



Evaluation of the sustainability targets of Czech Post, State-Owned Enterprise for 2024 and setting targets for 2025

Resolution of the Government of the Czech Republic No. 497 of 28th June 2023 approved the implementation of the transformation project of Czech Post, State-Owned Enterprise. In view of this fact, short-term targets for 2024 were approved in 2023 as part of sustainability.

SUSTAINABLE TARGETS 2024			
	Starting year 2022	Target for 2024	Evaluation
Environment objectives			
Reducing carbon footprint	165 065 tCO ₂	↓ 5 %	A (↓ 7,4 %)
Increasing the share of electric vehicles in the fleet	0,25 %	↑ 4 %	A (↑ 4,69 %)
Reducing electricity consumption	55 966 MWh	↓ o 7 %	A (↓ 20,8 %)
Reducing heat consumption	58 268 MWh	↓ o 12 %	A (↓ 13,7 %)
Reducing gas consumption	65 710 MWh	↓ o 10 %	A (↓ 19,9 %)
Social objectives			
Increasing the proportion of women in management (top and senior management)	28 %	↑ to 32 %	N (29 %)
Increasing the proportion of people with disabilities	3,5 %	↑ to 4 %	N (3,3 %)
Reducing staff turnover	30,3 %	↓ to 28.50%	A (↓ 26,1 %)
Reducing voluntary staff turnover	17,5 %	↓ to 16%	16,4 %
Governance objectives			
Preparing for non-financial reporting under the CSRD	N	A	A
Responsible procurement	N	A	A
Increasing the number of barrier-free branches	53 %	↑ at 57 %	A (↑61 %)

Czech Post takes into account three areas of responsibility within sustainability:

ENVIRONMENTAL RESPONSIBILITY

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



SOCIAL RESPONSIBILITY

Czech Post is a company that behaves in a socially responsible manner. We support equal opportunities, fair remuneration and diversity. We create conditions for the employment of PWD. We take care to reconcile private and professional life. We care about the health and safety of our employees. We provide our employees with professional development opportunities. We cooperate with schools and universities in the professional preparation of current and future employees. We care about our surroundings, our customers and our communities. We make sure that our services and products are of high quality and accessible to all our partners. Through the Czech Post Foundation, we support philanthropy and volunteering.

GOVERNANCE - MANAGEMENT OF THE COMPANY

Czech Post takes great pride in doing business transparently and fairly. At the same time, we follow standards in the area of corporate governance. We have a Code of Ethics which sets out the principles of professional behaviour/conduct of our employees and is binding on all those 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.



CZECH POST'S SUSTAINABILITY TARGETS FOR 2025

With regard to the transformation of ČP and the establishment of the Parcel Services division, priority objectives are proposed for 2025.

SUSTAINABLE TARGETS FOR 2025 - TRENDS	STARTING DATES - 2024
ENVIRONMENTAL OBJECTIVES	
Reducing carbon footprint	152 858
Increasing the share of electric vehicles in the fleet	4,69 %
Waste reduction (tonnes)	5 572
Reducing electricity consumption	44 309
Reducing heat consumption	50 280
Reducing gas consumption	52 653
SOCIAL OBJECTIVES	
Increasing the proportion of people with disabilities	3,3 %
Reducing staff turnover	26,1 %
Reducing voluntary staff turnover	16,4 %
Reducing the number of workplace accidents	557
GOVERNANCE PRIORITIES	
Preparation of the 2025 non-financial sustainability report for the Czech Post including the Department of Security Services	