

An aerial photograph of a dense forest with a road cutting through it. The trees are mostly green, with some yellow and orange foliage on the left side. A small red car is visible on the road at the bottom of the frame.

eds group Sustainability Strategy

The synergy between
business and nature

Contents

Foreword	1
Introduction.....	2
What preceded the strategy:	4
Timeline	5
Strategy	6
Basic pillars	7
1 Employees first.....	8
1.1 Employee education	10
1.2 Equality.....	11
1.3 Fair wages	12
2 Environment.....	14
2.1 Climate change mitigation	16
2.2 Pollution.....	17
2.3 Biodiversity and water protection	18
2.4 Circular economy	19
3 Company	20
3.1 Supplier Relationship Management	22
3.2 Child and forced labour	23
3.3 Whistleblower protection	24
4 Customers.....	26
4.1 Data and information protection	28
4.2 Communication	30
4.3 Quality	32

Foreword



Tomáš Kramář,
Managing Director

Dear employees, partners and stakeholders,

We are pleased to present the ESG strategy of Euro-Druckservice GmbH (hereinafter the "EDS Group"), which represents our commitment to sustainable development and responsible business. As one of Europe's leading print groups, we are fully aware of our responsibility not only to our customers, but also to the environment, our employees and the wider stakeholder community.

Sustainability is a key principle for us that runs through our entire activities – from production and innovation to relationships with partners and customers. This strategy reflects our values, vision and ESG (Environmental, Social, Governance) goals. Our goal is not only to minimize negative impacts on the environment, but also to promote equal working conditions, safety and health of employees, while building transparent relationships with all our partners.

The EDS Group is committed to the systematic improvement of environmental, social and governance aspects that are essential for long-term sustainability. ESG's strategy is not just about regulatory compliance, but about our vision of responsible and transparent business that contributes to the development of sustainable solutions.

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

Thank you for your commitment and support of our sustainability journey. Together, we will create a future that is responsible and successful for all.

Introduction

Founded in 1992 in Passau, **the EDS Group (Euro-Druckservice GmbH)** is one of Europe's largest printing holdings and is the market leader in the Czech Republic, Hungary and Romania.

Our specialization

Our activities include a wide range of printing and associated services:

- Heatset and sheetfed (offset) printing: A key technology for high-quality printing of publications and commercial materials.
- Continuous, packaging and digital printing: Innovative solutions for personalisation and the specific needs of our customers.
- Digital services: Modern tools to effectively connect print with the digital world.
- Logistics and warehousing services: Comprehensive support for fast and efficient deliveries.

Our vision

Through the press to success. **The EDS Group** focuses on long-term support for its customers. Our goal is to:

- To defend our position as a leader in Central and Eastern Europe.
- Strengthen customer trust through quality and innovation.
- To expand our services to meet the needs of the modern market.

Our place in the market

With decades of experience, technological innovation and a passion for printing, we're a partner customers can rely on. The EDS Group is more than just a printer – we are a leader that combines traditional craftsmanship with modern requirements for sustainability, efficiency and quality.

Our commitment to customers and partners drives continuous improvement, whether it's printing technology, eco-friendly processes or the provision of a comprehensive and tailored service. In this way, we not only contribute to the success of our customers, but also to the growth of the entire printing industry.

Quality Printing. Premium Service. From the Heart of Europe Worldwide.



What preceded the strategy:

7

sister companies to connect and learn

5

workshops

44

addressed suppliers – Integrity Next

4

Competitors' research

20+

new internal documents produced

5+

group-wide questionnaires

Timeline

What are our plans on the road to sustainability. We aim to become a socially responsible company with a low environmental footprint



Our commitments

The EDS Group believes that with a solid foundation of strategy and the involvement of all partners, we can create a responsible and sustainable business model that will positively impact not only our employees and customers, but also the wider community and the natural environment. This strategy is not just a document – it is our commitment to a common and sustainable future.

Strategy

The EDS Group is aware of its impact on the environment, society and its employees.

