WE CAN SHAPE THE FUTURE

SUSTAINABILITY REPORT 2025



MORAVIA CANS

We Can Shape It

We can shape a sustainable future



Foreword



“Industrial production carries an environmental obligation. Understanding and reducing our environmental impact is a commitment we take seriously.”

Dear readers and business partners,

Sustainability is an integral part of how Moravia Cans operates, innovates and creates long-term value. We recognise that our role in the packaging supply chain brings significant opportunities that must be balanced responsibly.

Industrial production has an environmental footprint. Understanding and actively managing this is a commitment we take seriously. We firmly believe that strong business performance and responsible industrial practices must go hand in hand.

Our actions must also be guided by facts, not assumptions.

In 2025, we implemented a comprehensive double materiality analysis. This process has helped us to clarify our critical sustainability topics. These are now a key focus that is integral to our business and for our stakeholders.

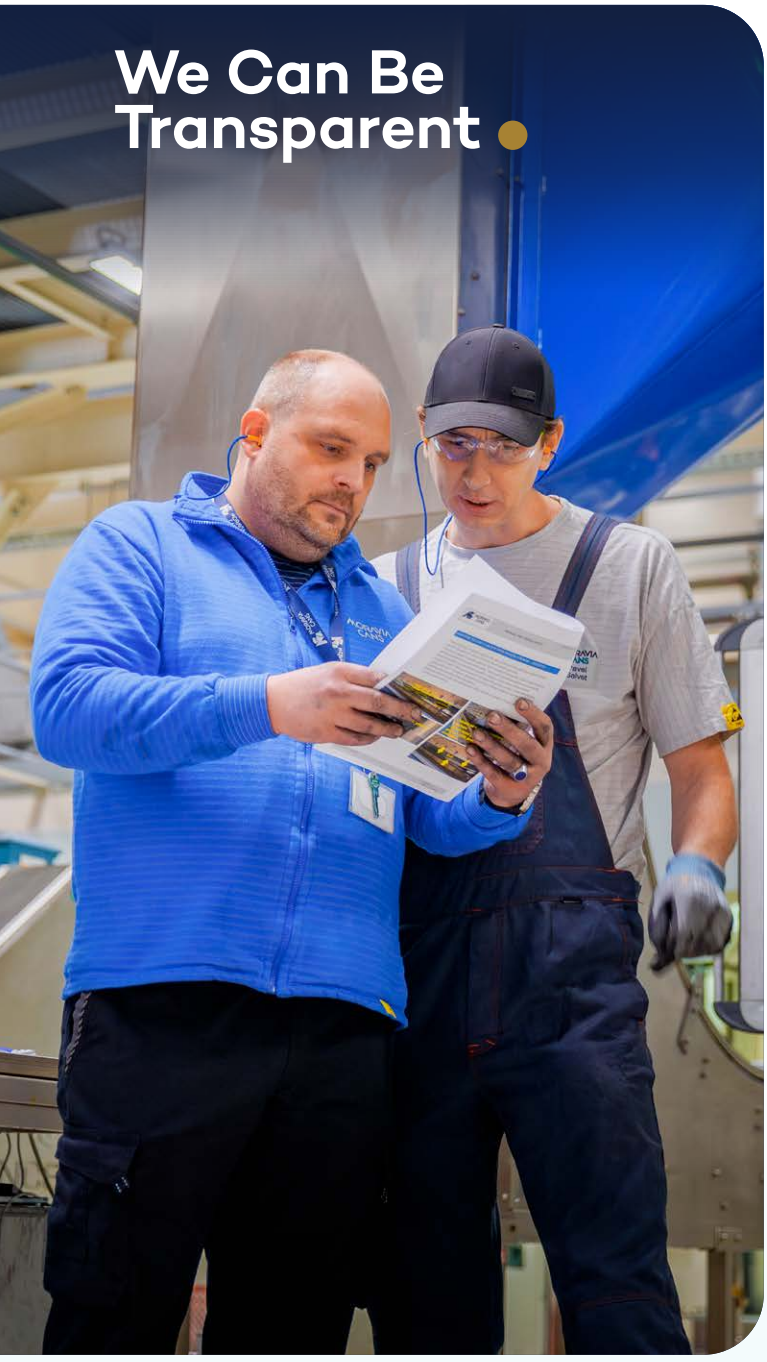
Across our operations, we have always focused on reducing packaging weight, energy usage, and emissions. Our drive has always been to innovate in these areas, as well as others. Innovation remains our most important tool and helps us to manufacture the highest-quality products whilst reducing the resources needed to produce and deliver them.

The key driver of innovation comes from our employees, through their technical excellence and responsible approach. Our team provides a vital foundation for all the above-mentioned steps.

Martin Boaler,
Managing Director of MORAVIA CANS a. s.

About the Report

This sustainability report describes in detail the strategic approach, key activities, and results of MORAVIA CANS a.s. in the areas of Environmental (E), Social (S), and Governance (G) for the period from 1 January 2025 to 31 December 2025. This is the company's first comprehensive report of this kind.



METHODOLOGY AND STANDARDS

- **VSME:** The report is based on the **Voluntary Standard for SMEs (VSME)** issued by EFRAG, specifically within the scope of its Comprehensive Module.
- **Double Materiality Analysis (DMA):** The report is supplemented with additional information where appropriate, particularly regarding topics identified as material by the double materiality analysis conducted in 2025.
- **Standalone Basis:** The report has been prepared on a standalone basis, as the company currently has no subsidiaries.

Transparently sharing data on our impact is the foundation of trust

Company Profile



Corporate Name:
MORAVIA CANS a.s.

Registered Office:
Tovární 532, 687 71 Bojkovice, Czechia

Company ID Number:
469 00 616

The company is registered in the Commercial Register maintained by the Regional Court in Brno, Section B, File No. 844.

Ownership Structure:
The sole shareholder of the company is Unican International Limited, a company incorporated in the Republic of Malta, Reg. No. C 64539.

CORE BUSINESS

The primary economic activity is the manufacture of light metal packaging (CZ NACE 25.92). Other business activities include the manufacture of chemicals, locksmithing and toolmaking, and the installation of electrical machinery and apparatus.

KEY FIGURES FOR 2025

CZK 2.8 billion

Turnover

CZK 3.5 billion

Balance sheet total

438

Number of employees on the payroll as of 31 December

Organisational Structure and Management

Board of Directors

George Novak
Chair

Josef Kopřiva
Member

Supervisory Board

Jana Kovaříčková
Chair

Drahomíra Trubačíková
Member

Managing Director



Martin Boaler
Managing Director

Executive Management Team



Václav Heža
Finance & IT Director



Berry van Soest
Sales Director



Peter Chovanec
Quality Manager



Ivo Kravar
Engineering Manager



Lenka Mahdal Galetková
HR Manager



František Míka
HSE Manager



Radim Procházka
Facility Manager



Jan Sedláček
R&D Manager



Zbyněk Velecký
Production Manager



Radek Zimáček
Technical Manager

Company Profile

CERTIFICATIONS AND STANDARDS

The company has a long-term commitment to high standards in quality, environmental protection, product safety, and working conditions. This commitment is supported by established management systems, international certifications, and external assessments. These certifications and ratings are regularly verified through internal and external audits, contributing to the continuous improvement of the company's management systems.

- **Aluminium Stewardship Initiative (ASI)** Performance Standard V3.1
- **ISO Standards:** ISO 9001:2015 (Quality), ISO 14001:2015 (Environmental), ISO 45001:2018 (Health & Safety)
- **Specific Certifications and Ratings:** BRCGS Packaging (Packaging hygiene), EcoVadis (Silver, TOP 15%), Sedex (SMETA), and CyberVadis.

PROFESSIONAL MEMBERSHIPS

- Czech Aerosol Association (ČAS)
- Metal Packaging Europe (MPE)

Through these organisations, the company actively participates in sharing expert knowledge, monitoring legislative developments, and developing industry standards.

