

CSR

**REPORT ON CORPORATE SOCIAL RESPONSIBILITY
AND SUSTAINABILITY FOR 2023
AS OF 29. 5. 2024**

INTRODUCTION



Dear colleagues,

with deep respect and thanks, I remember the past year, which was difficult for us in many ways, but also offered many opportunities to show our responsibility and involvement in what is happening around us. It was a year that reminded us more than ever of the importance of our social responsibility and the impact our business can have on the environment and the communities in which we operate. In the spirit of this responsibility, we have made efforts not only in the field of ecological sustainability but also in supporting people in difficult life situations.

The M2C People project is an example of how practical help can change lives. With this project, we supported two boys, Marek from the Czech Republic and Cristian from Romania. Their stories of struggle and courage inspired us all to work together and show solidarity. Through popular charity breakfasts and other employee events, we managed to raise tens of thousands of CZK for each of them.

However, our activities go far beyond financial support. We successfully participated in the Organization of the Family Day event for Panasonic Plzeň employees and their families, helping to create a pleasant atmosphere for all participants.

At the same time, we focused on Environmental Protection, where our cooperation with the REMA System helped in the recycling and reclaiming of electrical equipment, which confirms our commitment to sustainability. For the fifth year in a row, we have been systematically monitoring emissions and implementing measures to transport efficiently and reduce our carbon footprint, resulting in a reduction of 102,31 tonnes of CO₂ emissions. At the same time, we focus on ecological solutions in our services and the selection of suppliers. This reflects our commitment to environmental protection, which has been awarded a silver ECOVADIS rating.

We also continue to support young talent and education. Our cooperation with the basketball Brno team, support of the Fashion Night Brno fashion show or the Partnership for the recon-

struction of the Battle of Austerlitz are proof of our commitment to culture, sport and history. Last year, as in previous years, we worked intensively on the preparation and development of our educational programs, which also included opportunities for professional experience and participation in ERASMUS programs or cooperation with ARTECON secondary vocational school. The programs allow students of foreign schools to participate in professional internships with us and, under the guidance of experienced mentors, develop their skills and gain practical experience. Our active participation in work fairs and events such as career days and workshops allowed us not only to present our company but also to establish new contacts and share our experience with promising individuals.

I appreciate each and every one of you who have contributed to our shared successes. Your contribution, big or small, helps shape the society in which we do business and live. You are proof that even in difficult times we can achieve great things together.

Thank you for your hard work and dedication. Thanks to this, we have the strength and courage to face new challenges and continue to positively influence the world around us.

Yours sincerely

Matěj Bárta,
General Director of the company
Mark Corporation Czech a. s.

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ANNEX

M2C INTRODUCTION



SECURITY



SMART TECHNOLOGIES



BUILDING MANAGEMENT

We operate internationally, but the Czech Republic is our home for more than a quarter of a century. For our clients, we are constantly trying to bring innovative solutions. To do this, we need you -new colleagues who will pull together with us. We take pride in our company culture, we support our employees on both work and personal terms. We want to deliver the best

results for our customers and our entire team. It is important for us that our partners receive comprehensive services with a high level of professionalism. M2C has become an important entity setting trends in the Czech and international markets based on expertise and know-how in integrated facility management services.

FACTS ABOUT THE COMPANY



Across Europe
we have more than 9 000
job positions



We are among the Top 100
companies in the
Czech Republic



We are insured up to
EUR 12 000 000



We provide 24/7
emergency
and fast deployment service



Annually, we on average
save 25
human lives



We offer over 500
work positions for
people with disabilities



We ensure
security in over
150 shopping
centres in Europe



To the M2C Space
surveillance centre,
over 5000
cameras are connected



We provide
maintenance and cleaning for
clients in more than 150
objects in Europe

COMPANY HISTORY

1992

Establishment of the company-event agency.
First contract - State Opera Prague

1998

Joint Stock Company established

2002

Division of Security Technologies
established
Branch in Slovakia established

2007

Division of Facility
Management established.

2018

The company employs more than
8 500 employees.

2020

M2C buys majority interest in the
facility management division
of CPI Property Group.

2022

Development of new technological
and innovative solutions.

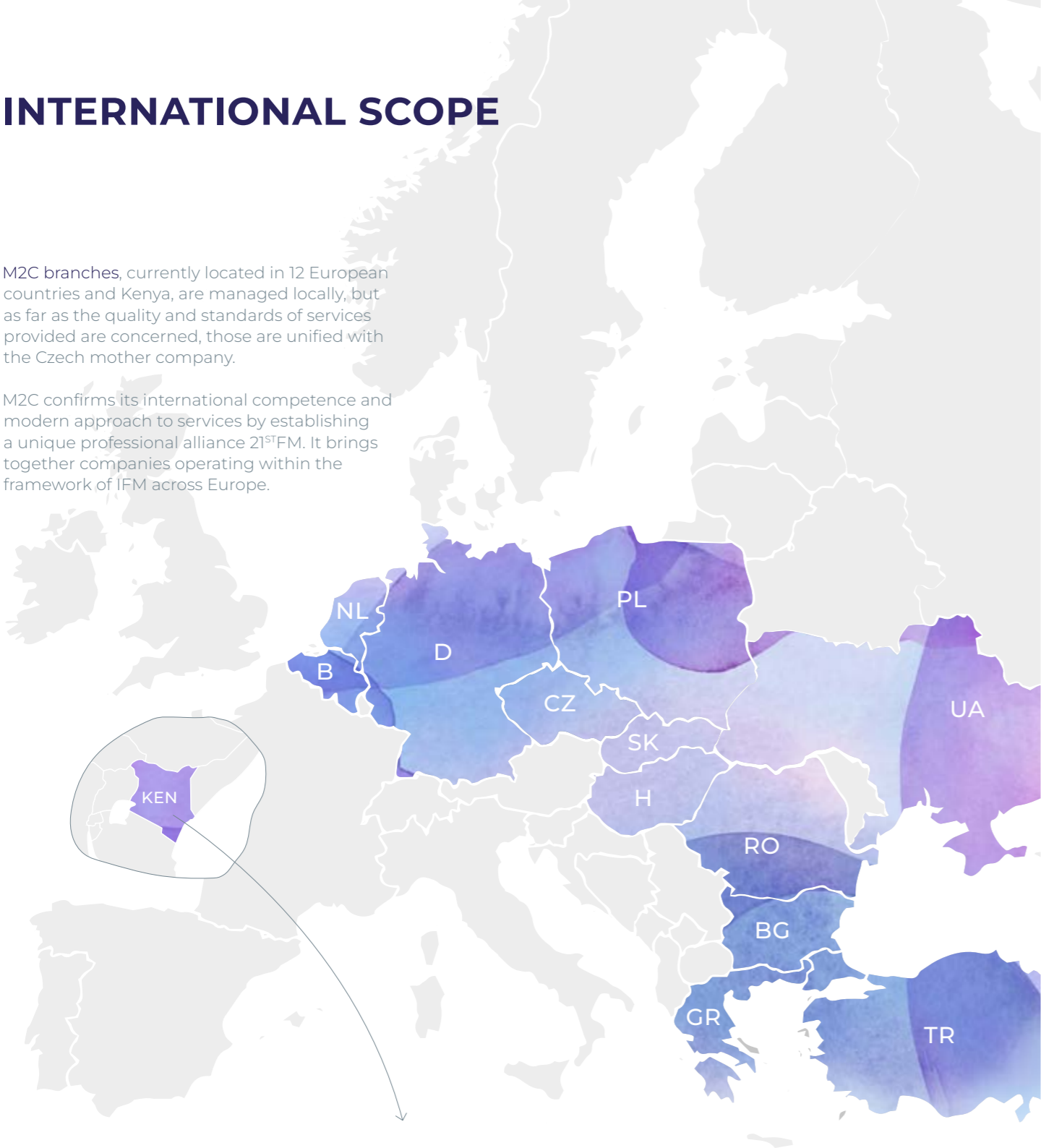
2023

Acquisition with IT company
Good Sailors

INTERNATIONAL SCOPE

M2C branches, currently located in 12 European countries and Kenya, are managed locally, but as far as the quality and standards of services provided are concerned, those are unified with the Czech mother company.

M2C confirms its international competence and modern approach to services by establishing a unique professional alliance 21STFM. It brings together companies operating within the framework of IFM across Europe.



COMPANY STRUCTURE



TYPE OF SERVICES PROVIDED

M2C operates in prestigious objects with an above-standard social level, administrative complexes or hotels. It also provides its services to clients from commercial, social, and entertainment centres, as well as retail and modern industrial complexes. Clients are Czech and foreign investors who demand a high level of professionalism and place great emphasis on the transparent and moral behaviour and actions of their partners. The complexity of our services is based on knowledge of security logistics, a combination of technologies and physical security.

Security

- Security audit
- Security management
- Specialized security services
- Business Continuity Management
- Security and reception services
- FP and OHS training
- Technology
- Active response centre

Cleaning

- Cleaning of indoor premises
- Cleaning of outdoor areas
- Winter maintenance and snow removal
- Special cleaning works
- Cleaning in heights
- Industrial and construction cleaning
- Disinfection, disinsection, deratization

Maintenance

- Project management
- Administration and maintenance
- Complex security policy
- Revisions and expert inspections
- Administration and support services
- Energy services
- Waste management
- Project and construction work

Greenery maintenance

- Mowing of grass areas
- Maintenance of indoor greenery
- Maintenance of outdoor greenery
- Roof Gardens design
- Drawing up a complete plan for gardens and parks

Technology

- Camera systems
- Perimeter protection
- Intrusion and hold-up alarm systems
- Detection equipment
- Turnstiles and barriers
- Fire alarm systems
- Mechanical security

M2C Space

- Remote monitoring connected to smart software
- Management of operational and security technologies
- Helpdesk 24/7
- Data analysis
- Remote readings within the facility management
- Facility management division dispatching
- e-Reception

VISIONS

Our company's vision is to specialize in the implementation of services for customers demanding by range, structure or quality of their requirements, based on security risks and other needs that our company proposes solutions in the form of sophisticated, comprehensive security systems.

We are building a modern dynamic company that creates added value for clients at a price corresponding to the quality of the services provided.


Our know-how is supported by the academic community, which allows us to offer state-of-the-art solutions on the market and thus stand out from the competition

Our products bring added value to our clients, thus enabling them a valuation of their own investments.

We establish long-term partnerships with our clients and suppliers.

Employees of our company are guided by a clearly defined code of ethics, applicable legislation in the countries where we operate, and the UK Bribery Act 2010.

We're an apolitical organization. We do not make any political donations or contributions, do not sponsor any political party in any form, and do not spend any funds on political purposes or to support individual candidates.



We are a socially responsible company. We reject corruption, have a transparent ownership structure and focus on our clients.

