CHROPYNSKA

Engineering. Production. Flexibility.

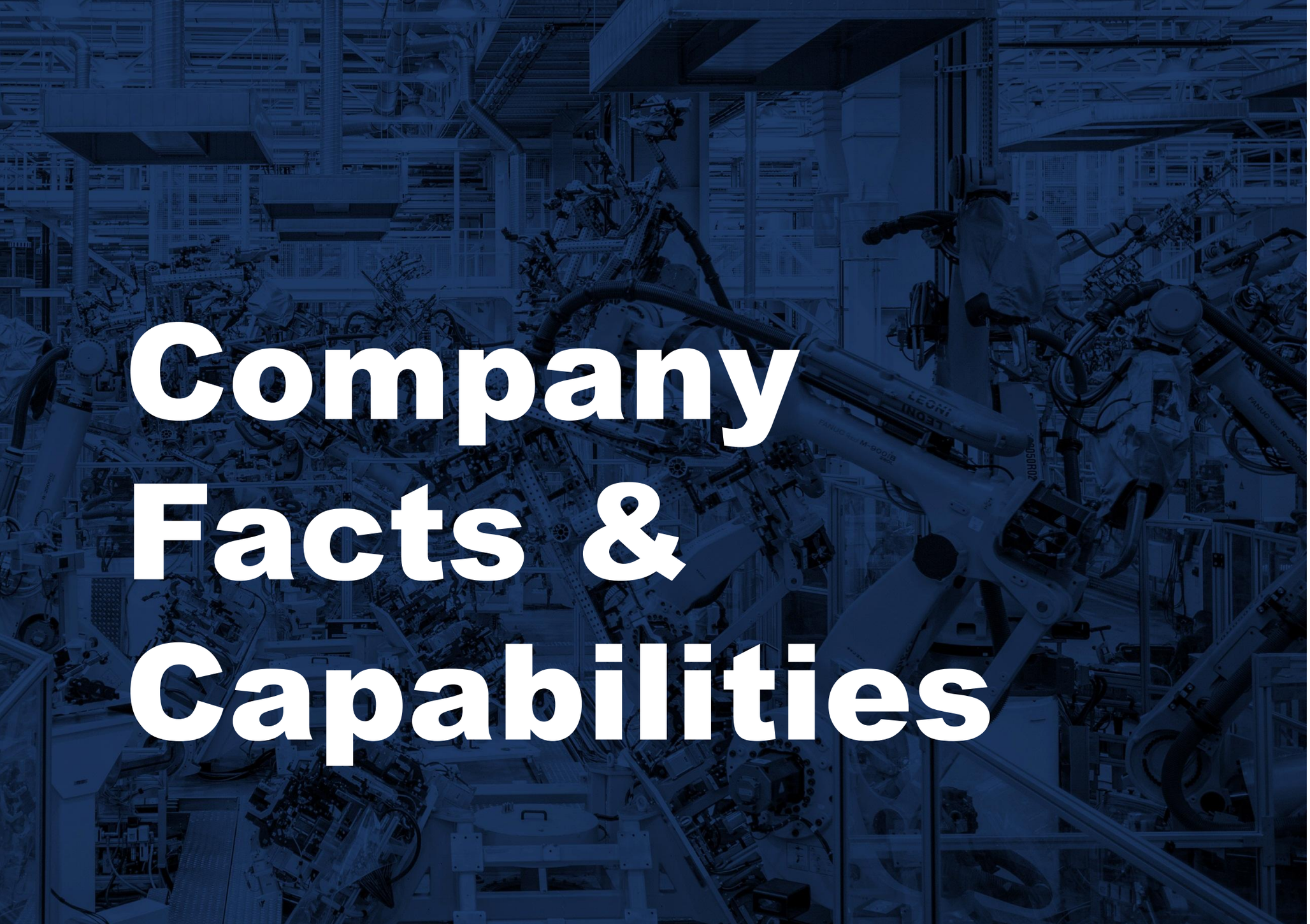
CSR Report 2025

Chropyňská strojírna, a.s.

CHROPYNSKA, Sustainable Partner for the Region and High-Tech Industry

CHROPYNSKA is one of the leading companies operating in the sector of automation in the manufacturing process on the European market. From the moment of its foundation, we were very well aware of the fact that its high qualities will be determined by individuals of outstanding competence and professional expertise, individuals with a high sense for responsibility and last but not least individuals who love their job. To attract and keep such individuals in our company, we cannot neglect the importance of our social responsibility not only to our own employees but also to our neighbours, our region. I believe this report will help communicate the message to our partners, customers, suppliers and the local community that the philanthropic, economical, environmental and ethical impact of our business is of utmost importance to us.

