

2024



MLSZ



SUSTAINABILITY REPORT

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FOREWORD

Football is the most popular sport in Hungary. Historically and culturally, the Hungarian Football Federation (MLSZ) is deeply embedded in Hungarian society. It organises and manages national and local championships and is directly connected to hundreds of thousands of amateur and professional footballers and clubs. In its activities, the Federation reaches a significant number of fans, supports youth education and promotes grassroots sports activities. MLSZ is the federation responsible for managing the most popular sport, and is committed to social responsibility and sustainable economic, social and environmental development. Through its activities within and outside the sporting world, MLSZ aims to contribute to reducing the effects of climate change, to social justice and to improving living standards, while at the same time preserving the natural resources within its sphere of influence for future generations.

With all this in mind, the focus of the Federation's activities over the past year has been on implementing its action plans for 2024, in line with its 2023 sustainability strategy.

As for the strategic area of Grassroots football, MLSZ has made significant progress:

- We have registered 146,060 participants in the OTP Bank Bozsik Institutional Programme and 10,173 participants in the Fair Play Cup Programme in 2024.
- In 2024, 24 child and youth protection training courses were organised by MLSZ with 2,576 participants. A new project, UEFA Play Makers, was launched to introduce pre- and primary school teachers to football through Disney stories for girls aged five to eight. More than 800 teachers have taken part in our training programme. Our commitment to sustainability is further strengthened by the FUTURE project, which educates children aged 6-11 about sustainability through football. More than 40 participants learned about the projects objectives and methodology at the Telki Training Centre.

- During Grassroots Week 2024, 3,500 children across the country enjoyed playful activities with 12 clubs. European Sports Week was held in a revamped format and the Opening Festival was held in several locations, giving clubs the opportunity to create a festival atmosphere on their own sports fields.

- We also pay particular attention to supporting sporting opportunities in deprived communities. In 2024, more than 1,700 players took part in the Small Communities Alternative Football Programme (K.A.L.A.P.), while 100 teams from more than 1,000 settlements and more than 1,000 children played in the National Cup of Emerging Municipalities organised by the Hungarian Charity Service of the Order of Malta. MLSZ provided 30 million forints in support of the Hungarian Charity Service of the Order of Malta's sports programmes, thus also helping disadvantaged settlements.

The Federation has also achieved outstanding results in the field of support for the socially disadvantaged and those in need:

- MLSZ did not let go of the hand of former footballers in need, and the Football Aid Foundation of the Fed-

eration continued its activities in 2024, which provided nine individuals with a total of HUF 3.9 million in social support.

- The number of supported footballers in the MLSZ Life Annuity Programme continued to increase, with the financial support distributed reaching HUF 161 million. In 2024, 137 former national team and/or former first division men's and women's footballers and four former national team captains received monthly annuities.



- Since 2019, 51 pitches have been built in the most disadvantaged sub-regions identified by the Hungarian Charity Service of the Order of Malta in the framework of the joint programme of MLSZ and the Charity Service of the Order of Malta. Of these, 19 new pitches were built in 2024, contributing to the expansion of sporting opportunities for local communities.

Further improvements have been made to adapt to climate change in 2024:

- We expanded the solar panel system of the MLSZ headquarters and replaced the glass surfaces with the latest triple glazing. The heat pump investment included three high-efficiency outdoor units that can be used for both heating and cooling.
- One of the most important achievements of the Telki Training Centre hotel, the Telki Global Hotel 2024, was the achievement of the Gold certification for the Green Hotel, based on the hotel's Green Programme. It has also taken a step forward in food waste management, allowing food waste to be composted on site.

As I am convinced that ensuring sustainable development is not just a task for our federation, I am confident that the measures taken and the results achieved by MLSZ so far will have an attitude-shaping effect on all functions in this sport: players, managers, fans, spectators and, above all, the decision-makers who manage the clubs: this will contribute to making more planned, more conscious and responsible decisions, thus creating a sustainable environment in the long term. This can help future generations to play football, work and live their daily lives in a healthier, more liveable world.

Dr. Márton Vági,
Secretary General











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SUSTAINABILITY: ONE OF THE CORNERSTONES OF THE MLSZ

1.1 ABOUT THE REPORT

The Hungarian Football Federation (hereinafter: MLSZ) is pleased to present its second sustainability report, summarising the organisation's sustainability results for 2024. MLSZ, as the entity that is organising football in Hungary, considers it of utmost importance to be at the forefront of sustainability and to set an example for football clubs in Hungary and the football community as a whole.

	Reporting period	Financial year 2024 (1 January 2024 - 31 December 2024)
	Reporting cycle	Annual
	Reporting organisation	Hungarian Football Federation Head office: 1112 Budapest, Kánai út 2.D.
	Content and scope of the report	The report presents the main sustainability issues related to the operation of the Hungarian Football Federation. The scope of the report covers the Hungarian Football Federation and excludes Hungarian football clubs and stadia rented for events.
	Reporting approach used	The report has been prepared in line with the MLSZ sustainability strategy and its financial statements.
	External independent verification	The data and information in this report have not been verified by an external party.

Questions about the sustainability report or published information are welcome
at fenntarthatosag@mlsz.hu.

1.2 INTRODUCTION TO MLSZ

The Hungarian Football Federation is the national sports federation for football in Hungary. It is a public benefit social organisation which governs the sport of football on the principle of self-governance in addition to supporting and coordinating the work of legal and natural persons involved in the sport.

One of our main tasks is to represent Hungary and Hungarian football in national and international sporting organisations. In 2024 we were members of the following organisations: International Federation of Association Football (FIFA), Union of European Football Associations (UEFA) and Hungarian Olympic Committee (MOB).

Our tasks include, among others, the professional management and improvement of the quality of football; the development and operation of the national team squads and the organisation of their preparation programmes; the preparation and organisation of matches of the national teams; the operation of the MLSZ competition system, including the organisation of the National League and the Hungarian Cup games; as well as the development and implementation of medium and long-term programmes for the training of youth players.

We also provide training and further education for coaches and staff members employed by sports organisations, as well as the employment, training and certification of referees. In addition, we promote and organise school and recreational football, thereby helping to develop the foundations of football.



337

employees (MLSZ headquarters and county directorates)



2.679

persons in charge (mainly referees, assistants)

• **Organisations with a stake in MLSZ include:**

- Football Aid Foundation: founder
- Foundation for the Development of Hungarian Football: founder
- MLSZ Edzőcentrum Kft. (MLSZ Training Centre Ltd): owner

The framework for our efforts to develop Hungarian football is set out in the Hungarian Football Strategy 2020-2025. The action plans set out to achieve these goals will be implemented taking into account the core values of the organisation, which are:



RESPECT

Football is a game where, free of any discrimination, everyone, women and men, girls and boys, can enjoy themselves, regardless of colour, religion, social status or political beliefs, and compete on equal terms.



FAIR PLAY

Clean matches, transparent organisation, equal financial opportunities, traceable and regular use of financial resources.



FANS

Football is first and foremost for the fans and amateur players, a major factor in shaping society.



TEAM SPIRIT

The MLSZ and the clubs, professionals and amateurs, are working together for the development of Hungarian football.



We know that football is Hungary's number one sport, which regularly attracts crowds, teaches a healthy lifestyle and contributes to the development of a united, proud and self-confident society through shared sporting experiences and success. That is why the vision of the sport until 2025 is to make football internationally competitive, accessible, equitable and sustainable, while maintaining its leading role as the country's most popular sport. MLSZ will continue to emphasise its role in shaping society in the development of its activities and day-to-day operations in the period 2020-2025, and will take into account the wider social impact of all its decisions.

1.3 SUSTAINABILITY FOR MLSZ

Sustainability is also becoming increasingly important in international football. The various national and international football federations and organisations have recognised their role in reducing social inequalities and can reduce the negative environmental impact of football by making their operations more sustainable. The International Football Federation (FIFA), as the governing body of international football, has made a commitment to achieving carbon neutrality by 2040 in its sustainability strategy and is committed to bringing the football community together to protect the Earth and ensure the sustainability of events.

The European Football Federation (UEFA), the governing and controlling body of European football, has strengthened its commitment to sustainability in recent years. In its 2030 Sustainability Strategy „Strength Through Unity – Football Sustainability Strategy”, UEFA has identified 11 areas of intervention that are aligned with the UN Sustainable Development Goals. The organisation provides a comprehensive annual insight into its sustainability activities through the „Respect Report”.

Popular as ever, Hungarian football and events are followed by thousands of fans every day on various platforms. Accordingly, the Hungarian Football Federation has a huge responsibility to set an example for the Hungarian sports community. We consider it our primary task to convey the core values and commitment to sustainability that MLSZ stands for.

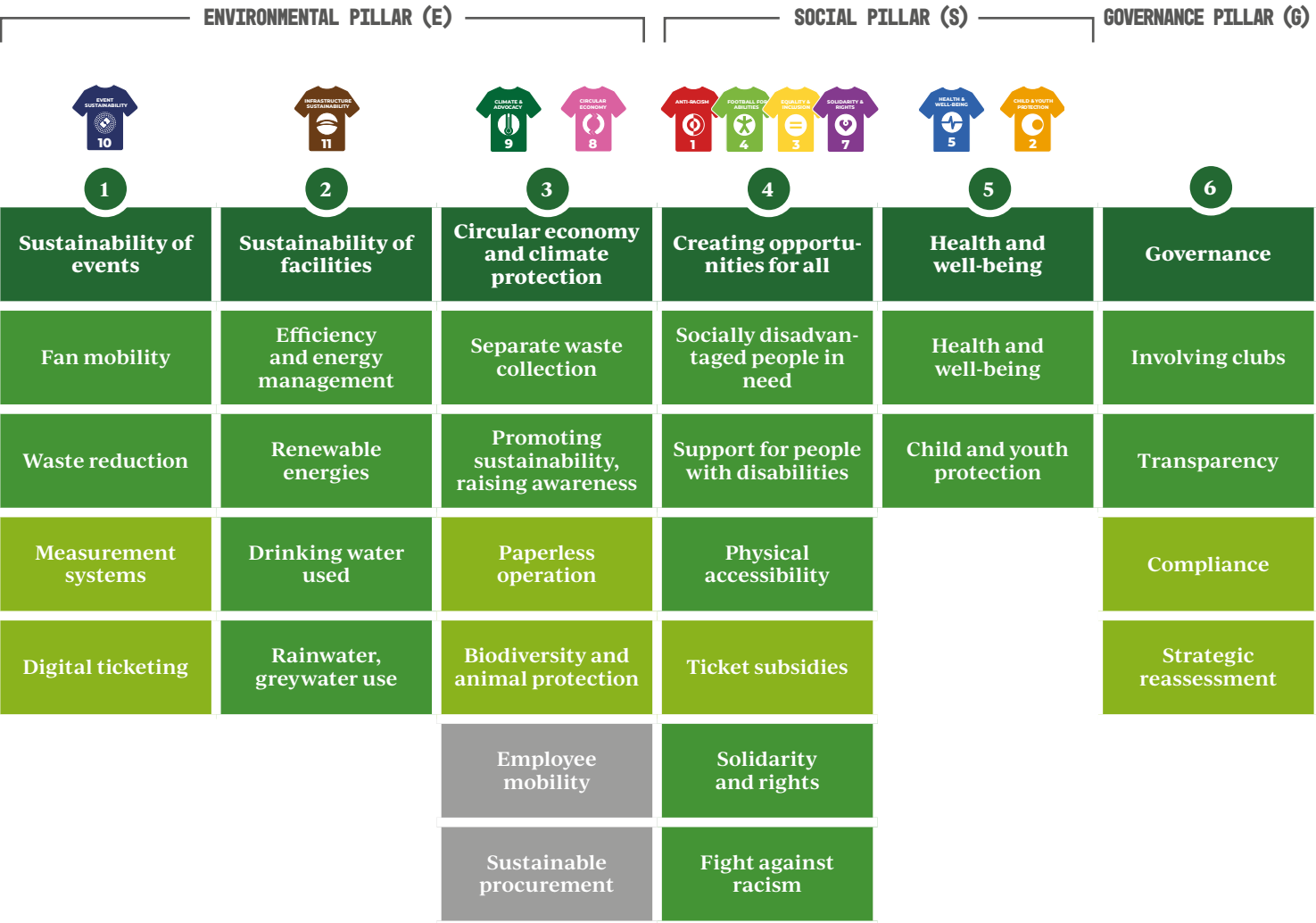
The MLSZ Sustainability Vision 2023-2030: MLSZ aims to play a leading role in the sustainable development of Hungarian football, both from an environmental and a social point of view, thus actively contributing to the development of an inclusive, opportunity-generating football society and the preservation of the values of the natural environment. The Federation's vision is to start its own operations and the events organised by the Federation on the path of carbon neutrality within the framework of this strategy.