MEMBERSHIP IN ORGANIZATIONS

- ASIS International
- ICSC (International Council of Shopping Centres)
- AFI-Association for foreign investment
- The Association of fire and safety engineering
- Security club
- KLM (Club of logistics managers)
- ASBS (Association of private security services)
- Chamber of Commerce of the Czech Republic
- French-Czech Chamber of Commerce
- Czech-German Chamber of Commerce and Industry
- Korean-Czech trading company

- Czech Technical University in Prague (CTU in Prague)
- Faculty of biomedical engineering
- Department of Medicine and Humanities
- The University of Žilina, Faculty of Special Engineering, Department of Security Management
- Technical University of Ostrava (VŠB), Faculty of Security Engineering, Department of Security Services



SOCIAL RESPONSIBILITY

Our goal is to deepen relationships with our key partners through investments in our employees, partnerships with our customers, suppliers, and communities, and collaboration with the public, further promoting transparent risk management at all levels of our organization's governance. We establish clear and effective sustainability management and set goals and responsibilities. All related activities are managed through our Compliance team, part of the General Director Department.

In the economic field, we are expected to conduct transparent business and have positive relationships with investors, customers, suppliers and other business partners. We realize that keeping a client is cheaper than getting a new one and that educated clients are more "innovative" and therefore able to increase sales and turnover.

In the social field, our responsible corporate behaviour focuses on access to employees and support of the surrounding community. In the workplace and the local community, we are committed to, directly or indirectly, influencing the standard of living, health, safety, education and cultural development of citizens.

In the environmental field, we are aware of our impact on animate and inanimate nature, including the ecosystem, soil, air and water. We conduct our business activities in such a way as to protect natural resources and burden the environment as little as possible.

In June 2017, we were certified according to the Czech standard ČSN 010391 - social responsibility

of organizations. The National Technical Standard ČSN 010391 has been created to establish basic requirements in the area of a responsible approach to business and society. Social responsibility within the meaning of this standard includes the principles of behaviour, specified in international documents (for example, in documents of the UN, ILO, OECD, and EU) and CSN ISO 26 000. Based on the demonstration of compliance with its requirements by the certificate, we can fully declare that the Social Responsibility Management System of our organization is implemented, documented and used under the demands of this standard.

Awards of the company in 2023

Since 2017, M2C has been registered in the ECOVADIS for supply chain platform, which annually evaluates the social responsibility of organizations based on 21 criteria in the field of environmental, social and ethical behaviour. M2C has been awarded Silver for the fifth time.

Some of our foreign branches are also registered for the Ecovadis evaluation, M2C Belgium, the Netherlands, Poland and Slovakia were awarded Gold and Germany Silver at the beginning of 2024.

In 2023, we successfully passed several client audits for example, we received not only first place in the Best audit result in the 2023 competition for compliance with the requirements of the RBA code from our important client Foxconn but also a certificate from the audit company Intertek for compliance with all audit agendas in the field of social conditions at work.

CORPORATE SOCIAL RESPONSIBILITY TEAM



Stanislava Bártová
Compliance director



Daniela Boturová
IMS/ESG Compliance Coordinator



Karolína Niklaschová
Marketing Director



Kateřina Nováková
HR Deputy Director

ETHICAL BUSINESS CONDUCT

We take the following steps to ensure that all employees are adequately trained in ethical and anti-corruption practices:

- regular training on compliance with internal and legal standards,
- professional lectures and training for the development of psychosocial skills of employees.

Anti-corruption training is mandatory for all M2C-holding employees as part of IMS/Compliance training.

Anti-corruption policy

Anti-corruption policy is part of the Compliance program. The M2C assesses risks, sets up and implements an anti-corruption strategy, including principles for providing and receiving donations, and training programs for employees, and sets up channels for receiving suggestions, comments, and complaints. M2C holding believes in fair trade and free competition, where under no circumstances may it cause or participate in the violation of competition laws. All competitive advantages that commercial companies that are part of the holding M2C receive must be the result of a fair and ethical business strategy. It is the responsibility of a Director of each branch to ensure that all employees act following the principles of compliance in relation to competition and all relevant competition laws. M2C M2C and its suppliers must never coordinate prices or other conditions of sales activities with their competitors, discuss or negotiate market-sharing

In M2C, we have a holding Compliance program including several Codes of Ethics, namely M2C holding Code of Ethics, Code of Ethical Purchasing and Services and Employee Code of Ethics. The Code of Ethics of M2C holding is available to the public on the company's website <https://kariera.m2c.eu/o-nas/csr/>.

The basic anti-corruption tool in the company is a set of fixed rules for any legal acts, which are described in the company's articles of association, in D—The Organizational Code and D—The Signature Code. Other internal standards describe more detailed rules and procedures, e.g. for the implementation of selection procedures (employee authorizations, financial limits, evaluation of the selection procedure, etc.), and rules for the preparation of contracts. The principles of ethical and anti-corruption behaviour are set out in the main document of the HS-Compliance management and DP-Compliance programme/ anti-corruption strategy and are part of the initial training for new employees.

ETHICAL BUSINESS CONDUCT

activities, such as the Coordination of tender applications or the division of geographical areas, take advantage of or abuse a dominant market position in breach of competition rules, such as creating a relationship of dependence on customers or blocking competitors.

The provision of any gift must be transparent, which means we know the recipient of the gift in advance, how the gift is to be used, as well as its purpose, which is completely legal. Payments which are formally a gift in their nature i.e. benefits ostensibly granted as payment for a performance, but the amount of which significantly exceeds the value of the actual performance, are contrary to the rule of transparency and are prohibited as such.

Decisions on sponsorship agreements that allow Mark2 Corporation holding companies to promote the firm, as well as contributions and fees to organizations serving commercial interests are always made following the above-stated principles. All sponsorship activities must always be transparent and based on written contracts with a clear and legitimate business purpose. They must bring the corresponding consideration of the organizer's offer.

M2C holding companies shall not make donations to political parties, natural persons, profit-making organizations or organizations whose objectives conflict with the legislation and internal principles or pose a risk to its reputation.

No further donations can be made to:

- legal and natural persons who, at the time of application or at the time when the grant or donation is to be made, have overdue obligations towards M2C,
- legal and natural persons who did not properly settle and account for the subsidy granted in the previous period,
- natural persons who do not demonstrate criminal integrity,
- legal persons whose statutory representatives do not demonstrate criminal integrity,

The General Director of the company approves the provision of subsidies or financial gifts in compliance with the financial plan of the company, in the Z-Marketing Plan for the following period. Subsidies and financial gifts without prior approval of the plan subsidies and financial gifts in the Z- Marketing Plan are provided to designated beneficiaries based on the recipient's request for a subsidy or financial gift, respectively, outside the framework of the rules approved for the granting of subsidies and financial donations, in particular in the case of an individually burdensome or another emergency of the beneficiary.

In the field of providing sponsorship gifts and philanthropy, we follow clear rules set out in the management documentation and procedures under the provision of Act No. 586/1992 Coll., on Income Taxes, as amended. Human rights and procedures against unethical practices are among the areas targeted by the audit of the

supply chain of the Responsible Business Alliance (RBA) whose principles and values M2C has fully implemented, and other clients.

Each employee has accepted and complies with the M2C Employee Code of Ethics. One of its basic points is the non-acceptance and non-provision of bribes to employees, suppliers and clients, and the rejection of corrupt conduct.

Certain forms of business-related gifts and personal needs may be necessary and acceptable, provided that they comply with the conditions of the Compliance Program and legislation and that they are received in good faith. For the purposes of the policy, such accepted gifts or benefits that do not exceed the nominal value of CZK 2000 shall be considered acceptable no more than once in a calendar year.

If gifts or benefits of a value higher than CZK 2 000 are accepted, then, this fact can occur only with the knowledge and approval of the relevant Director of the Division or Department. Accepting gifts or benefits exceeding the above-stated nominal value without the knowledge and approval of the relevant Director of the Division or Department is inadmissible.

We inform third parties that M2C employees can never accept or provide any type of bribe or another illegal advantage.

CONFLICT OF INTERESTS

No employee may, in the course of his or her professional duties, use his or her position in M2C, information or assets of M2C for his or her own personal benefit or the illicit benefit of others.

Within cooperation with its business partners, M2C honours principles, compliance with which excludes conflicts of interest.

To avoid the risks connected to the conflict of interest including the actual occurrence of any, all employees of M2C are required to disclose information about any of their actual or potential conflicts of interest to their superiors.

Personal gain is considered to be any benefit which brings or could bring the person concerned or a person close to her/him, or to a physical person or a legal person, that this person represents based on the law or power of attorney, the advantage consisting in the acquisition of property or other benefits, or damage to third parties in his/her favour.

PRECAUTIONARY PRINCIPLE



M2C applies the precautionary principle (a rule that states that certain activities should not be carried out if the consequences caused by them are uncertain and potentially dangerous).

The principle translates into four levels:

- in human resources, in the recruitment of new employees and in the verification of selected information provided by the employee/ candidate (so-called pre-employment screening),
- in the process of vetting business entities in relation to possible acquisitions of companies (so-called due diligence),
- in the process of vetting contractors before the formation of a contractual relationship,
- carrying out the compliance audit as a contractual arrangement with selected suppliers during (for the duration of) the contractual relationship. The supplier management process is defined by C1.2 - HS - Purchasing and internal facility management and C2-DP - Cooperation with human resources suppliers.

Each business partner is checked in public registers, professional databases, and the Ares system with the help of the internet and business contacts. In particular, we check its credibility and integrity, business conduct in the registered business fields, and its financing sources.

OUR SUPPLIERS

The company honours the principle of supplier reliability, which is as demanding as the client's demands on us. Although we honour the principle of loyalty to our permanent partners, we regularly reach out to all suppliers to review existing cooperation.

The result of these negotiations is then an extension of the cooperation or a selection procedure. Transparency of the selection procedure is ensured by several levels of control of the tender documentation, the tenders submitted, and even the evaluation itself. The professional guarantor is the contracting authority of the tender, from which the purchase request comes, the entire process is administrated by a Purchasing Officer, who guarantees the standard course of the tender. The result is then decided by a commission composed of representatives of the management of several departments of the company, chosen in such a way as to preserve both the professional competence and the independence of the entire commission.

The condition for an objective, comprehensive, and efficient evaluation is the creation of a set of criteria with sufficient informative ability. This set will evaluate not only the product's parameters but also include the fulfilment of requirements related to the entire purchase process. These criteria serve the organization in effectively managing supplier relationships, including evaluating and selecting the most appropriate supplier.

Supplier control is an important tool for verifying the competence of an existing supplier as well as

for checking all input information submitted, by sending a so-called M2C supplier's questionnaire. Using this questionnaire, M2C verifies that the processes and activities of suppliers meet all the requirements imposed on its suppliers. The subsequent evaluation includes an analysis of answers to financial questions and also questions from the ESG areas i.e. working conditions, OHS, Environmental Protection, business ethics and company management. This review has an essential role in the process of cooperation with suppliers of human resources as a tool for the further development of suppliers.