Ing. František Kudela (Founder and Chairman of the Board) with his son Ing. Robert Kudela (CEO Chropynska Group and Member of the Board)



Company Facts & Capabilities

CSR 2025

COMPANY FACTS

CAPABILITIES

CSR - EMPLOYER

CSR – BUSINESS

KPI SUMMARY

CONTACTS

Company Profile

Joint Stock Company

Foundation June **1992**

1800 Employees Worldwide

Family owned and managed

Shareholders

František Kudela	34%
Robert Kudela	33%
Robert Sulma	33%

CHROPYNSKA

Engineering. Production. Flexibility.

František Kudela

Company Founder

Facts & Figures

Full Turn-key Supplier

From Manual To Fully Automated Solution

Biggest In-house Fabrication & Manufacturing
in C&E Europe

497
in Chropynska strojirna

1800+
Employees Worldwide

250
Million € Turnover in 2024

113.000+
Square Meters Capacity

8
Countries

History

CSR 2025

FACTS & FIGURES

1948
Foundation of **tool shop in Chropyně** (CZ)

1992
Privatization and founding of **Chropyňská strojírna, a.s.** (CZ)

2012
Acquisition of **Slavia Tools** (SK)

2013
Acquisition of **RAMIRA** (RO)
Volkswagen Group Award

2014
Foundation of offices in **Nürnberg** (DE) & **Spartanburg** (USA)

2016
Foundation of **BenThor automation** (CZ)

2018
Foundation of office in **Cologne** (DE)
Engineering office in **Olomouc** (CZ)

2019
Foundation of office in **Pune** (IN)

2020
Acquisition of HLS Czech s.r.o. engineering office in **Mladá Boleslav** (CZ)

2021
Foundation of offices in **Swindon** (UK) & **Sibiu** (RO)

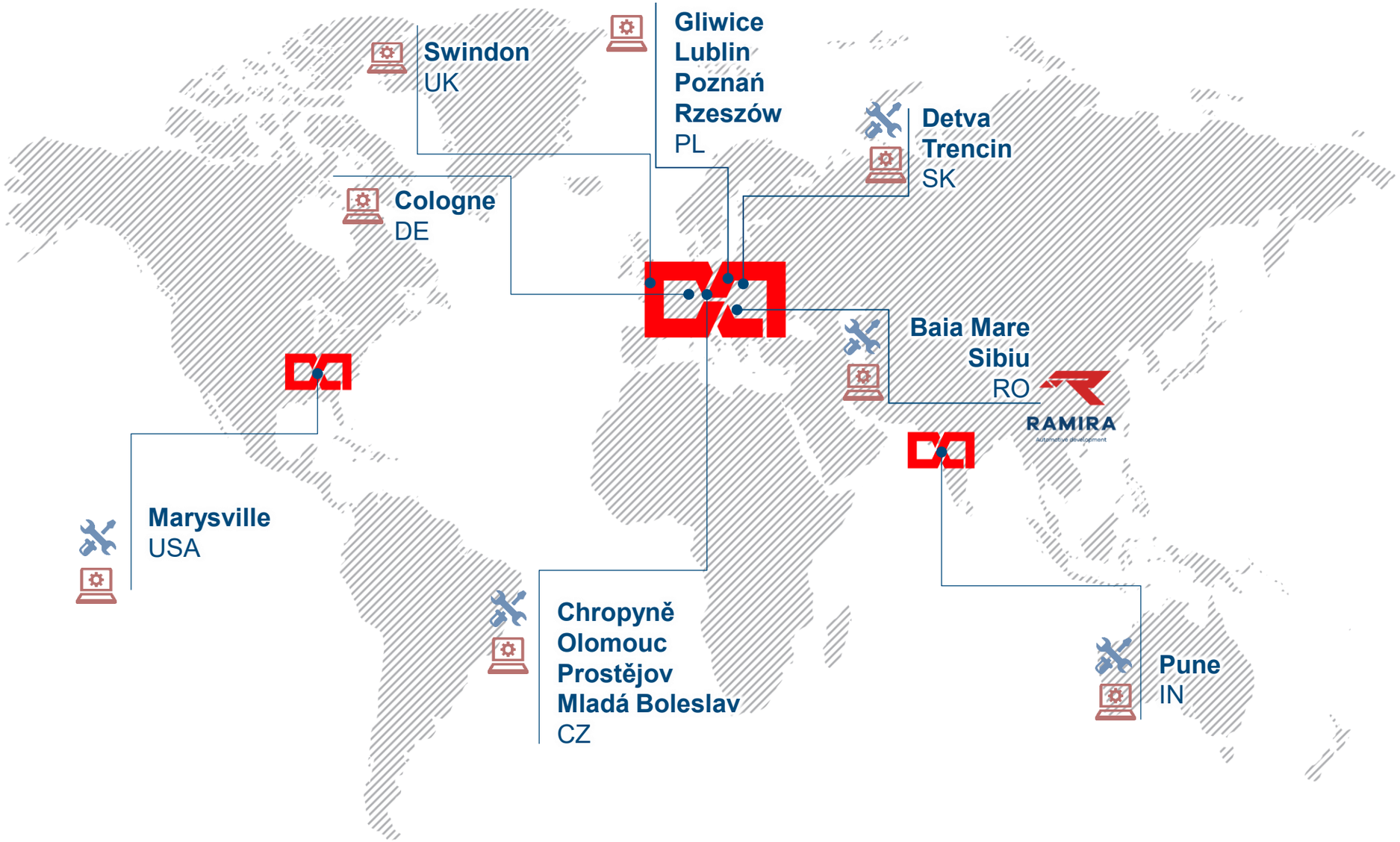
2022
Acquisition of **EDAG Production Solutions CZ**
Foundation of office in **Marysville** (USA)

