



Sustainability Report

First Half of 2026

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1. Introduction

The Company Stap a.s. recognizes the importance of responsible and sustainable business practices and has a long-term commitment to minimizing the environmental impacts of its activities, creating safe and fair working conditions, and ensuring responsible corporate governance.

This Sustainability Report summarizes the Company's approach to sustainability and presents selected indicators and activities for the first half of 2026.

The Report is based on available internal Company data, established management systems, and Company policies and procedures.

2. Company Profile

Company Name: Stap a.s.

Registered Office: Vilémov 103, 407 80 Vilémov

Main Activity: Manufacture of textile products

Number of Employees: 172

The Company operates in the textile industry and supplies its products and services to customers in domestic and international markets.

3. Management Systems and Certifications

The Company has implemented and maintains management systems that support the systematic management of quality, environmental aspects, and energy efficiency.

The Company holds the following certifications:

- **ISO 9001:2015 – Quality Management System**
 - **ISO 14001:2015 – Environmental Management System**
 - **ISO 50001:2018 – Energy Management System**
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4. Environment

4.1 Environmental Management and Objectives

During the first half of 2026, the Company continuously monitored and evaluated the significant environmental aspects of its activities, particularly energy consumption, waste generation, and other relevant indicators. The results were used to assess the achievement of environmental objectives and to determine further measures.

The achievement of individual objectives was continuously monitored and evaluated within the environmental management system during management meetings. Where necessary, corrective measures were implemented.

During the reporting period, particular attention was paid to:

- reducing energy intensity and using energy efficiently,
- efficient use of materials and other resources,
- reducing waste generation.

In June 2026, a recertification audit in accordance with ISO 14001:2015 was conducted. The audit was successfully completed with no nonconformities identified, and the certification was renewed.

4.2 Waste Management

During the reporting period, the Company monitored the quantities of waste generated and the methods used for its subsequent management. Particular attention was paid to waste sorting, separate collection, and the transfer of waste to authorized entities for further recovery or disposal.

During the first half of 2026, the following was recorded:

Selected indicators for the first half of 2026, compared with the first half of 2025:

Textile Waste 1st Half of 2025	Textile Waste 1st Half of 2026	Difference
36 950 Kg	38 851 Kg	1,901 kg / +5,14 %

% of material consumption waste 1st half of 2025	% of material consumption waste 1st half of 2026	Difference
3,50%	3,66%	0,16%

The share of textile waste in material consumption was 0.16 percentage points higher in the first half of 2026 compared to the same period in 2025. The company will continue to monitor this indicator with the aim of promoting the efficient use of materials and reducing waste generation.

Other Waste 1st Half of 2026	Hazardous Waste 1st Half of 2026
64 619 Kg	756 Kg

Note: Other and hazardous waste are compared on an annual basis, and the comparison will be included in the report for the second half of the year.

4.2 Energy Management and Objectives

During the reporting period, the Company continuously monitored and evaluated energy consumption with the aim of identifying opportunities to further improve energy efficiency. Particular attention was paid to electricity and natural gas consumption and their development compared with previous periods.

The implementation of Project PR36 also continued. As part of the project, the necessary roof repairs were carried out to enable the subsequent installation of additional photovoltaic panels and an

increase in the total installed capacity. The project also includes the installation of a battery storage system as part of the power balancing system.

Project PR35, which involved the construction of a new boiler house, was cancelled and replaced by Project PR37. Under Project PR37, the installation of steam generators, including new steam distribution systems, was initiated.

The Company expects these projects to improve energy efficiency while also contributing to the reduction of the environmental impacts of its operations.

The achievement of individual objectives was continuously monitored and evaluated within the energy management system during the Company's management meetings.

In June 2026, a surveillance audit in accordance with ISO 50001:2018 was conducted, during which no nonconformities were identified. The Company successfully maintained its ISO 50001:2018 certification.

Selected indicators for the first half of 2026, compared with the first half of 2025:

Electricity Consumption 1st Half of 2025	Electricity Consumption 1st Half of 2026	Difference
1 226 323 kWh	1 174 737 kWh	51 586 kWh / -4,21 %

Natural Gas Consumption 1st Half of 2025	Natural Gas Consumption 1st Half of 2026	Difference
3 562 803,8 kWh	3 390 369,9 kWh	172 433,9 kWh / -4,84 %

Water Consumption 1st Half of 2025	Water Consumption 1st Half of 2026	Difference
43 946 m ³	39 505 m ³	4 441 m ³ / -10,11 %

Electricity Generation (PV):

Electricity Generation (PV) 1st Half of 2025	Electricity Generation (PV) 1st Half of 2026	Difference
213 997 kWh	177 414 kWh	36 583 kWh / -17,09 %

4.3 Emissions

During the reporting period, the Company monitored and evaluated emissions associated with its activities, particularly emissions resulting from energy consumption.

