



FERONA FULLY IDENTIFIES WITH THE PRINCIPLES OF **CORPORATE SOCIAL RESPONSIBILITY (CSR)**, WHICH IS A VOLUNTARY COMMITMENT BY COMPANIES TO BEHAVE RESPONSIBLY TOWARDS THE ENVIRONMENT AND THE SOCIETY IN WHICH THEY OPERATE. IN PRACTICE, THIS MEANS THAT COMPANIES THAT HAVE ADOPTED CSR VOLUNTARILY SET HIGH ETHICAL STANDARDS, SEEK TO MINIMISE NEGATIVE IMPACTS ON THE ENVIRONMENT, FOSTER GOOD RELATIONS WITH THEIR EMPLOYEES AND SUPPORT THE REGION IN WHICH THEY OPERATE.

SUCH COMPANIES ARE CARRIERS OF POSITIVE TRENDS AND HELP TO CHANGE THE BUSINESS ENVIRONMENT AS A WHOLE, DIFFERENTIATING THEMSELVES FROM COMPETITORS, BECOMING A DESIRABLE PARTNER FOR LIKE-MINDED COMPANIES AND ORGANISATIONS AND AN ATTRACTIVE EMPLOYER. CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES ARE PURELY VOLUNTARY AND CHARACTERISED BY GOING BEYOND THE OBLIGATIONS IMPOSED BY LAW. SOURCE: BUSINESS LEADERS FORUM

**IT IS AN INTEGRAL PART OF SUSTAINABLE BUSINESS IN THE 21ST CENTURY.**



## LADIES AND GENTLEMEN,

Ferona is aware of how crucial it is to behave responsibly in the areas of economic management, social development and environmental care – the environmental scope. This Corporate Social Responsibility Report presents the key activities of the company, which we would like to make you aware of. Social responsibility is an integral part of our corporate culture. As a responsible company, we respect the interests of our stakeholders – employees, customers, suppliers, shareholders, partners and the wider community. Loyalty and increased productivity of all of us are among the cornerstones for the future development of the company, which is essential to the implementation of our strategy and a prerequisite for Ferona's success.

A socially responsible company not only makes it easier to retain existing customers, but also attracts new business partners, which in the long term brings increased stability and competitiveness in the market. Ferona's responsible approach to the aforementioned areas is a testament to the company's history, which spans more than 195 years. For many generations, Ferona has been a symbol of ironclad certainty. Metallurgy is an essential part of the world we live in. We hope that this report will be a source of useful data and interesting insights for you. We believe that we have covered everything that surrounds us today and every day in this publication and with the best knowledge of the importance of being a socially responsible company we have embraced it.

Ferona publishes an annual report (Corporate Report) every year, and due to current demands and stakeholders, we will also publish CSR reports. We also keep our customers and stakeholders informed of our plans, objectives, activities and results through the company's website.

As we have already mentioned, Ferona applies responsible behaviour in three areas:

 **ECONOMIC**,  **SOCIAL** and  **ENVIRONMENT**.

Let's take a closer look together at which rules Ferona applies.



**JAN MORAVEC**

CEO AND CHAIRMAN OF THE BOARD OF DIRECTORS





ECONOMIC PILLAR

# COMPANY PROFILE





<b>Business name</b>	Feronia, a.s.
<b>Identification number</b>	26 44 01 81
<b>Registered office</b>	Havlíčková čp. 1043/11, 111 82 Praha 1
<b>Date of incorporation</b>	21st March 2001
<b>Website</b>	<a href="http://www.feronia.cz">www.feronia.cz</a>
<b>Registered capital</b>	CZK 3,000,000,000

The company is registered in the Commercial Register kept with the Municipal Court in Prague, Section B, File No. 7143. The company was originally established as Reklus, a.s., by a group of majority shareholders of the then Feronia, a.s. (ID No. 25 79 20 75) acting in accord.

As of the record date of 1 April 2001, the company was taken over by Feronia, a.s. (ID No. 25 79 20 75) as the main shareholder pursuant to Section 220p of the Commercial Code, based on a takeover agreement approved by the general meetings of both companies on 27 June 2001. The registration of the takeover in the Commercial Register came into force on 29 August 2001. Based on the merger agreement, the company, as the successor, took over the assets of the dissolved parent company STEEL INVESTMENTS GROUP, a.s., as of the record date of 1 January 2005.



Ferona, a.s. is a modern company focused on the purchase, storage, processing, logistics and sale of metallurgical products, by-products, hardware assortment and non-ferrous metals on a wholesale basis. It operates in the Czech Republic, Slovakia and Poland. Our group includes Pragmet, a.s., specialised in the automotive segment, as well as FTP, s.r.o., which focuses on plastic materials and composite-hybrid materials.

We are not just a narrowly focused metallurgical distributor: we want to become the centre of materials engineering for Central Europe.

Our branches and warehouses cover the entire territory of the Czech Republic, which allows direct contact with customers, both large and small.

We offer an unrivalled range of products, covering a comprehensive spectrum of services. Our fleet uses over 100 trucks, our heat-cutting centres process over 400,000 tons of material annually, we run retail shops, and we have our own testing laboratory for verifying and monitoring the quality of materials. Thanks to investments in ITC technologies, we are ready to become a partner for the requirements of Industry 4.0.

Ferona, a.s. aims to ensure that its product range and services satisfy anyone who decides to accept our company's offer.





## WHOLESALE OF METALLURGICAL MATERIAL



PRAHA, LIBEREC, HRADEC KRÁLOVÉ, CHOMUTOV, PLZEŇ, ČESKÉ BUDĚJOVICE, OLOMOUC, OSTRAVA, BRNO



ŽILINA, BRATISLAVA, KOŠICE, NITRA



MYSLOWICE, WROCLAW, KIELCE, POZNAŃ

## STEEL SERVIS CENTRES



HRADEC KRÁLOVÉ, OLOMOUC, OSTRAVA



BRATISLAVA



PRAGMET

BENÁTKY NAD JIZEROU

## IRON RETAIL / HARDWARE



PRAHA, CHOMUTOV, ČESKÉ BUDĚJOVICE, HRADEC KRÁLOVÉ, OLOMOUC, OSTRAVA



ŽILINA

## PLASTIC WHOLESAL

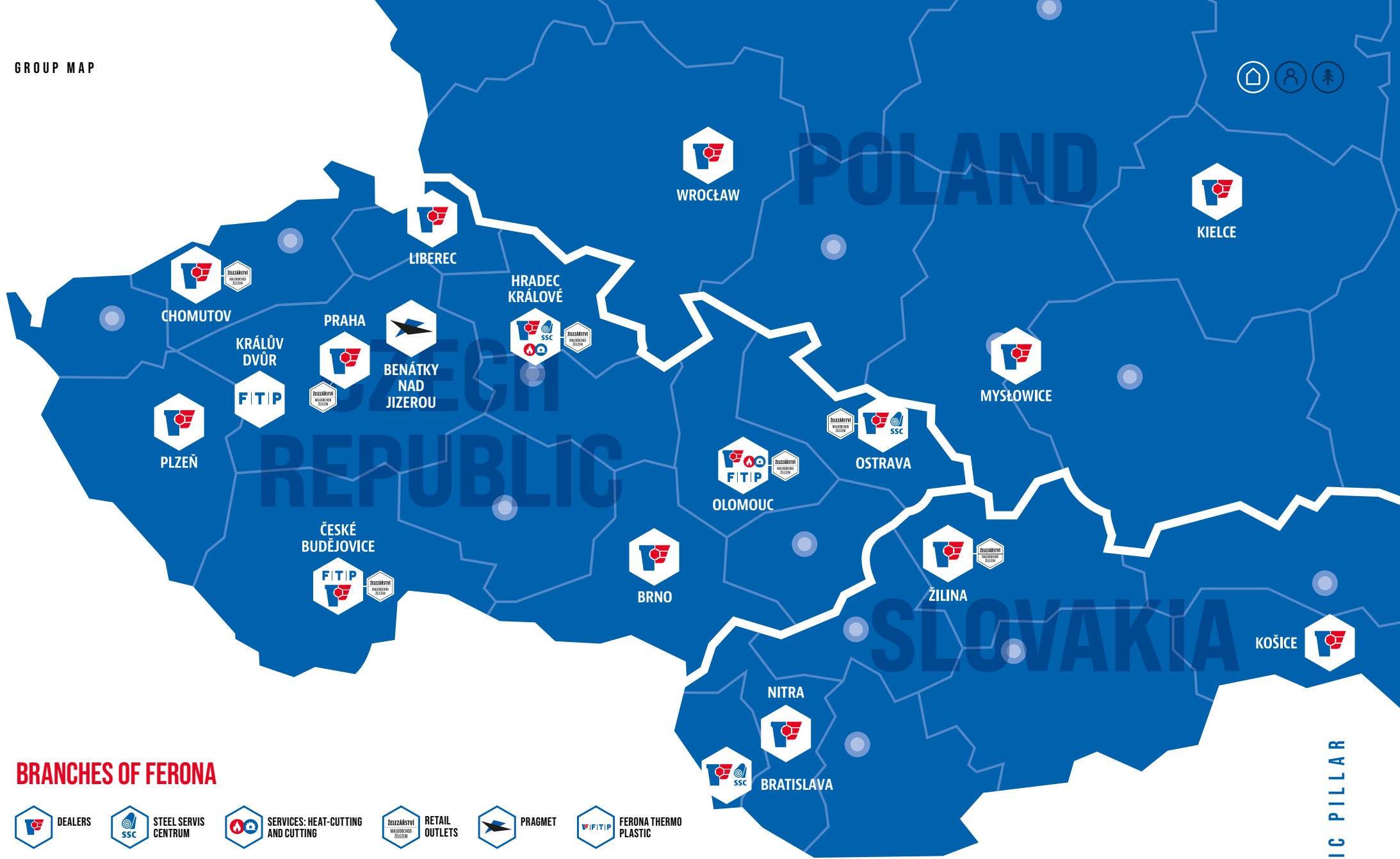


FERONA THERMO PLASTICS

ČESKÉ BUDĚJOVICE, KRÁLŮV DVŮR, OLOMOUC







### BRANCHES OF FERONA

- DEALERS
- STEEL SERVIS CENTRUM
- SERVICES: HEAT-CUTTING AND CUTTING
- RETAIL OUTLETS
- PRAGMET
- FERONA THERMO PLASTIC





# FERONA ONLINE

Relying on its solid foundations, Feronia also follows new trends and looks for new opportunities. Given that we are constantly working on business processes, communication and speed of delivery of goods, Feronia has decided to **redesign its website** after many years, launching the **Feronia ONLINE** ordering system. Through gradual steps and acceptance by employees and customers, we have created a fully functional ordering system.