We Can Lead the Way

The leading European manufacturer of aluminium aerosol cans and bottles

Technological Leader and Innovator

The company is a leading European manufacturer of aluminium aerosol cans and bottles with a strong emphasis on research, innovation, and sustainability.



Revolutionary DWI technology

The company was the first in Europe to apply draw and wall ironing (DWI) to aluminium monobloc cans. This method enables the production of extremely thin-walled packaging, while still meeting all quality requirements.



The lightest products with high recycled content

Thanks to the use of its own patented alloys and ironing technology, the company manufactures some of the lightest aerosol cans on the market, with a recycled content of up to 100 %.



Unique design and shaping

Deep Full Body Shaping technology enables complex, deep shaping of the can body. Patented 360° embossed ribbing ensures precise deformation around the entire circumference, perfectly synchronised with printing.



Maximum circularity

Aluminium is a permanent material that is fully recyclable with no loss of quality, which the Company supports with closed-loop recycling that maximises the recycled content of the Company's products.

Business Model and Strategic Partnerships

The company exports more than 97 % of its production to markets in over 35 countries worldwide.

- **Strategic supplier:** The business model focuses on long-term partnerships with both local and multinational corporations in the areas of personal and home care aerosols, as well as bottles.
- **In-house development and flexibility:** Thanks to the in-house R&D team and in-house tool manufacturing, the company can quickly respond to individual customer requirements, while effectively protecting its technological know-how.



We Can Have Impact

Global market reach and technological innovation in the industry



Integrated approach to sustainability across the entire value chain

Value Chain

The company's value chain is built on the integration of advanced research, sustainable sourcing of raw materials, and highly automated manufacturing.

RESPONSIBLE SUPPLIER AND SUPPLY CHAIN MANAGEMENT

- A reliable and high-quality supply of raw materials is a key component of production, which is why the company manages its supply chain with due care. Responsible supply chain management is crucial to managing environmental, social, and governance impacts.
- In the area of the key raw material (aluminium), the company cooperates with a portfolio of European suppliers certified according to the ASI (Aluminium Stewardship Initiative) standard, thereby supporting responsible mining, processing, and trading of aluminium. The raw material comes exclusively from European producers, which the company regularly audits.
- The company also works with a stable portfolio of suppliers of other materials, equipment, and services, with whom it builds long-term and balanced relationships. Ethical and fair relationships with suppliers, including transparent procurement rules, are an integral part of working with suppliers.
- Within supply chain management, the company monitors and takes into account environmental, social, and governance (ESG) impacts and principles.



Suppliers:
input raw and production materials, other resources, and equipment



Own operations:
manufacture of aerosol cans, research and development, employee-related activities



Logistics:
transportation of products to customers, and their recyclability



Product use:
safe and reliable packaging use by end consumers



Disposal
collection, sorting, and recycling of used aluminium cans

Responsibility for tomorrow



Sustainability Strategy

Sustainability is integrated into the company's business strategy, as the company perceives it as an integral part of long-term business success.

We are a leading European manufacturer of aerosol cans, active in the market since 1992.

Sustainability in its broadest sense is a natural part of our operations. We view it as a key element of our business that brings long-term stability and creates positive value for our employees, customers, suppliers, and local communities.

We have a long-term focus on product innovation – lightweight, technologically advanced, and precisely shaped packaging for customers with exacting specifications.

We are more than just a manufacturing company. We are also a stable employer and partner in the region where we operate. For us, sustainability is not just about reducing environmental impacts, but it also encompasses our daily approach to people, communities, and business partners.

ESG

OUR SUSTAINABILITY PILLARS:

Environmental: climate, energy, water, resources, waste, circular economy

Social: working conditions and occupational health & safety, equal opportunities, employee development, local communities

Governance: business ethics, partnership and supplier relations, innovation, cyber security



Focused on the real impact

Methodological Basis

The company's sustainability strategy is based on the results of the double materiality analysis carried out in 2025 in accordance with the European Sustainability Reporting Standards (ESRS).

The goal was to identify priority business areas that have a significant impact on the company's financial performance (the "outside-in" perspective) as well as on the environment and society in general (the "inside-out" perspective).



THE ANALYSIS PROCESS STEPS

Topic identification: relevant topics were identified during a wider management workshop and following a review of the corporate strategy and value chain. Beyond the standard ESRS topics, the company added two specific topics: innovation and cyber security.

Stakeholder engagement: relevant stakeholders were prioritised and their views were incorporated via individual dialogues or proxy methods.

Impact, Risk, and Opportunity Assessment (IROs): potential impacts along with the associated risks and opportunities were identified for each topic. Their financial and impact materiality was assessed by cross-functional working teams from all relevant departments.

Materiality matrix and validation: The assessment results were aggregated and plotted in a prioritisation matrix. The resulting material topics were subsequently validated by the company management during a final joint workshop.

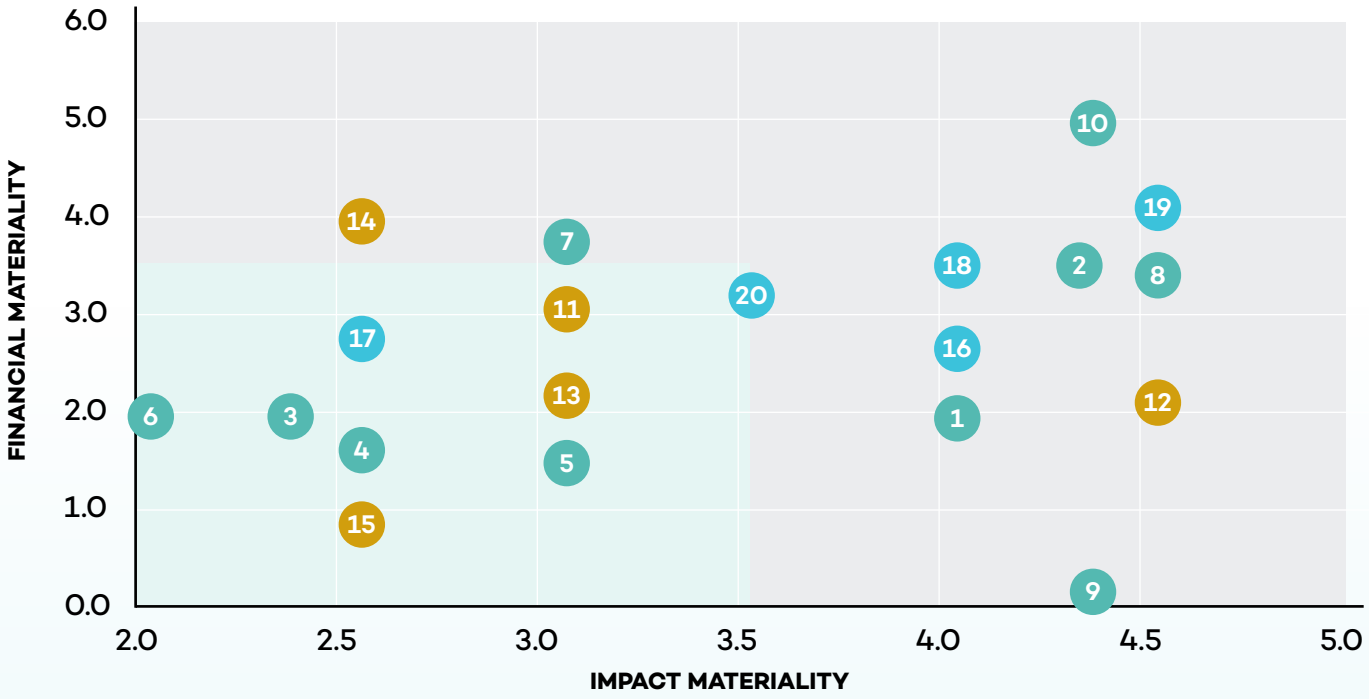
Double Materiality Analysis

PROCESS RESULTS

The Double Materiality Analysis identified the following topics as material:

- Environmental – topics 1, 2, 7, 8, 9, 10;
- Social – topics 12 and 14, to which topic 11 was added by the company management;
- Governance – topics 16 and 18, to which topic 17 was added by the company management;
- Two specific topics, 19 and 20.

