

2023 SUSTAINABILITY REPORT



2JCP

MESSAGE FROM CEO

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Meeting investor expectations for the long-term economic growth of 2JCP Group and fulfilling our internal goal of conducting business sustainably over the long term may seem like two conflicting or at least

incompatible objectives. However, this initial impression is misleading. At 2JCP, we are convinced that if sustainability becomes a core principle stemming from the inner conviction of every member of management and most

employees, then we are capable of making our daily work and decisions not merely based on short-term financial profitability calculations.

The dynamically evolving world presents us with numerous challenges that can be framed under the term „declining stability.“ If we want to pass on our world to future generations in a sustainable state, we must not only reflect but also act daily to minimize the impact of our activities on the environment, biodiversity, social inequality, while simultaneously maximizing our commitment to external responsibility.

This inaugural 2JCP Group’s 2023 Sustainability Report, which you are now holding, is not a manual for the perfect path. However, this report is at least proof of our awareness that, if we want to actively drive positive change toward long-term sustainability, it is essential to define key areas and quantify their current status. We do this based on our own convictions and determination.

We are committed to reducing the carbon footprint of our supply chain over the long term. We understand that the continuous effort to innovate inadequate processes and outdated technologies is the only way to increase the efficiency of our operations and maintain global competitiveness. We

also recognize that striving to create a work environment with equal opportunities for all, regardless of gender, social, or racial background, is the only way to attract the best colleagues and collaborators in the job market. We know that we operate in a cultivated environment that allows us to achieve our business goals. Therefore, we consider it natural to contribute back to the cultivation of this environment, both at the regional level and in the global markets where we operate.

I believe that the non-financial reports, which we will publish annually from this year onwards, will consistently document our commitment to sustainability, regardless of future legislative frameworks, tax incentives, and so on. Only fulfilling values out of personal conviction makes sense. I believe that our excellent team embodies the right values, and I am confident that this enables us to meet not only the expectations of our investors but also the expectations of a socially responsible public.

VOJTĚCH KŘENOVSKÝ,
Group CEO

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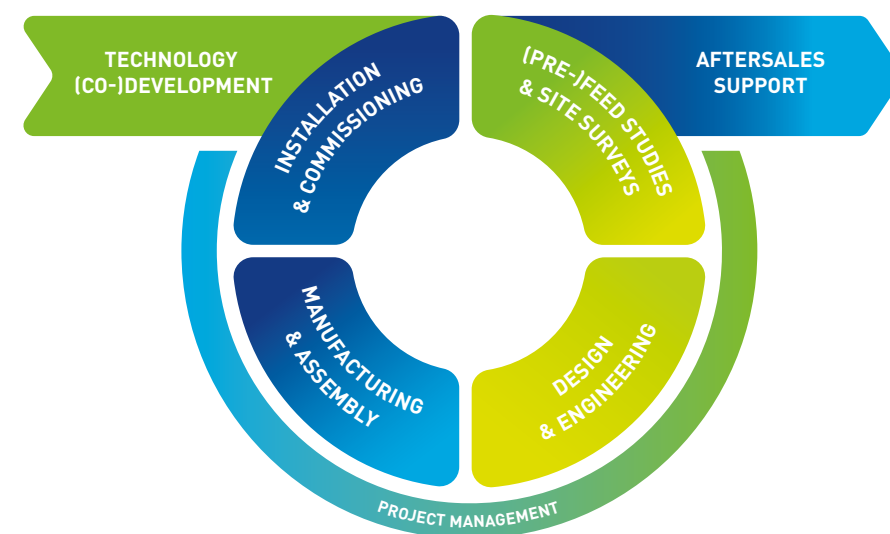
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“Our core commitment is to seek uncompromising and thoughtful solutions with a positive impact on nature and our quality of life.”

2JCP is a globally recognized leader in providing engineered solutions to a wide range of industries. With over thirty years of experience, we have established a strong global presence, serving prestigious industrial and energy customers on every continent, including Europe, North America and Australia. Our headquarters and manufacturing plants in the Czech Republic are complemented by strategically located sales and engineering centers in the UK and USA, ensuring we are always close to our customers and ready to provide 24-hour support.



At 2JCP we provide comprehensive, end-to-end solutions in the energy sector, from concept development to after-sales support. Our services are tailored to meet the diverse needs of our customers. Our expertise covers a number of key areas:

1. TECHNOLOGY (CO-)DEVELOPMENT

We pride ourselves on our commitment to innovation and sustainability. Our expertise covers a wide range of proprietary solutions for gas turbine power plants. We also actively support our customers in developing their unique clean energy technologies. Our team works with our customers to turn ambitious visionary concepts into reality, contributing to a cleaner and more sustainable energy landscape.

2. (PRE-)FEED STUDIES & SITE SURVEYS

Our customers benefit from our extensive engineering expertise through front-end engineering design (FEED) studies. We advise key stakeholders from the pre-FEED stage, helping to shape the conceptual design and feasibility of both small and large-scale energy projects. Our engineering, production and site installation teams work together on full FEED studies to define scope, produce technical documentation, ensure compliance and enable accurate budgeting. Our onshore

and offshore site survey teams provide robust site assessments, including high-accuracy 3D scanning, noise assessments by acoustic engineers, and thermal surveys of hot equipment to identify potential hot spots in ageing facilities.

3. DESIGN & ENGINEERING

We provide comprehensive engineering and design services to ensure that our solutions are not only innovative, but also practical and efficient. With a wealth of in-house engineering expertise, we can offer a wide range of design capabilities (acoustic, filtration, mechanical, structural, electrical, thermal) as well as FEA, CFD and DFMEA analyses as a precursor to our high quality, competitively manufactured product.

4. MANUFACTURING & ASSEMBLY

Our manufacturing capabilities are extensive, enabling us to produce high quality components and systems. We offer full sheet and plate metal capabilities with highly skilled welders certified to all global welding codes. With the latest laser cutting technology to minimize workshop preparation time, this is complemented by manufacturing efficiencies through to in-house final assembly. We have segregated carbon steel and stainless steel shops, with

full aluminum capability, ensuring cleanliness and the highest quality product at all times.

5. INSTALLATION & COMMISSIONING

We offer supervised or full installation services for both onshore and offshore installations. Our electrical and mechanical installation teams operate worldwide, ensuring that no site is too remote. Our engineers work with site installation teams to ensure that our bespoke designs integrate seamlessly with existing equipment, particularly in space constrained environments. Our site supervisors provide daily reports to a dedicated office account manager, ensuring comprehensive customer support throughout project installation and commissioning.

6. AFTERSALES SUPPORT

Our in-house aftermarket teams ensure that the wheel doesn't stop turning once new goods have been delivered. We can offer a range of services including regular maintenance and operational checks in both onshore and offshore conditions. We can also provide a full range of spare parts to meet your critical asset maintenance requirements.

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OUR KEY MARKETS & EXPERTISE

Deeply rooted in a rich heritage of energy products, our solutions are constantly evolving to meet the demands of a rapidly changing world and deliver maximum value to our stakeholders. As we move towards a net-zero future, our commitment to supporting the transition to cleaner energy is paramount.



GAS-FIRED POWER GENERATION

We design and manufacture various acoustic, filtration and auxiliary solutions for industrial and aeroderivative gas turbines both for newly built and retrofitted gas power plants

HYDROGEN GENERATION AND STORAGE

We design and manufacture hydrogen processing components and package complete electrolyser systems.

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**CARBON CAPTURE, UTILISATION
AND STORAGE**

We design and manufacture a broad portfolio of equipment for carbon capture and storage solutions including modularized plant and large-scale capture ducting.



CIRCULAR ECONOMY AND WASTE-TO-X

We support leading technology companies in the development and manufacture of scalable renewable gasification plants.

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OFFSHORE WIND

We supply a wide range of pressure and non-pressure vessels and tanks, mainly to offshore HVDC converter stations.



RENEWABLE HEATING

We design and manufacture a board portfolio of pressure vessels, boilers and heat exchangers mainly for large scale heat pumps and biogas/biomass boiler rooms.



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OUR VALUES

We are committed to the same values on which we originally built a small family business.

+ TRUST

Trust is fundamental to us. We believe in our team and partners, striving always to earn their trust in return. Our top-tier engineering, high product quality, and positive can-do attitude are why world-leading companies trust us.

+ CARE

We pay attention to the little things. We look out for our team, our customers, and our community. Our goal is to make choices that benefit not only the planet and our future but also support and uplift the community we're part of.

+ COOPERATION

We believe in teamwork, not only internally but also with our partners and customers. Our projects go beyond mere transactions, they involve collaboration efforts from both sides to address some of the most challenging and often unique tasks.

+ INNOVATION

Innovation means finding smarter ways to do things. Whether it's a small tweak or a big jump forward, we're all about improving. We always value input from our employees on how to get better.

+ GROWTH

As we grow, we recognize that expansion brings new challenges, opportunities, and visions for the future. While the evolving landscape presents us with novel prospects, it is our core values that anchor us and guide our journey forward.

OUR MISSION AND VISION

We envision a future where our children and their children can use energy resources wisely and without harming the planet. To achieve this, we are committed to playing an active role in building a better future.

Our meta is to provide innovative solutions that do not compromise people, nature, quality or value. We recognise that it is impossible to make concessions

when dealing with environmental issues and that nature and people cannot be separated and must be treated with consideration and respect. We are all interconnected and need a future that ensures the highest quality of life for all.

Our mission and vision is to power a better world by providing innovative solutions that prioritize people, nature, quality and value.

