



Sustainability report of the

České dráhy (ČD) Group

2023

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Introduction

DECLARATION

České dráhy, a.s., declares that it has drawn up this Report to the best of its knowledge and that the present Sustainability report of the ČD Group for 2023 presents a true and fair overview of the activities and non-financial data of the ČD Group in the areas of environmental, social and governance policy.

The ESG Report was approved by the Board of Directors of České dráhy, a.s. at its meeting held on 10 June 2024.

INTRODUCTORY WORD OF THE COMPANY MANAGEMENT

Ladies and Gentlemen,

I would like to introduce our next Sustainability report of the ČD Group for 2023. By doing so, we continue the process of publishing non-financial data and information relating to the ČD Group which we started in 2022.

Our core business activity in the rail transport segment is widely perceived as sustainable, both in terms of energy performance or emissions intensity and low environmental impacts. Therefore, the main strategic and business priorities for the development of our services are already on principle in line with the ESG development priorities of the entire ČD Group.

Our approach to ESG and setting out of the sustainability strategy of the ČD Group are built with an emphasis on the balance between economic, environmental and social sustainability. I am convinced that our main ESG strategic priorities up to 2030 are set up adequately and that we are able to progressively meet both the short-term and medium-term targets in this area.

Our main business priority, but also a natural ESG priority, is the development of rail transport services in the Czech Republic. We want to be a modern and attractive carrier whose services will be a sought-after and sustainable alternative to road transport not only in the Czech Republic. The increasing number of passengers transported in 2023 (+7.3 million compared to 2022) confirms the correctness of our strategy based on the continued modernisation of our rolling stock and the continuous improvement of services for our customers. At the same time, as a national carrier, we see our potential to contribute to the Czech Republic's future national targets for reducing emissions in the transport sector and we believe that the steps we are currently preparing will fulfil our ambition to reduce emissions from our own traction operations by as much as 30 % by 2030 compared to 2015.

In the environmental area (E), we succeeded in improving the energy performance of railway transport operations and in reducing related emissions primarily through the increasing share of traction electricity recovery, which has already reached a level of approximately 50 GWh/year in 2023. We are able to achieve these values thanks to our investments to date in modernisation of our electric rolling stock or investing in retrofitting the existing units with new metering systems. We are also dealing with the issue of emissions from the operation of our diesel multiple units, which we have to operate in parts of the railway infrastructure which have not been electrified yet. Our strategy is also highly active in this area. The newly acquired modern Regio Fox diesel multiple units currently meet the most stringent emission standards, we are preparing for the introduction of new BEMU hybrid units in 2025, and in 2023 we initiated a research project with partners to test sustainable low-emission fuels. In 2023, we also progressed with the modernisation of our heating systems used in buildings, which enabled us to reduce coal consumption for heating by approximately 19 %. Within the framework of the ČD Group, we will continue to focus on finding further opportunities to reduce the energy intensity of our own operations and to prepare for the transition to low-emission technologies by 2030 with an outlook to 2050.

In the social area (S), we continue to believe that the individual companies of the ČD Group already meet the usual corporate standards in the Czech Republic. However, we can see also further room for improvement in this area, and that is why we have already initiated steps in 2023 which will enable us to better measure and assess the satisfaction of both our customers and our employees. In the area of Corporate Social Responsibility (CSR), we successfully continued in 2023 to develop topics which we see as key for our environment and the target groups we want to address. Therefore, we helped our employees in need through the ČD Group Endowment Fund – ŽELEZNICE SRDCEM, developed charitable and voluntary activities within the framework of the "Help with ČD" project and ensured the care of our historical railway heritage within the framework of the ČD NOSTALGIA programme.

In the area of organisation management (G), our main priority until 2025 is to set up a system for managing new ESG agendas and reporting competencies across the entire ČD Group. We are already succeeding in this area, as in the past year 2023 the ČD Group was already able to fulfil all the ESG reporting obligations to its partners and currently key stakeholders – i.e. financial institutions and rating agencies. In view of the newly adopted legislation on non-financial reporting under the European Corporate Social Responsibility Directive (CSRD), which has applied to the ČD Group since 2024, preparatory activities and strengthening of the internal organisation for the transition to this enhanced non-financial reporting across the ČD Group were already initiated in 2023.



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

INFORMATION OF THE REPORT

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-9, 2-10, 2-11, 2-17

The presented Sustainability report of the ČD Group for 2023 (referred to as the "Report") is prepared using the methodology and structure according to the international GRI standard. The information published within the framework of this Report for 2023 corresponds to selected GRI indicators which are relevant to the ČD Group or for which relevant non-financial data was available in 2023. From 2024, the ČD Group expects to disclose its non-financial data in full in accordance with the CSRD Directive and ESRS specifications.

The ČD Group continues to report its non-financial data and information on the basis of an annual cycle, always for the period of the financial year. This Report reflects the prior year period from 1 Jan 2023 to 31 Dec 2023.

The Report includes the following significant 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.". 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 current activities, number of employees and potential environmental impact.

- České dráhy, a.s.
- ČD Cargo, a.s. (only the parent company)
- ČD – Telematika a.s. (only the parent company)
- ČD – Informační Systémy, a.s. (only the parent company)
- DPOV, a.s.
- Výzkumný Ústav Železniční, a.s. (only the parent company)
- ČD Bus a.s.

For the year 2023, the following parts of the ČD Group were not included in the ESG Report of the ČD Group:

- Dopravní vzdělávací institut, a.s.
- ČD travel, s.r.o.
- subsidiaries of the ČD Cargo Group, ČD – Telematika Group, ČD – Informační systémy Group and Výzkumný Ústav Železniční, a.s.

In accordance with the CSRD, from 2024 the scope of reporting of the ČD Group's non-financial data will include all ČD Group companies included in the Consolidated Financial Statements for the period. The information regarding Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investments (the "Taxonomy Regulation") is provided in the 2023 Annual Report of the ČD Group (page 259).

This Report focuses primarily on provision of basic non-financial data on the activities of the ČD Group for 2023. Where there is relevant content on a given ESG topic in the ČD Group's 2023 Annual Report, reference is made to it in this Report. From 2024, the ČD Group expects to publish its non-financial data in accordance with the CSRD and ESG specifications as a part of one integrated Annual Report.

For 2021 and 2022, the data has been adjusted to refine the methodology of the environmental indicators. Due to the unavailability of emission factors at the date of the Report 2023, the 2022 emission factors have been used for 2023. Next year's timing will be adjusted with the publication date of the ČD Group's integrated Annual Report.

The present Report has not been independently audited. Nevertheless, the Report contains reliable, relevant and standardised information. The calculation of the carbon footprint of Scope 1 and 2 of the individual organisations of the ČD Group has been performed in accordance with the international standards (GHG Protocol and ISO 14064) and has been verified by an external authorised body. From 2024 onwards, the published non-financial data of the ČD Group will be verified on a standard basis at the "limited assurance" level by an independent auditor.

Identification and Contact Information of the Company:

Commercial name of the company: České dráhy, a.s.
Registered office: Prague 1, Nábřeží L. Svobody 1222, Post Code No. 110 15
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ABOUT THE ČD GROUP

GRI 2-1, 2-6

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 2.4 million trains a year and carry more than 164 million passengers. In the field of freight transport, we operate on approximately 9,500 kilometres of railway lines in the Czech Republic, we transport almost 60 million tonnes of goods annually and are increasingly focusing our activities on the foreign market as well. In passenger transport, we operate around 4,000 railway vehicles (locomotives, passenger carriages and units) and in the next ten years we are preparing significant investments in nearly 200 carriages 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 of the company. 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.¹

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 2023 (page 33).

Main indicators and results of the ČD Group

The ČD Group achieved the following business and operating results in 2023. A detailed overview of the ČD Group's results for this period is presented in the Annual Report of the ČD Group for 2023 (page 29).

Key indicators	2023	Operational indicators	2023
Revenues	49 148	Passenger transport	
EBITDA (from continuing operations)	16 140	Number of passengers transported (million)	164,4
EBIT (from continuing operations)	6 535	Transport output (million passenger-km)	8 068,3
Profit (loss) before taxation	3 826	Transport output (million train-km)	116,8
CZK million		Average transport distance (km)	49,1
		Occupancy rate of capacity offered (%)	30,2
		Freight transport	
		Transport output (millions of tonnes)	59,4

¹ Výzkumný Ústav Železniční, a.s. (hereinafter referred to as "VUZ") is a member of the group in the broader sense, i.e. in the sense of establishing a unified policy for specific areas and the possibility of using the economic savings offered by the group; while in the narrower sense of the group, there is no directive management and interference in the management of the company by the Controlling Person within the framework of the business activities of VUZ for the purpose of long-term promotion of the group's interests, nor is there any influence on VUZ within the meaning of Section 71 of the Act No. 90/2012 Coll. on Business Corporations, as amended. The Controlling Person does not adopt group directives with respect to the VUZ Company, regulating specific group management of VUZ by the Controlling Person. The VUZ Company is a part of the group in the formal broad sense established by the Controlling Person's mere 100% ownership interest.

Green bonds

In 2023, the parent company "České dráhy, a.s." drew down funds from the Green Bond issue implemented in 2022. The drawdown of these funds is carried out in accordance with the terms of the issue and the rules defined in the agreed "[Green Finance Framework](#)". In accordance with these conditions, the environmental performance indicators of the newly procured railway units and vehicles were also publicly disclosed for 2022 (see [Green Bond Impact Report](#)).

Associations and partner organisations

GRI 2-7

In 2023, the individual organisations of the ČD Group were involved in many important associations and partner associations. The largest associations include:

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)
- Economic Chamber of the Capital City of Prague
- Czech Company Lawyers Association
- German-Czech Chamber of Industry and Commerce
- Czech Treasury Association (ČAT)
- Association of Accountants and Tax Advisors (SUDP)

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)

KEY ESG TOPICS FOR 2023

Rolling stock renewal

České dráhy pays great attention to the modernisation of its rolling stock, and that is why almost CZK 11 billion was invested in new trains last year. More than 50 new or modernised vehicles were put into service, including RegioPanter electric units, RegioShuttle RS1 rail cars and Vectron electric locomotives. The year also saw the continuous production of RegioFox diesel units and ComfortJet express trains, which are due to enter into operation during 2024.

12 ×

Vectron
electric locomotives

25 ×

RegioShuttle RS1
rail cars

23 ×

RegioPanter
electric multiple units

14 ×

EffiShunter 1000
diesel locomotives

4 026 ×

Services with connection to
a wi-fi network

103 ×

Locomotives of the second
generation with the ETCS

More than **50** %

Tickets purchased online

2 754 ×

Services with a 230 V power
supply socket

Modern technologies, digitisation and customer services

In 2023, we continued preparations for the introduction of the European Train Control System (ETCS) on selected corridors from 1 January 2025. At the same time, we improved digital services, especially the My Train application, and expanded the on-board wi-fi network with new as well as upgraded trains. The number of tickets purchased online increased by more than 50 % last year, confirming the success of the digitisation of services.

Energy and emission performance

In 2023, the ČD Group achieved significant energy savings in traction electricity. Thanks to the growing number of modernised electric units, the amount of recovered electricity (and thus traction electricity saved) has increased to around 50 GWh. Coal consumption for heating has fallen by 19 %. Thanks to these energy savings from energy recovery and the reduction in coal consumption, we were able to reduce our emission footprint by 11.7 thousand tonnes of CO₂. Significant progress in the carbon footprint was made by our subsidiary "Výzkumný Ústav Železniční, a.s.", which reduced its carbon footprint in the period between 2019 and 2022 by 63.51 %.

50 GWh

of recovered clean traction electricity

19 %

reduction of coal consumption for heating

11.7 thousand tonnes of CO₂

Reduction of emissions due to traction electricity recovery and
reducing the share of coal for heating

28.5 Medium Risk

Initiation ESG Risk rating



SUSTAINALYTICS



Výzkumný Ústav Železniční, a.s.

Improvement of the CDP score
from B- to B

ESG performance

For the ČD Group, ESG performance is an important topic and the evaluations obtained represent valuable feedback. We are pleased to have received a rating of 28.5 from Sustainalytics, placing us in the medium risk category. Výzkumný Ústav Železniční, a.s. continues to reduce its carbon footprint and has improved its rating within the framework of the Carbon Disclosure Project (CDP) to a score of "B".