2023
Acquisition of Valiant TMS Systems in **Pune** (IN)
Foundation of **Chropynska Polska** (PL)

2024
Rebranding Slavia Production Systems to **Chropynska Slovakia**
Business unit **E-mobility in Trenčín** (SK)

2025
Acquisition of **CAD engineering s.r.o.** (CZ)

Global Footprint



PRODUCTION

ENGINEERING

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Markets Served

As a leading European provider of manufacturing automation, automotive, aerospace, and railway engineering, we bear a clear responsibility.

Sustainable growth is no longer an option – it is a core requirement of our OEM customers and a baseline for our long-term resilience.

This report outlines our concrete steps in minimizing our environmental footprint, safeguarding our workforce, and managing our operations with maximum transparency and ethics.

We connect Czech engineering tradition with global sustainability standards.

AUTOMOTIVE CONSTRUCTION RAILWAYS AGRICULTURE AEROSPACE OTHER

Our CSR Pillars

Socially Responsible Employer

COMPANY FACTS

CAPABILITIES

CSR - EMPLOYER

CSR – BUSINESS

KPI SUMMARY

CONTACTS

Happy Employees Create Happy Customers

Employee wellbeing and engagement are key components of our sustainability strategy.

- Workplace Canteen and Meal Allowances
- 5 Weeks of Paid Vacation and Work-Life Balance Support
- MUJ UP Employee Benefit Programme
- Pension Contribution
- Education and Training Programmes
- Sport and Culture Events for Employees and their Family&Friends
- Anniversary Bonus
- Interest-free Loans in Unexpected Life Situations

„My goal throughout all these years was to build a company where all employees would feel like my friends, like being part of the family that the company belongs to.“

- Frantisek Kudela, Founder

We let our talents shine.

It has become a tradition in our company that we provide financial, material and other support to our employees or their closest family members who show extraordinary talents in any field.

We support employee development through structured training, education and talent management programmes.

Sport Events 2025

Also this year we invited all of our employees together with their friends and families to several sport events. From mountain trips to badminton tournament and even a thrilling cross-country race, there was something for everyone. The response was overwhelmingly positive, with participants enjoying quality time together outside of work. It was a welcomed addition, providing a refreshing break from the routine.

