

# Sustainability report of the České dráhy (ČD) Group

# 2022

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# Introduction

## DECLARATION

České dráhy, a.s. declares that, to the best of its knowledge, the ČD Group Sustainability Report for 2022 provides a correct and faithful overview of the situation and activities of the ČD Group in the areas of its environmental, social and so-called governance policy.

The sustainability report was approved by the board of directors of České dráhy, a.s. at its meeting on 13 June 2023.

## INTRODUCTORY WORD OF THE COMPANY MANAGEMENT

Ladies and Gentlemen,

We hereby present you with our first Sustainability Report of the České dráhy Group for 2022. At the ČD Group, we are aware of the fact that environmental care and sustainability are the basis of long-term successfulness of our business activities. Railway transport is already now considered to be the most environment-friendly mode of transport in the Czech Republic in terms of energy performance and emission volumes, and that is why we consider sustainability to be a natural part of the services we provide and continuation of the development which we have already started.



At the same time, we perceive how our business environment is changing, how the volatility of energy prices is affecting us, and we are assessing the impacts of upcoming measures in the area of climatic regulation and legislation on the operations of individual companies of the ČD Group. We are not losing time and we are already starting to prepare for these changes.

The year 2022 was a fundamental year for our ČD Group in terms of sustainability and ESG - we newly formulated the ČD Group Sustainability Strategy till 2030, we implemented our first green bond issue, joined the RETHINK initiative and publicly declared our commitment to develop our business activities in accordance with the climate goals of the Paris Agreement and the Glasgow Climate Pact. With the publication of the first Environmental, Social and Governance Report of the ČD Group for 2022, we are also beginning to fulfil our commitment to openly and transparently disclose our non-financial data in accordance with applicable international reporting standards.

Given the nature of our business activities and the high energy demands of our railway transport services, we now want to give priority to environmental issues (Area E). Our natural priority is the development of railway transport services in the Czech Republic and support of achievement of national emission reduction targets in the transport sector by 2030. We are pursuing this objective primarily through our extensive investment programme of modernisation and renewal of our rolling stock, both in long-distance and regional transport. Thanks to the projects already underway, we will gradually put a total of 156 new trains into service by 2026. We perceive that the period up to 2030 will be also a time of transformation of the energy sector in the Czech Republic. That is why we are beginning to look for opportunities in this area for increasing the energy efficiency of our operations, gradually switching to low-emission energy resources and increasing our own energy self-sufficiency.

At the same time, we do not underestimate the importance of the S (social) area and G (corporate governance) area for the development of our business. The companies of the ČD Group already now consider themselves to be socially responsible both internally towards their employees and externally towards their surroundings, customers as well as communities. But still, we want to continue to strengthen this position across the entire ČD Group. In the area of corporate governance (G), the ČD Group meets the usual corporate standards, and in the upcoming period we will therefore focus on preparing our organisations for new ESG agendas and topics associated with new legislation and requirements of financing banks, so that we can be fully prepared by 2025 for the launch of the new reporting of non-financial information of the ČD Group according to the CSR Directive.

Mgr. Michal Krapinec  
Chairman of the Board of Directors  
České dráhy, a.s.

## INFORMATION ON THE REPORT

For the preparation of our first Sustainability Report, we have decided to take inspiration from the most widely used international sustainability reporting standards which the GRI currently uses. The information published in this Report for 2022 corresponds to selected GRI indicators that are relevant for the ČD Group, or relevant non-financial data were available for them in 2022.

The aim of the ČD Group is to publish the ČD Group ESG Report annually, always for the period of the financial year in question. This Report reflects the previous year's period from 1 January 2022 to 31 December 2022.

The present report includes the following major companies of the ČD Group; in the case of subsidiaries, only selected companies with 100% ownership interest of the parent company České dráhy, a.s..

- České dráhy, a.s.
- ČD Cargo, a.s.
- ČD - Telematika, a.s.
- ČD - Informační Systémy, a.s.
- DPOV, a.s.
- Výzkumný Ústav Železniční, a.s.
- ČD BUS a.s.

The difference between the organisations included in the 2022 Sustainability Report of the ČD Group and the organisations included in the 2022 Consolidated Financial Statements is based on the current breakdown of the ČD Group. The list of organisations included in the Report takes into account the most significant companies of the ČD Group in terms of turnover, nature of existing operations, number of employees and potential environmental impacts.

This first ESG Report of the ČD Group for 2022 has not been verified by an independent auditor as we are not subject to the obligation of external verification. But still, the Report contains reliable, relevant and standardised information. The calculation of the carbon footprint of the individual organisations of the ČD Group was carried out in accordance with applicable international standards (GHG Protocol) and was verified by an external authorised body.

With regard to the expected requirements of the CSR Directive, the ČD Group supposes that in the future, published information on environmental, sustainability and governance aspects will be verified by a third party.

### Identification and Contact Information:

Name of the company: České dráhy, a.s.  
Registered office: Nábřeží L. Svobody 1222, 110 15 Prague 1  
Corporate ID: 70994226  
Tax ID: CZ70994226  
Registration court: Prague  
File no: Section B, file 8039  
Telephone: 972 111 111  
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Data box: e52cdsf

[www.cd.cz](http://www.cd.cz) , [www.ceskedrahy.cz](http://www.ceskedrahy.cz) , [www.cdcargo.cz](http://www.cdcargo.cz) , [www.cdvuz.cz](http://www.cdvuz.cz) ,  
[www.cdt.cz](http://www.cdt.cz) , [www.cdjs.cz](http://www.cdjs.cz) , [www.dpov.cz](http://www.dpov.cz) , [www.cdbus.cz](http://www.cdbus.cz)

## ABOUT THE ČD GROUP

We are the largest Czech railway carrier with almost two hundred years of tradition and one of the largest employers in the Czech Republic. As the ČD Group, in addition to passenger and freight transport, we also provide services in the areas of certification and testing in rail transport, repair industry and transport education, as well as ICT services in the field of transport and logistics. Within the framework of our corporate social responsibility, we are also involved in the care of historical vehicles.

In passenger transport, we run 2.5 million trains a year and carry up to 180 million passengers. In the field of freight transport, we operate on approximately 9,500 kilometres of railway lines in the Czech Republic, we transport over 60 million tonnes of goods annually and are increasingly focusing our activities on the foreign market. In passenger transport, we operate around 4,000 railway vehicles (locomotives, passenger cars and units) and in the next ten years we are preparing significant investments in nearly 200 cars with a top operating speed of up to 230 km/h for international and domestic long-distance transport within the framework of the ČD Strategy 2030 plan.



### ČD Group's management model

The sole shareholder of České dráhy, a.s. is the Czech Republic, which exercises its shareholder rights through the so-called Steering Committee, composed of representatives of the Ministries of Transport, Industry and Trade, Finance and Defence. The supreme body of České dráhy, a.s. is the Supervisory Board, which has six members, two thirds of whom are elected by the sole shareholder through the Steering Committee and one third of whom are elected by the employees in accordance with the Election Rules approved by the company's Board of Directors after consultation with the relevant trade union organisations. The company's statutory body is the Board of Directors, which manages the company's activities and acts for the entire company. The Board of Directors has five members and is elected by the Supervisory Board.

The management of the subsidiaries within the framework of the ČD Group is carried out through the parent company "České dráhy, a.s.", which exercises the rights of the main shareholder in each subsidiary.

A detailed description of the method of management of the company "České dráhy, a.s." is presented in the Annual Report of the České dráhy Group for 2022 (page 46).

### Main indicators and results of the ČD Group

The ČD Group achieved the following business and operating results in 2022. A detailed overview of the ČD Group's results for this period is presented in the Annual Report of the ČD Group for 2022 (page 40).

Key indicators	2022	Operational indicators	2022
Revenues	44 222	<b>Passenger transport</b>	
EBITDA (from continuing operations)	11 096	Number of passengers transported (million)	157,1
EBIT (from continuing operations)	1 902	Transport output (million passenger-km)	7 710,0
Profit (balance) before taxation	396	Transport output (million train-km)	116,0
<i>million CZK</i>		Average transport distance (km)	49,1
		Occupancy rate of capacity offered (%)	29,4
		<b>Freight transport</b>	
		Transport output (million t)	64,2

## Green bonds

In 2022, the parent company "České dráhy, a.s.", successfully issued bonds worth EUR 500 million with a maturity of five years and a fixed interest rate of 5.625%. For the first time in the company's history, these are so-called green bonds. The bond issue was managed by Erste Group Bank, ING Bank, Societe Generale Group and UniCredit Bank. The funds raised are intended to finance the purchase of new rolling stock, with part of the bond proceeds being used to repay certain other liabilities.

The implementation of this green bond issue was subject to the fulfilment of the prescribed terms and conditions of the green financing according to the specifications of the ICMA/Green Bond Principles (GBP) 2021 and the LMA/APLMA/LSTA Green Loan Principles (GLP) 2021 as confirmed by Moody's independent Second Party Opinion (SPO).

## Associations and partner organisations

In 2022, we became the first carrier in the Czech Republic to join the RETHINK initiative of the Czech Business Council for Sustainable Development (CBCSD), thus publicly declaring our commitment to develop our business in line with the climate goals of the Paris Agreement and the Glasgow Climate Pact.

Individual organisational units of the ČD Group were involved in the following associations and partner organisations in 2022.

### Czech Republic

- Transport Union of the Czech Republic, a member of the Confederation of Industry of the Czech Republic
- Spolek Zelená železnice, z. s. (Green Rail Association)
- Association of Passenger Railway Carriers (SVOD Bohemia)
- Association of Freight Railway Carriers (ŽESNAD)
- Czech Hydrogen Technology Platform (HYTEP)
- Compliance Association
- Association for Public Procurement
- Český institut interních auditorů, z.s. (Czech Institute of Internal Auditors)
- RETHINK Association of the Czech Business Council for Sustainable Development
- Česká logistická asociace, z.s. (Czech Logistics Association)

### International institutions

- International Union of Railways (UIC)
- Europe's Rail Joint Undertaking (ERJU)
- Community of European Railway and Infrastructure Companies (CER)
- Forum Train Europe (FTE)
- International Union of Railway Medical Services (UIMC)
- European Railways Purchasing Conference (ERPC)

# Sustainability strategy and ESG



At the ČD Group, we realise that environmental care and sustainability are fundamental elements for the long-term success of our business activities. Rail transport is already now considered to be the most environment-friendly mode of transport in the Czech Republic in terms of energy consumption and emissions, and therefore we see sustainability as a natural part of the services we provide. The sustainability strategy is therefore not a new challenge for us, but rather a continuation of the journey we have already started.

## OUR APPROACH

Our sustainability strategy respects the vision and objectives of the ČD Group and the expected trends in the development of railway transport. In the area of sustainability, the ČD Group has formulated the following main objectives for the period until 2030:

- to be a leader in the development of clean transport services in the Czech Republic
- to become the railway carrier with the lowest carbon footprint on the Czech market
- to increase the satisfaction of our customers preferring our modernised transport services
- to become an energy efficient and environmentally responsible organisation
- to strengthen our position as an attractive and responsible employer

## Sustainable Development Goals (SDGs)

Through our activities, we strive to actively contribute to the Sustainable Development Goals. In selecting our goals, we have taken into account not only our activities and sustainability strategy, but also the national priority goals of the Czech Republic. Through our activities and initiatives, we are able to contribute to nine of the seventeen Sustainable Development Goals (SDGs).

By joining the RETHINK project in 2022, the parent company České dráhy, a.s. has also committed to develop its business in line with the climate goals of the Paris Agreement and the Glasgow Climate Pact.



## European Railway Pact as a climate initiative of railway carriers

The ČD Group's railway carriers are not currently signatories to the European Railway Carriers' Agreement on Sustainable Development of February 2022, however, within the framework of its sustainability strategy, the ČD Group perceives the climate commitments of this pact as a sector benchmark against which it wishes to compare itself.