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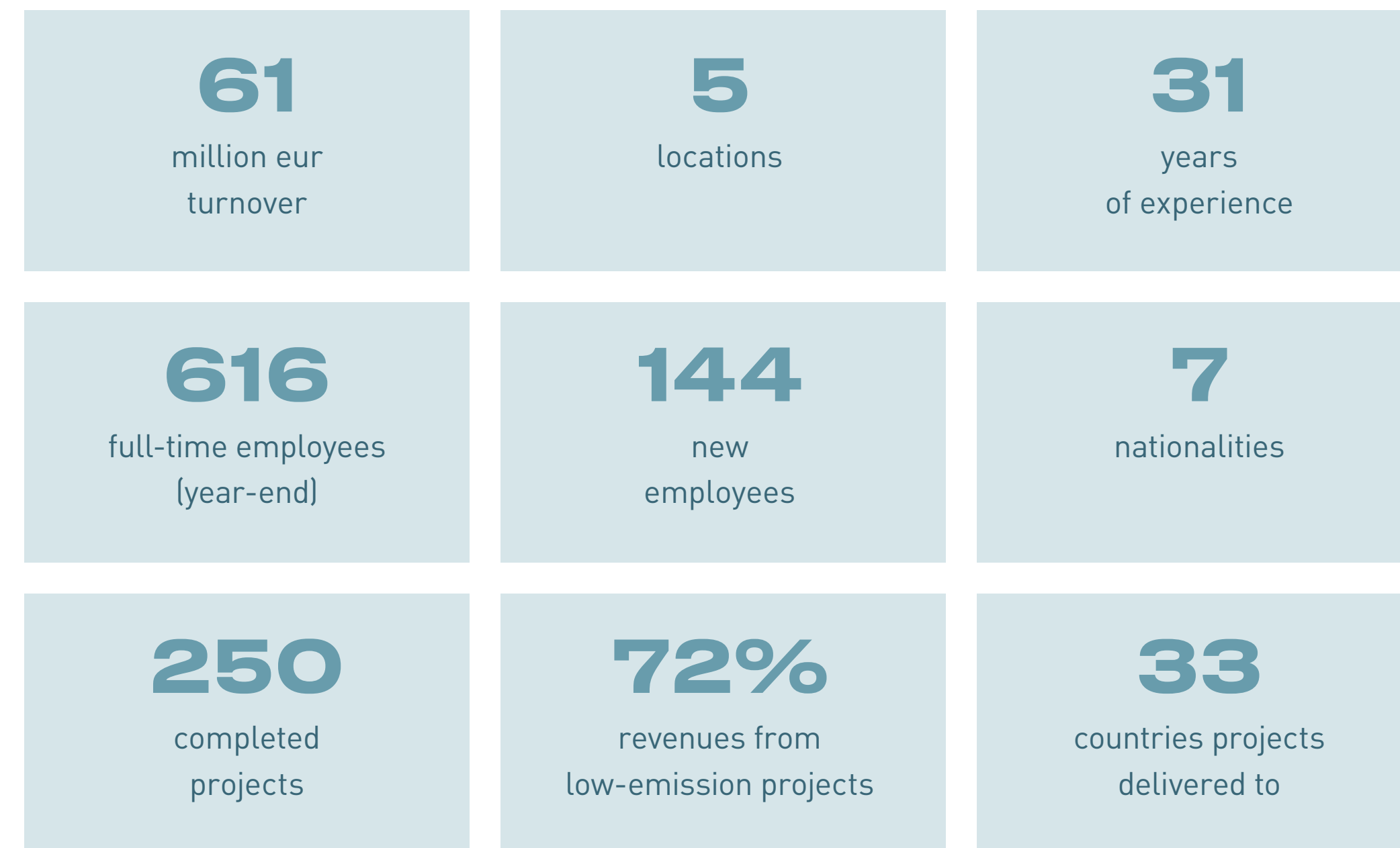
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2023 KEY BUSINESS ACHIEVEMENTS

Key Figures



Key Recognitions

HOSPODÁŘSKÉ NOVINY

In 2023, we were recognized by Hospodářské noviny, a leading Czech economic newspaper, as one of the ten most innovative companies in the Czech Republic. This award highlights our commitment to innovation and excellence in the industry and reflects our ongoing efforts to develop and implement cutting-edge solutions.

ICUK

We were honored by the Innovation Centre of the Ústí Region (ICUK) under the patronage of the Governor of the Ústí Region as the Innovative Company of the Year 2023 in the category of large companies. 2JCP won the first prize for its design and production of operational components for the Elyzer P-300, a market-leading industrial electrolyzer for green hydrogen production.

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2023 SUSTAINABILITY HIGHLIGHTS

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1,061 tCO₂e
Emissions in Scope 1

2,002 tCO₂e
Emissions in Scope 2

33,758 tCO₂e
Emissions in Scope 3

25.5 tCO₂e
CO₂ emissions intensity rate
(per 1 million CZK turnover)

60.61 tCO₂e
CO₂ emissions intensity rate
(per 1 FTE employee)

6.5%
Share of own renewable
electricity

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17%
Share of female employees

45%
Share of employees
with maturity exam

23
Number of apprenticeships

2
number of injuries
requiring sick leave

GOVERNANCE

0
Whistleblowing incidents reported

100%
New employees trained
in Code of Ethics

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OUR APPROACH TO SUSTAINABILITY

Management Approach to ESG

Sustainability has always been at the heart of 2JCP’s mission. Since our inception, we’ve pursued transformative business areas that initially focused on gas-fired power generation projects. As the world has evolved, so have we. Today, we are increasingly focused on zero-emission business areas such as circular economy initiatives, green hydrogen production, and carbon capture projects. This shift underscores our deep commitment to sustainability and our role in supporting global initiatives such as the United Nations Sustainable Development Goals and the European Green Deal.

Internally, sustainability has been an integral part of the way we operate. We’ve consistently invested in cutting-edge production technologies to enhance operational efficiency, reduce carbon emissions, and foster a safe and healthy working environment. Our commitment to innovation

goes beyond technology; we empower our employees to think creatively and push the boundaries of what is possible.

Given this deep-rooted commitment, it was only natural for us to become a leader in ESG reporting. We adopted the Corporate Sustainability Reporting Directive (CSRD) well ahead of regulatory requirements for companies of our size and industry. With this report, we proudly present our first official ESG report, providing a comprehensive overview of our operations for 2023, along with insights from 2022 to illustrate our ongoing progress and trends.

Reflecting and Setting the Course

This inaugural ESG report serves as an essential audit of our current position. It provides a clear picture of how we impact our environment, highlighting our best practices and identifies gaps and opportunities for improvement. This baseline assessment is only the beginning.

Going forward, our goal is to delve deeper into these findings, refining our analysis and setting both near-term and long-term sustainability targets across environmental,

social, and governance dimensions. These targets will be reviewed and approved by our Board of Directors and will be integrated into team and individual objectives across various management levels. We are committed to regularly assessing our progress to ensure that we remain on track to meet our sustainability goals.



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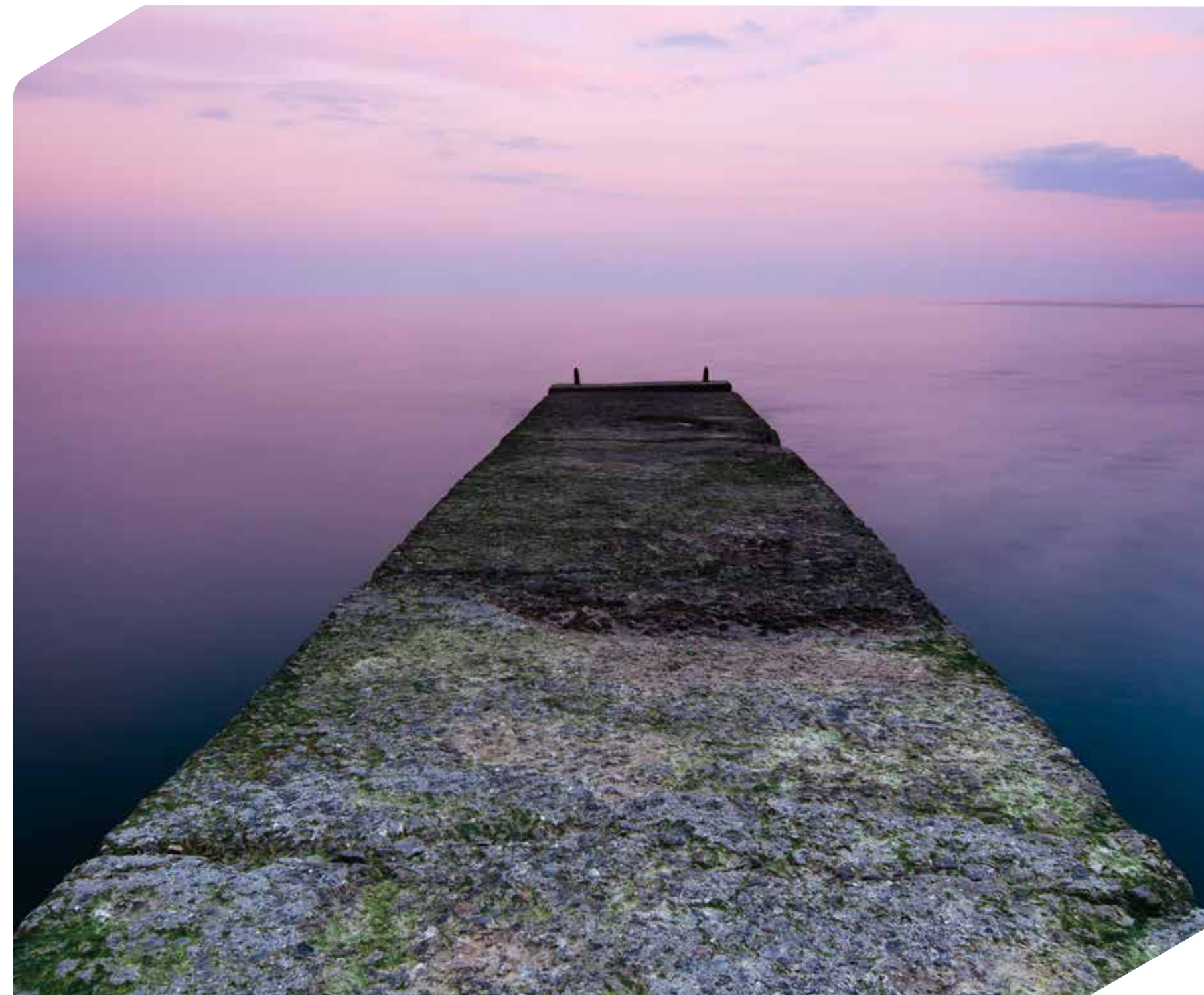
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OUR APPROACH TO NON-FINANCIAL REPORTING

2JCP has undertaken a detailed value chain analysis and double materiality analysis as part of its preparation for non-financial reporting under the new Corporate Sustainability Reporting Directive (CSRD), which requires the company to report non-financial information as an integral part of its annual report from 2025.

