



## Sustainability targets of Czech Post, SOE, for 2024

Resolution of the Government of the Czech Republic No. 497 of 28<sup>th</sup> June 2023 approved the implementation of the transformation project of Czech Post, State-Owned Enterprise. The strategy of both newly established entities will also consider their approach to sustainability in 2024 according to the newly set ESG strategy and the upcoming mandatory non-financial reporting based on the European CSRD and ESRS regulation, which will be binding from 2025. The ESG strategy for Czech Post, SOE and the newly established Balíkovna, PLC, will then be developed during 2024, where the medium-term and long-term targets will already be set out.

### ENVIRONMENTAL RESPONSIBILITY

Czech Post regards environmental protection as its priority within sustainability. As part of our sustainable business, our goal is to be as environmentally friendly and considerate as possible to the environment we affect through our operations. This also implies our efforts to actively save energy, reduce our carbon footprint or develop electromobility.

In view of the transformation underway, we have chosen the following environmental responsibility targets for 2024:

Environmental responsibility	Starting year 2022	Target for 2024
Reducing carbon footprint	165 065 tCO <sub>2</sub>	↓ by 5 %
Increasing the share of electric vehicles in the fleet	0,25 %	↑ by 4 %
Reducing electricity consumption	55 966 MWh	↓ by 7 %
Reducing heat consumption	58 268 MWh	↓ by 12 %
Reducing gas consumption	65 710 MWh	↓ by 10 %

### SOCIAL RESPONSIBILITY

Czech Post has long been a socially responsible company. We support equal opportunities, fair remuneration and diversity. We create conditions for the employment of PWD and for employees returning from maternity or parental leave. We are committed to reconciling private and professional life. We care about the health and safety of our employees. We provide employees with professional development opportunities. We cooperate with schools and universities in the professional training of current and future employees.

We care about our surroundings, our customers and our communities. As a postal licensee we are aware of our responsibility to the community. We make sure that our services and products are of high quality and accessible to all our partners. We provide our services throughout the country.

Through the Czech Post Foundation we support philanthropy and volunteering.



In the area of social responsibility, we have chosen the following targets for 2024:

Social responsibility	Starting year 2022	Target for 2024
Increasing the proportion of women in management (top and senior management)	28 %	↑ to 32 %
Increasing the proportion of people with disabilities	3,50 %	↑ to 4 %
Reducing fluctuation	30,30 %	↓ to 28.50%
Reducing voluntary fluctuation	17,50 %	↓ to 16%

## GOVERNANCE - MANAGEMENT OF THE COMPANY

Czech Post takes great pride in doing business transparently and fairly. At the same time, we follow standards concerning corporate governance. We have the Code of Ethics which sets out the principles of professional behaviour and conduct of our employees and is binding for all who act on behalf of Czech Post. Since 2016, employees have had access to a compliance line, which is an integral part of the application of the Code of Ethics. Our compliance management system works with an emphasis on combating corruption and other forms of dishonesty, with the aim of preventing criminal prosecution or conviction of the Czech Post under the Corporate Criminal Liability Act and damage to the company's reputation. In addition to the Corporate Compliance Programme against corruption and other forms of dishonesty, Czech Post also implements the Ministry of the Interior's Departmental Internal Anti-Corruption Programme.

The risk management process at Czech Post has a unified and integrated approach to risk identification, assessment, treatment, monitoring and reporting. The risk management process is set up according to the ERM (Effective Risk Management) model. The risk management process is linked to the BCM (Business Continuity Management) process by using the value of assets.

Our sustainable supply chain is guided by the principle of value for money and the principles of non-discrimination, transparency, equality and proportionality.

In the area of Governance, we have chosen the following targets for 2024:

Governance - company management	Starting year 2022	Target for 2024
Preparing for non-financial reporting under the CSRD	N	A
Responsible procurement policy	N	A
Increasing the number of branches with barrier-free access	53 %	↑ up to 57 %