Sustainability strategy and ESG



We perceive sustainability as a natural part of the rail transport services we provide. The topic of sustainability is therefore not a new challenge for us, but rather a continuation of the journey we have already started. In view of the dynamically changing ESG legislative environment and the requirements for corporate non-financial reporting, or our ESG performance, we are following a path of progressively defining and meeting our ESG targets, with an emphasis on balance and economic feasibility in the process.

OUR APPROACH

GRI 2-22, 2-23

Our sustainability and ESG strategy, which we strive to implement within the framework of the ČD Group, is based on the following starting points and the perceived needs of our key partners and stakeholders.

Czech Republic 2030 Strategic Framework

As a national railway carrier, we perceive our potential to support fulfilment of the Czech Republic's future 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 with an outlook to 2050.

Sustainable development goals (SDGs)

The parent company "České dráhy, a.s.", joined the RETHINK project in 2022 and thereby committed to developing its business activities in line with the climate goals of the Paris Agreement and the Glasgow Climate Pact. Through our activities and selected strategy, we aim to actively contribute to the following nine Sustainable Development Goals (SDGs):



European Railway Pact as a climate initiative of railway carriers

We understand that our railway transport services must meet the sustainability criteria common in the wider European context in the future. Although the ČD Group's rail carriers are not currently signatories to the European Railway Carriers' Agreement on Sustainable Development of February 2022, we perceive the climate commitments made in this pact as a sector benchmark against which we want to compare ourselves.

STRATEGIC PRIORITIES AND OBJECTIVES OF THE ČD GROUP IN THE AREA OF ESG

GRI 2-22, 2-23

Our sustainability strategy respects the vision and objectives of the ČD Group and the expected long-term trends in the development of rail transport both in the Czech Republic and in the European context. In the area of sustainability, the ČD Group has formulated the following long-term priorities:

- 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 customer satisfaction, who will prefer our modernised transport services,
- to become an energy efficient and environmentally responsible organisation,
- to strengthen our position as an attractive and responsible employer.

Our sustainability and ESG strategy are defined as a gradual approach, we are now focusing on meeting our short-term targets by 2025 and preparing strategies to meet our medium-term targets by 2030 with an outlook to 2050.

Within the framework of the currently implemented short-term ESG strategy of the parent company "ČD, a.s.", the following specific objectives are being met by 2025:

- continuous modernisation and renewal of the rolling stock,
- continued digitisation and development of customer services,
- setting up an ESG management system and compliance with new legislation in the area of non-financial reporting,
- setting up customer and employee satisfaction measurement systems,
- preparation of strategies for increasing energy efficiency and decarbonisation operations for the period up to 2030 with an outlook to 2050.

Climate goals and ambitions of the ČD Group

At this point of time, the process of defining climate targets has been initiated only within the framework of the parent company "České dráhy, a.s.", whose activities represent approximately 70 % of the emissions generated within the framework of the ČD Group. The preparation of the decarbonisation strategy of České dráhy, a.s. is based on the following internally formulated ambitions:

- reduction of emissions associated with railway operations by -30 % by 2030 compared to 2015²,
- the end of coal for heating in the company's own remaining facilities by 2030,
- 100% of the company's non-traction electricity consumption to come from renewable sources by 2030,
- achieving carbon neutrality of ČD operations by 2050.

In 2023, a process to update the corporate strategy was initiated. Following this process, the updated Group ESG strategic priorities and targets will be confirmed in 2024. The process of defining and approving the ČD Group's climate targets will be completed with the elaboration and approval of the decarbonisation strategies of each ČD Group company by 2025.

STAKEHOLDER RELATIONS AND IDENTIFICATION OF IMPORTANT TOPICS

GRI 2-6, 2-29

The way in which we set up our relationships and communicate with key stakeholders allows us to regularly check whether we are correctly perceiving the needs of our surroundings and the stakeholders we care about and who are important for the development of our business activities. In 2023, we also carried out a review of these relationships to check the relevance of the topics we include in our 2023 ESG Report for the ČD Group.

² The possibility of reducing emissions associated with railway operations of the ČD Group by 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. Although the ČD Group cannot directly influence these conditioning factors, it will make every effort to reach the necessary agreement of all stakeholders of the railway transport sector in the Czech Republic in order to fulfil its climate ambition.

Based on the dialogue conducted in 2023 with representatives of the "Banks and Investors" category, the list of topics relevant to them has been expanded compared to 2022. For 2023, the ČD Group continues to work with the following 8 key stakeholders, for whom a total of 25 topics of significance have been identified.

Internal stakeholders

Stakeholders	Significant topics and expectations (revision 2023)	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 (revision 2023)	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 railway transport services	Business meetings and seminars
	Development of low-emission means of transport	Personal meetings
	Compliance with legislation and regulations	Controls
	No damage caused to the environment	Inspections and reports
Banks and investors	Economic results	Annual Reports
	Existence of a sustainability strategy and adequate ESG performance	ESG Report
	Mitigation of energy and commodity risks	
	Decarbonisation strategy	
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
	Transparent and anti-corruption conduct	
Professional associations and SŽ	Coordination of common topics	Business meetings and conferences
	Support of clean transport development	
Suppliers	Fair and transparent business relations	Business meetings

ESG DEVELOPMENT AREAS

GRI 3-1, 3-2

In line with the defined sustainability goals of the ČD Group until 2030 and based on an assessment of the relevance of the topics with key stakeholders, the following main ESG development area strategies have been set out for the ČD Group for the period until 2030.

(E) Enviromental	(S) Social	(G) Governance
1. Clean transportation development 2. Energy savings and efficiency 3. Low-emission operation 4. Protection of natural resources	5. Attractive and responsible employer 6. Satisfied costumer	7. Responsible and transparent organisation

Within the framework of these 7 ESG development areas, the following important topics are addressed and subsequently reported:

Significant topics (revision 2023)	ESG development area	
Modern and clean rolling stock	Clean transport development	E
Railway operation safety		
Development of low-emission means of transport		
Support for the development of clean transportation		
Mitigation of energy and commodity risks	Energy savings and efficiency Low-emission operation of the organisation	
Achievement of national emissions reduction targets in the transportation sector		
Decarbonisation strategy		
No damage caused to the environment	Protection of natural resources	
Active protection of natural resources		
Working conditions and compensation	Attractive and responsible employer	S
Employer stability		
Opportunities for education and personal development		
Healthcare, occupational health and safety, and support in need		
Modern and clean train units	Satisfied customer	
Modern digital service channels		
Quality, punctuality, and availability of railway transport services		
Competitive and economically healthy company		
Assurance of transportation services within defined parameters		
Transparent and anti-corruption conduct	Transparent and responsible organisation	G
Compliance with legislation and regulations		
Fair and transparent business relationships		
Existing sustainability strategy and adequate ESG performance		

Due to the nature of our business activities and the high demands on energy supply of our railway transport services, we must and want to give priority to environmental issues (area "E").

At the same time, we do not underestimate the importance of the areas "S" (social) and "G" (corporate governance) for our business activities, 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).

Environmental responsibility



We believe that our greatest contribution to environmental protection is related to the development of rail transport in the Czech Republic and that our main task is to support the future fulfilment of the Czech Republic's national targets for reducing emissions in the transport sector by 2030 with an outlook to 2050. Therefore, by developing our rail transport services, we want to offer our customers not only quality and affordable transport services, but also energy-efficient services with a low emission load.

In 2023, we have achieved the following results in our main environmental development areas.

CLEAN TRANSPORTATION DEVELOPMENT

GRI 305-1, 305-2, 305-4, 305-5

Significant investments by ČD Group rail carriers aimed at modernisation of their rolling stock continued in 2023 as well.

In 2023, a total of 31 traction vehicles and 23 multiple units were newly put into operation, when within the framework of passenger transport the matter concerns 12 electric multi-system (interoperable) locomotives of the 193 DB Class (Vectron) and 23 electric two-system units (RegioPanter) of the 640.2 (three-carriage) and 650.2 (two-carriage) Class intended mainly for regional transport. In 2023, České dráhy purchased 25 rail cars of the 650 DB Class (RegioShuttle) from German carriers to replace the rail cars of the 810 Class (and their modifications) and the 814/914 Class units in regional transport. In addition, the upgrade of 14 diesel locomotives of the 743.2 Class (from the original 742 Class) has been completed.

In the area of freight transport, 2 electric dual-system (dual-frequency) locomotives of the 393 Class (Vectron) with an auxiliary internal combustion engine (diesel power module) with the possibility of operation on tracks without a catenary line and 3 modernised diesel locomotives of the 742.71 Class were put into operation.

Rolling stock modernisation

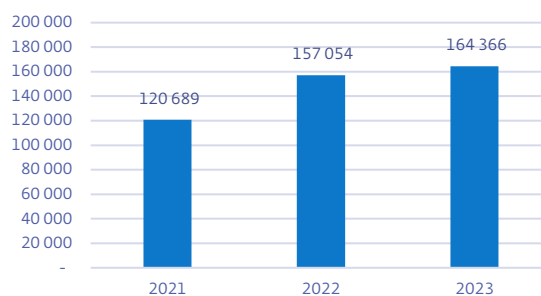
In the next 10 years, České dráhy expects significant investments in new railway vehicles in the amount of up to CZK 160 billion, while in the next few years it is expected to purchase up to 160 new two-carriage diesel units of the 847 Class (RegioFox) from PESA for regional passenger transport, to purchase 50 new multi-system electric locomotives (Vectron) for the speed of 230 km/h for use in international long-distance transport, and to implement deliveries of other electric two-system units of the 640.2 Class (RegioPanter) (the contract has been made for 60 items) and the 650.2 Class (the contract was concluded for 50 units) for regional transport and the deployment of 20 modern nine-carriage Comfortjet non-traction units in international long-distance transport. In addition, the deployment of new battery electric multiple units (BEMUs) with the possibility of running also on non-electrified lines is under preparation.

Currently, ČD Cargo has a contract concerning the purchase of 10 new Vectron electric locomotives and 33 Traxx MS3 electric locomotives with gradual deliveries until 2026. The freight carrier will continue the modernisation and gradual renewal of its traction vehicles in the upcoming years in connection with the growing volumes of international transports, the conversion of the traction power supply system in the Czech Republic and generally more efficient railway freight transport.

An accompanying effect of this modernisation process and of the investments made so far is a gradual improvement of the energy performance of the rail transport services provided – see also the Energy and Emissions chapters.

In recent years, an increasing trend in the number of passengers carried in passenger railway transport is evident, which is documented by the process of implementing rolling stock modernisation, which is the main element of increasing the attractiveness of passenger railway transport for customers

Number of passengers transported (in thousands of persons)



Introduction of low emission HVO fuel

České dráhy in cooperation with ORLEN Unipetrol, Výzkumný Ústav Železniční, a.s. and PESA are working on a major project aimed at introducing the low-emission fuel known as HVO (Hydrogenated Vegetable Oil) in diesel units.

The aim of this cooperation is to participate in a research project aimed at the use of sustainable fuels in diesel units of České dráhy and reducing the emission footprint caused by their operation. The output of this research project will be recommendations for further use of low emission fuels in commercial operation, with the aim of offering customers, especially regional authorities, an alternative to standard fossil fuels.

Collaboration with these partners is key to achieving the stated objectives and represents an important step towards greener and more sustainable railway transport in the Czech Republic.

ENERGY SAVINGS AND EFFICIENCY

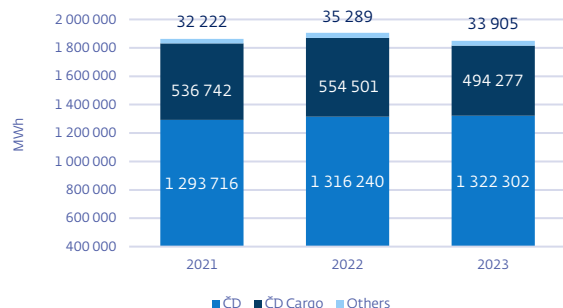
GRI 302-1, 302-3

In 2023, activities continued in key companies of the ČD Group to gradually improve the internal system for measuring and monitoring energy data for non-financial reporting purposes in accordance with the future ESRS E1 specification.

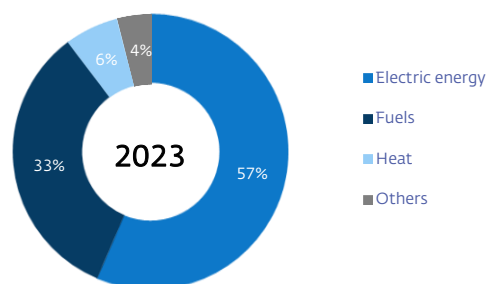
An energy management system according to ISO 50001 is in place in all companies of the ČD Group and regular re-audits are carried out.³

The energy consumption profile of the ČD Group is directly proportional to the size of rail transport performance in a given year. Despite the positive growth in transport performance in 2023, investments in modern and more energy-efficient units and increasing the share of traction electricity recovery have resulted in an overall reduction in energy consumption of 3 %.