The analyses were based on the European Sustainability Reporting Standards (ESRS) and the recently finalized implementation guidance issued by the European Financial Reporting Advisory Group (EFRAG), in May 2024.

The concept of double materiality is essential to determine how a company impacts the environment and society, and how external factors affect a company's value creation, leading to the identification of key environmental, social and governance (ESG) issues.

The main objective of this section is to describe in detail the process of double materiality analysis, building on the previous value chain analysis. The report focuses on

the identification and assessment of material sustainability issues, their actual and potential impacts on society and the environment, and the associated impacts, risks and opportunities for 2JCP. Emphasis is placed on detailing the process of how the materiality of each sustainability issue was assessed and prioritized and how key internal and external stakeholders were involved in the process

The report covers not only our internal operations, but also examines the company's entire value chain, including upstream and downstream segments. This approach enables the identification and analysis of impacts, risks and opportunities that are directly or indirectly related to the company's operations, its suppliers, distributors, customers and other stakeholders. The level of detail and depth of analysis is proportional to the proximity and interdependence of each part of the value chain of 2JCP, with the greatest attention given to key areas and activities with the most significant sustainability impacts.

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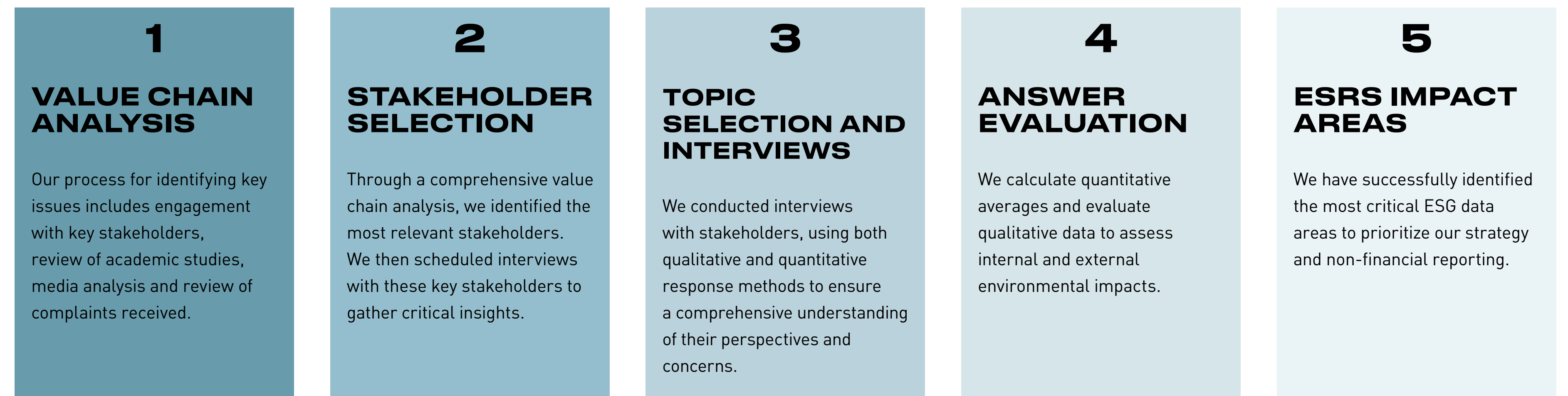
DOUBLE MATERIALITY ANALYSIS PROCESS AND METHODOLOGY

Essentially, the assessment of materiality through a Double Materiality Analysis has two key perspectives – the ‘inside-out’ and ‘outside-in’ approaches – where it is assessed how 2JCP is affected by sustainability issues and how 2JCP itself is affected by sustainability issues. In line with the ESRS, two approaches were used. From a financial perspective, a sustainability issue is material to 2JCP if it is likely to have a significant financial impact on 2JCP’s business, i.e. it creates, or is likely to create, significant risks or opportunities that affect, or are likely to

affect, future cash flows and therefore the value of 2JCP’s business in the short, medium or long term. Materiality of impacts was also considered, where sustainability is relevant from an impact perspective if it relates to actual or potential significant impacts of 2JCP on people or the environment in the short, medium or long term throughout the 2JCP value chain. Significant impacts are derived from an assessment of their severity, regardless of the degree of our control over them. This includes impacts directly caused by our own operations, products or services,

and impacts that are otherwise directly linked in the value chain, not just through contractual relationships.

The Double Materiality Analysis was carried out in the following 5 steps:



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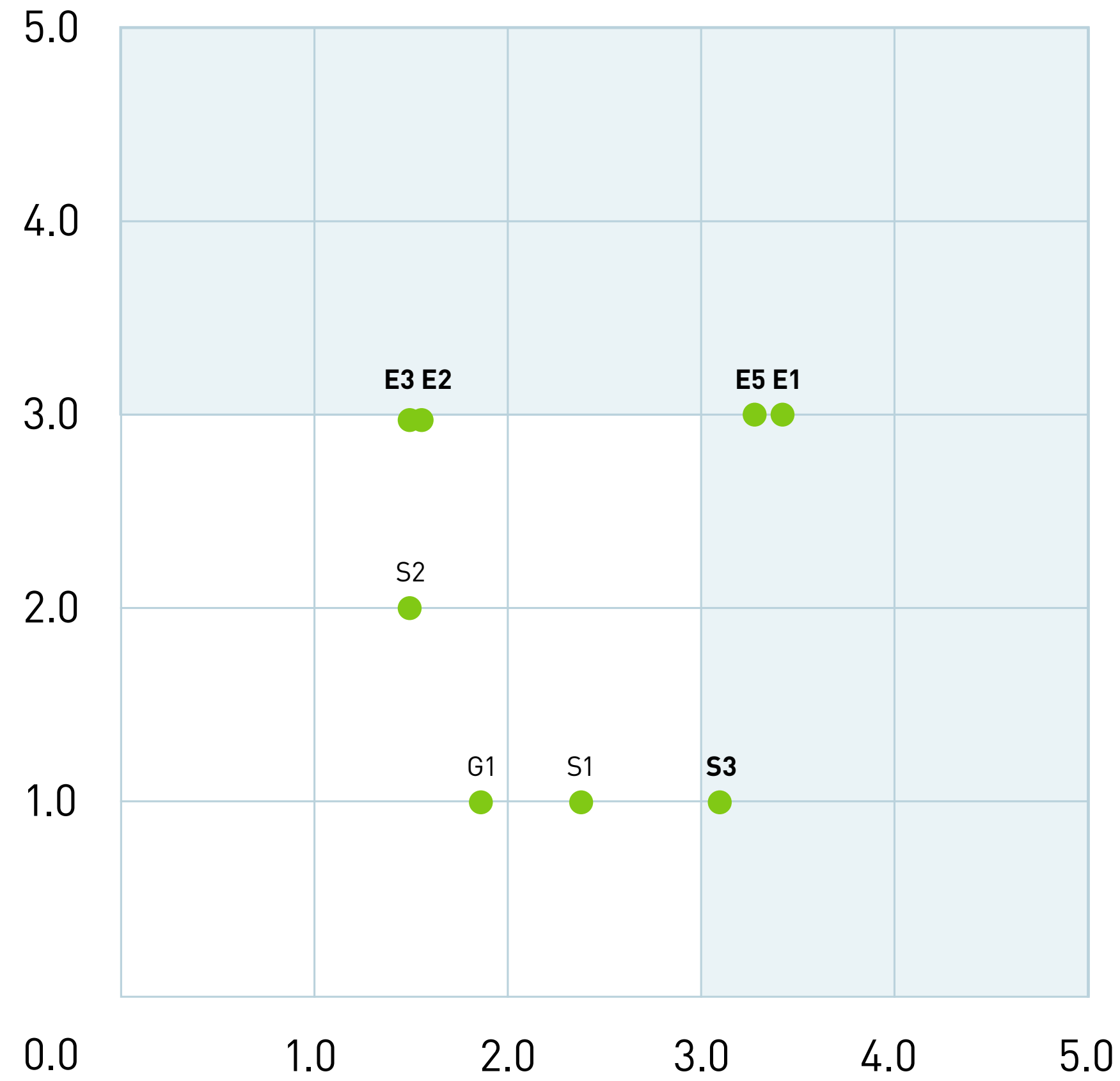
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DOUBLE MATERIALITY RESULTS MATRIX AND INTERPRETATION

ESRS AREA	ESRS STANDARD	IMPACT MATERIALITY	FINANCIAL MATERIALITY	MATERIALITY IN THE ABSOLUTE NUMBERS
Climate change	E1	3.39	3.00	6.4
Pollution	E2	1.54	-3.00	4.5
Water and marine resources	E3	1.50	-3.00	4.5
Biodiversity and ecosystems	E4			
Resource use and circular economy	E5	3.28	3.00	6.3
Own workforce	S1	2.38	1.00	3.4
Workers in the value chain	S2	1.52	-2.00	3.5
Affected communities	S3	3.10	1.00	4.1
Consumers and end users	S4			
Business conduct	G1	1.89	1.00	2.8

Areas E4 – Biodiversity and ecosystems and S4 – Consumers and end-users were also assessed in the questionnaire survey, but none of the stakeholders identified the area as significant.

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The double materiality assessment identified 5 key sustainability issues that are critical to our 2JCP's strategy and reporting.

- E1 CLIMATE CHANGE**
- E2 POLLUTION**
- E3 WATER AND MARINE RESOURCES**
- E5 RESOURCE USE AND CIRCULAR ECONOMY**
- S1 Own workforce
- S2 Workers in the value chain
- S3 AFFECTED COMMUNITIES**
- G1 Business conduct

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+ **E1: CLIMATE CHANGE**

Climate protection emerged as a material area with both financial and external impacts. 2JCP's environmental impact is influenced by its operational activities, in particular its reliance on fossil fuels and emission-intensive materials. This dependency is largely due to the energy mix in the Czech Republic. To mitigate this, 2JCP is committed to sustainability initiatives such as installing photovoltaic systems and implementing heat recovery technologies in its facilities.

