 million in sales revenue and other income. We fully comply with our tax and legal obligations. We did not use any state subsidies.

Our annual report and other economic data are available on the e-reporting portal:

<https://e-beszamolo.im.gov.hu/oldal/kezdolap>



2022

OUR WASTE MANAGEMENT



The largest part of our environmental impact – given our activity – comes from the emissions generated during the transport of goods, but we also value the principle of circular economy and strive to minimise the amount of waste generated in our work.



We use special crates to transport parcels so that even unprofessionally packaged items arrive undamaged, and we strive to ensure efficient parcel handling. We extend the life of our crates through repairs. We currently have around 5,000 crates in our system. Thus far, 570 have been repaired and we plan on using a further 2,000 repair kits during the year.



We have around 1,500 pallets circulating in our system, which we also repair as needed. In 2022, we repaired and continued using 270 pallets.

We use [EcoFoil](#) film, which is 10 microns thick but consists of 5 layers, making it stronger than conventional film. It is environmentally friendly because it requires practically 60% less in terms of weight than conventional film.



We continued to collect our waste selectively in 2022 and have entered into a contract with a specialised processing company to remove waste.



We assessed partners that send the most waste to our Maglód centre. We would like to put in place joint projects with them to reduce packaging waste in the future.

The winter and summer windscreen washer fluid used for our fleet of vehicles was previously purchased in plastic bottles. From 2022 onwards, windscreen washer fluid is purchased in 200 litre drums (about 15 per year), preventing approximately 750 plastic bottles from becoming waste each year. The drums are returned and reused by the windscreen washer fluid supplier.



With the help of our staff, we made fashionable bags from our surplus construction nets left over from our marketing activities. These products made from recycled materials are sold in our online shop.



REDUCTION OF ENERGY CONSUMPTION

We have taken a number of measures to rationalise our energy consumption in 2022. To reduce our electricity consumption, we have established a zoning system for warehouse lighting so that everyone only switches on the lights in the zones directly affected by their own workflow.

At certain times of the day, we have to keep the gates open at our warehouse for the group arrival and departure of our couriers. Due to the differences in inside and outside temperatures, the situation was not ideal either in winter or summer. The gates have been fitted with slats to better separate the different temperature areas. This has significantly improved thermal comfort and reduced our energy consumption.





The warehouse is heated by gas and to reduce our consumption, we reduced the temperature by 2 degrees Celsius, and have installed a container office on warehouse premises to provide administrative staff with a warm working environment.

Door closing signs have been installed at the container office and other heated areas to improve the tempering of the rooms.

REDUCTION OF WATER CONSUMPTION

Given the nature of our activity, our water consumption is minimal, and any consumption is the result of the staff use of the washroom and kitchen, as well as cleaning services.

From 2022, our fleet is kept clean by [CleanGo](#), which washes cars on-site with minimal water use and biodegradable agents. On average, CleanGo uses 110 litres less water per vehicle than a regular car wash.

EMISSIONS

In 2022, we made significant changes to our emissions measurement system. Compared to previous years, we are using a much more detailed and comprehensive measurement system. In addition to the emissions from our core activity, we also aim to measure emissions from processes and facilities related to our activities. Thus, the results achieved, while numerically higher than the previous year, are based on considerably more factors.

In previous years, we disclosed results under Scope 1 of the GHG Protocol. In the section below, we are also disclosing the results of our three different measurement methods for 2022.

We want to lead by example to standardise the industry's emissions measurement practices and, as such, we are also publishing details of our emissions measurement system.

We have grouped our emissions into 8 categories, primarily for data collection purposes. This is what our emissions measurement system covered in 2022 (it is not possible to measure emissions from parcel machines as yet, but we plan to include this emissions category in the measured data from 2023)

The 8 categories can be grouped according to the logic of the three frameworks we use.

In 2022, we continued to use the [Greenhouse Gas Protocol](#) (GHG Protocol) Corporate Standard guidelines to record our greenhouse gas emissions.

The GHG Protocol aims to help companies and other organisations to record their actual greenhouse gas emissions in a way that is transparent and comparable with other organisations. Furthermore, it is used to contribute to effective and successful emission reduction projects based on these records.