Topic	Individual topics	Impact materiality	Financial materiality
1	Climate change mitigation, GHG emissions	4.0	2.4
2	Energy consumption	4.3	3.5
3	Air pollution	2.3	2.0
4	Water pollution	2.5	1.6
5	Noise pollution	3.0	1.6
6	Substances of concern	2.0	2.0
7	Water withdrawal, consumption, and discharge	3.0	3.5
8	Resource inflows (materials and energy)	4.5	3.5
9	Resource outflows related to products and services	4.3	0.0
10	Waste management and circular economy	4.3	5.0
11	Working conditions – health and safety	3.0	3.0
12	Working conditions – working hours	4.5	2.1
13	Working conditions – wages and benefits	3.0	2.1
14	Equal opportunities – education and skills development	2.5	4.0
15	Equal opportunities – diversity	2.5	0.9
16	Anti-corruption policy	4.0	2.8
17	Corporate culture	2.5	2.8
18	Supplier relations	4.0	3.0
19	Innovation	4.5	4.0
20	Cyber security	3.5	3.2



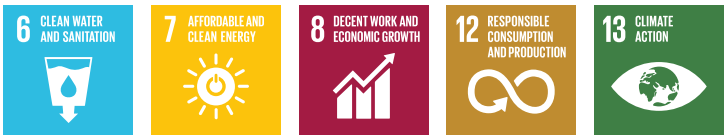
Sustainable Development Goals (SDGs)

The key topics determined by the double materiality analysis (DMA) also have a direct overlap with global efforts toward a sustainable future. To demonstrate how priority areas contribute to the fulfilment of the UN Sustainable Development Goals (SDGs), the report links individual sustainability pillars with specific global goals and targets.



ENVIRONMENTAL

Topic	Material topics according to the DMA	Relevant SDGs
1	Climate change mitigation, GHG emissions	7 13
2	Energy consumption	7 13
7	Water withdrawal, consumption, and discharge	6
8	Resource inflows (materials and energy)	8 12 13
9	Resource outflows related to products and services	8 12 13
10	Waste management and circular economy	8 12 13



SOCIAL

Topic	Material topics according to the DMA	Relevant SDGs
11	Working conditions – health and safety	3 8
12	Working conditions – working hours	8
14	Equal opportunities – education and skills development	4 8



GOVERNANCE

Topic	Material topics according to the DMA	Relevant SDGs
16	Anti-corruption policy	12 17
17	Corporate culture	8
18	Supplier relationships	8 12 13 17
19	Innovation	8 9
20	Cyber security	9
	Communities	6 9 17



Policies, Procedures, and Future Initiatives for the Transition to a More Sustainable

- Strategy and vision are crucial for the company, but without firm rules and clear targets, they would be ineffective. MORAVIA CANS a.s. has therefore implemented a comprehensive framework of internal regulations known as ESG policies.
- These rules are binding for all employees and cooperating entities, covering three main areas: **environmental, social, and governance.**
- Measures in individual areas are not just managed formally, but through specialised teams and expert guarantors. In this way, the company ensures that sustainability goals are firmly linked to everyday business practice and product innovations.
- Selected ESG policies, as well as procedures and initiatives for transitioning to a more sustainable economy, are presented in the following sections of this report under the relevant topics.



Our goals are based on firm rules

SPECIFIC POLICIES, PROCEDURES, AND MEASURABLE TARGETS ARE PRESENTED IN THE FOLLOWING CHAPTERS

ENVIRONMENTAL
PAGE 19

SOCIAL
PAGE 33

GOVERNANCE
PAGE 46

Environmental

Our path to decarbonisation and a closed-loop system



František Míka
HSE Manager

“Aluminium is an amazing material with high potential for reuse. Its circularity is key for us, which is why we focus on a higher share of recycled material, lighter packaging, and more efficient production.”



I Can Be A Can Forever

Sustainable material use

Environmental Goals

The company bases its environmental strategy on the principles of decarbonisation and the circular economy. The main pillar of GHG emissions reduction is the transition to clean energy sources, achieved by continuously increasing the energy efficiency of unique production technologies, investing in our own photovoltaic systems, and purchasing renewable energy.

A fundamental environmental benefit is the integration of a high share of recycled aluminium into the manufacture of aerosol cans, which significantly reduces emissions compared to using primary metal.

The company actively monitors its emission footprint across the entire supply chain and emphasises responsible raw material sourcing.

Along with climate protection, the company focuses on minimising industrial waste and managing water efficiently within production processes.

The company is aware of its responsibility in environmental protection and sets measurable targets to reduce environmental impacts. These targets are regularly evaluated and supported by specific projects and investments.

ENVIRONMENTAL MEASURES ARE MANAGED BY:

- A designated team ensuring environmental goals are firmly linked with long-term business strategy and product innovations.



Measurable targets for a sustainable future



We Can Reduce Our Footprint

ELECTRICAL ENERGY CONSUMPTION

Item / Year	2024	2025
Total electricity (kWh)	37,691,000	37,389,000
Electricity from renewables (kWh)	—	725,854
Electricity per 1,000 cans (kWh)	77.49	77.04

NATURAL GAS CONSUMPTION

Item / Year	2024	2025
Total natural gas (kWh)	31,214,000	31,720,561
Gas per 1,000 cans (kWh)	64.17	65.36

Emissions reduction and carbon footprint limitation are linked to energy savings

Energy and Greenhouse Gas Emissions

Manufacturing energy intensity and related GHG emissions are among the key environmental topics to which the company dedicates long-term attention. It focuses on increasing energy efficiency, developing renewable energy sources, and the gradual decarbonisation of operations and the supply chain.

In 2025, there was a slight decrease in electricity consumption compared to 2024, despite the ongoing manufacturing load. This development is the result of implemented measures in energy efficiency and consumption management, accompanied by the growing involvement of our own renewable sources (PV) and the purchase of green energy.

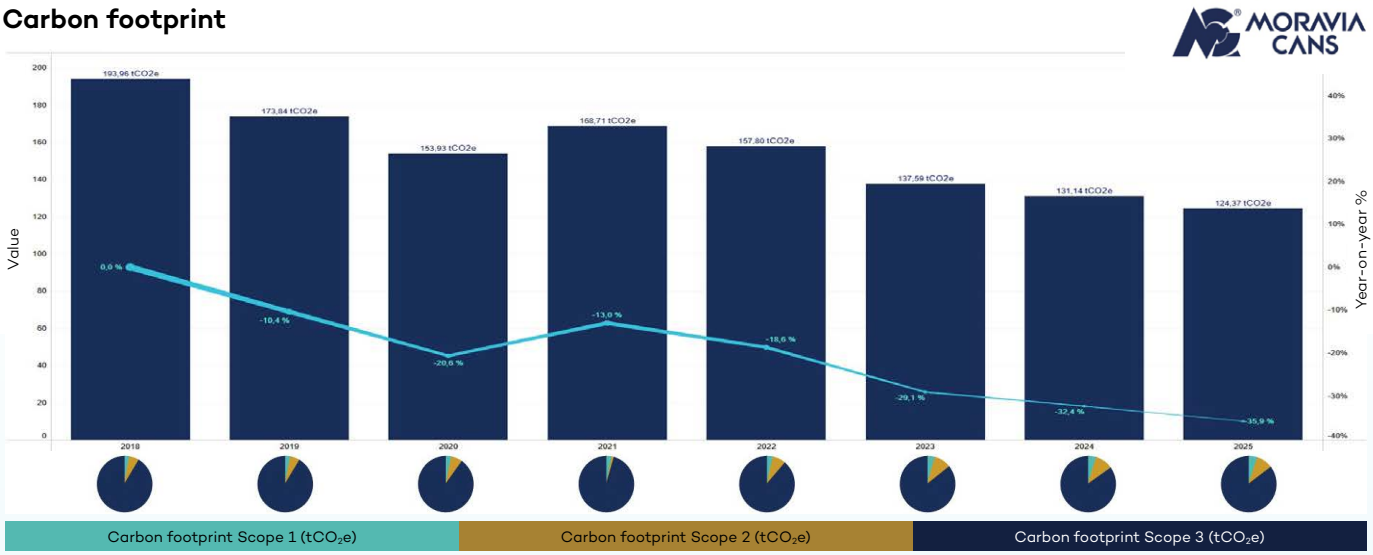
CARBON FOOTPRINT 2025

- The company's total carbon footprint for 2025 reached **124,373.1 tCO_2e**. Emissions are tracked in accordance with the GHG Protocol methodology:
  Scope 1: 6,562.0 tCO_2e
  Scope 2: 11,813.6 tCO_2e (market-based)
  18,930.0 tCO_2e (location-based)
  Scope 3: 105,997.6 tCO_2e
- The most significant share of emissions falls under Scope 3, which includes emissions associated with purchased materials, logistical processes, and other indirect activities in the value chain.