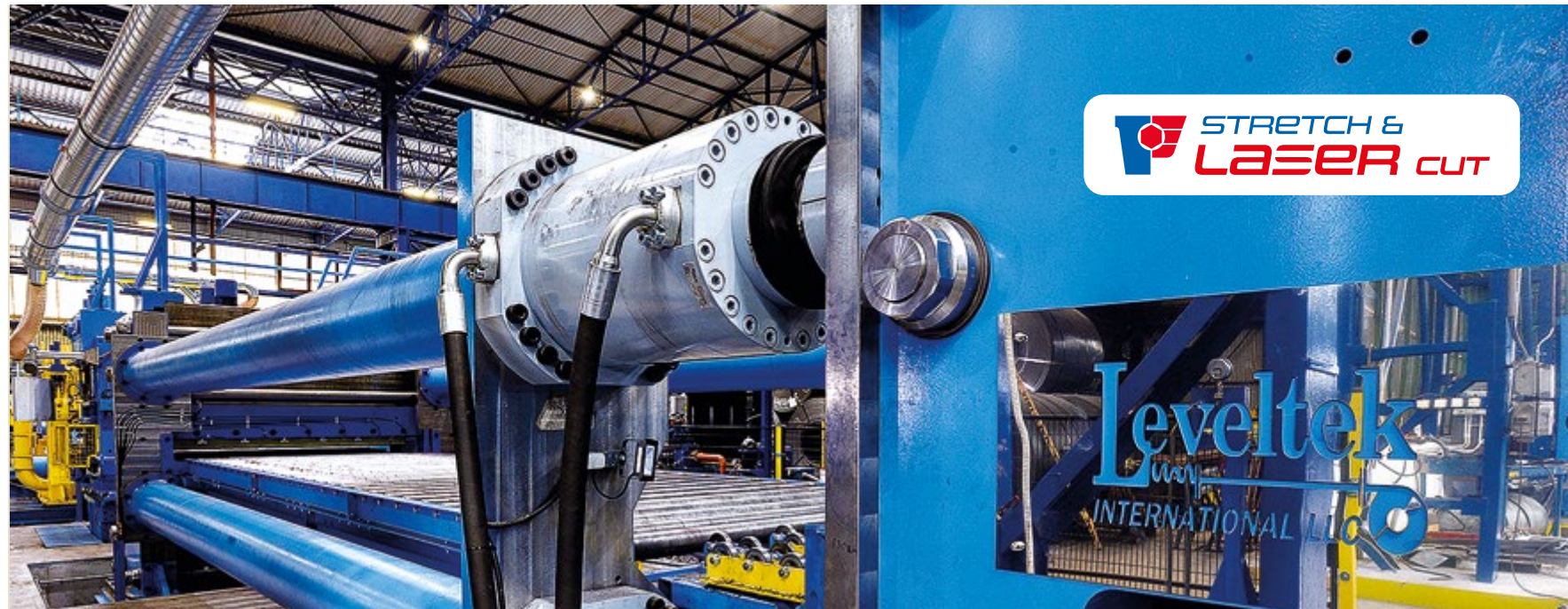
This site allows customers to find out the range, availability and prices of our products at any time and from anywhere. It is an ordering system where customers have their login details, so they can see their price settings and order history.

This system is based on solid pillars thanks to **the Iron Book**, which can be defined as **Feronia's Bible**. Professional information can be used by anyone, including designers and secondary school and university students. It can be said that for the young generation, the Iron Book, together with the Engineering Tables, is an input source of information for technical education.

Due to the situation that has affected the whole world, we are grateful that this system received positive feedback from our customers, who were able to continue to work with our support, and that Feronia could also protect its employees from Covid-19.







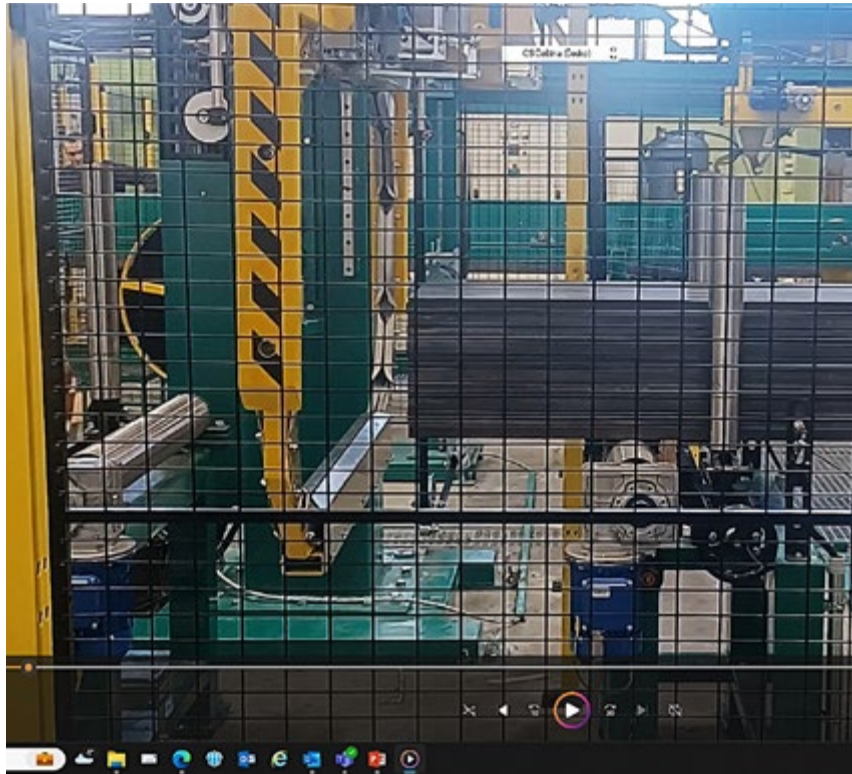
## Modernization of the line in Steel Service Centre Ostrava

In **2021**, the project for the modernization of the cross-cutting line in Steel Service Centre Ostrava continued, worth CZK 150 million. The modernization itself consisted in the installation of a STRETCHER (tensile straightening technology) and brushing equipment in the line of the line

elements, and stacker at the output of the line. The purpose of tensile straightening is to eliminate internal stresses in the material being processed, which is then suitable for laser processing. This state-of-the-art technology is only available to a few companies in Europe

and allows a significant increase in the quality of flat products. After trial runs and production tests, the line was put into live operation in **2022** and the packaging and strapping technologies were added.





## Continuation of modernization of lines in SSC Ostrava

In **2024**, we completed the modernization of the output part of the profiling line, which included the automation of strapping and packaging of finished products. An integral part of the entire

upgrade was the complete ventilation of the production hall from the oil mist generated during the production process. Filtration stations equipped with HEPA filters were used, which can

be used to return 100% of the air back to the hall and thus reduce the energy requirements for heating the hall.



## Iron retail / hardware

In the first half of 2024, Feronia opened two new retail branches. The retail expansion is based on our strategy to diversify and expand our customer portfolio to include retail customers. In the unused premises of the Chomutov and Žilina branches, modern stores with a wide range of hardware and metallurgical materials were created after a demanding reconstruction. We have thus built on the existing four successful stores we already

operate in the Czech Republic. We are currently in the process of selecting suitable premises for further retail projects. As a result, we are already in the process of redeveloping part of our Praha-Malešice branch, where we will offer our customers another new store with the same sales concept in the second half of 2025. The goal is to offer the same services to customers in all locations where wholesale branches are located.





# New headquarters of Feronia Polska



In 2024, Feronia Polska started work in new, tailor-made premises. During the construction of the new hall and office building, we placed great emphasis on ensuring that both the process itself and the new buildings being built are environmentally friendly and as comfortable as possible for their future users. All designs and implementations are tailored to achieve BREEAM certification at the Excellent level, both in the “New Construction”

and “In Use” schemes. This certification assesses the environmental impact, water and energy consumption, materials used, indoor environmental quality and user qualities required for efficient working.

## OFFICE BUILDING

The new office building offers our employees a high level of comfort that far exceeds normal office

space standards. The building achieves excellent parameters that directly affect the quality of the working environment and the comfort of the users:

- Guaranteed optimal access to daylight,
- a guaranteed combination of natural and forced ventilation,
- air quality is continuously monitored by CO<sub>2</sub>, temperature and humidity sensors.

