



bcsdh

Magyarországi Üzleti Tanács a Fenntartható Fejlődésért
Business Council for Sustainable Development in Hungary

Report

**about the activities of
the Business Council for Sustainable
Development in Hungary
in 2023**

Budapest, 2024 January

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Introduction

The Business Council for Sustainable Development in Hungary (hereinafter referred to as “the Association” or “BCSDH”) was established in 2007 as the domestic partner organization of the World Business Council for Sustainable Development (WBCSD). BCSDH is a community of forward-thinking corporate leaders who are working together to accelerate the transformation necessary for a climate-neutral, nature-positive, and fairer future. The organization's goal is to implement model changes and create business solutions in Hungary that have tangible impacts and, through their extension to other companies, create real answers to domestic challenges. As of December 31, 2023, the association had **143 members**, representing a leading, value-creating community of companies generating nearly **40% of Hungary's GDP**. Demonstrating BCSDH's commitment to sustainability, in past years, **more than 400 professional events, 220 active corporate leaders, 316 talented leaders who have graduated from the "Leaders of the Future" program, and more than 280 civil, scientific, and corporate experts involved** in the Action 2020 and Time to Transform 2030 Hungary programs, as well as the **156 business practices we have presented** so far have helped create real solutions to sustainability challenges.

The world faces three critical challenges: **the climate emergency, the loss of biodiversity, and increasing social inequality**. 2023 was a year of action, and from now on, every year must be. In addition to the difficulties posed by successive crises, we are already facing the consequences of climate change on a daily basis in the form of heatwaves, droughts, torrential rains, and severe windstorms. It is becoming increasingly clear that a drastic acceleration of ambition and action is needed to increase resilience and meet the goals of the Paris Agreement at both the national and corporate levels.

Executive Summary

Without nature, there is no life or business: nearly half of global GDP directly depends on nature and its services. **In 2023, the guiding theme of BCSDH's annual professional program was the protection and restoration of biodiversity** since the net-zero goals that have been defined cannot be achieved without nature, and we must end biodiversity loss before 2030. Biodiversity has become the fastest-growing topic in global capital markets, overtaking the previously neglected issue of ESG, with companies increasingly recognizing the business risk.

The year kicked off with **highly successful presentations by Diane Holdorf (WBCSD) and Katalin Sipos (WWF Hungary) at our Race to Zero business breakfast**. Following the presentations, corporate leaders and corporate, scientific, and civil experts discussed the current situation and challenges with biodiversity, water, and climate adaptation, as well as highlighted numerous business “best practices” at a closed forum.

According to participant feedback, our Sustainability Matchmaking event, organized to facilitate collaboration, effectively helped our member companies make valuable connections for addressing the related challenges.

As part of our annual professional program, the **"Nature-based Carbon Neutralization – Market Guide for Companies"** publication and its corporate leadership guide were created at the initiative of the Hungarian National Bank, with the joint effort of BCSDH, WWF, and some of our member companies.

Representing the domestic business sphere in parliament, corporate leaders of the Business Council for Sustainable Development in Hungary participated in developing the National Sustainable Development Framework Strategy (NFFS) for the next 12 years at the request of the National Council for Sustainable Development (NFFT).

The defining event of the autumn period was Planet Budapest 2023. BCSDH contributed to the event with its expertise and enriched the professional program with expert panel discussions at the request of our member company, IFUA Horváth & Partners.

During an exclusive business breakfast for corporate leaders in November 2023, the world-renowned explorer Bertrand Piccard encouraged participants to focus on solutions rather than problems, substantiating how climate protection and adaptation can open new industry markets and opportunities for economic development.

Rodney Irwin, COO of WBCSD, was the guest of honor at the tenth-anniversary event for the "Leaders of the Future" talent program, indicating recognition from the WBCSD. Thirty-five participants graduated from the class of 2023, bringing the total number of leaders who are members of the "Leaders of the Future" talent program's alumni organization to 316. This year also saw the launch of the alumni pilot mentor program in the spirit of BCSDH.

In 2023, we launched ESG training for our member companies in collaboration with eight advisory member companies. This aims to improve decision-making and public reporting practices and prepare for changes in EU and domestic regulation. Also, our second ESG survey among member companies was completed. Sixty-one percent of the companies that filled out the survey already produce reports, and 90% believe they can gain a specific business advantage from such reporting in the next five years. Again, KPMG was our partner in this work.

Through the Circular Economy Platform research, we explored how Hungary's circular economy has shifted over the past four years. We organized the Circular Economy Academy and the Circular Economy Summit with a record number of participants. In our working groups, we discussed the most pressing issue of the year, the waste concession issue, with experts from the field.

We handed out the Sustainable Future Award for the eighth time, recognizing outstanding corporate, leadership, and personal sustainability achievements. In 2023, candidates could apply in two new categories, "Corporate Transformation" and "Facilitating Corporate Transformation," to emphasize the importance of making a rapid transformation and taking action.

To compensate for the carbon emissions of all the professional days of our "Leaders of the Future" talent program and other major events, we again planted indigenous fruit trees, sponsored by our member company, Ald | LeasePlan Hungária Zrt.

In addition to our own programs, we participated as speaker in another 51 professional events and had important professional roles on the juries of several sustainability awards: the Green Frog Award, the Generali EnterPrize Award, the Sustainability Symbol 2023, GREENGAGE – The Green Commitment Award 2023, and IFUA's Green Wheel Award.

To truly focus on value-creating activities, we continuously develop our internal operations. In 2023, we renewed our website and launched a subpage accessible only to our member companies, which, among other useful content, allows access to the professional content created by our working groups and events after they are held. As part of our technical development, we switched from using Dropbox

to One Drive, digitalized our carbon-conscious event emission data management, and introduced an electronic signing process to follow the switch to electronic invoicing.

Membership

As of December 31, 2023, the Association had 143 corporate members and 3 individual members.

19 companies joined the Association; four companies, BuildEXT Ltd., Lafarge Cement Hungary Ltd., Dataxo Group, and Borealis Consulting, did not renew their membership, and two of our member companies, ALD Automotive Ltd. and LeasePlan Hungary Ltd., merged.

Our new member companies in 2023:



The full list of members is available here: [List of our members - BCSDH](#)

The following activities and programs were implemented in 2023 to achieve the Association's goals.

PROFESSIONAL PROGRAMS AND EVENTS:

Sustainable Corporate Management Guidelines - The BCSDH's Renewed Foundational Document



At the 2023 General Assembly, the member companies adopted the organization's new foundational document, "The Principles of Sustainable Corporate Governance," thereby expressing their intention

to lead by example and commit to managing their companies according to these principles. The Principles were developed in line with the criteria system of our parent organization, the WBCSD, as part of our Time to Transform 2030 program, building on our Leadership Recommendation and its seven pillars. To monitor the progress of our members in this process, we track their results annually through our maturity assessment. Our goal is to assist them by identifying areas for development and showcasing best practices that help them achieve real change and accelerate the process.

[Management Guidelines - BCSDH](#)

Acceptance of the principles is a condition of becoming a member company.

General Assembly



At the General Assembly held at the MOL Campus, the member companies adopted "The Principles of Sustainable Corporate Governance," marking a significant step forward for BCSDH in corporate sustainability. BCSDH set the goal in 2023 of supporting member companies and the business sector to achieve climate-neutral operations, define objectives related to the restoration of biodiversity, build an inclusive corporate culture that supports equality and diversity and one that fully respects business human rights as well as implement the highest level of transparency.

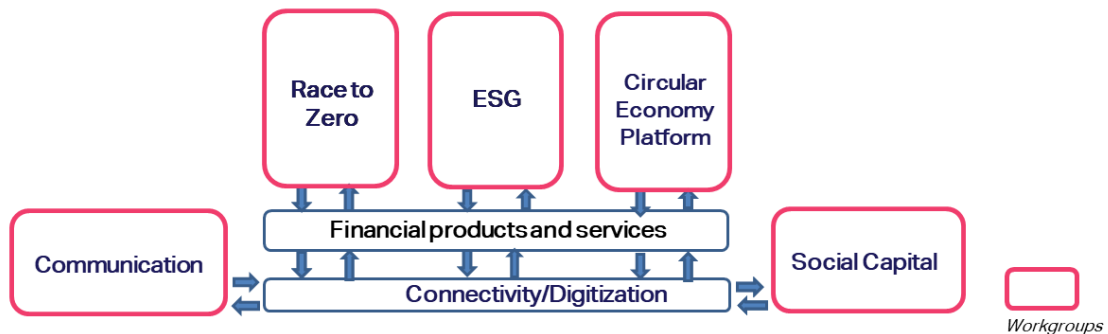
Small steps are no longer sufficient; immediate changes in malfunctioning systems are needed. The transformation requires a shift in mindset that fundamentally changes business leaders' short- and long-term vision and decisions. For BCSDH, it is important to create a community of highly committed companies and business leaders. Hence, the widespread adoption of "Sustainable Corporate Management Guidelines" is a significant step.

Time to Transform 2030: the “Umbrella”

Our current decade is defined by the Time to Transform 2030 program, building on the results of Action 2020. The program's key objective is to support the business sector in achieving climate-neutral operations, define objectives necessary for the restoration of biodiversity, build an inclusive corporate culture that supports equality and diversity and one that fully respects business human rights, as well as implement the highest level of transparency. Systemic changes must be achieved at an unprecedented speed, as this is the only way to meet the UN Sustainable Development Goals and the European Fit for 55 program by 2030 and still maintain the opportunity to reach the 1.5°C climate goal.