Energy consumption by company



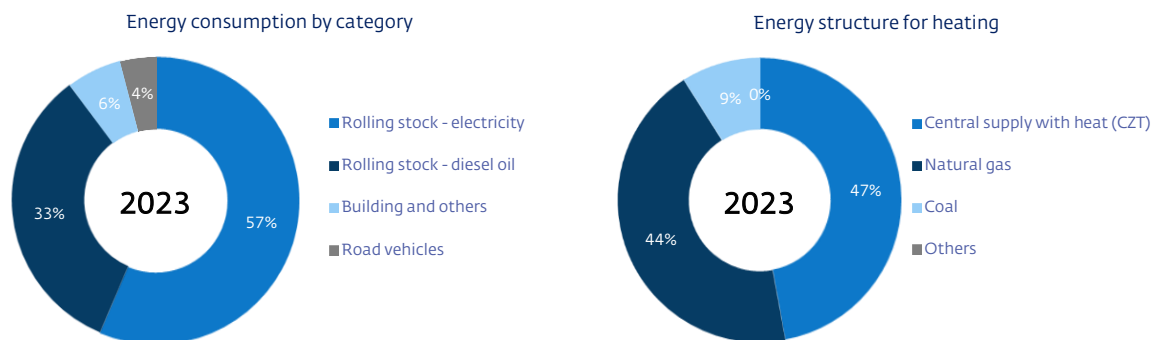
Energy structure for heating



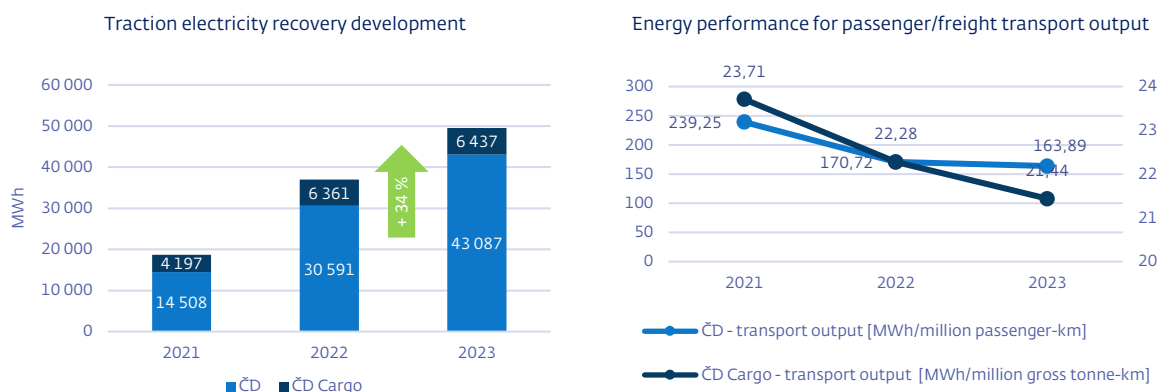
³ At the subsidiary "ČD – Telematika a.s.", certification according to the ISO 50001 standard was implemented in 2024.

Within the framework of the ČD Group, the most significant part of energy and fuel consumption is related to the provision of rail transport services at České dráhy, a.s. and ČD Cargo, a.s. non-traction energy consumption, which is related to the operation of buildings and road vehicles, represents approximately 10 % of total energy consumption within the framework of the ČD Group.

The most important part within the framework of the heating of buildings is the central heating supply (CAT) and natural gas. Coal represents a minority share, which is gradually decreasing until 2030, when this energy source will be eliminated in line with the commitment made to end the use of coal for heating.



The main energy savings in 2023 were achieved by the ČD Group in the traction electricity section, where the increasing number of new electric units resulted in an increase in the volume of recovered and therefore saved traction electricity to approximately 50 GWh.



Energy consumption records according to the GRI methodology

GRI 302-1	2021	2022	2023	% change
Energy consumption within the framework of the organisation				
Total consumption of energy within the framework of the ČD Group (MWh)	1 905 001	1 906 030	1 850 484	-2,91%
Total consumption of electric energy (MWh)	1 011 564	1 048 302	1 043 266	-0,48%
Total consumption of heat (MWh)	145 927	127 468	116 168	-8,86%
Total consumption of fuels (MWh)	641 651	659 213	617 497	-6,33%
GRI 302-3	2021	2022	2023	% change
Energy use performance*				
Passenger transport (MWh/million passenger-km)	239,25	170,72	163,89	-4,00%
Freight transport (MWh/million gross tonne-km)	23,71	22,28	21,44	-3,79%

*Note: The energy intensity of ČD, a.s. and ČD Cargo a.s. has been calculated from total energy consumption based on transport and traffic performance.

Installation of photovoltaic power plants

The construction of photovoltaic (PV) power plants is key to a sustainable future, as it contributes to reducing greenhouse gas emissions and strengthening energy independence. The ČD Group is fully aware of the importance of this step and is actively investing in the development of PV power plants, thereby supporting environmental initiatives and the ambitions to reduce its carbon footprint.

Company	Planned intention of construction of additional PV power plants	Planned installation capacity in kWp	Commissioning deadline
České dráhy, a.s.	9	15 451	2025 and depending on negotiations on land zoning and development issues
VUZ, a.s.	1	1 105	2024
ČD Cargo, a.s.	5	850	2025
DPOV, a.s.	12	838	2024 - 2027
ČD Telematika, a.s.	8	370	2024 - 2026

Currently, the ČD Group has two PV power plants in operation with a total installed capacity of approximately 20 kWp.

On behalf of České dráhy, a.s., four buildings and five plots of land are being prepared for the installation of new PV power plants. Other companies in the ČD Group – ČD Cargo, a.s., DPOV, a.s., ČD Telematika, a.s. and VUZ, a.s. are also planning to install new PV power plants. With this step, the ČD Group not only contributes to environmental protection, but also increases the energy efficiency and economic stability of its infrastructure.

At the same time, we have started the process of renewing the rolling stock and the related steps to build up charging stations on the basis of the Act No. 360/2022 on the support of low-emission vehicles through public procurement and public passenger transport services.

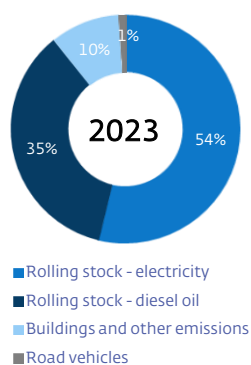
LOW-EMISSION OPERATION

GRI 305-1, 305-2, 305-4, 305-5

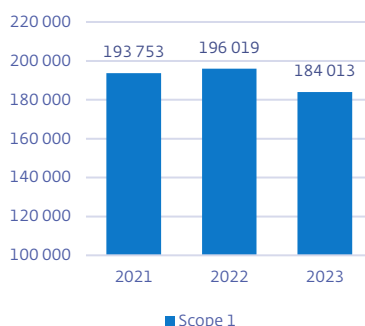
The measurement of emissions according to the GHG protocol has been carried out in the ČD Group since 2021. The measurement of emissions in the Scope 1 and 2 categories has been carried out throughout the ČD Group, except for the subsidiaries of the Výzkumný ústav železniční, a.s., where a system for measuring indirect emissions in the Scope 3 category has already been introduced since 2019.

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. (98 %).

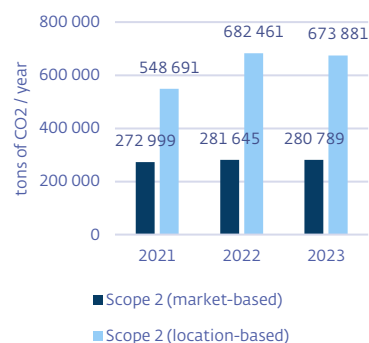
Emission structure of the ČD Group



Scope 1 in tonnes of CO₂/year



Scope 2 in tonnes of CO₂/year



Emissions from purchased traction electricity

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

Emissions related to the operation of diesel traction

Emissions from the operation of diesel traction represent approximately 35 % of the total emissions generated within the framework of the ČD Group. The operation of diesel traction must be provided by railway carriers of the ČD Group according to the needs of customers and clients where the electrification of the railway infrastructure of Správa železnic, s.o. is not completed or planned.

The ČD Group perceives the negative impact of diesel traction operation on the surrounding environment, and therefore it continues to implement its active strategy to reduce related emissions through the following measures:

- the ongoing renewal of the old 810 Class diesel rail cars (and their modifications) and of the 814/914 Class units with the use of the new 847 Class units whose engines meet the most stringent emission limits according to the Stage V standard,
- preparation for introduction of the hybrid battery units (BEMUs) where the conditions are prepared for this by SŽ,
- preparation for the introduction of low-emission HVO fuel for the new 847 Class units,
- participation in pilot projects of hydrogen units where conditions are created for this, or agreement of key actors on how to provide hydrogen infrastructure.

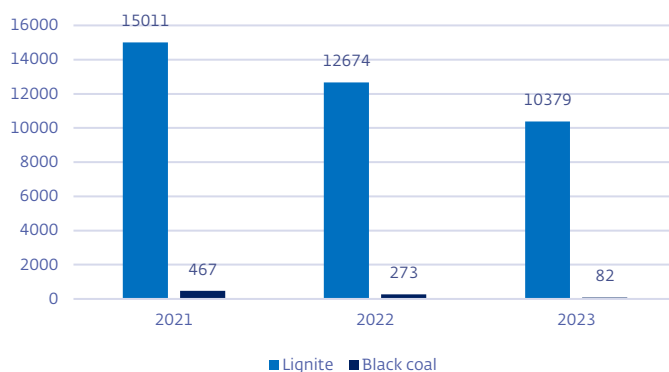
Emissions related to the heating of operations and buildings

The ČD Group continues to meet its climate goals and ambitions. The main objective in the heating sector is to end the use of coal for heating in all remaining company buildings by 2030.

Specific steps have already been taken to achieve this goal. Before the starting of the 2022/2023 heating season, the operation of the coal-fired boiler house in Cheb was shut down and the heating of the site is now provided by local gas boilers. A project is also underway to replace the coal source (boiler house) in Česká Třebová through gasification and local boiler facilities.

The ČD Group has been successfully reducing the share of black coal and lignite for a long time. In 2023, the coal consumption of the entire ČD Group fell by 19 % year-on-year (lignite consumption fell by 18 % and black coal consumption fell by up to 70 %). These results are evidence of our efforts and effective measures towards the environmentally sustainable development.

Consumption of black coal and lignite for heating in MWh for the ČD Group



Emission savings in 2023

The total emission savings in 2023 compared to 2022 according to the market-based method amounted to 12.9 thousand tonnes of CO₂. This decrease was due to the increase in the volume of recovered electricity from 37 GWh to 50 GWh. Furthermore, coal consumption also decreased, which contributed significantly to the reduction of emissions. Emission intensity in both passenger and freight transport has decreased as well.

Significant progress in reducing the carbon footprint has been made by the subsidiary "Výzkumný Ústav Železniční, a.s." which has improved by 63.51 % between 2019 and 2022. This was also influenced by the purchase of 100% low-emission electricity certificates.

There is also a project which involves recovering waste heat from four hydraulic units which will heat the return to the gas boilers. This system will also use an electric boiler which is to draw energy from photovoltaic (PV) power plants. This project supports emissions reduction by efficiently using waste heat and renewable energy, thereby reducing fossil fuel consumption and the overall carbon footprint.

This way we are successfully continuing to achieve the goal of carbon neutrality of the ČD Group's operations by 2050.

Emission accounting according to the GRI methodology

GRI 305-1	2021	2022	2023	% change
Direct Scope 1 emissions				
Scope 1 (tonnes of CO ₂ equivalent)	193 753	196 019	184 013	-6,13%
GRI 305-2	2021	2022	2023	% change
Indirect Scope 2 emissions				
Scope 2 according to the "market-based" (tonnes of CO ₂ equivalent) method	272 999	281 645	280 789	-0,30%
Scope 2 according to the "location-based" (tonnes of CO ₂ equivalent) method	548 691	682 461	673 881	-1,26%
GRI 305-4	2021	2022	2023	% change
Performance in the field of greenhouse gas emissions*				
Passenger transport (kg of CO ₂ equivalent at ČD a.s./thousand passenger-km)	58,44	41,21	39,49	-4,18%
Freight transport (kg of CO ₂ equivalent at ČD Cargo a.s./ thousand gross tonne-km)	6,24	6,03	5,97	-1,02%

*Note: The carbon footprint of ČD, a.s. and ČD Cargo a.s. has been calculated for Scope 1 and Scope 2 based on total transport and traffic performance.