The combination of all these elements creates a healthy and pleasant working environment that significantly promotes the personal well-being of employees and contributes to their overall satisfaction in the workplace.

A number of other areas have also been furnished to support the overall comfort of the users - there are outdoor relaxation areas that are pleasant for rest and informal gatherings. To encourage an active lifestyle, outdoor gyms and facilities for cyclists have been placed around the building.



## WAREHOUSE

However, the biggest changes were made in the warehouse, which was designed exactly according to our needs and with regard to the storage of certain types of assortments. We replaced 5 cranes that were previously in use with 8 modern and fast machines.

### Advantages over the old warehouse:

- Increase in the area served by the cranes to 95% (compared to the previous 70%), which allows us to store larger quantities of material,
- larger and wider gates that allow trucks to enter with open tarpaulin,
- throughput (trucks enter through one gate and leave through the other),
- an increase in the number of cars served at the same time,
- better insulation of the building and heating, which increases the comfort of work in winter,
- modern lighting which reduces energy bills.



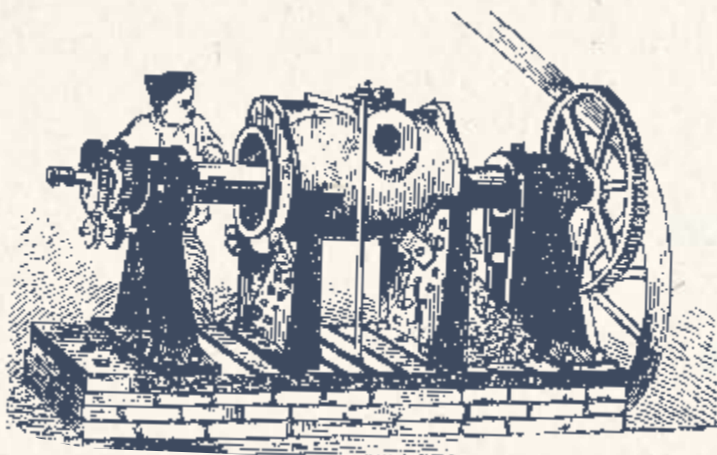
All these features significantly increase working comfort, safety and efficiency, which translates into shorter loading times.

Convenient parking areas for trucks and facilities for drivers have also been created.

Feronia Poland's headquarters and warehouse are equipped with AEDs (automated external defibrillators), which enable the provision of quick and effective first aid in emergency situations. All employees have also undergone a professional first aid course.

# COMPANY HISTORY

There are many post-November companies operating in the Czech market, relying on today's or yesterday's experience and living and breathing the future. A handful of companies continued the First Republic tradition, dusting off the Masaryk ideal. Then there is a really small group of companies that have long celebrated a hundred years of operation in this market, so the word "tradition" in their vocabulary is not just an empty phrase. Feronia is one of them.



## 1782

### HISTORY

If we are to look into history to trace the founding of Feronia, we must go back more than two centuries, to **1782**, when Joseph II, as a representative of the Enlightenment, issued a patent allowing the establishment of metallurgical warehouses in large towns. It was demanded by the situation, because Europe was already beginning to feel the first tremor of the Industrial Revolution, and foundries were beginning to flourish. At the beginning of the **19<sup>th</sup> century** there was already a lot of talk about railway, which, as is well known, is very closely connected with the production of high-quality iron.



## THE INDUSTRIAL REVOLUTION OF THE 19TH CENTURY

In these pioneering times, iron was sold directly at the foundry. In the **1920s** however, demand, and subsequently iron production, increased so much that foundries had to leave the sale of iron to dealers. Rising iron production and intense competition led to a sharp drop in prices in **1829**. This was a chance for smaller dealers who previously could not afford to deal in iron. The situation was also taken advantage of by Bondy, a private dealer from Prague from whom we can follow the “development line” to today’s Feronia.



# 1800

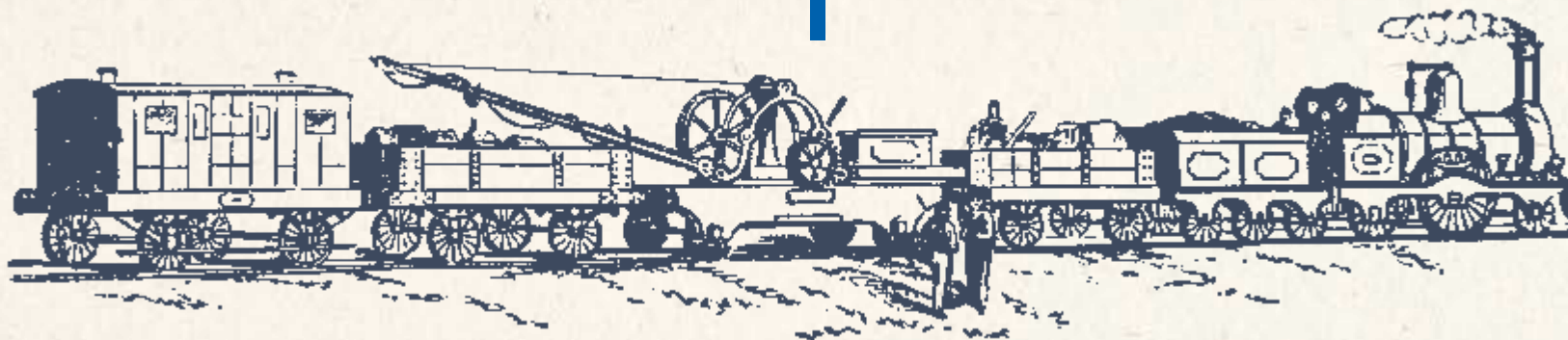


# 1829

## FOUNDATION OF THE COMPANY

In **1829**, Bondy founded a company dealing in iron products. The company did not initially have a permanent seat. The owner did not specialise in one iron foundry, but worked with all the Prague warehouses, looking for the best offer on the market. He mainly sold ordinary iron, tyres and barrel hoops, hoop iron and the most expensive bar iron, and also dealt in bars, white and black sheets, wire iron, cast iron plates and cast iron utensils.





## (OVERCOMING) THE ECONOMIC CRISES

Increased competition and stagnation of investment after the revolutionary year of **1848** necessitated the establishment of the first joint-stock companies. Hard coal mines, iron mining entities and other enterprises suddenly turned into large companies, often with the participation of a large bank. The large companies created in this way were able to control the Austro-Hungarian, and thus also the Czech, market throughout the **19<sup>th</sup> century**. Living in the shadow of giants, small dealers had to submit to their prices, which led to the liquidation of some small companies.

1850

In the middle of the **19<sup>th</sup> century**, when a large railway network was built, up to **90%** of all metallurgical production was used for the construction of railways. That resulted in a **47%** increase in metallurgical production. Iron prices rose by about **20%** at that time. Bondy's company was able to take advantage of the favourable situation and, thanks to a very advantageous pricing policy, became one of the best-positioned metallurgical wholesalers in Prague.

1869



1900

The economic situation somewhat improved at the end of the 19<sup>th</sup> century, when the Second Industrial Revolution took place even in the backward Austro-Hungarian monarchy, soon followed by the World War.

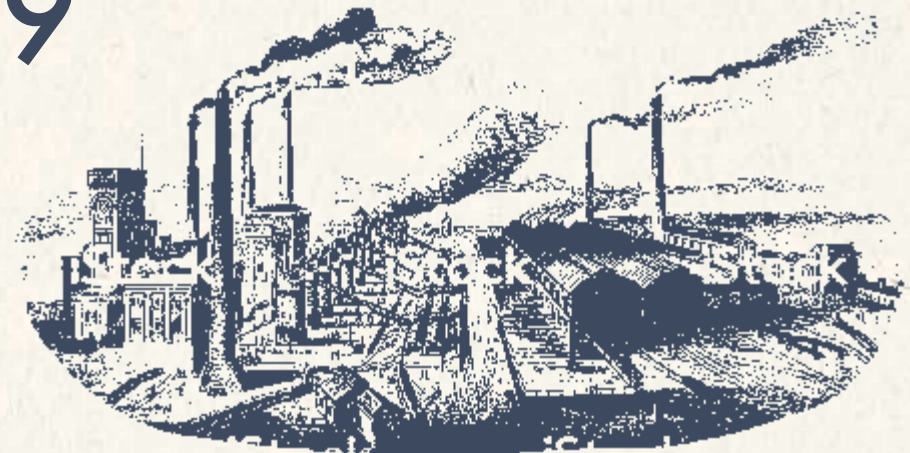
1918

The First World War brought a huge rise in heavy industry and iron products in particular. The four-year war frenzy ended in **1918** with the establishment of the Czechoslovak state and the beginning of the Masaryk era of prosperity.

1919

## THE EMERGENCE OF A LARGE AND STRONG COMPANY

The post-war period was characterised by a high degree of monopolisation of the metallurgical materials market. Bondy merged with several other Prague dealers in metallurgical materials to establish a joint-stock company in **1919**, with a name that is very close to today's designation – Ferra, a.s.



In order to stack up to the unequal competition, Ferra was forced to either join forces with its competitors in a similar situation or find the right partner and significantly expand its scope. During the **1920s**, Ferra gradually merged with several small companies.

A significant milestone in the history of both Ferra and Feronia is the year **1927**, when the company merged with Popp Ostrava. A year later, Živnoferrum Praha also entered the joint venture.

