

INTEGRATED MANAGEMENT AND SUSTAINABILITY POLICY

EDS Group GmbH

We, the management of EDS Group GmbH, are committed to doing business in a responsible, transparent, and sustainable manner. This integrated policy expresses our approach to quality management, environmental and energy performance, occupational safety, information security, and social responsibility in accordance with the requirements of ISO, FSC, PEFC, EU Ecolabel, Blue Angel, and SA 8000 standards, as well as ESG principles and European Union regulatory requirements, particularly in the areas of due diligence and the protection of the climate, nature, and human rights.

1. ESG as the basis of our strategy

We believe that the principles of **Environmental – Social – Governance (ESG)** are an integral part of modern and responsible business.

As part of our strategic decisions and daily activities, we:

- **protect the environment**, reduce our carbon and material footprint,
- **respect and support human rights**, equal opportunities, and decent working conditions,
- **build transparent governance** based on ethics, responsibility, and compliance with legal regulations.

2. Due diligence in the supply chain – EUDR and other commitments

We are aware of the impact of our decisions on the environment and the communities in which we operate. In accordance with the requirements of the **EU Deforestation Regulation (EUDR)** and other due diligence guidelines:

- we implement and maintain a **due diligence system** throughout the supply chain,
- we analyse and evaluate **environmental and human rights** risks in supplier relationships, especially for commodities at risk of deforestation or rights violations,

- **we ensure traceability** and compliance of input materials with EUDR requirements,
 - we reject any form of **illegal mining, ecosystem damage, forced or child labour**,
 - we work with partners who share our values and take corrective action when necessary.
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3. Environmental responsibility

- We actively contribute to **mitigating climate change** and increasing **energy efficiency**.
 - We reduce our **carbon footprint** and resource consumption throughout the entire life cycle of our products and services.
 - We strive for **zero deforestation** in accordance with the EUDR and promote the protection of biodiversity.
 - We take environmental risks and opportunities into account when planning investments.
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4. Responsibility towards people and society

- We ensure **decent and safe working conditions** for all employees.
 - We support **equal opportunities, non-discrimination**, and an **inclusive environment**.
 - We respect human rights not only within the organization but also among our suppliers, thanks to our due diligence system.
 - We strengthen dialogue and the involvement of employees and communities in the development of the company.
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5. Ethics and governance

- Our decision-making is **transparent, responsible, and in accordance with the law**.

- We are committed to **protecting information, data, and cybersecurity**.
- We are building a **culture of integrity, responsibility, and compliance**.
- We regularly **train employees** and set up mechanisms for reporting unethical behaviour.

6. Management commitments

- This policy is approved by management, actively communicated across the organization, and accessible to the public.
- Management provides the **necessary resources** and supports **continuous improvement** in every area of management and sustainability.
- We monitor and evaluate **key ESG indicators, environmental impacts, security risks, and human rights aspects**.

This policy is binding for all employees of the EDS Group GmbH and serves as a framework for setting goals, managing risks, internal and external communication, and responsible decision-making in line with our commitment to sustainable development.

Management of EDS Group GmbH, 13.11.2025



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