GREENHOUSE GAS EMISSION INTENSITY (2025)

Emission Scope & Calculation Method	Per CZK 1,000 of Turnover	Per 1,000 Cans
Market-based method		
— Scope 1+2 (Direct + Indirect Market-based)	0.0065 t CO_2e	0.0379 t CO_2e
— Scope 1–3 (Full Value Chain Market-based)	0.0438 t CO_2e	0.2563 t CO_2e
Location-based method		
— Scope 1+2 (Direct + Indirect Location-based)	0.0090 t CO_2e	0.0525 t CO_2e
— Scope 1–3 (Full Value Chain Location-based)	0.0463 t CO_2e	0.2709 t CO_2e

Carbon footprint



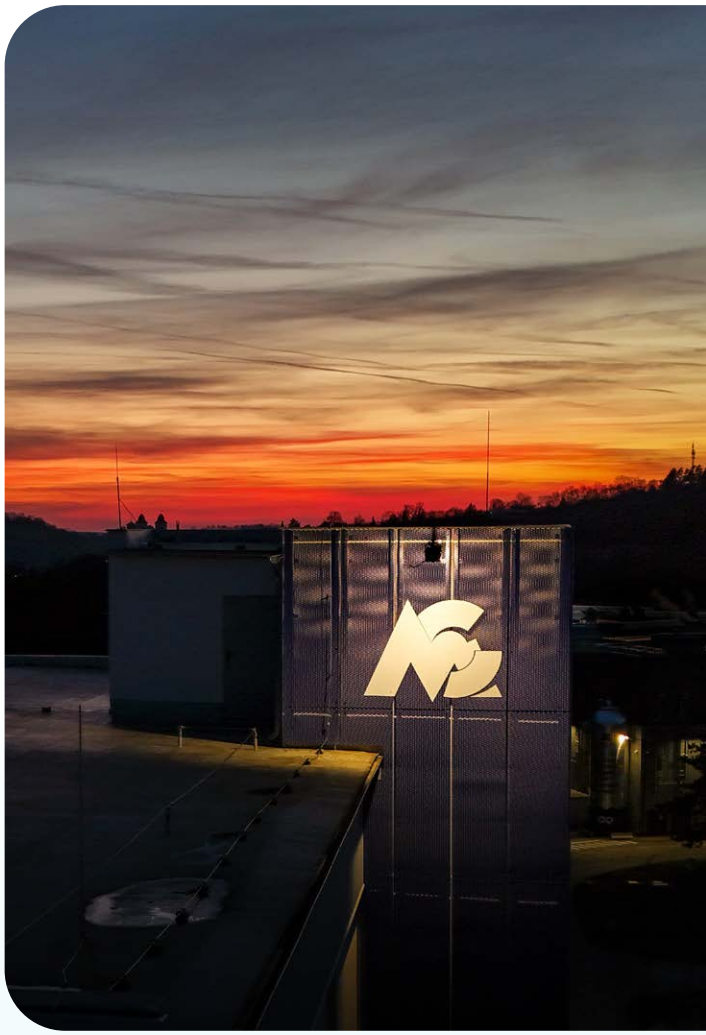
Energy and Greenhouse Gas Emissions

LONG-TERM TARGETS AND COMMITMENTS

Base year	Scope	Targets and commitments	Target year
2021	All scopes	**MORAVIA CANS a.s. commits to achieving net-zero status across the entire value chain.**	2050
2021	Scope 1 & 2	**30 % reduction in GHG emissions intensity (vs. 2021).**	2030
2021	Scope 3	**50 % reduction in GHG emissions intensity (vs. 2021).**	2030
2021	Scope 1 & 2	**90 % reduction in GHG emissions intensity (vs. 2021).**	2050
2021	Scope 3	**90 % reduction in GHG emissions intensity (vs. 2021).**	2050

SELECTED SHORT- AND MEDIUM-TERM TARGETS AND COMMITMENTS AND KEY DECARBONISATION PROJECTS

- Achieve an average recycled content of 50 % in the final product by 2030.
- Install PV plants on selected facilities (totalling 345 kWp) by 2028.
- Modernise HVAC and cooling systems utilising waste heat by 2028.
- Replace lighting with LED technology and develop consumption measurement systems by 2028.
- Energy management: gradually implement a system according to ISO 50001.
- Development projects: continue rollout of lightweighting technologies (DWI/alloys), develop digital printing (UV), which reduces gas consumption, and replace gas boilers with heat pumps.



Assessment and Management of Climate Risks

STRATEGIC APPROACH TO CLIMATE RISKS

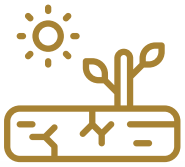
- The company is aware that climate change may affect industrial operations, infrastructure, resource availability, and supply chain stability in the future.
- Climate risks are continuously evaluated to strengthen the resilience of the business, assets, and manufacturing technologies.
- Given the operation of a single manufacturing site, risks are assessed primarily in the context of this facility and its surroundings. The assessment focuses on the impacts of physical risks on business continuity, employee safety, infrastructure, and operating costs.

ANALYSED RISKS

Within the assessment to date, the following risks were primarily analysed



High temperatures and heatwaves



Water scarcity and restricted availability of water resources



Torrential rainfall and local flooding of premises



Strong winds, storms, and other extreme meteorological phenomena



Potential disruption to supply and logistics flows

CONCLUSIONS AND ADAPTATION MEASURES

- **Current status:** based on preliminary analysis, no high climate risks with a significant impact in the short-term horizon up to 2030 were identified. Selected risks are, however, thoroughly monitored and continuously evaluated as part of the risk management system.
- **Implemented measures:** adaptation steps include continuous modernisation of technology, increasing energy efficiency, water recycling and conservation projects, exploring the possibilities of utilising rainwater, and technical measures supporting the operational stability of the premises.
- **Outlook:** a more detailed climate risk analysis for the medium- and long-term horizon will be conducted within the next 2–3 years using climate development scenarios based on IPCC methodologies. The outputs will be used for the further development of the company's climate change adaptation strategy.



Business readiness for climate risks

Biodiversity and Responsible Land Use

APPROACH TO BIODIVERSITY PROTECTION

Although the nature of the company's activities does not represent a significant direct disruption to natural ecosystems, the company systematically evaluates the potential impacts of operations on the surrounding environment in accordance with the requirements of VSME, ISO 14001, and ASI standards.

The company identified the following as priority ecosystem services:

- water availability and quality,
- local climate regulation,
- soil quality,
- contamination prevention and biodiversity support in an urbanised environment.

Relevant risks of potential impacts on biodiversity and ecosystem services are regularly assessed within the environmental management system. The evaluation results are reviewed by the company management and utilised in planning investments and developing the premises.

The following risks are evaluated in particular: water consumption, wastewater management, land use, soil quality and contamination prevention, noise, transportation, chemical management, and flood risk.

