

2025

ESG REPORT

SVOBODA PRESS S.R.O.

PROŠKOVÁ IVA
SVOBODA PRESS
Sustainability&System Quality Manager

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1. Foreword from Management

1.1. Company Profile

Svoboda Press, formerly known as Svoboda, grafické závody, is one of the traditional printing companies with a history dating back to 1950. It was formed through the merger of several nationalised printing plants in Prague and has been a major player in the printing industry since its foundation.

In the 1950s and 1960s, production took place at seven sites in Prague, with the company covering a wide range of printing technologies – from gravure and letterpress to sheet-fed and web offset – including complete bookbinding. A key milestone was the construction of a modern plant in Malešice, Prague, between 1970 and 1975, where the first heatset rotary press was commissioned. In the following decades, production was consolidated and the technological infrastructure was systematically developed, particularly in the field of magazine and book production.

After 1989, the company underwent transformation into a joint-stock company and privatisation. Subsequent changes to the ownership structure were accompanied by significant investments in the modernisation of the production facilities, including the installation of state-of-the-art web printing presses. These steps enabled an increase in production efficiency and a strengthening of competitiveness on the European market.

An integral part of the company's development is a long-term focus on systematic quality management, environmental impact and occupational safety. Svoboda Press has gradually implemented and developed integrated management systems in accordance with international standards and has long maintained certifications in the areas of quality, environmental management and sustainable resource management. These principles are firmly embedded in the company's day-to-day operations and support a responsible approach towards all stakeholders.

Since 2006, the company has been part of the EURODRUCK SERVICE GmbH group, which facilitates the sharing of international know-how and further development in the areas of technological innovation and sustainability. Thanks to a combination of long-standing tradition, modern technologies and an emphasis on responsible management, Svoboda Press is a stable and reliable partner in the field of printing services.

1.2. Context and Commitment

Sustainability is a key principle for us, running through all our activities – from production and innovation to our relationships with partners and customers. This strategy reflects our values, vision and goals in the **ESG** (Environmental, Social, Governance) areas. Our aim is not only to minimise negative impacts on the environment, but also to promote

equal working conditions, employee health and safety, whilst building transparent relationships with all our partners.

Svoboda Press s.r.o. is committed to the systematic improvement of environmental, social and governance aspects, which are essential for long-term sustainability. The ESG strategy is not merely about compliance with regulations, but about our vision of responsible and transparent business practices that contribute to the development of sustainable solutions.

We believe that each of us, whether an employee, a partner or another stakeholder, plays a key role in achieving these goals. By combining our strengths, innovation and responsibility, we will be able to make a truly positive impact on our planet, our community and our business.

1.3. Purpose and significance of the report

The Svoboda Press s.r.o. Sustainability Report serves as a key tool for transparent communication with partners, the public and other stakeholders. Its main purpose is to provide information on the Group's progress and results in the provision of sustainable printing services and responsible business practices, with an emphasis on environmental protection and adaptation to climate change. The report provides a comprehensive overview of the measures and strategies the company is implementing to ensure long-term environmental, economic and social stability. Emphasis is placed on the responsible use of natural resources, ensuring due diligence in the supply chain and compliance with legislative obligations.

2. About the company

2.1. Description of the business model

The business model of Svoboda Press s.r.o. is based on providing printing services and post-printing services to customers.

The services cover several key areas

- Printing services – the main area of operation for Svoboda Press s.r.o. is offering printing services to customers. The company prints more than 2,000 orders annually, using approximately 40,000 tonnes of paper
- Post-print processing – Svoboda Press offers post-print processing services, such as inserting, gluing in supplements, packaging, addressing and more.
- Procurement of strategic raw materials – primarily the procurement of paper. Paper is a strategic raw material and is also subject to several European and

national legislative requirements regarding supply chain tracking and due diligence.

2.2. Company profile

Svoboda Press s.r.o. is part of the EDS Group GmbH family, which comprises seven companies. These are printing houses in Central and Eastern Europe: Severotisk s.r.o., Svoboda Press s.r.o. and Typos s.r.o. in the Czech Republic, Passavia Druckservice GmbH in Passau, Germany, Eurodruck-Poznań Sp. z o.o. in Poland, EDS Zrínyi Zrt. in Hungary and eds Romania S.R.L. in Romania. The Group employs a total of 1,059 people and is therefore a major employer in the respective regions.