Selected indicators for the first half of 2026, compared with the first half of 2025:

Emissions — Electricity (Scope 2) 1st Half of 2025	Emissions — Electricity (Scope 2) 1st Half of 2026	Difference
404,69 t CO ₂	387,66 t CO ₂	17,03 t CO ₂ / -4,21 %

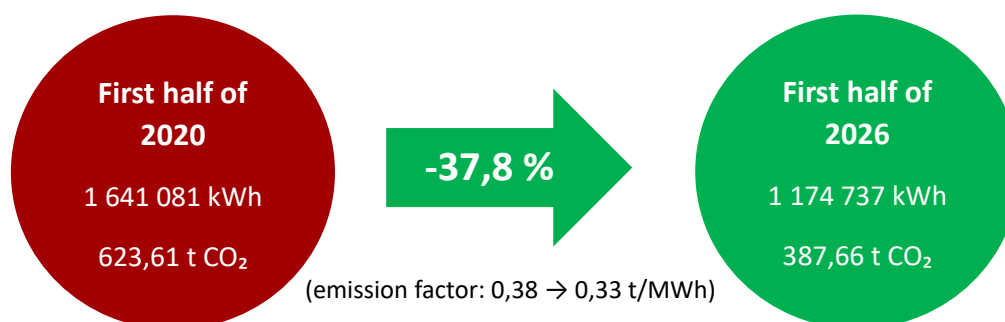
Emissions — Natural Gas (Scope 1) 1st Half of 2025	Emissions — Natural Gas (Scope 1) 1st Half of 2026	Difference
719,29 t CO ₂	684,85 t CO ₂	34,44 t CO ₂ / -4,84 %

Note: The Scope 1 emissions presented include direct emissions from the consumption of natural gas. Scope 2 emissions include indirect emissions associated with the consumption of purchased electricity. Other potential sources of emissions are not included in this calculation.

Based on the data monitored, the Company continuously evaluated opportunities to reduce emissions, particularly through measures aimed at improving energy efficiency and using energy more efficiently.

For the assessment of progress in reducing emissions, 2020 was established as the baseline (reference) year. The company has set a target to reduce its CO₂ emissions by 30% by 2030 compared with this baseline.

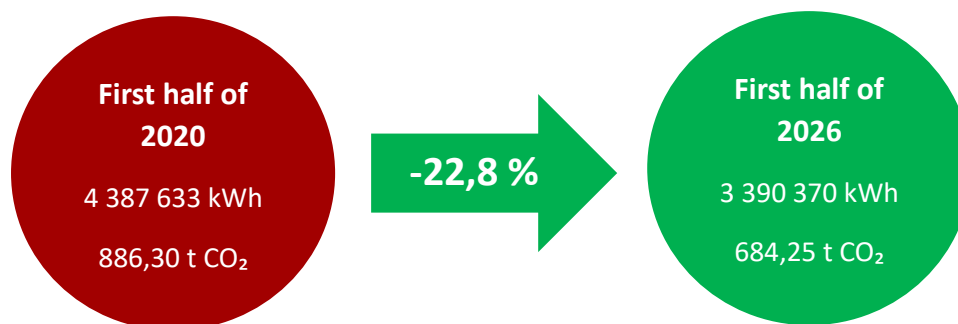
Electric energy (Scope 2 – local based)



Between 2020 and 2026, electricity consumption decreased from **1,641,081 kWh to 1,174,737 kWh**, representing a **28.4% reduction**. At the same time, the emission factor of the Czech electricity grid decreased from **0.38 t CO₂/MWh in 2020 to 0.33 t CO₂/MWh in 2025**, which is currently the latest available factor used for the 2026 calculation.

The combination of these two changes resulted in a reduction in **Scope 2 emissions calculated using the Location-Based method** from **623.6 t CO₂ in 2020 to 387.7 t CO₂ in 2026**, representing a **37.8% reduction**.