The Time to Transform 2030 serves as an umbrella for our entire professional program:

Time to Transform 2030 the umbrella program



The aim of the Time to Transform 2030 program is to achieve systemic transformation through concrete action, supporting companies and collaborating with them in the very limited time frame that is available. The VISION 2050 report, a milestone, forecasts that the first decade will be a turbulent period in which the foundations for fundamental changes in our way of life need to be established. Through the Action 2020 Hungary program, more than 50 member companies committed to defining related objectives and formulated a total of 15 recommendations in the areas of climate, water, sustainable lifestyle, employment, and nutrition. However, the systemic transformations necessary to achieve the goals set out in the Vision 2050 report have been lacking. The pace and scale of change have also been less than expected. The transformation requires a shift in mindset that supports business leaders to shape their long-term vision.



Thank you to the sponsors of the Time to Transform 2023 program:

Main sponsors:

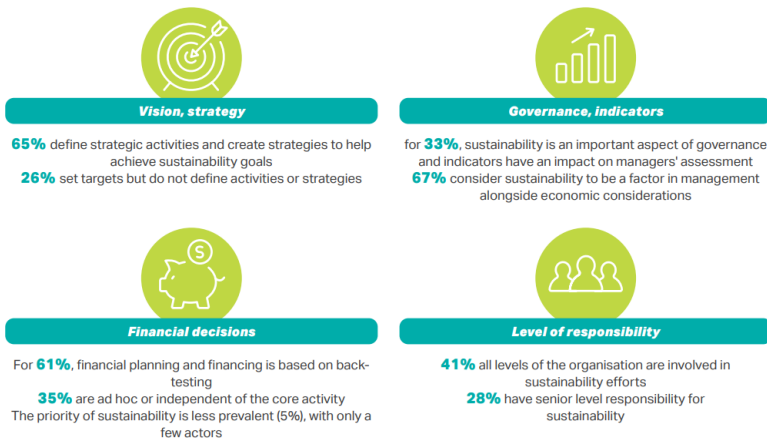


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Sustainability Maturity Research 2023



The annual sustainability maturity assessment conducted by BCSDH is designed to demonstrate the implementation of the Sustainable Corporate Management Guidelines among its member companies and progress with operating sustainably. The goal of the 2023 sustainability maturity assessment, conducted with the participation of 80 member

companies, was to understand the current sustainability performance of BCSDH member companies. It also examined their commitment to biodiversity conservation. Our work was supported by our member company, IFUA Horváth & Partners Ltd. The survey highlights that respondents with advanced sustainability strategies typically assign responsibility for the topic to the senior management level, and sustainability activities are planned in coordination with core activities. While a significant majority of respondents pay attention to sustainability indicators, leadership tends to focus on economic aspects, especially in an unfavorable economic environment.

More about the research: [BCSDH2023_ENG.pdf](#)

The Race to Zero program and Net Zero Advisory Board

Numerous new opportunities for collaboration were identified during the Net Zero Advisory Board meeting on September 20, aimed at exploiting synergies for the rapid achievement of a climate-neutral economy. In his opening speech, Paul Fox, the British Ambassador to Hungary, emphasized the importance of collaboration, noting that initiatives like the Net Zero Industrial Partnership (part of the Green Deal) can contribute to accelerating this process, and he requested participants' support for it. Representing the regulatory side on the multi-stakeholder platform, Dr. Csaba Kandrács, Vice President of the Hungarian National Bank and the host of the event, highlighted that promoting environmental sustainability has been their primary goal since the launch of the Green Programme in 2019, and this year, they have extended their outreach beyond financial systems to address the entire corporate sector.

István Salgó, honorary president of BCSDH, emphasized the importance of taking action, which is a primary goal of the Business Council as well, noting that alongside climate-related efforts, the preservation and restoration of biodiversity should also receive adequate attention, as the two business risks are closely linked.

The Net Zero Advisory Board, a multi-stakeholder, cross-sectoral advisory body comprising representatives from Hungarian industry and business leaders, the government, and professional organizations, was established in January 2021 at the initiative of the British Embassy and BCSDH. The members of the Net Zero Advisory Board include:

Zsombor Barta (International Relations Officer, National Council for Sustainable Development)

Zsolt Bertalan (President, Smart Future Innovation Cluster)

Attila Chikán Jr. (President, BCSDH – Business Council for Sustainable Development Hungary)

Paul Fox (Ambassador of the United Kingdom to Hungary)

Anikó Juhász (Deputy State Secretary, Ministry of Agriculture)

Dr. Csaba Kandrács (Vice President, Magyar Nemzeti Bank)

András Kárpáti (President, Future Mobility Alliance)

Csaba Kőrösi (President, UN General Assembly)

Marcell Kovács (Representative of MLBKT - Hungarian Logistics, Procurement and Inventory Management Association, CEO of MASPED)

Attila Steiner (State Secretary, Ministry of Energy)

Gábor Szarvas (President, HUGBC, Hungarian Green Building Council)

Prof. Dr. Diána Ürge-Vorsatz (Vice Chair, IPCC – Intergovernmental Panel on Climate Change)

We thank our member companies who sponsored the 2023 Race to Zero program:

Main sponsors:

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Sustainability Matchmaking Event

Recognizing the opportunities for synergy and partnership that its membership of 143 leading companies can provide, the Business Council for Sustainable Development in Hungary organized its second exclusive Sustainability Partner Finder event on January 24, 2023, hosted by UniCredit Bank. Aimed at accelerating carbon-neutral operations and systemic processes, the event was organized in collaboration with the British Embassy as part of the Race to Zero initiative. At the event, 20 companies showcased their sustainability products and services, followed by informal discussions with more than 30 companies seeking sustainability solutions to achieve their net-zero objectives.

The most popular topics were energy efficiency, green energy, and circular economy solutions, closely followed by carbon footprint calculation and digital and financial solutions for achieving carbon neutrality. A significant development this year was the inclusion of areas related to BCSDH's 2023 focal theme of biodiversity conservation, including services related to regenerative agriculture, nature-based carbon neutralization, and sustainable water management.



BCSDH Business Breakfast and Forum



We are continuously consuming and depleting our natural resources. The net-zero targets of governments and businesses, covering 70% of the global economy, are unachievable without ending deforestation and halting the destruction of marine life within this decade, which currently absorb 30% of global carbon dioxide. This fact was highlighted by Diane Holdorf, the Executive Vice-President of the World Business Council for Sustainable Development, during the Business Council for Sustainable Development in Hungary business breakfast

and forum held on March 28, where the focus was the interplay between businesses and nature. Diane Holdorf is not only Executive Vice-President of WBCSD but represented the business world at the UN-initiated biodiversity COP15, where an important international agreement aimed at the preservation of biodiversity was reached.

Katalin Sipos, director of WWF Hungary, summarized the local situation and discussed potential solutions, emphasizing that climate commitments should not come at the expense of nature; on the contrary, by building on natural solutions, the change can indeed be systemic.

Following the presentations, corporate leaders and corporate, scientific, and civil experts discussed the current situation and challenges of biodiversity, water, and climate adaptation, as well as specified numerous business best practices and solutions at a closed forum.

BCSDH “Transform Talks” CEO roundtable discussions

The decline of biodiversity and climate change must be understood jointly, as they are interrelated processes. The challenges arising from these have now become financial and operational risks. It is crucial to understand what the business sector needs to do to be part of systemic change and accelerate the process in the interest of preserving and restoring biodiversity and climate adaptation. This was the theme of this year's BCSDH “Transform Talks” Executive Roundtable discussion series, where more than 40 corporate leaders participated and shared their thoughts on the subject.

During the roundtable discussions, it became clear that while companies are committed to making changes, many are still unsure about the areas where they need to act to preserve and restore nature. However, some companies are already consciously assessing the impacts of their operations on nature and exploring opportunities, and there are forward-looking business solutions that are exemplary at the industry level. It was also evident that the involvement of experts is particularly justified in this area, as it is a specialized topic, and impacts must be examined in a complex manner. The built environment is associated with numerous opportunities for climate-neutral operations. An important lesson is that even a minor change or innovation that does not require a large investment can often have significant results and even lead to savings.

BCSDH's exclusive CEO Business Breakfast



On November 2, at the MagNet Community House, 30 corporate leaders met with explorer Bertrand Piccard. Piccard is most renowned for being the first person to circumnavigate the globe in a solar-powered airplane he built, using only solar energy for propulsion. He currently heads the Solar Impulse Foundation, which is working to identify and obtain recognition for 1540 solutions that protect the

environment in a profitable manner. By promoting what he calls "logical" and "ecological" clean technologies and efficient solutions, he aims to highlight the opportunities in the fight against climate change to policymakers worldwide, thereby encouraging them to adopt more ambitious environmental and energy production policies.

Corporate leaders play a significant role in accelerating the transition and system-level changes. Piccard encourages others to focus on solutions rather than problems, to challenge conventional assumptions, and to demonstrate how climate protection and adaptation can open up new industrial markets and opportunities for economic development.

There is no business without nature – BCSDH Business Lunch



The decline in biodiversity represents a more significant and more immediate threat than climate change, and immediate action is even more crucial. There is no company that does not depend on nature or impact it. Corporate leaders have a prime responsibility and opportunity to make positive changes in this area as well. This was the focus of the BCSDH's business lunch on October 12, 2023, which centered on restoring biodiversity and nature-positive climate solutions.