2.3. Sustainable Development Strategy

In 2022, Svoboda Press s.r.o. drew up and adopted a sustainability strategy to which it is committed. In the strategy, we have committed to fulfilling objectives leading to gradual decarbonisation, energy efficiency savings and the use of green energy, whilst also defining our stance towards our own workforce and employees within the supply chain. The full strategy is available online for viewing and downloading on the company's website: <https://www.svoboda.cz/en/sustainability/>.

2.4. Vision of

In its day-to-day operations, Svoboda Press monitors and implements the adopted policies and principles of social responsibility, as well as due diligence within the supply chain. The company sees its goal as achieving leadership in the field of sustainable printing.

2.5. Scope of reporting

The company's ESG reporting is compiled on the basis of financial control principles. Within the scope of the report, Svoboda Press publishes data in accordance with the financial statements for the given period. It is also part of the consolidated report of the EDS Group GmbH.

This is the company's first report, covering the period from 1 January 2025 to 31 December 2025 and corresponding to the financial year.

Data on energy consumption, emissions, waste and water are collected at the operational level.

Scope 3 emissions are included to the extent that data is available, primarily in the area of centralised procurement of strategic materials.

3. Reporting Fundamentals (ESRS 2 – General disclosures)

This ESG report has been prepared in accordance with the requirements of the CSRD and ESRS standards. In its first year of reporting, the Group is focusing on the gradual implementation of a structure that meets these requirements.

Greenhouse gas emissions are calculated in accordance with the GHG Protocol methodology.

3.2 Double materiality



3.2.1 Assessment methodology

Svoboda Press s.r.o. conducted a double materiality assessment with the aim of identifying key sustainability issues that are significant both in terms of the company’s impacts on the environment and society (impact materiality) and in terms of potential financial risks and opportunities affecting the Group’s business (financial materiality).

The assessment was carried out using a combination of internal and external inputs and was based on the thematic areas defined by the relevant ESRS standards.

A ten-point scale (1–10) was used to quantify materiality. Assessors assigned a score to each topic based on its relevance, where:

- 1 = very high materiality
- 2–3 = high materiality
- 4–6 = medium significance
- 7–9 = low significance
- 10–15 = insignificant topic

The resulting score was then aggregated and used to determine the materiality threshold.

The rating scale was set to allow for an intuitive prioritisation of topics, with a lower numerical value representing a higher degree of significance.

Topics were considered material if their average rating did not exceed 8 points, or if they achieved high significance in at least one of the dimensions (impact or financial materiality).

Stakeholder engagement

The process included:

- structured interviews with the company’s internal stakeholders,
- discussions at management level,
- face-to-face meetings with strategic suppliers and key customers,
- a questionnaire survey conducted via an online tool, aimed at stakeholders who were unable to attend face-to-face meetings.

Internally, working groups were formed comprising representatives from technical departments, health and safety and fire safety, environmental management, HR, procurement and administrative departments.

The structure of the dialogue was consistent and based on a pre-prepared list of topics corresponding to the ESRS areas.

Evaluation of topics

Each topic was assessed from two perspectives:

1. The extent of the actual or potential impact on the environment and society.

2. The degree of financial risk or opportunity for the Group.

The results of the internal and external assessments were consolidated, compared and subsequently evaluated by the Group's management. Topics that achieved high or very high relevance in at least one of the assessed dimensions were identified as material.

The output of the process is a dual materiality matrix, which identified eight key topics:

1. Employee training and development
2. Health and Safety
3. Water pollution and protection of water resources
4. Soil contamination
5. Water resource management
6. Adaptation to climate change
7. Access to information
8. Energy

These topics form the basic framework of the ESG report and are further elaborated in the relevant chapters.

Summary

The double materiality assessment process is designed to be repeatable and will be regularly updated in light of developments in the regulatory framework, the business environment and the Group's strategic priorities.

The results of the assessment were discussed and approved by the company's management and serve as the basis for the structure of this report, the setting of priorities, the definition of objectives and the development of strategic measures in the area of sustainability.

Material topics are further elaborated in the following chapters through a description of policies, measures taken, risk and opportunity management, and available quantitative indicators.

The detailed assessment methodology, individual stakeholder inputs and the calculation model are archived in the company's internal documentation and are available for verification purposes.