Our sustainability ambitions evolved into a coherent framework in 2023. We conducted various surveys within organisation and a questionnaire survey of domestic football clubs to assess the impact of our previous corporate social responsibility (CSR) activities. As a member country of FIFA and UEFA, we have also built on the sustainability guidelines and good practices set by the two Federations in developing our sustainability strategy. Based on these results, we have identified areas of intervention that are important and relevant for the sustainability of Hungarian football. Building on these priorities, we have developed our sustainability vision, our 2023-2025 Sustainability Strategy, in line with the Hungarian Football Strategy and UEFA's sustainability goals, and identified related action plans for the coming years.



The 2023-2025 strategy is based on environmental (E), social (S) and governance (G) pillars. The pillars are further broken down into six themes and 26 intervention areas. Ten of UEFA's 11 focus areas are also included in the MLSZ strategy, indicated by the coloured fields in the diagram.

Figure 1 – MLSZ sustainability strategy



MLSZ's role statement until 2025 is educational in nature, with the aim to develop an active dialogue and open cooperation with clubs, the football community and other stakeholders. We want to inspire and strengthen the sustainability approach in the professional football community through our good practices.

After 2025, the Federation will not only provide education but also an incentive scheme for clubs to pursue social and environmental sustainability ambitions, providing methodological support for the systematisation of sustainability ambitions. In addition, we will lay the foundations for a regulatory model that will allow us to integrate sustainability considerations into future licensing conditions.



**READ MORE ABOUT OUR
SUSTAINABILITY STRATEGY
ON OUR WEBSITE.**

INVOLVING CLUBS (INDICATOR: MLSZ-15)

Sports organisations that intend to compete in the UEFA tournaments, NB I or NB II must apply for a public licence, which will be assessed by MLSZ in the spring public licence basic procedure. The process is a kind of uniform 'quality assurance' system, i.e. everyone must meet the criteria set. In 2024, the set of criteria focusing on sustainability has been expanded and renamed to UEFA standards.

The relevant set of criteria was previously referred to as FSR (football social responsibility). Since UEFA has changed this to SES (social and environmental sustainability) in its own strategy and licensing regulations, the Hungarian licensing regulations will also use the term social and environmental sustainability. In parallel with the renaming, the content of the criteria group has also been extended. Under the new regulations adopted in 2024, all UEFA licence applicants wishing to compete in UEFA tournaments (men's or women's) will be required to have a sustainability strategy from 2025.

1.4 MLSZ'S PRIORITY SUSTAINABILITY OUTCOMES IN 2024

The implementation of MLSZ's sustainability action plans is a joint effort of the different disciplines, coordinated by the Marketing Department. Its tasks include the ongoing monitoring of the action plans, the collection and provision of resource requirements and the preparation of the Sustainability Report, which presents the sustainability performance of MLSZ.

Our 2024 sustainability activities are organised in line with the the elements of the 2023 Action Plan and the 2024 Action Plan. In addition, we are proud to have delivered one 2025 action earlier than planned, in 2024.

Of the 23 strategic sustainability actions set for 2024, 20 have been completed and three are still in progress. In addition, one of the 2025 strategic actions has already been implemented in 2024. Four of the 2023 strategic for sustainability are still on track, and the feasibility of one action is being reviewed by the Federation.

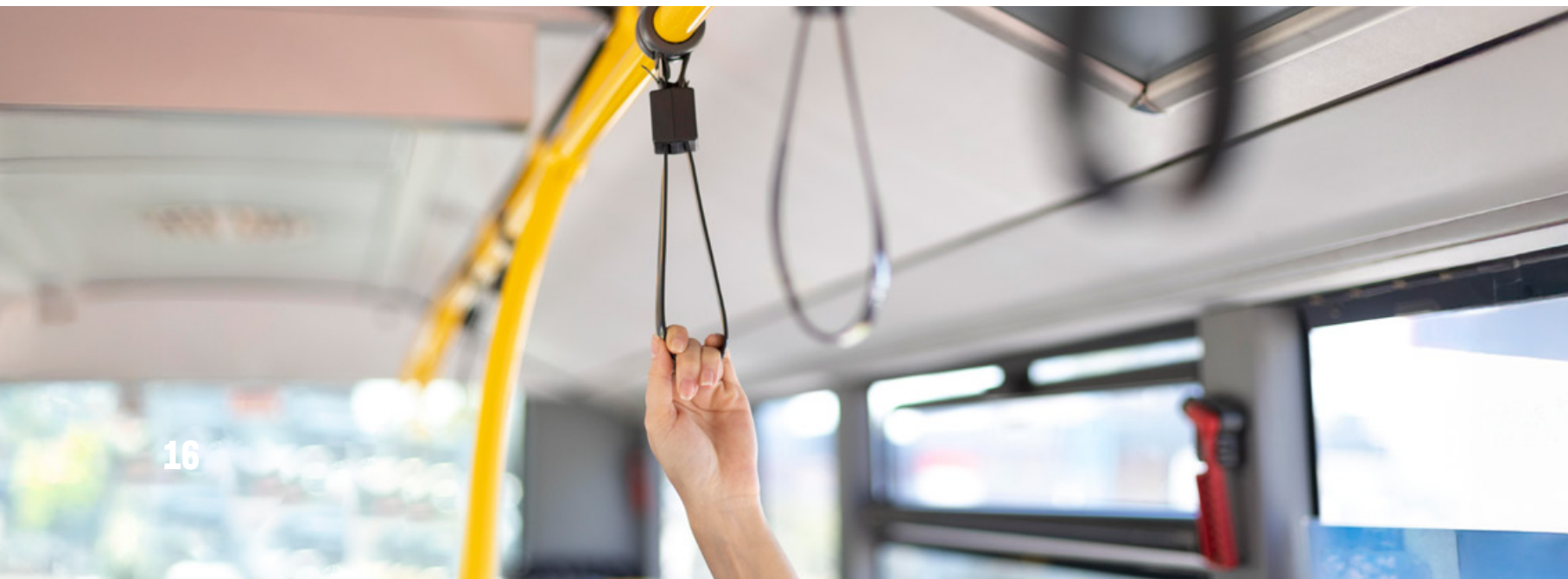


Table 1 – MLSZ Sustainability Strategy Action Plans in progress and implemented in 2024

Field	Topic	Actions to support implementation	Action status	Timing
Sustainability of events	Fan mobility	Establish cooperation with BKK to provide match tickets and season tickets for discounted travel on match days	under review	2024
Sustainability of events	Fan mobility	Communication campaign to encourage the use of public transport on match days	implemented	2024
Sustainability of events	Waste reduction	Content production and campaigns (online and offline) on waste reduction and collection during all men's A-team home matches	implemented	2024
Sustainability of events	Waste reduction	Placing selective waste bins and providing posters and personal support for fans to use them. Initiate consultation with the stadium	implemented	2024
Sustainability of events	Measurement systems	Measuring the carbon footprint of the whole organisation, including emissions from men's A-team matches (e.g. energy use, waste, mobility, etc.)	ongoing	2024
Sustainability of events	Digital ticketing system	Survey on the proportion of fans using digital tickets at the entrance	implemented	2024
Sustainability of events	Digital ticketing system	Adding at-home print awareness content to tickets purchased online	implemented	2024
Sustainability of facilities	Renewable energies	Construction of a 500 kW solar farm at Telki Training Centre	ongoing	2023
Sustainability of facilities	Renewable energies	Measuring the capacity and calculating the return on investment of a solar PV system installed in HQ	ongoing	2023
Sustainability of facilities	Renewable energies	Implementation of a planned heat pump investment project in HQ	implemented	2025

Field	Topic	Actions to support implementation	Action status	Timing
Sustainability of facilities	Promoting sustainability, raising awareness	Educating players and coaches on environmental and social challenges and problems and helping them to promote sustainability	implemented	2024
Sustainability of facilities	Promoting sustainability, raising awareness	Creating environmental campaigns/posters and screening them at matches by finding appropriate and credible "ambassadors" (e.g. on waste collection, vegetarianism, etc.)	implemented	2024
Circular economy and climate protection	Paperless operation	Review of internal operational processes in terms of paper waste and further potential of digitalisation, use of IFA (Integrated Football Application) system	implemented	2024
Circular economy and climate protection	Paperless operation	Reduction of MLSZ publications (stadium gazette, general assembly paper) and forms, shift to digital distribution, including mixed subscription models, QR code, etc.	implemented	2024
Circular economy and climate protection	Biodiversity and animal protection	Establishing cooperation with nature and animal protection organisations, setting an annual budget	implemented	2024
Creating opportunities for all	Physical accessibility	Extending the DAO (Disability Access Officer) project to visually and hearing impaired people and people with intellectual disabilities in the Puskás Arena	implemented	2024
Creating opportunities for all	Ticket price subsidies	Set up a specific annual budget to provide tickets to partner organisations representing disadvantaged people with an interest in football	ongoing	2023
Creating opportunities for all	Solidarity and rights	Establishment of an annual support framework and its allocation on the basis of conditions to (former) footballers in need for social or health reasons	implemented	2024
Creating opportunities for all	Solidarity and rights	Establishing cooperation with a non-profit partner organisation to support disadvantaged people	implemented	2024
Creating opportunities for all	Fight against racism	Promoting diversity and inclusion among players and coaches in annual communication training sessions	ongoing	2024

Field	Topic	Actions to support implementation	Action status	Timing
Health and well-being	Health and well-being	Implementation and long-term support of a blood donation club	under review	2023
Health and well-being	Child and youth protection	Editing and promoting publications on child and youth protection	ongoing	2023
Health and well-being	Child and youth protection	Developing a detailed strategy for children and young people	implemented	2024
Health and well-being	Child and youth protection	Individual support decisions for people in need or organisations active in this field	implemented	2024
Governance	Involving clubs	Indication of potential sustainability actions in calls for proposals, raising awareness of them and giving them priority in the evaluation process	implemented	2024
Governance	Involving clubs	Writing sustainability education and awareness-raising content to be used by MLSZ and clubs	implemented	2024
Governance	Transparency	Denominating aid measures, publication on the website of the amount of aid awarded (and beneficiaries)	implemented	2024
Governance	Transparency	Annual sustainability reporting on the progress of the sustainability strategy in accordance with the GRI reporting system standards ¹	implemented	2024
Governance	Strategic reassessment	Publication of the sustainability strategy and its targets, back-testing of indicators and consideration of intervention options	implemented	2024

Read more about our future sustainability action plans [on our website](#).

¹ MLSZ compiles an annual sustainability report, but not according to GRI (Global Reporting Initiative) standards.



2.

ENVIRONMENT (E): TAKING ACTION TO REDUCE OUR ENVIRONMENTAL FOOTPRINT

For years, the Hungarian Football Federation has been taking proactive steps to promote sustainable development, environmental protection and the minimisation of harmful environmental impacts. One of the pillars of our sustainability strategy for the period 2023-2025 is to reduce our environmental footprint and integrate sustainability aspects into our daily operations. Accordingly, in addition to complying with legislation, we are actively working to improve the sustainable operation of our events and facilities, and to promote a circular economy and climate protection. We pay particular attention to environmental sustainability within the Federation, as well as in the process of organizing our football events and communicating with fans.

The Federation's sustainability vision and key messages were also reflected in 2024. Significant improvements were made at our sites, resulting in the introduction of a number of new measures. In 2024, we focused on the areas with the greatest environmental pressures based on our sustainability strategy and associated action plans. To achieve our goals, we will continue to take further measures to ensure that we reduce our environmental footprint and contribute to the environmental awareness of the football community and society through our approach and operations.