PROTECTION OF NATURAL RESOURCES

In all our activities, we continue to monitor the impact of the ČD Group on the surrounding environment and to make every effort to protect the natural resources we use.

The environmental management system according to ISO 14001 is currently in place at all companies included in the Report except for the parent company "České dráhy, a.s.".

At the beginning of 2024, the ISO 14001 certification has been completed at the subsidiary "Výzkumný Ústav Železniční, a.s.".

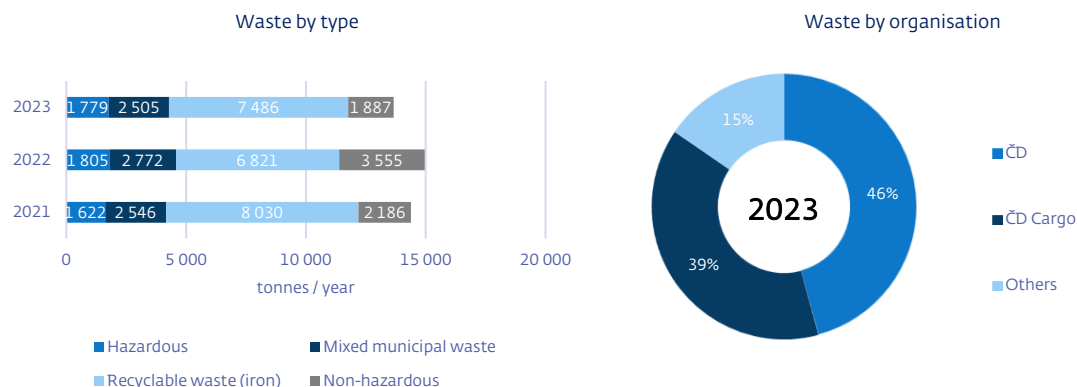
Concerning the parent company "České dráhy, a.s.", the environmental protection area is managed centrally by the General Directorate of ČD. In order to eliminate risks and ensure efficiency, central contracts have been concluded for selected activities to ensure compliance with legislative obligations, including uniform interpretation of legislation and procedures. Environmental protection activities are carried out in accordance with the principles of ISO 14001.

Waste management

GRI 306-1, 306-2, 306-3, 306-4, 306-5

Within the framework of waste management issues, the companies of the ČD Group comply with all legal requirements and continue to strive to improve the waste management system. We focus on waste prevention and avoidance, increasing the proportion of waste sorted for recycling and increasing the proportion of material use of waste.

All waste generated by the individual companies of the ČD Group is only transferred to authorised waste processing entities. Most of the waste is generated during servicing works (mainly ferrous waste) due to the nature of the activities of the key companies, namely České dráhy, a.s. and ČD Cargo, a.s.



In the waste management area, waste sorting is supported by modernisation of both operational facilities and the rolling stock. In 2023, 8 electric multiple units of the 650.2 Class were purchased to house containers for the sorted waste produced by the travelling public.

Waste records according to the GRI methodology

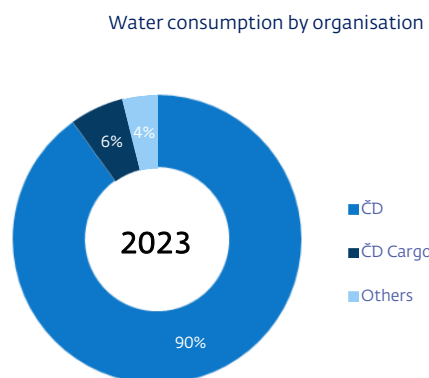
GRI 306-3	2021	2022	2023	% change
Waste produced (t)				
Total quantity of waste produced, of which	14 384	14 952	13 657	-8,66%
Hazardous waste	1 622	1 805	1 779	-1,44%
Non-hazardous waste	12 762	13 147	11 878	-9,65%
of which: total production of mixed municipal waste	2 546	2 772	2 505	-9,63%
of which: quantity of waste handed over for repeated use	8 486	8 971	9 373	4,48%

Water management

GRI 303-1, 303-2, 303-3, 303-4, 303-5

We consider water to be a key natural resource, the protection of which will become increasingly important in the context of adaptation to the climate change. In 2023, the largest consumption of water at the ČD Group was again associated with the parent company "České dráhy, a.s.", and with technological processes related to the operation and maintenance of rail vehicles for passenger transport.

In the area of water management, both water consumption and the quality of discharged water are monitored. In 2023, the reconstruction projects of three wastewater treatment plants in Brno Maloměřice, Brno Heršpice and Hradec Králové were implemented. A new rolling stock washing line was also built in Havlíčkův Brod.



Waste records according to the GRI methodology

GRI 303-3	2021	2022	2023	% change
Water off-take (m³/year)				
Total volume of water drawn	613 431	606 194	628 073	3,61%
of which the volume of water drawn from public water mains	580 805	569 791	600 399	5,37%
of which the volume of water drawn from underground sources	31 620	34 974	25 989	-25,69%
of which the volume of water drawn from surface sources	1 006	1 429	1 685	17,91%
of which the volume of rainwater used	0	233	462	98,63%

GRI 303-4	2021	2022	2023	% change
Discharge of waste water (m³/year)				
Total volume of waste water discharged	665 065	661 199	685 782	3,72%
of which the volume of discharged waste water, treated	132 729	129 137	125 815	-2,57%
of which the volume of discharged waste water, untreated	532 336	531 653	559 326	5,21%
of which the volume of waste water discharged into surface water	44 367	37 640	37 616	-0,06%
of which the volume of waste water discharged into the public sewerage system	619 035	623 559	648 166	3,95%
of which the volume of waste water discharged for technological and operational activities	1 663	0	0	0,00%

Social responsibility



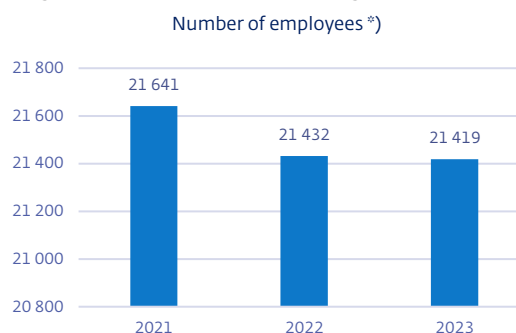
The companies of the ČD Group continue to strengthen their position as socially responsible partners towards employees, customers, cooperating entities, and communities. They focus on creating a positive work environment, supporting personal and professional growth, providing quality customer services, and maintaining partnerships.

EMPLOYEES

GRI 2-7

Also, 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.

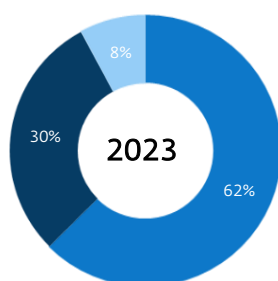
In the long term, we strive to be an attractive employer in the Czech market. Our goal is to be competitive, to offer a pleasant working environment, adequate remuneration and other interesting benefits, and to attract young people who can enrich the ČD Group in many ways and enable us to keep up with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



*) Only employees of the ČD Group companies are included in the Report

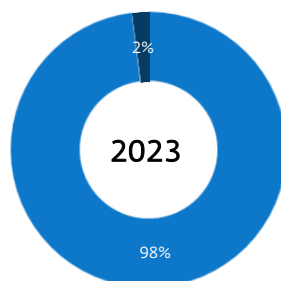
From the viewpoint of employment relations, full-time employees with permanent contracts (contracts for an indefinite term) predominate within the framework of the ČD Group.

Employees by organisation



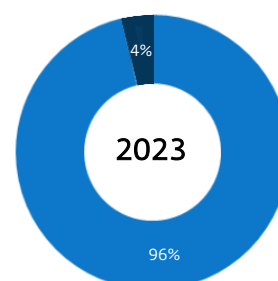
■ ČD ■ ČD Cargo ■ Others

Employees by job time arrangement



■ Full-time job ■ Partial-time job

Employees by employment contract term



■ Indefinite term ■ Definite term

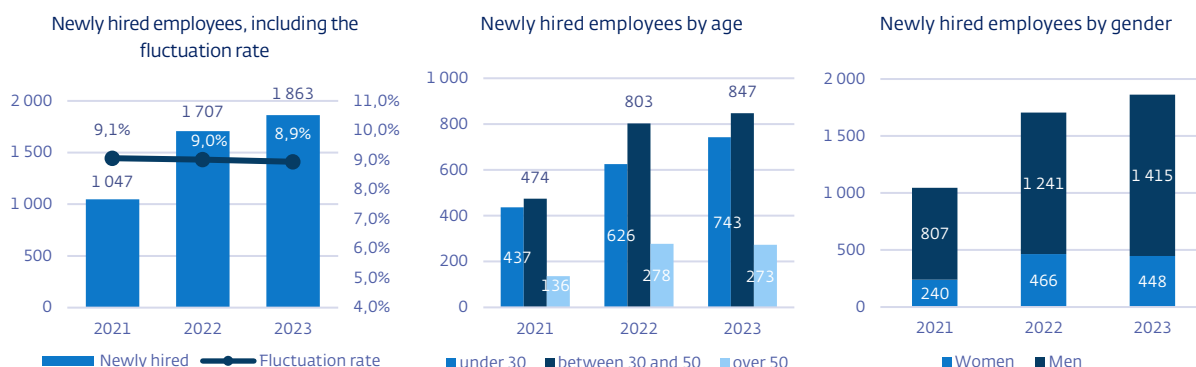
Employee records according to the GRI methodology

GRI 2-7		2021		2022		2023		% change
Information on employees		Number	%	Number	%	Number	%	%
Number of employees *)		21 641	x	21 432	x	21 419		
Number of employees – full-time job	women	5 393	24,92%	5 348	28,17%	5 322	25,36%	-0,49%
	men	15 921	73,57%	15 695	69,50%	15 664	74,64%	-0,20%
Number of employees – partial-time job	women	200	0,92%	226	1,50%	238	57,91%	5,31%
	men	127	0,59%	163	0,84%	173	42,09%	6,13%
Number of employees – indefinite contract term	women	5 389	24,90%	5 288	24,67%	5 250	25,46%	-0,72%
	men	15 722	72,65%	15 433	72,01%	15 374	74,54%	-0,38%
Number of employees – definite contract term	women	204	0,94%	286	1,33%	351	45,29%	22,73%
	men	326	1,51%	425	1,98%	424	54,71%	-0,24%

Recruitment and development of the new generation

GRI 401-1

In 2023, 156 more employees joined the ČD Group than in the previous year. Despite the record-breaking low unemployment rate, we recorded 1,863 new hires compared to 1,707 in 2022. The overall increase in new hires was 9 %.



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 – i.e., managing employees with regard to age – and therefore we want to continue to strengthen the intergenerational links of our employees, both in training and in sharing experiences in their workplaces.

Key recruitment topics and activities in 2023

- Cooperation with schools and institutions – currently with 10 partner schools and 100 cooperating schools,
- Vocational practice and training of secondary school pupils - 448 pupils in the fields of Transport Operation and Economics, Electrician, Electrical Mechanic, Toolmaker and others
- Career days and open-house days at schools - 24 career days and 16 open-house days, 24 excursions at ČD plants for 350 pupils of primary and secondary schools,
- In cooperation with the Academy of Crafts, Secondary Technical School in Prague, a retraining course for railway carriage mechanics was created and implemented. In 2023, altogether 12 participants completed this course, including 8 employees of ČD,
- In the follow-up to the retraining course, a study branch entitled “Mechanic – Repairer of Rail Vehicles” has been prepared in cooperation with the Academy of Crafts, which is to be offered to those interested from September 2024. ČD acts there as a social partner and professional guarantor of practical training, which is to take place in the workshops of the Central Bohemian Regional Maintenance Centre.
- ČeDés (České dráhy, a.s.) and Go Your Way (ČD Cargo, a.s.) scholarship programmes – a total of 104 people in the programme, 45 new scholarship holders were recruited in 2023, 11 graduates of the scholarship programme started working at ČD
- Recruitment events – 862 open advertisements were published, to which a total of 12,279 applicants responded
- In the course of 2023, altogether 4 joint recruitment events with the Labour Offices in Prague and Nymburk were implemented, the regional Labour Offices for the South Moravian and Moravian-Silesian Regions supported recruitment at ČD through recruitment posters.