## Czech Republic 2030 Strategic Framework

As a national railway carrier, we also perceive our potential to support fulfilment of the Czech Republic's commitments to reduce emissions in the transport sector and to meet the objectives of the National Clean Mobility Action Plan 2025-2030. Therefore, the area of development of clean transport and the transition to low-emission operations of our organisations is a key priority of our 2030 sustainability strategy.

## MATERIALITY ASSESMENT

Through their activities, the organisations of the ČD Group directly and indirectly influence their surroundings and the subjects we care about. Within the framework of the definition of our Sustainability Strategy, in 2022 we reviewed our relationships, the setting up of our mutual communication and verification of the relevance of topics towards these stakeholders.

### Internal stakeholders

Stakeholders	Significant topics and expectations	Communication framework
Employees	Working conditions and remuneration	Company magazines
	Stability of the employer	Feedback
	Training and personal development opportunities	
	Healthcare and support in times of need	
Trade unions	Working conditions and remuneration	Trade union meetings
	Occupational health and safety	Collective agreement negotiations

### External stakeholders

Stakeholders	Significant topics and expectations	Communication framework
Customers and passengers	Modern and clean train units	Social networks
	Quality, timeliness and availability of rail services	Satisfaction surveys
	Safety of rail operations	Customer Relation Management
	Modern digital service channels	Questionnaire surveys
State administration and local governments	Quality, timeliness and availability of rail services	Business meetings and seminars
	Development of low-emission means of transport	
	Compliance with legislation and regulations	Personal meetings
Banks and investors	Economic results	Annual Reports
	Sustainability strategy and ESG	ESG Report
Shareholders and owners	A competitive and economically sound company	Supervisory Board and Steering Committee meetings
	Assurance of transport services within defined parameters	Annual Reports
	Supporting the fulfilment of national targets in the field of reduction of emissions in the transport sector	Personal meetings
Professional associations and SŽ	Coordination of common topics	Pracovní jednání a konference
	Support of clean transport development	Business meetings and conferences
Suppliers	Fair and transparent business relations	Business meetings

Mutual cooperation and communication with individual stakeholders are important to us and we would like to actively continue in their further development. Only in this way will we be able to react in a timely, strategic and effective manner to the stimuli and challenges facing our business and better plan the necessary measures for sustainable development.

## KEY TOPICS, OBJECTIVES AND DEVELOPMENT PRIORITIES

In accordance with the defined sustainability objectives of the ČD Group until 2030 and on the basis of the assessment of the dialogue conducted with key stakeholders, the following seven key development areas of our ESG strategy have been identified.

(E) Environmental	(S) Social	(G) Governance
<ol style="list-style-type: none"><li>1. Clean transportation development</li><li>2. Energy savings and efficiency</li><li>3. Low-emission operation</li><li>4. Protection of natural resources</li></ol>	<ol style="list-style-type: none"><li>5. Attractive and responsible employer</li><li>6. Satisfied customer</li></ol>	<ol style="list-style-type: none"><li>7. Responsible and transparent organisation</li></ol>

With regard to the nature of our business activities and the high energy demands of our railway transport services, we must and want to give priority to environmental issues now (Area E).

At the same time, we do not underestimate the importance of the areas "S" (social) and "G" (corporate governance) for our business and we want to actively develop these areas as well, where our current performance will not meet the corporate standards in the Czech Republic, or the new criteria defined in the upcoming Corporate Sustainability Reporting Directive (CSRD).

### (E) Environmental responsibility

Our goal is to become the carrier with the lowest carbon footprint in the Czech Republic by 2030, to support the development of clean transport services and at the same time to strengthen our position as an energy-efficient and environmentally responsible organisation.

The environmental strategy of the ČD Group until 2030 will be implemented in the following key areas:

#### 1. Clean Transportation development

We believe that rail transport can play a key role in the transfer of passenger or freight transport from road to rail and thus it can help to meet the Czech Republic's national targets for reducing emissions in the transport sector by 2030. The development of clean transport is a fundamental element of our environmental strategy, which we are already implementing through the following measures:

- modernisation of the rolling stock
- reduction of emissions from the operation of independent (diesel) traction for passenger transport with a gradual transition to vehicles with alternative drives and fuels
- development of multimodal transport services supporting the transfer of road transport to rail

#### 2. Energy savings and efficiency

With regard to newly identified energy and emissions risks, we have increased the priority of the area of Energy Savings and Efficiency of our operation activities.

Our measures will continue to focus on the following areas:

- improving the energy efficiency of rail operations due to the ongoing modernisation of the rolling stock
- increasing traction electricity recovery volumes
- energy savings in existing buildings or construction of new buildings meeting new energy standards

### 3. Low-emission operation

The long-term goal of our environmental strategy is to reduce emissions related to the operation of the ČD Group companies. With regard to the internal structure of the ČD Group's emissions, the following measures will be gradually implemented by 2030:

- installation of photovoltaic sources on all suitable areas
- modernisation of heating with a switchover to low-emission heat sources
- introduction of low-emission vehicles in the area of our road fleets

### 4. Protection of natural resources

In all our activities, we try to perceive their impacts on the surrounding environment and to protect the natural resources we use as much as possible. By 2030, we will focus on the following changes:

- continued measures to protect water resources and use recycled water or rainwater
- measures to increase the recycling or material recovery of the waste we produce
- introduction of blue-green architectural elements in construction of new buildings

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#### Climate goals and ambitions of the ČD Group

At the moment, the process of identifying climate targets has only been initiated within the parent company České dráhy, a.s., whose activities account for approximately 70% of the emissions produced by the ČD Group. The preparation of the decarbonisation strategy of České dráhy, a.s. is based on the below-specified internally formulated ambitions:

1. reduction of emissions associated with railway operations by 30% by 2030 compared to 2015<sup>1)</sup>
2. the end of coal for heating in the company's own remaining facilities by 2030
3. 100% of the company's internal non-traction electricity consumption by 2030 to come from renewable sources<sup>2)</sup>
4. achieving carbon neutrality of the ČD organisation's operations by 2050

The process of defining and approving the ČD Group's climate targets will be completed with the elaboration and approval of decarbonisation strategies for individual ČD Group organisations by 2025.

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<sup>1)</sup> The possibility of reduction of emissions associated with the railway operations of the ČD Group until 2030 will directly depend on the progress of electrification of the railway infrastructure and the emission structure of traction electricity supplied by Správa železnic, s.o. (Railway Administration). Although the ČD Group cannot directly influence these conditioning factors, it will make every effort to reach the necessary agreement of all stakeholders in the railway transport sector in the Czech Republic in order to achieve its climate ambition.

<sup>2)</sup> Subject to confirmation of the potential to install the company's own photovoltaic sources on available areas owned by the ČD Group (approx. 800,000 m<sup>2</sup>).

## (S) Social responsibility

ČD Group companies already now consider themselves to be socially responsible organisations, both internally towards their employees and externally towards their surroundings, customers and communities. Nevertheless, we want to continue to strengthen this position across the entire ČD Group.

In accordance with the ČD Group's corporate sustainability strategy, we will focus on changes in the following areas by 2030.

### 5. Attractive and responsible employer

We need satisfied, committed and motivated employees for assurance of the services which we want to provide. The employment policy of the ČD Group companies will continue to implement various measures leading to:

- increasing employee satisfaction
- creating a non-discriminatory, barrier-free and friendly working environment
- improving the demographic structure of our employees with the aim of strengthening the under-30 age category

### 7. Satisfied customer

We will continue to strengthen our customer orientation and develop our services to make railway the preferred mode of transport for our customers. We will realise this objective through the following measures:

- continuation in our programme of rolling stock modernisation with a view to improving the comfort and convenience of our customers.
- continuation in our strategy of digitisation of customer service channels and development of our online services
- development of methods for verification of customer satisfaction with our services

## (G) Corporate governance

Being a responsible company requires not only taking environmental and social aspects into account when doing business, but also responsible and transparent management of the entire ČD Group. Currently, the individual organisations of the ČD Group already comply with the usual corporate standards in the area of organisational management (risk management, compliance policy, ethical and anti-corruption behaviour).

In the coming period 2024-2025, the following new ESG agendas and topics related to the new legislation and requirements of financing banks will be the focus of the individual organisations of the ČD Group.

### 7. Transparent and responsible organization

- readiness for the newly introduced sustainability reporting according to the CSRD standard
- gradual introduction of sustainability elements into the supply chain
- regular verification of the ČD Group's ESG performance through a selected ESG rating agency

# Environmental responsibility



In accordance with our sustainability strategy, we want to become an energy efficient and environmentally responsible organization and carrier with the lowest carbon footprint in the Czech Republic by 2030. We believe that the development of rail transport has the potential to support the fulfillment of the national goals of the Czech Republic for reducing emissions in the transport sector by 2030. By developing our rail transport services, we therefore want to offer our customers – both commercial and public service providers – not only high-quality and affordable transport services, but also energy-efficient services with low emissions.

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## CLEAN TRANSPORTATION DEVELOPMENT

The development of clean transport is a key pillar of the environmental part of the ČD Group's sustainability strategy. We implemented this strategy in 2022 through changes in the following areas.

### Modernisation and renewal of the rolling stock

In accordance with the ČD Group's business strategy, we are gradually implementing a strategic investment programme to modernise our rolling stock by 2030. In 2022, 15 traction electric vehicles and 14 integrated electric units (EMUs) were newly introduced into service. The accompanying effect of this modernisation and the investments made so far is a gradual reduction in the energy intensity of the rail transport services provided. In connection with implementation of the business policy of the parent company České dráhy, a.s. and the concluded contracts, a total of 159 new regional trains will be put into service by 2026.

### Reduction of emissions from diesel traction operation

With regard to the current situation and planned progress of electrification of the railway infrastructure in the Czech Republic by 2030, the carriers of the ČD Group must continue to operate and develop a part of the rolling stock in the form of diesel rail vehicles to meet the requirements of their customers. In order to mitigate future emission risks in this area, we are therefore focusing on meeting the emission limits of newly acquired or upgraded diesel units and on supporting the introduction of vehicles with alternative drives and fuels.

The following changes have been implemented in 2022 to gradually reduce emissions from the operation of diesel railway vehicles:

- preparatory work for the introduction of 19 new hybrid battery electric multiple units (BEMUs) for deployment from 2025
- completion of the modernisation programme for 50 locomotives of the 742 class of ČD Cargo, a.s., which have undergone a complete refurbishment, including the replacement of engines with units meeting the prescribed emission limits
- in cooperation with the subsidiary VUZ, a.s., to carry out research activities in the field of development of alternative drives and fuels

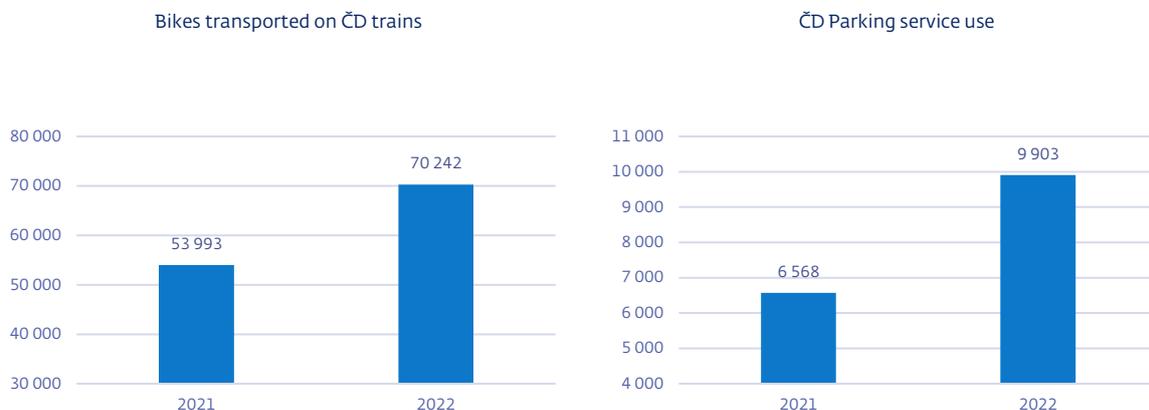
### Development of multimodal transport services

We believe that railway transport has the potential to be an essential element of the future multimodal transport architecture in the Czech Republic. Our aim is to support the shift of passenger and freight transport from road to rail to the maximum extent possible.