3.3 Identification of Impacts, Risks and Opportunities (IRO)

Risk categorisation	Risk Identification	Hazard – Hazard identification	Significance	
Environmental	Climate change – energy costs	costs incurred as a result of climate change – more expensive energy, charges...	H	We currently pay around 45,000 CZK for the green energy we consume, which accounts for 30% of our consumption. If we were to consume 100% green energy, this would represent a cost of around 1,800,000 CZK
Environmental	Climate change – water scarcity due to climate change	Ústí nad Labem is an area with low to moderate water stress and a moderate to high risk of drought (VÚV Atlas)	M	The WRI Aqueduct Water Risk Atlas indicates the risk level in Ústí nad Labem as low–medium (10%–20%). If access to water for production is restricted, production will cease. One day of downtime amounts to approximately CZK 1.5 million in gross margin + fixed costs, with approximately CZK 400,000 not covered by production
Environmental	Climate change – shortage of fossil fuels, transition to alternative sources	transition to biogas	L	It is likely that, in response to climate change and the move away from fossil fuels, the company will be forced to switch to alternative gas sources in the future. Specifically, to biogas. At present, it is unclear how financially demanding this change would be. Whether it would involve a change in technology, whether consumption would increase, what the price of this alternative fuel would be, and whether it would be available in the necessary quantities
Environmental	Potential leakage of fuel, lubricants	Potential leakage of fuel, lubricants and other operating fluids from vehicles. Contamination of soil and subsequently water by operating fluids from vehicles	L	Over the past 5 years, the company has not dealt with any issues involving leaks of lubricants or other operating fluids that would have led to financial penalties. In terms of financial impact, only the costs of accident clean-up or fines – estimated fines and costs in the tens of thousands
Environmental	Soil contamination by fuel or other operating fluids	Impact on biodiversity – potential threat to certain species of small animals	L	Over the past 5 years, the company has not dealt with any issues involving leaks of lubricants and other operating fluids that would result in financial penalties. In terms of financial impact, only the costs of accident clean-up, or fines – estimated fines and costs in the tens of thousands
Environmental	Water pollution – leakage of fuel or other operating fluids	Wastewater pollution	L	Over the past 5 years, the company has not dealt with any issues involving leaks of lubricants or other operating fluids that would have resulted in financial penalties. In terms of financial impact, only the costs of accident clean-up or fines – estimated fines and costs in the tens of thousands
Environmental	Financial penalties in the event of an accident	Inadequate preparedness in the event of an accident involving substances harmful to water. Accidents during the handling of substances harmful to the aquatic environment	L	Over the past 5 years, the company has not dealt with any accidents involving water contamination. The company has drawn up an emergency plan setting out precise procedures to be followed in the event of an accident. Expected significant fines in the hundreds of thousands, depending on the extent of the pollution
Environmental	Financial penalties in the event of limit breaches	Exceeding emission limits for TOC, TZL, CO and NOx due to a fault in machinery	M	The fine for exceeding emission limits is set at a maximum of CZK 10 million. The company has not exceeded emission limits in recent years.
Environmental	Increase in costs for purchasing more environmentally friendly chemicals	Certification requirements regarding the environmental friendliness of the chemicals used	M	There is increasing pressure from both customers and certification bodies to use less environmentally harmful chemicals. These chemicals are more expensive – currently, a 1% increase in the purchase price of chemicals represents approximately CZK 800,000