Safety First Culture

- Regular **safety training** for all employees
- **„Safe Enterprise“ Certification** – the programme is based on the Occupational Health and Safety Management System OHSAS 18001, or its successor ISO 45001, but is more complex as it also includes requirements related to fire protection, health protection or environmental protection.
- **Certificate ISO 45001**
- **Fire Protection & Prevention Plan**
- **Low accident rate, index: 0,37 /year 2025**

Státní úřad inspekce práce
Kolářská 451/13, 746 01 Opava

vydává společnosti

Chropyňská strojírna, a.s.
IČ 181 89 679

OSVĚDČENÍ

Ev. č. 28/23/BP

o zavedení systému řízení bezpečnosti a ochrany zdraví při práci
s uplatněním požadavků ILO-OSH 2001 a OHSAS 18001:2007

s právem používat označení

„BEZPEČNÝ PODNIK“

Platnost osvědčení je omezena do: 1. listopadu 2026

31. října 2023
V Opavě dne

Státní úřad inspekce práce
generální inspektor

Socially Responsible Business

CSR 2025

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KPI SUMMARY

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Environmental Pillar

Our organization is deeply committed to responsible resource and materials usage. We recognize the importance of **minimizing waste**, **conserving resources**, and **reducing our environmental footprint**. Through sustainable sourcing practices, efficient production methods, and waste reduction initiatives, we strive to optimize our use of resources throughout our operations. By prioritizing responsible resource management, we aim to contribute to environmental preservation, mitigate negative impacts on ecosystems, and promote a more sustainable future for generations to come.

These commitments are further reinforced by the following initiatives:

Quality and Environmental Policy
Sustainability Policy
Environmental Aspects Register
Legal Requirements Register related to environmental protection

Environmental Goals for 2025, including:

Complete insulation of all buildings and continuous floor reconstruction
Modernization of the electrical distribution system
Upgrading of machinery park
Reducing of hazardous waste trends
Initiation of ESG data collection and preparation for ESG reporting

These initiatives reflect our dedication to enhancing environmental sustainability and operational efficiency.
Over the past two years, we have successfully **reduced our environmental footprint index**, demonstrating our ongoing commitment to environmental sustainability.

S- Rating VW Group

Environmental Pillar

In 2024, we initiated preparations for **ESG** (**Environmental, Social, and Governance**) reporting by collecting relevant data to ensure transparency and compliance with sustainability standards.
The first ESG report is expected to be available in 2026.

ESG has become an essential framework for businesses worldwide, helping organizations assess their impact on the environment, their social responsibilities, and their corporate governance practices.
As regulatory requirements and stakeholder expectations continue to evolve, ESG reporting is no longer just an option but a necessity for **responsible business operations**.

Our company is committed to **integrating ESG principles** into our strategy
because we recognize that sustainable and ethical business practices are key to long-term success.

By actively engaging in ESG initiatives, we aim to **reduce our environmental footprint**, **foster a positive workplace culture**, and **uphold the highest standards of corporate governance**.

This commitment not only enhances our reputation and builds trust with customers, investors, and partners but also ensures that we remain competitive in an increasingly sustainability-driven market. Through **structured data collection and transparent reporting**, we are laying the foundation for a more responsible and resilient future.

ISO 9001
ISO 14001

S- Rating VW Group

BRONZE | Top 35%
ecovadis
Sustainability Rating
JUL 2024

Environmental Pillar

Sustainability

One of the fundamental pillars of our company is the effort to minimize the impact of our activities on the environment, especially through the **use of secondary raw materials and waste**, focusing on their rational utilization while striving to reduce hazardous waste.

Through collaboration with our customers and suppliers,
we successfully manage to rationally utilize packaging materials
and ensure their optimal sorting.

The total amount of waste produced in 2025 was 341,730 tons, representing a **6,25% decrease** compared to 2024 and **13,4 % decrease** compared to 2023.
A significant reduction is particularly seen in the management of **hazardous waste**, as we successfully minimize its consumption each year.
Compared to 2024, this marks a **reduction of 1,1%** and compared to 2023 **nearly 12%.**

Recycling

Our company participates in the **EKO-KOM system**,
which ensures that waste from used packaging is sorted, collected
and finally used as a secondary raw material or possibly as a source of energy.
It thus actively contributes to the improvement of our environment.

CSR 2025
Certificate Holder

ISO 9001
ISO 14001

S- Rating VW Group

BRONZE | Top 35%
ecovadis
Sustainability Rating
JUL 2024

Environmental Pillar

Energy

We monitor and analyse our yearly energy consumption to enhance sustainability and efficiency.
Our next step would be investments in renewable energy - a study is currently being conducted for an **installation of solar PV systems** on our company premises.

Over the past two years, we have also been focusing on **reducing the environmental profile index**.