System-level changes are necessary for creating a sustainable future. Alongside utilizing low-tech solutions offered by nature, it is important to take advantage of the opportunities provided by artificial intelligence (AI). This situation was discussed by Greta Nagy, a member of the BCSDH board, and Dr. György Tilesch, an AI expert and consultant who works across various sectors and industries, primarily in the transatlantic region.

Within our Time to Transform 2030 framework program, in collaboration with more than 60 corporate leaders and experts we have involved, we formulated **the following three recommendations for the**

preservation and restoration of biodiversity that can help the business sector take the necessary steps:

- 1. Implement organizational impact assessments and define objectives for the preservation and restoration of natural and biological diversity**
- 2. Identify relevant areas for the implementation of strategic initiatives, integrating biodiversity into decision-making processes**
- 3. Think along the entire value chain, shaping perceptions, forming partnerships and collaborations**

How can we start down this path? – this question was the focus of a roundtable discussion with corporate leaders, including Gábor Décsi, CEO of Dome Group; János Mészáros, Deputy CEO for Strategy and Economics at BKM Budapesti Közművek Nonprofit Ltd.; and Anita Simon, Deputy CEO of ALTEO Group, moderated by Irén Márta, Director of BCSDH.

Nature-based carbon neutrality - A market guide for companies – CEO Guide



The Paris Agreement encompasses climate neutrality goals for 140 countries worldwide. Among them, Hungary aims to achieve climate neutrality by 2050 at the latest. Already, 73% of leading Hungarian companies have set net-zero emissions targets, which is more than double the 31% recorded in 2021. While many of these commitments can be achieved internally, and efforts should primarily focus on this, additional tools are often necessary for complete goal fulfillment.

Carbon offsetting is the most common supplementary tool for companies in this regard. Its primary practical application is the voluntary carbon market, where emission reduction projects trade their "fruit" in the form of carbon credits. The use of carbon offsetting, particularly nature-based carbon credits, is likely to become increasingly popular in Hungary.

Initiated by the MNB and developed in collaboration with the BCSDH, WWF, and several member companies, the publication "Nature-Based Carbon Neutrality - A Market Guide for Companies" aims to anticipate this trend. The Executive Guide contains the key findings of this publication, with an active link to the original document.

Link: [CEO GUIDE- to the "Nature-Based Solutions and Voluntary Carbon Markets – Corporate Buyer's Guide" publication - BCSDH](#)

Planting trees to support carbon-conscious events



It is important for the BCSDH that its entire operation, including its events, is carbon-conscious. Our events are not just green because we offset carbon emissions; we strive to use environmentally friendly alternatives during all organizational processes. To achieve this goal, at BCSDH events, we only offer local and seasonal food and order exactly the amount of food that is needed, coordinating with the catering company to minimize food waste. If there are leftovers, we donate them to those in need through the Budapest Bike Maffia.

In collaboration with GreenDependent, we plant 40-50 indigenous fruit trees in school gardens annually to offset the CO₂ emissions we cannot avoid, thereby supporting sustainability on multiple levels. Recently, on behalf of the BCSDH Presidency, BCSDH staff planted six fruit trees at the Göllner Mária Regional Waldorf High School in Budapest. The TreeDependent program involves planting indigenous fruit trees in the gardens of educational and social institutions, thereby providing educational and communal gardening opportunities for the students and residents of these institutions. The trees provide delicious fruit, creating local food production opportunities for their owners and contributing to the preservation of biological diversity and local varieties. GreenDependent sources the trees from the "Tündérkert" in Pórszombat, Zala County, which works to preserve the genetic diversity of species.

The goal of the BCSDH is to draw attention to the importance of carbon-conscious event organization for its members. In addition to our larger events, our "Future Leaders" talent program events are now carbon-conscious.

"Future Leaders" talent program

In 2023, the "Future Leaders" talent program celebrated its tenth anniversary. The program is designed to introduce the complex conceptual framework of corporate sustainability to future leaders, i.e., talented professionals who can become business leaders, and help them integrate these principles into decision-making throughout their leadership careers. This unique program, unparalleled not only in Hungary but also in Europe, helps participants learn about ethical conduct, strategy, and sustainability from recognized experts and practicing leaders in a diverse group while getting to know their mentor companies. Each year, nearly sixty mentors—business executives, civil, scientific, and corporate experts—help participants gain insight into various aspects of the business sphere.

In 2023, the professional days were organized with full personal attendance. Personal meetings, discussions, and sharing experiences are important for both mentors and participants, so we paid particular attention to making space for these collective reflections. The featured theme of the year was the preservation and restoration of biodiversity. In addition, domestic and international experts provided firsthand information to participants on current issues and business challenges arising from the present geopolitical situation. We are grateful to our mentors for always engaging in the discussions and jointly seeking solutions to truly timely topics that concern companies.

During the days, the leaders discussed each point of the BCSDH Leadership Directive, its theoretical background, and the related corporate practice (Strategic Approach, Responsible Corporate Governance, Respect for Core Values, Environmental Responsibility, Partnership with Affected and Interested Parties, Ethical and Transparent Operations, as well as Sustainable Products, Services, and Innovation). This initiative has now been in operation for four years. At the year's final meeting, participants presented their project ideas to an eight-member jury consisting of corporate leaders. Solutions related to sustainable water management, a green catalog idea for workplace design, a platform proposal connecting supply and demand, a vision for greening a railway station, a solution for greening homes, and an idea package for improving the quality of bee pastures were presented by participants. The 35 graduates of the class of 2023 received their certificates at the BCSDH business lunch on October 12. Together with this year's graduates, the "Future Leaders" talent program alumni organization now includes ten classes and nearly 320 leaders.

Thank you to our member companies who supported the "Future Leader" talent program in 2023 as sponsors, venue providers, or mentors, thereby contributing with their professional expertise:

Supporters in 2023

Highlighted sponsors:

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Mentor Companies:



The "Future Leaders" talent program scholarship



Since 2015, the BCSDH has annually provided a scholarship opportunity for a higher education student to participate in the "Future Leader" talent program, helping them obtain comprehensive knowledge about sustainability during their university studies, including global and domestic trends and corporate practices.

Renáta Bognár, a student specializing in Regional and Environmental Economics at the Budapest University of Technology and Economics, was awarded the BCSDH

"Future Leader" talent program scholarship for 2024. The winner was selected by a five-member professional jury from among the top five finalists at the final held on November 24, 2023, at E.ON Hungária Zrt.

The finalists included Máté Albert, a student of physics and engineering at the Budapest University of Technology and Economics; Boróka Dorinka Babos, Lilla Bakk, and Renáta Bognár, students of regional and environmental economics at the Budapest University of Technology and Economics; and Kata Kárándi, a student of pharmacy at the University of Debrecen. During their presentations, the applicants discussed how they would develop their universities in terms of sustainability.

The members of the professional jury were Zsuzsanna Károlyi (E.ON), Attila Kelemen (ProSelf), Irén Márta (BCSDH), Zita Szederkényi (BCSDH), Márk Maczelka (SPAR), Margit Révész (Euroapi), Judit Gál (Eisberg), and Tímea Pesti (LeasePlan).

Thank you to SPAR for supporting the "Future Leaders" scholarship program and assisting in its promotion:



“Future Leaders” Alumni program

The formation of the alumni organization of the "Future Leaders" talent program aims to create a value-adding community of graduates of the program, providing opportunities for professional development and networking in sustainability. Established in 2016, the alumni organization encompasses nearly 320 members who have graduated from the program over the last ten years.

In 2023, the leadership of the alumni organization continued its efforts, led by Sarolta Katona, Sustainability Manager at Budapest Airport and the alumni President. Since its inception, alumni events have facilitated approximately 25,000 hours of activities focused on sustainability, including networking, knowledge sharing, leadership discussions, and corporate visits by young leaders.

The leadership team includes representatives from different graduating years: Sarolta Katona (BUDAirport), Gellért Guti (2023, Budapest Airport), Julianna Nagy (2022, KPMG Hungary), Máté Bori (2021, LeasePlan), Márton Bohn (2020, Shell), Attila Baranyai (2018, Nokia), Anna Hőgyész (2017, Nestlé), Kornél Kovács (2016, ALTEO), Csongor Szabó (2015, BASF), and Andrea Nagy (2014, BCSDH). Their goal is to provide opportunities for knowledge sharing, further professional development, and expanding their network in line with the BCSDH spirit.

In 2023, the BCSDH organized two in-person professional events. The first alumni meeting of the "Future Leaders" program focused on individual responsibility for reducing carbon footprints and the role of sustainability in our shopping habits. Hosted by KPMG at the cozy Rooftop 825 Café, the event featured presentations by Edina Vadovics, GreenDependent Institute's Director of Programs, on the "1.5 Degree Lifestyle," followed by Julianna Nagy, Senior Manager of KPMG's ESG & Sustainability Services, who presented the findings of KPMG's "Me, My Life, My Wallet" study. The event concluded with a playful session led by Ágnes Deme, Manager of KPMG's ESG & Sustainability Services, exploring participants' values and purchasing decisions based on the identified consumer groups.

