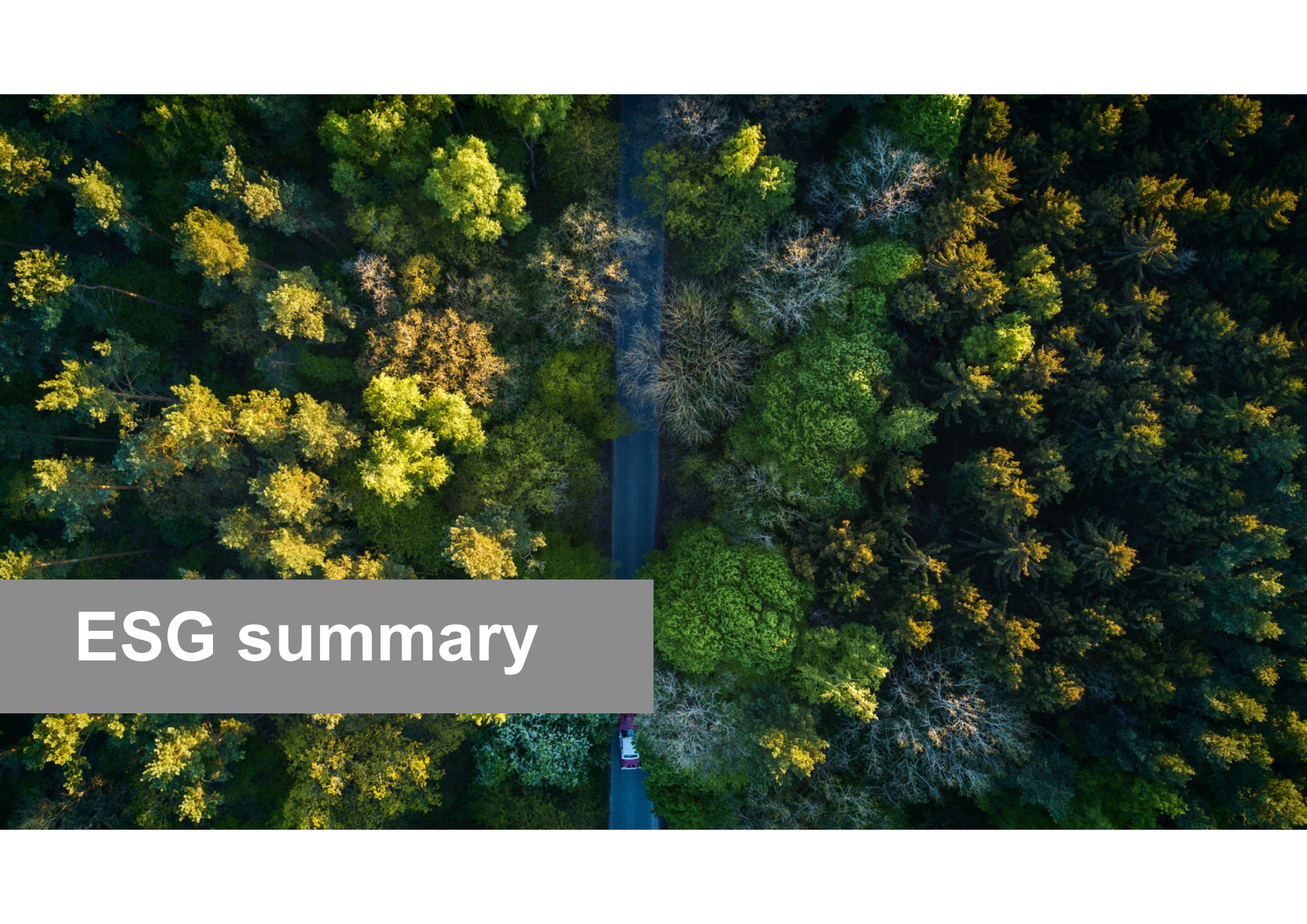


An aerial photograph of a dense forest. A narrow road runs vertically through the center of the image. A small car is visible on the road near the bottom. The trees are mostly green, with some showing yellow and orange hues, suggesting autumn. The lighting is bright, creating high contrast between the sunlit foliage and the shadows.