In our sustainability strategy, measuring the carbon footprint of the entire organisation's operations, including emissions (e.g. energy use, waste, mobility) linked to men's national A-team matches has identified as an action. In 2024, we took a step forward in measuring our carbon footprint: together with UEFA, we started to use the carbon calculator and platform developed by UEFA. By the end of 2025, we will have a formalised data collection channel in place to ensure a complete data collection and a reliable basis for calculating the organisation's overall carbon footprint.

SUPPORT FOR BIODIVERSITY AND ANIMAL PROTECTION (INDICATOR: MLSZ-16)

As set out in our sustainability strategy, in addition to reducing our own environmental footprint, we also prioritise biodiversity conservation and support for animal welfare organisations.

In 2024, we supported the work of an animal welfare charity to prevent the overpopulation of dogs and cats and avoid unwanted breeding. A total of 91 neutering operations (41 dogs and 50 cats) were carried out using funds provided by MLSZ.

We are constantly exploring the possibilities for the most effective partnerships with NGOs working on biodiversity conservation and animal protection.

2.1 OPERATING ACCORDING TO SUSTAINABILITY CRITERIA

(INDICATORS: MLSZ-1, MLSZ-2, MLSZ-3, MLSZ-4, MLSZ-18)

Our environmental strategy is based on energy efficiency, the use of renewable energy sources, the optimisation of waste management and water use, and the active involvement of our colleagues and fans.

The MLSZ headquarters and Telki Training Centre are facilities owned and operated by the Federation and are located close to nature. Our headquarters was built in 2006 in the suburbs of Budapest, right next to Lake Kánai, while our Training Centre has been operating since 2009 in Telki, in the middle of the Zsámbék basin. Telki Training Centre also houses a four-star hotel (Global Hotel) and wellness centre on a 16-hectare site, with five UEFA standard-size grass football training pitches, one UEFA standard-size artificial turf football training pitch, a sports hall and a swimming pool.

As we operate our buildings, we focus on energy and water efficiency, responsible waste management and sustainable mobility. Along these lines, we have im-

plemented a series of improvements on both sites in recent years, complemented by the 2024 measures.

One of the main goals of the Training Centre is to maintain the facilities with environmentally friendly solutions, ensuring high quality training conditions and sustainable operation. We want to showcase best practices to national and international federations and clubs by applying the most environmentally friendly solutions possible and by further development programmes.

MLSZ's sustainability vision and key messages for 2024 have been reflected in an unprecedented way in the operation of the Global Hotel in Telki. One of the most outstanding achievements of the hotel in 2024 was the award of the Green Hotel certification. The certification is awarded by the Federation of Hungarian Hotels and Restaurants every two years and applicant must meet a strict set of criteria to be awarded the certification. The Global Hotel has been awarded

the highest Gold rating thanks to the current and future environmental and sustainability measures and targets of its Green Programme 2023-2025. The main objective of the Programme is to maximise the results achieved in the field of climate protection, which is supported by increasing energy efficiency, reducing water consumption, reducing and recycling waste, using environmentally friendly products, promoting sustainable transport, as well as by various awareness-raising communication activities and the implementation of a green event management concept.



Figure 2 – Our top green operating results in 2023 and 2024



ENERGY EFFICIENCY, USE OF RENEWABLE ENERGY

- Lighting modernisation
- Solar panel operation at headquarters and in Telki
- Heat pump installation at headquarters and in Telki
- Boiler modernisation in Telki
- Energy management system in Telki
- Green electricity at headquarters
- Triple glazing with solar reflective film at headquarters



MOBILITY

- Bicycle storage at the headquarters
- Ten electric charging points at headquarters
- Two electric charging points in Telki
- Six electric cars
- Preference for Community transport
- Bicycle rental for guests in Telki



WATER USE

- Drinking water saving measures at headquarters and in Telki
- Construction of a karst water well in Telki
- Rainwater collection in Telki
- Use of grey water in Telki
- Towel and bed linen exchange programme in Telki



WASTE MANAGEMENT

- Selective waste collection at the headquarters and in Telki
- Construction of composting bins in Telki
- Waste prevention
- Digitisation of publications
- Reducing cosmetics packaging in Telki

ENERGY USE (INDICATOR: MLSZ-3)

MLSZ headquarters – our headquarters is fully powered by renewable energy, provided by a solar panel system and green energy procurement. In 2024, the solar panel system was replaced and extended, with a total surface area of 350 m² and a capacity of 50 kW. In 2023, we started the design and installation of a heat pump system installed behind a noise barrier in early 2024. The heat pump investment project included the installation of three high capacity outdoor units, which can be used for both heating and cooling, with a rated capacity of 68 kW per unit for heating and 73 kW per unit for cooling. It is expected that in the future, the modern heat exchanger technology will allow significant energy savings.

One of the highlights of the year 2024 was the complete replacement of the windows at headquarters with state-of-the-art triple glazing. Our aim was to achieve at least a 30-40 per cent reduction in energy use. The new glass was coated with solar reflective material to reduce the amount of heat entering the building during warmer periods. Both measures have resulted in significant energy efficiency and

cost reductions, estimated at 40 per cent in summer and 30 in winter.

Minor energy efficiency initiatives in recent years have resulted in the replacement and modernisation of light sources at headquarters, with LED lighting throughout the building and motion detectors in corridors and stairwells.

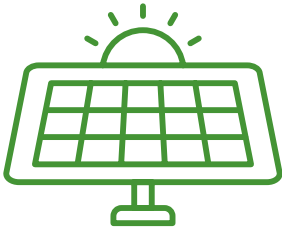
In 2025, a key objective will be to develop modern sun-screen technology. The rise in summer temperatures, which are increasingly exceeding 40 degrees Celsius on many days, will pose new challenges for cooling buildings. The design of shading has already started in 2024 and its installation could be part of a smart building management system. Other planned actions include the installation of sub-metering, which will allow more accurate monitoring of energy use, while also meeting legal requirements.

The office building is also able to serve electric vehicles with the availability of ten charging points installed. On the one hand, we use them to charge the six pure

electric cars in the MLSZ fleet, and on the other hand, our employees and guests can use the charging points free of charge. The majority of the current fleet is made up of conventional cars (petrol and diesel), and the greening of the fleet, with a gradual replacement of vehicles, is planned to match the life cycle of the vehicles. The modernisation of the fleet will start in the next two years.

Due to the location of our headquarters, approximately 70 per cent of our employees use public transport









and 30 per cent drive. For our colleagues arriving by bicycle, roofed bike storage and showers are provided. The home office facility, which has been available for years, reduces daily commuting for our employees and was used by 50 per cent of employees in 2024.



THE DESIGN OF A SHADING SYSTEM
IN OUR HEADQUARTERS HAS ALREADY
STARTED IN **2024**, WHICH COULD
BE INSTALLED AS PART OF A SMART
BUILDING MANAGEMENT SYSTEM,
CONTRIBUTING TO INCREASED ENERGY
EFFICIENCY.



Table 2 – MLSZ energy consumption data² (MJ)

ENERGY USE		HEADQUARTERS		TELKI TRAINING CENTRE		TOTAL	
		2023	2024	2023	2024	2023	2024
	Non-renewable energy use	7 641 800	6 620 116	3 748 776	2 753 934	11 390 576	9 374 050
	of which electricity	0	0	22 126	25 553	22 126	25 553
	of which district heating	870 000	0	0	0	870 000	0
	of which natural gas	0	0	3 262 740	2 190 881	3 262 740	2 190 881
	of which fuel	6 771 800	6 620 116	463 910	537 500	7 235 710	7 157 616
	Renewable energy use	449 359	226 000	198 000	216 000	647 359	442 000
	of which electricity	449 359	226 000	198 000	216 000	647 359	442 000
	Total energy consumption	8 091 159	6 846 116	3 946 776	2 969 934	12 037 935	9 816 050

² The energy consumption data for the MLSZ headquarters and the Telki Training Centre for the years 2023 and 2024 are published based on the amounts received from the service providers and the amounts measured by the equipment.

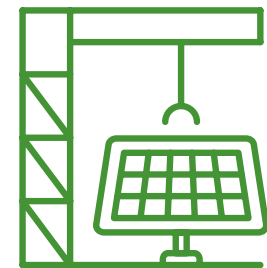
Telki Training Centre – In recent years, we have made significant steps towards green and energy efficient operations at Telki Training Centre. Currently, a 308 m² solar farm with a capacity of 50 kilowatts (kW) provides electricity from renewable sources, which will be expanded with a further 500 kW solar farm as part of a recent major investment effort. The installation of the solar panels will allow us to provide part of our electricity supply, in particular for heating the common areas and the swimming pool. The connection of the new solar system to the grid is not yet completed in 2024.

In recent years, the complex has undergone major technical upgrades to increase energy efficiency, including a complete modernisation of the mechanical systems, new boilers, thermostats and heat pumps. The lighting modernisation programme at the Centre has been ongoing for several years and has included

the installation of energy-saving light bulbs. Motion sensors have been installed in the common areas of the complex to help save on lighting. Energy management of the Training Centre's hotel is managed through a central monitoring system to further optimise energy use. Measured energy consumption data for the complex was recorded monthly in 2024, allowing for conscious monitoring of consumption. Thanks to the measures implemented, the natural gas consumption of the Telki Training Centre will be reduced by 32.85 per cent in 2024 compared to the previous year.

The Training Centre also has a charging station with two charging points for electric cars, which is subject to a fee. We also offer bicycle rental as a sustainable transport option for our guests. Around 40 per cent of our employees commute to the complex using public transport.

THE DESIGN OF A FURTHER **500** KW OF SOLAR PANELS WAS COMPLETED
IN 2023, WITH LICENCING AND PREPARATION STILL ONGOING IN 2024.







WATER USE (INDICATOR: MLSZ-4)

In recent years, the Hungarian Football Federation has taken a number of steps to minimise water use. We believe that the use of drinking water can be reduced and replaced by grey water or rainwater in various areas. Through our activities, we aim to improve the efficiency of water consumption and raise awareness of the importance of this issue among

the employees at headquarters and the hotel, as well as among guests visiting the Training Centre. To this end, we have continued to work towards increasing water consumption efficiency in 2024, in line with the water commitments in UEFA’s Sustainability Strategy.

Table 3 – MLSZ water use data (m³)³

WATER USE		HEADQUARTERS		TELKI TRAINING CENTRE		TOTAL	
		2023	2024	2023	2024	2023	2024
	From your own borehole	0	0	11 386	75 689	11 386	75 689
	Water purchased from third parties	305	340	17 711	19 082	18 016	19 422
	Greywater	0	0	1941	880	1941	880
	Total water use	305	340	31 038	95 651	31 343	95 991

³ Drinking water consumption is measured by meters certified by the service provider. Water from boreholes is also measured using certified meters. The water consumption data for the MLSZ headquarters and the Telk Training Centre for the years 2023 and 2024 are published on the basis of these meter readings.

MLSZ headquarters – Water consumption at the headquarters was low in 2024, due to the nature of office work, the conscious use of water by building staff, and efficiency measures such as the introduction of waterless urinals, percolator taps, balloon water dispensers and efficient dishwashers. Our aim is to maintain and further expand our good water use practices in the future.

Telki Training Centre – A significant part of the MLSZ's water usage is due to the specific function and role of the Telk Training Centre. The site's water consumption is high and therefore we pay particular attention to the conscious use and management of water, as well as the use of rainwater and greywater, adapting to the needs of our guests and athletes and the challenges of climate change. The Training Centre uses meters that enable accurate data collection, so that water consumption is not estimated but based on real data. Through accurate measurements and, the Federation is able to identify consumption patterns and optimise water consumption accordingly.

In the Training Centre's Green Programme, we have identified various measures, including the installation

of water-saving equipment (such as low-flow shower heads) and the launch of a towel and bed linen replacement programme in 2024. The new programme allows hotel guests not to request a daily change, helping to save water and detergent.