1927



## SECOND WORLD WAR

Black Friday in the stock market and the escalating economic crisis seemed a disaster, but as it turned out later, Hitler's rise to power in Germany was much more tragic. The Czech state was curtailed and exposed to the reality of the Second World War. The pre-war economic structure was distorted and the entire industry disrupted. Hundreds of thousands of workers were transferred to the war industry or forced labour to Hitler's Third Reich. Material damage reached hundreds of billions in the pre-war currency, industry could only use its production capacity to a limited extent, stock of raw materials and fuels was depleted, transport was disrupted and the currency was devalued by inflation.

The basic problem of all heavy engineering entities in the first post-war years was to find a new direction and markets to operate in.

1939

Until **1939**, there were about **40 companies** dealing in iron in Czechoslovakia, with Ferra being one of the most important of them.

## THE END OF THE WAR

By the decree of the President of the Republic of **24 October 1945** on the nationalisation of mines and some industrial enterprises, the metallurgical industry was also nationalised. The national enterprises created at that time can be divided into two groups: Československé hutě n.p., as the central supreme body, and national production enterprises. The national company Československé hutě is at the centre of our interest. The then leaders knew exactly what they were doing and what the goal was – strong state structures for which stabilisation of heavy industry was a key element of governance. The first organisational measure of the new company Československé hutě was the division of the headquarters into four departments (technical, commercial, administrative and personnel).

1945



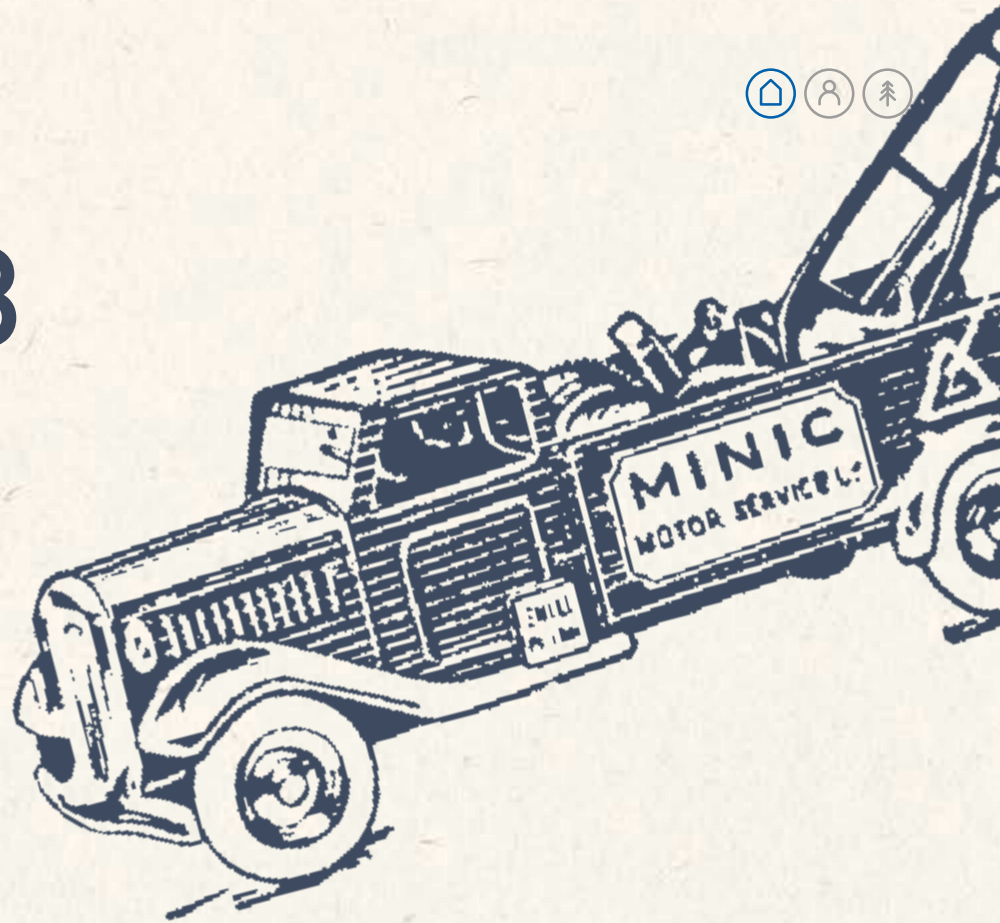
## POST-FEBRUARY NATIONALISATION AND THE 1950s

February **1948** caused great changes in all areas of social activity. Centralist tendencies began to be applied rapidly in all segments of the economy. The system of management of the national economy built in the years **1945–1948** changed so much after nationalisation that its individual parts lost their meaning. The basic feature of the post-February economy was the strengthening of the role of the plan and central bodies in management (Ministries and Directorates General) and the associated weakening of economic instruments.

Another reorganisation of the metallurgical industry took place on **1 January 1951** when Československé hutě, as a national enterprise, was dissolved. It was replaced by the Directorate General, which was directly accountable to the Minister.



# 1948



# 1960

In the **mid-1950s**, criticism of excessive centralisation and cumbersomeness in deliveries and contract performance intensified. At the beginning of **1959**, a new system of management, planning, and financing of industry and construction began to operate. The central management was transferred to the Main Sales Administration of the Ministry of Metallurgy (including Poldi). According to experience from the USSR, a new method of allocating metallurgical products through the “line delivery” was introduced and the accumulation of orders began.

## 1960s AND 1970s

In the first half of the **1960s**, the situation proved unsustainable and efforts were made to at least partially decentralise and strengthen the autonomy of production economic units. Two associations of companies were formed from the spin-off plants of Hutní odbyt and Kovošrot and, on **1 January 1972**, transformed into special-purpose organisations. Hutní odbyt was transformed into a company called Feron, n. p.



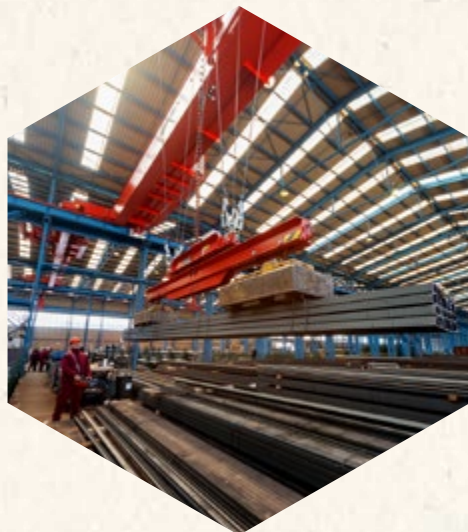
# 1972



At its establishment, Feron had **11 spin-off plants** – in Prague, Pilsen, Chomutov, Liberec, Hradec Králové, Brno, Olomouc, Ostrava, Bratislava, Žilina and Košice. These plants had more than **40 warehouses**. However, Feron's warehouses did not specialise only in metallurgical products. They also distributed metallurgical by-products. Due to the demand for them, turnover increased significantly. They mainly sold drawn and strip steel, wire products, fasteners, as well as non-ferrous products. The volume of warehouse sales increased from **2,073,000 tons** in **1965** to **2,928,000 tons** in **1980**, i.e. by **41%**.

**1980s**

In **1980**, stock sales accounted for **19%** of the annual production of rolled material and **26%** of the production of steel tubes. At the end of that year, Feronia had almost **600,000 tons** of metallurgical products in stock. Up to two million items were processed annually. Another activity of Feronia was the operative exchange of metallurgical products between the CMEA countries, which took place through Intermetall, the international organisation of metallurgical industry of the socialist countries.



1980



1989

In the middle of **1989**, the national enterprise Feronia became a state enterprise. All rights, obligations and authorisations from the state economic organisation Feronia, národní podnik, Praha, were transferred to it.

1992

**ORGANISATIONAL CHANGES**

In May **1992**, the joint-stock company Feronia was established the core business of which was wholesale focused on the purchase, storage, processing and sale of metallurgical products, metallurgical by-products, non-ferrous metals and related hardware assortment.



In the process of privatisation during the years 1992-1994, the ownership of the joint-stock company Feronia fully passed from the state to private hands



1994



1997

In 1997, Feronia Slovakia, a.s. was established, integrating the companies of the group in Slovakia that were independent until then.

MILLENIUM

2004

Since 2004, the current organisational structure of Feronia has gradually crystallised, which now consists of nine regionally defined branches, which operate a total of 10 warehouses. These warehouses supply the entire range of metallurgical products, non-ferrous metals and by-products to a wide range of customers from all segments of the economy.



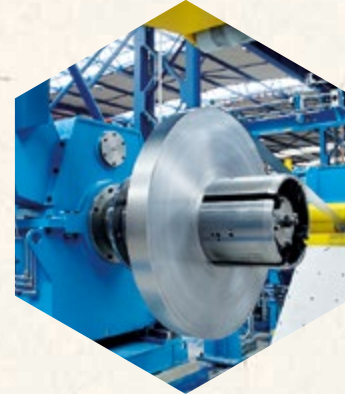
EXPANDING THE GROUP



Ferona Group entered the Polish market in **2007** with the establishment of a subsidiary, Ferona Polska S.A., with its registered office and warehouse in Myslowice near Katowice.



20<sup>0</sup>7



In the years **2002–2008**, Ferona Group's network of cutting centres was gradually built, focusing on the transverse and longitudinal cutting of coil sheets. According to the needs of Ferona's customers, these Steel Service Centers in Hradec Králové, Ostrava and Bratislava process more than **300,000 tons** per year of both cold-rolled and hot-rolled material.