As a major European employer with more than 1,000 employees, we take responsibility to ensure that our activities meet the highest environmental, social and ethical standards.

The EDS Group's sustainability strategy is designed to be:

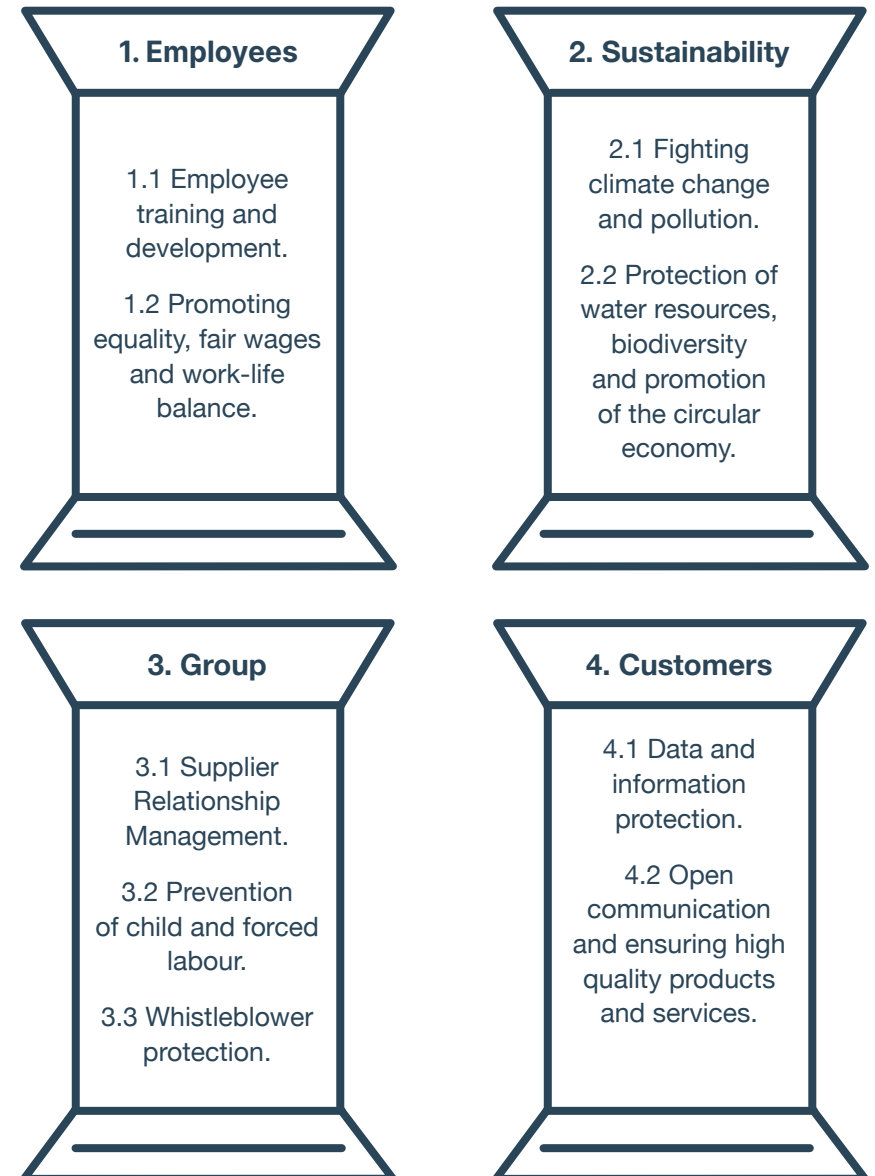
- **Key:** It defines our vision, values, goals and measurable indicators in the field of sustainability that point towards responsible business.
- **Dynamic:** We regularly update it to reflect new trends, legislative requirements and the changing needs of society and nature.
- **Common:** A commitment to all subsidiaries, employees and other stakeholders who are an integral part of our efforts.

Involving everyone

The strategy is available in six languages so that every employee can understand it and actively participate. As part of our efforts, we also improve internal communications, including:

- **Increased sharing of information and documents:** Promoting transparency and collaboration within the group.
- **Support for the specific needs of subsidiaries:** We help individual companies within the group to adapt their strategy to their local conditions and challenges.