Digitalisation

We continuously work on the digitalisation of our existing processes.
In 2023 we started working on the **implementation of new ERP and PLM systems,** which continued in 2024 and 2025, and the launch is planned for 2026.

Given our commitment to environmental sustainability and transparency in our operations, we utilize the following systems:

Waste Management – we employ the **Envita Inisoft system for waste management**, which enables us to effectively track and report on waste production and disposal.

Air Pollution Monitoring – operations are supported by the **ISPOP** (Integrated Summary of Air Pollution) system, providing comprehensive **monitoring and documentation of air pollution levels**.

CSR 2025

Certificate Holder

ISO 9001

ISO 14001

S- Rating VW Group

BRONZE | Top 35%
ecovadis
Sustainability Rating
JUL 2024

Environmental Pillar

Vehicle Fleet Renewal

Our yearly fleet renewal scheme ensures our company operates modern vehicles corresponding to the latest CO2 emission performance standards, including the acquisition of an electric vehicle to further support our sustainability goals.

Electric Charging Station for Electric Vehicles

We have established an electric vehicle charging station directly on our company premises, which is available for use by both employees and visitors of our company.

Encouraging Sustainable Commuting

By providing a secure bike storage facility, the company supports and encourages employees to commute to work by bicycle.

This initiative promotes a more sustainable mode of transportation,
reducing the environmental impact associated with commuting by car.
It also contributes to employees' health and well-being, as cycling is an excellent form of exercise and helps reduce stress.

Given that many employees come from the surrounding area and cities within the region, this initiative is highly appreciated, as it makes commuting more convenient and aligns with their daily routines.

ISO 9001

ISO 14001

S- Rating VW Group

BRONZE | Top 35%
ecovadis
Sustainability Rating
JUL 2024

Economic Pillar

- We believe creating long-term partnerships with educational institutions brings significant benefits to our business but also to our new growing generation and our region. Already at an early stage we connect the theoretical grounds of the institutions with the practical demands of the market.

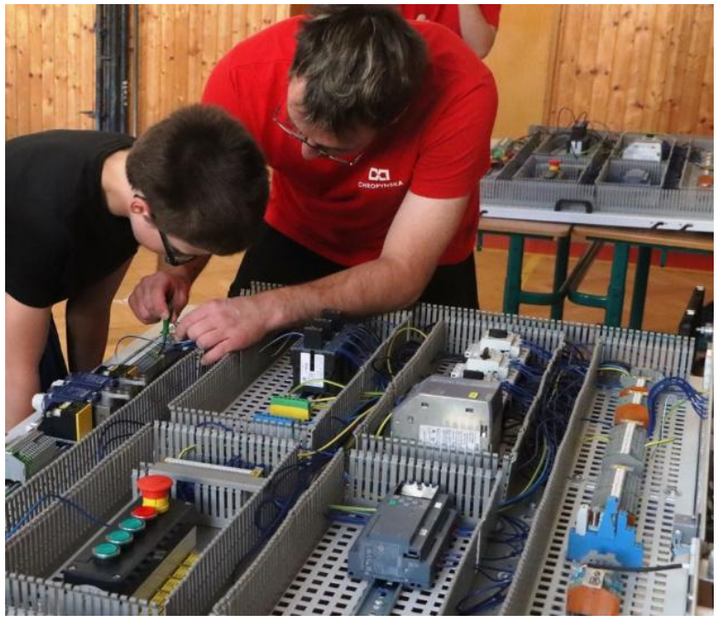
CSR 2025

2nd and 3rd year students of Mechanical or Electrical Engineering programmes at the Secondary Technical School COPT complete a two-year traineeship at our 2 Training Centers followed by final exams under the supervision of our instructors.

Economic Pillar

- Continuing our commitment to supporting young talent in technical fields, we are currently engaged in several initiatives in cooperation with local educational institutions.