The manufacturing site is located in an industrially developed part of the town of Bojkovice and, according to available public information, does not lie within a protected area or a Natura 2000 site. There are no UNESCO World Heritage properties in the immediate vicinity.

THE COMPANY USES A TOTAL AREA OF 80,955 m², OF WHICH:

Area Type	Area
Built-up area (buildings, roads, car parks)	53,362 m²
Natural and vegetated areas on the premises	6,000 m²
Natural areas outside the company premises	21,593 m²



Responsible land use and protection of the surrounding nature

Water Management and Protection of Water Resources

The company is aware of the importance of responsible water resource management and strives in the long term to increase the efficiency of its use and reduce the withdrawal of drinking water from the public water supply network. Water is used primarily for technological purposes in the production process, especially during the degreasing of aluminium packaging, and additionally for staff and administrative facilities on the premises.

The company sources water from the water supply network and does not use its own groundwater sources (wells).

In 2025, the total water withdrawal amounted to 91,766 m³, while in 2024 it was 120,080 m³. The year-on-year decrease in water consumption is the result of the implementation and gradual expansion of measures for recycling and reusing process water.

We Can Save Water

Efficiency of water resource utilisation

The company monitors the following key performance indicators in water management:

KPI	2024	2025
Total water withdrawal	120,080 m³	**91,766 m³**
Year-on-year change in water consumption per 1,000 manufactured units	approx. -6.5 %	**approx. -23 %**
Water consumption per 1,000 manufactured units	0.247 m³	**0.189 m³**
Quantity of discharged wastewater	126,339 m³	**89,493 m³**

The company operates two proprietary industrial wastewater treatment plants (IWTP). In 2025, an operation of a wastewater recycling system was launched, in which treated water from the IWTP is further purified at a recycling station and subsequently treated into demineralised (demi) water, which is reused in the production process. This closed water loop significantly contributes to reducing fresh water withdrawal and increasing the environmental efficiency of operations.

Water consumption is continuously monitored and technological processes are optimised with the aim of reducing consumption and the volume of discharged wastewater, minimising losses, and increasing the share of recycled water.

The company is working on a study and plan for rainwater utilisation on the manufacturing plant premises. Planned completion of the study: 30 June 2027.

Resource Use, Circular Economy, Waste Management, and Pollution



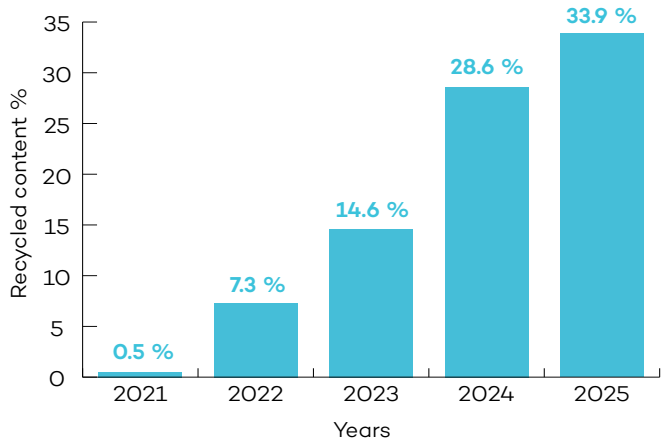
The company applies circular economy principles aimed at minimising waste generation, efficiently utilising input raw materials, reducing environmental burdens, and preventing pollution.

The basic input material is aluminium, a significant proportion of which is recycled material. Thanks to this, the carbon footprint of the products and the consumption of primary raw materials are significantly reduced.

Circular economy and maximising the use of recycled content

OVERVIEW OF THE SHARE (IN %) OF RECYCLED CONTENT IN THE FINAL PRODUCT

Trend in the average share of PCR in production from slugs using the IEI method

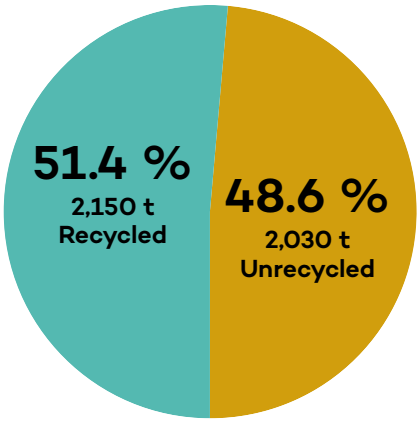


The share of recycled material, both post-consumer recycled (PCR) and post-industrial recycled (PIR), is a key indicator in the circular economy. PCR material contributes to closing the material loop after the end of product life, while PIR material enables the efficient use of manufacturing scraps and waste minimisation right within the input material production process.

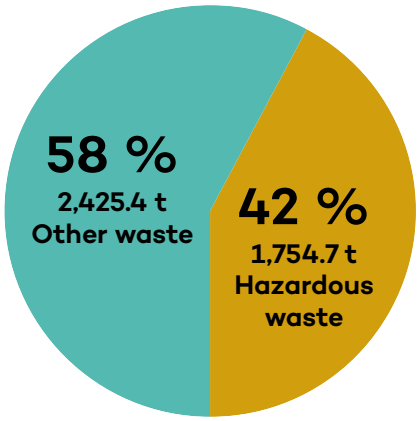
Utilising recycled aluminium, especially PCR, also significantly reduces the energy intensity of production and related greenhouse gas emissions compared to primary production. Increasing the share of these materials therefore represents one of the main tools for reducing the environmental footprint of products.

The share of PCR/PIR material is systematically monitored, and a gradual increase in use is included in the long-term sustainability goals.

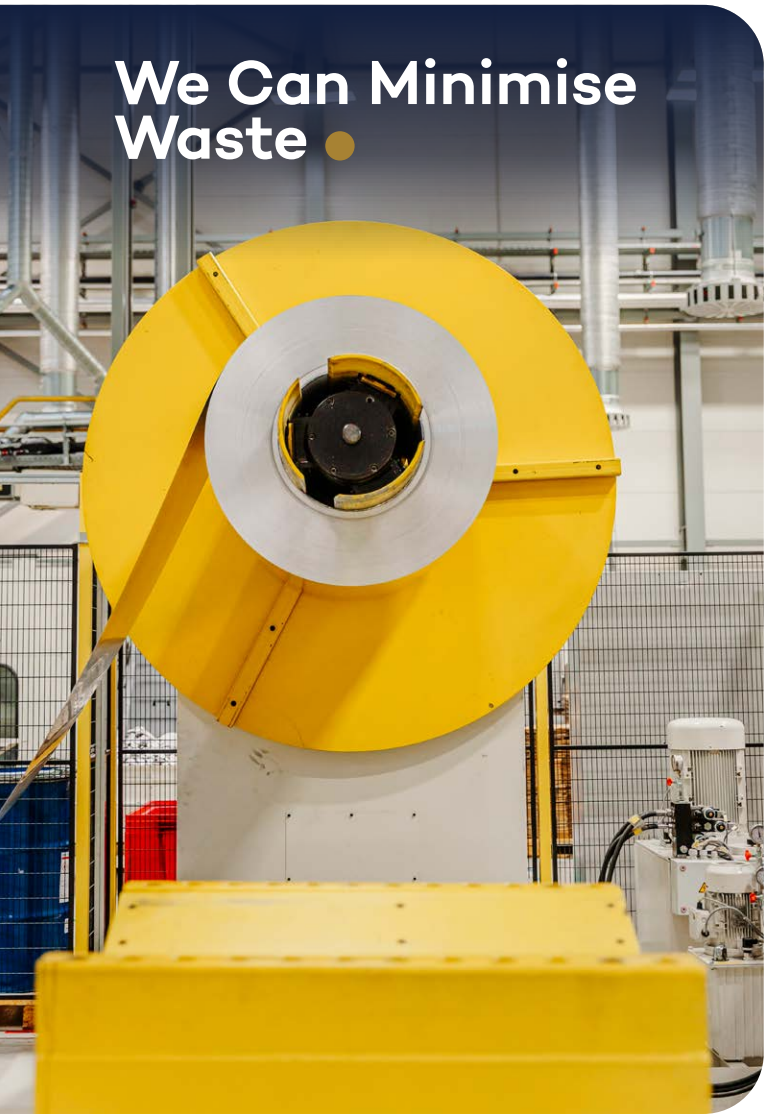
RECYCLING RATE



WASTE STRUCTURE



The company cooperates with customers to increase the share of recycled material in products, while simultaneously maintaining their quality, functionality, and safety.