10-year "Future Leaders" talent program



Our JVTP Jubilee event held in November 2023 was particularly important, as this is a unique program in Europe. As a result, the alumni organization now encompasses ten graduating classes. The event took place at the Dumaszház on November 8, where Rodney Irwin, COO of WBCSD, shared his thoughts on the real value of companies, followed by Rezső Rózsai, CEO of KPMG Hungary, summarizing the results of their latest leadership research, which clearly indicates

that corporate leaders prioritize ESG issues, thus emphasizing the greater need for the preparation of future top executives than ever before.

"The Future Leaders" Alumni Pilot Mentorship Program

We consider it important to further support the work of "The Future Leaders" alumni members so that sustainable attitudes and initiatives can be better represented and impact our member companies in the business world as widely as possible. Therefore, we are continuously exploring new tools and methods for this, among which the first alumni pilot Mentorship Program was implemented in the 2022/2023 academic year. The first pilot program started in January 2023 and lasted until July, focusing on supporting the BCSDH alumni community so that they can leverage their previously acquired knowledge with the help of our business leaders to initiate real changes in their companies. Following the professional orientation and the joint opening, the established mentor-mentee pairs met at least four times during the six-month period, either online or offline. The program will continue in 2024 and will be open to the entire membership. The mentors for the 2023 program were:



Horváth Magyary Voljč Nóra, K&H



Kelemen Attila, ProSelf



Márta Irén, BCSDH



Pesti Tímea, LeasePlan



Szauer Péter, HVG



Széll Hajnalka, Auchan

Thank you to the sponsors of the Alumni mentor program:



For a Sustainable Future Award 2023



In 2017, the Association for Sustainable Future established the Sustainable Future Award to recognize and showcase outstanding corporate, leadership, and personal achievements in the field of sustainability, thereby promoting and increasing the business sector's contribution and impact on sustainability goals.

In 2023, the Sustainable Future Award was announced, focusing on areas where system transformation has the greatest

impact on companies. For the first time this year, the Corporate Transformation category was included. A record number of outstanding applications were received. The award was created to recognize exceptional corporate and leadership performance in achieving Sustainable Development Goals and promoting systemic change. According to the decision of the professional jury, IKEA, Nestlé, Graphisoft Park, Opten, and Generali Biztosító were the winners in their respective corporate categories. Balázs Báthory (Market Építő Zrt.) was awarded the Change Leader award, while Andrea Koncsikné Káli (BDL-Pureco Group) and Krisztina Schubauer (EXIM Hungary) received the Women Leaders award. The awards were presented at the Business Lunch of the Business Council for Sustainable Development Hungary on October 12.

A professional jury consisting of Dr. Gábor Bartus, Szilvia Krizsó, Irén Márta, István Salgó, and Prof. Dr. Diána Ürge-Vorsatz selected the winners.

Main sponsors:



Sponsor of the Leading Women Award:



Circular Economy Platform



By the end of 2023, a total of 100 companies and organizations had joined the Platform, which was founded by BCSDH, the Embassy of the Kingdom of the Netherlands, and the Ministry of Innovation and Technology. This aims to accelerate the transition to the circular economic model by sharing knowledge, creating joint projects, and

encouraging collaboration.

The shift to a circular economy represents a great business opportunity. The core of the concept is not yet deeply recognized by most companies. However, using this model can increase the resilience of the world economy and facilitate the achievement of the Paris Climate Change Agreement and the United Nations Sustainable Development Goals. The circular economy could represent a \$4.5 trillion business opportunity globally by 2030.

In early 2023, within the framework of the Circular Economy Platform and under the professional leadership of BCSDH, in collaboration with Bay Zoltán Applied Research Nonprofit Ltd. and the Embassy of the Kingdom of the Netherlands in Hungary, the second assessment of Hungary's circular economy potential was conducted. The survey aimed to identify the key challenges and map out pre-existing domestic business solutions.

At the Circular Economy Academy, participants gained insight from renowned experts on the topics of the OECD's "Towards a National Circular Economy Strategy for Hungary," the circular economy's contribution to ESG, and the situation of secondary raw material markets and waste concessions in Hungary.

At the Circular Economy Summit, with the participation of nearly 180 domestic and international experts, we presented how the circular economy can contribute to ESG.

For BCSDH, one of the founders of the Circular Economy Platform, it is important to create a community of highly committed companies and company managers so that its nearly 150 member companies (and, following them, the entire business sector), in addition to drastically reducing emissions, preserve and restore biodiversity, as well as make addressing the increase in social inequality part of their mandate. This is what our Time to Transform 2030 program is about, to which our Circular Economy Platform is also connected.

Sponsors of the Circular Economy Platform in 2023:

Main sponsor:



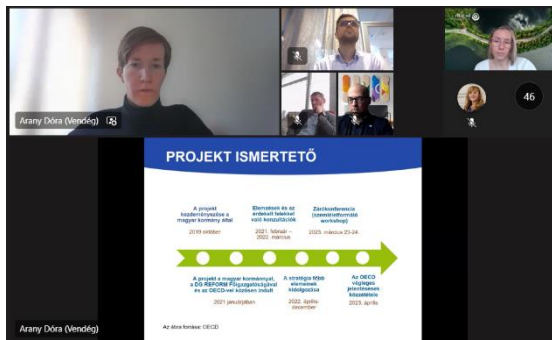
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Circular Economy Academy



On April 4, 2023, at the first event of the webinar series, we presented the results of the SRSP/TSI project “Introducing the circular economy and managing the challenges of waste management,” which ended at the end of March 2023, with the help of representatives of the organizations participating in the project. On behalf of the Prime Minister’s Office, Dóra Alexandra Arany, head of the department, reported on the implementation of the

project spanning more than three years, including the launch and work processes. Péter Chrabak, the head of circular economy at Zoltán Bay Research Institute, a partner organization in the project, presented the main priority areas (biomass and the food industry, the construction industry, and plastics).

As an introduction to the second webinar, Zoltán Toronyi, the managing director of KEXPORT Cluster, operating within the framework of KSZGYSZ, presented the trends in Hungary's plastic secondary raw material market. Tivadar Runtág, head of material flow at MOHU MOL Waste Management Zrt., presented to participants the waste concession process now coming into force and MOHU MOL’s role in it. The presentations were followed by a panel discussion moderated by Bálint Horváth, CBRE’s senior sustainability consultant.



On June 6, 2023, during the closing webinar of the Circular Economy Academy, with more than 35 participants and three corporate presenters, we explored what role the circular economy plays in ESG reporting and which circular economy indicators companies should be examined during reporting. Bernadett Nádasy, Head of ESG and Sustainability Advisory at PwC Hungary, represented the consultancy perspective. She

presented the consultancy tasks that arise concerning the circular economy. Dr. Hajnalka Csorbai, the Director of Strategy at OPTEN Informatikai Kft., joined this presentation. She introduced the ESG Index developed by OPTEN, including the circular economy indicators it contains.

Business in Circulation - the paradigm shift is still far away: Survey of the state of the circular economy in Hungary 2023



In early 2023, within the framework of the Circular Economy Platform and under the professional leadership of BCSDH, and in collaboration with Bay Zoltán Applied Research Nonprofit Ltd. and the Embassy of the Kingdom of the Netherlands in Hungary, the second assessment of Hungary's circular economy potential was conducted. The survey aimed to identify the key challenges and map out the existing domestic business solutions.

Compared to the results of the previous research conducted in 2019, we can see an improvement regarding the appearance of the circular concept in the approach to doing business.

Companies are paying more attention to integrating circular principles into everyday corporate practice. More and more companies are employing sustainability specialists – in some places, explicitly focusing on circularity – partly due to the European Union's (EU's) sustainability reporting requirements. Despite the positive trends regarding the large toolbox of circular economy options, the focus of most actors is on recycling and waste management practices. The application of circular product design guidelines and business models (e.g., modular product design and service-based product distribution), which would move the production focus of the economy towards new, innovative consumption systems, is less common in domestic practice.

Currently implemented measures related to the circular economy primarily focus on material and energy flows, communication with consumers, and internal process regulation. Future planned measures are likely to increasingly encompass supplier networks and expectations toward suppliers might become more stringent. Green procurement is the most pressing topic, where companies plan most action and face the most significant lag. This is followed by strengthening business partnerships and increasing the use of renewables.

Even though resource-related challenges have affected almost every company in recent years, presenting significant hurdles, the recognition that cost reduction can be achieved through a circular economy approach is still lagging. Improving resource efficiency (addressing underutilized water, energy, and raw materials) is associated with the potential for creating financial savings. Over the last three years, Hungary has published several policy strategies directly or indirectly related to the circular economy. The greatest attention is being paid to waste management.

The survey involved nearly 90 organizations, of which 95% operate in the corporate sector, including 45% large companies and 40% small and medium-sized enterprises. The service sector is well represented, particularly within the construction and real estate industries. (The survey is not representative but reflects the opinions of participating organizations.) Most respondents are familiar with the principles of the circular economy and claim to use them in some form.

Circular Economy Summit



As a complex system, the circular economy is associated with efficient tools for addressing climate change, biodiversity, and ESG issues. This key message was at the forefront of the sixth Circular Economy Summit, which took place on November 23, 2023, attracting

close to 180 participants and significant interest. The winner of 'The Tulip Award for Sustainability' was announced during the event.

Dr. Anikó Raisz, State Secretary for Environment and Circular Economy at the Ministry of Energy, spoke about the current regulatory environment for the circular economy in Hungary.