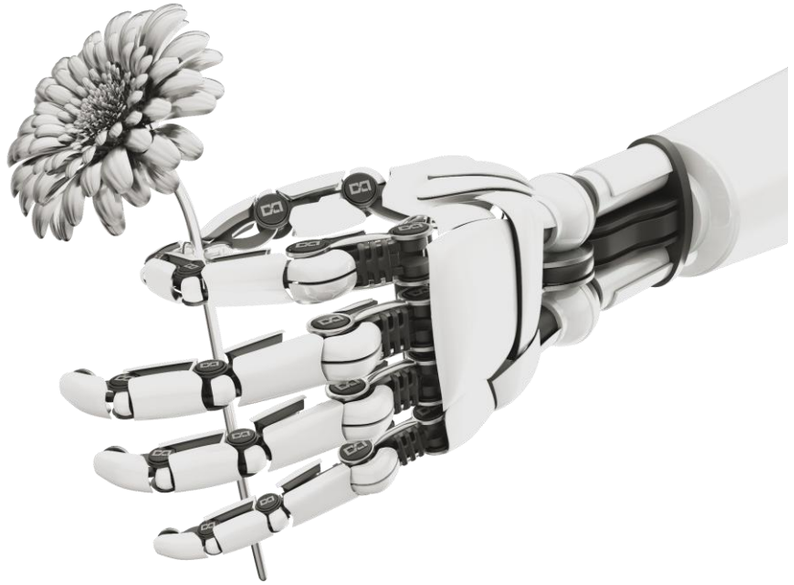
- ✓ **Project COPT** – paid traineeship for students of mechanical and electrical programmes
- ✓ **Summer Internships** – paid 4-month internships for university students at one of our projects abroad. Returning students also get an increased hourly rate.
- ✓ **Open Days** – yearly excursions for primary and secondary schools. Within the framework of our efforts to increase the regional employment rate we also plan to establish a once-a-month open house for general public
- ✓ **Job Fairs** – we regularly participate in university and secondary school job fairs around the Czech Republic to promote our region and attract people with professional qualification
- ✓ **Diploma Thesis** – we provide guidance and supervision to students of technical universities writing their Bachelor and Master Thesis



Economic Pillar

- Our goal is to show corporate responsibility not only to our partners and clients but also to our employees and local community. That is why we try to choose local and eco-friendly products for our merchandising portfolio made of sustainable materials.
- Also, with the purchase of corporate gifts for our clients we support our regional producers giving them the recognition they deserve and last but not least cutting on our CO2 emissions by choosing suppliers in our proximity.

Supporting regional businesses.



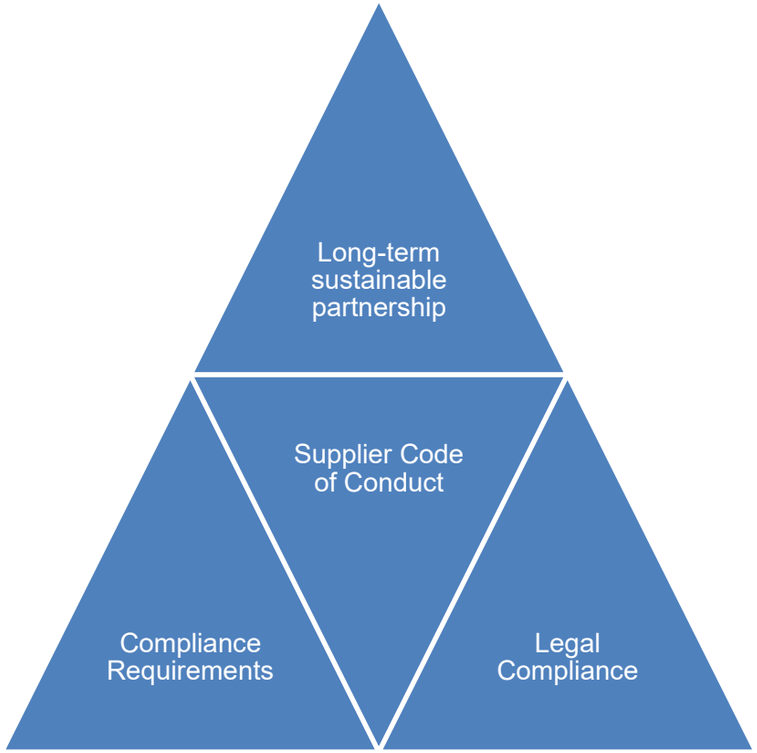
Sustainable Procurement & Governance

- Responsible Supply Chain
- Supplier Code of Conduct
- Preference for local and regional suppliers
- Human rights and labour standards expectations
- Information security requirements (TISAX framework)
- Continuous improvement of supplier sustainability performance

CHROPYNSKA requires its suppliers to comply with the **Supplier Code of Conduct** covering human rights, labour standards, environmental protection, business ethics and anti-corruption principles.

CHROPYNSKA expects all suppliers to respect internationally recognized **human rights principles**, **prohibit child labour**, **forced labour** and **discrimination**, and provide **safe working conditions**.