ESG summary

Foreword

Dear business partners, customers, and colleagues,

We are pleased to present the EDS Group's first ESG Report, which summarizes our approach to environmental, social, and governance issues and represents an important step toward systematic and transparent sustainability reporting. The EDS Group has long been active in the printing and manufacturing industry, which is closely linked to the responsible use of natural resources, energy-intensive production, and high standards for quality, safety, and supply chain transparency.

We therefore view sustainability not only as a response to new regulatory requirements, but above all as part of responsible corporate governance and the long-term stability of our business. Over the past period, we have implemented a double materiality assessment process, which helped us identify key issues in terms of environmental and social impacts as well as financial risks and opportunities for the Group.

The results of this process have formed the basis for the structure of our ESG reporting, the setting of priorities, and the definition of further strategic steps.

The main areas we focus on include, in particular, the efficient use of resources, responsible management of raw materials, reducing the environmental impact of production, energy management, occupational safety, employee development, and transparent cooperation with business partners.

An important part of our activities is also supply chain responsibility management, including FSC, PEFC, and readiness for the requirements of European legislation, particularly the EUDR and CSRD. At the same time, we recognize that the field of ESG reporting is undergoing dynamic development and that this first report represents primarily the beginning of a long-term process.

Our goal is to gradually improve the quality of the reported data, strengthen sustainability management, and further integrate ESG principles into the strategic decision-making of the entire group. We would like to thank all employees, customers, suppliers, and other partners who are involved in this process and help us develop responsible and sustainable business practices