Basic pillars



1 Employees first

Employees are an integral part of the EDS Group's success. With more than 1,000 employees in Europe, we are aware of our responsibility for their working conditions, health and professional development. We make the same commitment to our supply chain workers, whose conditions we monitor and support in line with our values.

Our common principles

Although the conditions of employees reflect the legislative requirements of each country, the EDS Group ensures a consistent approach through:

- **Code of Ethics:** We set out the basic principles of fair and ethical behaviour.
- **Learning and development support:** We provide opportunities for professional growth and personal development.
- **Equal working conditions:** We are committed to equal opportunities and fair treatment of employees in all countries.

EDS Group commitments

- **To be an attractive employer** in every country where we operate.
- **To anchor social dialogue** in the Group's value framework and to promote it as a fundamental element of corporate culture.

- **To take care of the safety and health of employees** with an emphasis on physical and mental health.
- **Introduce a transparent remuneration system** to ensure fair and adequate remuneration in all branches.
- **To retain and develop specialized employees** through training and career growth.
- **Regularly identify employee needs** through local surveys and HR reporting, including work-life balance and wellbeing.
- **Check compliance with legislation** in the individual countries where the Group operates.

Long-term objectives

One of EDS's biggest goals is to ensure the long-term health and safety of employees. To meet this goal, we set the following priorities:

- **Building a brand of a reliable employer** that attracts and retains talented workers.
- **Implementation of systems for identifying employee needs** at the local level through regular HR reporting.
- **Creation of a group employee development manual** to ensure systematic support for professional growth.
- **Expanding the range of training courses** focused on key skills and competences.
- **Identification and support of strategic professions** that are of key importance for the future growth of the Group and implementation of a succession program in key positions.

Our approach

The EDS Group understands that employees are the engine of its success. Through transparent communication, systematic education and support for their needs, we create a working environment that supports the long-term satisfaction, health and growth of all employees. **In this way, we build**

1.1 Employee education

Employee education plays an important role in the development of employee skills and involvement, and thus in the competitiveness of the company.

The education will focus not only on topics required by legislation or related to the profession, but also on language development, financial literacy, personal development and other necessary areas that individual companies will define in relation to their employees. EDS undertakes to help systematize employee education, to support individual branches in their efforts, to require and evaluate the educational plans of individual companies, to support the applications of individual companies in subsidy titles, to regularly inform branches about news, changes, etc.

education

Fair remuneration

Employee development

equality

whistleblowing

Code of Ethics

1.2 Equality

The Group has a 38% representation of women in top management positions in 2024. The group approaches gender equality responsibly – it offers flexible working hours for parents on parental leave, offers flexible working hours, etc.

All aspects of equality are part of the EDS Group's Code of Conduct, which is binding for all companies within it. The EDS Group is committed to continuing to promote and develop equal treatment for all its employees. By establishing a single whistleblowing channel (i.e. a whistleblower protection channel), the group has the opportunity to counter any misconduct of individual companies and can respond to them flexibly.



“Our employees are the key to the company's success and sustainable development. We support their professional growth, education and personal development, because we believe that a satisfied and qualified team is the basis of our long-term prosperity. People always come first for us.”

– Silvia Miklósová, Managing Director

1.3 Fair wages

Fair wages and remuneration are key pillars of responsible business and an important part of our corporate culture in the EDS Group. We strive to create an environment where employees are valued not only for their skills and achievements, but also for their contribution to the Group's values and goals.

The basics of fair pay

1. Transparency

The processes for setting wages and bonuses are clearly defined and understandable. Employees have access to information on how their remuneration is determined and on the basis of what criteria.

2. Equal Opportunities

Wages and rewards are allocated fairly regardless of gender, age, race, religion or any other factor. Equality of opportunity is a fundamental principle that we apply in all aspects of employment.