WASTE

The manufacturing process prioritises minimising material losses and making maximum use of generated waste. Aluminum waste generated during production is fully recycled at a very high recovery rate recycled and returned to the material cycle.

The company systematically monitors waste generation, its structure, and disposal methods. Waste prevention, sorting, and maximum use of recycling are prioritised.

In waste management, the company acts in accordance with applicable legislation and cooperates with authorised partners ensuring further utilisation or safe disposal.

Responsible sorting and recycling reduce the environmental impact of manufacturing

KEY SEGREGATED MATERIALS

Aluminium: 2,216 t

Paper: 42.7 t

Plastics: 29.5 t

Steel: 61.2 t

POLLUTION PREVENTION

The company is firmly committed to pollution prevention across all its areas of activity. As part of environmental risk management, emergency plans and preventive measures are in place to mitigate the impacts of potential emergencies.

Within environmental management, key performance indicators are tracked, including in particular:

- The quantity and structure of generated waste,
- The volume of discharged wastewater.



During the reporting period, there were no incidents of air, soil, or water pollution that exceeded statutory limits.

Measures in the environmental area are managed by a designated team that ensures environmental goals are firmly linked with the long-term business strategy and product innovations.

MAJOR ESG POLICIES IN THE ENVIRONMENTAL AREA:

- Integrated QHSE+BRC Management System Manual
- Sustainability, Quality, Safety, Environment, and Hygiene Policy
- Quality, Safety, Environmental, and BRCGS Packaging Targets of MORAVIA CANS a.s.
- Emergency Preparedness
- Environmental Planning
- Monitoring and Measurement of Environmental Characteristics
- Waste Management
- Energy Audit

Social

The energy of our people is our strongest drive



Lenka Mahdal Galetková
HR Manager

“Our employees are the key pillar of our success. Ensuring their safety, development, and equal treatment is not just our duty, but the foundation of our corporate culture, which helps us maintain stability and a low employee turnover.”



We Can Support Our People

Company as a responsible employer

Social Goals

The company views its employees as a key pillar of success and sustainable development. In working conditions, priority is given to ensuring maximum occupational health and safety (OHS), which is reflected in strict internal standards and regular training that eliminates risks associated with demanding operations.

MORAVIA CANS a.s. invests in the modernisation of the working environment with the aim of ensuring a stable, safe, and healthy environment for all teams. The company prioritises equal treatment and diversity, which it applies from recruitment processes to the remuneration and professional growth system. It strictly rejects any form of discrimination and supports an inclusive environment, where all employees have equal access to development opportunities regardless of gender, age, or origin. Transparent communication and compliance with ethical standards are the foundation of high-quality relationships with employees, contributing to long-term stability and relatively low employee turnover.



SOCIAL MEASURES ARE MANAGED BY

- the HR Manager and the Managing Director



Fair approach and equal opportunities

SELECTED TARGETS AND COMMITMENTS IN THE SOCIAL AREA

- VISION ZERO: increasing the level of occupational safety (with 1 incident resulting in temporary working incapacity for 2025)
- Conduct an employee satisfaction survey so that results are available and used as the basis for relevant targets for the next period by the end of 2026
- Total turnover rate in 2026: max. 10 %
- Voluntary turnover rate in 2026: max. 5 %
- Maintain employee compensation at all levels above the regional market average
- Achieve an annual employee sickness absence rate of a maximum of 5 % by the end of 2027
- Formalise a talent management strategy and set SMART targets in this area for the next period
- Systematic support for local organisations, clubs, activities, and projects within the allocated budget, and systematic communication with relevant stakeholders.

2026 vision zero



MAJOR ESG POLICIES IN THE SOCIAL AREA

- Working Regulations
- Organizational Regulations
- Collective Agreement
- Organizational Guidelines for OHS and Fire Protection
- OHS Management Process



Engaging the potential of all employees strengthens the company and fosters healthy relationships in the workplace

General Characteristics and Diversity

KEY FIGURES FOR 2025

438

Number of employees on record as of 31.12.2025

GENDER BREAKDOWN

349 men

31 in management positions

89 women

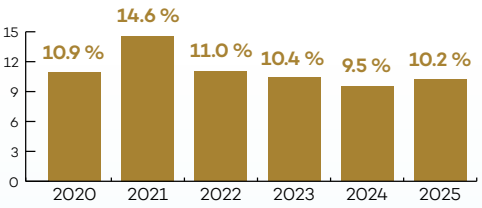
8 in management positions

EMPLOYMENT CONTRACT TYPES

381 permanent

57 fixed term

TURNOVER RATE



RELATIONS AND COMMUNICATION

The company continuously maintains an active dialogue with the trade union and utilises modern communication tools to communicate with employees: **MC Magazín** and the **MORÁVKA** app.



Working Conditions, Occupational Health and Safety



Ensuring maximum safety and health protection at work

The health and safety of employees are among the company's key priorities. The company strives over the long term to create a safe, healthy, and stable working environment and prioritises risk prevention, responsible working conditions, and continuous improvement in OHS.

An occupational health and safety management system according to the ISO 45001 standard is implemented and certified within the company, supporting systematic risk management, compliance with legislative requirements, and the continuous elevation of occupational safety levels.

Certified management

An occupational health and safety management system according to the ISO 45001 standard is implemented and certified within the company.

In 2025, the company recorded 2 occupational accidents, 1 of which was associated with lost time. No fatalities in connection with an occupational injury or any occupational diseases were recorded.

The company monitors and regularly evaluates key performance indicators in OHS. In 2025, the lost time injury frequency rate (LTIFR) reached 1.29 and the total recordable case frequency rate (TRCFR) reached 2.55, calculated per 1,000,000 hours worked (in accordance with international OHS methodology).

Zero Severe Injury Rate

No fatalities in connection with an occupational injury or any occupational diseases were recorded during the reporting period.

The ratio of actual injuries calculated against the total hours worked according to the VSME methodology (876,000 hours) is 0.46.

The trend of occupational injury rates in recent years shows an improving trajectory, which confirms the effectiveness of the adopted preventive measures and the systematic management of risks.

The company actively supports a culture of safety at work and the engagement of employees in risk prevention.

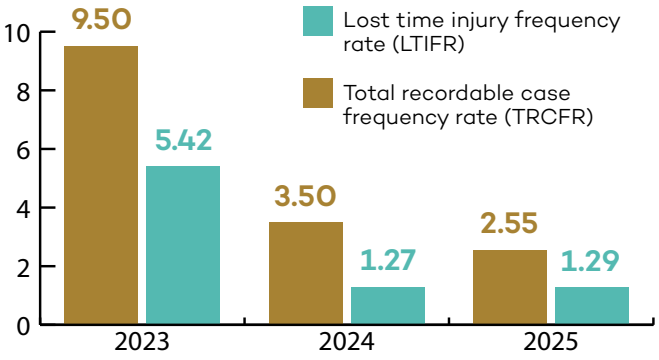
Part of this approach includes the recording and evaluation of near misses. In 2025, 36 reported events were recorded, analysed, and used to adopt preventive measures aimed at preventing the occurrence of occupational injuries.

Employees regularly undergo training in OHS and fire protection. The company also carries out risk identification and assessment in workplaces, internal safety inspections, and adopts preventive and corrective measures.

Employees are provided with appropriate personal protective equipment, and manufacturing equipment is subject to regular inspections and revisions. Workplace ergonomics and the improvement of working conditions are also prioritised.