Social	Labour law	Non-compliance with labour rights, strikes	L	The company cannot afford to fail to comply with labour law; it is subject to scrutiny both from regulatory authorities and in relation to its obligations to certification bodies. In the event of a strike, the costs can be calculated in the same way as for a one-day production stoppage – one day of downtime amounts to approximately CZK 1.5 million in terms of gross margin plus fixed costs, with approximately CZK 400,000 not covered by production
Social	Rising staff costs – bonuses, wage equalisation	The gender pay gap, fair pay	M	The company is addressing issues of fair pay and the gender pay gap. The EDS Group will develop methodological procedures to address this issue. Every 1% increase in wage costs represents approximately CZK 2 million per year; however, wage adjustments or bonus increases represent a smaller annual increase (approximately CZK 1.5 million). A positive effect may be an increase in employee motivation and performance.
Social	Investment in employee training – an opportunity	enhancing employee competence, stabilisation and development	M	In recent years, the company has been facing a high turnover rate, particularly in the production department. This represents a significant financial risk that must be addressed. Preventive measures against turnover, enhancing competitiveness, adaptability to the company's technological development
Social	Compensation for health damage	Handling of chemical substances	L	Over the past 5 years, the company has not dealt with any workplace accidents related to the improper handling of chemicals. In the event of harm to health, costs amounting to hundreds of thousands, plus substantial fines and remediation costs
Ethics	Corruption	Corruption, unethical business practices	L	The company has not recorded any corruption scandals in the last five years; nevertheless, it has adopted measures in the form of policies and regulations. A corruption scandal would have a major impact on the workforce itself, but also on the company's reputation due to a potential loss of customers
Reputational	A corruption scandal	Loss of credibility, but also loss of a partner – turnover	L	The company has not yet encountered any reputational risk. We have very close ties with our clients and cannot afford to betray their trust, which is why we take every precaution to avoid any associated risks. A loss of 1 million CZK in turnover represents approximately 150,000 CZK – the loss of a client from the TOP20 represents an average of 15 million CZK – i.e. approximately 2.25 million CZK
Reputational	Reputational risk – losing a customer as a result of greenwashing	loss of credibility, but also loss of a partner – turnover	L	The company has not yet encountered any reputational risk. We have very close ties with our clients and cannot afford to betray their trust, which is why we take every precaution to avoid any associated risks. A loss of 1m. 32pp in turnover represents approx. 150kCZK – the loss of a client from the TOP20 represents an average of 15m. 32pp – i.e. approx. 2.25m.CZK
Reputational	change in consumer preferences	decrease in demand for unsustainable products	M	We must respond to changes in customer demand. It is essential to continually demonstrate that our services and the raw materials we use meet high standards of sustainability and certification. This entails higher financial costs for both services and inputs.
Management	Control systems	Lack of ESG control systems	L	The company established control systems right at the start of ESG implementation, and the entire ESG area is managed as a project. Should the company fail to adhere to the procedures and strategies set out in the ESG area, it faces, above all, reputational risk, a loss of trust and an exodus of business partners.

Financial	Costs of adapting to climate change	Increased investment in green technologies	H	The company is currently under pressure to invest in greener technologies; these investments are tied to capex. The need for investment in this area is high, and priorities must be set given the limited capex budget for the coming year. Consequently, the company may not be able to respond adequately to technological changes.
Financial	Investment risk	Reduced access to capital due to ESG ratings	L	We are already receiving enquiries from banks and completing ESG questionnaires; we do not yet have direct experience of having our ESG rating assessed, but investors insist on regular reporting on ESG issues. It is likely that, in the event of shortcomings in our ESG rating, a loan or investment may not be approved.
Financial	Financial costs associated with a cyber attack	data recovery, enhanced security	H	In 2024, one of the companies in the EDS Group faced a cyber attack that paralysed it for several days. In response to this attack, the other companies took preventive measures. Restoring backed-up data takes approximately 5–7 days, during which the company cannot operate; the loss incurred during a 7-day shutdown amounts to a loss of orders worth CZK 8.5 million at the gross margin level plus fixed costs, with approximately CZK 2.75 million not covered by production.

3.4 Sustainability Management

The management of Svoboda Press s.r.o. is committed to the adopted goals and values contained in the ESG strategy. It actively participates in communicating the significance of the adopted strategy and values to the broader management of the company’s individual departments. Management is regularly informed of developments in the ESG area. The sustainability manager is responsible for coordinating ESG reporting, consolidating data and preparing reports. The sustainability manager works with internal teams that provide the necessary data and information: environmental data (energy, emissions, waste) is provided by technical and operational management; social data by the HR department; compliance and governance by company management.

At the same time, the Sustainability Manager communicates on ESG and compliance matters with customers and other stakeholders.

The accuracy of the data is verified through internal checks and comparison with accounting documents.

In the energy sector, control is supported by a management system in accordance with ISO 50001; in the environmental sector by ISO 14001; in the data and information security sector by ISO 27001; in the social sector by SA 8000; and in the occupational health and safety sector by ISO 45001.

4. Strategy and transition plan (ESRS E1 core)

4.1. Strategic Commitment

The company is committed to conducting its business in line with the European Union's goal of achieving climate neutrality by 2050 and with the trajectory of limiting global warming to 1.5 °C.

The aim is to systematically reduce greenhouse gas emissions across the entire value chain whilst maintaining competitiveness and technological innovation.