In contrast, 2JCP's downstream activities contribute significantly to sustainability. The company offers solutions that improve efficiency and promote sustainability, including Carbon Capture, Utilisation and Storage (CCUS), Waste-to-X technologies and green hydrogen production solutions. These innovations reflect 2JCP's commitment to creating a positive environmental footprint and advancing the sustainability agenda.

2JCP's facilities are not exposed to significant climate risks. However, reliance on fossil fuels and emission-intensive materials may pose financial risks with potential increases in regulatory costs. In the long term, there are likely to be changes in the perception of gas energy, which is now seen as a transitional phase in the EU's energy transition. Climate

change offers 2JCP significant opportunities to expand its product portfolio in clean energy generation, waste-to-energy solutions, atmospheric carbon removal and gas power plant efficiency improvement. Products aligned with the EU taxonomy can gain better access to financing and represent a lucrative business area.

+ **E2: POLLUTION**

The operation of 2JCP's facilities and offices has no impact on the local environment. The paint shop is regularly inspected by the Czech Environmental Inspectorate (ČIŽP) and waste water is transported for safe disposal.

2JCP's product portfolio supports clean energy and improves the efficiency of existing facilities, which has a positive impact on local pollution levels. Risks in this area are associated with pollution during the extraction and processing of raw materials. However, 2JCP sources materials from EU suppliers who adhere to strict regulations, minimizing this risk.

+ **E3: WATER AND MARINE RESOURCES**

The operation of 2JCP's facilities and offices has no impact on surrounding water sources. The company produces approximately 60 cubic meters of wastewater annually from the paint shop, which is safely transported for ecological disposal. The risk of accidents at production sites is negligible due to advanced safety measures and the minimal use of hazardous substances. A potential risk is the quality of products installed near water sources or in marine environments. This risk is mitigated by the 2JCP's strict adherence to the ISO 9001 quality standard.

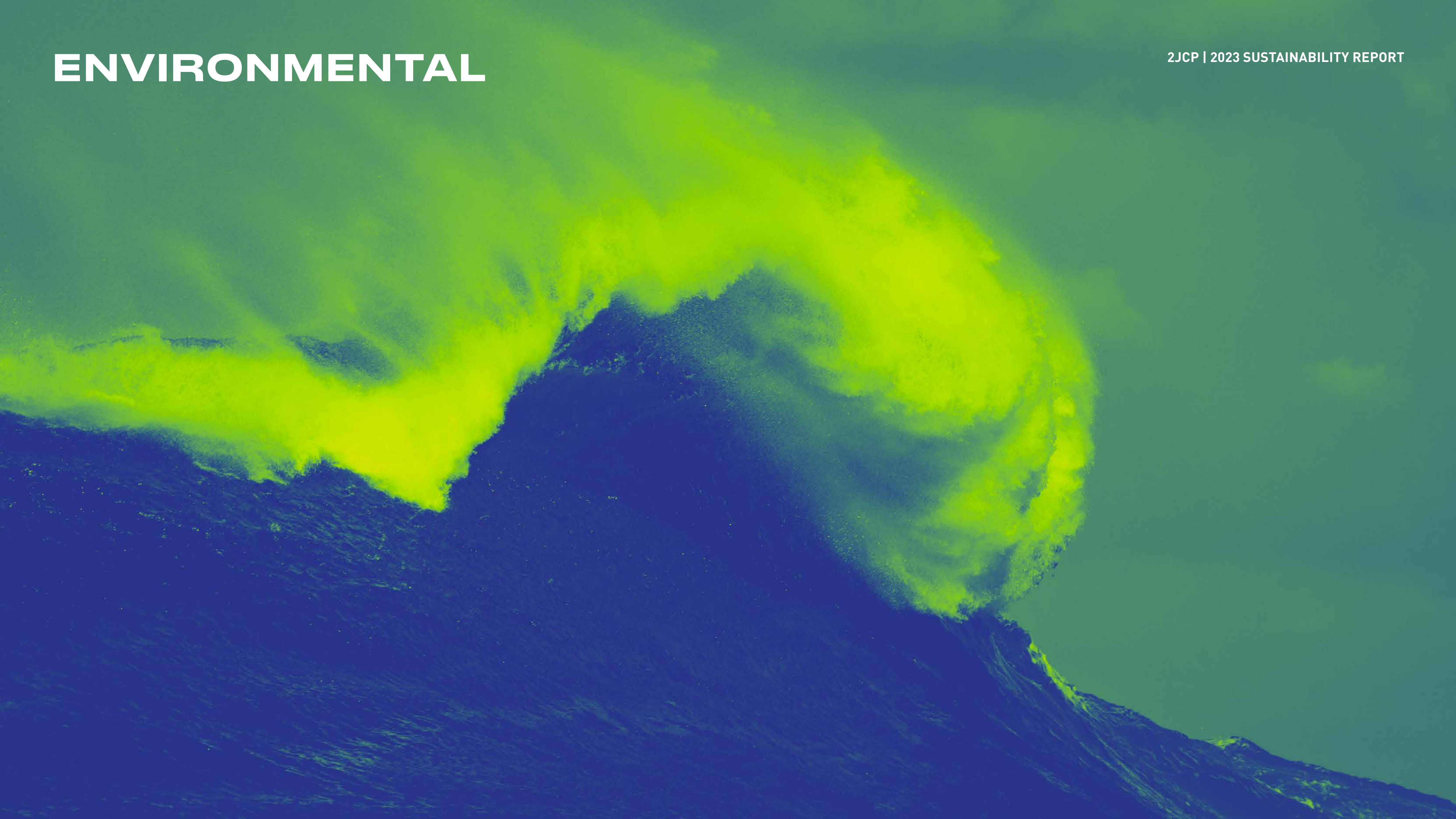
+ **E5: RESOURCE USE AND CIRCULAR ECONOMY**

2JCP has implemented a waste management system for its operations in accordance with national and European regulations. The company's product portfolio positively impacts sustainability by focusing on circular economy principles, including Waste-to-X solutions and pyrolytic recycling. Risks in this area relate to extraction and processing of raw materials. However, there are significant opportunities to expand our portfolio with more products that support circular economy principles.

+ **S3: AFFECTED COMMUNITIES**

We believe that we have several positive impacts on the surrounding community. Through the 2JCP Foundation, we support not only our employees but also the surrounding communities, including the purchase of a vehicle for social services in Hošťka and the construction of a playground in Račice. The Foundation also sponsors local events and provides financial support for sports and cultural activities for children and young people in Račice and Třebíč region. The company also works with students by offering internships and potential employment opportunities, thereby promoting educational and professional development.

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At 2JCP, we are committed to leading the energy transition through innovative and sustainable practices. Our journey began in the small town of Račice near Roudnice nad Labem, and today we are at the forefront of the new energy industry, moving from traditional gas technologies to cutting-edge solutions in hydrogen and wind energy.

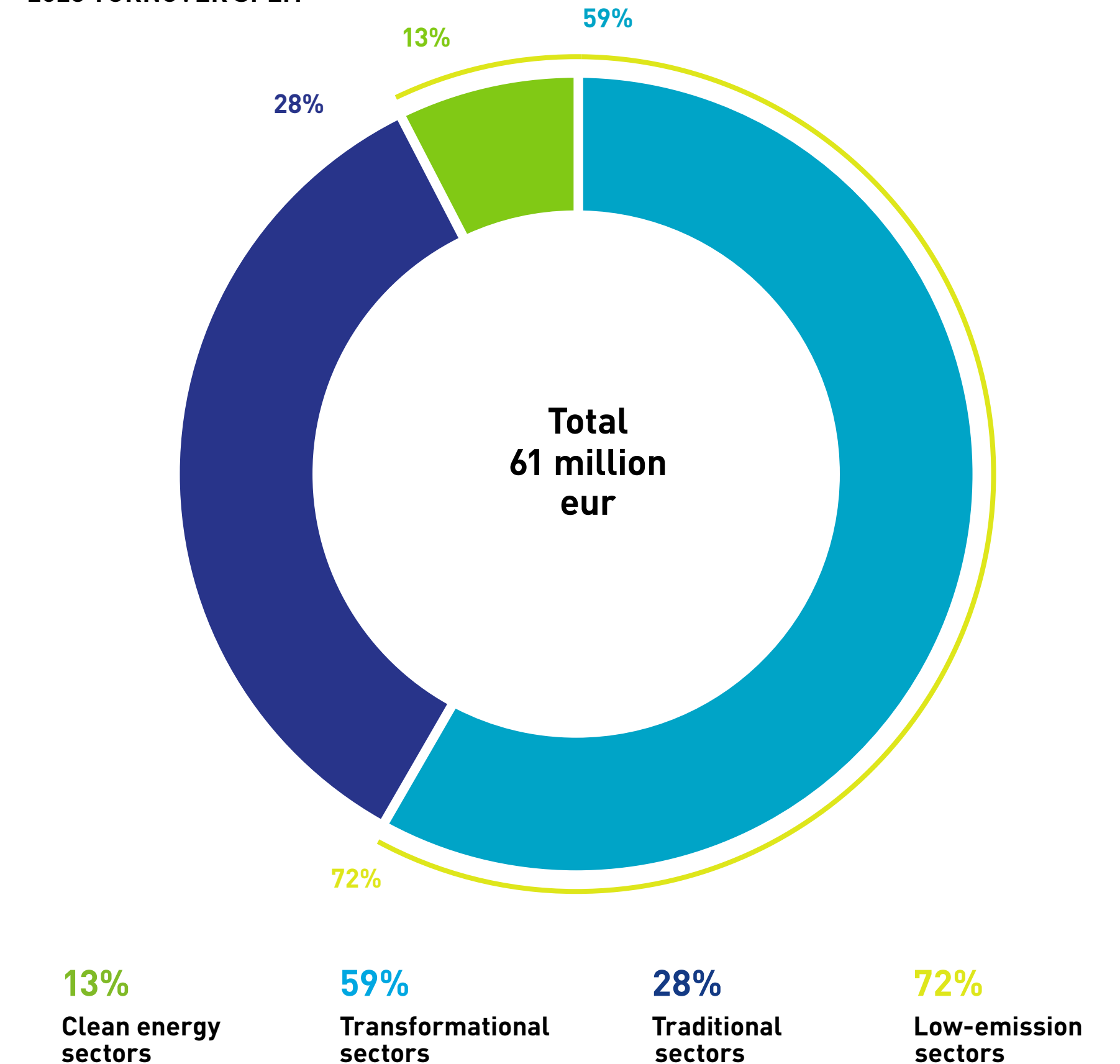
Our commitment to environmental sustainability is reflected in our significant contributions to the development of clean energy technologies. Working with major industry players such as Siemens Energy, we deliver high-capacity hydrogen electrolyzers capable of producing over seven tonnes of hydrogen in 24 hours. This strategic shift not only supports decarbonisation goals, but also positions us as a key supplier in the green hydrogen market.