In the area of passenger rail transport, we are developing the concept of "follow-up transport" services and creating an ecosystem of partners with the help of which we want to make our transport services more accessible to customers.

## ČD Bike

In 2022, we recorded an increase in the transport of bicycles on the board of our trains by approximately 23% compared to 2021. In this year, České dráhy, a.s. operated bicycle rental facilities at a total of 70 railway stations, and at selected stations the range of products was expanded to include the possibility of renting electric bicycles, scooters and additional cycling accessories. In 2022, České dráhy, a.s. also supported eight cycling races of the Author Marathon Tour series in the form of partnerships. Through the ČD Body loyalty programme, České dráhy, a.s. also supports the use of bike sharing services with its partner organisation "Rekola" in selected locations.



## ČD Parking

Compared to 2021, the use of the ČD Parking service by our customers has increased by 33.7%. In addition to the ongoing changes in the setting up of the ČD Parking service, from 2022 we simultaneously prepare to support the possibility of recharging our customers' electric vehicles at suitable car parking areas or locations owned by České dráhy, a.s. In cooperation with E.ON, a pilot installation of a total of eight charging stations has been launched in 2022; currently three stations have already been put into operation in 2022.

## ČD Taxi

In 2022, the concept of the ČD Taxi service was completely changed by České dráhy, a.s. and a partnership with the Liftago company was established. At present, we are offering our customers the availability of this service in ten regional cities via the My Train mobile application, with the aim of extending coverage to thirteen regional cities by the end of 2023.

## Intermodality as a key pillar of the long-term strategy of ČD Cargo, a.s.



Intermodality is one of the four pillars upon which ČD Cargo, a.s. builds its long-term strategy. The share of intermodal transport in the total transport volume in 2022 was more than 10%. ČD Cargo, a.s. offers its services to all major combined transport operators and carries out transport using terminals in which it has an ownership interest (Lovosice, Brno and the new terminal in Ostrava-Mošnov. ČD Cargo, a.s. perceives intermodality as one of the ways to transfer goods from road to rail at least partially in accordance with the Czech Republic's commitments. However, it is necessary to build a sufficient network of smaller transshipment terminals with connections to city logistics as well as to develop new intermodal units to ensure fast and easy handling and transport both by rail and road. ČD Cargo, a.s. is also pursuing the possibility of using high-speed lines for the transport of goods or intermodal units, respectively.

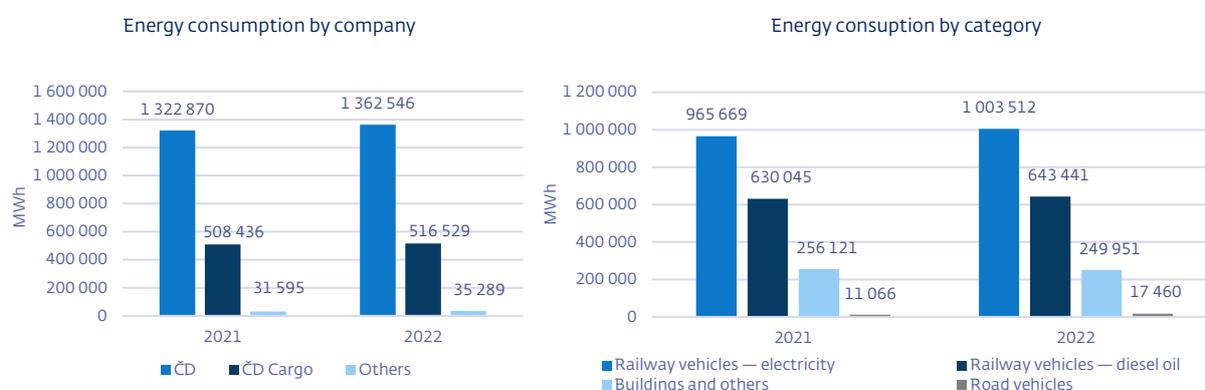
## ENERGY SAVINGS AND EFFICIENCY

The ability to measure the energy consumption and emissions associated with our own operation activities, including potential environmental impacts, is fundamental for fulfilment of our environmental strategy. We have already taken this first step, and already in 2022 we have revised and redefined the system for collecting and tracking data related to energy and fuel consumption in all organisations and in all key operations of the ČD Group.

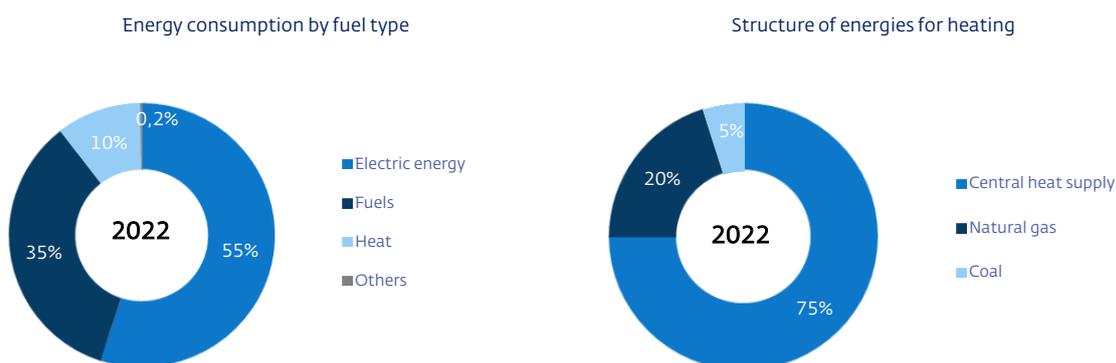
A certified energy management system according to ISO 50001 is already in place in all key companies of the ČD Group (with the exception of the subsidiary ČD - Telematika, a.s. – see below), and regular audits by audit entities are carried out in accordance with the specified processes in each organisation. As far as the subsidiary “ČD - Telematika, a.s.” is concerned, the process of preparation for the introduction of the ISO 50001 standard has already started and the date of its implementation will be confirmed by the end of 2023.

### Structure of energy and fuel consumption of the ČD Group

The main part of energy and fuel consumption within the framework of the ČD Group is related to the provision of rail transport services at České dráhy, a.s. and ČD Cargo, a.s.



The partial growth in energy consumption of the ČD Group in 2022 was primarily influenced by the growth in passenger and freight rail transport outputs.

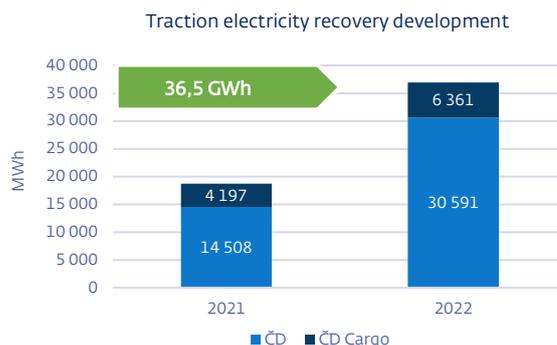


Non-traction energy consumption related to the operation of building facilities and road vehicle fleet represents approximately 14% of total energy consumption within the framework of the ČD Group.

The share of coal in the heating of buildings is minor, it concerns only the parent company České dráhy, a.s., and its elimination will take place in accordance with the commitment made for the remaining sites by 2030.

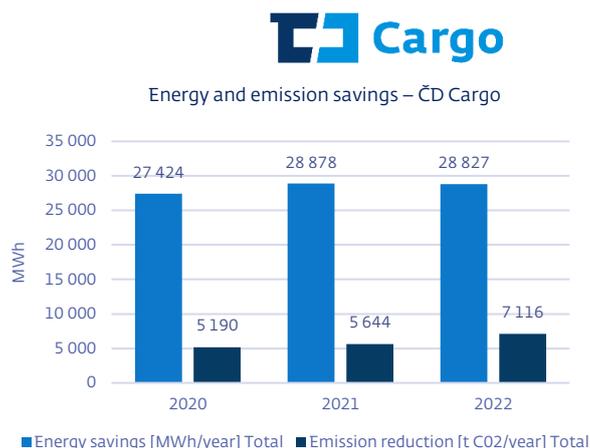
### Traction electricity recovery of the railway operation

As a side effect of the investments made so far in modernisation of the rolling stock and traction electricity metering systems by České dráhy, a.s. and ČD Cargo, a.s., it was possible to increase the volumes of recovered traction electricity by 97% in 2022.



### Energy savings of ČD Cargo, a.s. (voluntary agreement)

In 2020, ČD Cargo, a.s. was the first company in the Czech Republic to conclude a so-called voluntary agreement with the state, represented by the Ministry of Industry and Trade, aimed at reducing the energy demands of transport processes. The main instruments on the part of ČD Cargo, a.s. for achieving energy and emission savings are an active commercial policy and the transfer of suitable transports from road to rail, monitoring and continuous evaluation of traction consumption down to the level of individual trains and the acquisition of new traction vehicles with lower unit consumption.



### New energy strategy of VUZ, a.s.

In 2022, the subsidiary “VUZ, a.s. completed a project called Comprehensive Energy Concept of VUZ, a.s. with the aim of defining a new energy strategy and targets for increasing its energy efficiency. The strategy includes the identification of energy saving measures, including an analysis of the possibilities of strengthening its own energy self-sufficiency with the use of renewable and alternative sources.



## LOW-EMISSION OPERATION

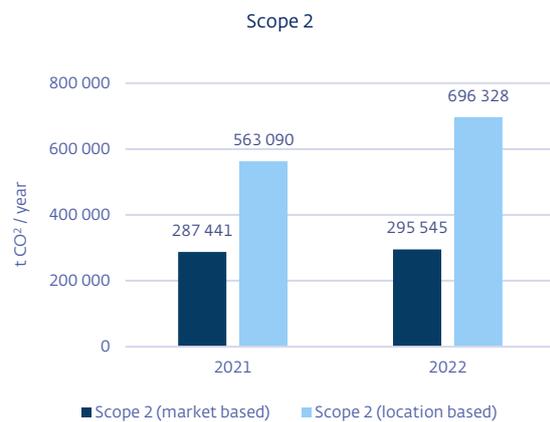
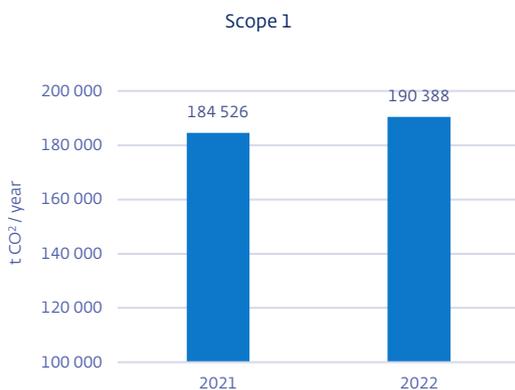
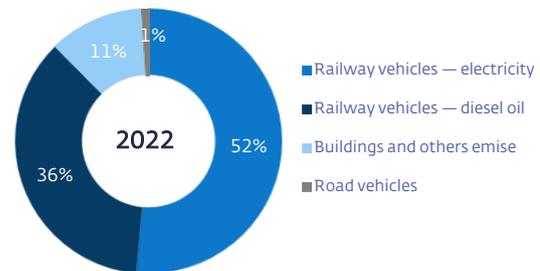
In 2022, a new system was set up within the framework of the ČD Group to measure and monitor the emissions of all organisations' operations in accordance with the GHG Protocol at the level of Scope 1 and 2. The reference year for reporting the emissions of the ČD Group was chosen as 2021.