Sustainability requirements are integrated into supplier selection and evaluation processes.



Ethical Pillar

- An integral part of our company policy is our **Ethical Codex**. Our reputation of a fair and responsible business partner is one of our most valuable assets and is treated as such given our position not only on the Czech but also international market. The ethical conduct of each of our employees forms the grounds of our efforts to preserve the company‘s sustainability to the satisfaction of our customers, suppliers, shareholders and colleagues.

- To make sure our Ethical Codex is well communicated, understood and practised, our employees and their leaders receive regular training reminding them of our business philosophy, ethical standards and goals and committing them to always act in good faith and in the good name of our company.

- Our **Whistleblowing Policy** provides employees with a safe and confidential way to report any concerns or misconduct.
- Employees can submit anonymous complaints without fear of retaliation through a dedicated form available on our website. This policy ensures that all concerns are addressed appropriately while protecting the identity of those who report them.

Ethical Pillar

Company Values

CHROPYNSKA

We are family

All our employees, customers and suppliers are members of our family. We support each other, trust each other and have respect, humility and friendship for each other.

We do not waste resources

We do not waste money, materials and time. What we do has purpose. We do not do unnecessary things. We are considerate of nature and our surroundings.

We are reliable and accommodating

We can rely on each other. We are open to the opinions of others. Our customers know that with us they have a guarantee of a good result.

We are constantly evolving

We have a desire to constantly improve our capabilities and knowledge. We work together in teams and are not afraid to make decisions. We learn from the mistakes that occur on our way and do not repeat them.

We believe in a common future

We aim for long-term cooperation and stability. We are building the company not only for us, but also for our children and our children's children.

Member of
CHROPYNSKA
Group

CSR 2025

Equal pay for equal work.

Women in manufacturing.

Racial and religious tolerance.

Zero tolerance to bribery and corruption.

Zero tolerance drugs & alcohol policy.

Philanthropic Pillar

Apart from our contributions to charities, our company also supports the local community in the sport, culture and education sector. Each year multiple financial and material donations are made, the year 2025 was no exception.

EDUCATION

- Endowment Fund Grammar School Kroměříž
- Elementary School Chropyně – technical workshops
- COPT Kroměříž (Secondary Vocational School with Technical Training)
- SPŠ Přerov (Secondary Industrial School with Technical Training)
- SŠE Lipník n. Bečvou (Secondary Induastrial School with Technical Training)
- SPŠE Olomouc (Secondary School for Electrical Engineering)
- Brno University of Technology
- Technical University of Ostrava

SPORTS

- Volleyball Club Kroměříž, z.s.
- TJ Chropyně, z.s.
- Athletic Club Chropyně
- Junior Floorball Team Otrokovice
- Triathlon Club ASPOT Hulín
- Football Club SK Hanácká Slavia Kroměříž, a.s.
- Swimming Sports Kroměříž z.s.

CHARITY

- Naděje (Hope)
- Dog shelter Čápka in Kroměříž

In 2025, CHROPYNSKA supported the restoration of the historic pilgrimage Church of St. James the Greater and St. Anne in Stará Voda, contributing to the preservation of an important cultural and spiritual landmark for future generations.

Philanthropic Pillar

Every year, we encourage our employees to be part of great projects and contribute to the well-being of our community.