We are also pioneering carbon capture, utilization and storage (CCUS), offshore wind and waste-to-x energy solutions. Our projects include the development and delivery of modular systems that convert syngas from waste or biomass into high purity hydrogen and CO₂, promoting the circular economy and reducing emissions.

Our operations are global, with projects in more than 50 countries. This international footprint enables us to bring sustainable energy solutions to diverse markets, reinforcing our role as a global leader in engineered solutions for low emission energy sectors.

Through continuous innovation and adherence to rigorous quality standards, we aim to provide comprehensive services that include initial engineering, manufacturing and on-site installation for a wide range of energy projects. Our commitment to sustainability is not just a business strategy but a fundamental part of our corporate ethos, driving us to create a cleaner, more efficient future for all.

2023 TURNOVER SPLIT



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OUR PROJECTS POWERING A BETTER WORLD



1) Unique Circular Energy Production Project SOFIDEL KISA, SWEDEN

2JCP played a crucial role in a pioneering pilot project in Sweden, which focused on the gasification of renewable waste to help reduce the carbon footprint of the paper manufacturer Sofidel by up to 10,000 tonnes of CO₂ per year.

Since 2018, 2JCP has partnered with Meva Energy, using its patented pyrolysis technology to convert wood waste into syngas. This syngas is used to generate the heat needed to dry paper, and the process also produces valuable biochar.

For the pilot project at Sofidel's Kisa mill, 2JCP was responsible for the design, manufacture and installation of the mechanical components. This collaboration highlights our engineering capabilities and commitment to renewable energy.

The project replaced fossil gas at Sofidel's factory with renewable gas, reducing CO₂ emissions by 8,500 tonnes per year, with

the use of biochar potentially increasing this reduction to 10,300 tonnes. The plant, which became operational in Q2 2023, uses locally sourced wood pellets, converts low-value biomass into renewable gas and enriches the soil with biochar, supporting Sofidel's emissions reduction targets in line with the Paris Agreement.

2) Unique Hydrogen and Green Fuel Production Project KASSØ, DENMARK

Last year, 2JCP worked closely with Siemens Energy on a ground-breaking project in Kassø, Denmark, to produce green hydrogen and e-methanol. The project involved the use of advanced Siemens Energy's Elyzer P-300 electrolyzers, which use proton exchange membrane (PEM) technology to efficiently produce hydrogen from renewable energy sources. The hydrogen is then converted into e-methanol, which is supplied to major companies such as Maersk, Novo Nordisk and the LEGO Group.

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2JCP's role comprised complete packaging of three 17.5 MW Elyzer P-300 units.

Our responsibilities included complete engineering of gas separators, detailed engineering of the entire electrolyzers, fabrication of carbon, stainless and polymeric parts, and assembly of the entire system, including installation of complex electrical systems. We also developed a sophisticated cleaning process for all critical parts of the system. This project not only highlights our engineering capabilities, but also our commitment to sustainable energy solutions.

The e-methanol produced is mainly used to power Maersk's shipping fleet, supporting the company's goal of achieving carbon neutrality by 2030. This project is an important step in advancing the use of green hydrogen and e-methanol as sustainable energy sources and represents an important milestone in the global energy transition.

3) HVDC Converter Stations for Sunrise Wind Project LONG ISLAND, NEW YORK

2JCP was actively involved in the Sunrise Wind project, the largest offshore wind farm off the coast of Long Island, New York, with

a capacity of nearly 900 MW, enough to power 600,000 homes.

Offshore wind is key to reducing global greenhouse gas emissions, with nearly 300 GW of new capacity expected by 2030. Since 2022, 2JCP has been working with its Norwegian partner Midsund Industriservice to supply specialized tanks for HVDC substations in major offshore wind projects.

We developed three large capacity tanks for this project. Two diesel tanks, designed for back-up generators, were double-walled, heated and robust enough for sea transport when fully loaded. Each weighed 63.4 tonnes when full. We also provided an operational fresh water tank, which was 100% leak proof and was rigorously tested before shipment. This tank, like the diesel tanks, could withstand ocean transport filled with over 60m³ of water.

Sunrise Wind, off Long Island, is building 130 turbines with a total capacity of 880 MW, using 84 SG11.0-200DD turbines from Siemens Gamesa. The project will reduce greenhouse gas emissions and increase New York's energy self-sufficiency, contributing to climate protection and improved air quality.



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OUR OPERATIONS: CARBON FOOTPRINT CALCULATIONS

2JCP is committed to monitoring its carbon footprint as part of our sustainability journey. Carbon footprint monitoring allows 2JCP to identify areas for improvement, implement more efficient practices and make informed decisions that support the transition to a low carbon economy.

In 2024, 2JCP undertook an initial assessment of its carbon footprint. We calculated our carbon footprint for the years 2022 and 2023 by considering direct and indirect emissions from purchased energy, following the GHG Protocol and ISO 14064 standards. We divided the greenhouse gas emissions into three areas according to the GHG Protocol.

METHODOLOGY

2JCP calculated its carbon footprint in accordance with the international standard GHG Protocol (GHGP) and the technical standard ČSN EN ISO 14064-1. The calculation process involved several key components; first, data was collected that provided a quantitative measure of the level of activities such as fuel consumption or kilometers driven

that result in greenhouse gas emissions. This data was then multiplied by an emission factor that converts the activity data into greenhouse gas emissions (e.g., kg of CO₂ emitted per liter of fuel consumed).

In addition, the emissions were adjusted using the Global Warming Potential (GWP) factor, which takes into account the radiative effect of each greenhouse gas compared to CO₂ over a 100-year period. By multiplying the emissions by the GWP, the equivalent CO₂ emissions were obtained. This comprehensive approach enabled 2JCP to accurately determine the amount of greenhouse gas produced by its activities, expressed in tonnes of CO₂ equivalent (tCO₂eq).

The total carbon footprint for 2023 was recorded at approximately 36,800 tonnes of CO₂ equivalent, reflecting an improvement of 4.4% compared to the approximately 38,500 tonnes of CO₂ equivalent recorded in 2022. The overall carbon intensity (defined by either average emissions per employee or turnover) also decreased.

SUMMARY FIGURES

2023

36.8K

Total company emissions in tCO₂e

60.61

Average emissions per employees in tCO₂e/FTE

25.50

Emissions in tCO₂e per 1m CZK turnover

2022

38.5K

Total company emissions in tCO₂e

63.75

Average emissions per employees in tCO₂e/FTE

26.81

Emissions in tCO₂e per 1m CZK turnover

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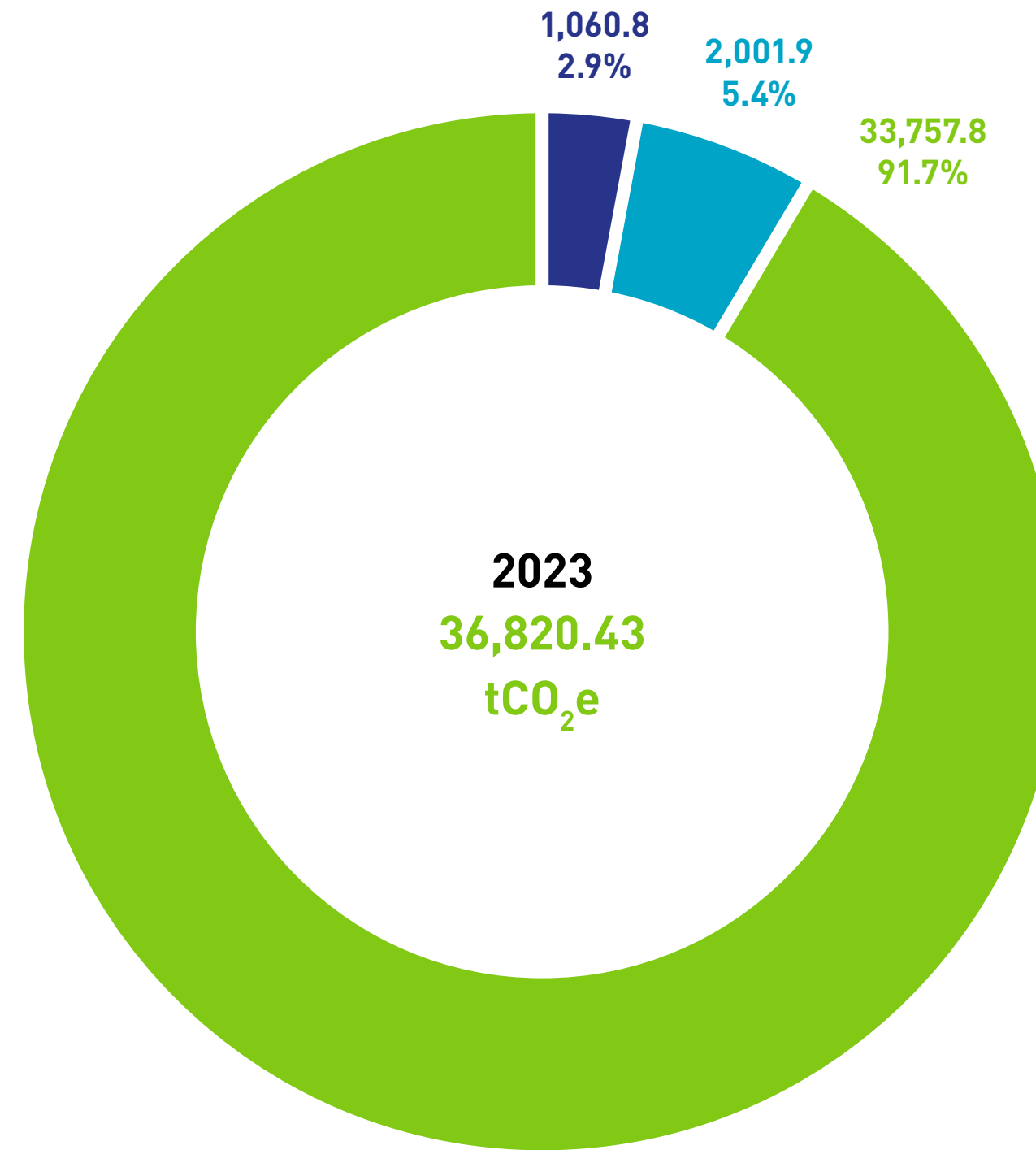
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EMISSION OVERVIEW

Scope 1 emissions, which included direct emissions from company-owned and controlled resources such as natural gas combustion in offices and warehouses and fuel combustion in company-owned vehicles, increased by 5.25% from 1,005.13 tCO₂e in 2022 to 1,060.79 tCO₂e in 2023. This increase was related to increased heat consumption, diesel consumption and new vehicles in the fleet with the associated increase in fuel consumption.