3. Appropriate Market Level

Our wages and compensation are regularly compared to market standards to ensure that we are competitive, and our employees are fairly compensated compared to similar roles in the industry.

4. Employee development support

Rewards are also associated with personal and professional growth. We invest in employee learning and development, and we believe that career advancement and learning opportunities are part of fair compensation.

Fair remuneration tools

At EDS Group, we use several tools and methods to ensure fair wages:

- **Job Catalog and Competencies:** Each position has clearly defined requirements, responsibilities and salary ranges.
- **Regular performance reviews:** Employees are rewarded for results and meeting set goals, which promotes motivation and increases efficiency.
- **Bonus and incentive programs:** In addition to the basic salary, we offer various forms of rewards, such as annual bonuses, innovation rewards or educational contributions.

The impact of fair wages on company culture

Fair wages and remuneration contribute to creating an environment where employees value their work and feel like an important part of the company. This has a positive effect on their motivation, satisfaction and loyalty, which in turn is reflected in the overall performance of the company.

The EDS Group recognises that fair remuneration is not only a question of economic indicators, but also an important ethical commitment to our employees. We believe that only based on fairness and mutual trust can we grow together and achieve long-term success.

We are proud to be an employer that puts human values at the forefront.

2

Environment

The environment is a key pillar of the EDS Group's strategy, which is aware of its responsibility to use natural resources efficiently and sparingly. The Group is actively working to reduce its environmental impact, emphasizing responsible material consumption and preparedness for the impacts of climate change.

Strategy and cooperation

A key element of our environmental strategy is close cooperation with suppliers. Together, we look for opportunities for improvement in the field of sustainability and regularly discuss measures that lead to a reduction in the environmental burden. This collaboration includes:

- **Maximum supplier involvement:** We require our partners to actively contribute to environmental goals.
- **Regular communication and suggestions:** We identify opportunities for improvement and provide suggestions to individual companies within the EDS Group.

Responsibility to customers

We see sustainability as a topic that should resonate across the entire value chain. Therefore, we not only actively communicate our efforts and

procedures to our customers but also work with them to find sustainable solutions. We believe that transparent communication fosters trust and strengthens partnerships.

Our commitments

- **Reducing environmental impact:** We work to optimize processes that lead to lower material and energy consumption.
- **Driving innovation:** We invest in technologies and practices that contribute to improving environmental performance.
- **Involvement of all stakeholders:** Together with suppliers, employees and customers, we create a more sustainable future.

With this approach, the EDS Group wants to contribute to environmental protection, strengthen its resilience to change and remain a leader in sustainable business.



“We are actively responding to climate change and increasing legislative requirements by constantly innovating our processes and finding sustainable solutions. A responsible approach to the environment is not only a commitment for us, but also an opportunity for long-term prosperity.”

– Iva Prošková, Sustainability Manager



2.1 Climate change mitigation

The impacts of climate change will affect all sectors directly and indirectly in the future. Mitigation of the impacts of climate change and preparedness for these impacts will enable the EDS Group to respond to the requirements of stakeholders and customers and to respond flexibly to external factors such as increased prices, lack of raw materials or energy.

The goals of the EDS Group are uniform and transparent calculations of the carbon footprint of all companies within the group – in all 3 scopes (transfer of know-how, processing support, calculation verification).

The Group will assist companies in defining their own sustainability goals, explore energy saving opportunities, support efforts to reduce the carbon footprint of individual companies, support the transition to renewable energy sources and control the waste management of individual companies.

2.2 Pollution

In the printing industry, the topic of pollution mainly includes the production of volatile organic compounds (VOCs) and their evaporation during the use of paints and inks. This can result in air pollution, but also wastewater contamination.

All companies belonging to the EDS Group are holders of a number of quality and environmental certifications. The group is therefore committed to supporting companies' efforts to expand their portfolio of certifications, but also to help with their regular defence – sharing good practice, know-how, etc.

The EDS Group's goal is to prevent pollution in individual companies, monitor trends and regularly inform everyone about them. For example, mineral oil-free paint options, SVHC-free chemicals – the Group can secure these areas by following trends, communicating and negotiating with suppliers.