20<sup>0</sup>8



20<sup>0</sup>9



The Ferona service centres' portfolio was supplemented in **2009** by the acquisition of a majority stake in Pragmet, a.s. This company is a supplier of cold-rolled material processing for car production.

20<sup>1</sup>7

In **2017**, Ferona, a.s. became **100%** owner of FTP, s.r.o., one of the leading distributors of plastics in the Czech Republic and Slovakia.



# 2019

In 2019, Feron celebrated a significant event – 190 years from its founding.



## TRAMS, BUSES AND STATIONS

The information campaign that accompanied us throughout 2019 was perceived as very successful. A nationwide advertising campaign for trams, buses and stations was created. Thanks to this visible promotion, our employees perceived a sense of belonging, working in a company with such a history.



## COMPETITION FOR EMPLOYEES

On the occasion of the significant anniversary of 190 years from its founding, a competition for employees was created, among other things. Each employee received a paper booklet which described Feronia's history in a very readable way, including the graphic design of the company's key milestones. Based on these facts, questions were created that each employee could answer to participate in the competition.



## FAIR LAGER

A special beer was also created for this occasion, including the label.



**190 LET**

**1782** HISTORIE  
V roce 1782 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

**1829** ŽELEZNÝ PRŮMYSL  
V roce 1829 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

**1869** PRŮMYSL V ROKU  
V roce 1869 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

**1900** PRŮMYSL V ROKU  
V roce 1900 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

**1918** PRŮMYSL V ROKU  
V roce 1918 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

**1927** PRŮMYSL V ROKU  
V roce 1927 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

**1929** PRŮMYSL V ROKU  
V roce 1929 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

**1945** PRŮMYSL V ROKU  
V roce 1945 byla založena první železná továrna v České republice, která se stala základem pro budoucí Feronia. První výrobky byly železné součástky pro stroje a dopravní prostředky.

# 2019



# 2020

## COVID

In **2020**, the whole world was exposed to the Covid-19 pandemic, which affected all areas of both public and private life. It presented the whole society with new challenges, forcing it to change a number of standard and established practices. It significantly affected the operation of the economy. In the Czech Republic, GDP decreased by **5.6%**. The automotive industry, one of the pillars of the Czech economy, recorded the sharpest decline in recent history (**19.2%** compared to **2019**) in the most important production segment – passenger cars and light commercial vehicles, and the volume of production returned to the level of **2014**. Despite all the difficulties associated with the current situation, Feronia views this period as an opportunity for further development and consolidation of its market position.

# 2024

Feronia celebrated its **195<sup>th</sup>** anniversary in 2024.



Feronia Slovakia celebrated its **105<sup>th</sup>** anniversary in 2024.



SOCIAL PILLAR

# SOCIAL AFFAIRS AND BUSINESS ETHICS



# Ferona's influence on society, its employees and its surroundings

Ferona respects and esteems everyone who comes into contact with the company, be they employees, customers or neighbours. Ferona wants to be seen as a reliable and stable employer and as a fair player wherever it operates. Ferona is aware that the success of a business depends on many qualities of employees – knowledge, skills, talent, innovative creativity and much more.

The basic needs of employees can be met simply by fulfilling legislative obligations, but we do not agree with this and we try to provide them with space for internal motivation and conditions for their professional development and achieving overall job satisfaction. The High-Potential programme aims to involve young or new colleagues in important activities and topics. They have the opportunity to gain valuable information, deepen their knowledge and pass on their previous professional experience to each other. This programme offers topics that employees can further process. This is how Ferona wants to prove that it respects and counts on its employees.

For Ferona, respect for human rights, the prohibition of any illegal work, the prohibition of discrimination on the grounds of sex and nationality, and respectful and professional behaviour are a matter of course. The main principles of behaviour of the company and its employees are enshrined in the **FERONA CODE OF ETHICS**. It states: “Ferona is committed to providing a work environment free from any form of sexual or other harassment, whether it is harassment of an employee by another employee, harassment of a customer or supplier by an employee, and vice versa. Ferona is committed to treating each of us honestly and with dignity; therefore, no discrimination based on race, colour, sex, age, religion, ethnic or national origin, disability or other illegal reasons will be tolerated. Ferona will provide us with equal opportunities to be promoted without discrimination.” (Ferona, a.s., Code of Ethics, 2014).

As stated above, the conduct of the company and its employees is governed by the company's Code

of Ethics. Employees are expected to behave in accordance with the company's good reputation: “The companies of the group operated by Ferona, a.s. (hereinafter referred to as ‘Ferona’) have a good reputation for honest and fair practices in their management and in all their business dealings. It is extremely important for Ferona and for each of us, our employees and managers, that we maintain this reputation and the relationship of trust with the people and companies we come into contact with. Ferona and its employees must act in accordance with all local, national, international or foreign legal regulations or regulations that apply to Ferona's activities.” (Ferona, a.s., Code of Ethics, 2014).

The Code of Ethics also enshrines the obligation to protect the personal data of employees and other persons whose data have been provided to Ferona. All technical and economic staff who, in the performance of their duties, come into contact with personal data or other confidential information are obliged to maintain confidentiality.

For the prevention, detection and response to possible criminal or unethical conduct and as part of the corporate culture, Feronia has implemented the **COMPLIANCE MANAGEMENT SYSTEM (CMS)**. In an effort to eliminate any unlawful (criminal) or unethical conduct, Feronia, a.s. has adopted this Code to make all reasonable efforts Feronia can be reasonably required to make in order to prevent the commission of criminal offences and to avert the consequences of the criminal offences committed. The CMS Code is the basic internal regulation for the CMS and defines its basics, in particular laying down the individual measures and procedures adopted and containing an expression of the values, goals, principles and rules of the CMS, which are primarily the public interest in crime prevention and detection, maintenance of Feronia's good reputation and corporate culture, adherence to honest business practices in business activities, and performance of these activities in full compliance with all legal regulations and internal ethical requirements.

This Code is binding on all directors, managers and every employee or person in a similar position in the performance of work tasks and other persons defined in the provisions of Section 8 (1) of Act No. 183/2016 Coll., the Act on Criminal Liability of Legal Entities and Proceedings against Them (hereinafter referred to as "Persons Bound by the CMS Code").

The CMS is based on the following internal regulations:

- 1 **CMS Code**
- 2 **Code of Ethics**
- 3 **Working Rules**

All technical and economic staff are evaluated on a regular annual basis. Based on the evaluation, personal long-term tasks and goals are set.

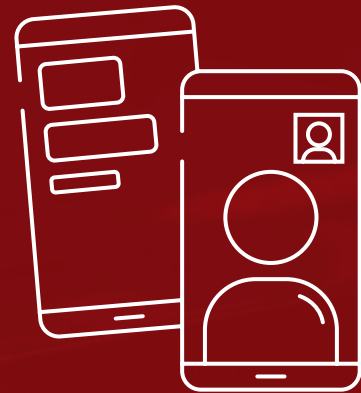
Of course, each worker profession is provided with above-standard clothing for working in a warehouse. Each employee has the opportunity to use the facilities provided, such as kitchens, toilets and showers. In the winter months, some operations are equipped with space heaters. Feronia's management pays great attention to maintaining, renewing and developing the existing infrastructure and improving the working environment for employees. This area includes regular inspections of ReMo cranes, repairs of crane tracks, repairs of roofs, floors, roads and parking areas and, last but not least, repairs of hall lighting and reconstruction and modernisation of sanitary facilities.

EMPLOYEES



CONTACT

PARTNERS



CONNECTION

COMMUNICATION



SERVICE





## IT training and excursions for employees

Ferona is aware that its employees are an integral part of the company's success and invests in further training for its employees. Thanks to our business partners, we are provided with excursions to production plants, smelters and cutting centres. These excursions are directly intended for the sales team that interacts with customers. Internal MS Office training is currently underway, the white-collar employees have the opportunity to deepen their knowledge here. The training is designed for beginners as well as advanced.



**MORAVIA STEEL**



**ŽELEZIARNE<sup>®</sup>  
PODBREZOVA**



**U. S. Steel**



**LIBERTY**

Ferona provides high-quality training programmes for its employees in order to deepen their knowledge to practise their professions and develop their competencies. Ferona's cooperation with schools and scientific institutions takes place mainly thanks to cooperation with the Engineering Academy of the Czech Republic and the Scientific Council of the Czech Technical University.

In addition to training, Ferona offers a number of benefits:



MY DAY  
EVERY MONTH  
AN EXTRA DAY OFF



AN EXTRA WEEK  
OF HOLIDAY



3 SICK DAYS



WORKING FROM HOME



BEVERAGES AT THE  
WORKPLACE



MEALS AT SUBSIDISED  
PRICES



PENSION INSURANCE  
CONTRIBUTION



EXTRAORDINARY  
EMPLOYEE REWARD  
FOR LIFE ANNIVERSARIES  
AND RETIREMENT



PROVIDING SOCIAL  
ASSISTANCE AND SOCIAL  
LOANS IN EXTREMELY  
SERIOUS LIFE SITUATIONS



CONTRIBUTION TO  
WELLNESS AND LEISURE  
ACTIVITIES



ORGANISING REGULAR  
SPORTS AND CULTURAL  
MEETINGS FOR  
EMPLOYEES



ORGANISING REGULAR  
MEETINGS OF RETIRED  
EMPLOYEES



# Ferona helps

**FERONA ANNUALLY ALLOCATES FUNDS FROM ITS BUDGET TO CHARITABLE CAUSES AND TO SUPPORT ENTITIES IN THE HEALTH, CULTURAL AND SPORTS FIELDS THROUGH SPONSORSHIPS, PARTNERSHIPS OR DONATIONS.**



We are very pleased that we were able to come together again for the Rotary Dragon Boat Charity Challenge. This event is designed to help raise funds for selected foundations whose invaluable work provides assistance to those in need. Ferona supported the Bazalka Centre Foundation, which



offers much needed help and support to many children in difficult life situations. We are very pleased that my colleagues and I won a fantastic place and once again supported the Bazalka Centre financially.