Rainwater collection is also at an advanced stage at the Telki Training Centre. As a special solution, a 180 m³ reservoir pond has been created to drain and store rainwater falling on the drained pitches. The benefits of this complex solution are twofold: on the one hand, the surface of the football pitches dries faster and, on the other hand, the water from the reservoir is recycled back into the irrigation network, thus reducing water wastage and improving the nutrient content of the irrigation water. The buffer volume that can be used for irrigation is 10,700 m³. Based on the experience of the current field operators, they should be able to meet the maximum irrigation water demand of about 720 m³/day for maintenance.

The significant expansion of the Training Centre area of ten hectares, justified the installation of a well relying on karst waters. Its control is based on the water level of the reservoir, with the aim of maintaining

the maximum water level. The extracted water is discharged into the lake for irrigation use diluted with surface rainwater.

The use of water from the Telk Training Centre’s own borehole has increased significantly compared to 2023. The reason for the increase in the amount of water is that in 2024 the area to be irrigated was increased by ten hectares and the water from the irrigation pond had to be drained and then recharged several times.



**THE RAINWATER HARVESTING SYSTEM
OF THE TELKI TRAINING CENTRE
ALLOWS THE TRAINING CENTRE
TO MEET ITS SIGNIFICANT WATER
DEMAND WITHOUT USING POTABLE
WATER.**

WASTE MANAGEMENT

(INDICATORS: MLSZ-2, MLSZ-18)

Promoting the circular economy and climate protection are among UEFA’s top priorities. Accordingly, the Hungarian Football Federation is actively involved in these areas in order to maintain its credibility and accountability, in addition to fully complying with the legal requirements.








MLSZ headquarters – In addition to paper and plastic waste, municipal waste is the main waste generated at the Federation’s headquarters. There is a separate waste collection bin in each corridor of the office building. In addition, in 2024 a new initiative for the separate collection of plastic bottles has been launched, named 50 forints bottle collection campaign. The aim of the campaign is not only to raise awareness among colleagues about the environment, but also to recycle for charity. The Federation will double the amount collected for each bottle collected and will donate it to a football-related social cause in the spirit of social responsibility.



A continuous reduction in paper use will be supported by the introduction of an electronic invoicing system in 2023. Encouraging the use of digital processes and digital data storage will allow players and clubs to communicate with the Federation, for example in relation to competition licences and league entries, primarily through the Integrated Football Application (IFA). We also plan to introduce digital signatures in the use of the filing system, which will also support the paperless transition in our operations.

Battery collection containers used in the building are also available. Bulbs, ink cartridges and discarded electronic equipment that are hazardous waste are handled by designated and duly licensed suppliers.

Table 4 – Waste management data for Telki Training Centre (tonnes)⁴

WASTE PRODUCED		HEADQUARTERS		TELKI TRAINING CENTRE		TOTAL	
		2023	2024	2023	2024	2023	2024
	Green waste	0,00	0,00	880,00	360,00	880,00	360,00
	Municipal waste	10,40	8,32	117,00	117,00	127,40	125,32
	Kitchen catering waste	0,00	0,00	31,60	30,90	31,60	30,90
	Waste paper and cardboard	3,12	3,30	4,20	3,00	7,32	6,30
	Plastic waste	2,08	2,02	0,30	0,38	2,38	2,40
	Batteries	0,06	0,05	0,00	0,00	0,06	0,05
	Waste collected separately	0,00	0,00	0,04	0,35	0,04	0,35
	Total	15,66	13,69	1033,14	511,63	1048,80	525,32

⁴ For the Kánai Road headquarters, the waste volumes for 2023 and 2024 are estimates. Estimates are based on the size of the waste containers and the frequency of removal.

The green waste data for 2023 and 2024 generated by the Telki Training Centre are estimates, based on the area of green space managed. The amount of municipal waste from Telki Training Centre in 2023 and 2024 and the amount of plastic, paper and cardboard waste in 2024 are also estimated data, based on the frequency of emptying and the size of the waste containers. The quantities of selective and catering waste for 2023 and 2024 are fixed on the basis of the exact quantities of waste collected and confirmed by the partner.

Telki Training Centre – The total amount of waste generated in Telki has changed significantly compared to 2023, falling from 1,033 tonnes to 512 tonnes, mainly due to less green waste. The vast majority of the waste generated by the Training Centre is green waste from the maintenance of the tracks and the natural environment, estimated at 360 tonnes in 2024, which will be treated and recycled on site using three industrial-scale composting units. Municipal and catering waste, which is a minor part of the waste, will be managed in full compliance with the regulations.

In 2024, Telki also made progress in food waste management thanks to the purchase and installation of a food composting device. The new device allows food waste to be composted on site and used by gardeners to maintain green spaces. The composter is operated by the hotel and composts all the hotel's food waste, including bones and paper.

From 2024, the Telki Training Centre will also become a HORECA collection point for the handling and return of recyclable (PET, metal bottles) waste, which represents a significant volume due to the con-

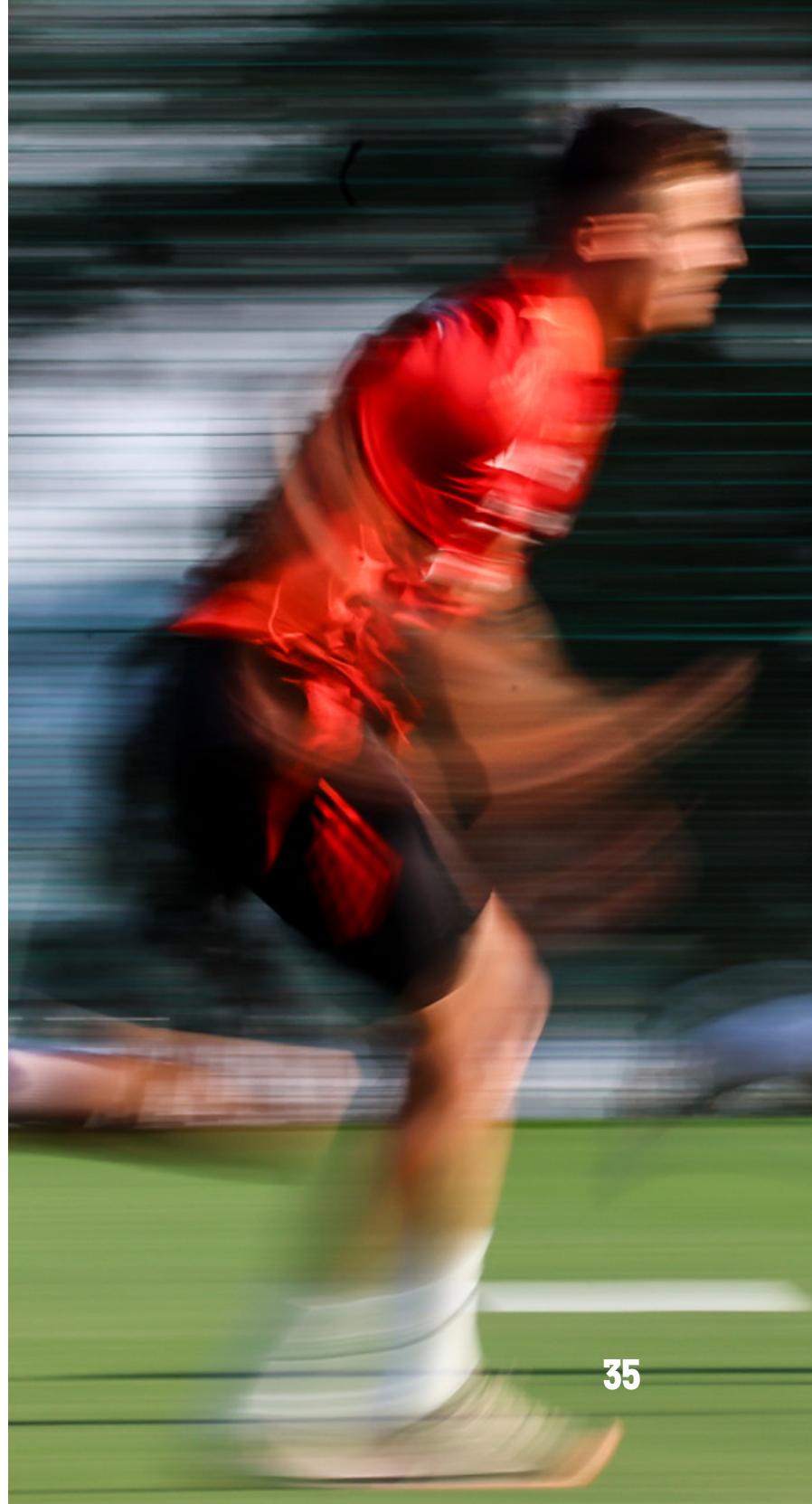
stant influx of teams to the Training Centre. Separate waste collection points have also been set up at the hotel and near the training centre tracks. In order to reduce the amount of waste left out, bins are placed at least every 20 metres for spectators and guests and within ten metres of the bench for players. To reduce the amount of waste generated at matches, we plan to introduce refillable cups in the future. These measures and plans are not only aimed at reducing the amount of waste, but also at promoting environmental awareness.

To reduce plastic waste in Telki, for central procurement, we buy cleaning products from a partner that uses returnable packaging and offers environmentally friendly cleaning products. In the future, we plan to introduce refillable dispensers in hotel rooms instead of small-volume cosmetic products, as set out in the Green Programme.

To reduce the amount of waste generated, the hotel plans to reduce the amount of paper waste generated in the offices by digitising processes and tasks, with the introduction of the Therefore IT system already

used at our headquarters in 2025. Also to reduce paper use, the use of digital solutions, such as apps or QR codes, will be gradually replaced by paper flyers and hotel brochures in 2024.

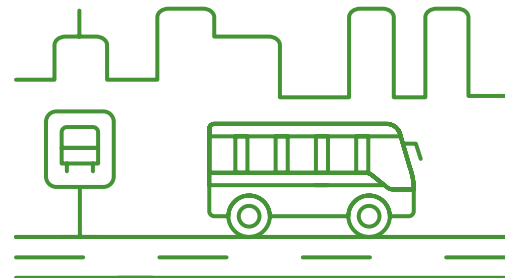
The environmental and waste management rules and procedures of the Telki Training Centre are set out in the Environmental Policy. Full compliance with these rules will be supported by employee environmental training, which will be introduced in 2024.



2.2 SUSTAINABILITY OF EVENTS

(INDICATORS: MLSZ-1, MLSZ-2, MLSZ-3, MLSZ-4, MLSZ-8, MLSZ-17, MLSZ-18, MLSZ-19)

Playing football, moving and cheering together brings people together and builds community. At the same time, fans attending national team matches and national championships can have a significant impact on the environment. In terms of events, MLSZ will initially focus on the sustainability of its own national team matches. Building on the MLSZ's educational and exemplary role, we will seek to influence the commitment to sustainability of the football community, the fan base, stadium operators and suppliers. We will pay particular attention to the environmentally responsible choice of fan mobility, the reduction of waste generated in stadia and the operation of a digital ticketing system to mitigate this negative impact.



FAN MOBILITY, NATIONAL TEAM MOBILITY

(INDICATOR: MLSZ-1)

Access to stadia triggers damaging the environment, so we are keen to encourage our fans use public transport to get to the stadium wherever possible. Thanks to lengthy negotiations over the past few years, BKK provides frequent services around the Puskás Arena on match days, so that national team matches are now easily accessible by metro. In addition, bicycle and scooter parking is available at the Puskás Arena in the stadium area.

Sustainability aspects of mobility will also be included in marketing communications to the fan audience in 2024. Audiences were regularly informed through social media platforms, fan newsletters and digital interfaces in the stadium to raise awareness of the importance and effectiveness of public transport options. In addition, the topic was consistently prioritised in the programme leaflets.

The Federation could only measure fan mobility in 2024 indirectly by looking at feedback from fans. These included only minimal negative opinions about parking, match times and public transport options.

A bus is provided for the national team and the visiting foreign national teams to move between the Telki Training Centre, the hotel and the stadium, so that the national team players arrive together for the match.