2.3 Biodiversity and water protection

Analyses of water consumption and the search for ways to use it efficiently and reduce its waste are one of the key steps of the EDS Group to reduce the environmental impact of individual companies, but also to save economically.

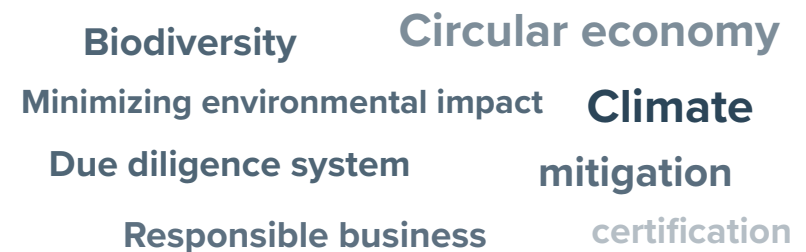
Biodiversity is a key theme of the group, mainly because of the input material - wood. The EDS Group is committed to establishing a due diligence system for paper trading. Wood is one of the 7 raw materials that are subject to increased EU interest due to the impacts of its extraction on forest degradation or land deforestation.

EDS will therefore put in place a due diligence system that will monitor the supply chain to help prevent land deforestation. The procedures and terms will be binding on all companies within the group. FSC and PEFC certifications play a key role, they are held by all companies within the group, and it is also the group's goal to maintain these certifications.


2.4 Circular economy

The topic of the circular economy reflects the use of resources and the flow of materials in the company. This topic significantly affects the area of supplier-customer relationships and waste management.

In the case of the EDS Group, it is mainly the topic of education and assistance in the management of individual companies, control of their waste management and work with resources. The EDS Group's goal is to create a circular economy policy by the end of 2025 that will be binding for all companies within the group. By 2026, no waste from individual companies must end up in landfills, the aim will be to set up effective waste management in all companies of the group.



3 Company



The ESG strategy of the EDS Group aims to maximize the positive environmental and social impacts of its business. We focus on systematically improving environmental and social conditions for our employees, business partners and the wider communities in which we operate.

Our values and commitments

The EDS Group strives for long-term development based on the principles of responsible business. Key aspects of our strategy include:


- **Responsible and sustainable business:** We actively look for ways to minimize environmental impacts and contribute to the development of society.
- **Openness and transparency:** We communicate clearly and comprehensibly with all stakeholders – employees, customers and suppliers – and share our goals, procedures and results.
- **Facing challenges:** We see sustainability challenges as opportunities for improvement and growth, and we are committed to actively addressing them.

Our ambition

Our goal is to be a group that inspires others in the field of sustainable development and responsible business. Through innovation, transparent cooperation and careful management of environmental and social impact, we want to be an example for all our partners and the industry in which we operate.

The EDS Group believes that only through open dialogue, commitment and joint efforts can we achieve positive changes that will benefit everyone.

“A sustainable supply chain is built on a solid foundation of cooperation and trust. Together with our partners, we strive for responsible and transparent processes that contribute to environmental protection and ethical business.”



3.1 Supplier Relationship Management

The EDS Group has long been building good relationships in its supply chain based on mutual trust. Currently, it is increasingly involving its suppliers in discussions on topics related to environmental and social sustainability.

The group is thus working on an internal document – a supplier code of conduct, which will be binding for both new and existing suppliers of the group and its individual companies.

The requirements arising from ESG or ESRS standards thus enter into the regular evaluation of suppliers. EDS Group has implemented a unified solution for regular supply chain contact and evaluation through the Integrity Next platform.

3.2 Child and forced labour

Throughout the European Union, child labour and forced labour are almost non-existent. Unfortunately, a significant part of the world, especially in Southeast Asia and Africa, still uses the practice of child and forced labour.

In the case of the EDS Group, this topic becomes relevant in the case of the supply chain. The group's goals are therefore focused primarily on communication with suppliers, ensuring supplier commitments, setting up a supplier audit system.