Natural gas (Scope 1)

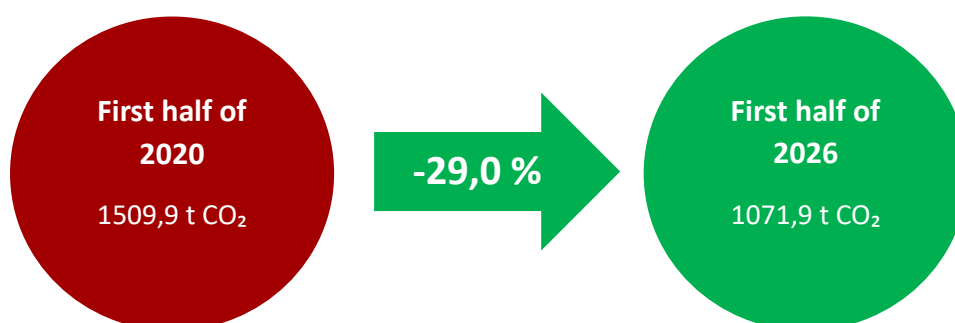


Between 2020 and 2026, natural gas consumption decreased from **4,387,633 kWh** to **3,390,369.9 kWh**, representing a **22.7% reduction**. For the calculation of direct emissions from natural gas combustion, an emission factor of **0.202 kg CO₂/kWh** was applied consistently for both years.

This reduction in consumption resulted in a decrease in **Scope 1 emissions** from **886.3 t CO₂ in 2020** to **684.3 t CO₂ in 2026**, representing a **22.8% reduction**.

Unlike electricity consumption, the emission factor for natural gas does not change in this comparison due to changes in the energy mix. The reduction in Scope 1 emissions therefore corresponds directly, in principle, to the reduction in natural gas consumption.

Total (Scope 1 + Scope 2)



The overall reduction in emissions reflects the actual development of the company's carbon footprint over the period, taking into account both changes in energy consumption and the change in the emissions intensity of electricity within the Czech energy mix. The company therefore uses its **total carbon footprint as the main indicator of its emissions performance**.

Calculation of Emissions Intensity Relative to Revenue

	1st half of 2020	1st half of 2026	Difference
Emission Scope 1 + 2 LB	1509,9 t	1071,9 t	-29 %
Realizace	167,76 mil. CZK	164,99 mil. CZK	-1,70 %
Emissions per CZK 1 million of revenue	9,00 t CO ₂ /mil. CZK	6,50 t CO ₂ /mil. CZK	-27,8 %

Note: The indicator is calculated using nominal values and does not account for the effects of inflation or exchange rate fluctuations, which may influence the result.

In the first half of 2026, the company's emissions intensity reached **6.50 t CO₂ per CZK 1 million of revenue**, compared with **9.00 t CO₂ per CZK 1 million of revenue** in the first half of 2020. This represents a **27.8% reduction in emissions intensity**.

This development is particularly significant given that revenue remained relatively stable between the two periods, decreasing only slightly from **CZK 167.76 million in the first half of 2020 to CZK 164.99 million in the first half of 2026**, representing a **1.7% decrease**. The reduction in emissions intensity therefore primarily reflects an actual reduction in the company's emissions rather than a significant change in the scale of its economic activity.

The emissions intensity relative to revenue is monitored as a **supplementary indicator to the company's absolute carbon footprint**.

5. Employees, Human Rights and Occupational Health and Safety

5.1 Employees and Development

During the reporting period, the Company also focused on the professional development of its employees and on increasing their awareness of requirements related to company management. Education and training activities were carried out in accordance with employees' job positions and the requirements of individual areas of company management.

During the reporting period, the following activities were carried out in particular:

- regular employee training in occupational health and safety (OHS), fire protection, and professional competence,
- training and informing employees about changes to internal regulations and IMS requirements,
- training focused on environmental requirements, environmental protection, energy management, and energy efficiency,
- support for employees' professional development through internal and external training.

Selected indicators for the first half of 2026, compared with the first half of 2025:

Number of Employees 1st Half of 2025	Number of Employees 1st Half of 2026	Difference
197	172	-25 / -12,69 %

Number of Female Employees 1st Half of 2025	Number of Female Employees 1st Half of 2026	Difference
99	92	-7 / -7,07 %
Number of Male Employees 1st Half of 2025	Number of Male Employees 1st Half of 2026	Difference
98	80	-18 / -18,37 %

The decrease in the number of employees during the reporting period was related to the optimization of staffing levels in response to the company's current operational needs. The changes were implemented with the aim of effectively aligning staffing levels with current operational requirements while maintaining the necessary expertise and ensuring the continuity of the company's key activities.

Proportion of Female and Male Employees in the Total Workforce

	1st half of 2025	1st half of 2026	Difference
Woman	51,30%	53,49%	The proportion of female employees increased by 2.19 percentage points compared with male employees.
Man	48,70%	46,51%	

5.2 Occupational Health and Safety

Particular attention was paid to the identification and assessment of risks, compliance with safety rules, and the implementation of measures to prevent occupational injuries and incidents.