ORGANISING EVENTS

(INDICATORS: MLSZ-2, MLSZ-3, MLSZ-4, MLSZ-8, MLSZ-19)

A key event of 2024 was the UEFA Euro 2024 (hereafter: EURO 2024), hosted in Germany, while UEFA has requested the Federations' input on a number of sustainability measures in line with the EURO 2024 Sustainability Strategy and Action Plan. In this context, MLSZ carried out the following activities:

- We worked with UEFA and provided all the data needed to calculate the carbon footprint (travel and accommodation) of the Hungarian national team's participation in Euro 2024. As compensation for CO₂ emissions, we had to pay UEFA a fee converted into a cash amount by the UEFA Carbon Footprint Calculator.
- We discussed with the team's accommodation about the possibilities for minimising plastic waste, selective waste collection and food waste recovery.
- We collected answers to UEFA's proposed human rights questionnaire from team accommodation.
- Based on UEFA guidelines, we informed fans about the environmental options for their travel (e.g. discounted long-distance trains, free public transport in the city).

- We are working with UEFA on the DAO (Disability Access Officer) project to ensure that Hungarian fans with disabilities/limited mobility have an accessible match experience and to facilitate the provision of appropriate information.
- In cooperation with the UEFA Communications Department, we monitored the social media platforms of players, staff and the FA and reported critical and abusive content to the platforms.

During Euro 2024, the Hungarian national football team also was the focus of attention. With special attention on a circular approach, the Hungarian players used jerseys made from recycled materials throughout the tournament.

The UEFA EURO 2024 ESG report can be found [here](#).

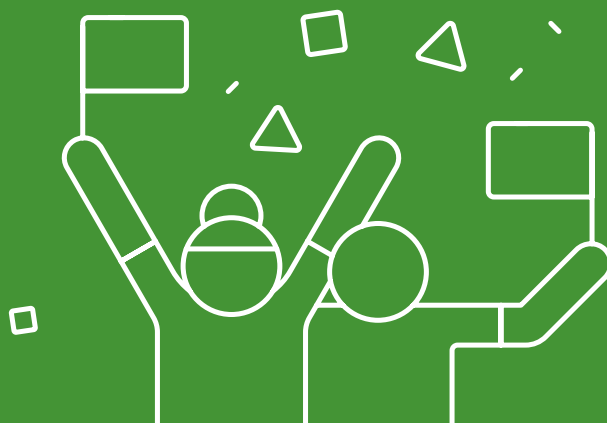
In the year 2024, there will be no international UEFA matches in Hungary, apart from the national team matches. The next Champions League final will be held in Hungary in 2026. For all such events, we aim to follow the UEFA sustainable event framework as

closely as possible. Our aim is to make even more progress towards sustainable sporting events in the future, through action and cooperation.

We strive to pass on MLSZ's sustainability values at our own events and at matches. 2024 strategic action has also resulted in content production and campaigns on waste reduction and collection. In the context of the UEFA campaign, a video on environmentally conscious fan behaviour was provided with Hungarian subtitles and was also displayed on digital platforms during men's A-team home matches.



At our events, we encourage separate waste collection, recycling and avoiding food waste. These are requirements for those operating the stadiums we lease and can also be an inspiration for football clubs. In the case of the Puskás Arena, the operators are installing selective waste bins as the main waste management guideline and are also operating a bottle bank system, thus reducing the amount of waste associated with the consumption of beverages.





DIGITAL TICKETING SYSTEM

(INDICATOR: MLSZ-17)

Steps towards sustainability and digital transformation are becoming increasingly important in the organisation of sporting events. In 2013, a national single entry system was introduced, allowing fans to buy tickets for matches exclusively online. A digital ticketing system is in place in all locations, so that the barcode on the ticket can be scanned on a mobile phone at the entrance.

One of the Federation's objectives for 2024 was to modernise the ticketing system, which was successfully achieved: the ticketing website and mobile app were relaunched at the end of 2024, following the upgrade process. Within the app, it is also possible to apply for a fan club membership, which makes it easier to buy tickets. In addition, the club is designed to ensure priority ticket purchase for fans who regularly attend matches.

We are committed to encouraging fans to adopt digital solutions, and we are aware of the generational challenges, so we regularly raise awareness on our

platforms that there is no need to print match tickets. During 2024, we assessed the proportion of people using digital tickets, with volunteers monitoring different groups of gates for three matches. The results showed that a significant proportion of fans still prefer printed tickets.

PAPERLESS COMMUNICATION SOLUTIONS

(INDICATOR: MLSZ-18)

MLSZ considers it important to continue to contribute to the development of the sport and its own operations, as well as to improve the fan experience, by taking steps towards sustainability and the digital transformation of communication.

For MLSZ, the production of digital and paper marketing communication products is a complex process. We have made outstanding progress in reducing the number of our print publications and are steadily increasing the amount of digital content we produce to replace paper publications. In 2024 we planned to reduce the circulation of these publications from 10-20,000 copies to 6-8,000 copies. We are already

publishing a reduced number of stadium gazettes in stadia, with around 500-700 copies per match, reducing our paper consumption. Our aim is to use a mobile app to digitally deliver the programme and news to our supporters, ensuring a continuous and environmentally friendly flow of information.

We have made a conscious decision to produce „slow content” for our events and football matches, so that we can preserve football history in a digital format that is still valuable. This will allow our quality content, which is shared with the public, to be re-watched and re-used at a later date, for example by creating and sharing film-quality videos. We also see this new approach as important to educate future generations in value-based content production, alongside environmental sustainability.



3

SOCIETY (S): BUILDING COMMUNITY AND ANIMATING PEOPLE

Football is the most popular sport in our country. This popularity provides an opportunity to create a cohesive, sports-loving community and encourage people to get moving. The Federation has a key role to play in promoting the commitment of Hungarian society to sport and health, which we make possible, among other things, by organising opportunity programmes.

3.1 HEALTH AND WELL-BEING

(INDICATORS: MLSZ-10, MLSZ-11, MLSZ-19)

One of the main aims of football and the Hungarian Football Federation is to animate more people and to encourage them to adopt a healthier lifestyle. Its simplicity, cost-effectiveness and easy-to-understand rules make football an obvious tool to promote regular physical activity in Hungary. For years, we have focused our attention on supporting the health and well-being of our employees, national teams and the wider community. We provide subsidised sporting opportunities for our employees and regular and comprehensive screening for our national teams. For members of the wider community, a range of programmes, university and senior tournaments ensure healthy lifestyles for all generations. It is also important for us to create a club environment in which all children and youth footballers feel safe.

3.1.1 HEALTH AND WELL-BEING OF SOCIETY AT LARGE

(INDICATOR: MLSZ-11, MLSZ-19)

SUPPORT FOR INSTITUTIONAL SPORT AND VETERAN FOOTBALL

We believe that by supporting institutional sport, we can reach a wide range of young people. We offer a variety of programmes in educational institutions, providing opportunities for kindergarten, primary and secondary school children to play football outside the classroom through the OTP Bank Bozsik Institutional Programme and the McDonald's Fair Play Cup.

In the last ten years, football's popular base in Hungary has expanded far beyond previous plans, thanks to the OTP Bank Bozsik programme, among others. The programme offers weekly football opportunities for registered kindergarten and primary school children. It is not a competitive programme, but an experience of football, so unlike the Fair Play Cup for secondary school pupils, there are no qualifiers and participants play football purely for recreational purposes.

The Fair Play Cup High School Football Programme has been organised by the Federation since 2012 for boys and girls in secondary schools. After the registration period, teams are divided into districts and teams from each district compete in qualifying tournaments. Following the qualifying rounds, teams will advance to the national finals in a progressive system.

In May 2024, the MLSZ Telki Training Centre hosted one of the biggest events in Hungarian youth football, the Bozsik Program End of Year Festival and the McDonald's Fair Play Cup High School Championship Final. The aim of the event was to promote sporting opportunities for children and strengthen community experiences, as well as to close the school year of the programmes.

WE HAVE REGISTERED 146,060
PARTICIPANTS IN THE OTP BANK BOZSIK
INSTITUTIONS PROGRAMME AND 10,173
PARTICIPANTS IN THE MCDONALD'S FAIR
PLAY CUP PROGRAMME IN 2024.

In September 2024, Grassroots Week brought saw 12 clubs and the Federation bringing together 3,500 children across the country to take part in football activities. The European Week of Sport and Grassroots Week 2024 events were held in a new format, with the opening of the school year in Telki, where in previous years the Festival was held in several locations: clubs across the country created a festival atmosphere at their own sports grounds. As a result, the programme attracted more than three times as many children as in previous years. Traditional top clubs such as Budapest Honvéd FC, DVTK, Kecskemét TE, MTK, Paks FC and Újpest FC participated in the festivals. DVTK, for example, hosted 1,600 schoolchildren in a two-day multi-sport event where children could participate in several sports. The clubs in the OTP Bank League also had surprise guests to hand out signatures to the young fans. Mascots were also on hand to lift the festival and stadium tours were organised for the children. In line with MLSZ's Sustainability Strategy, children were also given special environmental education at the initiative of the Federation. Students from more than 80 institutions participating in the festivals also received gifts (balls, football books, and cards with Fair Play messages).

Alongside the Small Communities Alternative Football Programme (KALAP), we are also working to create more sporting opportunities. We sponsor city-based 5-a-side tournaments and work with partner universities to run tournaments. We can also help to organise match officials or provide a registration area for events. In addition, in 2024, we participated in the #BeActive Night event at the National Athletics Centre, which aimed to promote sport and encourage community activity, giving participants the opportunity to try out different sports.

We also organise regular veterans' tournaments and football cups, organised by the regional directorates in cooperation with the National Veterans Football Federation and clubs.





OUR TRAINING PROGRAMMES FOR CHILDREN

At MLSZ, our aim is to unleash the potential of football to develop the personal and social skills of participants. Our broader aim is for our coaches' remit to focus not only on training professional players, but also on creating an inclusive environment from which everyone can derive value, regardless of their level. In line with this goal, we have also launched a number of training programmes for teachers and coaches in 2024.

UEFA Playmakers is an innovative programme created in partnership with Disney to inspire girls aged five to eight for physical activity. The programme aims to teach the basics of football through storytelling, combining sport with the world and characters of popular fairytales. The Playmakers programme combines the benefits of game-based learning with the magic of Disney storytelling to promote friendships, healthy lifestyles and self-confidence. In addition to developing basic motor skills, it aims to teach ball handling and life skills such as respect, courage, teamwork and creativity. Through the programme, girls can learn the basics of football by dressing up as

characters from Disney and Pixar films such as The Incredibles and Frozen.

In connection with the programme, MLSZ set up the UEFA Playmakers teacher training programme, which was attended by 827 teachers in 30 sessions across 17 counties in 2024. In the first half of the training, the educators were introduced to the four pillars of the Grassroots ethos, emphasising that the Federation wants to provide a lasting football experience for all, whether or not they become professional footballers. In the second part, the key elements of the Playmakers programme were presented and practical examples were given to illustrate how the programme is implemented.

More information about our UEFA Playmakers programme is available on mlsz.hu.

In 2024, MLSZ joined the FUTURE project (Football Used as a Tool to edUcate childRen on sustainable behaviors), funded by the European Union and endorsed by UEFA, with the aim of educating children aged 6-11 on sustainability through football. The 18-month

programme was launched in the summer of 2024 in collaboration with the Grassroots Department, the Coaching Training Centre and the Club Development Department. On the first training day of the project in 2024 at the Telk Training Centre, more than 40 participants were introduced to the project background, methodology and the eco-cards used as support material. The aim of the training is to enable coaches, players and parents to act in a sustainable way on and off the pitch.

3.1.2 HEALTH AND WELL-BEING OF OUR ATHLETES

(INDICATOR: MLSZ-11)

We provide regular health checks for our athletes to enhance performance, reduce risk and prevent injuries. The safety and health of our athletes is of paramount importance to us and we regularly carry out health screenings of our adult team members, following the international protocol required by UEFA for the adult team. Thus, as in previous years, in 2024 we ran cardiological screening of the A-team football players and staff, consisting of laboratory tests,

12-lead ECG at rest, cardiac ultrasound and cardiological examination.

Football is a contact sport, so despite thorough preparation and prevention, various injuries can occur. In order to be prepared for these situations, a sports doctor travels with the teams to training camps and matches of the junior and adult national teams, which is also a requirement under the internal regulations of MLSZ. The Federationi also has contracts with back-up institutions specialising in sports injuries, which provide professional care for our athletes in the event of serious injuries.