### Development and structure of emissions of the ČD Group

The structure of emissions related to the operation of the ČD Group follows the structure of energy and fuel consumption of these companies. The main share of emissions is related to the provision of rail transport services by České dráhy, a.s. and ČD Cargo, a.s. (approx. 88 %).

The development of emissions of the ČD Group is directly dependent on the volumes of rail transport outputs in given years. In accordance with the upcoming changes in the areas of Energy Savings and Efficiency and Low-Emission Operation, a more significant shift in the development of the ČD Group's emission volumes can only be expected in the period 2025-2030.

Structure of ČD Group emissions



Due to the fact that the ČD Group cannot influence the emission structure of purchased traction electricity from Správa železnic, s.o. at the moment, emissions from purchased traction electricity (Scope 2) are reported according to both methods (market-based and location-based).

### Reduction of coal consumption for heating buildings

Reconstruction of the heating system of the operating premises of the company ČD, a.s. in Cheb realized in 2022 will enable an annual saving of coal in the amount of - 1500 t /year.



### Active role of the subsidiary VUZ, .a.s. in the field of transport emissions

The subsidiary VUZ, a.s., has been systematically addressing the issue of emissions since 2019, when it started monitoring its own carbon footprint (full Scope 1, 2, 3). In 2021, the company was certified according to the CDP (Carbon Disclosure Project) standard at level C, which it improved to level B- for 2022.

In 2022, the company created the new VUZ Sustainability Competence Center, and from 2023 the company will start providing carbon footprint measurement and verification services within the transport sector. The implemented measures enabled the company to achieve a -63.5% reduction in its own emissions by 2022 (compared to the reference year 2019, Scope 1-3). From 2022, the company switched to supplies of renewable sources of electricity with a guarantee of origin covering 100% of its own electricity consumption.

## PROTECTION OF NATURAL RESOURCES

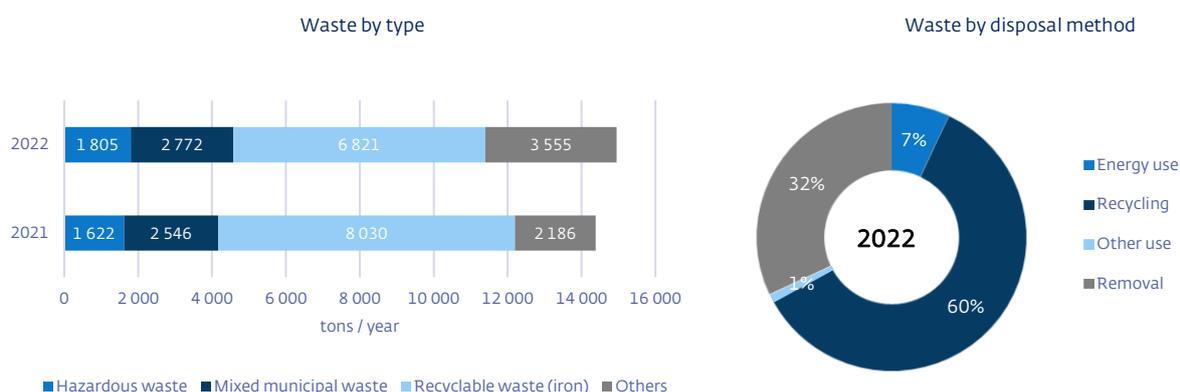
In all our activities, we strive to be aware of their impact on the surrounding environment and to protect the natural resources we use as much as possible. The environmental management system according to ISO 14001 is currently in place in most of the main companies of the ČD Group, with the exception of the parent company České dráhy, a.s. and the subsidiary VUZ, a.s. In these companies, the process of preparation for the introduction of ISO 14001 has already begun and the date of its implementation will be confirmed by the end of 2023.

### Waste management

The ČD Group organisations have been dealing with waste management issues for a long time, fulfilling all legal requirements for waste management and gradually trying to improve the waste management system in the following areas:

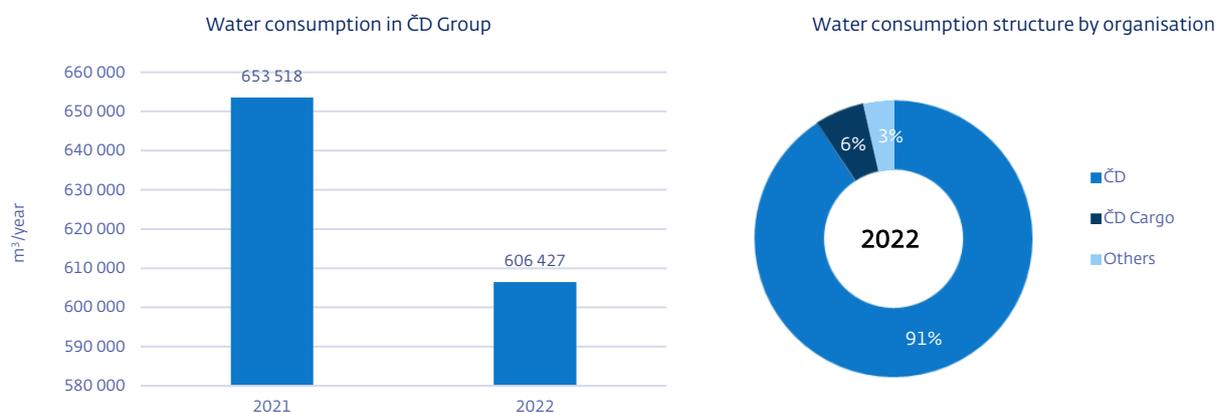
- prevention, i.e., avoidance of waste generation
- increasing the proportion of sorted waste for recycling
- increasing the proportion of material recovery of waste

All waste produced by the individual organisations of the ČD Group is handed over exclusively to persons authorised to handle such waste. With regard to the nature of activities of the two main companies, i.e., České dráhy, a.s. and ČD Cargo, a.s., most of the waste is generated in the context of servicing or disposal of rolling stock and is primarily ferrous waste intended for recycling.



### Water management

Water is perceived as an important natural resource, where the demands for its protection will be significantly strengthened in the future in the context of the need to adapt to climate change. In the ČD Group, the largest consumption of water is associated with the parent company České dráhy, a.s., and with technological processes related to the operation and servicing of rail vehicles for passenger transport.



The reduction of water consumption in the ČD Group companies for 2022 to the extent of approximately 7% was achieved through operational measures and the ongoing regime of limiting operations and working from home.

Within the framework of the ongoing modernisation of the service facilities of the parent company České dráhy, a.s., the rolling stock washing technology is gradually being renewed. In 2022, a new rolling stock washing line was installed in Havlíčkův Brod with new environment-friendly washing technology using as much as 80% of recycled water for its operation.

# Social responsibility

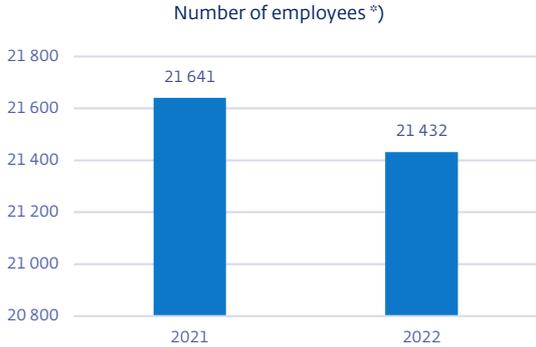


In the area of social responsibility, the individual companies of the ČD Group are following up on their previous successful activities in this area and, in accordance with the defined goals, want to strengthen the perception of their social policy towards their surroundings - employees, customers and cooperating partners and communities.

## EMPLOYEES

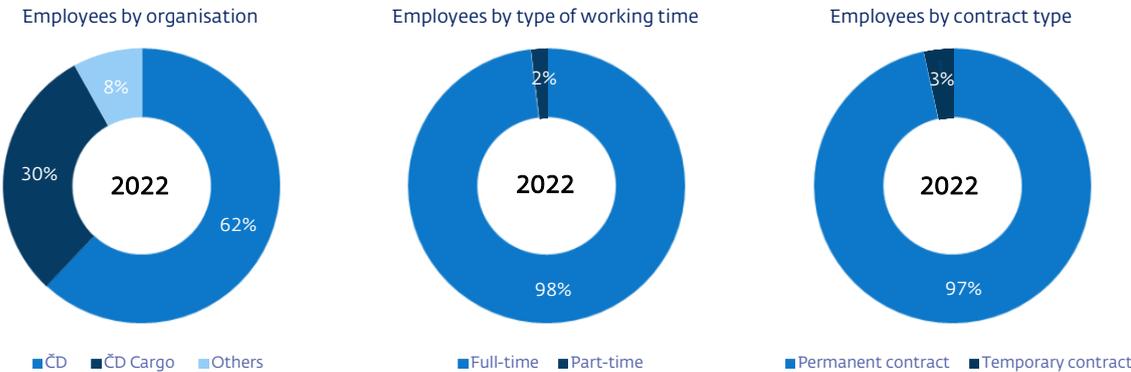
Thanks to our more than 21,000 employees, we are the largest carrier and the fourth largest employer in the Czech Republic. We are fully aware of the comprehensive and demanding nature of the services which we provide to our customers and passengers, and therefore we need satisfied, committed and motivated employees to ensure high-quality services.

In the long term, we strive to be an attractive employer in the Czech market. Our goal is to be competitive, to offer a pleasant working environment, adequate remuneration and other interesting benefits, and to attract young people who can enrich the ČD Group in many ways and enable us to keep up with the dynamic, modern times.



\*) Employees of ČD Group included in the report

From the viewpoint of employment relations, full-time employees with permanent contracts (contracts for an indefinite term) predominate within the framework of the ČD Group.



## Recruitment and development of the new generation

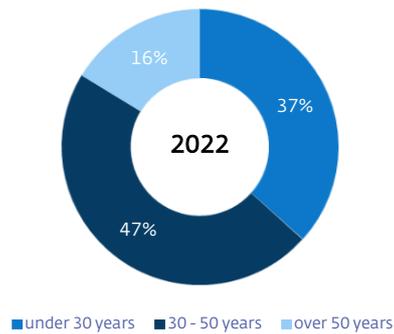
The labour market has undergone significant changes in recent years due to technological innovations and the growing demands of the new generation, especially for high work flexibility and motivational employee benefits. The current higher age structure of our employees and the scope of newly introduced modern technologies therefore force us to focus our recruitment strategy also on the new generation with the aim of strengthening the share of new employees in the under 30 category.

At the same time, however, we respect the principles of the so-called age management and therefore we want to continue to strengthen the intergenerational links of our employees, both in training and in sharing experiences in their workplaces.

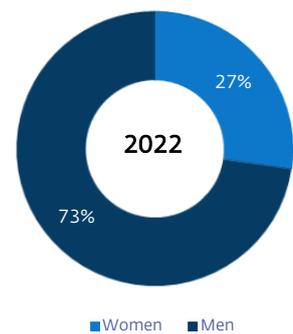
Newly recruited employees, including the employee turnover rate



Newly recruited employees by age



Newly recruited employees by gender



### Key recruitment topics and activities in 2022

- Cooperation with schools and institutions – currently with 10 partner schools and 72 cooperating schools
- ČÉDés (České dráhy, a.s.) and Go Your Way (ČD Cargo, a.s.) scholarship programmes – 85 participants in total, 44 new scholarship holders were accepted in 2022
- Recruitment events – 874 open advertisements were published, to which a total of 16,559 applicants responded
- Internships and specialised lectures for university students focused on current topics in passenger rail transport (altogether four internships and eight lectures in 2022)

### Remuneration, benefits and employee welfare

The ČD Group applies a system of equal remuneration for women and men in accordance with the principle of equal remuneration and non-discrimination under Act No. 262/2006 Coll., the Labour Code, as amended. Women and men receive equal pay or remuneration for equal work or work of equal value. The basic conditions of remuneration of employees within the framework of the ČD Group are laid down in the corporate collective agreements of the individual companies. The draft remuneration system is further discussed with trade unions after discussion with the Board of Directors of the company concerned. The basis of employee remuneration is the wage, which consists of the tariff wage (expressed in terms of the tariff grade and the relevant scale) and other wage components provided in accordance with the corporate collective agreement.