The annual evaluation of a supplier is one of the bases for long-term and short-term business relations revisions. Thanks to that, the organization can reveal the fact that cooperation with the particular supplier does not work, even before there is the obligation to repeat the tender procedure according to the directives. Based on these findings, we take steps to correct the functioning of the cooperation, in case of failure, and then a selection procedure is carried out. Criteria for supplier evaluation are defined in documented procedures for purchasing and internal facility management and Cooperation with human resources contractors.

M2C is aware that each member of its supply chain is differently advanced in setting up its management system and therefore provides its suppliers with the necessary assistance as they work to develop common business principles and meet M2C requirements, including additional consultations that can help them to set up and implement specific corporate strategies or projects.

HUMAN RESOURCES SUPPLIERS

Based on development in the labour market in 2023, we focused on cooperation with our existing suppliers and expansion of our portfolio with new human resources suppliers.

In 2023, 13 new contracts were concluded with suppliers in security and cleaning. At the same time, we stopped cooperation with 8 companies, mostly due to the termination of the contract or the supplier's activities.

In addition, we have again prepared supplier training in HR and compliance for suppliers in 2023. The training took place on 23rd November 2023. 67 companies were invited to the training. Participation was confirmed by 29 companies that participated in the training. After the training, all 29 participants were sent an evaluation questionnaire, which was returned filled 5 times.

We consider successful training to be another important step in deepening relations with our suppliers and establishing cooperation in accordance with ESG requirements.

INTERESTED GROUPS STAKEHOLDERS

Since the application of the concept of CSR, there is a process of building the confidence of various parties interested in the functioning of the company, then the company acquires this confidence by consistently trying to understand the expectations of the interested parties (their stakeholders). These are all persons, institutions or organizations that influence or are influenced by the running of our society.

- As part of our business,
- we treat our customers and partners seriously
 - we care about our workers
 - we care about good neighbourly relations
 - we protect the environment
 - and much more

We take care of the satisfaction not only of our clients but also of other (natural and legal) persons with whom we cooperate - owners, customers, employees, business partners, the local community - the public, environmental non-profit organizations and representatives of the state administration.

We try to have a positive impact on the whole society and regulate our influence on the environment.

The principles of Corporate Social Responsibility are integrated into the management system and we are constantly looking for other ways to improve according to the implemented ISO 9001 standard and CSN 010391.

Our objective is to manage the business and related activities through transparent ethical behaviour, and that is why we adopted the

values and principles based on the code of the coalition of Electrical Industries now Responsible Business Alliance (RBA) for the supply chain. (https://www.responsiblebusiness.org/media/docs/RBACodeofConduct7.0_English.pdf) according to HS-CMS.

We also expect our suppliers to act responsibly, including compliance with all laws, regulations and standards in all countries where they operate.

On this basis, we have prepared a Code of ethical purchase of goods and services for our suppliers, which contains the requirements of the above-mentioned Code.

D- The Code of Ethical Purchase (hereinafter referred to as the Code) reflects the business principles of M2C holding companies and promotes safe and proper working conditions, responsibility for social and environmental issues, and business ethics including the rules of economic competition are also ensured in our supplier network.

Therefore, not only do we demand our suppliers to fully accept the Code of Ethical Purchasing but also to apply the principles set out therein.

INTERESTED GROUPS STAKEHOLDERS



INTERESTED GROUPS

STAKEHOLDERS

	Expectations from M2C	Strategy	Indicators
owners	profit growth in company value transparency	Meeting the strategic objectives of the organization and the observance of all legislative and internal principles	economic results of the company annual report
customers	quality services and products reasonable price after-sales service appropriate manners pro-client orientation	the services are provided in accordance with contractual relations continuous and periodic survey of customer satisfaction improvement	number of closed business cases number of early terminated contractual relations number of complaints results of survey on customer satisfaction cash flow
business partners, suppliers	quality of contracts and negotiations timely fulfilment of obligations long-term relationships	maintaining long-term relationships compliance with deadlines compliance with all principles of the Code of ethical purchase of goods and services of M2C	number of newly closed business cases number of complaints cash flow
state administration, financial institutions	compliance with legislation compliance with laws state payments - taxes	conduct in accordance with the legislation conduct in accordance with applicable laws compliance with payment deadlines	debt-free integrity

INTERESTED GROUPS

STAKEHOLDERS

	Expectations from M2C	Strategy	Indicators
employees	reasonable wages non-financial benefits good working conditions professional development and education work-life balance (balance of personal and professional life)	long-term employment contracts - job security transparent and incentive system of remuneration training and development program for employees regular meetings of working teams organizing informal corporate events continuous and periodic survey of employee satisfaction (analysis of the morality of the social climate) respect for human rights occupational health and safety interviews - analysis of the stress burden of employees and its reduction respect for the individual	fluctuation of employees number of training sessions completed real wage growth rate results of the satisfaction survey of employees reducing work-related injuries
local community, public	financial and material support getting know-how from corporate volunteers (improving the quality of life of society)	commitment to contributing to charity purposes - corporate philanthropy paying attention to minorities participation in local sports projects – sponsorship	amount of contribution to charitable projects level of employee involvement in CSR activities
suppliers	organic products and services minimum damage to the environment	transparent waste management reducing energy and fuels consumption waste sorting, recycling	amount of waste produced energy consumption reduction chart recycling rate reduction of the carbon footprint of the organization

PEOPLE AND DIVERSITY



HQ workers are given
2 sick days in case of a cold or nausea



free
medical examination



meal contribution for
employees



cashless and cash advances on
wages



uniform
free of charge

The company's greatest value is created by its employees; therefore, we try to make the best conditions for them to perform their work. At M2C, we emphasize the objectivity of the selection methods of employees and, above all, the way of dealing with candidates. The organization strives for a good reputation also by providing equal chances to all suitable candidates in the selection process. The motivational aspect already has the admission of a new worker and a carefully prepared process of his inclusion in the work collective and adaptation to the corporate style of work. It shall be made clear to the worker that he/she is considered an equal partner. The employment contract is detailed, and clear. An extraordinary role in the formation of the initial labour motivation is attributed to the carefully prepared program for the orientation of the new worker. During this period, he/she is given increased attention and assistance not only by his/her direct superior but also by associates and personnel of the HR department.



loyalty rewards on each employee's
work anniversary
in the company (graduated
from CZK 500 according to years of
service)

Our priority in the field of the working environment is the program of minimizing employee fluctuation, the fulfilment of which is also evidenced by the high satisfaction of employees.

- A comparison of the monthly average of FTE and part-time agreements shows us that 75% of all employees have FTE contracts and significantly predominate over part-time jobs, and also reflects the stability of our employees.
- We do not have debt to the state, health insurance companies, Social Security Administration and contribute to an active employment policy
- We pay our employees and suppliers regularly and on time
- Without any change, we reward long-term cooperation with our employees with loyalty vouchers, meal vouchers, high-standard medical care, extra holidays for guards, free legal and personnel advice
- We emphasize keeping the proposed benefits at the same level, and we are working on the possibility of expanding the benefits for the next year.
- In case of interest, we will arrange accommodation for employees so that each new candidate can be accommodated after signing the employment contract.
- We provide employees with discounted prices for accommodation in hostels.

PROMOTING DIVERSITY

The processes of employment, remuneration and promotion of employees are fair and transparent. There is no discrimination of any kind. Employees are granted a basic contractual tariff wage and a personal assessment.

Integration of disadvantaged persons into the organization

One of the goals of the social program is the employment or inclusion of persons disadvantaged in the labour market in the form of a constantly increasing share of employees from disadvantaged groups in the organization, which thus helps them to gain economic self-sufficiency. The inclusion of every individual always respects civil and political rights such as the right to life, the protection of liberty and physical integrity from ill-treatment, privacy, property, freedom of religion, movement and residence, expression, assembly or association, or the right to participate in public life.

In M2C, M2C, equal treatment and the prohibition of discrimination on grounds of sex, race, colour, language, belief and religion, political or other opinions, national or social origin, membership of a national or ethnic minority, property, birth or another status such as age or disability is respected.

M2C perceives, that specific groups such as children, the elderly, members of ethnic and sexual minorities, foreigners or persons with disabilities, etc., require specific procedures to exercise their rights on an equal basis with others, which will support them in exercising their rights, and therefore focuses in the long-term on integration and support for groups

- persons with an increased need to harmonise personal and professional life (e.g. mothers with children or persons taking permanent care of their close ones);
- persons with disabilities;
- long-term unemployable;
- including workers, migrants and national minorities (including Roma);
- over-indebted citizens;
- graduates and persons without adequate experience;
- low-skilled workers;
- advanced age persons.

Within the framework of the support, the M2C focuses on the following topics:

- fair remuneration
- keeping the employment;
- family support;
- access to housing
- equal opportunities for women and men;
- ensuring decent working conditions
- mentoring (methodological support and supervision of workers), both before employment and during the probationary period
- other activities provided to enhance their

PROMOTING DIVERSITY

inclusion and avoid exclusion from society, such as social assistance in need, medical services or continuous education

The time has come for the HR Department to focus on training, creating and monitoring new methodologies in the field of employment of foreigners residing in our territory with the status of toleration.

The methodology was gradually developed by the government and labour offices, and in M2C, we adapted it with each update, in order, to comply with all legal limits for the employment of foreigners.

We cooperated and communicated with the labour offices to create ideal conditions for people from Ukraine in our company so that they are able to participate in work processes corresponding to their education and qualifications as soon as possible.

In cooperation with the Education Coordinator, the professional qualification exams and the educational materials for the legally given exam were translated into Ukrainian, so that it would be easier to understand for all those who would like to take it. In the HR Department, a Coordinator fluent in Ukrainian was assigned to communicate with applicants from Ukraine. This often helped to make it much easier to understand the needs of some applicants or even to help people who did not become M2C employees in the end.

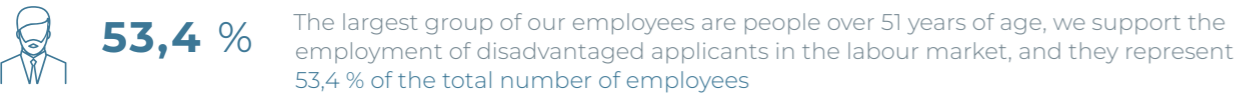
PROMOTING DIVERSITY

Employment of men and women

As of 31st December 2023, 4 343 employees were employed in M2C holding in the Czech Republic, of which:

women 361 | **31,3 %**
men: 2982 | **68,7 %**

Share of women and men in the company:



PROMOTING DIVERSITY

Share of women and men in management:



Department	Gender	Starting date
General Director	M	01. 02. 1999
Hr	M	25. 02. 2013
Finance	M	01. 09. 2008
Operations	M	01. 10. 2010
Marketing	F	06 12. 2019
IT	M	12. 01. 2019
Sales	F	01. 02. 1999
Compliance	F	02. 01. 2002

PROMOTING DIVERSITY

Employment of Disabled Persons

Each year, M2C offers around 500 jobs for physically handicapped people. Except for the implementation of specific tasks, where the performance of work requires extraordinary physical commitment or performance of work demanding the physical and mental resilience of employees in adverse working conditions, M2C employees are perfectly capable of ensuring the tasks entrusted to them. All candidates are selected taking into account their capabilities in relation to the requirements of the client.