As part of routine inspections and internal audits, compliance with occupational health and safety (OHS) requirements was verified. Any findings identified were addressed through the implementation of appropriate corrective measures.

Monitoring of OHS performance also included the evaluation of occupational injuries and incidents and the implementation of relevant employee training.

Selected indicators for the first half of 2026, compared with the first half of 2025:

Number of Lost-Time Injuries 1st Half of 2025	Number of Lost-Time Injuries 1st Half of 2026	Difference
1	1	0 / 0 %

In both years under review, one occupational accident resulting in incapacity for work was recorded. Although the number of such accidents remained unchanged year-on-year, no fatal occupational accidents were recorded in either of the periods under review.

5.3 Human Rights

During the reporting period, the Company recorded no cases of violations of fundamental human rights principles, child or forced labor, discrimination, harassment, or unequal treatment.

Compliance with these principles is based on applicable legislation and the Company's internal policies and procedures. To the extent relevant, these requirements are also taken into account when cooperating with suppliers and business partners.

6. Ethics and Responsible Governance

6.1 Ethical Business Conduct

During the reporting period, no cases of corruption, fraud, or other serious violations of ethical business principles were recorded.

In its activities, the Company operated in compliance with applicable laws and regulations, as well as internal policies and requirements relating to responsible and ethical business conduct.

Employees were informed of relevant rules and requirements through internal communication and training appropriate to their job positions.

6.2 Compliance

During the reporting period, the Company continuously monitored compliance with applicable legal and other relevant requirements related to its activities. Any changes in requirements were assessed and, where necessary, incorporated into the relevant internal processes and documentation.

The most recent compliance screening and assessment were carried out in April–May 2026.

Responsibilities for individual areas of compliance were assigned within the Company's organizational structure and in accordance with the relevant internal policies and procedures.

6.3 Reporting of Unethical Conduct

The Company has established mechanisms that enable employees and other relevant persons to report suspected unlawful or unethical conduct.

During the reporting period, no reports concerning unlawful or unethical conduct were received through the established reporting mechanisms.

The reporting mechanisms and related procedures are available to employees and other relevant persons.

7. Supply Chain Management

During the reporting period, when selecting and evaluating suppliers, the Company considered not only their ability to ensure the required quality and reliability of deliveries, but also environmental aspects and other relevant requirements arising from the nature of the supply, applicable legislation, and customer requirements.

The Company expects its suppliers to comply with applicable laws and regulations, take a responsible approach towards their employees, respect fundamental human rights, and act responsibly towards the environment.

As part of supplier evaluations, sustainability-focused questionnaires are also used.

8. Customer Requirements

Growing sustainability requirements from customers and business partners are also reflected in the scope of information and supporting documentation requested from the Company.

During the reporting period, the Company processed requests and questionnaires from customers and business partners, focusing in particular on environmental matters, working conditions, human rights, ethical business conduct, and other sustainability-related topics.

To provide the required information, data and supporting materials were collected from the Company's individual specialist departments and subsequently compiled into the required forms, questionnaires, and other documents.

As part of this process, the structure and development of customer and business partner requirements were also monitored to ensure that these requirements were continuously taken into account in the information provided.

8. Objectives and Further Development

Based on the results achieved to date and the evolving requirements of customers and business partners, the Company will focus its attention and further development in the coming period primarily on:

- continuing measures aimed at improving energy efficiency and promoting more efficient use of energy,
 - efforts to reduce the environmental impacts of the Company's activities,
 - further development and refinement of the monitoring of relevant sustainability indicators,
 - increasing employees' awareness of sustainability-related requirements,
 - gradually incorporating relevant sustainability requirements into the supply chain.
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9. Conclusion

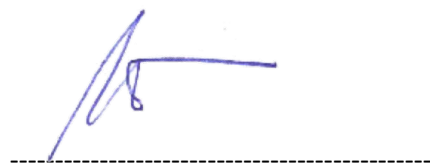
The first half of 2026 confirmed the Company's continued focus on responsible and sustainable business practices.

During the reporting period, particular attention was paid to the environmental aspects of the Company's activities, energy efficiency, occupational health and safety, employee development, and adherence to the principles of responsible business conduct. At the same time, the Company responded to the growing sustainability requirements of customers and business partners.

In the coming period, the Company will continue to monitor relevant indicators, evaluate the achievement of established objectives, and progressively develop individual areas of sustainability, taking into account the needs of the Company, its customers, and other stakeholders.

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