Records of employees according to the GRI methodology

GRI 401-1		2021		2022		2023		% change
Newly recruited employees for the reporting period		Number	%	Number	%	Number	%	%
Number of newly recruited employees		1 047	x	1 707	x	1 863	x	9,14%
Number of women		240	22,92%	466	27,30%	448	24,05%	-3,86%
Number of men		807	77,08%	1 241	72,70%	1 415	75,95%	14,02%
Number of employees under 30		437	41,74%	626	36,67%	743	39,88%	18,69%
Number of employees between 30 and 50		474	45,27%	803	47,04%	847	45,46%	5,48%
Number of employees over 50		136	12,99%	278	16,29%	273	14,65%	-1,80%
Employee fluctuation rate for the reporting period		Number	%	Number	%	Number	%	%
Number of leaving employees		1 961	x	1 931	x	1 914	x	-0,88%
Number of employees with job termination by gender	women	503	25,65%	497	30,42%	768	40,13%	54,53%
	men	1 458	74,35%	1 434	69,58%	1 146	59,87%	-20,08%
Number of employees with job termination by age	< 30	235	11,98%	326	17,42%	274	14,32%	-15,95%
	30–50	516	26,31%	615	33,25%	519	27,12%	-15,61%
	> 50	1 210	61,70%	990	49,33%	1 121	58,57%	13,23%
Total employee fluctuation rate		x	9.06%	x	9.01%	x	8.94%	

Remuneration, benefits and employee welfare

GRI 2-19, 2-20, 401-2, 401-3

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 agreement-based 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 framework of 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 face-to-face meetings with employees or their union representatives). In this way, we ensure that our employees are always informed about any operational changes which could affect their working conditions or the overall operation of their respective companies.

Records of parental leave according to the GRI methodology

GRI 401-3		2021		2022		2023		% change
Parental leave		Number	%	Number	%	Number	%	%
Number of employees who are currently on parental leave by gender	women	169	97,69%	255	99,22%	237	98,34%	-7,06%
	men	4	2,31%	2	0,78%	4	1,66%	100,00%
Number of employees who returned to work after parental leave, by gender	women	173	97,74%	115	95,83%	145	96,03%	26,09%
	men	4	2,26%	5	4,17%	6	3,97%	20,00%

Employee training and development

GRI 401-1, 404-1, 404-2

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 system 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
- Training and increasing of the qualifications of ČD drivers with the use of modern technologies and innovative training methods
- In 2023, altogether 12,983 ČD employees underwent training; the courses focused on the development of foreign languages, IT competences, and legal education, GDPR and competition for administrative staff
- 121 employees took part in leisure education of their choice

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

With our subsidiary "DVI", we carry out, among other things, training of train drivers on state-of-the-art railway simulators and training of operational staff of integrated transport systems of individual regions. In a similar way, regular training is provided for other operational professions.



DVI is accredited to train key disciplines in the rail transport sector and to conduct psychological examinations. It has a wide network of classrooms, a team of experts in the subject areas of training, and provides language training and soft skills training, making it an important partner for the continuous improvement of our employees' qualifications.

Records of training sessions according to the GRI methodology

GRI 404-1		2021		2022		2023		% change
Average number of training hours per year		Number	%	Number	%	Number	%	%
Absolute number of training hours per year – senior and rank and file employees – by gender	women	45 440	23,98%	48 874	22,98%	55 219	18,09%	12,98%
	men	144 080	76,02%	163 974	77,11%	250 009	81,91%	52,47%
Average number of hours of training per employee per reporting period		8,76	x	9,92	x	14,25	x	43,62%

Diversity and equal opportunities

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-related injuries

GRI 403-9

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.

Occupational health and safety inspections

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-10

In 2023 Diversity and equal opportunities, state administration institutions carried out (physically) a total of four inspections within České dráhy, a.s. in the area of occupational health and safety and public health protection, most of which were carried out by public health protection authorities and the regional labour inspectorate. In 2023, no fines were imposed on České dráhy, a.s. on the part of the state administration institutions. ČD Cargo, a.s. was subject to one inspection by the public health protection authority and to two inspections by the regional labour inspectorate during this period without any fine being imposed on the company.

Records of work-related injuries and diseases according to the GRI methodology

GRI 403-9		2021		2022		2023		% change
Work-related injuries		Number	%	Number	%	Number	%	%
Number of fatal work-related injuries		6	x	1	x	1	x	0,00%
Number of work-related injuries with permanent consequences		1	x	2	x	2	x	0,00%
Total number of reported work-related injuries		516	x	508	x	474	x	-6,69%

GRI 403-10		2021		2022		2023		% change
Work-related ill health cases		Number	%	Number	%	Number	%	%
Number of work-related ill health cases with fatal consequences		0	x	0	x	0	x	0,00%
Number of reported work-related ill health cases		0	x	0	x	1	x	100,00%

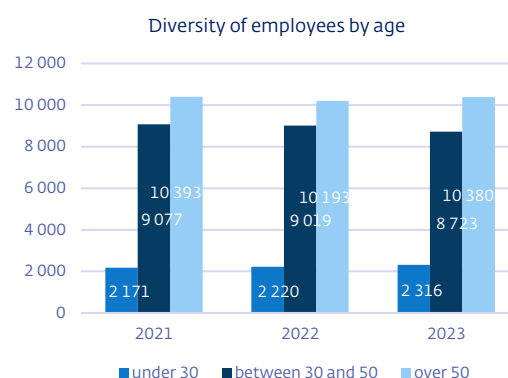
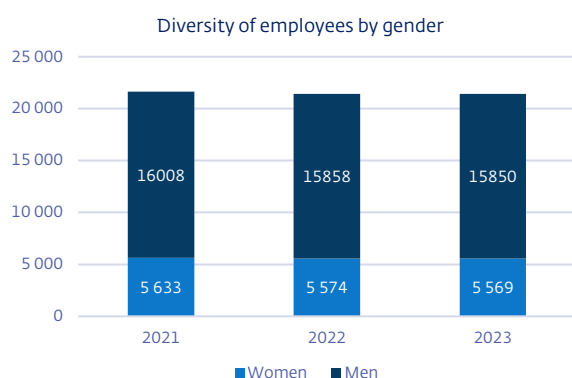
Diversity and equal opportunities

GRI 2-7, 405-1, 406-1

We provide equal opportunities to all people without any differentiation, and we do not tolerate any 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 characteristics. 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.

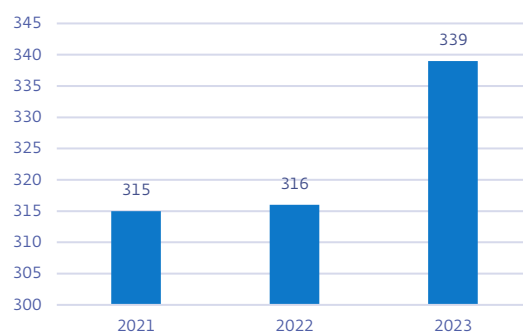
The ČD Group supports the employment of women in all areas where the type of work or the required medical fitness of the position allows it. In the case of women with children, we support part-time work or work from home to an agreed extent according to their individual needs.



Persons with disabilities

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

Number of employed persons with disabilities at the ČD Group



Records of employees according to the GRI methodology

GRI 2-7	2021		2022		2023		% change
Information about employees	Number	%	Number	%	Number	%	%
Number of employees ^{*)}	21 641	x	21 432	x	21 419		
Number of women	5 633	26,03%	5 574	29,66%	5 569	26,00%	-0,09%
Number of men	16 008	73,97%	15 858	70,34%	15 850	74,00%	-0,05%
Number of employees under 30	2 171	10,03%	2 220	11,56%	2 316	10,81%	4,32%
Number of employees between 30 and 50	9 077	41,94%	9 019	41,80%	8 723	40,73%	-3,28%
Number of employees over 50	10 393	48,02%	10 193	46,64%	10 380	48,46%	1,83%

GRI 405-1	2021		2022		2023		% change
Diversity in managerial bodies as at 31 December	Number	%	Number	%	Number	%	%
Number of employees in managerial bodies	54	x	55	x	59		7,27%
Number of women	4	7,41%	6	10,91%	7	11,86%	16,67%
Number of men	50	92,59%	49	89,09%	52	88,14%	6,12%
Number of employees under 30	0	0,00%	0	0,00%	0	0,00%	0,00%
Number of employees between 30 and 50	26	48,15%	32	58,18%	37	62,71%	15,63%
Number of employees over 50	28	51,85%	23	41,82%	22	37,29%	4,76%
Diversity of senior positions as at 31 December	Number	%	Number	%	Number	%	%
Number of senior employees	208	x	217	x	247	x	13,82%
Number of women	33	15,87%	34	15,67%	39	15,79%	14,71%
Number of men	175	84,13%	183	84,33%	208	84,21%	13,66%
Number of senior employees under 30	1	0,48%	2	0,92%	2	0,81%	0,00%
Number of senior employees between 30 and 50	114	54,81%	114	52,53%	138	55,87%	21,05%
Number of senior employees over 50	93	44,71%	101	46,54%	107	43,32%	5,94%
Diversity of all employees as at 31 December	Number	%	Number	%	Number	%	%
Number of women	5 633	26,03%	5 574	26,01%	5 569	26,00%	-0,09%
Number of men	16 008	73,97%	15 858	73,99%	15 850	74,00%	-0,05%
Number of employees under 30	2 171	10,03%	2 220	10,36%	2 316	10,81%	4,32%
Number of employees between 30 and 50	9 077	41,94%	9 019	42,08%	8 723	40,73%	-3,28%
Number of employees over 50	10 393	48,02%	10 193	47,56%	10 380	48,46%	1,83%

Collective bargaining

All companies of the ČD Group strictly comply with applicable legal 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.

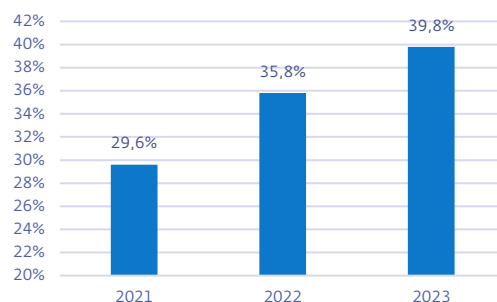
CUSTOMERS

Our priority is to provide our customers with modern, high-quality and affordable passenger and freight rail transport services and to become a key provider of transport services in the Czech Republic. To meet the changing needs of our customers, we are actively modernising our rolling stock, digitising our internal processes, accelerating the development of our online services and improving customer care.

Digitisation and development of customer services

In 2023, the share of ticket sales through our online sales and check-in channels (the My Train mobile application, the E-shop at www.cd.cz and cooperating online sales platforms) continued to grow. The share of ČD's online channels in the total number of tickets sold was already 39.8 %. In the case of ČD ticket sales (i.e. excluding sales of other tariffs, mainly IDS), more than one half of the tickets were sold through ČD's online sales channels. The internally defined goal of ČD, according to the updated Distribution Channels Development Strategy, is to surpass the 50% threshold of tickets sold online by 2025.

Share of ČD online channel service



Various initiatives have been implemented in 2023 to promote cashless and paperless check-in procedures, such as:

- improvement of information services for passengers about changes on the journey compared to the purchased ticket – among other innovations, automation of seat transfers has been introduced,
- new Train+ offer only in the My Train application to support the use of rail transport for organisation of large events,
- new online ticket types – IN application for Police, Shared IN 100 and IN Business apps as at 12/2023,
- tickets in Apple Wallet,
- routine customer satisfaction surveys via direct mail (NPS and consumer surveys in the ČD CRM) and (CSAT) application,
- and more.

ČD Cargo, a.s. is also continuously developing its IT customer systems. By means of further computerisation we facilitate the ordering of wagons and the submission of shipments for our customers. There is a dedicated customer portal known as EROZA or the ČDCgo mobile application, allowing customers to monitor the transport already ordered.

My Train application

My Train application has been highly rated in application stores by users themselves on a long-term basis. It has a rating of over 4.5 stars on Google Play and even over 4.7 stars on the AppStore. These high ratings are a confirmation of user satisfaction with the application's features, user-friendliness and reliability.