In addition to the salary, employees are entitled to a number of benefits, which we use to create an attractive working environment. The range of benefits varies from company to company within the ČD Group and attempts to reflect the needs and preferences of both existing and potential employees. We strive to keep up with current trends and address also the young, up-and-coming generation of future employees through our benefits programmes.

#### Current list of benefits provided to employees within the ČD Group

- contributions to pension and life insurance
- shortened weekly working hours without a reduction in pay
- contribution to language courses
- meal allowance in the form of meal benefits, meal lump-sum amounts, meal vouchers or assurance of catering by contractual operators – the form of support varies according to location and type of profession
- contributions from the so-called social fund to improve the working environment and social facilities, cultural, sports, leisure and social activities, recreation and tours, camps for children and young people, medical and recovery stays, social assistance and loans, etc.
- MultiSport card benefit programme with employer's contribution
- allowances for fitness and recovery stays in spa facilities for selected professions with a high neuropsychological or physical load

The individual companies of the ČD Group strive to be as transparent as possible towards their employees and provide them with up-to-date information on important topics and changes through various communication channels (company magazines, intranet, e-mail newsletters, regular direct face-to-face meetings with employees or their union representatives). In this way, we ensure that our employees are always informed of any operational changes that could affect their working conditions or the overall operation of individual companies.

## Employee training and development

A skilled workforce is one of the pillars upon which the success of our business, the satisfaction of our customers and, last but not least, the safety of the employees themselves are built.

Within the framework of the employee training, our primary focus is on providing training sessions to meet qualification requirements in accordance with legislative requirements. However, we also offer specific training to acquire the necessary knowledge and skills beyond the framework of qualifications, in the form of face-to-face training, e-learning programmes or combined training. We also support training through experience sharing. In the area of training, we will continue the trend of introduction of online learning platforms and implementation of online training, webinars and instructional videos.

### Current training priorities in the field of rail operations

- Training programme for drivers for traction vehicles equipped with the modern ETCS train control system
- Training of maintenance staff at all levels in the field of ECM certification on the basis of the updated ČD training and testing regulations
- Training and increasing of the qualifications of ČD drivers with the use of modern technologies and innovative training methods

### Cooperation with Dopravní vzdělávací institut, a.s. (Transport Training Institute – DVI)



Together with the subsidiary company DVI, we carry out, among other things, train driver training on top railway simulators and training of operational employees of integrated transport systems of individual regions. Similarly, regular training is also provided for other operational professions. DVI holds accreditations for the training of key professions in the field of rail transport and the conduct of psychological examinations. It has a wide network of classrooms, a team of experts in the relevant fields of education, implements language teaching and training in the field of soft skills, and is thus our important partner for the continuous improvement of the qualifications of our employees.

## Safety and health support for employees

We continuously strive for a safe and healthy working environment and its continuous improvement. Employee training in health and safety is therefore a prerequisite for the smooth running of our business, safe and quality service for our customers, but above all for minimising accidents at work. In addition to the legislative requirements, we have an occupational health and safety management system according to the ISO 45001:2018 standard in place at our parent company "České dráhy, a.s.", our subsidiaries "ČD Cargo, a.s." and "ČD - Telematika, a.s.", which is reviewed on an annual basis for its effectiveness.

### Work injuries

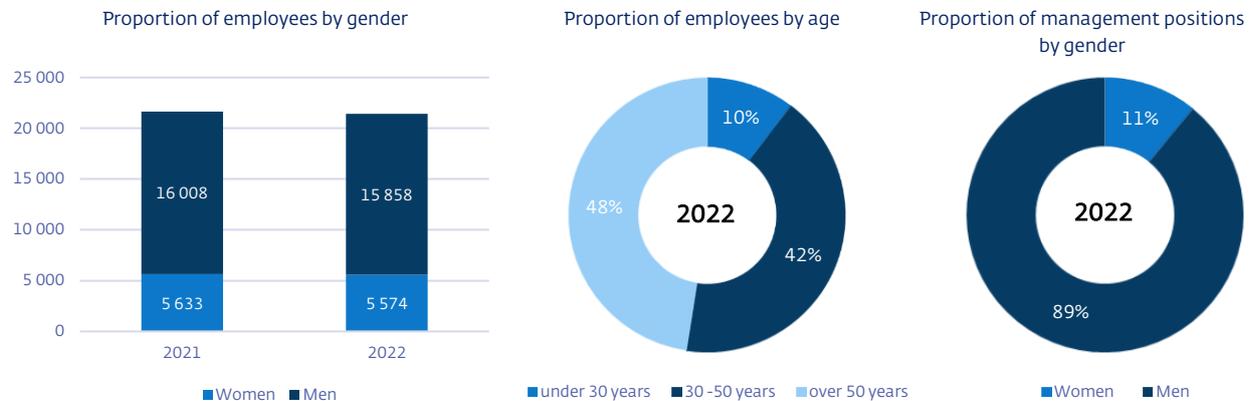
The health and lives of our employees are of incalculable value to us, and every workplace accident with health consequences or loss of life to our employees affects us personally. Our priority is therefore to continuously develop the field of occupational health and safety, to follow new trends, to organise regular training for our employees and to try to prevent similar incidents. In the event of accidents at work, we always thoroughly analyse the causes and check the effectiveness of our prevention measures in the field of occupational safety.

## Health and safety checks

In 2022, state administration institutions carried out (physically) a total of five inspections within České dráhy, a.s. in the area of health and safety at work and in the area of public health protection, most of them were carried out by public health protection authorities and the regional labor inspectorate. In 2022, České dráhy, a.s. was not fined by the party. At ČD Cargo, a.s. during the mentioned period, there was one inspection by the public health protection authority and two inspections by the regional labor inspectorate without a fine being issued.

## Diversity and equal opportunities

We provide equal opportunities to all without discrimination, and we do not tolerate discrimination, even in its hidden form. We uphold the principle of equal opportunities regardless of ethnicity, colour, gender, nationality, religion, sexual orientation, disability or any other characteristic. We do not accept or tolerate any form of harassment, intimidation or forced or illegal labour. Our relationship with employees is based on mutual trust, respect and dignity. Equal opportunities for men and women are defined in our Code of Conduct.



The ČD Group supports the employment of women in all areas where the type of work or the required medical fitness of the position allows it. In the case of women with children, we support part-time work or work from home to an agreed extent according to their individual needs.

In the case of employees with disabilities, we always take into account applicable medical fitness requirements of the specific job – we do not create any barriers to the employment of people with disabilities where the medical fitness of the job position allows it. We employ more than 300 disabled employees on a long-term basis.

## Collective bargaining

All companies of the ČD Group strictly comply with applicable regulations of the Czech Republic, binding regulations of the European Union and international conventions ratified by the Czech Republic and forming a part of the Czech legal system. We support the fundamental right of all employees to associate in free trade union associations, which are universally recognised in the Czech Republic and guaranteed by international documents, as well as by the constitutional Charter of Fundamental Rights and Freedoms. The share of employees unionised in trade union organisations within the framework of the parent company “České dráhy, a.s.” is tens of percent. Within the framework of the ČD Group, we apply collective bargaining, the results of which and the benefits resulting from individual company collective agreements are valid for all employees, including those who are not members of trade unions. The rights and obligations of employees and other duties and commitments towards employees are defined in the company collective agreements of the individual companies of the ČD Group.

The parent company “České dráhy, a.s.”, has a total of twelve trade union organisations and the subsidiary “ČD Cargo, a.s.”, has eight organisations of such a type; collective bargaining takes place with trade union representatives every year.

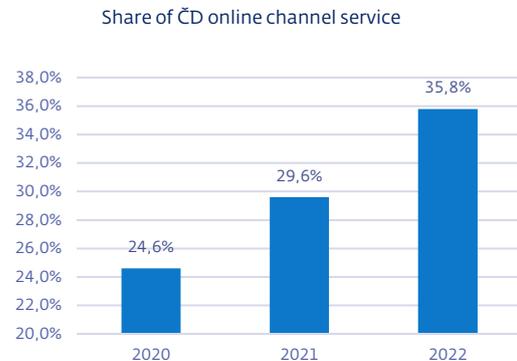
## CUSTOMERS

Our priority is to provide our customers with modern, high-quality and affordable passenger and freight rail transport services and to become a natural integrator of transport services in the Czech Republic. In relation to the changing needs of our customers, we are prioritising the digitisation of internal service processes and accelerating the development of our online services.

### We are developing our online customer channels

In 2022, the share of ticket sales and revenue collected through our online sales and check-in channels (the My Train mobile application, the e-shop at [www.cd.cz](http://www.cd.cz) and cooperating online sales platforms) continued to grow.

Our goal for the following period is to exceed the 50% limit of the number of documents sold in the online environment.



### „My Train“ ČD mobile application

The development of online solutions for customers is reflected in the high customer satisfaction rating for the My Train ČD mobile application for 2022, which is appreciated above average compared to national carriers abroad or other carriers in the Czech Republic.

### „Trip by train“ ČD mobile application

In 2022, the development of the Trip by train ČD mobile application continued as a dedicated channel for the organisation of leisure activities to support our customers' travelling.

### Digitisation as the basis for the development of Customer Services of ČD Cargo, a.s.

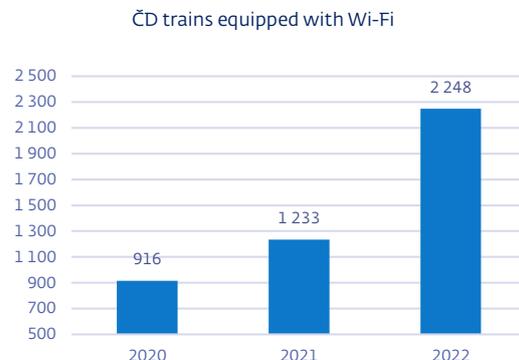


ČD Cargo, a.s. is also continuously committed to improving services for its customers – not only by modernising its rolling stock and vehicle fleet, but also by developing IT customer systems. Through computerisation, we make it easier for customers to order railway vehicles and submit shipments. There is the EROZA customer portal or the ČDCgo mobile application, allowing customers to track the transport they have already ordered.

### Wi-Fi connection coverage on the board of ČD trains

One of the important elements which increase the comfort of travel for our customers is the Wi-Fi coverage onboard the trains operated by us. The Wi-Fi retrofitting process continued in 2022, with the number of trains equipped with Wi-Fi services increasing to 2,248, which is an increase of 82% year-on-year compared to 2021.

This process will continue also in the next period with the aim of covering the vast majority of the long-distance and regional lines we operate. In addition to improving the Wi-Fi coverage, we are also focusing on improving the conditions for mobile signal reception on the board of our trains – in 2022, in cooperation with our subsidiary “ČD - Telematika, a.s.”, we started pilot testing of a new technology, the so-called repeaters, for providing mobile signal on the board of our trains.



### We measure customer satisfaction

Measurement of customer satisfaction with our services and obtaining feedback is for us a key source of information for the continuous development of our services.

In 2022, customer satisfaction was measured by using the following means:

- pilot evaluation of travel satisfaction within the My Train application, 136,000 trips were made in 5 months of testing, rating with an average of 4.05 out of 5.00
- pilot measurement of satisfaction using the NPS (Net Promoter Score) method in the Olomouc region (1,338 ratings, NPS: +1) and in long-distance transport (3,251 ratings, NPS: +36)
- annual survey of satisfaction with the services offered in long-distance trains

### We address our customers' complaints

Feedback from our customers – even negative feedback – is a valuable source of information for us to further improvement. Within the framework of the company “České dráhy, a.s.”, we have a system in place for dealing with enquiries, suggestions, complaints and requests for compensation. We register our customers' complaints and after investigating them we always inform the customer about the way they are handled.