MLSZ has also provided insurance cover for footballers in recent years. Thanks to our long-term cooperation with our strategic partner Groupama Insurance, more than 220,000 professional footballers have accident insurance, as well as children in kindergarten, primary and secondary school who participate in mass sports events. In 2024, this protection has been increased to an even higher level by the fact that around 730 professional footballers in the NB I and NB II will also be able to benefit from health insurance service

in the event of a sports injury. Our primary goal is to ensure that athletes are provided with the highest possible level of healthcare to help them recover from an injury and return to play as soon as possible.

We are a regular participant in UEFA and FIFA medical conferences, translating international trends and sports health practices into our own activities. Medical education and training is a key topic at international conferences, and MLSZ pays particular attention to this. We practice first aid rules and practices within the organisation at least annually. Defibrillators are available in all MLSZ-operated buildings and emergency bags. In connection with the EURO 2024 participation, the A-team and the staff also participated in the UEFA „Get Trained Save Lives” CPR education campaign.

**MORE INFORMATION
ABOUT THE CAMPAIGN IS
AVAILABLE ON MLSZ.HU.**

For MLSZ, anti-doping activities have been a focus since inception, but in 2024 we have reached a new level in anti-doping education. For years, it has been a UEFA mandatory requirement that, in addition to a certain number of mandatory doping tests per year, junior teams receive anti-doping education before they play in a major match. Previously, this training took the form of online e-learning, which was replaced by a series of face-to-face training sessions involving the Anti-Doping Group, usually consisting of 30-45 minute lectures at training camps. With this renewed training, we reached 451 people in 2024, including 342 players and 109 players' support staff and professionals.

3.1.3 CHILD AND YOUTH PROTECTION

(INDICATOR: MLSZ-10)

MLSZ is committed to providing a safe and caring environment for all children and youth footballers during training, matches and doing sports, as well as to helping football professionals to acquire the appropriate child protection knowledge. Their priority is to create an environment in which children are not abused, shouted at, bullied, threatened or sexually abused under any circumstances. A key concern is to ensure the protection of children, to filter out and prevent physical and verbal abuse in football. During the year 2024, MLSZ has implemented a number of training and strategic actions to protect young people.



We do our utmost to ensure that our coaches are aware of the current times and the potential impact of football on children, and the damage that can be done to children's education through bullying, verbal abuse and online harassment, for example. For this reason, we have incorporated a child protection component into the coaches' training, with the aim of providing coaches with a toolkit to learn about the elements of the child protection signalling system, as well as to recognise the signs of child abuse and know what steps to take to avoid and remedy it. Our future coaches are required to complete the MLSZ Grassroots Basic Training, which includes a four-hour module on child protection as a key module, and includes training on online and offline crime and abuse, raising awareness of drug prevention and the dangers of alcohol abuse, as well as conflicts arising from generational differences.

The 2024 amendment to Act I of 2004 on Sport requires all coaches working with athletes under the age of 18 to undergo mandatory annual training on child protection. Almost 1,800 coaches have completed the mandatory child protection training, thus contributing to the protection of children in sport.

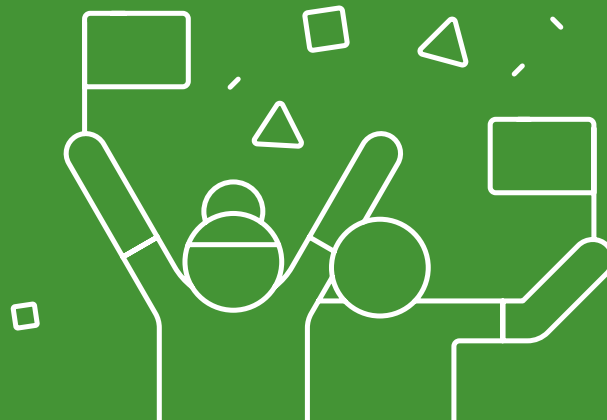
IN 2024, MLSZ ORGANISED **24**
CHILD AND YOUTH PROTECTION
TRAINING COURSES WITH **2,576**
PARTICIPANTS.

As part of our professional work, we conducted a thematic questionnaire with nearly 2,000 sports professionals in 2024, which helped to map the current state of knowledge on child protection in the country. We also organised social responsibility workshops on the subject for professional and amateur football clubs in 2024, in cooperation with the Grassroots Department. With these workshops, we aim to have a designated person in each club with the appropriate knowledge to enforce child protection aspects. We have been regular participants and organisers of conferences on the subject. A highlight of these is our successful collaboration with the Federation for Safe and Livable Cities. We also aim to introduce further training and to produce publications to promote UEFA's existing materials.



In line with the child protection guidelines in UEFA's sustainability strategy, MLSZ has developed its own strategy for children and youth protection for the year 2024. The main elements and actions of the strategy are as follows:

- The precise definition of the responsibilities of MLSZ and the designation of those responsible as counties.
- Creating a separate email address, allowing direct contact in case of any incident (available through the MLSZ Education Centre (MOK) interface).
- Continue working with clubs through workshops.
- Cooperation with external partners, such as UNICEF Hungary, the Hintalovon Children's Rights Foundation and the Játékidő Foundation.
- Parents' Academy conferences are organised in spring and autumn.
- Repetition of child protection training: a mandatory element as part of coaching licensing courses; in addition, child protection officers appointed in clubs provide mandatory training for all players working with children on an annual basis.
- Involving celebrities that enjoy social credibility to promote the importance of child protection.
- Override the existing child protection policy following UEFA and FIFA guidelines.



3.1.4 COMMITMENT TO OUR EMPLOYEES

(INDICATOR: MLSZ-11)

The Federation also encourages its own employees to take social responsibility and actively contributes to their physical and mental health. We strive to maintain the well-being of our employees, which is also facilitated by the location of our headquarters close to nature. In addition, our colleagues can regularly take advantage of working from home, while in the office we strive to create a more inspiring working environment with ergonomic balance balls and beanbags.

Various programmes and campaigns continued in 2024 to promote the health of our workers. As part of the annual health screening programme, all our colleagues were offered free participation in a premium health screening programme. The screenings were open to our full-time employees. The screening package includes tests that can greatly improve the quality of life of our employees, such as laboratory tests, cardiological screening, dental, dermatological and orthopaedic examinations. This year, laboratory tests have been extended to include tumour marker test-

ing, which has expanded the range of screening options compared to previous years.

It is essential for MLSZ to offer its employees regular sporting opportunities. All employees in the Budapest office can exercise in the sports centre located directly next to the office building. In return for a nominal fee, they have the opportunity to try out a variety of sports, and in 2024 around 20 per cent of the employees at the centre took advantage of this opportunity.

In 2024, 15 colleagues joined informal grassroots forums. In addition, a football team made up of employees of the Federation also participates in friendly football tournaments at least once a year. The Csaba Vékony 5-a-side Charity Football Tournament was held in mid-summer and 15 of our colleagues took part.

Over the Christmas period, we once again held our annual in-house football tournament, where our staff teams competed in small-sided matches, now with 45 participants.

As a family-friendly workplace, MLSZ organises a popular Family Day every year. In the year under review, around 498 people attended the event in Telki.

By 2025, we aim to provide regular sporting opportunities for our colleagues in rural areas, and to increase our internal communication to encourage our employees to take part in sport and to highlight the different sporting opportunities available.

3.2 CREATING OPPORTUNITIES FOR ALL

(INDICATORS: MLSZ-5, MLSZ-6, MLSZ-7, MLSZ-8, MLSZ-9, MLSZ-12, MLSZ-14)

MLSZ represents non-football values of solidarity not only through its programmes, but also in its daily activities. Our aim is to raise awareness of these values and to spread a responsible approach both inside and outside our organisation, which will shape the lives of future generations. We regularly support people in need and people with disabilities through various programmes, invest in infrastructure in developed and developing regions, support veteran and needy footballers, and actively combat racism and discrimination.

3.2.1 SUPPORT FOR SOCIALLY DISADVANTAGED PEOPLE IN NEED

(INDICATORS: MLSZ-5, MLSZ-8)

The Hungarian Football Federation is committed to supporting amateur football and disadvantaged people. The mission of the Federation's Grassroots Department is to create opportunities for everyone in our



country to get the most out of football. The Grassroots area creates opportunities for amateur sportsmen and women to spend their free time on health and recreation, and also plays an important role in organising sport for disadvantaged and disabled people. Taking into account international examples, MLSZ has continued to apply European practices that have successfully integrated sustainability into the world of sport in the operation and development of the Grassroots Department in 2024.

SUPPORT FOR EMERGING MUNICIPALITIES

Our priority in supporting people in need is to partner with an organisation that is active at a national level and actively involved in the community. We therefore support the national activities of the Hungarian Charity Service of the Order of Malta, which brings together people in disadvantaged communities and builds trust in these areas.

To help the poorest municipalities catch up, in 2019 the Hungarian government launched the Emerging Municipalities (FeTe) Programme. The method used in all the municipalities involved in the programme is based on the Hungarian Charity Service of the Or-

der of Malta Presence Programme. In this programme, we support sporting opportunities in the 300 poorest settlements by supporting the construction of football pitches and organising various football events and tournaments for the children living there.

In cooperation between MLSZ, the Ministry of Interior and the Hungarian Charity Service of the Order of Malta, within the framework of the Emerging Municipalities Programme, since 2019 there has been an opportunity to build 20x40 m recortan covered football pitches. The construction is implemented out and tendered out by MLSZ, while the financing is shared 20 per cent HCSOM (MMSZ), 80 MLSZ. Since 2019, 51 pitches have been built under the joint pitch construction programme in the most disadvantaged sub-regions as defined by the HCSOM. Of these, 19 new pitches have been built in 2024, contributing to the expansion of sporting opportunities for local communities.

We believe that sport is a great community-building and educational tool: children who start playing sport in deprived communities do better at school and can integrate into communities outside the team. Sport develops a range of skills that are needed in all walks

of life, including perseverance, determination and discipline. Those who learn to think in teams, to execute tactical tasks, to accept hierarchies, to play with concentration and to react to situations for longer periods of time, will find it much easier to cope with the demands of the workplace and society. Sport gives you a sense of achievement, but it also teaches you to work for results. We are constantly looking for opportunities in education where football can be used as an educational tool. We will continue to work to identify new collaborative partners and areas for future work.

ACTIVITIES OF THE SMALL COMMUNITIES ALTERNATIVE FOOTBALL PROGRAMME (KALAP)

The impact of the population exodus in the scattered settlements is also felt in the field of football, where demographic changes have led to the disappearance of professional football in many settlements. At MLSZ, we believe that football is for everyone, which is why we have created the Small Communities Alternative Football Programme (KALAP), which offers small communities across the country the opportunity to bring communities together and provide an alternative to big league football for small

communities and friendly societies. Participants can compete in 5-a-side football matches in an organised setting and the programme is open only to non-competitive players.



IN 2024, MORE THAN 1,700 PLAYERS FROM 10 COUNTIES WERE ENGAGED IN SPORT UNDER THE KALAP PROGRAMME.

SUMMER CAMPS FOR CHILDREN

The MLSZ Grassroots Department for children from disadvantaged backgrounds hosted several sports days at the camps of the Elisabeth for the Carpathian Basin for Children Foundation in Zánka and Fonyódliget in the summer, where thousands of girls and boys participated. With the help of equipment set up during the matches of the Hungarian A-team, the participants were able to try their hand at games, and the luckiest ones were also rewarded with valuable gifts.

EVENT MANAGEMENT FOR ALL

From 1 July 2023 to 30 June 2024, MLSZ supported the sports programmes of the Hungarian Charity Service of the Order of Malta for Emerging Municipalities with a total of HUF 30 million. The football events organised in the framework of the FeTe Cup in 2024 continued to be popular, providing opportunities for young people from disadvantaged backgrounds to participate in the sport. The number of municipalities and children participating in the Cup has increased, with more than 100 municipal teams and 1,000 children taking part in the tournaments. Through the MLSZ, children's homes have also joined the programme. The FeTe Cup final, organised by the Hungarian Charity Service of the Order of Malta, was supported by a personal video message of greetings from three national football players, in addition to the previous gift packages.