The procedure also includes active communication with individual companies in the group, especially if they are their local suppliers. The group will thus gradually prepare for the upcoming CSDDD legislation.

3.3

Whistleblower protection

Early reporting of possible problems and unfair practices is an important element in preventing the loss of customer trust, employee bullying, corruption and other phenomena that are not and will not be tolerated within the EDS Group.

For this reason, it is important to protect whistleblowers who dare to report their suspicions of phenomena contrary to the EDS Group's policies. Therefore, a whistleblower protection programme has been introduced within all EDS Group companies, which is available to all employees, employees of suppliers and other potential whistleblowers from interested parties. Notification channels are available on the websites of individual companies, but also on the homepage of the EDS Group.

Customer trust

Supplier Code of Conduct **innovation**

ESRS standards Whistleblower protection

Open dialogue Supply chain



4

Customers

Customers are key partners on whose trust and long-term partnership the EDS Group builds its success. Deepening these relationships and actively engaging them in the sustainability dialogue is an integral part of our ESG strategy.

Trust and cooperation

Our goal is to maintain and strengthen customer trust by:

- **We actively communicate:** We share our sustainability initiatives and approaches to inspire and engage customers in collaborative solutions.
- **We provide reliable solutions:** We respond to their business needs with environmental and social values in mind, showing that responsible business is not just a choice, but a standard..

The role of a responsible partner

The EDS Group wants to present itself to its customers as a reliable and responsible partner who:

- It offers a wide portfolio of services while maintaining high quality and innovation.

- It strives to minimize its environmental impact and promotes sustainable business.
- It emphasizes social responsibility in all aspects of its operations.

Our ambition

The EDS Group's goal is to be perceived by existing and potential customers as a stable and trustworthy partner that not only understands their needs, but also actively contributes to their fulfillment through responsible and sustainable practices.

Together with our customers, we want to build business relationships that are based on trust, responsibility and a shared vision of a sustainable future.



“Our customers are key partners in implementing sustainable solutions in production processes. Together, we are looking for innovative ways to minimize our environmental impact while ensuring the highest quality and production efficiency.”

– **Robert Vukelić, Managing Director**

4.1

Data and information protection

Daily contact with sensitive information from customers is a great responsibility for the EDS Group. Leaking this information or publishing it earlier than planned by the customer could have major economic and reputational impacts on all involved. That is why we place maximum emphasis on data protection and cyber security.

Our commitments

The EDS Group is committed to the following measures:

- **Employee education:** We regularly train all employees on cybersecurity and proper data handling so that they are prepared for current threats and know best practices for protecting information.
- **Introduction of a dedicated department:** A new department focused on cybersecurity and data handling will be responsible for the implementation and monitoring of security measures across the Group.
- **Proactive approach to security:** We are constantly evaluating and updating our procedures and technologies to minimize the risks associated with data breaches or cyberattacks.

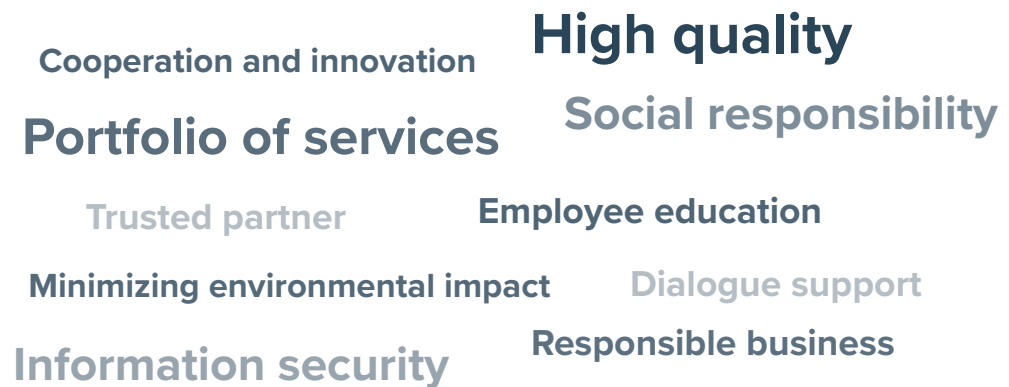
Responsibility to customers

Protecting customer data is a key pillar of our credibility and responsible approach to business. Customers can trust that the information they entrust to us will be protected by the highest standards of security.