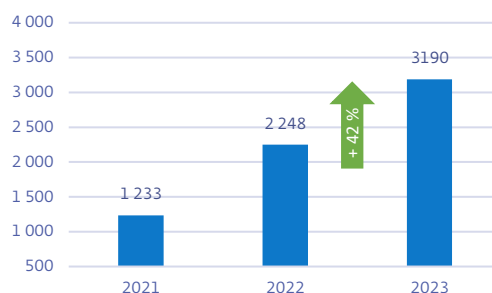
In March 2023, My Train application received an award during a competition at the Transport Ticketing Global conference in London. It was named the best in the Digital Champion category by an expert international jury. This category is intended for companies which have made a significant contribution to the development or operation of a digital service facilitating access to transport and fares for all passengers. Such a service is changing the way in which customers get travel information, plan their journeys from their starting point to the destination and use flexible payment methods.

Extending Wi-Fi communication on the board of ČD trains

Connection to the Internet via Wi-Fi is one of the most frequently requested services by both transport customers and passengers. That is why České dráhy places great emphasis on equipping its trainsets with a high-quality Wi-Fi network.

The range of on-board Wi-Fi networks on České dráhy's trains is gradually expanding, thanks to the addition of new trains as well as modernisation of existing vehicles equipped with this technology. The number of trains with on-board Wi-Fi networks increased by 42 % in 2023.

WiFi installation on the board of the ČD trains

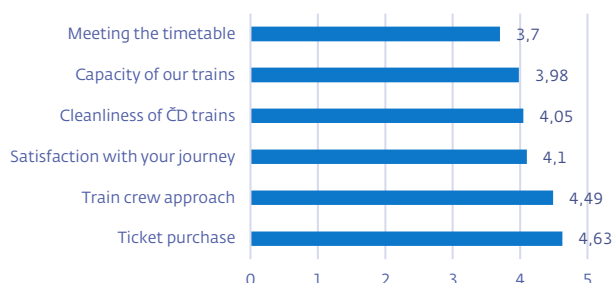


Measurement of customer satisfaction

In 2023, we continued to gather feedback from our customers through two main methods.

The first one is the CSAT (Customer Satisfaction Score), where customers evaluate their overall satisfaction with their journey and individual aspects of their journey on a five-star scale on the My Train app. The average satisfaction was 4.1*, with the highest rated satisfaction being ticket purchase (4.6*) and the lowest rated satisfaction being timetable adherence (3.7*).

Customer satisfaction rating in the My Train application

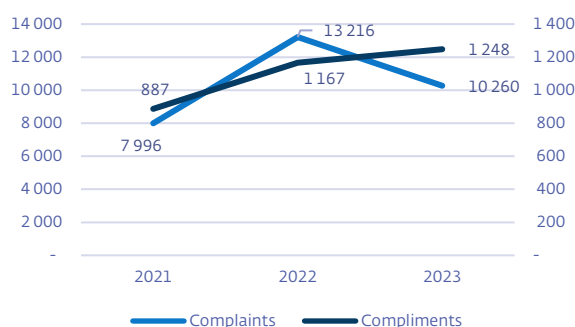


The second method measures the Net Promoter Score (NPS) and overall passenger satisfaction using online questionnaires sent by e-mail. In 2023, we ran two national campaigns in which over 14,000 respondents collectively rated the NPS. The cumulative NPS for both campaigns was 27. Altogether 8,000 respondents provided detailed responses to the attached questionnaire. The overall Customer Satisfaction Index (CSI) reached 77 % (on a scale of 0 % to 100 %). We consider these results to be very good and they commit us to further improving the quality of our services.

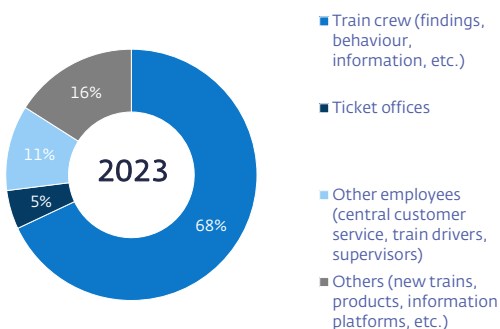
Processing of complaints and compliments

Feedback from our customers is very important for us and we use it to continuously improve our services. Over the last year we have seen a decrease in the number of complaints and a simultaneous increase in the number of compliments received. Most often, passengers praised us for the services provided by train escorts and other employees of České dráhy. At the same time, we were pleased to receive compliments for our new trains, products and information systems. The trust of our customers is valuable to us and we will continue our efforts to provide them with the best possible care.

Complaints and compliments received between 2021 and 2023



The most common areas of handled compliments



SAFETY AT RAILWAY

GRI 403-10

A fundamental pillar to the success of our business is improving the quality and safety of our rail transport services.

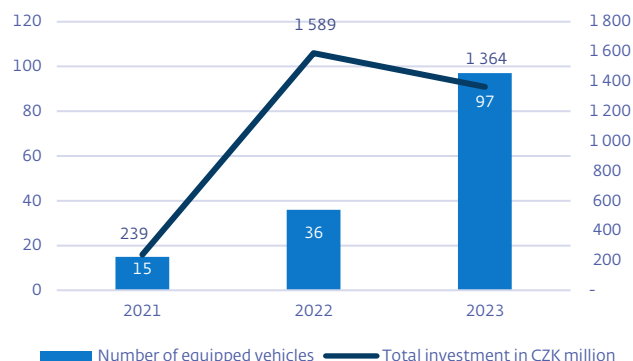
The ČD Group invests significant financial resources every year in the development and implementation of the ETCS (European Train Control System) system. Within this framework, both railway carriers of the ČD Group continued in 2023 with technological measures related to the implementation of the mobile part (retrofit) of the new ETCS system. The serial installation in a total of 227 traction vehicles (97 ČD vehicles and 130 ČD Cargo vehicles) has been completed, with ČD 841.2 Class rail cars being in the prototype phase of the ETCS installation. In

accordance with the ETCS implementation schedule set for the Czech Republic, we are actively preparing for the launch of exclusive operation with ETCS on selected lines from 2025. From the beginning of 2023, ČD has been the first passenger transport carrier in the Czech Republic to ensure exclusive operation under ETCS supervision on the line from Olomouc to Uničov, while at the same time a test operation under ETCS supervision has been launched on the Beroun – Plzeň – Cheb railway line.

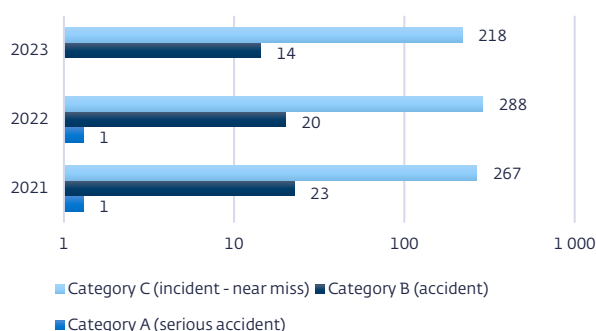
The ČD Group invests significant funds every year in the development and implementation of this modern system. Thanks to these investments, the number of ETCS-equipped trainsets grows on an annual basis, contributing to the continuous improvement of the quality of services provided to passengers.

In 2023, we continued with our measures related to the training of drivers and train staff in the field of operational safety. But still, in 2023, the so-called incidents (known also as extraordinary events) associated with the railway operations of both key carriers České dráhy, a.s. and ČD Cargo, a.s. were recorded.

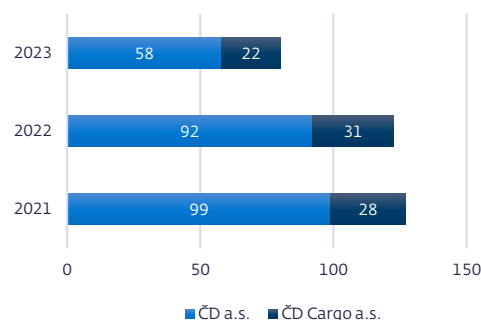
Amount of investment in the ETCS in CZK million and number of vehicles equipped for České dráhy, a.s.



Number of Incidents by Severity Category



Number of incidents resulting from tripping (unauthorised passing beyond the light)



SOCIALLY BENEFICIAL ACTIVITIES

The ČD Group, through its social responsibility activities, has contributed to improving the quality of life throughout the Czech Republic on a long-term basis. In the past year, we leveraged the capabilities of our human capital to encourage volunteerism and donation activities on the part of our employees, while supporting non-profit organisations and expanding our philanthropic activities.

This year, we are continuing these efforts with even greater commitment. We are focusing on new projects which have a positive impact on the community, and we continue to encourage volunteerism among our employees.

Our philanthropic activities are growing and we are expanding our support of non-profit organisations to help an even broader range of those in need.

ČD Group Endowment Fund – ŽELEZNICE SRDCEM

Safety is our top priority, not only in the field of rail transport, which is considered one of the safest ways to travel and transport goods, but also in all other activities we carry out. Our rules and standards are rigorous and consistently followed, no matter whether it is cargo handling, vehicle repairs or technical inspections. But still, accidents occasionally may occur which can have serious and lasting consequences for the lives of our employees and colleagues. In the most tragic cases, they 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. Solidarity among railway staff members is a long-standing tradition and the Fund aims to provide assistance to all railway employees (and even former employees) who find themselves in difficult life situations. This support extends also to their family members.

How we helped in 2023

The ČD Group's Endowment Fund – ŽELEZNICE SRDCEM provides support in several key areas. It has helped several railway staff members who have been seriously injured in the course of their work and have suffered permanent consequences. The funds have been used, for example, to cover the cost of special rehabilitation or to purchase compensatory aids to make their daily lives easier. Further assistance was provided to the families of railwaymen who died tragically, and the Fund also contributes to the education and development of their children in the years to come. We also support the families of railway staff members who care for seriously ill children.

In 2023, the Fund helped in fifty cases and provided financial support in the amount of CZK 5,767,500. Since its establishment, it has disbursed financial support amounting to CZK 13,810,000.

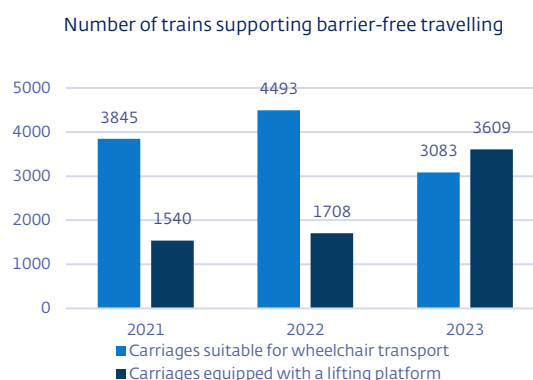
CZK 27,296,212	total funds received by the fund since its foundation as of 31.12.2023
CZK 13,810,000	total funds disbursed by the Fund since foundation in 2020
CZK 6,277,237	total amount withdrawn from the transparent account in 2023
CZK 5,767,500	total amount paid by the fund in 2023

Management of the Endowment Fund as of 31.12.2023

Accessible travelling

Last year, we provided assistance services to a record number of passengers with disabilities. Thanks to our booking system, we carried out more than 8,500 transports. From 2018 to 2023, we helped more than 41,000 passengers with reduced mobility. In 2023, we have provided a total of 8,584 transport operations to disabled passengers through our booking system, an increase of approximately 1,300 people compared to 2022.

However, the actual number of passengers with reduced mobility is much higher, as many of them now travel unassisted thanks to wheelchair-accessible and low-floor trains. Thanks to the extensive modernisation of our rolling stock, the number of carriages for wheelchair-accessible train travelling is constantly increasing, making it easier than ever before for people with impaired mobility to travel.



How we helped in 2023

- more than 8,500 registered transport operations,
- 18 % increase in transportation for people with impaired mobility compared to 2022,
- about 491 more wheelchair-accessible carriages and units in service than in 2022.⁴

Education, training schemes and safety

We support education through the ČEDés Scholarship Programme, which is designed for pupils of partner secondary schools focusing on GCE education schemes or apprenticeship vocational programmes with a transport and technical specialisation. Our goal within the framework of the ČD Group is to support the education and professional growth of young people in technical fields, with the hope of attracting talented future employees. The scholarship programme accepts students who have a keen interest in railways and want to work in technical or operational positions at ČD. The scholarship program offers many benefits, including a monthly financial allowance for studies, a fare allowance, internship opportunities in various parts of our company, and opportunities for professional and personal development.