In contrast to Scope 1, Scope 2 emissions, which included indirect emissions from the generation of purchased electricity, heat and cooling, showed a significant decrease of 13.8% from 2,320.85 tonnes in 2022 to 2,001.86 tonnes in 2023. This decrease was associated with a significant reduction in electricity consumption at 2JCP, as well as an overall improvement in the energy mix in the Czech Republic.

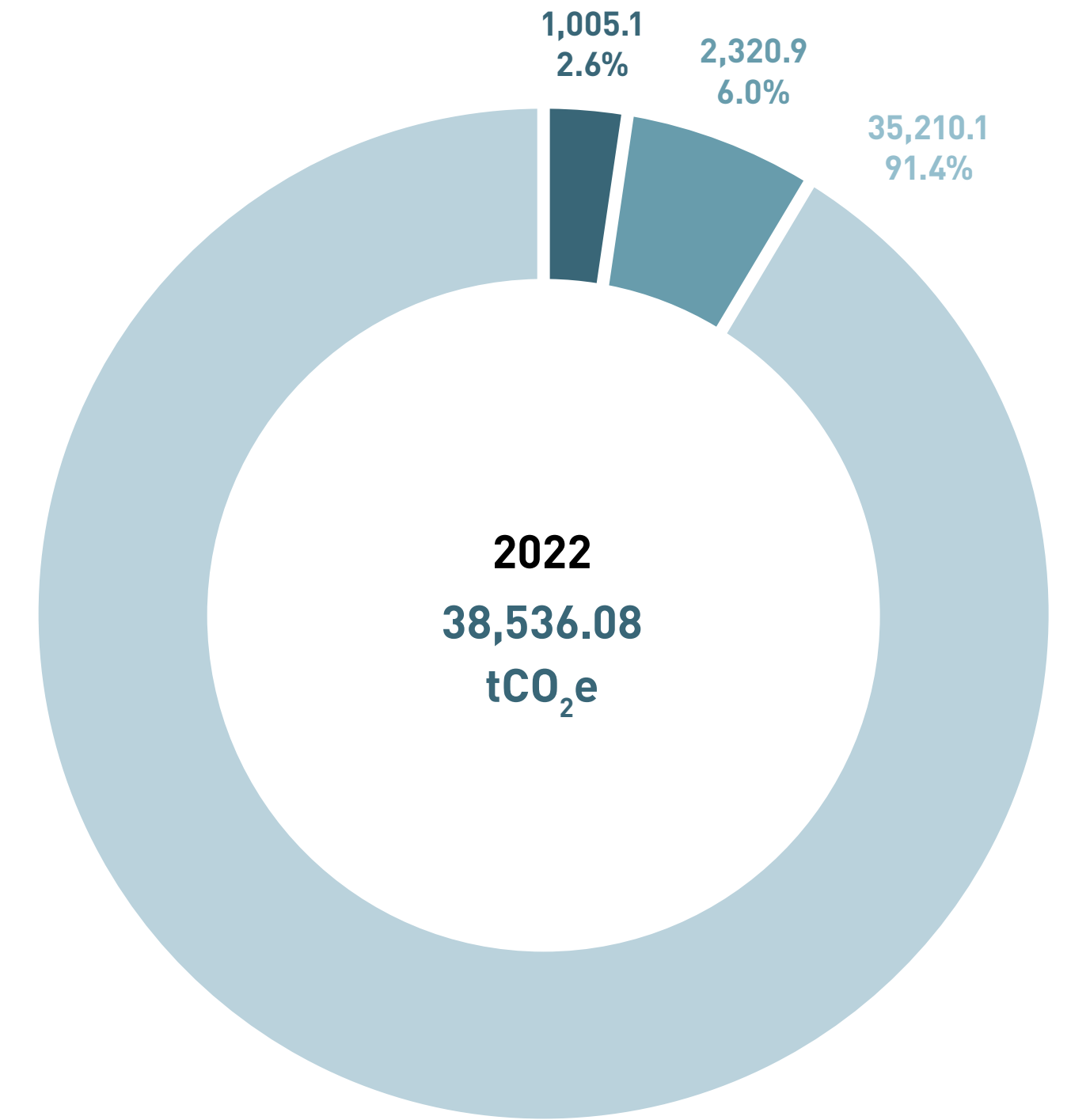


2023 (tCO₂e)

1,060.79
Scope 1

2,001.86
Scope 2

33,757.78
Scope 3



2022 (tCO₂e)

1,005.13
Scope 1

2,320.85
Scope 2

35,210.10
Scope 3

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Scope 3 emissions were inherently difficult to calculate due to the extensive and diverse nature of indirect emissions throughout a company’s value chain. At 2JCP, we believe that accurately measuring, fully understanding and effectively managing our Scope 3 emissions is a critical strategy for reducing our overall environmental impact. In 2023, these emissions accounted for 91.7% of our carbon footprint.

In 2023, there was a significant reduction of 4.1% in Scope 3 emissions, from 35,210.09 tonnes CO₂e in 2022 to 33,757.78 tonnes CO₂e. This reduction included all indirect emissions generated throughout 2JCP’s value chain. The largest contributor to our carbon footprint in 2023 was the category “1. Purchased goods and services”, which accounted for 30,337.20 tonnes CO₂e, or 89.9% of total Scope 3 emissions and 82.4% of total emissions for the year 2023. The categories that showed a more significant decrease in emissions between 2022 and 2023 were logistics, with the category “4. Upstream transport and distribution” showing a decrease of 20.2% and “9. Downstream transport and distribution” showing a decrease of 42.4%. These were largely dependent on the project

mix of the 2JCP in each year. On the other hand, “6. Business travel” increased by 59.8%, mainly due to large site installation contracts in Europe and overseas as well as more frequent face-to-face meetings with

current and potential customers. The lower business travel in 2022 was also influenced to some extent by the global COVID restrictions. Emissions in the remaining categories changed minimally between 2022 and 2023.

SCOPE 3 GHG PROTOCOL CATEGORIES (tCO ₂ E)	2023	2022
1. Purchased goods and services	30,337.20	31,324.41
2. Capital goods	1,344.94	1,355.87
3. Fuel- and energy- related activities (not included in Scope 1-2)	628.74	664.52
4. Upstream transportation and distribution	80.90	101.34
5. Waste generated in operations	105.08	102.20
6. Business travel	163.11	102.04
7. Employee commuting	463.20	475.92
8. Upstream leased assets	25.15	25.98
9. Downstream transportation and distribution	1,057.81	609.46
10. Others	0.00	0.00
TOTAL	33,757.77	35,210.10

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OUR OPERATIONS: ENERGY AND FACILITY MANAGEMENT

Renewable Energy Production

In 2023, our company's photovoltaic system produced approximately 347 MWh of electricity. Electricity generated from photovoltaics constituted 11.1% of the total energy consumption in Račice and 6.5% of the total energy consumption in the group. This significant output demonstrates our commitment to renewable energy and sustainability, contributing significantly to our overall energy needs and reducing our carbon footprint.

Investment in Eco-Friendly Technologies

MODERN BLASTING TECHNOLOGY

At 2JCP, one of our key advantages has always been to offer our customers a comprehensive range of services at

an unparalleled level of quality. The quality of our surface treatments is no exception. Mid-2023 we invested into a new modern blast cabinet which offers the added benefits of a more environmentally friendly operation and improved efficiency for our paint shop crew. The new blast room enables us to provide top quality surface preparation for airless painting applications for a wide range of products, in accordance with various international standards.

CLEAN MOBILITY INFRASTRUCTURE

Mid-2023, we also built two new electric vehicle charging stations in our Račice plant. This development supports our commitment to sustainable transport, providing employees and visitors with convenient charging options and encouraging the use of environmentally friendly vehicles.

SERVER ROOM UPGRADE

The original server room in Račice was somewhat inefficient: its specific location required a 12 kW air-conditioning system, and at the same time, the server house generated a significant amount of waste heat – up to 7 kW, resulting in high operating costs and unnecessary energy losses.

We opted for an innovative approach: a server room without air conditioning. During

the renovation of the premises in Račice, we identified a suitable building on the site, where we took into account the specifics of the local environment in order to use them to achieve this goal. The result was a cooling system that makes use of the local sandy bedrock and proximity to the Elbe River for efficient cooling. The new infrastructure includes

thermal distribution units, data distribution units, axial fans and automation technology. The entire system cools the data centers and also uses waste heat to heat the production hall during the winter months. The system can cool the air by 10–12 degrees at an outside temperature of 36 degrees Celsius through continuous air exchange.



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The economic benefits of this system are considerable. Compared to the original air conditioning system, the cost of the electricity to run the fans has fallen by around 70%. This project has also resulted in significant greenhouse gas savings and reduced climate impact, due to reduced energy and refrigerant consumption. This server room renovation is an example of an innovative approach to sustainability and efficiency, combining traditional technologies with modern solutions to deliver significant savings and improved

operating conditions. The result is a modern and sustainable infrastructure, using solutions already known in ancient Rome – now driven by automation.

