



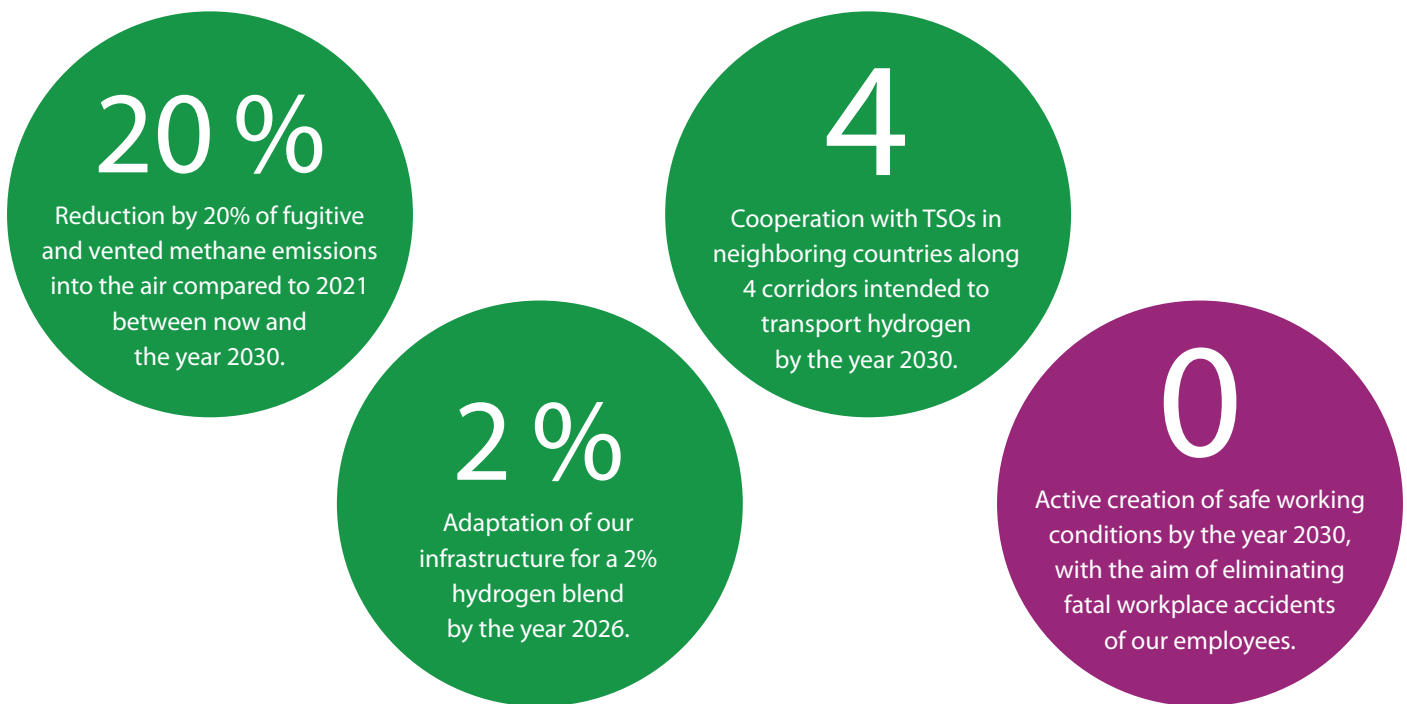
# 2024 NET4GAS Group Consolidated Sustainability Report

The NET4GAS Group Consolidated Sustainability Report for the year 2024 has been prepared in accordance with the European Sustainability Reporting Standards (ESRS). The report reflects our commitment to integrating environmental, social, and governance principles into the Group's business operations. In accordance with CSRD requirements, we aim to provide stakeholders with a transparent, data-based overview of our performance in the area of sustainability and future commitments.

Our sustainability strategy up the year 2030 is based on three key pillars:

1. **Reducing our carbon footprint,**
2. **Developing our workforce towards a sustainable future,**
3. **Strengthening transparency and risk management.**

We have set clear targets for these areas, such as:



## The Year 2024 in Figures

### Environment

- CO2 emissions: In 2024, our Scope 1.2 emissions amounted to 51,165 tons of CO<sub>2</sub>e. Compared to 2021, we succeeded in **reducing emissions by 54,405 tons of CO<sub>2</sub>e.**
- Energy mix: In 2024, we consumed 42,446 MWh of energy, where 93% came from fossil fuels, 6% from nuclear power, and 1% from renewable energy sources. At the same time, we produced **10 MWh of energy from renewable sources** through photovoltaic panels installed on our sites in the Czech Republic.
- Waste management: In 2024, we produced 191 tons of waste, **40% of which was recyclable waste.**

### People

- NET4GAS has **526 employees**: 19% are women and 81% are men. Most of our workers are aged 30-50 years (53 %). Employees aged over 50 years account for 43%, and 4% of our staff are less than 30 years old.

### Corporate governance

- In 2024, **no case of corruption or bribery was recorded**, and no fine was levied in connection with an infringement of anticorruption laws.