Silvia Miklósová & Tomáš Kramář
Managing Directors of EDS Group GmbH



Company information

Own employees

 **1059** of own employees

56%



34%



18%



staff turnover

more than
1000 hours/year
staff training

0
serious
accidents





Environment

Resource consumption



65,108 m³

total water consumption

12,676 m³

consumption in stress areas



67,142 t

material consumption

23,441 t

total waste production

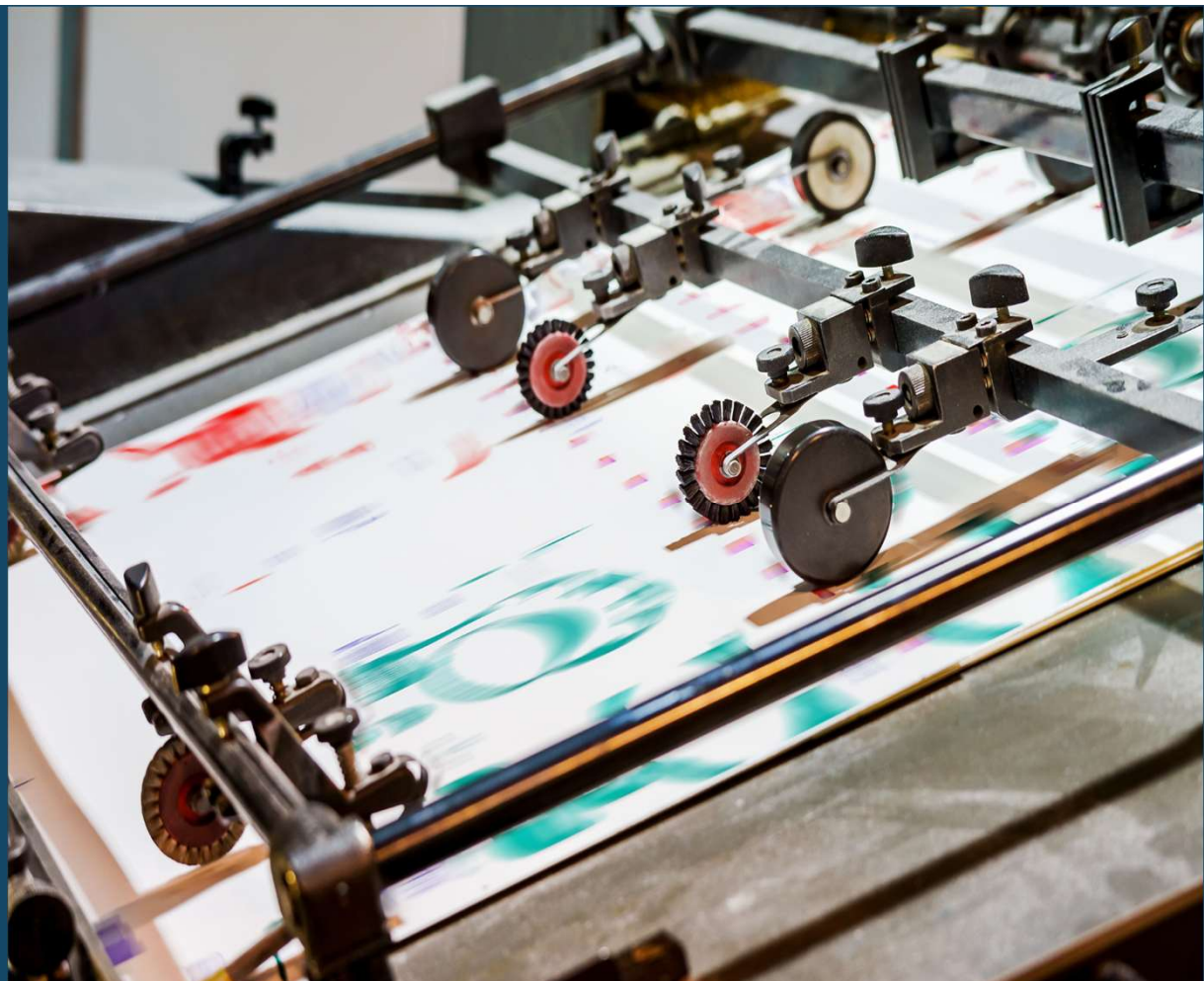


22,225 t

recycled materials

491 t

hazardous waste -
chemical-physical
stabilization



95%

recycling / waste recovery

Carbon footprint

The EDS Group is committed to reducing its climate impact by setting ambitious yet realistic emissions reduction targets. These targets serve as a planning tool for managing carbon emissions reduction across the entire organization.

In addition to serving to mitigate climate change, these targets help reduce business and reputational risks associated with climate challenges, help achieve cost savings, stimulate organizational innovation, and prepare the organization for any future mandatory requirements and emissions reporting regulations.

The baseline year for calculating the carbon footprint is 2025, when the EDS Group first calculated its consolidated carbon footprint.



Measure	Base year	2026	2027	2028
Absolute (t CO2 e)	44,926			
Intensity (t CO2e/€1 million)	1,145			
% reductions				

Biodiversity and forest ecosystems



We source materials exclusively from **trusted suppliers** who are committed to responsible and sustainable resource management.