The company's goal is to continue reducing the injury rate, developing a culture of safety at work, and actively engaging employees in risk prevention.

OCCUPATIONAL ACCIDENT FREQUENCY TRENDS



Indices express the number of accidents calculated per 1,000,000 hours worked according to international OHS methodology.

ACCIDENT DATA TABLE (2023–2025)

Indicator (Category)	2023	2024	2025
Total recordable cases (TRC)	**7**	**3**	**2**
Fatalities	0	0	0
Lost time injuries (LTI)	4	1	1
Near misses	**22**	**47**	**36**

Remuneration and Collective Bargaining

A single trade union operates within the company. The company maintains an active dialogue with trade union representatives, and mutual relationships are good. The collective agreement valid in 2025 applies to all company employees.

The wage that company employees receive is higher than the statutory minimum wage applicable in the Czech Republic. The average wage is broadly in line with the regional market median.

The company recognises the importance of an effective remuneration system and its impact on employee motivation. In its approach, it goes beyond the minimum wage limits established in the legislation as well as the evaluation of wage levels compared to the regional market. Cooperation with customers on the topic of a living wage is a highly relevant issue. Currently, this is a concept that does not have a defined legislative framework in the Czech Republic and only is supported by independent organisations.

The company is committed to continuing to monitor available living wage benchmarks and to using them as a baseline for the evaluation of effective remuneration. This reflects the company's aim to maintain an effective remuneration system, as well as its own social responsibility and that of customers engaged in this topic.



Compliance with Human Rights



The company has adopted an internal **Code of Conduct** and a **Supplier Code of Conduct**.

Employees are regularly trained in this area.

Internal regulations explicitly cover the following topics:

- child labour
- forced labour
- human trafficking
- non-discrimination policy
- equal opportunities
- privacy and personal data protection

Creating a stable environment for people to grow

Training and Equal Opportunities



The company prioritises systematic employee training and the development of their skills and competencies.

Employee development focuses on strengthening professional, technical, and computer skills. Alongside professional competencies, the company also focuses on the development of soft skills and other relevant areas, such as raising awareness and the perception of diversity in the workplace. During 2025, the company conducted its first foundational series of workshops on the topic of diversity in the working environment.

Development activities take place in standard formats, as well as via e-learning, which, in addition to legislative training, includes other topics such as workplace harassment and how to address it.

Open and transparent communication between the company and its employees is an integral part of active engagement with personnel. For this purpose, the company uses regular team meetings, the internal MC Magazín, and the MORÁVKA communication app.

We Can Grow Our Skills

Investment in professional education and talent development

DEVELOPMENT AND TRAINING CENTER

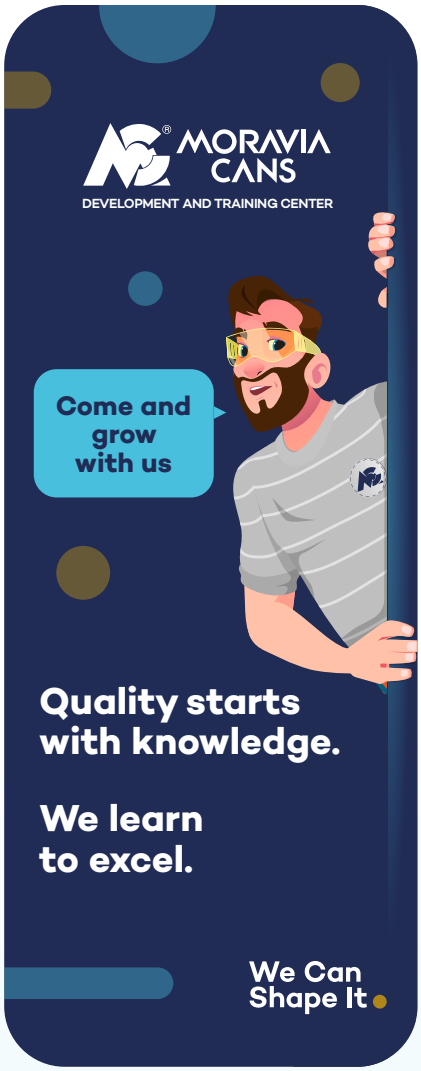
In 2025, the Development and Training Centre (DTC) was opened, which in its first phase focused primarily on the onboarding and basic training of new manufacturing operations personnel. A new manufacturing employee spends their entire first month in a simulated practice environment, where they can safely learn how to operate equipment and familiarise themselves with manufacturing technologies without the risk of generating scrap or damaging production systems. In the next on-boarding phase, the employee moves into actual operations under the supervision of a mentor.





TALENT DEVELOPMENT

The company recognises the importance of targeted work with employee potential and is therefore preparing a formalised talent management strategy.



LOCAL COMMUNITIES AND PARTNERSHIPS

The company is an active part of the community in which it operates and strives to act as a good and responsible neighbour. It systematically builds good relationships with the community around the plant through transparent communication and active dialogue with representatives from the public administration and local government.

The company provides regular, long-term support to local organisations, clubs, projects, and activities, including:

- **THE TOWN OF BOJKOVICE** – financial support for various cultural activities and urban greenery enhancement in Bojkovice, including tree planting as part of a voluntary employee programme
- **THE BOJKOVICE VOLUNTEER FIRE BRIGADE**
- **THE SK SLOVÁCKÁ VIKTORIA BOJKOVICE Z.S. SPORTS CLUB** – long-term cooperation supporting international tournaments, sports facility equipment, and team kit
- **BOJKOVICE CHILDREN'S HOME** – the company provides a financial contribution annually in the run-up to Christmas and invites children to the Family Day in June
- **BĚH PRO ŽIVOT** – Šumická bota – supporting the charity run since 2018
- **AND OTHER LOCAL ORGANISATIONS AND CLUBS**

We Can Be A Good Neighbour

Transparent communication and support for local organisations









Governance

Responsibility and transparency from design to manufacturing



Václav Heža
Finance & IT Director

“Data, finance, and trust are among the company‘s most valuable assets. We protect them through responsible governance, clear rules, and an emphasis on ethics. For us, responsible leadership is not just compliance with regulations, but a principle on which we build the stability, reputation, and long-term future of the company.”



We Can Lead with Trust

Governance for the long-term credibility of the company

Governance Goals



The company bases its business on principles of transparency, integrity, and high ethical standards. A key aspect is zero tolerance for any form of corruption or bribery, which is enshrined in internal regulations. Company employees undergo regular training.

GOVERNANCE MEASURES ARE MANAGED BY

- **Corporate culture and ethics:** Managing Director and HR Manager
- **Supplier relations:** Sourcing and Sustainable Supply Manager
- **Cyber security:** Finance & IT Director
- **Innovation:** R&D Manager

SELECTED TARGETS AND COMMITMENTS



Business and commercial ethics: training of defined employee groups by 31.12.2026.



Corporate culture: review corporate values and integrate them into everyday operations by 31.12.2026.



Supply chain: introduce 100 % of key suppliers to the Supplier Code of Conduct by 31.12.2026, and conduct at least 6 supplier audits by the end of 2026.



Sustainable procurement: integrate sustainability criteria into tenders by 31.12.2026.



Cyber security: Maintain and continuously improve ratings within the CyberVadis system to minimise the number of IT security incidents.



Manufacturing innovation: actively utilise DWI technology and continue the development of new aluminium alloys.

We Can Act Responsibly

Business built on integrity, innovation, and transparent relationships

ESG Policies and Relations with Authorities

MAIN ESG POLICIES IN THE GOVERNANCE AREA:

- Code of Conduct
- Anti-Bribery Policy
- Internal Whistleblowing System
- Supplier Code of Conduct
- Sustainable Procurement Policy
- Cyber Security Incident Management Policy
- Security Awareness Development Plan



POLITICAL CONTRIBUTIONS AND RELATIONS WITH PUBLIC AUTHORITIES

MORAVIA CANS a.s. conducts its business with integrity, transparency and in compliance with applicable legal requirements. The Company does not provide financial or in-kind contributions, donations or any other support to political parties, political movements, political candidates or public officials, either directly or through intermediaries, with the aim of obtaining an improper business or regulatory advantage.