## Ferona Slovakia

FERONA Slovakia, a.s. participated in the Planet Sustainability Project – a programme for primary schools was awarded with a certificate of appreciation.



In the form of a donation, we supported the Healthy Newborn project at Žilina Hospital.

## Ferona Polska

Ferona Poland has been supporting Stowarzyszenie na Rzecz Dzieci i Młodzieży Niepełnosprawnej Intelktualnie oraz ich Rodzin „KRYSTAŁKI” (Association for Children and Youth with Mental Disabilities and their Families “Crystals”) for many years.





# Partnership

Ferona repeatedly organizes meetings of company representatives, steel coil suppliers and representatives of companies operating in the steel industry. These activities deepen trust in the company and improve relations between the various stakeholders.

Ferona builds partnerships with its suppliers and customers. It is important for Ferona to meet customer requirements and to act reliably in its relations with all business partners. Ferona's stable market position earns the trust of its customers, suppliers and employees. Ferona creates employment opportunities and contributes to local purchasing power.





ENVIRONMENTAL PILLAR

# ENVIRONMENT



# Environment and LEED

**IN ITS BUSINESS, FERONA BEHAVES RESPONSIBLY TOWARDS THE ENVIRONMENT AND CONSIDERS IT IMPORTANT TO BUY PRIMARILY FROM SUPPLIERS WHO SUCCESSFULLY REDUCE THE NEGATIVE EFFECTS ON THE ENVIRONMENT.**

Another goal is to reduce the consumption of natural resources and waste production. Environmental protection activities concern, for example, the reduction of emissions connected with the transport of goods to customers. Feroná revitalised its fleet. By purchasing modern cars, it not only succeeded in reducing emissions, but also in improving the working environment for drivers. The creation of a central control room led to more efficient transport and further reduction of emissions. As part of the path to carbon neutrality in 2050, the EU decided to reduce CO<sub>2</sub> emissions by 4 billion tonnes, in the Czech Republic by more than 120 million tonnes.

A number of our customers – large construction companies – participate in the construction of

“green buildings” under various levels of LEED certification, assessing buildings in terms of their overall impact on the environment. The construction of “green buildings” is a worldwide trend.

These customers turn to Feroná with a request for current documents to prove and obtain mandatory credits for this certification system of economical and long-term sustainable projects (as some of them cannot be fulfilled without the cooperation of suppliers).

This is mainly information about the share of recycled materials divided into “pre-consumer” and “post-consumer”, production methods, use of regional materials (distance up to 800 km from the place of extraction/acquisition of

raw materials for production; for scrap, it is the distance from the place of the last use), and whether the manufacturers have an independently verified Environmental Product Declaration (EPD), which provides information about the impact of the product on the environment during its life cycle.



# EKO-KOM

Ferona is also actively involved in one of the largest environmental projects in the Czech Republic, the EKO-KOM packaging waste sorting and recycling system. Through its participation in the system of joint fulfilment of obligations of take-back and utilisation of packaging waste, it contributes to the improvement of the environment and the reduction of the “carbon footprint” – see the table.



Period	Packaging production fee	Share in the overall reduction of greenhouse gas production	Energy saving
2015	CZK 1,319,674	767.02 t CO <sub>2</sub>	17,246.35 GJ
2016	CZK 1,320,101	660.95 t CO <sub>2</sub>	14,931.78 GJ
2017	CZK 1,493,975	668.35 t CO <sub>2</sub>	15,635.09 GJ
2018	CZK 1,521,641	648.77 t CO <sub>2</sub>	15,207.55 GJ
2019	CZK 1,322,358	550.87 t CO <sub>2</sub>	12,882.08 GJ
2020	CZK 1,381,741	585.23 t CO <sub>2</sub>	13,883.88 GJ
2021	CZK 1,502,693	506.85 t CO <sub>2</sub>	12,251.76 GJ
2022	CZK 1,933,537	486.82 t CO <sub>2</sub>	13,192.64 GJ
2023	CZK 1,954,074	472.84 t CO <sub>2</sub>	12,541.20 GJ



ENVIRONMENT

RECYCLING



NATURE



SUSTAINABILITY

GREEN STEEL



CERTIFICATION



# Company shares of the recycling system for 2023

Thanks to our contribution, 2,908 tonnes of packaging waste was recovered, recycled and used.

Our company's contribution to the EKO-KOM System corresponds to the operation and maintenance of 16 coloured bins for sorted waste (for paper, glass, plastics, metals and beverage cartons). We have thus made waste sorting possible for more than 183 residents

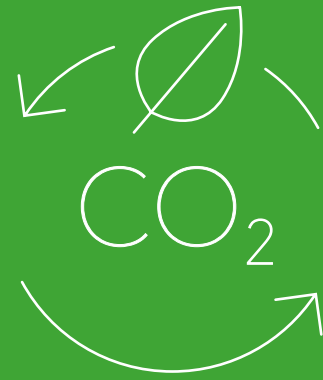
Our contribution to the overall reduction of greenhouse gases is 473 tonnes of CO<sub>2</sub> eq. and at the same time 12,541 GJ of energy were saved. This corresponds to the equivalent amount of CO<sub>2</sub> emissions produced by 77 medium-class diesel passenger cars meeting the EURO 5 standard at an average annual mileage. The energy saved is equivalent to the heat energy released from burning 632 tonnes of lignite.



Ferona, as a waste generator, sorts the waste and only hands it over to persons authorised to receive it.

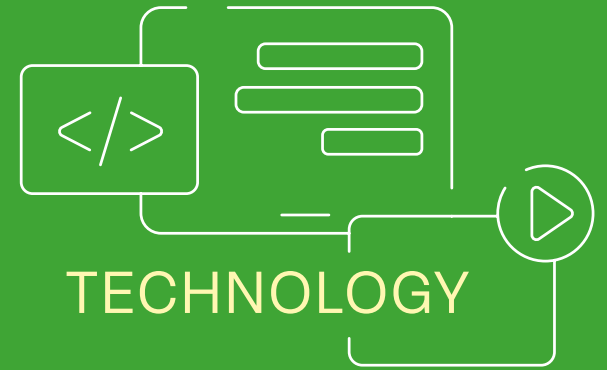
The company produces a negligible amount of hazardous waste at its branches and retail stores – 35 t per year, and a larger amount during the production of square tubes in SSC Ostrava – 65 t per year. These include synthetic motor, gear and lubricating oils, accumulator batteries, sludge and

oily water from oil separators, packaging containing residues of hazardous substances and protective clothing contaminated with hazardous substances.

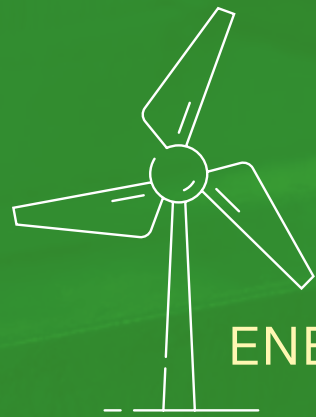


NEUTRALITY

ELECTRICITY

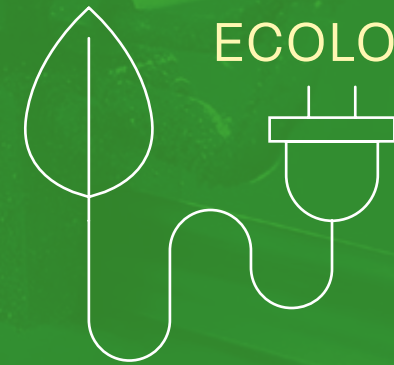


TECHNOLOGY



ENERGY

DEVELOPMENT



ECOLOGY

# Recycling of waste produced in 2023

Feron, a.s.			Feron, a.s.		
Waste group name	Waste category	Waste amount (t)	Waste group name	Waste category	Waste amount (t)
Mill scales	N	116.31	Plastics	N	0.02
Ferrous metal filings and turnings	N	1,158.13	Glass, plastics and wood containing or contaminated with dangerous substances	H	15.75
Metal sludge (grinding, honing and lapping sludge) containing oil	H	38.081	Iron and steel	N	2,629.46
Mineral-based non-chlorinated engine, gear and lubricating oils	H	0.063	Grease and oil mixture from oil/water separation containing only edible oil and fats	N	11.819
Other engine, gear and lubricating oils	H	1.926	Paper and cardboard	N	11.606068
Oily water from oil/water separators	H	16.06	Glass	N	1.877594
Other emulsions	H	25.675	Discarded electrical and electronic equipment other than those mentioned in 20 01 21, 20 01 23 and 20 01 35	N	3.321
Paper and cardboard packaging	N	5.604965	Plastics	N	5.267447
Plastic packaging	N	10.364831	Metals	N	0.01
Metal packaging	N	18.7	Biodegradable waste	N	0.6996
Mixed packaging	N	0.1	Mixed municipal waste	N	130.082295
Packaging containing residues of or contaminated by hazardous substances	H	1.059	Street sweeps	N	0.1
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	H	2,201	Bulky waste	N	15.11
			<b>Total: 4,219.3978 t / of this N waste 100.815 t</b>		