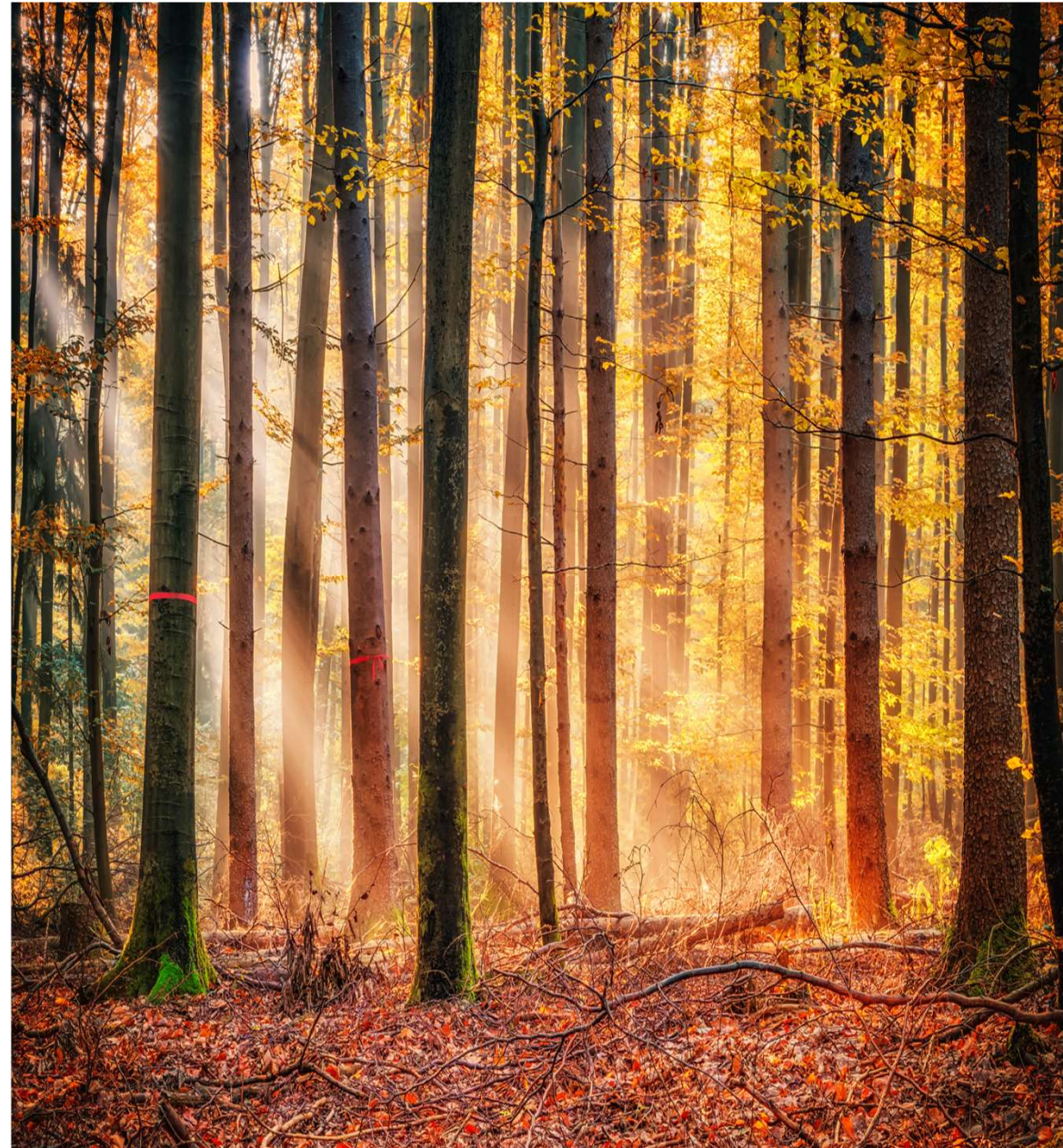


Our main raw material is paper. We require our suppliers to **comply with European regulations** and certifications such as FSC, PEFC, EUTR, EUDR, CSDDD, etc.



We recognize that forests are a source of food and shelter, but they are also key to combating climate change. That is why purchasing paper with a **verified origin is essential for us**.

We closely monitor our supply chain, maintain regular contact with supplier representatives, and participate in discussions. We have implemented a due diligence system, risk assessment, and a supplier code of conduct across all Group companies. Our supply chain is transparent and open, and our partners conduct their business responsibly with a clear understanding of their impact.