Production Facility Upgrades

EXTENDED ASSEMBLY HALL IN RAČICE

To bolster our capacity for hydrogen and renewable energy projects, 2JCP management made the strategic decision

to significantly expand the clean assembly space at our Račice plant. This new facility, adjacent to our original assembly hall, spans nearly 1,500 square meters and meets the most stringent quality requirements, ensuring we are well-equipped to support growth in these critical markets.

Construction of the new shop floor began in summer 2022 and was successfully completed and put into operation by spring 2023. Since then, we've primarily used this space for the packaging and storage of Elyzer P-300 units for Siemens Energy. However, the facility is designed with flexibility in mind, allowing us to accommodate a wide range of future projects requiring dedicated, clean manufacturing environments. The total investment in this expansion exceeded 40 million CZK, underscoring our commitment to driving innovation and excellence in the renewable energy sector.

LARGE MODERNIZATION PROGRAM IN TŘEBÍČ

Late 2022, we announced an ambitious plan to significantly modernize our recently acquired production facility in Třebíč, and in 2023 we successfully completed the first phase of this comprehensive modernisation

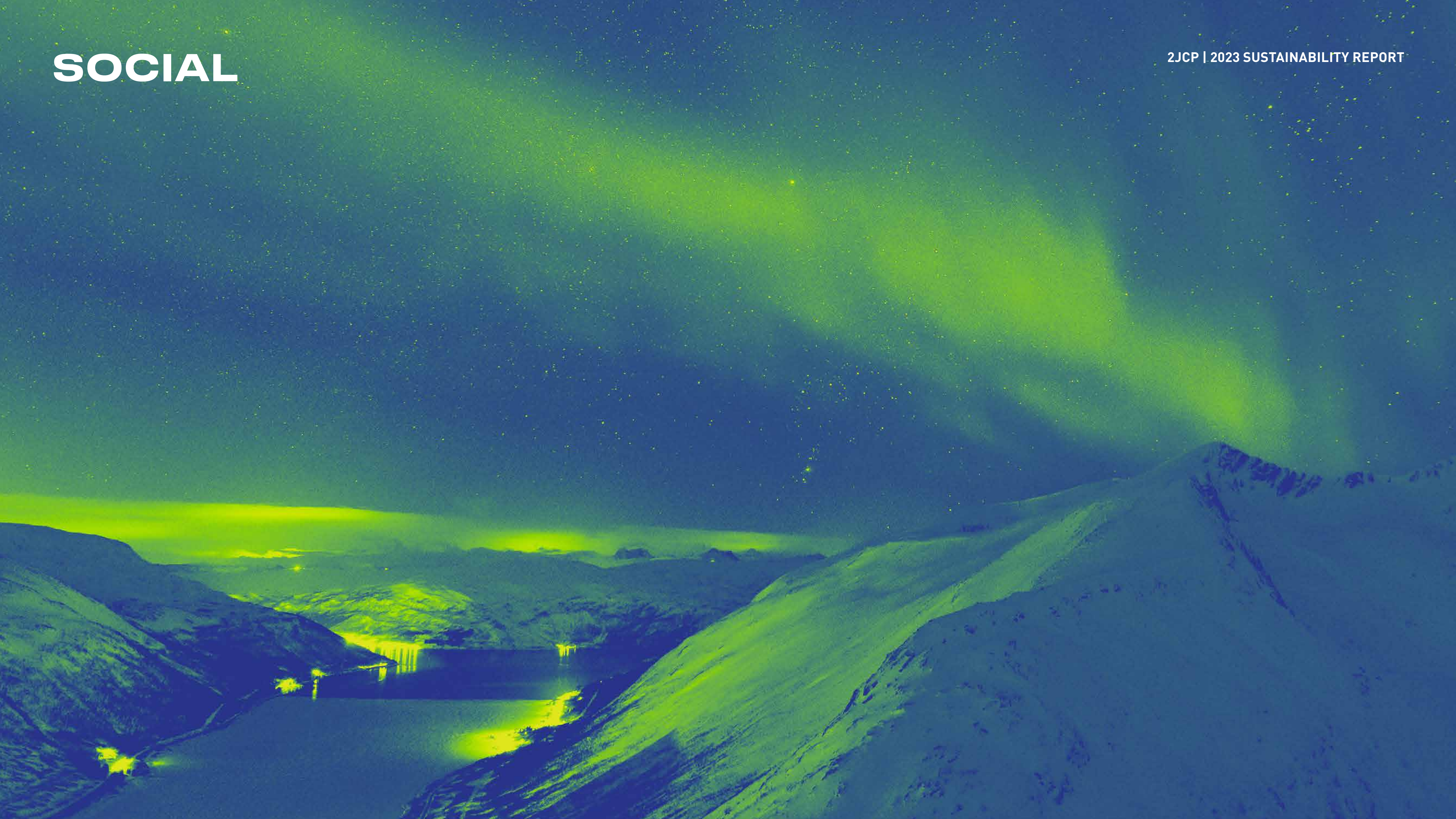
project. Our brand new, clean assembly hall, covering over 2,000 square meters, meets the most stringent quality standards. We added two new 12.5 tonne overhead cranes to the existing one and unified access to the assembly hall with large 6x6 meter rolling doors to optimize logistical efficiency. In addition, we created a modern, segregated stainless steel workshop of over 2,000 square meters and modernized a 2,000 square meter carbon steel workshop. We also improved the working environment for our employees by renovating the main changing rooms.

In total, we refurbished 8,150 square meters of working space. The reconstruction resulted in improved hygiene and a modernized working environment, which together contributed to an improved safety record. The installation of modern, efficient lighting and the use of white paint also reduced electricity consumption. In total, we invested almost 50 million CZK in this project during the first phase.

As a result of the reconstruction, the Třebíč plant is now in a position to bid for and participate in projects in the areas of Waste-to-X and hydrogen technology, providing a significant boost to our commitment to uncompromising and thoughtful solutions that have a positive impact on nature and our quality of life.



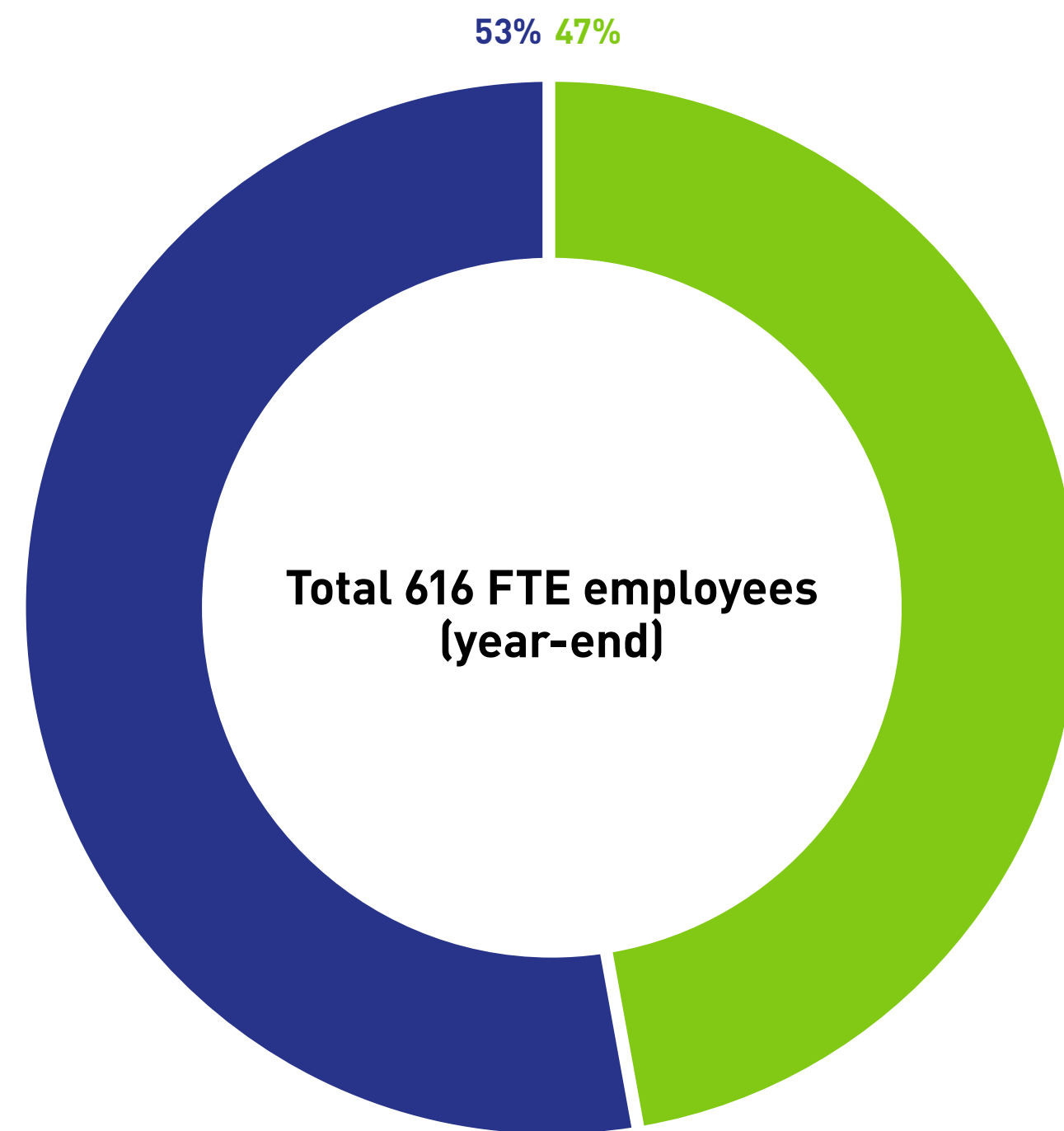
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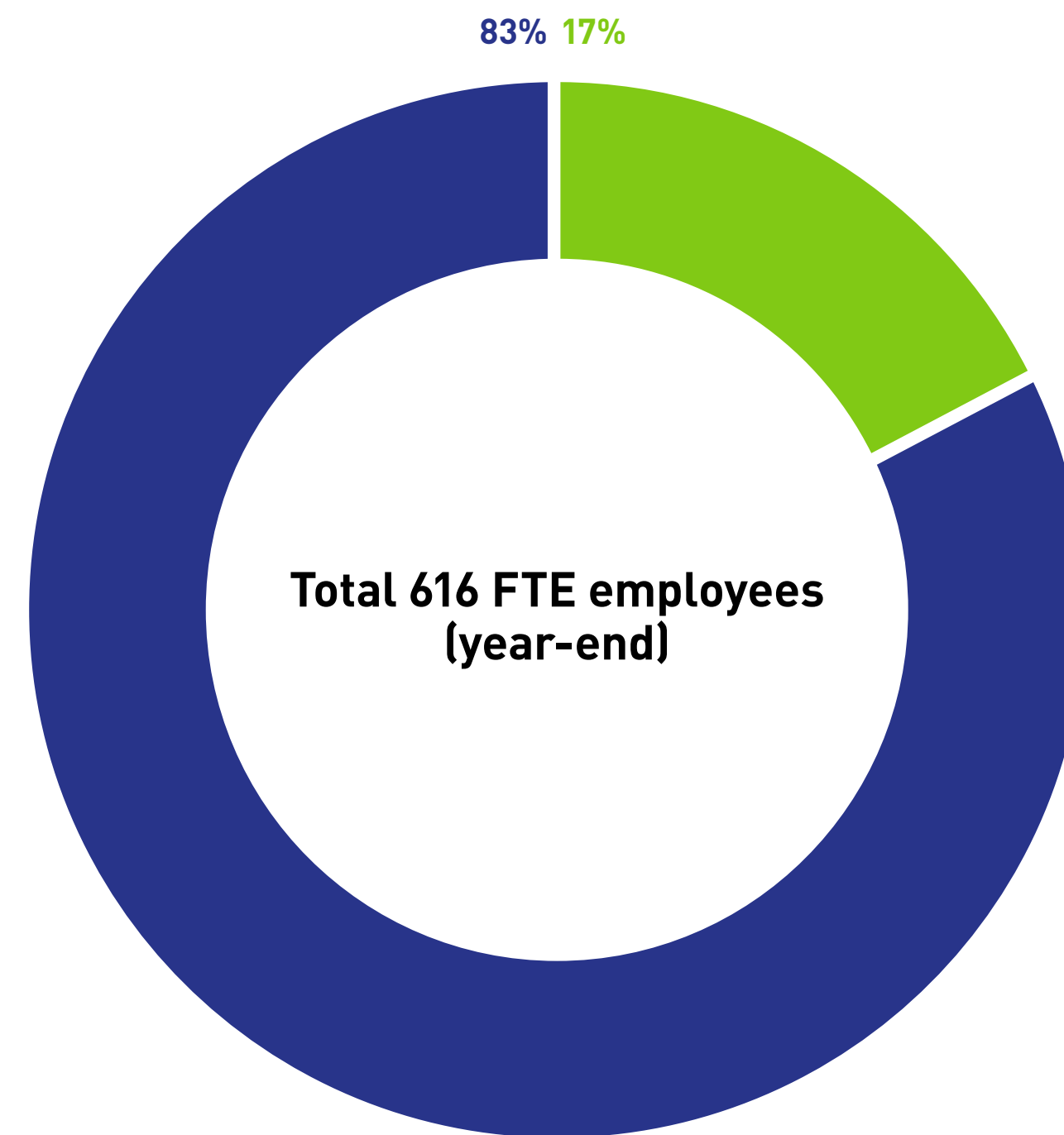
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HUMAN CAPITAL