M2C has established cooperation with organizations that are looking for positions for their clients in the past period. We try to help their clients find a job corresponding to their abilities, in M2C holding. In security, we are ready to help them with their own preparation for obtaining a Security Guard certificate. These applicants are selected for contracts where there are long-term experienced colleagues with a higher EQ, who can give them all the necessary assistance and support with their integration into existing work teams, especially in cleaning contracts.

Following organizations are in question:

BONA ops - supported employment

<https://www.bona-ops.cz/>

FOSA ops - supported employment

<https://www.fosaops.org/>

Maják (Lighthouse) halfway house

<https://www.ekumsit.cz/uvod>

Home Sulicka

<http://domov-sulicka.cz/>

For each employee, we adapt the working conditions to the specific state of health. If necessary, we relieve these employees from their duties (especially the disabled employees), for example, by allowing more frequent breaks for their physical rest. The practice then shows that the percentage of incapacity for work among employees with disabilities is significantly lower, as is the rate of fluctuation and at the same time shows, on average, a half more responsible approach to the performance of work tasks.

The M2C Holding also includes Good Sailors as a major provider of IT services, which are provided exclusively in the form of cooperation with disabled workers

<https://www.goodsailors.cz/about-us.html>.

Among other important social activities, the company manages, for example, the Czech Parks project under the auspices of the Ministry of the Environment of the Czech Republic <https://www.ceskeparky.cz>.

Good sailors s. r. o. has received awards for digital innovation from Google or Company of the Year, Responsible Company of the Year and Top 100 Innovators in Europe according to the Financial Times. In 2023, the company's founder Filip Molčan received an important award - the Creative Heroes Award in the category of 1:100 000 with regional reach.

PROMOTING DIVERSITY

Persons with an increased need to harmonize personal and professional life

(Parents on parental leave, persons caring for family members)

Individuals can only reliably achieve adequate work outcomes if they have a balanced level of work and personal commitment and sound health

In the framework of recruitment activities, workers are informed about the possibility of using flexible forms of employment. It also offers the possibility of using flexible forms of work and organization of work (part-time, flexible working hours or flexible office program allowing work from home - if the nature of the work allows it, etc.)

Foreign workers

The M2C uses the opportunity to employ people from abroad, mainly for middle and lower-skilled positions. One of the forms of preventing illegal employment of foreigners in the M2C is to ensure that foreign workers are sufficiently informed about their rights and obligations, as well as a strict internal control that foreign workers are provided with the same conditions in the performance of work as local employees. Workers always receive an employment contract, are covered by health insurance and are recruited with the proper work permit.

Employees are granted a basic contractual tariff wage and a personal assessment. The basic

factors that determine the development of the amount of wage of an employee are the employee's performance, the competitiveness of the employee's wage in the relevant labour market and the employee's prospects for further work. Thus, it is always a guarantee of equal opportunities for individuals; lower income inequality results in higher social inclusion. This circumstance, according to experience, is manifested by higher labour productivity and effort

M2C uses dictionaries prepared for foreign workers by the Association for inter-cultural work, which are available or handed to these workers. Supervisors/mentors are also available to these employees throughout the extended length of the adaptation process.

The task of inclusion is to help them achieve the same quality of life as others through these practices. It is about guaranteeing equal opportunities for individuals.

PROMOTING DIVERSITY

Long-term unemployed

M2C cooperates with the labour office and accepts employees who previously had difficulty finding work, for example, because of age or ethnicity. Due to wage growth, a significantly larger group of people are paid to enter the job because they have no problem covering the costs associated with, for example, commuting and meals. But at the same time, getting a job does not automatically mean getting out of financial problems. Affordable housing or poor-quality housing can be a major problem for these workers.

Over-indebtedness of employees

Especially for people with distrains, entry into employment is often financially disadvantageous. When the work does not pay off is quite demotivating for both potential employees and employers. Therefore, M2C significantly supports these workers by providing free legal services by law office Zuska, especially in the area of debt counselling.



PROFESSIONAL DEVELOPMENT AND TRAINING

Thanks to systematic professional and personal growth, our employees can then fully use their knowledge, individually and in teams, to achieve professional results and thus bring further business success to the company. We support training in the framework of professional development not only with the funds and time provided but also by sharing the knowledge and experience of our best specialists with other employees. Language courses are an important part of corporate education.

Education in our society is defined within the framework of a comprehensive education system with a multilevel grouping. All employees undergo initial training, which takes place in e-learning form and which contains basic information about the company, including information about IMS - QMS systems, OHS, ISMS, CSR, EnMS, basics of First Aid and, above all, legislation important for the performance of employees. Further training is carried out according to the job descriptions of the employee and the expected related professional activities. Security personnel undergo training at the training facility and shall proceed to train at the facility for their future assignment. Employees of TE workers and management undergo professional training at the company's headquarters and, if necessary, at the premises according to their classification. Further professional education is solved both by internal training and also by training for which external educational companies are used. The schedule and content of these trainings are always determined by the head of the division



or department. Most often these are follow-up training in soft skills, IT skills, or changes in legislation.

Despite all the changes and measures, we have one of the primary goals of continuous improvement of theoretical knowledge and practical skills usable in operational practice. Improving the knowledge and skills of M2C employees has a positive effect on the management of entrusted objects, in communication with clients and employees. Overall, it increases competitiveness in the business environment in the Czech Republic and internationally in the field of security, maintenance, cleaning and security technologies.

PROFESSIONAL DEVELOPMENT AND TRAINING

M2C training aims at continuous improvement of theoretical knowledge and practical skills applicable in operational practice. Improving the knowledge and skills of M2C employees has a positive effect on the administration of entrusted objects and communication with clients and employees. Overall, it increases competitiveness in the business environment in the Czech Republic and internationally in the field of security, maintenance, cleaning and security technologies. In M2C, the topic of education, in general, is addressed in the Directive on Education. In more detail, it is also addressed by the special Internal Act of Management. All internal acts are published on the company's Intranet.

- The basic training courses include:
- Training of managing employees
 - OHS and FP
 - Operating module
 - MS Office
 - Security technologies
 - IMS, Compliance and sustainability
 - First aid
 - Corporate products
 - GDPR

Other circuits are added according to current needs.

M2C START Project

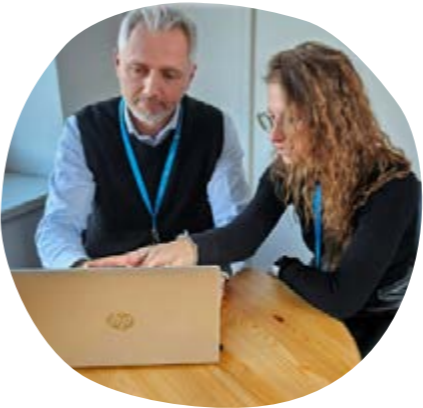
At the beginning of the year, we launched the M2C START program, which is intended for university graduates and should be devoted to the education of junior Facility Managers according to M2C standards. In the first 3 weeks, participants learned about company standards, processes and priorities. Thanks to high-quality onboarding, the juniors of the base became aware of the scope of the company M2C. Subsequently, they tried the training phase, as we say in overalls, to get to know the technologies, processes and contexts in the FM field. Subsequently, they began to shade the manager, since the goal of this program is the education of complex JFMs, both from the point of view of technical and managerial supervision. After that, they should already be sufficiently prepared to manage the contract independently, of course, still under the supervision of a senior Facility Manager.



PROFESSIONAL DEVELOPMENT AND TRAINING

Professional experience

M2C colleagues also give speeches in schools. The main topics tend to be interest in security technologies and their current trends. At the same time, in 2023, we implemented several workshops on the opportunities for graduates to enter the labour market and their readiness. Job fairs are also an important activity, where we discuss possibilities of application on the market with students. We have many partner universities that we cooperate with. At random - CTU, Ambis, ČZU, Tomáš Baťa University, University of Žilina, University of Security Management in Košice, Technical University in Ostrava, CEVRO Institute, COPAG and many other educational organizations.



Mentors of students often become members of the pedagogical group, as well as senior colleagues, who are interested in transferring the experience to the younger generation. Students leave the practice with a greater overview of the field, with knowledge of managerial approaches and, I hope, with a desire to further develop professionally. Very often, professional practice experience also leads to subsequent part-time employment, which we are pleased about.

PROFESSIONAL DEVELOPMENT AND TRAINING

UC LA

For the first time in 2023, we implemented an interesting project of a summer internship abroad. We got this opportunity thanks to the European career centre ECCEDU, headed by Tomáš Hülle. We were interested in the possibility of a summer internship with students from UC LA that is, according to the Academic Ranking of World Universities from June 2023 the 13th place in the TOP world universities. We accepted 2 students from the field of Business and Economics - Ireland Olson and Makayla Chassion. The students spent a total of 8 weeks with us and got acquainted with almost all M2C departments. We consider the benefits of this project to be the refinement of English, the project from a reference point of view and at the same time the business potential, as this project also includes ECCEDU partners such as Albert, Coca-Cola, Cushman and Wakefield, Earnst and Young, Lego, Skanska, Siemens and many others...

Thanks to this connection of companies, many interesting business opportunities can arise and therefore in 2024, we would like to carry out, in Tomáš Hülle's terminology, the MeetUp project, in an informal way – for example, as a tour of M2C Space – can present M2C services to other partners.

We also involved them in CSR activities, such as summer charity baking within the project M2C People. In addition to working activities, they also managed to get to know the beautiful corners of the Czech Republic. Accompanied by locals, our cultural and natural monuments were highly praised... They also appreciated the opportunity to get to know different departments and thus better profile themselves in a direction that would interest them in their careers.



PROFESSIONAL DEVELOPMENT AND TRAINING

Other projects

The Erasmus Project has been working for us for several years. We still have the closest cooperation with Slovak universities such as the University of Žilina or the University of Security Management in Košice. However, even from these schools, it is no longer only security fields, but often also economic and marketing fields. Several times, we tried to contact the Slovak University of Technology in Bratislava and offer students internships in the field of FM. We hope that the Career Day, which was attended by our SK colleagues at the end of the year, will open the door to the desired cooperation. After the COVID years, the increasing interest in foreign labour mobility is already evident in the participation of students. Of the students who graduate from our internship, statistically every 4th remains with us after the internship.

Program Manager, in training, we offer for several years. In 2023, we completed another tour. Student Filip Tóth went through the program, completed the program in 360° mode and looked at almost all departments of the company. He learned to perceive the work agenda in a very complex way, performed regular tasks, and absented himself from thematic courses and regular assessments. The program was very successful and therefore resulted in further cooperation and Filip became a member of the newly emerging technology division at the Slovak branch of M2C. The Program was evaluated very positively for its comprehensive coverage across the portfolio of services.