We also strive to involve disadvantaged groups in our events for professional athletes. A special event in 2024 was the send-off of the men's A team from the Telki Training Centre for the European Football Championship in Germany, which was attended by children playing football in the MLSZ Grassroots programmes.

Among the participating children were also some of the participants of the FeTe Cup, i.e. children playing football in disadvantaged communities.

We also actively participated in the UEFA FootbAll campaign, which aims to promote community integration. We promoted the programme at Hungarian national football team matches through various forms of display. The campaign reached a wide audience through the official programme leaflets, LED perimeters and giant LED walls.

We regularly consult with football clubs to secure tickets for MLSZ events. We try to provide free match tickets for junior and adult national team matches and Hungarian Cup final matches, which we use to give children in need an experience.

INVOLVING CLUBS IN LOCAL COMMUNITY LIFE

In 2024, MLSZ has made Social Responsibility workshops for clubs a permanent feature in the annual calendar of events. Held every six months, the aim of the conference is to showcase the role of clubs in the life and empowerment of local communities.

The conference will showcase good Hungarian examples of how clubs can build and boost communities across the country, and MLSZ will also provide European examples of the wide range of support activities that can be undertaken in a local community in relation to football. The exemplary programmes of Ferencváros Torna Club, MTK and DVTK are at the forefront of football clubs in Hungary.

3.2.2 SUPPORTED INFRASTRUCTURE INVESTMENTS

(INDICATOR: MLSZ-14)

The development of the domestic football infrastructure has been very significant over the last decade. We are convinced that modern pitches, changing rooms and other facilities will increase the grassroots base for football among both young people and adults. Adequate training facilities help retain young talent in football, provide high quality coaching and increase the football consumer base of the present and future. A modern, safe and secure stadium is also an essential prerequisite for raising the quality of the game and increasing attendance.

In 2024, we built 19 recortan small pitches in underdeveloped regions, and 110 artificial turf pitches previously built by MLSZ under the National Pitch Construction Programme were renovated.

In the case of the tracks previously built under the National Pitch Construction Programme, renovations have been carried out mainly in municipalities where intensive use justifies renovation, but where the municipality is doing its utmost to ensure proper maintenance of the track. New recorticated tracks have been built at sites selected by the Ministry of the Interior in municipalities participating in the Emerging Municipalities Programme or the Economic Recovery Programme.

The concept of the Budapest Football Development Programme is to improve the infrastructure of youth and amateur football and mass sports in Budapest and its surrounding areas, and to promote sporting opportunities for the population close to their homes. To this end, the objective was to create new football centres, increase the playing surface of existing facilities and improve the quality of the facilities currently used by amateur teams.

MLSZ has decided to launch a Futsal Hall Construction Programme, with the sites selected in 2024. Of the seven sites selected under the programme, two beneficiary municipalities are included, Nyírbátor and Csenger.

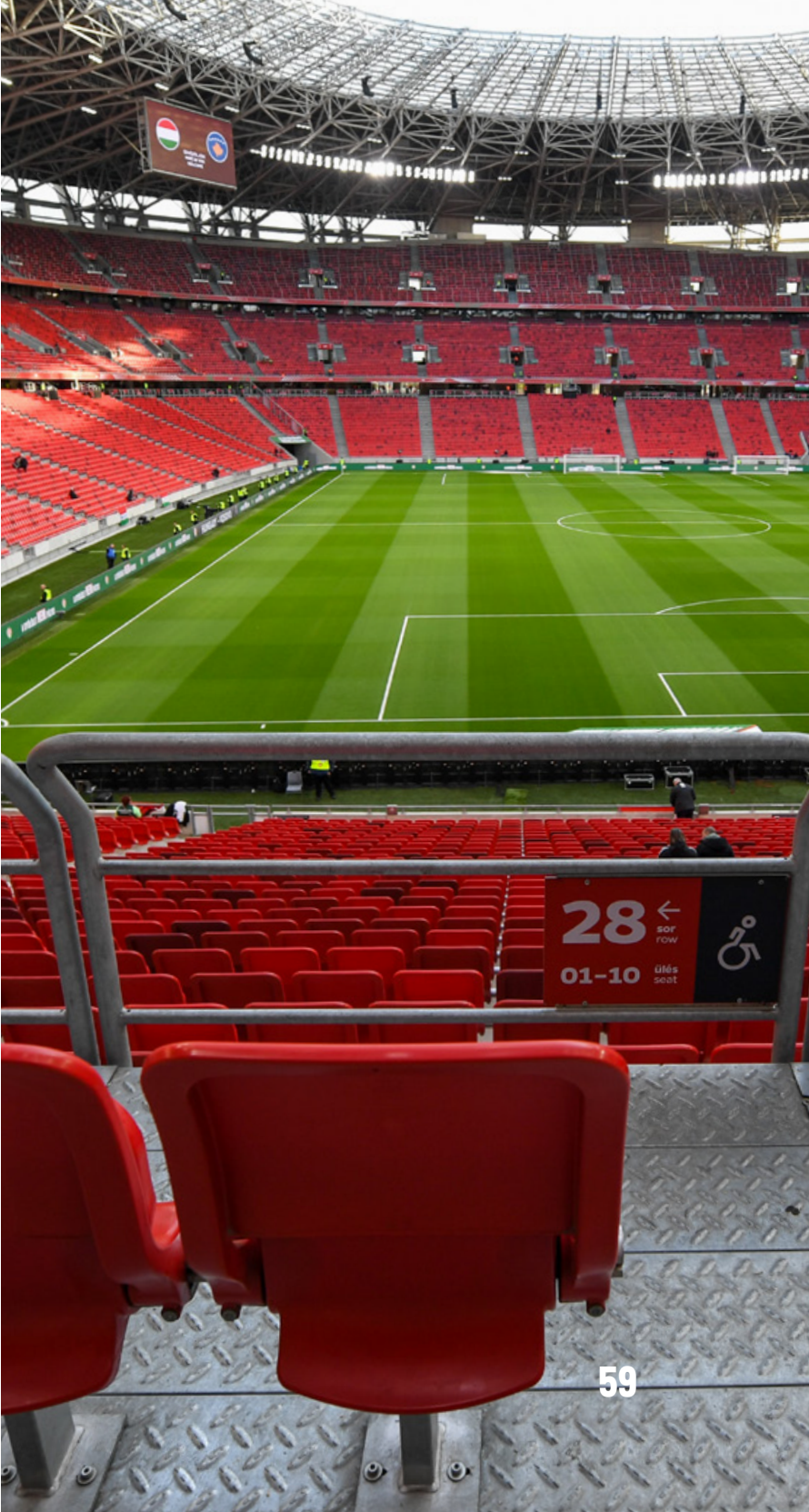
3.2.3 SUPPORT FOR PEOPLE WITH DISABILITIES

(INDICATORS: MLSZ-6, MLSZ-7)

The fundamental aim of MLSZ is to make football accessible to all people with disabilities. We promote the social integration of people with disabilities by providing them with the opportunity to attend matches in person, by offering sporting opportunities for both physically and mentally disabled people, and by creating working conditions that take into account special needs and promote participation in the activities of the MLSZ.

SUPPORT FOR DISABLED SUPPORTERS

Today, the quality of a major sporting event is also determined by how it can provide a great fan experience for our fellow citizens with disabilities. UEFA's public and financial fair play regulations require the creation





of a network of accessibility officers, facilitating the sharing of best practice and knowledge. To this end, UEFA expects each national football Federation to have a Disability Access Officer (DAO). In compliance with this, the DAO is responsible for ensuring accessibility requirements, compliance with UEFA's accessibility regulations and the channelling of international good practice.

In the framework of the DAO project, launched in 2022, a volunteer group was formed to provide an accessible fan experience for disabled or disadvantaged fans, with a focus on matches at the Puskás Arena. Before, during and after the matches, our volunteers will provide general information, guidance, seat escorts and wheelchairs.

As part of the DAO project, we will provide fans with this special service at all domestic men's A-team and MOL Hungarian Cup finals since 2023. In 2024, in co-operation with our volunteers, our main objective was to maintain the project, improve the quality of the service and strengthen the processes. We also improved the communication side of the project, responding to a number of fan enquiries before the match.



**IN 2024, THE NUMBER OF
FANS IN WHEELCHAIRS ATTENDING
THE MATCH WILL ALSO INCREASE
SIGNIFICANTLY TO NEARLY 280.**

Special attention is given to helping the visually and hearing impaired. Visually impaired fans can listen to the match broadcast on the 92.5MHz radio frequency, while hearing-impaired fans can watch subtitled short films on projectors with audio on 93.8MHz via induction loops.

In addition, we also offer special services for disabled fans. Accessible toilets and first aid facilities are available on all levels of the Puskás Arena. As a UEFA model, we have introduced a separate queue at each buffet

at each national team match for wheelchair and disabled fans, who will have priority service on arrival.

Questions about accessibility for supporters are welcome at akadalymentesseg@mlsz.hu.

SUPPORT FOR SPORT FOR PEOPLE WITH DISABILITIES

The year 2024 brought new initiatives and partnerships to support the participation of people with disabilities in sport by promoting the sport and fostering social inclusion. We have submitted a Grassroots Strategy to UEFA, which includes the Disability football objectives as an essential part, with a particular focus on the work of the Hungarian Special Olympics Federation for people with intellectual disabilities and people with multiple disabilities.

During the year, we worked with the Hungarian Sports Federation for the Hearing Impaired (MHSSZ) to implement several joint programmes. Among the programmes supported was a summer children's football camp in Tata, organised jointly by the MHSSZ and the Deaf Champions League (DCL), for which we provided gifts and bus travel.

We also supported the participation of the Hungarian hearing impaired men's adult futsal team in the Prague tournament by providing sports equipment and a bus service.

We have established a close cooperation with the Hungarian Special Olympic Federation. The cooperation will provide HUF 6 million per year from 2025, underlining that football is not only for professional athletes, but for everyone who wants to participate.

With the help of MLSZ, the Silver Shoe Youth Football Foundation for the Hearing Impaired was included in UEFA's list of organisations to be supported by UEFA in 2023, thanks to which it received a grant of €43,500 from the UEFA Foundation For Children.

The Foundation, which has 48 deaf and hard of hearing children, has a minibus in 2024 using the grant from UEFA.

3.2.4 SUPPORT FOR FOOTBALLERS IN NEED (INDICATOR: MLSZ-9)

Supporting older, former national team footballers in difficult circumstances is an important area for the Federation. We are committed to providing regular financial assistance to retired former national team men and women footballers. In addition, the Federation provided assistance to dozens of people through the Football Aid Foundation, which it has set up.

OPERATION OF THE FOOTBALL AID FOUNDATION

The Football Aid Foundation is a non-governmental organisation that aims to support footballers in a medically and/or socially disadvantaged situation. In 2024, nine individuals received a total of HUF 3.9 million in grants from the Federation through the Foundation. The Foundation is funded by fines imposed by the Disciplinary Committee.

HOW THE ANNUITY SCHEME WORKS

MLSZ also devotes attention to former players and national team captains. The Federation Annuity System was established by the MLSZ Presidency with the aim of providing a decent living and retirement for former footballers in need. Men's and women's national team players and former national team captains who have played at least once in an official match for the national team and are in receipt of a pension are eligible to participate in the scheme. The operation of the MLSZ Annuity Programme continued to evolve from 2022 to 2024, with an increase in the number of footballers supported and the amount of financial support allocated.

In 2022, a total of 87 footballers were supported to the tune of more than HUF 8 million, and in 2023, 135 people received HUF 138 million in grants. By 2024, the number of sports teams supported had risen to 141, while the financial support allocated reached HUF 161 million. In total, 137 former national and/or former first division men's and women's footballers and four former national team captains received annuities in monthly instalments.

The programme provides support not only for national team players, but also for club players. In their case, those eligible to apply for the annuity scheme are:

- born before 1960;
- receive a Hungarian pension, but the amount of their pension is less than the officially set minimum wage;
- played at least one official match for the Olympic national team as a men's footballer or played at least 175 first division men's first division matches in Hungary during their career;
- have played at least 75 first division women's NB I matches in Hungary.

If successfully registered, footballers will be eligible to participate in the scheme for the rest of their lives.