ČD Nostalgia Programme

Also in 2023, České dráhy supported the preservation of the national technical heritage through the Centre of Historical Vehicles (CHV). In cooperation with regional trade centres, the CHV prepared dozens of nostalgic rides across the Czech Republic, which traditionally attract great public interest. These events include, for example, regular rides under the name Steam through Prague or Steam through Posázaví, historical trains to Lednice, Rožnov Steam Summer, Summer on Bechyňka or Šumava Summer with Steam.

ČD Railway Museum in Lužná u Rakovníka, Central Bohemian Region

In order to increase the attractiveness and number of visitors coming to the railway museum, an interesting programme with a diverse focus was prepared for the 2023 season. In addition to traditional events, such as meetings of various types of locomotives, the museum also attracted visitors to unusual events. An example was the meeting of strongmen, i.e. strong men who demonstrated pushing an entire locomotive with their own strength. Some of the popular tourist events included the Steam Weekend, the Model Weekend or the Meeting of Bardotkas, which are legendary diesel locomotives from the collections of various owners.

Further capital expenditures increase the attractiveness of the museum for visitors and improve the conditions for the maintenance of the technical heritage. These include the extension of the small-track circuit, which was carried out after the end of the season, or the renewal of machinery in the joinery and turning workshop, which makes it possible to carry out even very demanding work in the restoration of historic vehicles.

Caring for the national technical heritage

In 2023, the Centre of Historical Vehicles focused on the repair of several historical vehicles, primarily with the aim of returning them into working order. During the year, the steam locomotive number 313.432, nicknamed Matylda, manufactured in 1904 by the First Czech-Moravian Machine Factory in Prague-Libeň, was repaired. At the same time, the 464.008 Class steam locomotive, manufactured by ČKD Praha in 1935, was repaired. Higher levels of maintenance were carried out on several of the Museum's 720/721 and 749/751 Class locomotives, as well as repairs to various passenger carriages and freight wagons.

The repair of the national railway treasure continues

České dráhy owns a steam locomotive (number 365.024) from 1923, which is the first type of a locomotive designed in independent Czechoslovakia. This machine is considered a true national treasure in the field of railway technology. The repair of this locomotive continued in the maintenance hall of the Centre of Historical Vehicles in Lužná u Rakovníka. As the preserved machine was not in good technical condition at the time of the beginning of the repair, this repair is financially, time and craft-wise very demanding. In 2023, all railway enthusiasts could support the repair of the locomotive by purchasing the "Kryšpín" beer special, which was available in the railway

⁴ The change in the proportion of wheelchair-accessible and lifting-platform-equipped vehicles for 2023 is related to a change in the methodology and interpretation of "negative" and "positive" impaired mobility person

museum and on the board of trains providing the ČD Minibar service. This beer special was named after the chief designer of the 365.0 Class locomotive.

Help with ČD

Within the framework of the ČD Junior programme, we carried out a number of activities aimed at our youngest passengers and their families last year. The main activities included:

- Můj Vláček (My Little Train) magazine – a popular children's periodical which provides entertaining and informative content about the world of railways, stories, competitions and quizzes,
- Offer of discounted children's tickets, making train travel more affordable and enjoyable for families with children.
- children's cinemas – organisation of special screenings on trains where our young passengers can enjoy their favourite films and stories during their journey,
- DD CUP – sports and recreational competitions for children's homes, held in Prague-Dolní Počernice, offered children from children's homes the opportunity to meet, compete and have fun in a sporting spirit,
- The National Railway Day in Bohumín, which attracted more than 7,500 visitors, was full of demonstrations, tours and interactive activities that brought the world of railways closer to the public,
- a preventive safe railway train, which aims to educate children and adults about safety and risk prevention when travelling by train.

These activities are key not only in terms of supporting and developing the younger generation, but also in our efforts to create a positive relationship with the railway sector and safe travel.

Responsible organization



We believe that the management standards already implemented within the framework of the individual companies of the ČD Group meet the usual corporate standards and criteria for responsible management. 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. We want to continue to improve where we identify problems or where the requirement for change is triggered by the newly introduced legislation.

ESG MANAGEMENT

GRI 2-14, 3-3

ESG management is a key topic within the framework of the ČD Group. In the past year, the organisation has taken the following steps to manage the sustainability agenda more effectively and consistently across the ČD Group.

The key changes taking place in 2023 include:

- the establishment of a dedicated team at České dráhy, a.s. for the area of ESG data and reporting, which is fully subordinated to the ČD Sustainability Manager,
- the establishment of the ČD Group ESG Committee as a new advisory and coordination platform for the ČD Group's governing bodies,
- the appointment of contact persons for the ESG area in all main subsidiaries of the ČD Group,
- the launch of a project to prepare non-financial reporting under the new CSRD Directive.

The proposed change in the organisation of the ESG activities of ČD, a.s. for the period 2024–2025 is a response to the new EU Corporate Sustainability Reporting Directive (CSRD) and the approval of the related European Sustainability Reporting Standards (ESRS).

This new CSRD/ESRS reporting obligation applies to the entire ČD Group from 2024. The transposition of the relevant European directives into Czech legislation is already underway.

The Sustainability Manager of České dráhy, a.s. reports directly to the Member of the Board of Directors responsible for the ESG area. The implementation of the sustainability strategy in accordance with the adopted priorities is regularly monitored and reported to the Board of Directors of České dráhy, a.s. on a quarterly basis.

RISK MANAGEMENT AND QUALITY MANAGEMENT

GRI 2-16

The main objective of the integrated risk management system in the ČD Group is to continuously reduce the negative impact of risks on the profit and loss and also the negative impact on non-financial categories of the entire ČD Group. An important role within the framework of the Risk Management System is played by the ČD Risk Management Committee, which acts as an advisory body to the Board of Directors of ČD and meets at least four times a year. A uniform system for the recording and evaluation of risks is used within the framework of the entire ČD Group, including the same method of quantification and categorisation of risks, which enables the provision of comparable data, particularly when compiling the current overall risk position. Ongoing monitoring and regular assessment 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.

The following relevant management systems are also implemented within the framework of the ČD Group in accordance with the requirements of applicable international ISO standards. This scope of certifications and the control mechanisms set up by the independent audit entities cover the main areas of activities of individual organisations of the ČD Group.

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

- irrelevant

o considered for certification

České dráhy conducts its activities in accordance with the principles of ISO 14001. Steps have been initiated to prepare for ISO 14001 certification, including a pre-audit, and preparations are currently underway for reporting environmental performance according to ESG and CSRD guidelines, including an audit.

In the area of risk management, 2023 saw the implementation of new software support in particular, which allows for a significant expansion of the risk portfolio as well as a view thereof. At the same time, it brings greater variability, including the addition of separate modules, for example, to monitor and manage ISMS risks in accordance with the requirements of the Cybersecurity Act and the European NIS 2 Directive. Last but not least, there has been a shift from the Report to workflow with a significantly higher added value for individual users.

COMPLIANCE POLICY

GRI 2-26, 2-27

The ČD Group is governed by 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. The ČD Group 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 in relation to its employees, and does not tolerate any violation thereof.

No direct or indirect discrimination of any kind is permitted within the framework of the ČD Group. The education, professional knowledge, qualifications and abilities of each applicant in the recruitment process are a determining factor in recruitment, and due care is taken to respect the principles of diversity in recruitment and other activities. The Codes of Conduct of the companies in the ČD Group help 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 Good Manners, 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. Employees' awareness of ethical behaviour is built up through regular training sessions focused on the principles and values for individuals and the ČD Group as a whole.

During 2020 to 2023, 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.

ETHICAL CONDUCT

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 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 obliged to attend the 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 ČD Group did not pay any financial penalty for 2023 related to possible violation of the compliance regulations to which it is subject and with which it is obliged to comply.

ANTICORRUPTION CONDUCT

GRI 205-1, 205-2, 205-3

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 2023, work was carried out (changes to ensure whistleblower protection) to modify the ethics line beyond the new European legislation on whistleblowing. Members of the Board of Directors, management and administrative staff are required to attend periodical training sessions.

In 2023, altogether 8,248 employees attended anti-corruption and anti-money laundering training. Through the internal reporting system, we received a total of 54 complaints for investigation in 2023, two of which were found to be a fault of a ČD employee. Over the past three years, there have been no cases of corruption proven to be true after investigation.

SUSTAINABILITY IN THE SUPPLY CHAIN

GRI 407-1

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 as well as intellectual property.

In the past year, it was not necessary to terminate a contract with any business partner due to a breach of the Code of Conduct.

In 2023, we began preparations for a survey of our suppliers' readiness to report on ESG indicators, especially in the area of energy and emissions performance of the products they supply. 2023 was a year of thoroughly evaluating the readiness of our supply chain and setting new principles for applying selected ESG criteria within the framework of tenders organised in the parent company "České dráhy, a.s."

Responsible Public Procurement

In the follow-up to 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, VAT exclusive, and more in the internal purchasing processes and strategic purchasing guideline of the company "České dráhy, a.s."

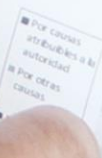
On the basis of the experience gained, the parameters set up were adjusted in 2023 and the final introduction of the RPP principles into the purchasing processes of the parent company "České dráhy, a.s." was carried out. In 2023, the RPP principle was pilot-tested in a total of 429 public procurement contracts, and the principle was actually applied in 36 selected contracts (8.4 %).

Also in 2023, as a part of our responsible procurement, we applied criteria enabling the implementation of supplies from the so-called social enterprises (from selected contractors) within the framework of the substitute supply by PWD (persons with disabilities), or supplies provided through selected associations of Roma entrepreneurs in the Czech Republic.

Non-financial ESG data for 2023

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%.

ESTADOS UNIDOS MEXICANOS



Causas atribuibles a la autoridad	2010	2011
Otras Causas	61.2	63.2
Por causas atribuibles a la víctima	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 53.2%.

Con inicio de Averiguación Previa
Sin inicio de Averiguación Previa
No especificado

CIAL

In 2023, The ČD Group only makes available non-financial ESG data corresponding to selected GRI indicators. The process of preparation of additional non-financial ESG data for individual companies of the ČD Group is ongoing and further enhanced data will be gradually published in the following reporting periods.

Environmental

GRI 302-1	2021	2022	2023	% change
Energy consumption within the framework of the organisation				
Total consumption of energy within the framework of the ČD Group (MWh)	1 905 001	1 906 030	1 850 484	-2,91%
Total consumption of electric energy (MWh)	1 011 564	1 048 302	1 043 266	-0,48%
Total consumption of heat (MWh)	145 927	127 468	116 168	-8,86%
Total consumption of fuels (MWh)	641 651	659 213	617 497	-6,33%

GRI 302-3	2021	2022	2023	% change
Energy use performance*				
Passenger transport (MWh/million passenger-km)	239,25	170,72	163,89	-4,00%
Freight transport (MWh/million gross tonne-km)	23,71	22,28	21,44	-3,79%

*Note: The energy intensity of ČD, a.s. and ČD Cargo a.s. has been recalculated from total energy consumption based on transport and traffic performance.

GRI 303-3	2021	2022	2023	% change
Water off-take (m³/year)				
Total volume of water drawn	613 431	606 194	628 073	3,61%
of which the volume of water drawn from public water mains	580 805	569 791	600 399	5,37%
of which the volume of water drawn from underground sources	31 620	34 974	25 989	-25,69%
of which the volume of water drawn from surface sources	1 006	1 429	1 685	17,91%
of which the volume of rainwater used	0	233	462	98,28%

GRI 303-4	2021	2022	2023	% change
Discharge of waste water (m³/year)				
Total volume of waste water discharged	665 065	661 199	685 782	3,72%
of which the volume of discharged waste water, treated	132 729	129 137	125 815	-2,57%
of which the volume of discharged waste water, untreated	532 336	531 653	559 326	5,21%
of which the volume of waste water discharged into surface water	44 367	37 640	37 616	-0,06%
of which the volume of waste water discharged into the public sewerage system	619 035	623 559	648 166	3,95%
of which the volume of waste water discharged for technological and operational activities	1 663	0	0	0,00%

GRI 305-1	2021	2022	2023	% change
Direct Scope 1 emissions				
Scope 1 (tonnes of CO ₂ equivalent)	193 753	196 019	184 013	-6,13%

GRI 305-2	2021	2022	2023	% change
Indirect Scope 2 emissions				
Scope 2 according to the "market-based" (tonnes of CO ₂ equivalent) method	272 999	281 645	280 789	-0,30%
Scope 2 according to the "location-based" (tonnes of CO ₂ equivalent) method	548 691	682 461	673 881	-1,26%

GRI 305-4	2021	2022	2023	% change
GHG emissions intensity*				
Passenger transport (tCO ₂ e in ČD/million pkm)	58,44	41,21	39,49	-4,18%
Freight transport (tCO ₂ e in ČD Cargo /million gross tkm)	6,24	6,03	5,97	-1,02%

*Note: The carbon footprint of ČD, a.s. and ČD Cargo a.s. has been recalculated for Scope 1 and Scope 2 based on total transport and freight performance.