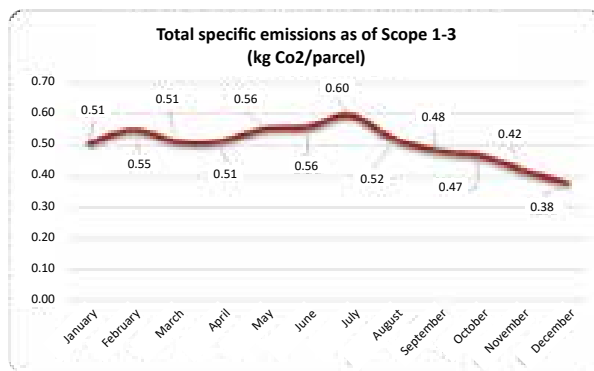


The corresponding scopes under the GHG Protocol for FoxPost are the following:

1.	Direct emissions from infrastructure (buildings, warehouses, depots) – energy use	Scope 1
2.	Emissions from fuel consumption of own fleet	
3.	Emissions from fuel consumption of subcontractor fleet (collection, seasonal)	
4.	Emissions from linehaul service	
5.	Indirect emissions related to the production of purchased energy (electricity, gas)	Scope 2
6.	Emissions from home delivery service	Scope 3
7.	Emissions from commuting to and from work	
8.	Indirect emissions linked to the supply chain of purchased fuel	

3 ENVIRONMENTAL INFORMATION

We also harmonised our emissions measurement system with the guidelines of the ISO 140064 standard, in line with the requirements of our business partners and in preparation for the expected tightening of regulations. The first step to reducing our emissions is accurate measurement. At the same time, we are reducing our emissions per parcel by increasing our operational efficiency.



Emissions categorised according to ISO 14064 guidelines:

1.	Direct emissions from infrastructure (buildings, warehouses, depots) – energy use	Direct emissions
2.	Emissions from fuel consumption of own fleet	Direct emissions
3.	Emissions from fuel consumption of subcontractor fleet (collection, seasonal)	Direct emissions
4.	Emissions from linehaul service	Direct emissions
5.	Indirect emissions related to the production of purchased energy (electricity, gas)	Indirect emissions
6.	Emissions from home delivery service	Direct emissions
7.	Emissions from commuting to and from work	Direct emissions
8.	Indirect emissions linked to the supply chain of purchased fuel	Indirect emissions

*Source: <https://trans.info/hu/foxpost-bengyel-adam-interju-333585>

To reduce local air pollution, we have been testing the efficiency of our electric delivery vehicle and its integration into our operations since 2020. At the current level of development of electric vehicles, we cannot effectively integrate these into FoxPost's logistics system. At the same time, we are committed to reducing our emissions, and thus we are currently working to reduce fuel consumption by using a young fleet, optimising our routes and improving our staff's driving techniques. We are constantly monitoring the development of electric vehicles, keeping an eye

on the emergence of innovative technologies, so that we can use alternative fuel vehicles when the technology is sufficiently advanced.

*"Our goal is to become completely carbon neutral in delivering parcels in Budapest. We are looking forward to green technologies that will allow us to deliver parcels in a carbon neutral manner over greater distances." **

Emissions linked to our fuel consumption in the Tank-to-Wheel approach

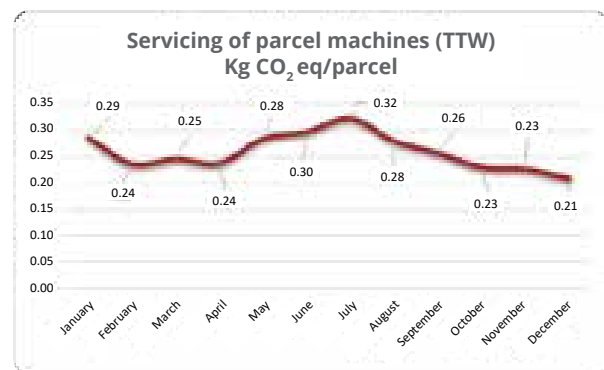
2.	Emissions from fuel consumption of own fleet	TTW
3.	Emissions from fuel consumption of subcontractor fleet (collection, seasonal)	TTW
4.	Emissions from linehaul service	WTW
6.	Emissions from home delivery service	WTW
7.	Emissions from commuting to and from work	WTW
8.	Indirect emissions linked to the supply chain of purchased fuel	WTT

The above data are used to produce the following indicators:

Total emissions: kg CO₂ eq/month

Total emissions/parcel/month

Total TTW/parcel (serving our parcel machine network only – according to our previous measurement system)



In 2022, emissions from delivery to the parcel machine and associated operations alone averaged 0.33 kg CO₂ eq/parcel, while the same value for delivery fuel consumption was 0.21 kg CO₂ eq/parcel.

Therefore, the set of criteria needed for the calculations was established, and the real

challenge is to collect the various emission data. The consumption of electricity, gas and water for infrastructure varies per month for rented depots depending on the rate of utilisation (sqm). For the company's own fleet, the monthly mileage and fuel consumption are the benchmark, but in this case as well, the consumption of diesel/hybrid/electric/plug-in vehicles requires a different calculation procedure and conversion factors. Among the activities carried out by subcontractors, the consumption of 3.5 tonne vehicles performing parcel collection (or the occasional loading of parcel machines) is also monitored. Home delivery and linehaul activities are entirely subcontracted, from which subcontractors it is often difficult to collect emissions data. The non-exclusivity of subcontractors would also require a proportionalisation of these data. The emissions related to the commuting of employees can be calculated on the basis of the environmental load of the average fuel allowance per employee.