In 2023, we were offered the opportunity to prepare a customized **Occupational rehabilitation Program** for people with disabilities. It was a program from the Labour office, where we won the public contract. The Program is divided into 10 thematic units of 80 hours. The program was passed by Mr Petr Beran, who completed it by passing the exams for the professional qualification Manager in Trade and Services.



PROFESSIONAL DEVELOPMENT AND TRAINING

Plans 2024

Onboarding and training of new employees – training of executives for the Czech Republic and abroad

In 2024, we would like to simplify and systematise initial training for new employees. We would like to divide the training into 2 parts - the online part and the personal part.

We consider the advantages of the online part to be:

efficiency - we save the time of lecturers vs. the difficulty of preparing documents, uniformity of information, control of information, the ability to return to information and regular updating of information

Advantages in the personal part we see in: personal contact and support, identification with the company and verification of knowledge gained from the online part

Corporate culture and communication

With the increasing pace of the company, we realize how important it is to promote a healthy corporate culture and promote the importance of good communication. Therefore, we plan to add a communication block to the training of managers, which will remind us of the basic standards of the company defined for its management, to guide our colleagues in this area as best as possible. We believe that this is one of the key areas in the development of the company.

Technical lyceum

The long-term idea of our own educational institute is beginning to take on concrete outlines. We are currently reviewing the possibilities of cooperation with an educational institution, with which we would possibly consider a joint application for accreditation. We would like to focus on the possibility of a technical Lyceum as a combination of new trends in the field and a technological vision.



RESPECT FOR HUMAN RIGHTS AND PROCEDURES AGAINST UNETHICAL BEHAVIOUR

We pledge to respect the internationally recognised human rights set out in the International Charter of Human Rights (which follows the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights) and the principles relating to fundamental rights set out in the ILO Declaration on Fundamental Principles and Rights at Work. Our position is based on the OECD Guidelines for Multinational Enterprises, the UN Principles for the Empowerment of Women, and the ILO tripartite declaration on principles for Multinational Enterprises and Social Policy.

The holding Compliance program, the code of ethics and the Central Labour Code are the key documents that deal with this issue in detail. M2C and its suppliers do not discriminate in any case in hiring and employing workers on the grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender

identity, marital status, pregnancy, political affiliation as well as appearance, health status and disability. M2C employees are treated with respect and honour. Physical or verbal abuse and any threats or other forms of intimidation are prohibited.

The principles of conduct of M2C and its suppliers stipulate that job seekers or employees must be assessed solely based on their ability, skill and expertise to perform the work they are applying for or currently performing. This provision shall apply to all personnel-related decisions, including recruitment, hiring, training, promotion, and termination of employment. The processes of employment, remuneration and promotion of employees are fair and transparent. There is no discrimination of any kind. M2C treats all employees with respect and does not use any form of coercion or harassment. Employees are granted a basic contractual tariff wage and a personal assessment.

Under company policy, employees may report violations of laws, regulations, internal directives and requirements established by directive A1.9-HS-CMS and its annexes to take appropriate action. In this regard, the rules on the protection of personal data and labour legislation shall be observed.

The motivation for detecting illegal practices and minimizing damage is the non-application of disciplinary, labour or contractual penalties and sanctions against employees, business partners and their employees within the limits of the

applicable law if they draw attention to such illegal actions and their participation only to a small extent. Channels for receiving incentives for all stakeholders are posted on the company's website <https://kariera.m2c.eu/o-nas/csr/>, and information for employees is included in the Central Labour Regulations and the Employees' Manual. It is about receiving announcements by mail, or email at interniaudit@m2c.eu through the line or online form via the web interface. The solution of the announcement is entrusted to the relevant person.

Respect for human rights in the supply chain is also an important part, e.g. eliminating the problem of child labour abuse in society and eliminating it completely.

D - The policy on the elimination of child labour is fully implemented in the M2C, and the necessary funds are allocated for their possible use for measures to be taken to end the work of children or adolescents in substandard conditions.

EMPLOYEE SATISFACTION

Every year we ask employees for their views on what is happening in the company and the established company processes. Employee satisfaction is monitored through evaluation interviews in the form of a personal interview with the employee's supervisor once a year according to the DP-Evaluation Interview Methodology. Every 3 years, we also ask all our employees about their opinions on the company and the established company processes as a part of an anonymous survey of employees' satisfaction through an online questionnaire survey. The questionnaire survey was also conducted in 2022. Based on the results and, in particular, thanks to the possibility of including your own suggestions and suggestions in the notes, the company's internal benefit system has been streamlined for 2023.

Employee's satisfaction survey

What specific benefits would you appreciate?

FINANCE (regular rewards, salary increase, Christmas rewards, 13th and 14th salary, rewards for attendance)	133
No reply	92
Contribution to leisure activities (either financial or in the form of vouchers, discounts, tickets, season tickets, etc.)	93
Supplementary pension insurance	45
Extra vacation	57
Meal vouchers - higher contribution	39
Transport allowance	30
Benefits not required	15
The benefits in their current form are OK.	13
Training courses	9
Sick Days – more days	7
Guaranteed salary increase	6

BALANCE AND HEALTH

Individuals can only reliably achieve adequate work outcomes if they have a balanced level of work and personal commitment and sound health. The company thus allows its employees to work from home within the flexible office program if the nature of the work allows the employee to do so.

We observe regular breaks and contribute to meals for employees. We also do not forget about non-working social distractions for employees.

WORKING ENVIRONMENT

there is a Specialist in OHS who, among other things, processes all documentation. Based on the contract for the provision of occupational-medical services, assessments of M2C workplaces are prepared from the point of view of providing occupational-medical services, which are aimed at ensuring and evaluating working conditions, finding and assessing the risks of possible exposure to pollutants or accidents at work, and checking equipment with medical materials. The workers shall receive the appropriate training for the required workload of the personnel of the Technology Division and the FM Division and the possible risks associated with the handling of equipment which may endanger life, health or property and, for instance, by electrocution and equipment intended to protect against the effects of atmospheric or static electricity.

M2C ensures a safe and healthy workplace for its employees and complies with all applicable laws, regulations and local regulations. Together with these responsibilities, M2C has implemented efficient programs that include life protection, events investigation, chemical safety, ergonomics, etc. and ensures the same standard of health and safety at work in all premises that it provides to its workers. It also checks the conditions in accommodation establishments, where it provides discounted prices for accommodation for its employees. In M2C, the principles are described in A1.1-HS-OHS and related documentation.

M2C In accordance with the current legislation, M2C organizes training of employees on Fire Protection, Occupational Health and Safety, once in 2 years. In the field of OHS and FP,

M2C shall ensure that the schedule of inspections, controls and check-ups of the technical equipment is adhered to. These include, in particular, reviews of electrical appliances, reviews of fire extinguishers, periodic reviews and inspections of gas equipment, reviews of wiring in the workplace and smoke removal equipment. Hazardous chemicals or chemical detergents are handled at certain workplaces, and therefore written rules on the safety of working with these chemicals and chemical detergents, classified as toxic, caustic and/or carcinogenic, are issued at these workplaces. Records of accidents at work are kept by a professionally competent person in risk prevention, who also sends them to the Regional Labour Inspectorate. Initial training of OHS and FP takes place in the form of e-learning.

WORKING ENVIRONMENT

Accidents at work

A total of 37 occupational accidents (hereinafter referred to as "OA") were recorded in the organization during 2023. Compared to 2022, this is the same number of occupational accidents. The most common cause of the OAs, even this year, was tripping or slipping, falling on a plane, even if the Pooh was with or without disability. With incapacity for work longer than three calendar days, there were 14 OAs (compared to 2022, it is minus 5 occupational accidents with incapacity for more than 3 days). One of these accidents was classified as hospitalization +5 days (compared to 2022 with no case, the change is plus one). The Area Labour Inspectorate did not investigate any occupational accidents in 2023. In previous years (2022, 2021, 2020, 2019 and 2018), investigations were conducted without finding any misconduct on the part of the employer. Accidents at work resulting in death did not occur in the company.

Also, there were 23 (compared to 2022, there are 5 more) occupational accidents without incapacity, where the most common cause was again tripping or injury from the cause of tripping, as well as physical assault, and most of them were subsequently compensated. Occupational accidents are recorded in paper form on the premises, at the workplace by the OHS and FP Technician and at the same time electronically backed up at the company's internal storage. In the case of minor injuries and almost-accidents, an occupational accident (OA) is kept in the Book of Accidents and Almost-accidents. In the case of an OA with incapacity for work for more than three calendar days, hospitalization +5 and death, an accident record is drawn up, which an OHS Specialist sends to the relevant organizations (Labour Inspectorate, or Police). The payroll department sends the record to the insurance company of the affected person and negotiates with the Social Administration.

WORKING ENVIRONMENT



Calculation of Injury frequency rates in M2C Czech

Number of accidents in 2023 = 37 accidents

Total employee hours = 2 908 865 hours

Number of weeks in 2023 = 52

Calculation of index I_R a F_R :

$$I_R = \frac{\text{accidents in 2023}}{\text{employment}} \times 100\,000 = \frac{37}{2908865} \times 100\,000 = 1,27$$

$$F_R = \frac{\text{accidents in 2023}}{\text{average number of hours per week} \times \text{number of weeks in 2023} \times \text{number of employees}} \times 1000000 = \frac{37}{55939,711 \times 52 \times 1995} \times 1000000 = 0,006375$$

Compared to 2022, there was an improvement in the case of IR from 1,313 to 1,270. Meaning, the share of occupational accidents has decreased in relation to the number of employees and hours worked.

GENERAL PUBLIC



Charity breakfast

The traditional charity breakfast we organize as part of the M2C People project has been a huge success again. Through this project, we help disadvantaged children of our employees.

GENERAL PUBLIC



M2C Foundation, M2C people

M2C Foundation. The first pillar of the M2C Foundation is support for universities in the development of new technologies for those in need. It was created in close cooperation with the Faculty of Biomedical Engineering of the Czech Technical University in Prague. Thanks to the foundation, for example, the organizations Pink Crocodile and the Jedlička Institute have already been supported. Now the company is also engaged in cooperation with universities, where our experts give lectures or collaborate on teaching materials for students. The second pillar is the topic of social responsibility, which plays an important role in M2C. We value and support our employees because only thanks to people and their work, we are a successful international company. For this reason, we have also focused our endowment fund on supporting



our employees. The M2C People project has been established from the necessity to help overcome difficult life situations. As part of this project, we supported two boys in 2023 – one from the Czech Republic and the other from Romania. Mareček was diagnosed with a rare genetic skin disorder epidermolytic ichthyosis. Ichthyosis is a genetically determined disorder of keratinization of the skin. It leads to its excessive growth, drying and peeling, swollen maps and scales are formed on the skin, which is accompanied by unpleasant itching. In addition, keratinized skin is more prone to the formation of cracks and all sorts of wounds. The second boy is Cristian from Romania, who fell ill with cancer and subsequently had to undergo chemotherapy and hormone treatment as his growth stopped. During the year, we organized many activities among our employees, during which we managed to raise 43 thousand CZK for each boy.