For more information on the annuity scheme, visit mlsz.hu.

3.2.5 FIGHT AGAINST RACISM AND DISCRIMINATION

(INDICATOR: MLSZ-12)

MLSZ must act against racism and ethnic discrimination in accordance with UEFA regulations, and we apply the principle of zero tolerance in this area. We will cooperate with UEFA and other international organisations to learn about best practices and experiences in the fight against racism and to launch joint projects against discrimination. Our commitment is reflected in the fact that the organisation's disciplinary code strictly punishes racist manifestations and a disciplinary committee deals with such cases. We also use communication campaigns to raise awareness in

the football community of the importance of hate-free fan behaviour.

Our „Hate is no pitch!“ campaign was launched in 2013. The main aim of the campaign is to ban all expressions of hatred from stadia and to get all football fans, regardless of club colours, to accept that sportsmanship in the stadium stands is a must, and that respect for rival clubs, footballers and supporters of opposing teams is a fundamental requirement in football. Spectators have the right and the opportunity to express



their opinions, as well as their support, as long as it does not violate the human dignity of others.

The campaign continued in 2024, too, with its main message appearing at all national team, championship and cup matches in various forms (such as LED perimeters, giant projectors, stadium gazettes and pitch-entry-flags). At the end of the related campaign video, the Hungarian national team's protagonists and players (Marco Rossi, Dominik Szoboszlai and Roland Sallai) said that football matches can be a lot of things, but „Hate never”!

The campaign video can be viewed [here](#). For more details about the campaign go to [mlsz.hu](#).

The Communications Department monitors the Federation's social media services and reports critical content to the platforms. Comments that are offensive or racist will be deleted as soon as they are detected. Compared to previous years, we have seen a decrease in 2024.

If hate speech or racist slogans are chanted at an event organised by MLSZ, there are always disciplinary con-

sequences and the sports organisation will be prosecuted. In 2024, three disciplinary proceedings were initiated by the FA for racist manifestations, resulting in a total of HUF 12 million in fines.

In 2024, UEFA fined MLSZ several times for racist remarks made by Hungarian fans at international matches. In its disciplinary proceedings, UEFA's Disciplinary Committee found evidence of unsportsmanlike conduct on the part of Hungarian fans during Euro 2024 matches against Germany and Scotland. The resolution ordered the Hungarian FA to pay a fine equal to HUF 12 million. UEFA's Disciplinary Committee also opened a case against racist behaviour by supporters at the Germany-Hungary Nations League match on 7 September, and imposed a fine of €20,000. MLSZ continues to work to educate and sensitise Hungarian fans in line with UEFA and MLSZ principles through its „Hate is no pitch!” campaign.



4.

TRANSPARENCY (G): WE MANAGE OUR ORGANISATION TRANSPARENTLY

(INDICATORS: MLSZ-13, MLSZ-14)

The core values of MLSZ include fair play and transparency at all levels of the sport. Fair play during matches is as important to us as transparent and responsible organisational operation. MLSZ management is committed to fair play and, as a national Federation, wants to set an example in this area too. In the interests of fairness in sport and fair competition, the Federation is constantly working to promote compliance with the rules.

Within the governance pillar of our sustainability strategy, transparency and regulatory compliance are strategically addressed. Ethical organisational conduct is at the forefront of all our activities and we have developed a Code of Ethics and a Disciplinary Code to ensure this. Our commitment to transparency is underpinned by accountability and the traceability and regularity of our use of financial resources.

SUPERVISORY BOARD, FUNCTIONING OF INTERNAL CONTROL

The MLSZ management is committed to full compliance with external and internal rules. Due to its size and importance, the Federation plays a key role in Hungarian sporting life and, therefore, pays particular attention to control, ethical operation and compliance with the law.

The Supervisory Board is responsible for monitoring the operation of the legal, management and asset management activities. The Supervisory Board is organised within the Internal Audit department, whose staff are subject to specific rules. Their appointment and dismissal is the responsibility of the President of MLSZ, thus ensuring their independence and profes-

sional integrity. The Internal Audit Department carries out its activities on the basis of an annual work plan, with the exception of investigations carried out at the request of the Bureau, the President, the Vice-President or the Secretary General, in agreement with the Chairman of the Supervisory Board. All units of the Federation are obliged to cooperate with the Internal Audit Service, to provide information and to assist it in its work on request. In the last 14 years, four cases of non-compliance with the rules have resulted in the termination of employment.

ETHICAL OPERATION, FAIR BUSINESS PRACTICES

The expected behaviour of fans, sports organisations, football players and sports staff employed by sports organisations and match officials participating in competitions organised by MLSZ is set out in the Code of Ethics. The key elements of the Code are the promotion of good sportsmanship, respect for opponents and compliance with the Laws of the Game and the Competition. In addition, the Code of Ethics emphasises the recognition of human rights and ensures that all participants, regardless of nationality, ethnicity or religion, are treated equally.

MLSZ is responsible for the investigation of violations of its Statutes and of the rules of the game of football and futsal, as well as discriminatory manifestations. In the event of a suspected disciplinary offence, proceedings will be brought against the suspected footballer, sports official or sports organisation in accordance with the Disciplinary Code. The Disciplinary Code contains a list of disciplinary offences and the level of penalties that may be imposed, which is drawn up in accordance with UEFA regulations.

MLSZ is committed to the principle of zero tolerance of discriminatory manifestations, which is in line with the principles represented by UEFA. We underline this commitment through our campaign „Hate is no pitch!”, which aims to promote sportsmanship and respect in football, as detailed in chapter 3.2.5 Fighting racism and discrimination.

Supporters' behaviour is the responsibility of the sports organisations. If hate speech or racist slogans are chanted at an event organised by MLSZ, there are always disciplinary consequences. In such cases, proceedings may be brought against the sports organisa-

tion concerned, which may, for example, be fined or have their sector(s) closed.

The Code of Ethics and the Disciplinary Code are publicly available on the MLSZ website.

WHISTLEBLOWING & COMPLAINTS

Under the provisions of Act XXV of 2023 on Complaints, Public Interest Reports and Rules for Reporting Abuse (hereinafter: Complaints Act), MLSZ created its own internal abuse reporting system in 2023.

Under the Complaints Act, the system provides following persons with the opportunity to make a complaint:

- individuals employed by MLSZ,
- individuals who have terminated their employment with MLSZ,
- persons in process of obtaining employment with MLSZ,
- the President of MLSZ, members of the Presidium, members of the Supervisory Board,
- contractors, subcontractors, suppliers, and
- trainees and volunteers working for MLSZ.

Under the Whistleblowing Policy, a report can be made orally or in writing. For written reports, the MLSZ General Secretary's Office operates a publicly accessible, online reporting platform.

Among the reported cases, misconduct may be considered as abuse if it is in violation of the MLSZ legislation, if it is an activity aimed at obtaining an undue advantage, or if it is a deviation from the internal rules laid down by the MLSZ management. Reports are investigated in accordance with the procedure set out in the MLSZ Whistleblowing Policy. The process is designed to ensure independent and objective investigation of whistleblowing, thereby strengthening the Federation's ethical standards and the fight against abuse. The Federation takes special care to investigate and respond to all inquiries received. The Code also pays particular attention to the proper handling and protection of whistleblowers.

In 2024, a total of three notifications were received through the abuse reporting system. Following investigation, all three notifications were found not to be related to an issue covered by the abuse reporting system.

Complaints and feedback from fans are also often sent to the Federation's central email address – mlsz@mlsz.hu-ra – and are always forwarded to the relevant departments.

For more information on reporting abuse, go to the [MLSZ Abuse Reporting Policy](#).



DATA PROTECTION

The data protection activities of MLSZ are carried out by Dr. Ádám Németh's Law Office as a trustee. There were no data protection incidents at MLSZ in 2024.

TRANSPARENT ACCOUNTING OF TAO (CORPORATE TAX) SUBSIDIES

Being a spectacular team sport, football is eligible for subsidies from companies paying corporate tax (TAO). MLSZ pays particular attention to the fair distribution of TAO subsidies and to the control of projects financed from these funds. The law also requires MLSZ to publish the use of and accounts for TAO funds every year.

The role of MLSZ in the TAO subsidy system is two-fold: on the one hand, it acts as an approving and controlling authority for sports organisations and it also acts as a beneficiary through its own programmes, on the other. As a sports federation, MLSZ draws up its own sports development programmes, which are assessed by the Minister responsible for sports policy.

Over the years, the focus areas of the grants approved for clubs have been amateur football, youth education and the development of sports infrastructure. In the period 2023/2024, the total TAO subsidies requested and approved by MLSZ for its programme amounted to HUF 17.4 billion. MLSZ used the TAO revenues related to its own programmes for the areas of youth education, mass participation, competition training and real estate investments for sports purposes, which are of priority importance for the development of the sport.

We assumed the tasks related to TAO audit in 2014 and apply the strictest judging criteria of any sports federation. This rigorous control system ensures that aid is used for the intended purpose and that the development of the sport is in line with the objectives.

The control of the proper use of the subsidies is carried out by the MLSZ Subsidy Control Department, which prepares an annual report for the Supervisory Board and the Presidium.

For MLSZ, proper accountability is important. At the end of each TAO year, MLSZ submits its accounts to the Ministry of Defence: the accounts also include a formal expert report, as well as a financial one. Along with UEFA and FIFA funds, state subsidies received, as well, are accounted for in a similar way to the TAO accounts after the closure of the projects.

The annual TAO-graph publication provides a comprehensive overview of the use of subsidies for spectacular sports and the results achieved.



INDICATORS USED IN THE MLSZ SUSTAINABILITY REPORT

Table 5 – List of indicators for the Sustainability Report

INDICATOR	INDICATOR NAME	INDICATOR DESCRIPTION	PAGE
MLSZ-1	Fan mobility, those using public transport to go to matches	Survey of the transport habits of fans attending matches organised by MLSZ.	22, 36
MLSZ-2	Waste produced	Assessment of the waste generated by MLSZ and its management.	22, 31, 36, 37
MLSZ-3	Energy use	Trends in energy use in the facilities operated by MLSZ.	22, 25, 36, 37
MLSZ-4	Water use	Assessment of the water use of facilities and activities operated by MLSZ.	22, 29, 36, 37
MLSZ-5	Support for people in need	Programme data organised by MLSZ to support people in need.	54
MLSZ-6	Support for people with disabilities	Programme data organised by MLSZ to support people with disabilities.	54, 59
MLSZ-7	Physical accessibility	An assessment of the activities undertaken by MLSZ in the course of its activities and operations to facilitate access for people with disabilities and the elderly.	54, 59
MLSZ-8	Ticket subsidies	Survey on ticket support for less affluent fans and organisations at events organised by MLSZ.	36, 37, 54
MLSZ-9	Support for footballers in need	Survey on the provision by MLSZ of forms of support for footballers in need.	54, 62

INDICATOR	INDICATOR NAME	INDICATOR DESCRIPTION	PAGE
MLSZ-10	Child and youth protection	Evaluation of the child and youth protection programmes developed by MLSZ.	43, 49,
MLSZ-11	Well-being and health	Assessing the well-being and health promotion programmes developed by MLSZ for the general public.	43, 47, 53
MLSZ-12	Fight against racism and discrimination	Survey of initiatives taken by MLSZ to combat racism and discrimination in football.	54, 64
MLSZ-13	Transparency and compliance	Assess measures to ensure compliance and transparency of MLSZ.	66
MLSZ-14	Supported infrastructure investments and services	Assessment of the infrastructure improvements and services of MLSZ	54, 58, 66
MLSZ-15	Involving clubs	Advocacy and awareness-raising on sustainability issues relevant to clubs.	15
MLSZ-16	Support for biodiversity and animal protection	Assessment of the biodiversity and animal conservation programmes developed by MLSZ.	21
MLSZ-17	Digital ticketing system, share of digital tickets	Evaluation of the digital ticketing system developed by MLSZ.	36, 40
MLSZ-18	Reducing paper use	Measures to reduce the use of paper developed by MLSZ.	22, 31, 36, 41
MLSZ-19	Climate change awareness-raising for fans, sustainability content	Surveying MLSZ's climate change awareness-raising for fans and of sustainability content.	36, 37, 43



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