4.2. Baseline

- Reference year: **2022**
- Reported emissions: Scope 1, Scope 2, relevant Scope 3
- Methodology: GHG Protocol
- Organisational boundaries: group financial consolidation

4.3. Climate targets

Short-term target (by 2027)

- Reduction of Scope 1 + 2 emissions by 20% compared to 2025
- 50% of electricity consumption from renewable sources

Medium-term target (by 2030)

- Reduce Scope 1 + 2 emissions by 42%
- Commence systematic reduction of Scope 3 emissions
- Increase production energy efficiency by 15%

Long-term target (2050)

- Climate neutrality (Scope 1 + 2)
- Maximising decarbonisation of Scope 3
- Residual emissions limited to those that are technically unavoidable

4.4. Key measures

Energy efficiency

We plan to achieve energy efficiency through the gradual modernisation of printing technologies, the optimisation of drying processes, and the transition to efficient and

energy-saving lighting sources. Above all, by adhering to the principles and objectives arising from ISO 50001 energy management. Where energy management has not yet been implemented, we will implement ISO 50001.

Renewable energy

In the area of renewable energy sources, Svoboda press s.r.o. relies primarily on purchasing green energy with guarantees of origin directly from the supplier. Another way to secure a long-term source of green energy is through PPA contracts. As the transition to long-term PPA contracts is a strategic decision, this option is classified as a medium-term objective.

Scope 3

Reducing Scope 3 emissions is primarily a matter of long-term cooperation and dialogue with suppliers. Svoboda Press s.r.o. actively participates in its suppliers' sustainability initiatives, clearly articulates its requirements and maintains a transparent supplier policy.

The choice of strategic material – paper – depends on the customer. Our staff are trained and able to provide customers with all the necessary information so that they can, at their discretion, choose a low-carbon material.

The logistics sector and its optimisation offer significant potential for reducing Scope 3 emissions. We are currently in discussions with transport providers regarding the possibility of deploying low-emission vehicles.

4.5. Integration into management

Climate risks form part of the company's risk management. Responsibility lies with the company's management. Progress is assessed annually on the basis of reported data. The data is externally verified (limited assurance).

4.6. Financing the transition

Investment in technology modernisation. Integration of climate criteria into CAPEX decision-making.

4.7. Monitoring and updates

The transition plan is updated annually as part of ESG reporting. The following are updated:

- emission figures
- progress made
- new investments
- any revisions to targets

The structure of the plan remains stable, which allows for comparability over time.

5.1 Climate Change E1

5.1.1. Climate Change Policy

Svoboda Press s.r.o. accepts responsibility for CO₂ emissions arising from the company's commercial and manufacturing operations and activities. This responsibility is based on the following principles:

- Svoboda Press s.r.o. will make efforts to mitigate climate change.
- Svoboda Press s.r.o. will work to reduce its annual greenhouse gas emissions and will maintain climate responsibility through its operations. In doing so, it will contribute to improving the company's carbon footprint.
- Svoboda Press s.r.o. will ensure that company activities, such as the purchase of materials or transport operations, are in line with the objectives set out in this document.
- Svoboda Press s.r.o. will seek solutions that lead to meaningful investments resulting in a reduction in greenhouse gas emissions.
- Svoboda Press s.r.o. will maintain a system for the annual monitoring and reporting of greenhouse gas emissions. This system must be consistent, accurate, transparent and in accordance with the Preferred by Nature Carbon Footprint Management standard.
- Svoboda Press s.r.o. will clearly communicate its corporate policy, emission reduction targets and the reductions achieved.
- Svoboda Press s.r.o. will demonstrate its commitment to fostering a positive attitude towards the environment among its business partners, customers, suppliers and employees.

5.1.2. Plan and targets for reducing the carbon footprint of

Svoboda Press s.r.o. is committed to reducing its climate impact by setting ambitious yet realistic emission reduction targets. These targets serve as a planning tool to manage carbon emission reductions across the organisation. In addition to serving to mitigate climate change, these targets help to reduce the business and reputational risks associated with climate challenges, help to achieve cost savings, stimulate innovation within the organisation, and prepare the organisation for any future mandatory requirements and regulations regarding emissions reporting.

5.1.3. Reduction Action Plan

Svoboda Press s.r.o. will make a genuine and determined effort to reduce carbon emissions from our business activities, including the following actions:

NO.	ACTION PLAN	EXPECTED REDUCTION IN TOTAL US	TIME FRAME
1	Photovoltaic installation	4%	2026–2030
2	Transition to zero-emission energy	4%	2026–2030
3	Transition to natural gas alternatives	0.2%	2030–2035
4	Fleet replacement – purchase of hybrid and electric vehicles	0.2%	2026–2030
5	Purchase of materials with a lower carbon footprint	4%	2025–2030
6	Transition to zero landfill	0.3%	2025–2026

5.1.4. Offset targets

Svoboda Press s.r.o. plans to partially or fully offset its carbon emissions associated with individual operations/products. Carbon credits represent a powerful method for reducing carbon emissions outside our organisation and provide interesting carbon absorption projects. In the case of product offsetting, individual companies will offer customers verified projects to offset their carbon footprint. In the case of carbon offsetting for the entire group, the EDS Group intends to focus on reducing its carbon footprint primarily through its own operations and supply chain.