GENERAL PUBLIC



M2C strives for the safety of children in shopping malls!

Losing a child in a shopping mall is every parent's nightmare. That's why we organize meetings with children in kindergartens and bring them practical advice on how to behave in the shopping centre, in the parking lot, on escalators and in the elevator.



Family day

We helped on Family Day at Panasonic Plzeň! Last weekend, there was a Family day for Panasonic employees and their families. During the day, visitors had the pleasure of watching demonstrations of production and much more. Our team was involved in the organization and contributed to the successful course of the day. We were honoured to participate in this great project and help create a pleasant atmosphere for all participants.

GENERAL PUBLIC



We have contributed to the protection of the environment

In 2023, we contributed to increasing material reuse and Environmental Protection. This declares the environmental bill that we received from the REMA system, a collective system that ensures the collection of waste electrical equipment. This long-term and reliable partner effectively ensures the return and recycling of used electronic devices. Last year, we handed over 18 882 kg of waste electrical equipment, which contributed to the fact that this waste does not accumulate in landfills or burn in incineration plants.



Basketball fans

In M2C, we try to support young and promising athletes, so we have been proud partners of the Basket Brno Basketball Club for several years.

GENERAL PUBLIC



Swordsmen

In 2023, we financially supported the Swordsmanship Association of Pardubice, which is dedicated to the practice and development of European historical martial arts.



We support Czech fashion artists

On 22.6.2023, a fashion show of the best of Czech and Slovak designers - Fashion Night Brno took place on the premises of Špilberk Castle. And M2C was not only there, but also became a proud sponsor of the event. The FNB event also has a charitable overlap; part of the proceeds goes to charity.

GENERAL PUBLIC



Reconstruction of the Battle of Austerlitz

We have become proud partners in the reconstruction of the Battle of Austerlitz. Since we love history and know how important it is to continue educating the public and especially the youth, we decided to become the main partner in the reconstruction of the Battle of Austerlitz, which took place in 1805, which is also known as the Battle of the Three Emperors. The Battle of Austerlitz was one of the major engagements of the Napoleonic wars and one of the most famous battles ever fought in the Czech Republic.



Student internships in M2C

In our company, we constantly emphasize the importance of education and training as a fundamental pillar of corporate culture. Last year, as in previous years, we worked intensively on the preparation and development of our educational programs, which also included opportunities for professional experience and participation in ERASMUS programs or cooperation with the ARTECON school. ERASMUS programs allow students of foreign schools to participate in professional internships in M2C, where, under the guidance of experienced mentors, they develop their skills and gain practical experience. In 2023, we had two students from the United States. Our active participation in work fairs and events involves career days and workshops and participation at various fairs allowed us not only to present our company but also to establish new contacts and share our experience with promising individuals.

CARE ABOUT ENVIRONMENT



M2C provides its activities in compliance with all legislative requirements and ISO 14001 standards. At a minimum, M2C and its suppliers are required to comply with all applicable environmental laws, regulations and standards, such as requirements relating to the handling and disposal of chemical products and wastes, the recycling, handling and discharge of industrial wastewater, the management of emissions to air, and compliance with all environmental permits and reports, as well as any additional environmental requirements in product specifications and contract documents. M2C has implemented an EMS management system to meet these requirements. In M2C, the principles are described in the HS-EMS and related documentation; environmental aspects are identified for all activities carried out by the M2C in a given period.

ESG STRATEGY

Strategic priorities and sustainability objectives

Key area of sustaina- bility	Purpose	Areas covered		KPI	Strategic objective (up to 2024, 2026, 2030)	
1. Reduction of greenhou- se gas emissions	Reduce the carbon footprint of M2C companies	Utilities		Carbon footprint calculation, Scope 1, Scope 2, Scope 3	Target 2026: gradual reduction of carbon footprint.	
				Percentage of electric vehicles in the company fleet.	Target 2030: 10% of electric vehicles in use.	
	Supplier engagement (sustainability-based collaboration with partners and suppliers) - Scope 3 up to 2026			Percentage coverage of electricity consumption from renewable sources	Target 2026: cooperation with the tenant - coverage of 15% of total electricity consumption. the energy of the company.	
				Percentage of LED light sources from the total.	Target 2026: 100% LED lighting.	
2. Circular economics	Maximize resource efficiency and minimize waste.	Reduce environmental impact through suppliers offering solutions within the circular process			The volume of recyclable material from the total material consump- tion for technological products including packaging. Measure recyc- ling rates and regularly evaluate and improve the program.	Target 2026: new products built min. 10% on recyclables
	To make sophisticated use of recycled materials as a main or secondary input into the production/distribution of techno- logical products. * Raising awareness and engaging clients in sustainable practices.					
3. Compliance with environmental regulations	Ensure compliance with local and international laws, regulati- ons and other environmental requirements.	Compliance with Czech environmental laws, and regulations.			Compliance with 100% of legislative requirements and requirements of international standards (GRI, etc.).	Target 2024-2030: 100% compliance with environmental princi- ples, CDP reporting according to the CSRD guideline
	An overview of the draft regulations that will come into force.	Compliance with EU environmental laws, regulations and, where applicable, others.			0 incidents against legislation with monetary penalties.	
		Overview of legislative updates for the next 3 years.				
4. Health and safety	Protect the health and safety of employees, and reduce the negative impact on the public.	Safety awareness campaigns.			The number of accidents per year resulting in incapacity for work.	Target 2026: reduce the number of accidents and the number of missed days.
		Risk management.	Percentage of missed working days due to work-related accidents.		Target 2030: keeping the trend of reduction the number of accidents and the number of missed days.	
5. Water	Mitigate the risk of water pollution from operational activities.	Reducing water consumption.		Reduction of water consumption-the total amount of water intake.	Target 2030: reduction of consumption by 5 % in m³ of water intake.	
		Reduce the risk of pollution.			Target 2024: investing in water savers	
6. Innovation	Focus on environmental impacts in terms of energy savings and increased use of recycled inputs, along with service effici- ency and new product development.	Reduction of environmental impact.		Research and development of new technologies for sustainable solutions. Deploy metrics to measure innovation and subsequent growth-extended Vitality index.	Target 2026: new product	
		Development of a new product.			Target 2026: 5% reduction in fuel consumption - online internal controls, inspections and audits/SW Auditist and installation of online checks of equipment functionality within the service maintenance, remote surveillance within the service physical security, and carpooling including promotion of cycling	
7. Social responsibility	· Improving working conditions and promoting diversity and inclusiveness. · Ensuring fair pay and the health and safety of employees. · Support for local communities and charitable activities. · Compliance with ethical standards and transparent commu- nication. Support for local communities and charitable activities. Compliance with ethical standards and transparent communi- cation.	Improving the working environment		Increase in the number of employees from disadvantaged groups Reducing the number of accidents at work	Target 2030: 30% of women in leadership positions Target 2026: reducing the number of jobs. injuries, see above	
		Inclusion of employees from disadvant- aged groups in the working process		Increase in the number of employees from disadvantaged groups	Target 2025: increase by 10%	

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

M2C supports all 17 objectives, we have identified seven to which we believe we can contribute effectively:

1. Drinking water, sewerage	Ensure the availability and sustainable management of water and sanitation for all.	By 2030, improve water quality by reducing pollution, eliminating landfilling and minimizing the release of hazardous chemicals and materials, halving the proportion of polluted wastewater, and substantially increasing recycling and safe reuse worldwide.	Consistency with EU policy
		By 2030, substantially increase water use efficiency in all sectors and ensure sustainable intakes and supply of fresh water to address water scarcity and substantially reduce the number of people suffering from water scarcity.	Reduce water consumption.
2. Affordable and clean energy	Ensure access to affordable, reliable, sustainable and modern energy for all.	Significantly increase the share of renewable energy in the global energy mix by 2030.	Share of electricity from renewable sources (5 % of total consumption from renewable sources).
		Double the rate of energy efficiency improvements globally by 2030.	Measures to ensure energy efficiency.
3. Decent work and economic growth	Promote continuous, inclusive and sustainable economic growth, full and productive employment and decent work for all.	By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value.	Equal average hourly earnings of female employees by occupation, age and persons with disabilities.
		Protect labour rights and promote a safe and secure working environment for all workers, including migrant workers, in particular migrant women and persons in unsure employment.	Safety rules and regular training, informing employees.
4. Industry, innovation and infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and promote access to innovation for all.	By 2030, modernize infrastructure and retrofit industries to make them sustainable, with increased resource efficiency and greater uptake of clean and environmentally friendly technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	Innovations leading to a higher use of recycled materials.
			Innovations leading to increased product safety and durability.

5. Responsible consumption	Ensure sustainable consumption patterns.	By 2030, achieve sustainable management and efficient use of natural resources.	Purchase of recycled materials and environmentally friendly products.
		By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Efficient waste management.
		Encourage companies, in particular large and multinational companies, to adopt sustainable practices and integrate sustainability information into their reporting cycle.	Regular publication of annual sustainability reports.
6. Climate measurements	Take urgent action to fight climate change and its impacts.	Improve education, awareness-raising, and human and institutional capacity development for climate change mitigation, adaptation, impact reduction and early warning.	Actions for employees aimed at raising awareness of sustainability.
			The decarbonization plan.
7. Gender equality	Adopt and strengthen sound policies and enforceable legislation to promote gender equality and the empowerment of all women and girls at all levels.	Work together to create an inclusive and diverse work environment.	30% share of women in leadership positions where men are dominant.

GREEN COMPANY – ELECTRONIC WASTE

M2C does not directly manufacture electrical or electronic equipment, nor within the meaning of Act No. 541/2020 Coll., on waste and amendments to certain other laws, as amended. M2C is not considered a manufacturer, because, in the course of its business activities, it does not import electrical equipment to the Czech Republic or place it directly on the local market. Therefore, M2C only notifies its suppliers of its request for the disposal of electrical equipment, which the company is obliged to provide under the Waste Act, and transports the waste to a designated collection point.

The company is involved in the REMA Green Company project, which deals with the collection of small electrical waste from employees' homes. In the premises of the Purchasing and Servicing Department at the headquarters in Prague, there are collection boxes where employees can bring small electrical waste. Further handling of the contents of the collection box with this electrical waste, i.e. mass collection, sorting and subsequent disposal, is provided by REMA. M2C holds a REMA certificate, which entitles it to use the green company logo and title.



PACKAGING

The company supports the use of ecological products and procedures in all its activities. Internal guidelines lead the company's employees to use electronic means to the maximum extent for data storage and correspondence, thus limiting the consumption of paper. Reusable packaging is withdrawn after the delivery of the goods from its customers and the company continues to use them. At the end of their service life, it ensures their ecological disposal.

WASTE SORTING AND RECYCLING

In M2C, waste is sorted. Each waste, both, other and hazardous waste category, is classified in the category according to the waste catalogue (from 2021 according to Decree No. 8/2021 Coll.) and collected in labelled containers intended for such waste. According to the amount of waste arising on individual contracts, the containers are placed either directly on the site, or the residues are transported to the headquarters of the organization, where placed in prepared containers. Separate types of waste are not permissible to mix among themselves in any way.