Feron Slovakia, a.s.		
Waste group name	Waste category	Waste amount (t)
Waste toner for printers	H	0.040
Paper and cardboard packaging	N	2.250
Plastic packaging	N	0.982
Wood packaging	N	32.640
Metal packaging	N	54.840
Mixed packaging-materials PES	N	7.580
Packaging with NL	H	0.205
Absorbents, rags, garments with NL	H	0.586
Concrete	N	1.960
Iron and steel	N	642.130
Mixed construction waste	N	2.480
Paper and cardboard (from MSW - etc.)	N	0.625
Fluorescent lamps and other mercury-containing waste	H	0.270
Discarded equipment containing CHL	H	0.590
Discarded el. and electronic equipment	H	0.055
Discarded el. equipment containing NL	N	1.180
Mixed municipal waste	N	24.900
Bulky waste	N	2.990
Welding waste	N	11.715
Other hydraulic oils	H	0.485
<b>Total: 788.503 t/ of this N waste 2.231 t</b>		





# Carbon footprint

FERONA GROUP in t CO<sub>2</sub> / year 2023

	Ferona CZ	Ferona SK	Ferona PL	Pragmet	Ferona TP	Ferona total
SCOPE 1	3,082	737	836	394	155	5,204
SCOPE 2	5,633	620	89	600	123	7,064
SCOPE 3	8,451	2,155	685	1,976	54	13,321
<b>TOTAL</b>	<b>17,166</b>	<b>3,513</b>	<b>1,609</b>	<b>2,970</b>	<b>332</b>	<b>25,590</b>

**SCOPE 1** – delivery of goods to customers, warehousing and road transport activities (forklift, relocation, ...), cars, burnt gas (or other fuel) in boiler rooms for heating

**SCOPE 2** – electricity purchased and consumed; heat purchased

**SCOPE 3** – transport of goods to warehouses from suppliers

Compared to 2022, Ferona has reduced heat consumption, which has a significant impact on emissions in SCOPE 2, SCOPE 1 was affected by efficient vehicle utilisation and lower gas consumption.

# Energy consumption

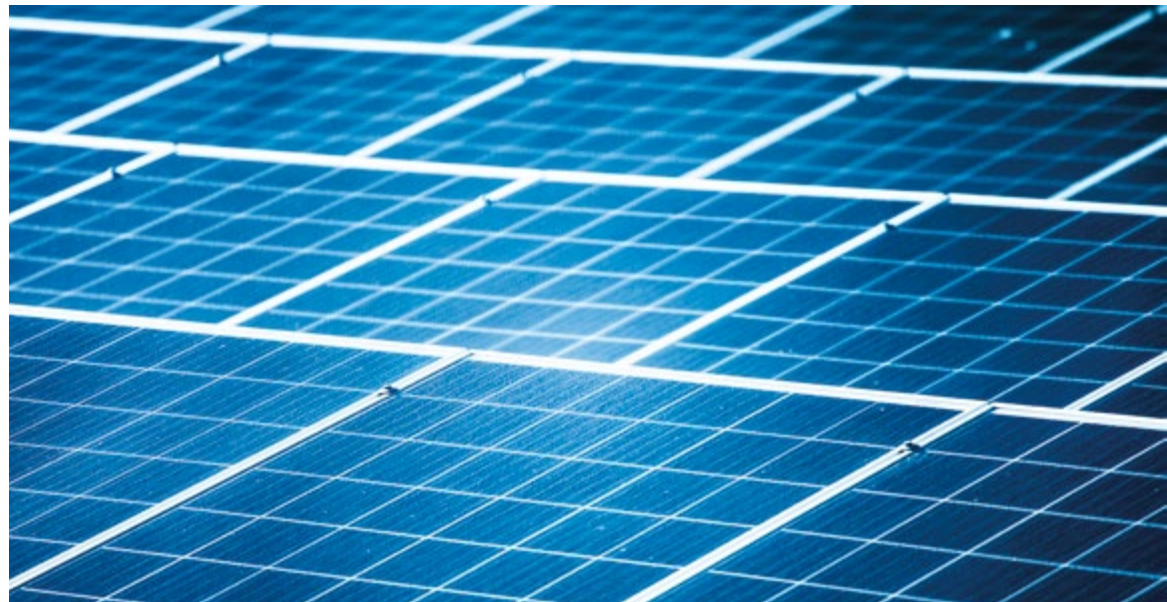
## FERONA RECOGNISES THE IMPORTANCE OF INCREASING THE SHARE OF RENEWABLE ENERGY AND REDUCING GAS AND ELECTRICITY CONSUMPTION.

### PHOTOVOLTAIC POWER PLANTS

**2023** Commissioning of a 745.2 kW power plant at the Velká Bystřice branch (Olomouc Region). Electricity will be consumed primarily at the branch. Annual savings of up to 30% in electricity are expected. The project has received a subsidy in the RES+ PV up to 1MW 2023 programme from the State Environmental Fund of the Czech Republic.

**2024** A 170 kWp photovoltaic power plant was commissioned at the Žilina branch.

**2024** Construction of a photovoltaic power plant on the premises of the Ostrava and Hradec Králové branches started. Completion and commissioning are planned for early 2025. These sources are intended primarily to cover own consumption. In the planned range of technologies, they will be able to satisfy up to 1/3 of the consumption of the premises per year.



**2025** We plan to build additional photovoltaic power plants at other campuses – Praha Malešice, Liberec, Chomutov, Benátky nad Jizerou and Nitra. Again, with the aim of helping to cover part of our

own consumption. In total, Feronia plans to install up to 2,628 kWp of installed electrical capacity on its land and buildings.



## REDUCING GAS AND ELECTRICITY CONSUMPTION

**2022** FERONA Slovakia insulated the head office building in Žilina, thereby reducing the consumption of gas for heating.

**2023** Completion of the insulation of the office building with the adjacent service building on the premises of the Olomouc branch in Velká Bystřice. The assumption is a saving of 1,250.30 GJ/year.

**2025** The systematic insulation of administrative buildings to reduce heat leakage should continue

with the insulation of the administrative building on the premises of the Prague branch in Malešice.

**2024 – 2025** In the company's warehouse premises, the old lighting is gradually being replaced with LED systems and electrical wiring and transformers are being replaced.

**IN 2025, THE ABOVE PROJECTS SHOULD SAVE APPROXIMATELY 35% OF THE ANNUAL ENERGY CONSUMPTION OF THE ENTIRE COMPANY.**





## ESG RATING – STAGE 1: DUAL MATERIALITY ASSESSMENT

Our company has conducted a dual materiality analysis to determine Feronia Group's readiness to report non-financial indicators as required by the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The objective of the dual

materiality assessment prepared was to identify the significant actual or potential negative and positive impacts that Feronia and its upstream and downstream parts of the value chain have on people and the environment in the short, medium or long term, and the significant risks

and opportunities to which Feronia is exposed in these horizons. The next stage will be to carry out a detailed carbon footprint calculation (mainly in SCOPE 3) for all areas concerned.

# The new headquarters of Feronia Polska – ecological construction

The new Feronia Polska headquarters building has demonstrated significant savings compared to the reference building in several key areas: primary energy (EP) savings of 43.85%, utility energy (EU) savings of 48.13% and CO<sub>2</sub> emissions reduced by 41.85%.

A detailed analysis of the energy consumption shows that compared to a building without passive solutions, our building achieves a 48% saving in useful energy. Specifically, the energy consumption for heating was reduced from 604 MJ/m<sup>2</sup>/year to 314 MJ/m<sup>2</sup>/year, a 48% saving. For cooling, the reduction was from 0.60 MJ/m<sup>2</sup>/year to 0.42 MJ/m<sup>2</sup>/year, a 29% saving. The overall energy intensity was therefore reduced from 604 MJ/m<sup>2</sup>/year to 314 MJ/m<sup>2</sup>/year.

In the area of water management, water-saving sanitation devices were installed to reduce water flow and minimise water consumption. The aim was to achieve a minimum 65% reduction in water consumption compared to the reference building.



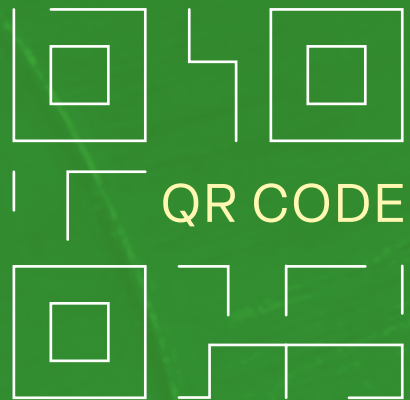
The system is equipped with separate secondary water meters for monitoring consumption and solenoid valves that automatically shut off the water supply in the sanitary areas when the user is absent.

From an ecological point of view, the project was implemented in a previously built-up area, thus avoiding any reduction in green spaces. New planting was carried out according to the recommendations of the ecologist, which includes trees, shrubs and flowering meadows, thus

increasing the ecological value of the outdoor space. A biodiversity management plan is currently being prepared to ensure that the newly created green spaces are properly maintained. Features to encourage beneficial insects have also been installed and valuable existing trees have been protected during construction.

