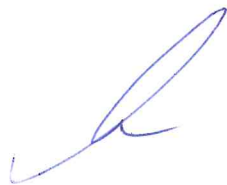


SUSTAINABILITY POLICY

- ✓ We introduce composite material production technologies with a tenfold reduction in volatile substance emissions.
- ✓ We use recycled plastics in our products.
- ✓ We use returnable packaging for deliveries to our customers.
- ✓ Waste sorting is a matter of course for us.
- ✓ We do not consume or pollute water resources during our production processes.
- ✓ We implement the use of renewable energy.
- ✓ As part of fair business relations, we respect confidentiality and the protection of know-how.
- ✓ We protect personal data and have a whistleblower protection system in place.
- ✓ We maintain a balanced representation of men and women in the company.
- ✓ We encourage the representation of women in management positions.
- ✓ Women and men in the same position have equal pay.
- ✓ We have implemented workplace safety policies.
- ✓ We provide recreational and sports allowances to our employees.
- ✓ We have a system in place for periodic training of employees.
- ✓ We ensure optimal workplace conditions.
- ✓ We comply with the laws and regulations of the Czech Republic and the European Union and act according to ethical principles.
- ✓ Under no circumstances do we participate, directly or indirectly, in illegal or corrupt activities.
- ✓ We conduct ourselves in accordance with respect for human rights.

A blue ink signature of Martin Eder, written in a cursive style.

.....
Martin Eder
Executive

A blue ink signature of Arnošt Uhlíř, written in a cursive style.

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Arnošt Uhlíř
Executive