Our ambition

The EDS Group strives to be a leader not only in environmentally and socially responsible business, but also in cybersecurity. We believe that only a responsible approach to data protection will allow us to build strong and long-term relationships with customers and partners.

Information security is a commitment for us that we see as an integral part of sustainable business.



4.2

Communication

Customers are a key partner of the EDS Group in introducing sustainable solutions into production processes. The growing emphasis on sustainability, both on the part of customers and end consumers, confirms that this topic is not only a trend, but also a strategic necessity.

Transparent communication as the basis for cooperation

The EDS Group emphasizes open and cooperative communication with its customers. This includes:

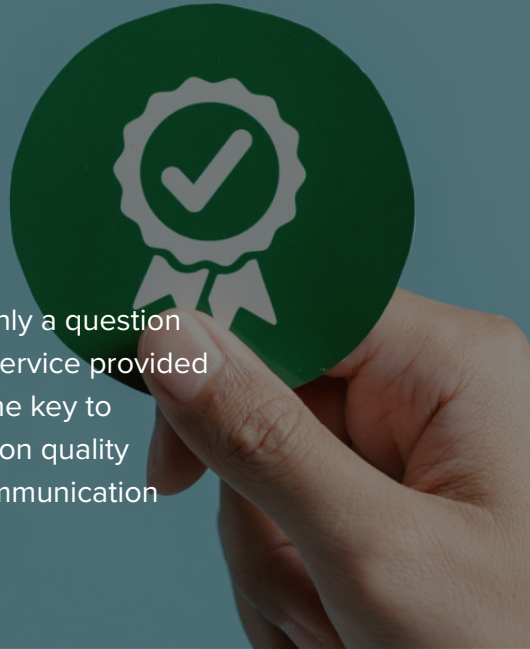
- **Communicating commitments and achievements:** We share the sustainability achievements as well as the concrete steps we are taking to meet our goals.
- **Avoiding greenwashing:** We see it as crucial to provide accurate, truthful and unbiased information to avoid misleading interpretations of our sustainability activities.
- **Encouraging dialogue:** We are ready to discuss with customers their requirements, expectations and ideas that can strengthen our joint efforts for a more sustainable future.

EDS Group's ambitions

We want to be a partner for our customers who is perceived as open, transparent and willing to discuss. This not only strengthens trust but also contributes to the further development of sustainable solutions that reflect the needs of customers and society as a whole.

By working together with our customers, we believe we can not only meet but also push the standards of sustainable business. **Our communication is not just about sharing information, but about a commitment to collaboration and innovation.**

4.3 Quality



For the EDS Group, quality is not only a question of products, but also includes the service provided and the accuracy of information. The key to success is to combine top production quality with a responsible approach to communication and service.

Commitment to quality

The EDS Group bases its strategy on:

- **Top products and services:** The quality of the products we supply is a priority for us, and we also pay attention to providing comprehensive service that meets the individual needs of our customers.
- **Competent employees:** Our employees are experts in their fields who are ready to find and offer solutions for even the most demanding challenges.

Open communication

Transparency is an integral part of the EDS Group's approach to customers. This includes:

- **Direct and comprehensible communication:** We share information about our products, processes and sustainability initiatives openly and without unnecessary complications.
- **Dialogue support:** We are ready to listen to the needs of our customers and work with them to find solutions that not only meet but exceed their expectations.

EDS Group's ambitions

Our goal is to be a trusted partner for our customers, characterized not only by the quality of its products, but also by the quality of service and communication. For us, the quality of services and information is the basis of a long-term partnership and a tool for building trust.

The EDS Group is committed to further developing its strategy with an emphasis on quality, openness and responsibility towards its customers and society.

High quality outputs and customer satisfaction is our main goal.



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