The project also emphasises other environmental aspects. NO<sub>x</sub> emissions for the office space were reduced and the air conditioning systems use R32 refrigerant (GWP-675), keeping CO<sub>2</sub> emissions below the 1000 kgCO<sub>2</sub>e/kW threshold. Acoustic measurements of the outdoor areas confirmed that there was no increase in the noise pollution of the surroundings and that adequate sound insulation was provided according to the acoustic study. Significant attention was also paid to the reduction of light pollution in the outdoor environment.

Charging stations for electric vehicles have been provided in the car park.





# Digitization

**THE DIGITAL INTEGRATION OF EXISTING PROCESSES AND THEIR EXTENSION TO OTHER PROCESSES IS ONE OF THE MAIN PRIORITIES FOR THE DEVELOPMENT OF FERONA'S INTERNAL STRUCTURE. THE GOAL IS HIGHER EFFICIENCY AND THUS A REDUCTION IN THE CONSUMPTION OF NATURAL RESOURCES TO ACHIEVE BUSINESS GOALS IN THE CASE OF FERONA.**

The first tangible change is the reduction in the amount of paper printed, which was previously limited in Ferona by the adopted standard of double-sided printing wherever possible.

So far, in the field of digitalization, among other things, the implementation of the transport planning system **(2015–2016)**, the FERONA ONLINE ordering system, the optimization of administrative activities in the Hradec Králové and Ostrava cutting centres **(2018–2021)**, and the digital management of the production of cross-sections from euro carriers **(2018–2019)** in the Steel Service Centre of Central Services Olomouc have been carried out.



In general, these projects have brought in their sub-areas better process management capabilities, reduced labour intensity, improved information

sharing, reduced errors, reduced volume of printed documents and increased efficiency of material handling – less residues – waste.

## NEW ENTERPRISE INFORMATION SYSTEM

**2021** The ERP replacement project has been launched. This is an unprecedentedly large project, the aim of which is not only to replace the existing information systems (BPCS, Helios, IBM Notes, ...), as well as all the partial digitalization projects carried out so far, but above all to provide system support and interconnection – and thus control – of all the processes carried out.

In addition to the changes in the internal structure, Feroná's systemic digital connectivity to its suppliers and customers, as well as to other entities – such as the state administration – is being built.

**2023** A sub-project was completed that physically prepared the warehouses by installing HW for future communication with the ERP system. I.e. Wi-Fi signal coverage in all warehouse areas, acquisition of terminals for warehouse workers and label printers. The project was successfully included in the subsidy program of the Ministry of Industry and Trade – Digital Transformation of Enterprises National Recovery Plan (financed by the European Union).

**2024** The Wi-Fi – coverage project of all warehouse areas of FERONA Slovakia was completed as part of the overall digitalization of the warehouses.

**2024** Completion of relabelling of warehouses and warehouse locations with electronically readable codes according to the ERP system requirements.

Until the launch and transition to the new ERP system, it remains to successfully pass all testing and stress tests, complete the training of all levels of staff and successfully transfer all data from the existing systems to the new one. The ERP system is expected to go live in **2025**. The system will then be further developed and refined to a higher level of efficiency. The system is planned to be in use for 20 years.



# Handling

Handling of goods in warehouses ranges from the purely manual level, through handling trolleys (forklift trucks with forks and spikes, pallet trucks) to crane technology (freestanding column cranes, overhead cranes) with various technical equipment for suspension of loads (hooks, forks, magnets, grabs).

95% of the handled metallurgical material is realized by means of overhead cranes. Steel bundles, coils and single blocks are handled. The volume of manipulated metallurgical material handled by the 150 cranes in operation corresponds to about 2.3 million tonnes with about 1 million manipulations per year. The weight of the load suspended on the crane ranges from tens of kilograms to tens of tonnes.

The consequences of a fall or mishandling of this load could be fatal, both in terms of risk to health and life and damage to property. We pay special attention to the issue of lifting equipment.

Since 2021, Feronia has been implementing an updated crane maintenance strategy approved by the company's management. The aim is to ensure safe and trouble-free operation.

The basis is the acquisition of technically appropriate lifting equipment for the zones they serve - warehouse / service / production. The majority of the representation is process handling equipment for warehouse and production from a single, specially selected (time-tested) supplier. The company itself adapts the design to the current European legislation for the safe operation of technical equipment.

The strategy is based on a unified approach to maintenance and an in-house stock of spare parts, and on a single umbrella maintenance supplier that is certified by the manufacturer - of the lifting equipment we use - and with sufficient capacity to cover the requirements of around 150 cranes.



Furthermore, the crane operators themselves (and other warehouse staff) undergo regular training. In doing so, we are guided both by the legislative requirements for occupational safety and the operation of lifting equipment and by specific internal regulations that specify behaviour in the specific conditions of our warehouses.



# Road Transport

Annual systematic renewal of part of the fleet with the latest vehicles of the appropriate ecological class.

Systematic driver training, which is a standard in Feronia logistics, with the aim of increasing operational efficiency, i.e. economical driving (reducing fuel consumption, reducing vehicle wear and tear) using the Fleetboard software solution. Data is evaluated monthly and drivers are rated based on their performance.

The structure of transport also contributes to reducing the environmental impact of transport, with 70% by rail and 30% by truck. In 2022, Feronia used a total of 5,108 wagons for transporting metallurgical materials, in 2023 the number was 5,135 wagons and in 2024 a total of 5,413 wagons.



**In November 2023, a purely electric Mercedes e-Actros 300 truck was tested in real operation at the Hradec Králové branch of Feronia as part of the mapping of the possibilities of environmentally friendly transport of metallurgical materials. The vehicle was involved in the daily distribution of metallurgical material.**

**In 2025, the company will test the new electric truck Mercedes e-Actros 600.**

# Drivers' competition

The long-term results of Feron's driver training in the style of economical driving can be shown by comparing it with transport companies in the driver competition organised by DAIMLER Truck Czech Republic and FLEET BOARD.

The competition ran from 1 April to 30 June 2024 and was held in the categories A1-A2 and A3-A4. The following criteria were evaluated monthly in each category:

- a) number of kilometres driven/day,
- b) number of load sheets/day,
- c) number of customers transported / day,
- d) number of items transported / day.

The first place in the category A1-A2 went to Michal Habas, in the category A3-A4 to Karel Stárka.

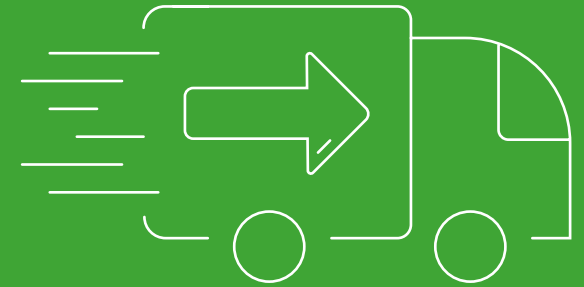
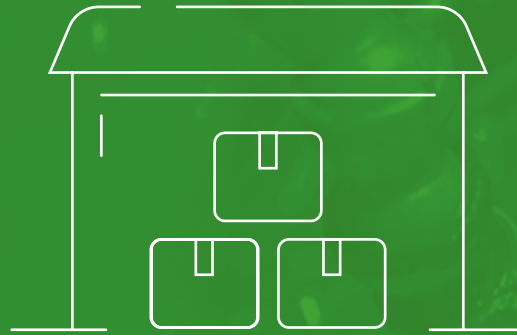


Categories A1-A2		
Michal Habas	BOV	1
Tomáš Vidiečan	CBV	2
Jiří Smutný	BOV	3

Categories A3-A4		
Karel Stárka	PHV	1
Petr Kašpar	PLV	2
Jiří Görg	CVV	3



WAREHOUSE

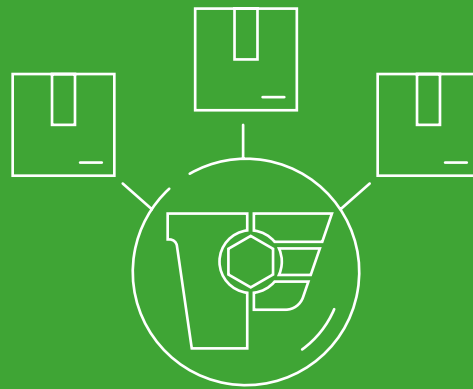


TRANSPORT



TRAIN TRANSPORT

SUPPLIERS



CUSTOMER SERVICE





Year	Average rating of economic driving
2020	8.77
2021	8.69
2022	8.76
2023	8.70
2024	8.61

Year	Average CO <sub>2</sub> emissions (g/km)
2020	665.9
2021	675.4
2022	665.4
2023	677.0
2024	678.0

Year	Mileage
2020	3,210,648
2021	2,850,108
2022	2,672,567
2023	2,619,705
2024	2,731,830

The performance analysis rates our drivers with a rating from 1 to 10 (10 being the best), regardless of the difficulty of use or the brand of our vehicles. We evaluate data on fuel consumption, speed, stops with the engine running, regular stops, etc.

**DEAR READERS,**

in the above lines we have shown you what is important for Feronia  
and what principles it follows in its dealings with all stakeholders.

For us, CSR means responsibility, sustainability and long-term commitment  
in all areas of business activities. This CSR Report brings a summary of activities  
that confirm the emphasis on socially responsible behaviour,  
which is certainly influenced by our 190 years of operation in the market.

**DR. JAN MORAVEC**

CEO AND CHAIRMAN OF THE BOARD OF DIRECTORS

 *Feronia*