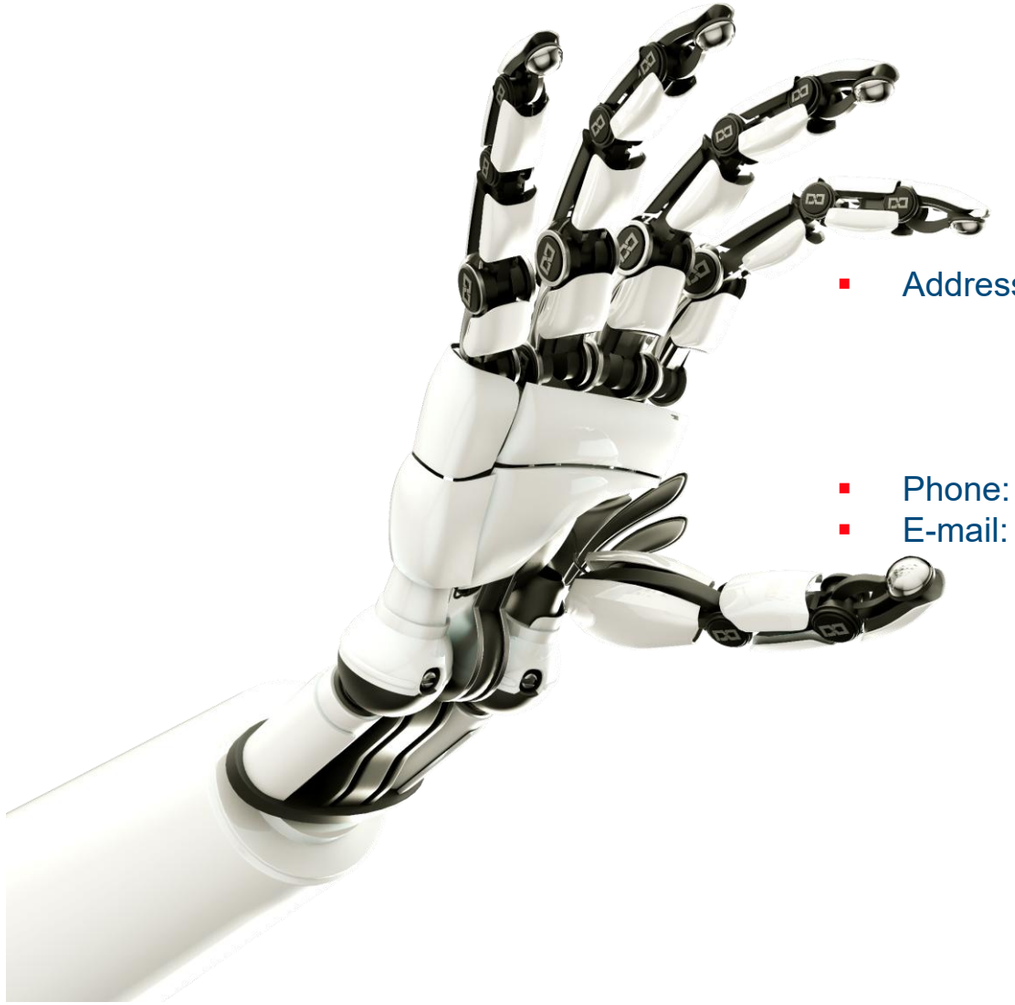
Our company organizes an annual fundraising event for a non-profit organisation „Šance“ (Chance) which has been helping children with hematological, oncological, and chronic illnesses and their families at the Children's Clinic of the Olomouc University Hospital since 1991.

By purchasing a poinsettia flower, we contribute a significant amount to this worthy initiative. This year, our employees ordered more than 320 poinsettias, making another significant contribution to supporting children and their families.

KPI Summary Table

ESG Area	Core KPI / Metric	FY 2023	FY 2024	FY 2025	Target 2027 / 2030
E - Environment	Total Waste Volume	394.610 t	364.503 t	341.730 t	-15.00% vs 2023
	Hazardous Waste	Base	-10.40%	-12.00%	Continuous trend
	Electricity consumption (MWh)	1754	1763	1717	- 11,5% vs 2023
	Gas consumption (MWh)	1216	1160	1282	- 5% vs 2023
	Water consumption (m3)	4241	4220	3464	- 25% vs. 2023
	Renewable Energy Share	0.00 %	0.00 %	0.00 % (Study)	Installation of Solar PV
	ISO 14001 Certification	Yes	Yes	Yes	Maintain
S - Social	Workforce (Worldwide)	1,800+	1,800+	1,800+	Stable Growth
	Accident Frequency Index	0,19	0,19	0.37	< 0.30
	Absence Rate	3,1%	2,5%	3,9%	< 5%
	Gender Diversity Rate	15%	16%	15%	Stable Growth
	Employee Turnover Rate	8%	11%	11%	< 10%
	ISO 45001 Certification	Yes	Yes	Yes	Maintain
	Paid Vacation Policy	5 weeks	5 weeks	5 weeks	Maintain
G - Governance	Whistleblowing Cases Logged	0	0	0	Zero Tolerance
	Supplier Compliance Rate	NA	NA	100%	Maintain
	EcoVadis Rating	Bronze	Bronze	Bronze (Top 35%)	Target: Silver
	S-Rating (VW Group)	Valid	Valid	Valid	Maintain
	Tisax	Valid	Valid	Valid	Maintain

Contact



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