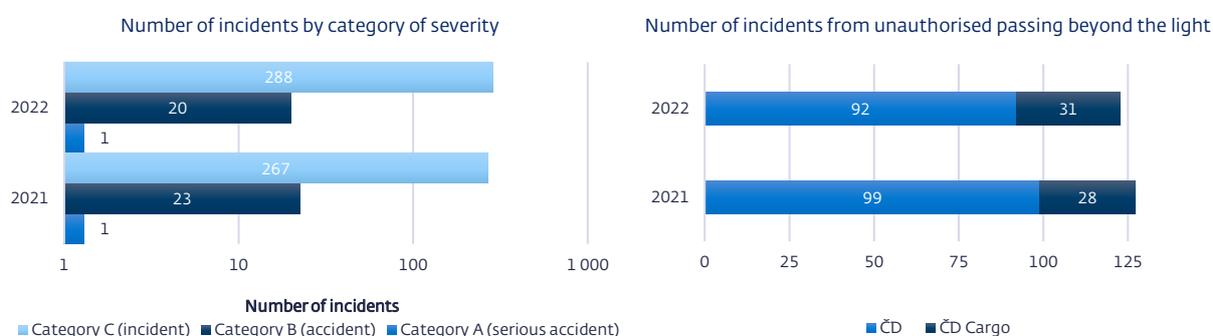
The following changes which directly affect our customer satisfaction were made in 2022:

- the possibility of applying for compensation for delayed arrival (automation of a large part of applications, simplification of the submission system)
- change in the conditions of the single ticket (OneTicket) enabling the time for returning the document to be reduced to 15 minutes before departure

## SAFETY AT RAILWAY

We are aware of the fact that improving the quality and safety of our rail transport services is essential to the success of our business activities.

In 2022, we continued the technological measures associated with the implementation of the mobile parts of the new ETCS train control system and we have newly equipped 165 railway vehicles with this technology. In accordance with the specified time schedule for the implementation of the ETCS in the Czech Republic, we are actively preparing for the launch of exclusive operation with the ETCS on selected lines from 2025. Our measures related to the training of drivers and train crew staff in the area of operational safety continued in 2022. In spite of these measures, a certain number of so-called incidents related to railway operations of České dráhy, a.s. and ČD Cargo, a.s. occurred in 2022.



Compared to the previous period, however, there is no change in the trend or significant increase in the number of such incidents and the measures taken by both the companies in the area of railway operation safety are proving to be functional.

## SOCIALLY BENEFICIAL ACTIVITIES

Through its social responsibility activities, the ČD Group contributes to improving the quality of life across the Czech Republic. We use the abilities of our human capital in the form of employee volunteering and donations, and we also support non-profit organisations and we increase the scope of our philanthropic activities.

### ČD Group Endowment Fund – ŽELEZNICE SRDCEM

Railway transport is one of the safest ways to travel and transport commodities. Strict rules are also observed in other activities, such as cargo handling, vehicle repairs or vehicle testing. And yet, there may happen accidents affecting the lives of our employees, colleagues for life. And some of them, unfortunately, even lose their most precious possessions in the context of such accidents. The ČD Group's Endowment Fund – ŽELEZNICE SRDCEM (RAILWAY WITH THE HEART) has great support. Railwaymen have always stood together and the aim of the Fund is just to support people who work or have worked for the rail system and have found themselves in a difficult life situation for some reason. Equally, the support is intended for their families as well.

A large part of the financial means has been contributed to the Endowment Fund by the founding companies "České dráhy, a.s." and "ČD Cargo, a.s.", joined by other ČD Group subsidiaries and external partners. The fact that both employees across the ČD Group and the general public are contributing to the Endowment Fund's transparent account is the evidence that the ČD Group Endowment Fund - ŽELEZNICE SRDCEM has already made its mark on people's consciousness.

<b>34 833 085 CZK</b>	total funds received by the Fund since its foundation as of 31.12.2022
<b>8 042 500 CZK</b>	total funds disbursed by the Fund since foundation in 2020
<b>8 496 749 CZK</b>	total amount withdrawn from the transparent account in 2022
<b>2 872 500 CZK</b>	total amount paid by the fund in 2022

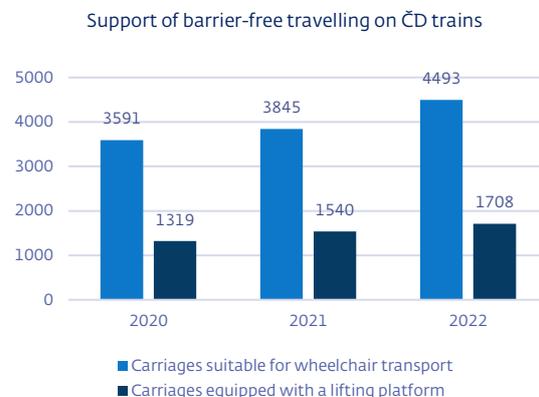
*Management of the Endowment Fund as of 31.12.2022*

### How we helped in 2022

The Endowment Fund provided assistance to several railwaymen who have been seriously injured in the course of their work activities and have lifelong consequences. The money was used to pay for special rehabilitation or the purchase of compensatory aids, for example. Other assistance was directed to the families of railwaymen who tragically died. The Endowment Fund contributes to the education and development of their children and will continue to help in this area also in the years to come. Further support was directed to the families of railwaymen caring for seriously ill children.

### Barrier-free travelling

Helping people with disabilities is an automatic part of our activities in the area of responsible transport, especially in the area of removing barriers on the railway and introducing services which allow them greater mobility and comfort when travelling. We appreciate the fact that we can help our fellow citizens with impaired mobility or orientation in this manner of assurance of barrier-free travelling. All of our newly acquired vehicles are equipped not only for comfortable travel for wheelchair users, but also for the blind or partially sighted persons thanks to haptic elements, Braille signs or door controls using blind radios. By 2025, the offer of barrier-free travelling will be extended by additional hundreds of ČD connections.



### How we helped in 2022

- more than 7,000 registered transport operations or assistances during transport
- 43% increase in transportation for people with disabilities compared to 2021
- more than 650 accessible barrier-free carriages and units operated in 2022

### ČD Nostalgia Programme

The preservation and care of the cultural and technical heritage of the Czech Republic is one of the important society-wide activities provided by České dráhy, a.s. Within the framework of this programme, we currently take care of approx. 60 historical railway vehicles. Also in 2022, the activities of the ČD Nostalgia Programme were connected with repairs of several railway unique exhibits and many nostalgic rides.

### Key events of the ČD Nostalgia Programme in 2022

- repair of the steam locomotive 354.195 (known as Všudybylka)
- repair of historical electric vehicles on our first electrified railway line "Tábor – Bechyně"
- repair of Křižík's historical rail car "EM 400.001" from 1903
- repair of the electric locomotive "E 422.001", for the South Bohemian local railway line summer programme
- repair of the tender locomotive "423.009", which celebrated its centenary
- continuing repairs of steam locomotives "464.008" and "313.432"
- preparation for the repair of the steam locomotive "475.179" (supported by a public collection)
- repair of the railway turntable in the depository of the Centre for Historical Vehicles in Olomouc

Within the framework of the ČD Nostalgia Programme, we also implemented a rich programme for those interested in railway history with many partners. In addition to many regular events, e.g., the "Hurvínek" rail car rides from Břeclav to Lednice, the Bezdrůžice Steam Summer, the By Steam through Prague or By Steam along the Sázava River, there were also unique events. These events included a visit of the Olomouc locomotive "464.202" on a journey in Bohemia or a meeting of Sergey locomotives and other large six-axle diesel traction locomotives at the ČD Museum in Lužná u Rakovníka.

### „Help with ČD“ project

As we are a socially responsible company, our priority is to help those in need and those who need our help. In line with our social responsibility strategy, we therefore focus on the most vulnerable inhabitants at present – such as the elderly and children, and last but not least, also on our environment. Within the framework of the Help with ČD project, we organise, on an annual basis, volunteer and charity events, always taking into account the current priorities and the need for our support.

### How we helped in 2022:

- by planting trees in cooperation with the Partnership Foundation
- by supporting seniors in the Santa' Grandchildren event
- through the support of food aid collections
- by participation in the TERIBEAR moves Prague (support for children from children's homes)
- through the Junior Programme (My Little Train magazine)
- through SOS villages
- by the event entitled "Preventive Train" (Safety at railway)
- by planting the Sir Nicholas Winton Alley
- by supporting the EuroKey event in cooperation with the Czech National Disability Council (CNDC)

## **Aid to Ukraine**

Immediately after the conflict broke out, the national carrier dispatched its first special humanitarian trains to evacuate Ukrainian women, children and the elderly. These humanitarian evacuation trains transported some 3,700 people to safe areas. Our assistance included also the possibility of transporting refugees free of charge within the Czech Republic and the introduction of 1,043 additional carriages in the train sets to and from Poland, Germany and Slovakia.

Another form of assistance from ČD consisted of a humanitarian collection which took place at 63 railway stations across the Czech Republic. People donated tens of tonnes of aid over the course of several weeks. České dráhy, a.s. also provided special train waiting rooms and dormitories, including the possibility of long-term accommodation for refugees on suitable premises of České dráhy, a.s.

ČD Cargo, a.s. also actively participated in the aid to war-stricken Ukraine. In addition to providing transport services, it contributed a financial donation of CZK 1,230,850 to the People in Need Foundation to help Ukraine.

# Responsible organization



Being a responsible company requires not only taking environmental and social aspects into account when doing business, but also responsible and transparent management of the entire ČD Group. Adherence to ethical principles and the principles of non-discrimination and equal treatment are extremely important to the ČD Group, and we are therefore striving to implement these principles across the entire ČD Group in our corporate culture. To ensure that the ČD Group operates efficiently and prevents any potential misconduct, we place great emphasis on well-established internal processes and control mechanisms in our organisations.

## RISK MANAGEMENT

The main goal of the integrated risk management system in the ČD Group is to continuously reduce the negative impact of risks on the economic result, as well as the negative impact on the non-financial categories of the entire ČD Group. An important role within the risk management system is played by the ČD risk management committee, which provides the function of an advisory body to the ČD board of directors and meets at least four times a year. Within the entire ČD Group, a uniform system for registering and evaluating risks is used, including the same method of quantifying and categorizing risks, which makes it possible to provide comparable data, especially when compiling the current overall risk position. Continuous monitoring and regular evaluation of risks in relation to the relevant approved limits ensures that the management of the ČD Group is regularly informed about the current risk position.

Within the ČD Group, these relevant management systems are also implemented in accordance with the requirements of international ISO standards. This range of certifications and the set control mechanisms of independent audit entities cover the main areas of activity of the individual organizations of the ČD Group.

Norm	ČD	ČD Cargo	ČD Telematika	ČD IS	VUZ	DPOV
ISO 9001	✓	✓	✓	✓	✓	✓
ISO 45001	✓	✓	✓	✓	x	-
ISO 50001	✓	✓	x	✓	✓	✓
ISO 14001	x	✓	✓	✓	x	✓
Carbon footprint (GHG)	✓	✓	✓	✓	✓	✓
ISO 27000	-	-	✓	-	-	-
ISO 27001	-	-	-	✓	-	-
ISO 20000-1	-	-	✓	✓	-	-
ISO 21500	-	-	✓	-	-	-

- not relevant

x missing certification to be completed

### Changes made to Risk Management in 2022

Carrying out an initial analysis of ESG topics with a potential impact on the financial result and setting up the ESG risk position the ČD Group risk management systém.