When concluding contracts for the implementation of projects, a Director of each Division is obliged to deal with the issue of identifying possible additional aspects of the environment and resolving the topic of waste. It is necessary to reach an agreement with the client and to specify who is the producer of the waste, how the waste will be sorted, where it will be stored and how it will be disposed of in the contract.

Disposal of materials, which are handed over to the client as a delivery to the contract, is provided by the client itself. If some waste cannot be transferred to the customer on-site, the waste is either taken to the M2C HQ or appropriate containers are put in place on-site, depending on the estimated amount of waste. Containers from hazardous chemicals (paints, sealants, thinners, etc.) and contaminated fabrics are always brought to the appropriate material storage, where it is determined whether it is already waste or it is still possible to use the chemical or fabrics. If not, it is handed over to the company's waste collection

point in prepared marked containers. All employees must be familiar with the relevant environmental aspects of the site and the method of disposal of any possible waste on site before commencing work. For initial training, see the Register of documentation C (resp. D) and subsequent checks are always the responsibility of the Site Manager. M2C transfers waste
·directly or through a waste carrier only to a facility intended for the treatment of a given type and category of waste or under the conditions of Art. 16 (3) of act 541/2020 Coll. to the means of transport of the operator of such facility,
·a waste dealer authorised for the type and category of waste or, where appropriate, a waste carrier designated by that dealer.

In contracts where M2C is the producer of biological and hazardous waste, the transfer is treated contractually and the generated waste is reported to the ISPOP system.

Recycling

One of our major sources of waste is discarded uniforms. We have a uniform recycling program in place, where we remove all used uniforms to protect the logo and at the same time, we realize the possibility of meeting our environmental goals and commitments through recycling and upcycling uniforms. Where possible, used suits are cleaned and used as second-class uniforms, where this is not possible - the uniform is either environmentally discarded or the uniforms are upcycled into rugs.

MEASUREMENT OF CONSUMPTION

M2C received its first certificate for meeting the requirements of ISO 50001 in 2018 and successfully defended it in 2023.

Measurement, monitoring and evaluation are the key activities of the M2C in the field of EnMS. It is about measuring the consumption of water, electricity, gas and fuel. The meters are installed in premises where M2C is located or have them in a lease, but they are not in its ownership. External companies that own these gauges perform routine inspection, maintenance, and readings. Utility costs are accounted for by a share for gas and heat, electricity and water partly by a share for common areas and partly by a direct deduction in all areas monitored.

M2C monitors and evaluates data in the long term, and uses the measured values to monitor costs and possible savings in energy consumption. It also monitors employees' awareness of Environmental Protection and energy saving. Knowledge is monitored in the form of tests at the end of e-learning training. The monitoring includes the surveillance of the results of regular maintenance and inspections carried out on facilities owned by M2C. Monitoring is evaluated once a year. The results of the implementation of this monitoring shall be collected by an IMS Coordinator and, among others, shall be used for the preparation of non-financial reports and be part of the background to the management review of the EnMS. M2C also monitors employees' awareness of environmental protection and energy-saving, knowledge is monitored in the form of tests at the end of e-learning training.

MONITORING AND REDUCING THE CARBON FOOTPRINT

We are aware that our existing or future activities generate greenhouse gas emissions, and therefore we would like to get closer to carbon neutral value.

In 2019, M2C began to monitor and measure its emissions, which correspond to the company's activities over the past calendar year, i.e. the company's carbon footprint. For this period, there is the assessment of consumption of utilities, gas, electricity, heat and water used, and calculation of fuel consumption per 1 employee.

Understanding what aspects are responsible for the increased CO2 production is important for reducing the carbon footprint, and therefore, the period devoted to detailed analysis and including other aspects in the M2C will run until 2024. The period was set due to the expansion and, in particular, the relocation of the M2C Space surveillance centre, as well as, following the upcoming EU Corporate Sustainability Reporting Directive (CSRD).

In 2024, we will publish information on the environment, transparency and accountability for the first time through the CDP portal. We integrate climate change, forest conservation and water security into our broader business strategy.



In 2024, we will publish information on the environment, transparency and accountability in the CDP portal.

Recently, M2C has virtualized its ICT environment. After the virtualization of the server platform, several effects were achieved. In addition to the high availability of applications, when in the event of a system breakdown, virtual servers can be quickly converted and put into operation, of course, this is also about saving when purchasing HW needed for infrastructure operation. It is not only a matter of saving money, but also a logically consequential saving of electricity. All departments further optimise transport, to reduce the number of kilometres travelled, by utilising company cars in the form of carpooling. This contributes not only to the reduction of the costs of the company but also to the reduction of the negative impact on the environment from the transport of HR, goods, materials or work

equipment, as well as organizing conferences and internal training sessions in the form of video-conferencing instead of business trips, allowing employees to work from home (reducing emissions caused by their journey to work) or promoting public transport within the company. M2C has prepared written rules for its employees for an environmentally friendly way of driving, because even with a few small changes in behaviour behind the wheel and with regular maintenance of the car, the carbon footprint can be successfully reduced. M2C is already partially compensating for its CO2 production by operating 3 electric vehicles at the facilities managed by us.

M2C commits to achieving carbon neutrality in all its business by 2040, i.e. net-zero carbon emissions (net-zero greenhouse gas emissions) and develops policies to reduce emissions not only at the national but also at the global level.

By 2040, we will reduce our carbon footprint by improving the energy efficiency of offices and other workplaces and reducing emissions associated with business travel (flights and flights). other transport and accommodation) in half. It will reduce the remaining M2C footprint to zero through investments in CO₂ removal projects.

These projects will be evaluated based on a review of qualitative criteria and verification of the actual impact on CO2 reduction. The global commitment applies to all companies in the M2C holding. Compared to the previous period, we reduced the carbon footprint by 102,31 t of CO₂ e.

ECOLOGY AND SERVICES OF M2C

When choosing its suppliers, M2C takes into account how environmentally friendly the products supplied by them are and what environmental protection policy they apply (compliance with international standards ISO, EMS, EnMS, etc.).

Repairs and renovation

We invest in initiatives to repair and renovate our facilities and equipment, rather than replacing them with new ones. Where there is such a possibility, we always primarily repair our equipment.

Resource sharing systems

We develop resource-sharing systems that enable efficient use of tools and equipment between individual branches and projects. Maximizing the use of available resources minimizes the need to purchase new ones. Therefore, we primarily offer our customers the possibility of Integrated Facility Management, which allows for greater sustainability and at the same time increases the business case of the service.

Composting and biodiversity

Thanks to the expanding services in the field of gardening and greenery maintenance, we will introduce composting of bio-waste in a short time and be engaged in supporting projects aiming at increasing biodiversity in our sites. By planting local species of plants and trees, we would also contribute to ecological balance and support our environmental goals.

TRAVELLING



M2C is aware of one of the most significant environmental impacts namely international travel by planes, buses or trains. Travel for clients or relocation of professional staff between individual foreign branches within the framework of business trips of employees represents one of the key impacts of our activities on the environment, monitoring will occur in the next period see section monitoring and reducing the carbon footprint.

M2C HELPS ITS CLIENTS

M2C also helps with the sustainability to their clients. The modern workplace of the M2C Space surveillance centre responds to technological challenges, where we offer clients not only remote surveillance services, i.e. automation of security procedures such as control of the entrance to the facility or control of the number and movement of people in individual parts of buildings or security of the facility during non-working hours but also remote control and optimization of energy use -remote readings from MaR or remote control of operational technologies. We also offer our clients comprehensive energy management. individual services, such as:

- installation of charging stations
- Installation of solar panels
- other basic energy-saving measures such as installation of reflective film behind radiators, maintenance of ventilation equipment, application of compact fluorescent lamps instead of incandescent lamps, spot and LED lighting, monitoring of heating by thermographic diagnostics, etc.
- carbon footprint calculations or regular supply chain audits.

Energy Management in individual buildings and operations of our clients is processed based on the contractual requirements of clients, which are precisely specified in the contract for the operation and maintenance of technical equipment and under the terms and conditions of utility suppliers (gas, electricity, water and heat). The legislative requirements of a country are fulfilled in accordance with the normative acts as amended.

As part of the services offered to clients concerning the installation of lighting, heating, ventilation, cooling and air conditioning, devices with high energy efficiency and the possibility of dynamic regulation are designed, ultimately leading to an effective reduction in energy intensity.

**We offer our clients
comprehensive energy
management**

PROCESS OF REPORTING

The information in this report relates to the activities of M2C in the Czech Republic. All qualitative and quantitative data in this report refer to 2023 (1.1. – 31.12. 2023).

The reporting period is annual and is reported for the following legal entities

Mark2 Corporation Czech, a.s.
Mark2 Corporation Consult a.s.
Mark2 Corporation Solution s. r. o.
Mark2 Corporation Logistic s. r. o.
Mark2 Corporation Transport a.s.
Mark2 Corporation MFIX s. r. o.
Mark2 Corporation Investment SE
Mark2 Corporation Temporary s. r. o.
Mark2 Corporation, M2C FM, s. r. o.

The reporting process has been set up following the international methodology of the Global reporting initiative/GRI standard, Core level. Information is obtained from the responsible departments of M2C, responsible for CSR is the Compliance Director, preparation of report inputs and data validation are the responsibility of the IMS/ESG Compliance Coordinator. If some data has not been supplied to the 2023 report, those have not been monitored and are not available, their evaluation will take place in the following period. The GHG protocol was used to calculate the carbon footprint. In the following period, an integrated carbon footprint calculator will be used in a software data management solution intended for non-financial reporting as required by the CSRD directive.

Contact for questions in connection with the report

All questions, suggestions and comments are accepted at the e-mail address interniaudit@m2c.eu - contact is posted on the company's website www.m2c.eu.

During the period considered, there were no complaints or suggestions in the area of management systems from interested parties of M2C has not recorded any sanctions or penalties in this area for 2023.

The annex to the report is the holding reporting of foreign branches for 2023.

Whistleblowing

If you believe that there is an illegal act on the part of the M2C holding companies, you have the opportunity to draw our attention to these actions. You can contact our qualified person, who is ready to accept your notification of an infringement and verify it independently. We guarantee that such a report is completely confidential.

What to consider when submitting a report

Irrelevant reports will not be taken into account.

When reporting, please ensure that you only provide truthful information. Knowingly reporting false information is illegal and may result in legal action.

Dedicated reporting channels:

By phone/SMS: +420 702 235 247 (recording line - nonstop)

By e-mail: interniaudit@m2c.eu

By mail: Internal audit, Mark2 Corporation Investment SE, Vladislavova 1390/17, 110 00 Prague 1

Web access: You can also use the online reporting system on the M2C website to submit reports <https://kariera.m2c.eu/o-nas/csr/>

GRI REGISTER

GRI Index (content index)

Statement of use of standards: M2C companies in the Czech Republic report the information specified in this GRI content register for the period 1.1. 2023 – 31. 12. 2023 regarding GRI Standards.