GRI 306-3	2021	2022	2023	% change
Waste produced (t)				
Total quantity of waste produced, of which	14 384	14 952	13 657	-8,66%
Hazardous waste	1 622	1 805	1 779	-1,44%
Non-hazardous waste	12 762	13 147	11 878	-9,65%
of which: total production of mixed municipal waste	2 546	2 772	2 505	-9,63%
of which: quantity of waste handed over for repeated use	8 486	8 971	9 373	4,48%

Social

GRI 2-7		2021		2022		2023		% change
Information about employees		Amount	%	Amount	%	Amount	%	%
Number of employees *)		21 641	x	21 432	x	21 419		
Number of women		5 633	26,03%	5 574	29,66%	5 569	26,00%	-0,09%
Number of men		16 008	73,97%	15 858	70,34%	15 850	74,00%	-0,05%
Number of employees under 30		2 171	10,03%	2 220	11,56%	2 316	10,81%	4,32%
Number of employees between 30 and 50		9 077	41,94%	9 019	41,80%	8 723	40,73%	-3,28%
Number of employees over 50		10 393	48,02%	10 193	46,64%	10 380	48,46%	1,83%
Number of employees – full-time job	women	5 393	24,92%	5 348	28,17%	5 322	25,36%	-0,49%
	men	15 921	73,57%	15 695	69,50%	15 664	74,64%	-0,20%
Number of employees – partial-time job	women	200	0,92%	226	1,50%	238	57,91%	5,31%
	men	127	0,59%	163	0,84%	173	42,09%	6,13%
Number of employees – indefinite contract term	women	5 389	24,90%	5 288	24,67%	5 250	25,46%	-0,72%
	men	15 722	72,65%	15 433	72,01%	15 374	74,54%	-0,38%
Number of employees – definite contract term	women	204	0,94%	286	1,33%	351	45,29%	22,73%
	men	326	1,51%	425	1,98%	424	54,71%	-0,24%

*) Only the number of employees of the ČD Group companies included in this Report

GRI 401-1		2021		2022		2023		% change
Newly hired employees for the reporting period		Amount	%	Amount	%	Amount	%	%
Number of newly hired employees		1 047	x	1 707	x	1 863	x	9,14%
Number of women		240	22,92%	466	27,30%	448	24,05%	-3,86%
Number of men		807	77,08%	1 241	72,70%	1 415	75,95%	14,02%
Number of employees under 30		437	41,74%	626	36,67%	743	39,88%	18,69%
Number of employees between 30 and 50		474	45,27%	803	47,04%	847	45,46%	5,48%
Number of employees over 50		136	12,99%	278	16,29%	273	14,65%	-1,80%
Employee fluctuation rate for the reporting period		Amount	%	Amount	%	Amount	%	%
Number of leaving employees		1 961	x	1 931	x	1 914	x	-0,88%
Number of employees with job termination by gender	women	503	25,65%	497	30,42%	768	40,13%	54,53%
	men	1 458	74,35%	1 434	69,58%	1 146	59,87%	-20,08%
Number of employees with job termination by age	<30 years	235	11,98%	326	17,42%	274	14,32%	-15,95%
	30–50 years	516	26,31%	615	33,25%	519	27,12%	-15,61%
	>50 years	1 210	61,70%	990	49,33%	1 121	58,57%	13,23%
Total employee fluctuation rate		x	9,06%	x	9,01%	x	8,94%	

GRI 401-3		2021		2022		2023		% change
Parental leave		Amount	%	Amount	%	Amount	%	%
Number of employees who are currently on parental leave by gender	women	169	97,69%	255	99,22%	237	98,34%	-7,06%
	men	4	2,31%	2	0,78%	4	1,66%	100,00%
Number of employees who returned to work after parental leave, by gender	women	173	97,74%	115	95,83%	145	96,03%	26,09%
	men	4	2,26%	5	4,17%	6	3,97%	20,00%

GRI 403-9		2021		2022		2023		% change
Work-related injuries		Amount	%	Amount	%	Amount	%	%
Number of work-related fatalities		6	x	1	x	1	x	0,00%
Number of work-related accidents with permanent consequences		1	x	2	x	2	x	0,00%
Number of reported work-related injuries		516	x	508	x	474	x	-6,69%

GRI 403-10	2021		2022		2023		% change
Work-related ill health cases	Amount	%	Amount	%	Amount	%	%
Number of work-related ill health cases with fatal consequences	0	x	0	x	0	x	0.00%
Number of reported work-related ill health cases	0	x	0	x	1	x	100.00%

GRI 404-1		2021		2022		2023		% change
Average number of training hours per year		Amount	%	Amount	%	Amount	%	%
Absolute number of training hours per year – senior and rank and file employees – by gender	women	45,440	23.98%	48,874	22.98%	55,219	18.09%	12.98%
	men	144,080	76.02%	163,974	77.11%	250,009	81.91%	52.47%
Average number of hours of training per employee per reporting period		8.76	x	9.92	x	14.25	x	43.62%

GRI 405-1	2021		2022		2023		% change
Diversity in managerial bodies as at 31 December	Amount	%	Amount	%	Amount	%	%
Number of employees in managerial bodies	54	x	55	x	59		7.27%
Number of women	4	7.41%	6	10.91%	7	11.86%	16.67%
Number of men	50	92.59%	49	89.09%	52	88.14%	6.12%
Number of employees under 30	0	0.00%	0	0.00%	0	0.00%	0.00%
Number of employees between 30 and 50	26	48.15%	32	58.18%	37	62.71%	15.63%
Number of employees over 50	28	51.85%	23	41.82%	22	37.29%	4.76%
Diversity of senior positions as at 31 December	Amount	%	Amount	%	Amount	%	%
Number of senior employees	208	x	217	x	247	x	13.82%
Number of women	33	15.87%	34	15.67%	39	15.79%	14.71%
Number of men	175	84.13%	183	84.33%	208	84.21%	13.66%
Number of senior employees under 30	1	0.48%	2	0.92%	2	0.81%	0.00%
Number of senior employees between 30 and 50	114	54.81%	114	52.53%	138	55.87%	21.05%
Number of senior employees over 50	93	44.71%	101	46.54%	107	43.32%	5.94%
Diversity of all employees as at 31 December	Amount	%	Amount	%	Amount	%	%
Number of women	5,633	26.03%	5,574	26.01%	5,569	26.00%	-0.09%
Number of men	16,008	73.97%	15,858	73.99%	15,850	74.00%	-0.05%
Number of employees under 30	2,171	10.03%	2,220	10.36%	2,316	10.81%	4.32%
Number of employees between 30 and 50	9,077	41.94%	9,019	42.08%	8,723	40.73%	-3.28%
Number of employees over 50	10,393	48.02%	10,193	47.56%	10,380	48.46%	1.83%

Content index of selected GRI indicators

for 2023



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 61.9%.



Causas atribuibles a la autoridad	2010	2011
Otras Causas	61.2	63.2
er. No	36.3	35.9
er. No	2.6	0.8

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

Con inicio de Averiguación Previa
Sin inicio de Averiguación Previa
No especificado

The information presented in this 2023 Sustainability report of the ČD Group corresponds to selected GRI indicators listed in the present Content Index. The indicators not included in this register were not considered relevant to the activities of the ČD Group or for which internal data was not available in 2023.

GRI 2: GENERAL DISCLOSURES

ID	Standard	Umístění
2-1	Organisational details	pages 5, 6, AR
2-2	Entities included in the organisation's sustainability reporting	page 5, AR
2-3	Reporting period, frequency and contact point	page 5
2-4	Restatements of information	page 5
2-5	External assurance	page 5
2-6	Activities, value chain and other business relationships	pages 6, 12
2-7	Employees	page 25, AR
2-8	Workers who are not employees	Not available ¹
2-9	Governance structure and composition	page 5, AR
2-10	Nomination and selection of the highest governance body	page 5, AR
2-11	Chair of the highest governance body	page 5, 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 40
2-15	Conflicts of interest	AR
2-16	Communication of critical concerns	page 40
2-17	Collective knowledge of the highest governance body	page 5, AR
2-18	Evaluation of the performance of the highest governance body	AR
2-19	Remuneration policies	page 28
2-20	Process to determine remuneration	page 28
2-21	Annual total compensation ratio	Not available ¹
2-22	Statement on sustainable development strategy	pages 11,12, AR
2-23	Policy commitments	pages 11,12
2-24	Embedding policy commitments	Not available ²
2-25	Processes to remediate negative impacts	Not available ²
2-26	Mechanisms for seeking advice and raising concerns	page 41, AR
2-27	Compliance with laws and regulations	page 41, AR
2-28	Membership associations	page 7, AR
2-29	Approach to stakeholder engagement	page 12
2-30	Collective bargaining agreements	page 32

¹ This information will be made available in the Report for the following period

² These principles and related processes will be defined in 2024 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 14
3-2	List of material topics	page 14
3-3	Management of material topics	page 40

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 42
205-2	Communication and training about anti-corruption policies and procedures	page 42
205-3	Confirmed incidents of corruption and actions taken	page 42

GRI 302: ENERGY

ID	Standard	Location
302-1	Energy consumption within the organisation	page 18
302-2	Energy consumption outside of the organisation	Not available ³
302-3	Energy intensity	page 18
302-4	Reduction of energy consumption	page 45
302-5	Reductions in energy requirements of products and services	Not available ⁴

GRI 303: WATER AND EFFLUENTS

ID	Standard	Location
303-1	Interactions with water as a shared resource	page 23
303-2	Management of water discharge-related impacts	page 23
303-3	Water withdrawal	page 45
303-4	Water discharge	page 45
303-5	Water consumption	page 45

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

⁴ Monitoring of the energy efficiency of the services provided is being prepared and will be introduced from 2024.

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	Irrelevant
304-2	Significant impacts of activities, products and services on biodiversity	Not available ⁵
304-3	Habitats protected or restored	Irrelevant
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Irrelevant

GRI 305: EMISSIONS

ID	Standard	Location
305-1	Direct (Scope 1) GHG emissions	page 17, 45
305-2	Energy indirect (Scope 2) GHG emissions	page 17, 45
305-3	Other indirect (Scope 3) GHG emissions	Not available ⁶
305-4	GHG emissions intensity	page 17, 45
305-5	Reduction of GHG emissions	page 17, 45
305-6	Emissions of ozone-depleting substances (ODS)	Not available ⁷
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not available ⁷

GRI 306: WASTE

ID	Standard	Location
306-1	Waste generation and significant waste-related impacts	page 22
306-2	Management of significant waste-related impacts	page 22
306-3	Waste generated	page 46
306-4	Waste diverted from disposal	page 46
306-5	Waste directed to disposal	page 46

GRI 401: EMPLOYMENT

ID	Standard	Location
401-1	New employee hires and employee turnover	page 27, AR
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 28
401-3	Parental leave	page 47

GRI 402: LABOR/MANAGEMENT RELATIONS

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

⁵ The analysis of the significant impacts of the ČD Group's activities, products and services on biodiversity will begin in 2024.

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

⁷ 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 30
403-2	Hazard identification, risk assessment, and incident investigation	page 30
403-3	Occupational health services	page 30
403-4	Worker participation, consultation, and communication on occupational health and safety	page 30
403-5	Worker training on occupational health and safety	page 30
403-6	Promotion of worker health	page 30
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 30
403-8	Workers covered by an occupational health and safety management system	page 30
403-9	Work-related injuries	page 48
403-10	Work-related ill health cases	page 48

GRI 404: TRAINING AND EDUCATION

ID	Standard	Location
404-1	Average hours of training per year per employee	page 29
404-2	Programs for upgrading employee skills and transition assistance programs	page 29
404-3	Percentage of employees receiving regular performance and career development reviews	Not available ⁸

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

ID	Standard	Location
405-1	Diversity of governance bodies and employees	page 31
405-2	Ration of basic salary and remuneration of women and men	Not available ⁸

GRI 406: NON-DISCRIMINATION

ID	Standard	Location
406-1	Incidents of discrimination and corrective actions taken	page 31

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	pages 32, 42

⁸ This information will be made available in the Report for the following period.