4 SOCIAL IMPACTS:

OUR CSR ACTIVITIES

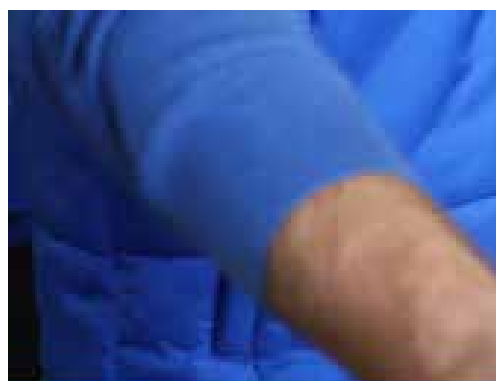
We will continue to give priority to supporting local communities and future generations.

As a Hungarian business and a responsible company, we believe it is important to stand up for important social causes from time to time. We focus on helping where we can do the most – providing modern and simple logistics solutions for NGO initiatives, for example simplifying fundraising processes. Through our social engagement, we aim to support the generation of the future, to build and shape the logistics of the future; and to take up real social issues where without the logistics solution we can provide, an initiative would not be implemented.



#nemluxustaska 2022

In January, we were given the opportunity to be the logistics partner for the #nemluxustáska (#notaluxurybag) campaign. In just a few weeks, we delivered more than 6,000 donations to the organisers, who distributed these to women in need with the help of the Hungarian Charity Service of the Order of Malta.



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At the end of February, the world took a big turn for all of us, with the outbreak of the Russian-Ukrainian war, and we again quickly found ourselves in a new situation. We are proud that in just a few days, we developed an IT solution to make the entire FOXPOST network available to the population for the "Assistance Without Borders" campaign of the Hungarian Interchurch Aid, so that people could send their donations to the HIA's central collection base with just a simple click. In total, we delivered approximately 15 pallets of donations.

4 SOCIAL IMPACTS

In April, we were approached by staff from the Institute of Aquatic Ecology of the Centre for Ecological Research to collect data on the biota of garden ponds with the help of the public. With the help of Express One and FOXPOST, 352 sample packets were sent to project volunteers around the country for water chemistry and environmental DNA testing, of which more than 300 packets full of samples were returned to the institute, where researchers processed the samples. From their study, we learned about the native and possibly invasive species that inhabit these, as yet unexplored areas.

The "Easier Together" Foundation for Women's Health is the only officially registered non-profit public benefit organisation in Hungary dedicated to supporting women with endometriosis. As part of our collaboration, the hospital packages were delivered via FOXPOST to endometriosis patients facing surgery, helping them to get through the long and emotionally stressful period of preparation and recovery.

We consider supporting the generation of the future a key strategic objective. Throughout the year, we were involved in several initiatives to support children and young people.

We partnered with the Amigos a gyerekekért (Amigos for Children) Foundation during their Easter, Children's Day and Christmas campaigns. In total, we reached 8,500 children and supported the work of more than 150 volunteers.

We provided logistics support to the Bátor Tábor (Camp of Courage) Foundation for their work throughout the year.

As part of the TündérPakk Charitable Foundation's back-to-school campaign, we helped more than 100 families to start school in September.





SIGN LANGUAGE ACCESSIBILITY

At the initiative of the Jelnyelvi Oktatás és Fordítás Alapítvány (Foundation for Sign Language Education and Translation), we commenced the development of our website to make it even easier for our deaf users to use our services. The sign language accessibility project continues in 2023.

We sponsored the StartLab project of the Budapest Business University, the Green Light project of Corvinus University and the mathematics competition for primary school pupils at the Árpád Secondary School. We enabled students from the Alternative Secondary School of Economics to take part in an international robotics competition. Overall, we spent a total of HUF 2,600,000 on education in this fashion.

The Benefactor book boxes of Bridge Budapest-Bridge Bookclub were delivered to customers by FOXPOST.

In the Advent period, we again reached out to children, and in cooperation with the Hungarian Interchurch Aid, we collected and distributed around 10,000 story and youth books to children and young people in need.

At the end of the year, we launched a new socially important mission. We made the organisation of projects based primarily on cultural experiences part of our CSR strategy. We gave our customers a gift of a concert ticket in the form of a prize draw over the festive period. 100 lucky customers and their partners were able to enjoy a fantastic musical experience as a result. Because FOXPOST also delivers experiences...

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