Among our internationally recognized speakers was Vincent GRUIS, Prof. Dr.ir., Professor of Housing Management at Delft University of Technology, who discussed the transition path towards more circular and sustainable construction—an essential area. Joost van Dun, the Circular Economy Lead at ING Bank, showcased how circular economy criteria can be applied in sustainable finance through examples during his presentation.

The role of SMEs (Small and Medium-sized Enterprises) in the transition to a circular economy is crucial, and they may be supported on their path towards sustainability by the OPTEN ESG Index. During the event, Dr. Hajnalka Csorbai, Strategic Director of OPTEN Informatikai Kft., introduced this index.

A panel discussion focused on the relationship between the circular economy and ESG. Participants, including Tibor Bodor, CEO of ING Bank; Kam Jandu, CEO of Budapest Airport; Károly Gábor Nyári, Vice President and Head of FP&A at Grundfos; and Richárd Végh, CEO of the Budapest Stock Exchange, explored the significance of ESG compliance across various sectors and how fulfilling the principles of the circular economy can support ESG criteria. The roundtable was moderated by Irén Márta, Managing Director of BCSDH.



The event's second panel discussion focused on reforming Hungary's waste management system, moderated by Bálint Bartha-Horváth, Ph.D., Senior Sustainability Consultant at CBRE. Participants included Martin Basila, Founder and CEO of Sensoneo; Dr. Viktória Bodnár Ph.D., Managing Director of IFUA-Horváth & Partners Ltd.; and Tivadar Runtág, Material Flow Director at MOHU MOL Waste Management Ltd.

The Hungarian Green Building Council (HuGBC) has made an unprecedented and meaningful zero-carbon recommendation specifically for buildings in our country. This recommendation urges action from stakeholders within the construction industry to achieve the crucial 2050 climate goal. Gábor Szarvas, President of the HuGBC, presented this recommendation.

For the first time, the Circular Economy Summit hosted the presentation of the “Tulip Award for Sustainability,” established by the Embassy of the Kingdom of the Netherlands in Hungary.

The award aims to annually recognize SMEs, startups, companies, or nonprofit organizations that demonstrate outstanding performance in sustainability within a particular industry. This year’s award theme was the ‘Sustainable and Circular Construction Industry.’

This year, the prize was won by a young architectural company, Equinox International, for its holistic approach to promoting the sustainability of its residential buildings. A special award was given to Café Plusz Kft. for promoting hempcrete as a sustainable construction material.

ESG program

There are growing expectations from investors and consumers that companies should operate in an environmentally and socially conscious manner and account for their non-financial performance. The BCSDH ESG program supports its member companies in these areas with strategic guidance, recommendations for company executives, up-to-date professional knowledge transfer, and showcasing related successful corporate practices.

In 2023, the members of the ESG working group met four times, each time focusing on a different key theme.

How can sustainability performance be measured and evaluated? This topic was discussed at the first ESG working group meeting on February 2, 2023, with the participation of nearly 40 individuals, hosted by IFUA Horváth & Partners Kft.

Safety, balance, innovation – or what can we do against social burnout? The second meeting of the ESG working group focused on social issues, which are increasingly important in the business world, as growing inequalities pose systemic risks. The joint meeting of the ESG and Social Capital working groups took place at Randstad on April 27.

Although most BCSDH member companies are prepared for the launch of the CSR-Directive-related regulations, numerous questions are arising regarding the specific details. Therefore, the main goal of our ESG working group meeting on September 27, 2023, held at the Budapest Stock Exchange headquarters, was to gain a deeper understanding of the regulation's specifics.

On November 9, 2023, the last meeting of the year of the ESG working group took place, hosted by 4iG Nyrt. During the meeting, the results of this year's ESG survey were presented, with KPMG Hungary Kft. once again partnering in its preparation. 4iG hosted the event.

ESG Survey – 2023



In 2023, we conducted our ESG survey among our member companies for the second time, with KPMG as our professional partner. In the survey, 70 companies from 14 industries shared their experiences by responding to 22 questions that addressed topics such as their ESG reporting and data collection practices, major motivating and limiting factors associated with these practices, and the role of ESG in their organizations' operations.

Nine out of ten companies expect business benefits from ESG-based reporting within five years, and over half of the surveyed BCSDH member companies regularly produce such reports. The social and governance dimensions of ESG are prioritized in terms of importance, with companies systematically collecting and processing data of this type. However, within the environmental dimension, biodiversity is scarcely represented, indicating that initiatives to strengthen biodiversity may be a key task for

companies. Various factors hinder the incorporation of ESG considerations into corporate practices, the most significant including standards perceived to be excessive and difficulty producing high-quality data/KPIs.

For more information, visit: [BCSDH ESG Survey 2023 - BCSDH](#)

We thank our supporters for 2023:

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ESG: Sustainability Framework Training



practical examples.

Although the theoretical background of ESG is increasingly well-known, its implementation often poses significant challenges for companies. Therefore, in 2023, we launched our first 'ESG: Sustainability Framework Training' to help participants understand the importance of ESG at a strategic level, integrate the ESG framework into their organization's operations, and provide recommendations for defining further directions for development. In addition to theoretical knowledge, the training places great emphasis on

The training took place on October 19-20, 2023, with 23 participants. The instructors included experts from BDO, Dandelion, Deloitte, Denkstatt, IFUA Horváth & Partners, KPMG, and PwC. Additionally, member companies such as Alteo, Grundfos, MOL, Opten, and Proworx contributed in the form of case studies.

BCSDH weekend with hospitality from Nestlé Purina in Bük

The BCSDH weekend offered a very exciting program for the 25 participant executives and their partners this year.

On Friday, the professional program began at the Nestlé Purina factory in Bük, where Peter Noszek, Managing Director of Nestlé Hungary Kft., welcomed the participants. Timea Kiss, the factory's communications manager, provided insight into the factory's history, followed by a tour led by several experts who introduced the team to the intricacies of pet food production. Subsequently, Anna Hőgyész, Sustainability Manager of Nestlé Hungary Kft., presented the LENS project, a unique regenerative agriculture initiative in Hungary in which Nestlé is actively involved.

The next day, cycling enthusiasts were provided with electric bicycles by Hellovelo Zrt. for a trip to Kukucs Major, the site of a regenerative agricultural project. There, they were welcomed by Pál Bodorics, the owner of the estate and leader of Répcevíggye Kft. The two-day program concluded with a pleasant lunch at the estate.



OTHER ACTIVITIES:

Eminent engagement – NFFS Framework Strategy

On June 6, 2023, the National Sustainable Development Council (NFFT) and the Business Council for Sustainable Development in Hungary held consultations about the National Sustainable Development Framework Strategy (NFFS) related to its review and renewal, organized with the participation of BCSDH executives. These consultations play a significant role in developing the new strategy, focusing on practical experiences with sustainability transition in various sectors of society, including extensive consultations with the business sphere. In continuation of the June event, sectoral consultations took place in November in the areas of construction, food and agriculture, logistics and transportation, and finance. Participants emphasized the necessity of making systemic changes, taking concrete action, and the importance of applying a holistic approach and related education. The proposals will be incorporated in an aggregated manner into the next 12-year strategy.

Collaboration, professional engagement

As in 2023, BCSDH promoted the theme of corporate sustainability in the role of instructor, active participant, and expert at a wide range of conferences, the events of member companies, and juries, including the following:

Event Name	Organizer	Participant name and role
Hungary's First Climate Neutrality Progress Report - Public Presentation	Green Policy Center	Zsófia Galambosné Dudás - participant
CSM – Regional Educational Conference	Green Brands	Irén Márta, director - participant
OECD - Circular Economy Strategy Closing Event	Presidency	Irén Márta, director - speaker
Wekerle Sándor Üzleti Főiskola intézményakkreditációs eljárás	WSÜF	Irén Márta, director - expert
OECD - Circular Economy Strategy Closing Event	Presidency	Takács Ivett, project manager - speaker
Menedzserek a Társadalomért – Fókuszban a Jövő!	Menedzserszövetség	Attila Chikán Jr. - president - speaker
GreenGage	PPH Media	Irén Márta, director - jury
EFISZ Professional Forum	EFISZ	Irén Márta, director - speaker
WBCSD GN Network - online, Future Leaders Talent Program	WBCSD	Irén Márta, director - speaker
There is no business without nature	Siemens	Irén Márta, director - speaker
IVSZ Smart Conference	IVSZ	Irén Márta, director - speaker
Lafarge Sustainability Conference	Lafarge - Holcim	Irén Márta, director - speaker
WBCSD Liason Delegate meeting	WBCSD	Irén Márta, director - participant
HuGBC Conference	HuGBC	Irén Márta, director - participant
Henkel training	Henkel	Irén Márta, director - speaker, Andrea Nagy, project manager - speaker