Guidelines and Rules



Environmental policy



EUDR Risk Analysis



Guidelines for the handling of chemical substances and mixtures



EUDR Due Diligence Procedure



Waste Management Guidelines



EUDR Policy



ESG strategy





Social



Responsibility, education, and ethics as the foundation of corporate culture



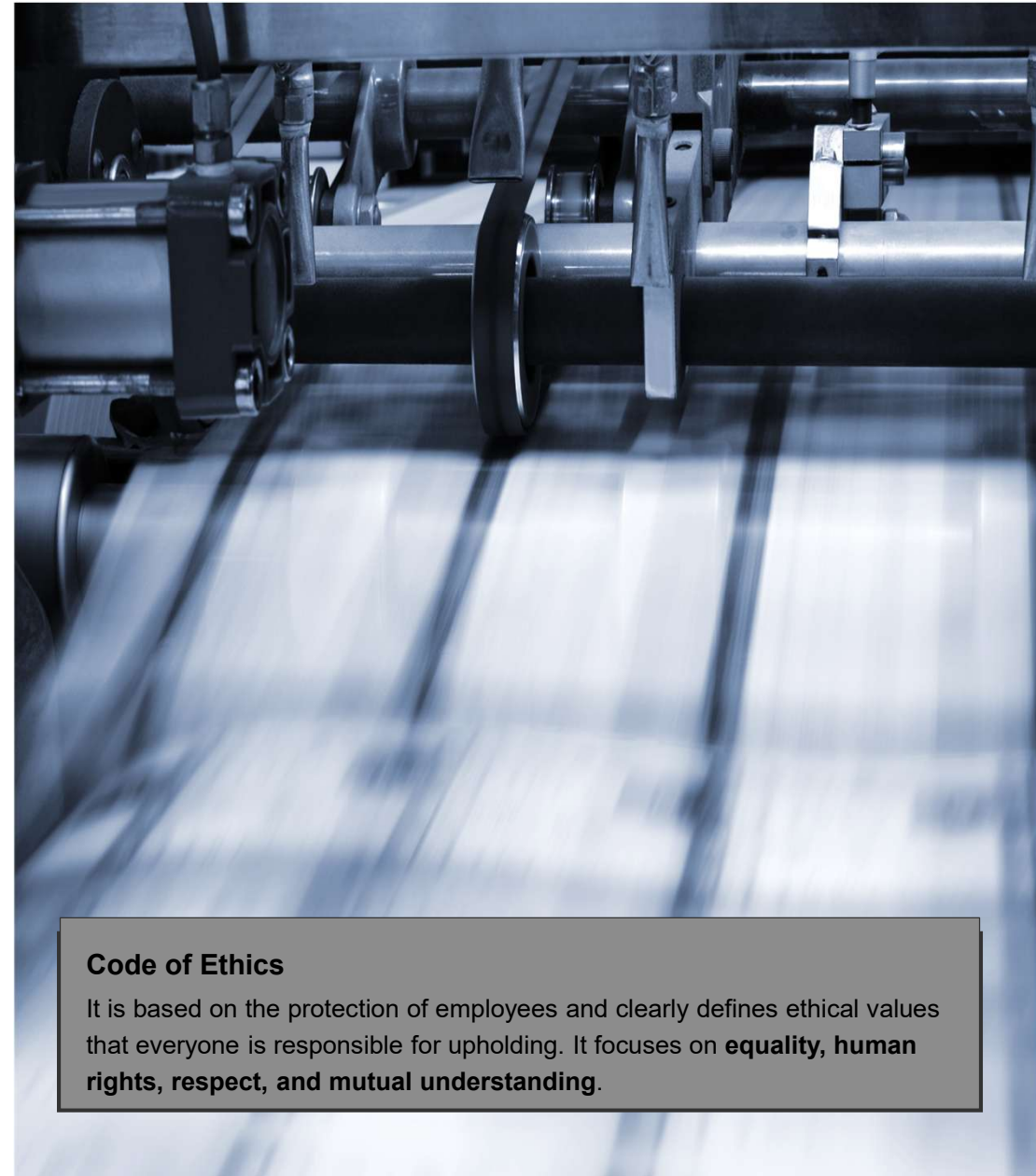
We support employee training not only in professional skills, but also in the areas of **climate change and evolving European legislation**.



We strive to be a **stable and reliable partner for our employees**. We are guided by a clearly defined code of ethics, the principle of equal pay. Our companies hold SA 8000 certification and have undergone SMETA 4 Pillars audits, among other certifications.



The individual companies that make up the EDS Group are **part of their local communities**. Each has a different direct impact on its specific location. Therefore, this area is managed primarily at the local level; however, the Group collects data and information on the activities of individual companies in those locations.



Code of Ethics

It is based on the protection of employees and clearly defines ethical values that everyone is responsible for upholding. It focuses on **equality, human rights, respect, and mutual understanding**.

for what is
to be best in any
point of view.
Management |
administration of
manag

Governance

Ethics, Transparency, and Responsible Corporate Governance

We place a strong emphasis on ethical business practices and transparency. Our guiding framework is the Code of Ethics, which outlines the following principles:

-  **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.

Compliance with regulatory requirements is regularly assessed through internal audits and certification processes.

We actively monitors legislative developments in the field of environmental and social regulation. Attention is paid to:

-  **the requirements of the CSRD Directive,**
-  **ESRS standards,**
-  **the relevant EUDR Regulation,**
-  **requirements relating to FSC, PEFC and ISO system certifications.**

Summary

ESG Report of EDS Group GmbH

Data pertains to the year 2025

Published in 2026