GRI Standard Version 1: GRI 1: Foundation 2021

GRI sector standards: None

The process of inclusion of significant topics: Dialogue with internal and external stakeholders and internally selected resources and tools

GRI STANDARD AND ITEM NAME	LOCATION IN THE REPORT	EXPLANATORY NOTES
GRI 2 (2021) GENERAL PUBLISHED DATA (2021)		
Organization and reporting		
2-1 Information about the organization	8	
2-2 Entities included in the sustainability report	71	
2-3 Reporting period, reporting cycle and contact details	71	
2-4 Modifications to previously published information	71	Application of the new methodology for calculating the carbon footprint according to the GHG protocol
2-5 External verification		Report is not verified
Activities and employees		
2-6 Activities, value chain and other business relationships	52–57	
2-7 Employees	30–38	
Administration and management (governance)	11	Company structure
2-13 Delegated responsibility for impact management	11, 17, 71	Compliance Department, accountability team
2-15 Conflict of interest	22	
Strategies, policies and procedures		
2-22 Sustainable Development Strategy Statement	60–61	
2-26 Consultation and communication mechanisms for suggestions	46, 71	Email/SMS/whistleblowing.
2-27 Compliance with laws and regulations	28, 61	

2-28 Membership in associations	15	Membership in organizations.
Involvement of stakeholders		
2-29 Approach to stakeholder involvement	26–28	
2-30 Collective bargaining	24	Our suppliers
GRI 3 (2021) SIGNIFICANT TOPICS		
3-1 Process of identifying significant topics	72	
3-2 List of significant topics		See GRI content.
3-3 Managing significant topics		See individual chapters of this report.
ECONOMICS		
GRI 201 (2016) Significant topic: economic performance		
201-1 Direct economic value created and distributed		See the Annual Report published in the commercial register (www.justice.cz).
GRI 202 (2016) Significant topic: market presence		
202-2 The ratio of managers coming from local communities		It will be reported in the next period.
GRI 203 (2016) Significant topic: indirect economic impacts		
203-2 Significant indirect economic impacts	36	Cooperation with the non-profit sector.
GRI 205 (2016)		
GRI 206 (2016) Significant topic: action against corruption and anti-competitive behaviour		
205-2 Communication and training on anti-corruption measures	19	

206-1 Penalties for infringements of competition rules		There were no penalties.
ENVIRONMENT		
GRI 301 (2016) Significant topic: materials		
301-1 Material consumption by weight or volume	80	Consumption of paper.
GRI 302 (2016) Significant topic: energy		
302-1 Energy consumption within the organization	80	
GRI 303 (2018) Significant topic: water		
303-3 Water consumption	80	
GRI 305 (2016) Significant topic: emissions		
305-1 Direct greenhouse gas emissions (Scope 1)	81	
305-2 Indirect greenhouse gas emissions from energies (Scope 2)	81	
305-3 Other indirect greenhouse gas emissions (Scope 3)	81	
305-4 Greenhouse gas intensity	81	Conversion to 1 employee.
305-5 Reduction of greenhouse gas emissions	3, 61, 67	
GRI 306 (2020) Significant topic: waste		
306-1 Wastes and associated impacts	82	
306-2 Waste-related impact management	65	
306-3 Production of waste	82	
306-4 Waste for reuse	64–65	
306-5 Waste for disposal	65	
GRI 308 (2016) Significant topic: environmental impact assessment of suppliers		

308-1 Evaluation of environmental criteria for new suppliers	26	
COMPANY		
GRI 401 (2016) Significant topic: employment provision		
M2C indicator of HR suppliers	85	
M2C fluctuation indicator	85	
Own topic of M2C important topic: occupational health and safety		
M2C indicator of employee health promotion	51	
GRI 404 (2016) Significant topic: training and education		
404-1 Average hours of training per employee	83	
404-2 Programs to enhance employee skills and promote permanent employability	39–44	
404-3 Percentage of employees who undergo regular performance and career development evaluations		It will be reported in the next period.
GRI 405 (2016) GRI 406 (2016) Significant topic: diversity, equal opportunities and non-discrimination		
405-1 Diversity of management bodies and employees	79, 83	
406-1 Cases of discrimination and measures taken		There were none.
GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 412 (2016) Significant topic: human rights (freedom of association and collective bargaining, child labour, forced and compulsory labour, security practices, protection of the rights of original inhabitants)	45	M2C's approach to human rights within the company and among our suppliers is governed by our Codes of Ethics, Labour Code, Compliance program, and the statements in this report.

Human rights		We are committed to protecting and respecting human rights in all business areas and demand the same from our suppliers.
407-1 Establishments and suppliers where freedom of association and collective bargaining could be compromised		It will be reported in the next period.
408-1 Establishments and suppliers with a significant risk of child labour		It will be reported in the next period.
409-1 Establishments and suppliers with a significant risk of using forced or compulsory labour		It will be reported in the next period.
410-1 Security personnel trained in human rights		It will be reported in the next period.
411-1 Cases of violation of the rights of original inhabitants		It will be reported in the next period.
412-1 Establishments that have been evaluated from the protection of human rights point of view		It will be reported in the next period.
GRI 414 (2016) Significant topic: assessing the impact of suppliers on society		
414-1 Evaluation of social criteria for new suppliers	24	
GRI 418 (2016) Significant topic: customer privacy		
418-1 Legitimate complaints about breaches of customer privacy and personal data leaks		There were none.



DETAILED MEASUREMENTS OF GRI INDICATORS

GRI 2-7 employee information

Number of employees as of 31.12. the relevant year
The number of employees is calculated based on local labour relations (without interns and contractors resources)

Department	Total number of employees			Women			Men			Part-time jobs		
	Financial year											
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Headquarters in Prague	278	263	260	84	77	73	194	186	187	16	18	17
Other	4065	4018	3973	1277	1229	1184	2788	2789	2789	318	321	309

GRI 202-2 Composition of management

Year	Composition of leadership by nationality					
	Czech	Slovak	Ukrainian	xx	xx	xx
2023	261	16	1			
2022	241	22	0			
2021	236	24	0			

GRI 301-1 Paper consumption

	Unit	2023
Paper	kg/pc	4011/802200
Converted to trees		57

GRI 302-1 Energy consumption within the organization

	Unit	2019	2020	2021	2022
Electricity	MWh	597,926	396,62	340,65	327, 494
Gas	MWh	509,0457	490,202	578,31	572,844
Heat	GJ	99	20	152	509

GRI 303-3 Water consumption

	Unit	2019	2020	2021	2022
Water	m3	2791,02	4158	4607	4962

GRI 305 CO2 Emissions - GHG protocol tool

Scope 1	2023	2022
Car B	377,292.30 kg CO ₂	295,123.29 kg CO ₂
Car N	593,954.72 kg CO ₂	577,143.36 kg CO ₂
Car E	0	0
Gas	0	115,714.49 kg CO ₂

Scope 2	GHG protocol tool
Heat	28,249.50 kg CO ₂
Electricity	124,120.23 kg CO ₂

Scope 3	GHG protocol tool
Water	1,706.93 kg CO ₂

The total carbon footprint of M2C companies in the Czech Republic is 1,125,323.68 kg CO₂ / 1,125.32368 t CO₂, per 1 employee 0.259 t CO₂.
Note: as of the date of the report, all data for 2023 are not fully available.

GRI 306-3 waste generation – ISPOP 2023

2023	Type of waste	O/N	Catalogue number	Quantity tonnes
	Waste paints and varnishes containing organic solvents or other hazardous substances	N	80111	0,2
	Sludge from oil separators	N	130502	7
	Paper and cardboard packaging	O	150101	133,86
	Plastic packaging	O	150102	0,918
	Composite packaging	O	150105	0,009
	Glass containers	O	150107	1,03
	Packaging containing residues of dangerous substances	N	150110	0,31
	Filter materials, and cleaning cloths other than those mentioned under no. 15 02 02	O	150203	0,36
	Waste edible oil from oil separators	O	190809	60
	Biologic biodegradable waste	O	200108	48,798946
	Fluorescent lamps and other waste containing mercury	N	200121	0,3
	Discarded electrical and electronic equipment not covered by numbers 20 01 21, 20 01 23 and 20 01 35	O	200136	0,58
	Wood	O	200138	1,73
	Metal	O	200140	0,39
	Biodegradable waste	O	200201	48,640735
	Mixed municipal waste	O	200301	424,86
	Bulky waste	O	200307	1,1
	Total (tonnes)			729,886681

GRI 404-1 Average number of hours spent in training

Department	Total number of employees			Women			Men			Part-time jobs		
	Financial year											
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
TEW	278	263	260	32	24	24	32	24	24	32	24	24
SEC	4065	4018	3973	16	16	16	16	16	16	16	16	16

GRI 405-1 Diversity of managing bodies and employees

Number of employees as of 31.12. the relevant year
The number of employees is calculated on the basis of local working hours without interns and contractors

Department	Total number of employees			Women			Men			Part-time jobs		
	Financial year											
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
TEW	278	263	260	84	77	73	194	186	187	16	18	17
SEC	4065	4018	3973	1277	1229	1184	2788	2789	2789	318	321	309

Composition of employees of M2C Czech by age	Year		
	2023	2022	2021
up to 20 years	65	96	105
21-30	529	599	647
31-40 years	587	543	556
41-50	724	622	628
over 50	1236	1234	1163
total	3141	3094	3099

Leadership composition by age	Year		
	2023	2022	2021
up to 29 years	33	40	39
30-49 years	164	154	153
over 50	81	69	68
not specified	0	0	0
total	278	263	260

Leadership composition by gender	Year		
	2023	2022	2021
women	84	77	73
men	194	186	187
total	278	263	260

HR suppliers - monitored data

(Internal indicator)

	2021	2022	2023
Number of new suppliers listed	5	17	13
Number of sent and returned supplier questionnaires/ audits	36/14	46/26	61/52
Number of suppliers with whom cooperation has been terminated	7	9	8

Fluctuation

(Internal indicator)

Centre	Fluctuation 2023	Fluctuation 2022	Fluctuation 2021	Fluctuation 2020
10	10,01%	12,20%	11,40%	11.7 %
50	14,18%	15,60%	15,20%	14.8 %
70	16,10%	18,70%	24,70%	23.1 %
90	9,50%	11,20%	9,60%	10.5 %
A27	10,55%	12,90%	11,90%	12.3 %
Headquarters	4,80%	5,80%	5,10%	4.8 %
419	9,20%	10,90%	12,10%	7.1 %
401-IT	0%	0%	10%	18.7 %
440	11,00%	3,40%	5,10%	5,40%
470-Sales	10,00%	15,00%	10,00%	0.0 %
450	12,00%	11,00%	5,50%	6,80%
Average	9,76%	10,61%	10,05%	10,47%

ANNEX