IFUA Zöld Kerék díj	IFUA Horváth& Partners Kft.	Irén Márta, director - adjudicator
Profitot csak felelősen!	Piac és Profit	Irén Márta, director - speaker
Bureau Veritas Sustainability Conference	BV	Attila Chikán Jr. – president- speaker
World Circular Economy forum	SITRA	Takács Ivett, project manager - participant
FMCG Kconference	Trade Magazin	Irén Márta, director - speaker
Business Fest	HR Fest	Irén Márta, director – moderator
TÉT reggeli	TÉT	Partners:
Fenntarthatóság szimbóluma zsűrizés	Trade Magazin	Gréta Nagy, board member
Fogyasztóvédelem és fenntarthatóság	Magyar Jogász Egylet	János Handó,CEO
Generali Enterprize Díjátadó	Generali Biztosító Zrt.	Rajmund Percze, CEO
39. Körkapcsolás Konferencia	PMSZ	István Salgó, president -honorary speaker
TÉT breakfast	TÉT	Andrea Nagy, project manager - roundtable participant
Fenntarthatóság szimbóluma zsűrizés	Trade Magazin	Irén Márta, director - jury
Fogyasztóvédelem és fenntarthatóság	Magyar Jogász Egylet	Irén Márta, director - speaker
Generali Enterprize Award Ceremony	Generali Biztosító Zrt.	Irén Márta, director - jury
Sustainable World Conference	Portfolio	Irén Márta, director - participant
Sustainable World Conference – What future brings? - panel discussion	Portfolio	Attila Chikán Jr., president - speaker
Business Days 2023 - Trade Flotta - Kinek hasít a hajója?	Trade Magazin	Irén Márta, director - speaker
CEO_NET Klub	CEO_NET	Attila Chikán Jr., president - speaker
MEF Conference	MEF	Zsófia Galambosné Dudás - participant
Planet Budapest	Kék Bolygó Alapítvány	Gréta Nagy - board member - roundtable
Privátbankár Conference – ESG-szemlélet a pénzügyi ökoszisztémában	Klasszis Média	István Salgó - honorary president - speaker
Planet Budapest	Kék Bolygó Alapítvány	István Salgó, honorary president - roundtable
Vízkonferencia - A Települési- és Agrár-vízgazdálkodás az éghajlatváltozás tükrében - Planet Budapest	MASZESZ	Gréta Nagy, board member - moderator
Fenntarthatósági célok, víziók Magyarországon	Continental	Márta Irén, Galambosné Dudás Zsófia, Szederkényi Zita - előadók
MNB Green Finance Conference	Swiss Day	Irén Márta, director - speaker
		Andrea Nagy, project manager - participant

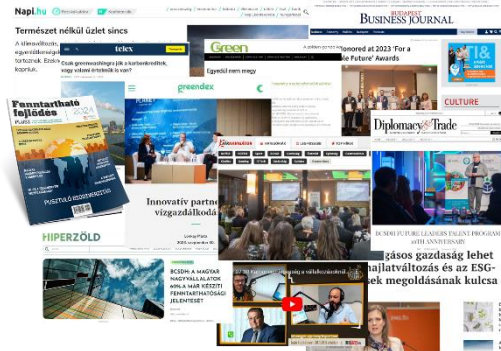
OECD Peer Review - Q&A with Civil Society NGO's and Academia		Andrea Nagy, project manager – panel discussion participant
MVÜK press release	MVÜK	Irén Márta, director – panel discussion participant
FMCG Conference	Green View	Irén Márta, director - speaker

The Association's staff participated in the following juries in 2023:

Awards	Organizer	Participant
Zöld Béka díj	Deloitte	Irén Márta – Director, Head of the Jury
EnterPrize pályázat	EnterPrize	Irén Márta – Director, jury
Fenntarthatóság Szimbóluma 2023	Trade Magazin	Irén Márta – Director, jury
Fenntarthatósági díj	Portfolio	Attila Chikán Jr. – president, jury
Fenntarthatósági díj	Portfolio	Gréta Nagy, board member, jury
GREENGAGE – A zöld elkötelezettség díja 2023	Professional Publishing Hungary kiadó	Irén Márta – Director, jury
Zöld Kerék díj	IFUA Horváth	Irén Márta – Director, jury

The association is maintaining strong partnerships with many leading professional and business organizations and embassies. A non-exhaustive list of these includes: Budapest Business School (BGE), Budapest University of Technology and Economics (BME), British Chamber of Commerce in Hungary, British Embassy, Corvinus University of Budapest, Greendependent Institute, Dutch-Hungarian Chamber of Commerce, Embassy of the Kingdom of the Netherlands, Hungarian Business Leaders Forum (HBLF), Hungarian Green Building Council (HuGBC), Joint Venture Association Hungary (JVSZ), Leo, KÖVET, Canadian Embassy, Chamber of Agricultural Informatics (KSZGYSZ), Hungarian Association of Agricultural Marketing (MLBKT), Hungarian Public Relations Association, Milestone Institute, Milton Friedman University, National Sustainable Development Council (NFFT), German-Hungarian Chamber of Industry and Commerce, Transparency International, Swiss Embassy, Swiss-Hungarian Chamber of Commerce, Swedish Chamber of Commerce, and WWF.

PRESS RELEASES - COMMUNICATION



In 2023, BCSDH's appearances in both quality print and electronic media grew. The more than 90 appearances were achieved partly through press releases supporting our events and partly through interviews, reports, and professional articles. Increasingly, more analytical and editorial articles also appeared. Beyond renowned speakers such as Diane Holdorf, Dr. György Tilesch, and Bertrand Piccard, the most significant interest was associated with the Business Breakfast and Forum, the

Sustainable Future Award, and the Circular Economy Summit.

In 2023, the HVG Sustainable Development Plus publication featured BCSDH activities prominently, focusing on our Biodiversity Recommendations and the state of sustainability in Hungary. **Interviews with Dr. György Tilesch, Irén Márta, and Attila Chikán were published in HVG, Portfolio.hu, Diplomacy and Trade, and the Budapest Business Journal.**

Several media outlets regularly covered BCSDH activities: HVG and Portfolio.hu, MTI, Diplomacy and Trade, Budapest Business Journal, Greenfo, ReCity, TrendFm, ECOLIFE, Trade Magazin, and StoreInsider.

The collaboration with **Portfolio.hu** continued, resulting in numerous in-depth analytical articles prominently featuring topics related to BCSDH. Visibility remained consistent on Facebook and LinkedIn. This year, the "Leaders of the Future" talent program certificate ceremony and the jubilee event, along with CEO roundtables and the Sustainable Future Award, prompted significant social media activity from our partners, fostering new synergies.

The announcement of the "Future Leaders" Scholarship program, again involving Zyntern, made our outreach more targeted, and the related Facebook campaign increased both visits to the BCSDH website and the number of BCSDH followers on these platforms. The Facebook ad reached nearly 17,000 university students. The highest organic reach was associated with the scholarship campaign. The latter's success was attributed to the two-stage application process introduced this year, allowing immediate applications for those who received the call while submissions could be completed later. Personal communication was also possible before submission, resulting in nine applications out of twenty-eight applicants.

For the 10th anniversary, two short films about the Leaders of the Future program were made. One was an interview-based film that included appearances by seven participants from the past ten years, showcasing the program's impact on individuals and companies.

A new communication approach this year involved working on several smaller online publications instead of one comprehensive publication, with strong LinkedIn communication sharing significant messages.

The BCSDH website underwent renewal and was launched on February 28, 2023. Numerous new features now assist users to easily find professional content of interest. The password-protected area for member companies provides materials to enhance their knowledge.

The official Facebook page of BCSDH had an outreach of 35,456, a significant decrease from the previous year, despite an increase in the number of posts. Due to changes in the Facebook algorithm, organic reach drastically declined as the system rewarded paid appearances. The number of members in the Facebook Alumni group was 148, and in the newly formed LinkedIn Alumni group, it was 81. The number of followers on the LinkedIn page was 1,521, an increase of 498 from the previous year, and annual traffic to the bcsdh.hu website included 34,000 users.

WORKGROUPS IN 2023

The member companies of the Association actively contribute to both the formation and implementation of professional work. This ensures a high level of forward-looking sustainability efforts and the optimal alignment of business opportunities and needs, as well as efficient operation. In 2022, six work groups were operational:

Race to Zero workgroup

Transitioning to climate-neutral operations and climate adaptation, regardless of the industry of the company, is an important task and a significant factor affecting the competitiveness of the business sector. To this end, BCSDH helps companies make concrete commitments and find business solutions. This year, besides focusing on carbon reduction, the workgroup placed an emphasis on the issues and opportunities related to the preservation and restoration of biodiversity.

The corporate leader of the workgroup in 2023 was Tímea Pesti, CEO of ALD Automotive | LeasePlan Hungary. In 2023, the workgroup met 4 times, with meetings held on March 7 (Deloitte Hungary), April 13 (online), September 20 (Szentkirályi Hungary), and November 16 (Graphisoft Park).