Identification of the need to complete the missing certifications at the following ČD Group companies:

- České dráhy, a.s. (ISO 14001) – certification date to be confirmed by the end of 2023
- ČD – Telematika, a.s. (ISO 50001) – certification date to be confirmed by the end of 2023
- VUZ, a.s. (ISO 14001, ISO 45001) – certifications to be completed by the end of 2023

## ETHICAL CONDUCT

The ČD Group adheres to strict ethical standards, strictly complies with all legal norms and regulations and is aware of the risks and negative social impacts associated with non-compliance. It ensures compliance with legal regulations, international treaties, ethical rules and internal standards in all areas of its operations, both externally in relation to any third parties and internally in relation to its employees, and does not tolerate any violations thereof.

No direct or indirect discrimination is permitted within the framework of the ČD Group. The education, professional knowledge, qualifications and abilities of each applicant are a determining factor in recruitment, and due regard is paid to the principles of diversity in recruitment and other activities.

The ČD Group Code of Conduct helps to ensure that our day-to-day activities and the actions of all employees across the ČD Group are consistent with established principles. In the event of unethical conduct, violations or reasonable suspicion of violations of the Code of Conduct and principles of good moral, any employee has the opportunity to report it without fear of potential repercussions. At the same time, each report will be assessed and dealt with in accordance with the applicable internal standard. Employee awareness of ethical behaviour is built through regular training sessions focused on principles and values for individuals and the ČD Group as a whole.

**During 2020, 2021 and 2022, there were no cases of breaches of the Code of Conduct or human rights which were proven to have been committed by the ČD Group. The area of corporate culture and compliance with ethical principles is regularly one of the items examined during audits of the ČD Group.**

## COMPLIANCE POLICY

Adherence to high ethical standards is in the long-term interest of the ČD Group, which has therefore established a compliance policy defining the principles of conduct towards customers, employees as well as business partners. These principles are elaborated and supplemented by the compliance system of each individual company belonging to the ČD Group.

The ČD Group treats its customers, employees and business partners as a responsible and trustworthy partner that is committed to maintaining sustainable development and compliance with general binding legislation, internal standards with an emphasis on ethical principles and corporate culture. The respective companies are responsible for setting up compliance rules within their respective companies.

The Codes of Conduct are based on professional standards and are communicated across the entire ČD Group. The internal Codes of the ČD Group serve as standards for the conduct of employees and members of the company's bodies towards each other and externally. Integrity and compliance are an essential part of the ČD Group's strategy. Employees are regularly trained to avoid any wrongdoing and to be aware of compliance standards. Every employee is required to attend training sessions.

To ensure effective control of compliance with legislation, internal standards and the Code of Conduct, we have introduced a confidential internal whistleblowing system allowing our employees to submit complaints concerning third parties, also anonymously if the whistleblower decides to do so. The Company processes complaints regardless of the person of the whistleblower or the method chosen for their submission. České dráhy, a.s. does not sanction the submission of a complaint and takes care to protect the identity of the whistleblower.

At the present time, when data plays an important role, we are committed to the protection of personal data, information security and cyber security. Every employee who works with data undergoes regular training and is familiar with applicable internal rules.

**The Group was in compliance with all applicable regulations for 2022, and therefore it did not have to pay any financial penalty as a result of non-compliance therewith.**

## ANTICORRUPTION CONDUCT

We completely refuse any acceptance and offer of bribes, i.e., any monetary or non-monetary consideration provided directly or indirectly, with the aim of gaining profit, undue advantage or retaining business deals, other than through our own economic performance, influencing a business or other decision. Any employee who becomes aware of such an act or attempted act is obliged to report the same through the internal reporting system or may report the complaint to the Commission for the Investigation of Unlawful Acts in accordance with the Regulation on the Reporting and Investigation of Unlawful Acts at České dráhy, a.s. The employees shall not directly or indirectly offer, give, solicit or accept bribes or gifts to obtain or maintain business relationships, influence decisions or obtain any other advantage. It is unacceptable to solicit provisions of gifts.

Since 2012, the parent company České dráhy, a.s. has established the so-called ethics line for reporting concerns relating to corruption, bribery and unethical behaviour (telephone line, form on the ČD website, e-mail, personal submission to the relevant persons authorised to receive submissions). In 2022, changes were made to ensure the protection of the whistleblower in the entire investigation process and the provision of corrective measures responding to the reported report. Furthermore, work was started on the modification of the ethics line to ensure its compliance with the new European legislation regarding whistleblowing. Board members, management and administrative staff are required to participate in periodic training.

**In 2022, 1,871 employees completed anti-corruption and anti-money laundering training. Through the internal reporting system, we received a total of 28 inquiries for investigation in 2022, one of which was classified as anti-corruption. Over the past three years, no cases of corruption have been proven to be true after investigation.**

## SUSTAINABILITY IN THE SUPPLY CHAIN

We treat our customers, employees as well as business partners as a responsible and trustworthy partner who is committed to respecting the principles of sustainable development. We expect all of our business partners to actively promote and adhere to the values and principles expressed in the Code of Conduct for Business Partners in their activities, and thus actively contribute to the fulfilment of the ČD Group's mission, and therefore this Code of Conduct is a part of all contracts. The Code of Conduct covers the area of human rights, environmental protection, employee protection and safety, intellectual property, as well as anti-corruption and anti-bribery measures. The Code is publicly available on the [ČD website](#). In the past year, no contracts with business partners were terminated for a breach of the Code of Conduct.

**In 2022, we started preparations for a survey focused on the readiness of our suppliers for reporting the ESG indicators, especially in the area of energy performance and emission volumes of the products supplied by them. In 2023, we are planning a thorough evaluation of the readiness of our supply chain and setting new principles for applying selected ESG criteria within the framework of tender procedures at the parent company České dráhy, a.s..**

### Responsible Public Procurement

Following the amendment to the Public Procurement Act, in 2022 we piloted implementation of the basic principles of the so-called Responsible Public Procurement (RPP) for all contracts with an estimated value of CZK 2,000,000 excluding VAT and more in the internal purchasing processes and strategic purchasing guidelines of the company "České dráhy, a.s.".

**In 2022, the principle of responsible public procurement was verified, on a pilot basis, at a total of 429 public contracts, with 36 selected contracts (8.4%) actually applying the principle.**

On the basis of the experience gained, the parameters set will be adjusted in 2023 and the final introduction of the RPP principles into the purchasing processes of the parent company České dráhy, a.s. will be carried out. Also in 2022, as a part of our responsible procurement policy, we applied criteria enabling the implementation of deliveries from the so-called social enterprises from selected contractual partners within the framework of the substitute performance of the ZPS, or deliveries provided through selected associations of Roma entrepreneurs in the Czech Republic.

## MANAGEMENT OF THE SUSTAINABILITY AND ESG AREAS

For the area of Sustainability and ESG, a new position of sustainability manager was established within České dráhy, a.s. in 2022, with responsibility for effective and consistent management of the sustainability agenda within the entire ČD Group.

To manage ESG agendas, a working ESG team of designated contact persons of individual organizations was created within the ČD Group; own assurance of ESG activities in the ČD Group takes place in the form of a matrix, or project management.

The sustainability manager of České dráhy, a.s. is responsible to the directly appointed member of the board of directors of České dráhy, a.s. responsible for the ESG area. Fulfillment of the sustainability strategy in accordance with the adopted priorities is checked and reported to the board of directors of České dráhy, a.s., on a quarterly basis.

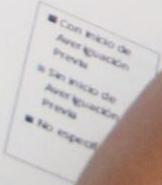
# Non-financial ESG data for 2022

La ENVIPE 2013 permite conocer que entre los motivos que llevan a la población víctima de un delito a no denunciar, están las circunstancias atribuidas a la autoridad, como considerar la denuncia como una pérdida de tiempo y la desconfianza en la autoridad, con 81.9%.



Causas atribuidas a la autoridad	2010	2011
Otras Causas	61.2	63.2
Por causas atribuibles a la autoridad	36.3	35.9
Por otras causas	2.6	0.8

Del total de las denuncias que en el 2011, esta cifra fue 53.2%



CIAL

In the year 2022, ČD Group disclosed only non-financial ESG data corresponding to selected GRI indicators. The process of preparing additional non-financial ESG data for individual companies of the ČD Group continues, and further expanded data will gradually be made available in the following accounting periods.

## Environmental

GRI 302-1	2021	2022	% change
<b>Energy consumption within the organization</b>			
Total energy consumption in ČD Group (MWh)	1 862 901	1 914 364	2,76%
Total consumption of electricity (MWh)	1 016 071	1 052 751	3,61%
Total consumption of heating (MWh)	202 670	196 942	-2,83%
Total consumption of fuel (MWh)	641 651	661 286	3,06%

GRI 302-3	2021	2022	% change
<b>Energy intensity</b>			
Passenger transport (MWh/million pkm)	244,64	176,72	-27,76%
Freight transport (MWh/million gross tkm)	22,27	20,61	-7,46%

GRI 303-3	2021	2022	% change
<b>Water withdrawal (m<sup>3</sup>/year)</b>			
Total volume of withdrawn water	653 518	606 427	-7,21%
Of which, volume of water withdrawn from public water utilities	610 805	567 296	-7,12%
Of which, volume of water withdrawn—groundwater	39 398	35 469	-9,97%
Of which, volume of water withdrawn—surface water	3 315	3 429	3,44%
Of which, volume of rainwater used	0	233	

GRI 303-4	2021	2022	% change
<b>Water discharge (m<sup>3</sup>/year)</b>			
Total volume of water discharges	653 502	606 394	-7,21%
Of which, volume of treated water	49 999	64 710	29,42%
Of which, volume of water without treatment	603 503	541 684	-10,24%
Of which, volume of water discharged to surface water	41 367	55 640	34,50%
Of which, volume of water discharged to public sewers	582 967	480 206	-17,63%
Of which, volume of water discharged for technological and operational activities	29 168	70 548	141,87%

GRI 305-1	2021	2022	% change
<b>Direct (Scope 1) GHG emissions</b>			
Scope 1 (t CO <sub>2</sub> e)	184 526	190 388	3,18%

GRI 305-2	2021	2022	% change
<b>Energy Indirect (Scope 2) GHG emissions</b>			
Scope 2 by method „market-based“ (t CO <sub>2</sub> e)	287 441	295 545	2,82%
Scope 2 by method „location-based“ (t CO <sub>2</sub> e)	563 090	696 328	23,66%

GRI 305-4	2021	2022	% change
<b>GHG emissions intensity</b>			
Passenger transport (tCO <sub>2</sub> e in ČD/million pkm)	59,44	42,45	-28,58%
Freight transport (tCO <sub>2</sub> e in ČD Cargo /million gross tkm)	6,24	5,98	-4,12%

GRI 306-3	2021	2022	% change
<b>Waste generated (metric tons)</b>			
Total weight of generated waste	14 384	14 952	3,95%
Total weight of hazardous waste	1 622	1 805	11,26%
Total weight of non-hazardous waste	12 762	13 147	3,02%
Of which, weight of mixed municipal waste	2 546	2 772	8,88%
Of which, weight of waste reused or recycled	8 486	8 971	5,71%

## Social

GRI 2-7		2021		2022		% change
Employees		Amount	%	Amount	%	%
Total number of employees <sup>*)</sup>		21 641	x	21 432	x	-0,97%
Number of women		5 633	26,03%	5 574	26,01%	-1,05%
Number of men		16 008	73,97%	15 858	73,99%	-0,94%
Number of full-time employees	women	5 393	24,92%	5 348	24,95%	-0,83%
	men	15 921	73,57%	15 695	73,23%	-1,42%
Number of part-time employees	women	200	0,92%	226	1,05%	13,00%
	men	127	0,59%	163	0,76%	28,35%
Number of employees with permanent contract	women	5 389	24,90%	5 288	24,67%	-1,87%
	men	15 722	72,65%	15 433	72,01%	-1,84%
Number of employees with temporary contract	women	204	0,94%	286	1,33%	40,20%
	men	326	1,51%	425	1,98%	30,37%