Where necessary, carbon credits will be purchased from verified and recommended offset project providers, primarily Gold Standard and Nature Office.

5.2 Baseline for the carbon footprint of the E

The base year for our carbon footprint management efforts is 2022.

Total emissions: 45,427 tCO₂

Emissions by scope:

Scope 1	Scope 2	Scope 3
1,858,659 kgCO ₂ e	11,633,420 kgCO ₂ e	31,004,459 kgCO ₂ e

Measurement	Base year	2023	2024	2025
Total	45,427 tCO ₂ e	35,497 tCO ₂ e	33,671 tCO ₂ e	29,965 tCO ₂ e
% reduction				
Intensity (tCO ₂ e per unit)	0.92 tCO ₂ e per unit	0.76 tCO ₂ e per unit	0.73 tCO ₂ e per unit	0.67 tCO ₂ e per unit
% reduction		20%	17%	30%

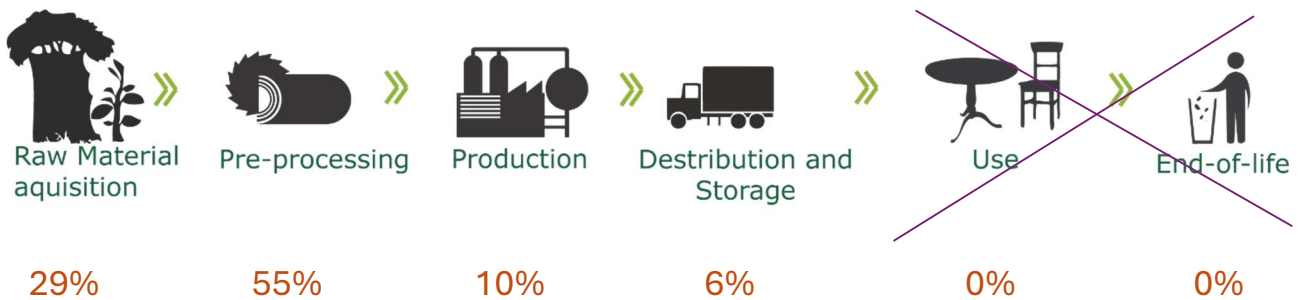
5.2.1. Product carbon footprint

The base year for our carbon footprint management efforts is 2022.

Our products are magazines, leaflets and catalogues. These are printed products.

The carbon footprint of products is provided by individual companies upon request. A detailed procedure for calculating the product carbon footprint is set out in Appendix 1: Carbon Footprint Calculation Methodology.

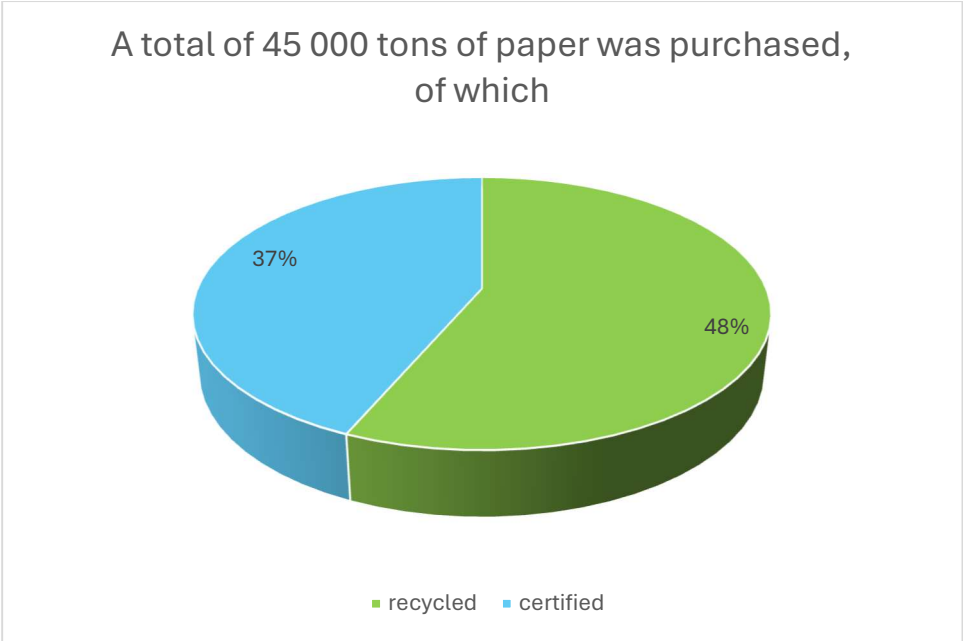
Life-cycle emissions:



5.3. E4 – Biodiversity and forest ecosystems

Svoboda Press s.r.o. aims to purchase materials only from verified suppliers who are committed to responsible and sustainable resource management. The main raw material we work with in our company is paper. We therefore require our suppliers to comply with European regulations and certifications such as FSC, PEFC, EUTR, EUDR, CSDDD and others. We closely monitor the supply chain, maintain regular contact with supplier representatives and participate in discussions. We recognise that forests are a source of food and shelter, but at the same time they are key to combating climate change. Purchasing paper with a verified origin is therefore crucial for us. Across all companies in the group, we have implemented a due diligence system, risk assessment and a supplier code of conduct.

None of our goals could be achieved if we did not choose the right partners who share the same objectives as us. Partners who operate responsibly, with a clear understanding of their impacts and with goals to mitigate them. Our supply chain is transparent and open in every respect.



5.4. E5 – Resource Use and the Circular Economy

The company is managed with an awareness of its responsibilities regarding climate change and communication with suppliers and customers. Our communication is open and transparent; in areas where we are confident in our knowledge, we are able to provide advice and examples of good practice. Continuous development and innovation are integral to our business. The company’s long-term plans therefore include investments in new machinery and equipment, the refurbishment of existing assets, and so on.

5.5. E2 – Pollution

When it comes to pollution, the company’s location must be taken into account. Svoboda Press s.r.o. is part of the Hostivař industrial zone, where it neighbours several other companies, both manufacturing and, for example, distribution firms. The company centrally purchases strategic materials, namely paper and printing chemicals. The risks associated with soil, water or air contamination are therefore the same and form part of the IRO. As a declaration of its commitment to environmentally friendly production, the company holds ISO 14001, EU Ecolabel and Blue Angel certificates.

6. S1 – Our workforce

It is important to educate society and engage in dialogue regarding the significance and impact of climate change. Svoboda Press aims to provide all its employees with educational opportunities, not only to enhance their professional skills but also to keep pace with the changing and evolving landscape of European legislation.

Svoboda Press aims to be a strong, stable and reliable partner for its employees. In terms of internal policies, we have adopted a clearly defined code of ethics and are committed to equal pay, etc. Our company is SA 8000 certified.

6.1. S2 – Supply Chain

Svoboda Press's supply chain is not particularly robust, which makes it all the more important to maintain constant communication with suppliers and keep them informed of the requirements of national and European legislation, etc. Svoboda Press uses the Integrity Next platform to monitor its supply chain; this platform is managed and used by the entire EDS Group. Suppliers are registered on this platform, where they provide all the required information, certifications, contact details, etc.

7. GOVERNANCE

7.1. Ethics and Business Integrity

The company places emphasis on ethical business conduct and transparency. The fundamental framework is the Code of Ethics, which sets out the principles of:

- zero tolerance of corruption,
- equal treatment,
- respect for human rights,
- responsible conduct in the supply chain.

Employees have the opportunity to use internal mechanisms for reporting unethical conduct (whistleblowing). All reports are assessed independently and confidentially.

7.2. Compliance and Regulatory Responsibility

The company actively monitors legislative developments in the field of environmental and social regulation. Particular attention is paid to:

- the requirements of the CSRD Directive,
- ESRS standards,
- the EUDR Regulation,

- requirements relating to FSC, PEFC and ISO system certifications.

Compliance with regulatory requirements is regularly assessed as part of internal audits and certification processes.

7.3. Review and update

The sustainability management system is regularly reviewed and updated in line with developments in legislation, market conditions and stakeholder expectations. The ESG report is updated annually and approved by the company's management.

All the above-mentioned documents are available on the Svoboda Press website. The certificates of individual companies are then displayed on their local websites.

8. Link to the SDGs

The company has identified the UN Sustainable Development Goals (SDGs) listed below as relevant to its business model, material issues and impacts on the environment and society. The link to the SDGs is aligned with the issues identified under the ESRS and is regularly assessed as part of ESG reporting.