Any interactions with public authorities are conducted lawfully, transparently and in accordance with applicable legislation and the Company's ethical principles.

COMPLIANCE WITH LEGAL REQUIREMENTS

MORAVIA CANS a.s. is committed to complying with all applicable laws and regulations relevant to its business activities. Compliance with legal requirements is regularly monitored as part of the Company's management system and is subject to internal audits and periodic management reviews.

During the reporting period, the Company was not subject to any material final and binding fines, court judgments, administrative penalties, or other significant non-monetary sanctions resulting from non-compliance with applicable laws and regulations.

Corporate Culture and Ethical Rules

To ensure a safe and ethical working environment, an internal Code of Conduct was implemented alongside a functional internal whistleblowing system for reporting unlawful and unethical conduct. These measures form the foundation of a corporate culture built on mutual respect and responsible decision-making at all management levels. Employees undergo regular training.

The internal Code of Conduct applies to all employees. Annual training is mandatory for employees in managerial positions and high-risk departments (sales and purchasing). All other employees undergo training every 2 years.

Training
High-risk roles:
once a year

Training
Other roles:
once every
2 years



Corporate culture built on respect and ethical rules

Prevention of Corruption and Bribery, and the Protection of Whistleblowers

Anti-corruption rules and processes for resolving potential incidents are firmly anchored in internal regulations. Whether through the Anti-Bribery Policy, the Code of Conduct, or the Internal Whistleblowing System, the company enforces a zero-tolerance policy toward any unethical behaviour across all these processes.



COMPLAINT HANDLING AND CONTINUOUS IMPROVEMENT

During the reporting period, the company recorded and properly investigated one report in connection with alleged bribery. Although after careful review it was found to be unsubstantiated, this experience was utilised to systematically strengthen internal processes and subsequently update the affected documentation.

WHISTLEBLOWER PROTECTION

The company has a fully functional internal whistleblowing system allowing employees and external partners to safely report illegal or improper activity. The system guarantees complete anonymity and protection against any form of retaliation.

No incidents or reports were recorded through the internal whistleblowing system during the reporting period.

Whistleblower protection and zero tolerance for unethical behaviour

Business and Supplier Relations

The company emphasises the integrity of the entire supply chain. Through the Supplier Code of Conduct and Sustainable Procurement Policy, the company requires its business partners to comply with its values in human rights, environmental and social responsibility, and business ethics. This approach supports the building of transparent and stable relationships within the supply chain, contributes to risk minimisation, and strengthens the long-term sustainability and stability of the joint business.

Sustainable procurement rules are gradually being integrated into contractual relationships with suppliers. Business partners are required to comply with the requirements in human rights, environmental protection, and business ethics.

Part of this approach also includes the continuous verification of suppliers, evaluation of related risks, and active cooperation aimed at their management and improvement. In 2025, 5 audits were conducted for both current and potential suppliers, which also covered sustainability. For 2026, the execution of 6 supplier audits is planned, with the company aiming to fully implement this plan.



Sustainable principles integrated throughout the supply chain

Cyber security

The company applies a systematic approach to cyber security management based on the principles of prevention, detection, and response to security incidents. This approach is supported by internal documentation, defined rules, and continuous risk assessment.

KEY MEASURES INCLUDE:

- access rights management for information systems
- protection of IT infrastructure and data
- regular cyber security risk assessments
- implementation of security measures corresponding to current threats

An important component of the system is raising employee awareness through regular training in cyber security.

The company uses the CyberVadis external cyber security assessment platform, which enables an independent evaluation of the security level and helps identify opportunities for improvement.

In supply chain management and customer relations, the company also undergoes customer cyber security audits, the results of which are used to further development the management system.

The area of cyber security is constantly evolving in response to technological advances, regulatory requirements, and the growing importance of protecting data and information systems.

The company is classified as a provider of regulated services under the lower obligations regime according to Act No. 264/2025 Coll., on Cyber Security, implementing the requirements of the NIS2 Directive.



Protecting corporate know-how, finances, and employees

Innovation

Innovation is an integral part of the company's business strategy and represents a material topic supporting long-term competitiveness and sustainable development.

The goal is product development, increasing manufacturing efficiency, and the ability to respond to market needs.

The company supports the systematic development of innovation through the introduction of new technologies, process optimisation, and the engagement of employees in innovative activities. It tracks trends and identifies opportunities in line with its strategic direction.

Innovation activities primarily focus on areas with a direct link to sustainability, such as:

- increasing the share of recycled materials
- reducing the material intensity of products (lightweighting)
- increasing energy efficiency and the efficiency of manufacturing processes
- reducing greenhouse gas emissions
- optimising the consumption of water and other resources
- health, safety, and the working environment

The innovation management process includes identifying ideas, evaluating them from a technical, economic, and environmental perspective, and subsequently conducting pilot tests and implementation.

Employees are actively engaged in innovative activities through motivational systems, the submission of improvement proposals, and continuous process improvement.

The company monitors selected performance indicators in innovation, such as the number of implemented projects, the implementation rate of proposed measures, and other relevant metrics.

We Can Reach Our Potential

In-house research and advanced technologies as a path to a more efficient and ecological future

ESG Data Index



ESG Data Index

When preparing this report, the company based its approach on the VSME standards (EFRAG Voluntary Sustainability Reporting Standards for non-listed SMEs, version 12/2025), specifically within the scope of the complex module. This was supplemented with additional detailed information where appropriate – particularly for topics evaluated as priorities by our double materiality analysis.

OTHER REGISTERED ECONOMIC ACTIVITIES OF THE COMPANY (CZ-NACE)

NACE Code	Economic Activity Description
201	Manufacture of basic chemicals, fertilisers and nitrogen compounds, plastics and synthetic rubber in primary forms
27900	Manufacture of other electrical equipment
952	Repair of personal and household goods
38210	Waste processing for material recovery/further utilisation
471	Non-specialised retail trade
25620	Manufacture of locks and hinges
25920	Manufacture of light metal packaging
49410	Freight transport by road



ESG Data Index

For ease of reference, the overview (ESG Data Index) includes an explanation of individual codes and requirements according to the VSME (EFRAG) standard, which are reported across this sustainability report.

B1	**Basis for preparation**
C1	**Strategy: Business model and sustainability-related initiatives** | page 8, 9, 12, 13, 14, 15, 16, 17
B2	**Practices, policies and future initiatives for transitioning to a more sustainable economy** | page 18
C2	**Description of practices, policies and future initiatives for transitioning to a more sustainable economy**
B3	**Energy and greenhouse gas emissions** | page 21, 22, 23, 24
C3	**GHG reduction targets and climate transition** | page 21, 22, 23, 24
C4	**Climate risks** | page 25, 26
B4	**Pollution of air, water and soil** | page 29, 30, 31, 32
B5	**Biodiversity** | page 27
B6	**Water** | page 28
B7	**Resource use, circular economy and waste management** | page 29, 30, 31, 32
B8	**Workforce – general characteristics** | page 36, 37, 38
B9	**Workforce – health and safety** | page 39, 40
B10	**Workforce – remuneration, collective bargaining and training** | page 41, 42, 43, 44
C5	**Additional (general) workforce characteristics** | page 36, 37, 38
C6	**Additional own workforce information – Human rights policies and processes** | page 42, 51
C7	**Severe negative human rights incidents** | page 42, 51
B11	**Convictions and fines for corruption and bribery** | page 52
C8	**Revenues from certain sectors and exclusion from EU reference benchmarks**
C9	**Gender diversity ratio in the governance body**

Revisions: R01-10_2026 Statement of compliance with legal regulations added on page 50.

We Can Stay In Touch



Do you have any questions about the report or the operations of MORAVIA CANS a.s.? Contact us!

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