\*) Employees of ČD Group included in the Report

GRI 401-1		2021		2022		% change
New employee hires		Amount	%	Amount	%	%
Number of newly recruited employees		1 047	x	1 707	x	63,04%
Number of newly recruited women		240	22,92%	466	27,30%	94,17%
Number of newly recruited men		807	77,08%	1 241	72,70%	53,78%
Newly recruited employees under 30 years		437	41,74%	626	36,67%	43,25%
Newly recruited employees 30–50 years		474	45,27%	803	47,04%	69,41%
Newly recruited employees over 50 years		136	12,99%	278	16,29%	104,41%
Employee turnover		Amount	%	Amount	%	%
Total number of employee turnover		1 961	x	1 928	x	-1,68%
Employee turnover by gender	women	503	25,65%	496	25,73%	-1,39%
	men	1 458	74,35%	1 432	74,27%	-1,78%
Employee turnover by age	<30 years	235	11,98%	326	16,91%	38,72%
	30–50 years	516	26,31%	613	31,79%	18,80%
	>50 years	1 210	61,70%	989	51,30%	-18,26%
Total rate of employee turnover		x	8,73%	x	8,58%	-1,15%

GRI 401-3		2021		2022		% change
Parental leave		Amount	%	Amount	%	%
Number of employees that are on parental leave by gender	women	169	97,69%	255	99,22%	50,89%
	men	4	2,31%	2	0,78%	-50,00%
Number of employees that returned to work after parental leave by gender	women	173	97,74%	115	95,83%	-33,53%
	men	4	2,26%	5	4,17%	25,00%

GRI 403-9		2021		2022		% change
Work-related injuries		Amount	%	Amount	%	%
Number of work-related fatalities		6	x	1	x	-83,33%
Number of work-related accidents with permanent consequences		1	x	2	x	100,00%
Number of reported work-related injuries		516	x	508	x	-1,55%

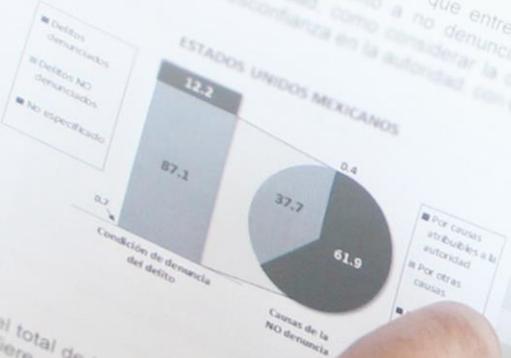
GRI 403-10		2021		2022		% change
Work-related ill health		Amount	%	Amount	%	%
Number of fatalities as a result of work-related ill health		0	x	0	x	0,00%
Number of reported cases of work-related ill health		0	x	0	x	0,00%

GRI 404-1		2021		2022		% change
Average hours of training per year per employee		Amount	%	Amount	%	%
Absolute hours of training per year— management and rank-and-file employees by gender	women	45 440	23,98%	48 874	22,98%	7,56%
	men	144 080	76,02%	163 974	77,11%	13,81%
Average hours of training per year per employee		8,76	x	9,92	x	13,30%

GRI 405-1		2021		2022		% change
Diversity of governance bodies and employees		Amount	%	Amount	%	%
Total number of governance bodies		54	x	55	x	1,85%
Number of women		4	7,41%	6	10,91%	50,00%
Number of men		50	92,59%	49	89,09%	-2,00%
Number of governance bodies under 30 years		0	0,00%	0	0,00%	0,00%
Number of governance bodies 30–50 years		26	48,15%	32	58,18%	23,08%
Number of governance bodies over 50 years		28	51,85%	23	41,82%	17,86%
Diversity of managerial positions		Amount	%	Amount	%	%
Total number of managers		208	x	217	x	4,32%
Number of women in managerial positions		33	15,87%	34	15,67%	3,03%
Number of men in managerial positions		175	84,13%	183	84,33%	1,85%
Number of managers under 30 years		1	0,48%	2	0,92%	100,00%
Number of managers 30–50 years		114	54,81%	114	52,53%	0,00%
Number of managers over 50 years		93	44,71%	101	46,54%	1,85%
Diversity of all employees		Amount	%	Amount	%	%
Number of women		5 633	26,03%	5 574	26,01%	-1,05%
Number of men		16 008	73,97%	15 858	73,99%	0,94%
Number of all employees under 30 years		2 171	10,03%	2 220	10,36%	2,26%
Number of all employees 30–50 years		9 077	41,94%	9 019	42,08%	0,64%
Number of all employees over 50 years		10 393	48,02%	10 193	47,56%	1,92%

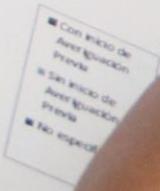
# Content index of GRI indicators for 2022

La ENVIPE 2013 permite conocer que entre los motivos que llevan a la población víctima de un delito a no denunciar, están las circunstancias atribuidas a la autoridad, como considerar la denuncia como una pérdida de tiempo y la desconfianza en la autoridad, con 81.9%.



Causas atribuidas a la autoridad	2010	2011
Otras Causas	61.2	63.2
Por causas atribuibles a la autoridad	36.3	35.9
Por otras causas	2.6	0.8

Del total de las denuncias refiere que en el 53.2% en 2011, esta cifra fue...



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The information published in this Report corresponds to selected GRI indicators according to this content index. Indicators that are not included in this register were not evaluated as relevant from the point of view of the ČD Group's activities, or internal data was not available for them in 2022. For the following period, the ČD Group expects to publish its non-financial data in full according to the applicable standards.

## GRI 2: GENERAL DISCLOSURES

ID	Standard	Location
2-1	Organizational details	page 6
2-2	Entities included in the organization's sustainability reporting	page 5
2-3	Reporting period, frequency and contact point	page 5
2-4	Restatements of information	This is the first report
2-5	External assurance	page 5
2-6	Activities, value chain and other business relationships	page 6
2-7	Employees	page 23
2-8	Workers who are not employees	Not available <sup>1</sup>
2-9	Governance structure and composition	page 6
2-10	Nomination and selection of the highest governance body	page 6
2-11	Chair of the highest governance body	page 6, AR
2-12	Role of the highest governance body in overseeing the management of impacts	AR
2-13	Delegation of responsibility for managing impacts	AR
2-14	Role of the highest governance body in sustainability reporting	page 37
2-15	Conflicts of interest	AR
2-16	Communication of critical concerns	page 34
2-17	Collective knowledge of the highest governance body	page 6
2-18	Evaluation of the performance of the highest governance body	AR
2-19	Remuneration policies	page 24
2-20	Process to determine remuneration	page 24
2-21	Annual total compensation ratio	Not available <sup>1</sup>
2-22	Statement on sustainable development strategy	page 9
2-23	Policy commitments	page 9, 12
2-24	Embedding policy commitments	Not available <sup>2</sup>
2-25	Processes to remediate negative impacts	Not available <sup>2</sup>
2-26	Mechanisms for seeking advice and raising concerns	page 34
2-27	Compliance with laws and regulations	page 35
2-28	Membership associations	page 7
2-29	Approach to stakeholder engagement	page 10
2-30	Collective bargaining agreements	page 27

<sup>1</sup> This information will be made available in the Report for the following period.

<sup>2</sup> These principles and related processes will be defined in 2023 and subsequently made available in the Report for the following period.

### GRI 3: MATERIAL TOPICS

ID	Standard	Location
3-1	Process to determine material topics	page 10
3-2	List of material topics	page 10
3-3	Management of material topics	page 37

### GRI 201: ECONOMIC PERFORMANCE

ID	Standard	Location
201-1	Direct economic value generated and distributed	AR
201-2	Financial implications and other risks and opportunities due to climate change	AR
201-3	Defined benefit plan obligations and other retirement plans	AR
201-3	Financial assistance received from government	AR

### GRI 205: ANTI-CORRUPTION

ID	Standard	Location
205-1	Operations assessed for risks related to corruption	page 36
205-2	Communication and training about anti-corruption policies and procedures	page 36
205-3	Confirmed incidents of corruption and actions taken	page 36

### GRI 302: ENERGY

ID	Standard	Location
302-1	Energy consumption within the organization	page 17
302-2	Energy consumption outside of the organization	Not available <sup>3</sup>
302-3	Energy intensity	page 39
302-4	Reduction of energy consumption	page 18
302-5	Reductions in energy requirements of products and services	Not available <sup>4</sup>

### GRI 303: WATER AND EFFLUENTS

ID	Standard	Location
303-1	Interactions with water as a shared resource	page 20
303-2	Management of water discharge-related impacts	page 20
303-3	Water withdrawal	page 39
303-4	Water discharge	page 39
303-5	Water consumption	page 39

<sup>3</sup> Energy consumption outside the organization is not currently monitored and the decision to monitor this type of energy is linked to beginning of measurement of indirect emissions (Scope 3).

<sup>4</sup> Monitoring of the energy efficiency of the services provided is being prepared and will be introduced from 2023.

#### GRI 304: BIODIVERSITY

ID	Standard	Location
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not relevant
304-2	Significant impacts of activities, products and services on biodiversity	Not available <sup>5</sup>
304-3	Habitats protected or restored	Not relevant
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not relevant

#### GRI 305: EMISSIONS

ID	Standard	Location
305-1	Direct (Scope 1) GHG emissions	page 19
305-2	Energy indirect (Scope 2) GHG emissions	page 19
305-3	Other indirect (Scope 3) GHG emissions	Not available <sup>6</sup>
305-4	GHG emissions intensity	page 40
305-5	Reduction of GHG emissions	page 40
305-6	Emissions of ozone-depleting substances (ODS)	Not available <sup>7</sup>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not available <sup>7</sup>

#### GRI 306: WASTE

ID	Standard	Location
306-1	Waste generation and significant waste-related impacts	page 20
306-2	Management of significant waste-related impacts	page 20
306-3	Waste generated	page 40
306-4	Waste diverted from disposal	page 40
306-5	Waste directed to disposal	page 40

#### GRI 401: EMPLOYMENT

ID	Standard	Location
401-1	New employee hires and employee turnover	page 23
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 24
401-3	Parental leave	page 41

#### GRI 402: LABOR/MANAGEMENT RELATIONS

ID	Standard	Location
402-1	Minimum notice periods regarding operational changes	page 25

<sup>5</sup> The analysis of the significant impacts of the ČD Group's activities, products and services on biodiversity will begin in 2023.

<sup>6</sup> Measurement of other indirect GHC emissions (Scope 3) is not in place and a decision on its introduction will be made by 2024.

<sup>7</sup> A monitoring system has not been set up for this type of emissions, its introduction will be decided by 2024.

#### GRI 403: OCCUPATIONAL HEALTH AND SAFETY

ID	Standard	Location
403-1	Occupational health and safety management system	page 25
403-2	Hazard identification, risk assessment, and incident investigation	page 25
403-3	Occupational health services	page 25
403-4	Worker participation, consultation, and communication on occupational health and safety	page 25
403-5	Worker training on occupational health and safety	page 25
403-6	Promotion of worker health	page 25
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 25
403-8	Workers covered by an occupational health and safety management system	page 25
403-9	Work-related injuries	page 41
403-10	Work-related ill health	page 42

#### GRI 404: TRAINING AND EDUCATION

ID	Standard	Location
404-1	Average hours of training per year per employee	page 42
404-2	Programs for upgrading employee skills and transition assistance programs	page 25
404-3	Percentage of employees receiving regular performance and career development reviews	Not available <sup>8</sup>

#### GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

ID	Standard	Location
405-1	Diversity of governance bodies and employees	page 27
405-2	Ration of basic salary and remuneration of women and men	Not available <sup>8</sup>

#### GRI 406: NON-DISCRIMINATION

ID	Standard	Location
406-1	Incidents of discrimination and corrective actions taken	page 35

#### GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

ID	Standard	Location
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	page 27

<sup>8</sup> This information will be made available in the Report for the following period.