Participants of the workgroup included: Orsolya Adamovics (Generali Insurance Plc.), Anna Almási (ING), Adrienn Anga (KPMG), András Balásfalvi-Kiss (Proworw), Attila Bálint (IKEA), Orsolya Báthori (Spreadmonitor Ltd), Sándor Bolla (BKM BUDAPESTI KÖZMŰVEK Nonprofit Ltd.), Pál Baross (Greenbors Consulting), Flóra Borek (Deloitte), Dániel Buzási (Szentkirályi), Péter Chrabák (Bay Zoltán Research Institute), Dr. Hajnalka Csorbai (Opten), Dr. Gergő Soltész (DPD Hungary Ltd.), Zsófia Fazekas-Kertész (Budapest Airport), Valéria Fehér (Díjbeszedő Holding Plc.), Ambrus Galántai (Strive by STX), Balázs Sándor Gál (Bay Zoltán Research Institute), Péter Gál (Atev Plc.), Norbert Holczinger (Hungarian National Bank), Anna Hőgyész (Nestlé Hungária Ltd.), Daniella Huszár (HUGBC), Attila Jenei (denkstatt), Dóra Kapás (Gambling), László Karafa (Saint-Gobain), Éva Teréz Kardos (NEO Property Services Plc.), Viktor Kelemen (Bureau Veritas), János Kocsány (Graphisoft Park SE), Dávid Kovács (Zwack Unicum Plc.), Márton Kruppa (Hungarian National Bank), Ferenc Márton (Mielemed MPM Ltd.), Attila Mészáros (Yettel), Eszter Mihály (HELL ENERGY), Balázs Molnár (NEO Property Services Plc.), Zsuzsa Munkácsi (Budapest Airport), Dávid Papp (Hungarian National Bank), Sándor Pákozdi (PwC Hungary), Péter Perendi (Metro Commercial Ltd.), Dorottya Rudas (KPMG), Eszter Sárosi (Saint-Gobain Hungary Ltd.), Judit Simon-Szabó (Progress), Dávid Sisak (Atev Plc.), Levente Suba (K&H Bank Plc.), Balázs Szabó (Szentkirályi Hungary Ltd.), Beatrix Szabó (ALTEO Plc.), Krisztina Szabó (Auchan Hungary Ltd.), Gábor Szarvas (Greenbors Consulting), Péter Szauer (HVG), Carmen Brigitta Szenász-Fekete (Bay Zoltán Research Institute), Réka Szücs (Deloitte), Zsófia Török (SPAR Hungary Ltd.), Nikolett van der Wildt (Szentkirályi), Ildikó Varga-Futó (Auchan Hungary Ltd.), Ferenc Varsányi (Güntner Tata Refrigeration)

Technology Ltd.), Tibor Varsányi (ILOVEWOOD), Imard Veenstra (Meijer&Co Ltd.), Nárcisz Visi-Kalasz (BASF), Dorka Veress (Graphisoft Park), András Zakar (BKM Main Garden Division), Balázs Zuggó (Daikin)

Nature-based Climate Solutions Workgroup

As part of the Race to Zero program, a separate workgroup continued to operate in 2023, aiming to explore the current situation and opportunities related to nature-based climate solutions in Hungary. The first joint effort of the workgroup was to create a publication that fills a gap, titled "Nature-Based Carbon Neutrality - A Market Guide for Companies," published in September 2023 by the Hungarian National Bank, with professional support from WWF and contributions from BCSDH member companies. The publication is complemented by a Corporate Leaders' Guide, which briefly summarizes the most important information for leaders as an abstract of the long publication. The workgroup met at least quarterly.

Permanent members of the workgroup included: Luca Bartus (Deloitte), Róbert Bolyán (UniCredit), Flóra Borek (Deloitte), Mátyás Farkas (WWF), Gábor Gyura (UN Environment Programme), Norbert Holczinger (Hungarian National Bank), Laura Jókuthy (Hungarian National Bank), Márton Kruppa (Hungarian National Bank), Balázs Lengyel (Zero Carbon Center), Anna Mészégető (Zero Carbon Center), Katalin Sipos (WWF), Beatrix Szabó (Alteo), Gábor Szarvas (Greenbors), Artúr Szilágyi (WWF), Zsanett Sándor (Deloitte).

Social Capital Workgroup

The goal of the workgroup is to coordinate the social impact of its members and to achieve a positive, sustainable change in perspective through them. The workgroup is the initiator and responsible entity for the "Leaders of the Future" talent program, supporting its work and operation with continuous assessment and development suggestions. In addition, it professionally supports the activities and programs of the Alumni organization. This year, besides the above, the main topics of the workgroup meetings were: Inclusive, sustainable, and collaborative social environment, Greenwashing, Randstad Workmonitor, Time to Transform, Leaders of the Future Anniversary event, Social Capital Workgroup: Focus and tasks for 2030, ESG Social Taxonomy, what Social Equity means for companies as the main theme for the next year. Professionals committed to sustainability and social values, as well as those concerned with the social impact and mindset shaping of companies, participate in the joint work. The workgroup meets three times a year, usually in Budapest or via video conference, and additional materials are reviewed and emailed to members according to the discussions at the meetings.

The leader of the workgroup is Attila Kelemen, founder, and president of ProSelf, with its activities coordinated on the BCSDH side by Zita Szederkényi, leader of the "Leaders of the Future" talent program. Workgroup meeting dates in 2023: March 21, April 27, November 23.

Participants of the workgroup included: Sándor Baja, Randstad Hungary Ltd.; Zsuzsanna Károlyi, E.ON; Attila Kelemen, ProSelf International Plc.; Sarolta Katona, Budapest Airport Plc.; János Kocsány, Graphisoft Park SE; Irén Márta, BCSDH; Zita Szederkényi, BCSDH; Eszter Takács, KPMG Hungary Ltd.; József Takács, Budapest Airport Plc.; Anita Urbán, Güntner Tata Refrigeration Technology Ltd.; Balázs Zuggó, Daikin Hungary Ltd.; Fruzsina Szentkúti, BASF Hungary Ltd.; Ágnes Vörös, BASF Hungary Ltd.; Krisztina Schubauer, EXIM; Gábor Deme (unfortunately, the company he represents is not mentioned); Balázs Berecz, Access4you; Orsolya Fazekas, Havranek Family Farm; Éva Gerendás, Generali; Szabolcs Kovács, GreenSense Consulting; András Iljicsov, Spreadmonitor; Dr. Zsuzsanna Pál, IFUA Horváth and Partners; Alexandra Tóth, BASF; Zsófia Galambosné Dudás, BCSDH

Communication Workgroup

The goal of the workgroup is to showcase the sustainability-related communication case studies, communication dilemmas, and good practices of member companies, as well as to effectively support the BCSDH's communication with professional recommendations and more efficient use of communication synergies with member companies, all dedicated to achieving BCSDH's goals in sustainability more effectively and broadly.

Primarily, leaders and staff involved in communication and decision-making relations from member companies participate in the work, professionals who are committed to sustainability and corporate social responsibility.

In 2023, the workgroup met three times, online and in a hybrid format (March 23, June 13, and September 26). The meetings focused on sustainability mindset formation, Green Pledge, and the current issues of biodiversity preservation. Additionally, leaders presented their interesting, pioneering, and exemplary sustainability communication projects, while parts of BCSDH's communication development also became central topics of professional discussions. Hosts for these workgroup meetings were Unilever, Sió-Eckes, and Heineken.

The leader of the workgroup in 2023 was Eszter Chikán-Kovács, the communication manager of BCSDH.

A total of 44 member companies were active in the workgroup in 2023: Anna Almási (ING Bank), Zsuzsa Berman (BNP Paribas), Lídia Blaskovics (Güntner-Tata), Melinda Briski (Grundfos), Noémi Csóka (Nestlé), Katalin Domány Vrnai (IFUA Horváth & Partners), Benedek Dr. Czébely-Lénárt (HEINEKEN Hungary), Csilla Dudás (Unicredit), János Fodor (Folprint), Judit Föld (Richter), Tamás Fülöp (Budapest Airport), Bernadette Gábris (EUROAPI Hungary), Tibor Hodik (Progressive), Judit Horváth (Porsche Hungary), Nóra Horvath Magyar Voljč (K&H), Dóra Kapás (Gambling), Annamária Koller-Nagy (ALD Automotive | LeasePlan), Marianna Kolozsi (Knorr-Bremse), Julianna Kopper (Grundfos), Dorina Korom (Unilever), Beatrix Kovács (Knorr-Bremse), Gabriella Liptay (KPMG), Bálint Lukács (Preferred by Nature), Márk Maczelka (SPAR), Eszter Mihály (HELL), Edit Nagy (Market), Richárd Nagy (Masterplast), Zsolt Nagygyörgy (Széchenyi Funds), Gergely Patkós (SolServices), Endre Péter Perendi (Metro), Zsuzsanna Pintenicsné-Károlyi (EON), Ádám Rozgonyi (Porsche Hungary), Éva Schvéd-Trecsek (Volánbusz), Dóra Simon (Budapest Utilities), Judit Simon Szabó (McDonald's), Rita Szabó (HEINEKEN Hungary), Balázs Szabó (Szentkirályi), Laura Szanyi (Unicredit), Emese Szász-Bognár (Eckes-Granini), István Takács (Continental), Angéla Torgyik (BSE), Zsófia Török (SPAR), Ágoston Tringer (BKM Nonprofit), Ildikó Varga-Futó (Auchan), Eszter Varga-Nagy (HEINEKEN Hungary), Dorottya Veress (Graphisoft Park).

Circular Economy Workgroup

The transition to a circular economy represents a significant business opportunity today. BCSDH's mission is to support its member companies in being not just followers but active shapers of upcoming changes and global trends. In line with this, the workgroup was established with the aim of sharing circular business practices. The workgroup meets twice a year in a hybrid format, and its participants are members of the Circular Economy Platform. This year's focus was on the results of the Circular Economy Survey, domestic waste regulations, and the sharing of best practices.

The leader of the workgroup is Ivett Takács, project manager of the Circular Economy Platform. Bálint Horváth, senior sustainability consultant at CBRE, actively participates in the organization of the workgroup.