SDG	Relevance to the Group	Link to ESRS	Key activities
SDG 4 – Quality Education	Development of employees' skills and professional competencies	S1	In-house training programmes, professional development, improvement of technical skills
SDG 5 – Gender equality	Equal opportunities and non-discrimination	S1	Equal pay principles, non-discrimination policies, code of ethics
SDG 8 – Decent work and economic growth	Safe working conditions and stable employment	S1, G1	Occupational health and safety, compliance with the SA8000 standard, long-term job security
SDG 9 – Industry, Innovation and Infrastructure	Industrial modernisation and technological innovation	E1, E5	Investment in energy-efficient technologies, process optimisation

SDG 12 – Responsible consumption and production	Resource efficiency and circular economy principles	E5	FSC/PEFC-certified materials, waste optimisation, efficient use of paper
SDG 13 – Climate action	Reducing greenhouse gas emissions and managing climate risks	E1	CFP measurement, transformation plan, energy management system
SDG 15 – Life on Land	Protection of forest ecosystems and biodiversity	E4	Compliance with the EUDR, responsible procurement, FSC certification
SDG 17 – Partnerships for the Goals	Cooperation within the value chain and stakeholder engagement	S1, G1	Supplier audits, collaboration with business partners, knowledge sharing

9. Values

ESRS E1	Value	Unit	Comment
E1-1	Transition plan towards climate neutrality	Yes	The transition plan forms part of the ESG strategy and is subject to regular updates.
E1-6	Scope 1 GHG emissions	1,935 t CO2e	
E1-7	Scope 2 GHG emissions	5,980 t CO2e	
E-1-8	Scope 3 GHG emissions	22,053 t CO2e	
E1-9	Emissions intensity	0.67 t CO2e/t of production	
E1-10	emission reduction targets	30% per year	
E1-13	Energy consumption	13.5 MWh	
E1-14	Share of renewable energy	15%	
ESRS E2	Pollution		
E2-1	Pollution prevention policy	Yes	
E2-4	Emissions of NOx, SOx, PM	xkg	
E2-5	Use of hazardous substances	No	All chemical substances and mixtures are verified; supplier declarations are included
E2-6	Pollution incidents	0	
ESRS E3	Water		
E3-1	Total water consumption	15,964 m ³	
E3-2	Consumption in areas under stress	0 m3	Prague Hostivař is in an area with low to moderate water stress – www.wri.org
E3-4	Measures to reduce consumption	Qual.	
ESRS E4	Biodiversity		
E4-1	Operations in protected areas	No	
E4-2	Impacts on biodiversity	Qual	No direct impacts on biodiversity; in the dual materiality assessment, impacts on biodiversity were identified as immaterial
E4-4	Protective measures	Qual	No specific protective measures are required
ESRS E5	Circular economy		
E5-1	Material consumption	38,000 t	
E5-3	Proportion of recycled materials	5,156 t	
E5-5	Total waste production	5,285 t	
E5-6	Hazardous waste	99 t	
E5-7	Recycling / waste recovery	97%	
ESRS S1	Own employees		

S1-1	Number of employees	191 FTE	
S1-6	Staff turnover	29%	
S1-7	Gender breakdown	37% F, 63% M	
S1-9	Average wage	EUR	
S1-13	Staff training	100 hours/year	
S1-14	Health and Safety – Accidents	6	
S1-15	Serious workplace accidents	0	
S1-15	Total hours worked	366 828 h / year	
S1-15	days lost to work-related injuries	164	
ESRS S2	Value chain		
S2-1	Responsible procurement policy	Yes	
S2-4	ESG Supplier Assessment	Yes	
S2-5	Supplier audits	Yes	Integrity Next – 2025 report
S2-6	Identified breaches	0	Integrity Next – 2025 Report
S2-7	Corrective measures	0	Integrity Next – 2025 Report
ESRS E3	Communities		
S3-1	Impact on local communities	€1,000	Support for local communities in EUR
S3-3	Stakeholder engagement	Description	
S3-4	Community complaints	0	
ESRS E4	Customers		
S4-1	Product safety	Definition	Given the nature of the product – the materials used and the printing inks are monitored – the supplier’s declaration
S4-3	Complaints	45	
S4-4	Data protection	ISO 27001	
ESRS G1	Responsible Business		
G1-1	Code of Conduct	Yes	
G1-2	Anti-corruption measures	Yes	
G1-3	Code of ethics / training	Yes	
G1-4	Whistleblowing	Yes	
G1-5	Confirmed incidents	0	