Participants of the workgroup included (64 individuals):

Anna Almási (ING Bank); Gábor Arató (Manupackaging Hungary Ltd.); Enikő Bárdos (IFUA Horváth & Partners Ltd.), Balázs Báthory (Market Construction Plc.), Flóra Borek (Deloitte Ltd.), Zoltán Borosnyay (HOSZ), Péter Chrabák (Bay Zoltán Research Institute); Zsolt Csavajda (DSM); Lennard De Klerk (Irota EcoLodge), Dr. Gábor Bartus (NFFT), Dr. Viktória Bodnár (IFUA Horváth & Partners Ltd.), Dr. Kokas Dr. Palicska Livia (Hungarian Light Industry Association), Dr. István Komlósi (University of Debrecen); Noémi Farkas (Progress), Valéria Fehér (DBH), Gergely Fülöp (IFUA Horváth&Partners Ltd.), Rita Fenyvesi (CSEBER NONPROFIT Ltd.); Bence Florián (Öko-Trade Ltd.); János Fodor (Folprint Green Printing); Ambrus Galántai (Strive by STX), Gergely Hankó (KSZGYSZ); Gabriella Hegedűs (Greenbors Ltd.), Dr. Bálint Bartha-Horváth (CBRE); Dr. Sarolta Horváth (Rakun Box Community); Anna Hőgyész (Nestlé Hungary Ltd), Henriett Honti (IFUA Horváth), Ádám Horváth (BDO ESG Consulting Ltd.), Áron Horváth (CBRE), Tamara Inovay (IFUA Horváth & Partners Ltd.), Attila Jenei (Denkstatt Hungary Ltd), Viktor Kelemen (Bureau Veritas Hungary), János Kocsány (Graphisoft Park SE) Anita Kőhegyi (MLBKT); Dorina Korom (Unilever), András Köröspataki (IFUA Horváth), Dávid Kovács (Zwack), Sarolta Kövér (dm Ltd.), Petra Lambert (Henkel Hungary Ltd.), Bálint Lukács (DPD Hungary Ltd.), Gergely Malatinszki (Malagrow Ltd), Csaba Markó (KSZGYSZ), Eszter Mihály (HELL Energy), Bernadett Nádasy (PwC Hungary); Gréta Nagy (DANDELION Ltd.), Richárd Nagy (Masterplast Plc.), Rajmond Percze (Agroloop); Beáta Rakos-Szegleti (Hungarian-Dutch Chamber of Commerce); Lóránt Riesz (Egger), Dorottya Rudas (KPMG Advisory Ltd.); Anita Simon (ALTEO), Judit Simon-Szabó (Progress), Krisztina Szabó (Auchan Hungary Ltd.), Beatrix Szabó (ALTEO), Gabriella Szalai (Daikin Hungary); Zoltán Szóráth (Herman Otto Institute); Zsófia Török (SPAR Hungary Ltd.), Judit Török (LC Packaging TPI Ltd), Zoltán Toronyi (KEXPORT), László Ürge (DBH Group); Róbert Üveg (CRH Hungary), Nikolett van der Wildt (Szentkirályi), Marina Varga (Dutch Embassy), Ágnes Vattamány (Bio-Fungi Ltd.), Nárcisz Visi-Kalász (BASF).

ESG Workgroup

Our ESG workgroup aims to assist companies in understanding environmental, social, and governance (ESG) information to help them measure and manage risks, exploit additional competitive advantages, and discover new opportunities. We work shoulder to shoulder to improve decision-making and public reporting practices, which can transform the entire financial system, benefiting truly sustainable and transparent market participants. **The workgroup was led by Gréta Nagy, the CEO of Dandelion Ltd., in 2023.**

In 2023, the workgroup met four times, with meeting dates on February 2, April 27, September 27, and November 9. A total of 83 corporate leaders from 60 organizations participated in the workgroup.

Representatives of the participating companies included: Orsolya Adamovics (Generali Insurance Plc.), András Balásfalvi-Kiss (Proworx Digital Ltd.), Attila Bálint (IKEA), Erika Barna (Magnet Bank), Orsolya Báthory (Spreadmonitor Ltd.), Mátyás Bellaagh (Colas Hungary Plc), Gábor Bercsi (SPIE Hungary Ltd.), Zsuzsa Berman (BNP Paribas), Lídia Blaskovics (Güntner-Tata Ltd.), Ákos Bodnár (Greenbors Consulting Ltd.), Tibor Bodor (ING Bank), Károly Bognár (Borealis Consulting), Péter Chrabák (Bay

Zoltán Research Institute), Márton Czene (Hungrana Ltd.), Lajos Csaba (Richter Gedeon Plc.), Zsolt Csavajda (DSM Nutritional Products Hungary Ltd.), Ádám Csécsei (EXIM Bank), Csaba Csiszkó (denkstatt Hungary Ltd.), Ágnes Deme (KPMG), Dániel Dombóvári (Siemens Plc.), Péter Dózsa (BDL Ltd.), Dr. Viktória Bodnár (IFUA), Dr. Hajnalka Csorbai (OPTEN Ltd.), Dr. Gergő Soltész (DPD Hungary Ltd.), Dr. Mária Székely-Szűcsné Novák (Allianz Fund Management Plc.), Fanni Federi (KPMG), Valéria Fehér (Díjbeszedő Holding Plc.), Mandy Fertetics (MVÜK), Ferenc Fóris (National Mobile Payment Plc.), Eszter Forrai (4iG Plc.), Judit Föld (Richter Gedeon Plc.), Gabriella Hegedűs (Greenbors Consulting Ltd), Ágoston Hényel (Hellovelo Plc.), Evelin Kitti Hidi (Budapest Airport Plc.), Béla Hódosy (BKM Nonprofit Plc.), Ádám Péter Horváth (BDO Hungary ESG Consulting Ltd.), János Horváth (MVÜK Plc.), András Iljicsov (Spreadmonitor Ltd.), Attila Jenei (Denkstatt Hungary Ltd), Dóra Kapás (National Lottery Plc.), László Karafa (Saint-Gobain Hungary Ltd.), Éva Teréz Kardos (NEO Property Services Plc.), Sarolta Katona (Budapest Airport Plc.), Viktor Kelemen (Bureau Veritas Hungary), Judit Kerényi (Hungarian State Railways Plc.), Ida Kiss (DVM Group), Zsófia Kovács (BDO Hungary ESG Consulting Ltd.), Márton Kruppa (Hungarian National Bank), Balázs Lóránt (Hungarian National Bank), Ákos Lukács (Ernst & Young Ltd.), Bálint Lukács (DPD Hungary Ltd.), Lilla Lukács (PwC Auditor Ltd.), Ferenc Márton (Mielemed MPM Ltd.), Katalin Márton (Praktiker), Martina Méhes (Meijer & Co), János Mihácsi (Hungrana Ltd.), Mónika Mihácsi (BDL Ltd.), Csaba Molnár (MagNet Bank Plc), Bernadett Nádasy (PwC Hungary), Gréta Nagy (Dandelion Ltd.), Julianna Nagy (KPMG), Anna Ötvös (Allianz Hungary Plc.), Rajmond Percze (Agroloop), Tamás Rajnai (E.ON Hungary Group), Ádám Rozgonyi (Porsche Hungary Ltd.), István Salgó (BCSDH), Anita Sávoly-Hatta (PwC Hungary), Krisztina Schreiber (Díjbeszedő Plc.), Krisztina Schubauer (Exim Hungary), Ilona Schumicky (IKEA Furnishing Ltd.), Nóra Stancsics (IFUA), Beatrix Szabó (ALTEO Plc.), Krisztina Szabó (Auchan Hungary Ltd.), Carmen Szenász-Fekete (Bay Zoltán Research Institute), Réka Szücs (Deloitte), Kornél Tóth (Masterplast), András Ujvári (Dreher Breweries Plc.), Beáta Ujvári (Szentkirályi Hungary Ltd.), Imard Veenstra (Meijer&Co Ltd.), Stella Végh (Market Construction Plc.), Ákos Veisz (BDO Hungary ESG Consulting Ltd.), László Veres (Knorr-Bremse Rail Vehicle Systems Hungary Ltd.), Jenő Vugrinecz (Dome FSG Ltd.).

Board and staff, organizational changes

Presidency:

Attila Chikán Jr., President
István Salgó, Honorary President
Dr. Ágnes Fábián, Board Member
Zoltán Gazsi, Board Member
Zsolt Jamniczky, Board Member
Gréta Nagy, Board Member

Advisory Board:

Sándor Baja, Advisory Board Member
László Flórián, Advisory Board Member
Sarolta Katona, Advisory Board Member representing "Leaders of the Future" Alumni
László Török, Advisory Board Member

Supervisory Board:

Orsolya Pallaghy, Chair of the Supervisory Board
Dr. Orsolya Fazekas, Member of the Supervisory Board
János Kocsány, Member of the Supervisory Board

Staff:

Mariann Balásfalvi-Lukácsi, Project Coordinator (from January 23, 2023, part-time)
Eszter Chikán-Kovács, Communications Manager (part-time)
Zsófia Galambosné Dudás, Professional Project Manager (part-time)
Dorottya Jenei, Marketing and Project Assistant (on maternity leave since October 2021)
Szonja Kovács, Marketing and Project Assistant (on maternity leave since April 1, 2022)
Irén Márta, Director (full-time)
Andrea Nagy, Professional Project Manager (6 hours/day)
Kinga Recsetár-Maioli, Professional Project Manager (on maternity leave until September 17, 2023, returning part-time from October 24, 2023)
Ivett Takács, Office Manager and Project Manager (full-time)

Collaborating as a Contractor:

Zita Szederkényi

Contact:

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iren.marta@bcsdh.hu
Web: www.bcsdh.hu