WORKFORCE STRUCTURE



Technical and Administrative Employees: 291
Direct Employees: 325



Female Employees: 106
Male Employees: 510

At 2JCP, we recognize that our business success depends on the quality and satisfaction of our international team. We are committed to being a fair, quality, and responsible employer, and we will continue to uphold this commitment in the years ahead.

The employee structure at 2JCP shows a balanced distribution between direct and indirect roles, with a slight majority in direct production-related positions. This balance reflects the company's emphasis on both hands-on production and essential support functions that are critical to operational efficiency.

The gender distribution within 2JCP shows a significant male majority (83%) compared to female employees (17%). This disparity is not uncommon in industries such as engineering and manufacturing, where traditionally male-dominated roles still prevail. However, this presents an opportunity for our company to implement targeted diversity initiatives, to encourage greater female participation in the workforce, especially in technical and leadership roles.

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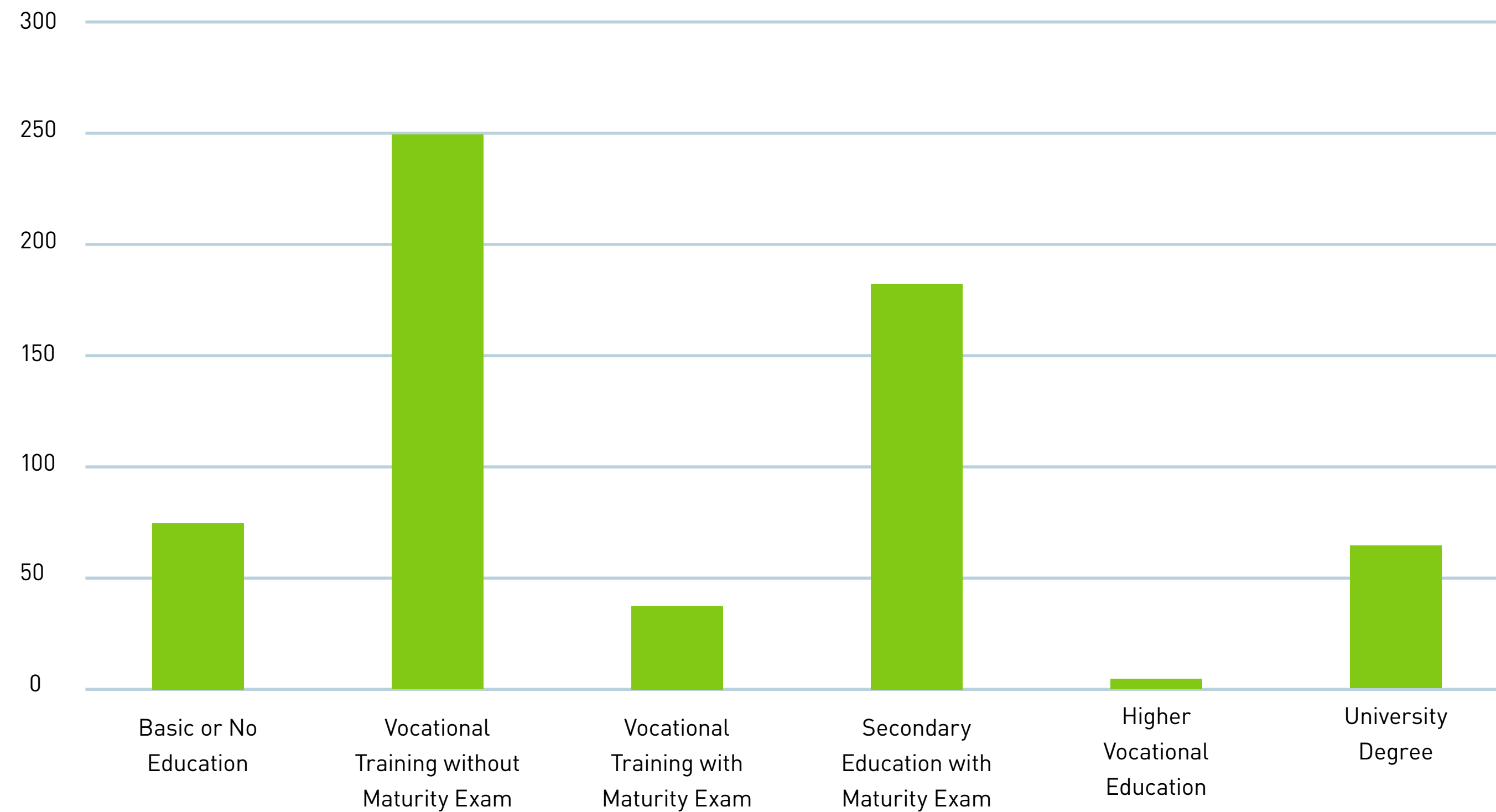
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EDUCATION

HIGHEST EDUCATION LEVEL



The educational breakdown of 2JCP's workforce shows a strong foundation in vocational training, with the majority of the workforce (250) having completed vocational training without a matriculation exam. This is indicative of the technical nature of many of the roles within the company, which is the backbone of our production.

The presence of higher educated employees supports the company's focus on innovation and advanced technical skills.

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Recruitment and Employee Turnover

Over the past 12 months, 2JCP has experienced significant employee movement. The company successfully recruited 144 new employees, while 159 employees left the company during the same period. This near balance of people joining and leaving highlights the dynamic nature of 2JCP's workforce.

In 2023, as part of our recruitment activities, we expanded the teams at all our locations. We hired a total of 74 new employees in our Račice plant and additional 64 new colleagues in our Třebíč production plant. Additionally, 5 new employees joined us in our UK office and 1 person in the USA. The main purpose of this increase was to compensate for the natural fluctuation inherent in the dynamics of our industry.

Particular emphasis was placed on filling key technical positions. The majority of new hires were in the metalworking (15) and

welding (20) teams, which are crucial for our production. Additionally, we strengthened our engineering department by welcoming 10 new people and expanded our quality control team with 7 new inspectors. This approach allows us to maintain continuity in our production processes while ensuring a high level of quality in our products.

Employee Wellbeing and Benefits

At 2JCP, we prioritize the wellbeing of our employees and ensure they have the support and resources they need to thrive. We offer a range of benefits designed to improve work-life balance and overall satisfaction. Our employees enjoy five weeks' leave to fully recharge and flexible working hours where possible. Our people enjoy subsidized hot and cold meals in our company canteen. We also provide an annual transportation allowance and regular bonuses, whether quarterly or annually, as well as overtime pay, to recognize and reward their hard work and dedication.

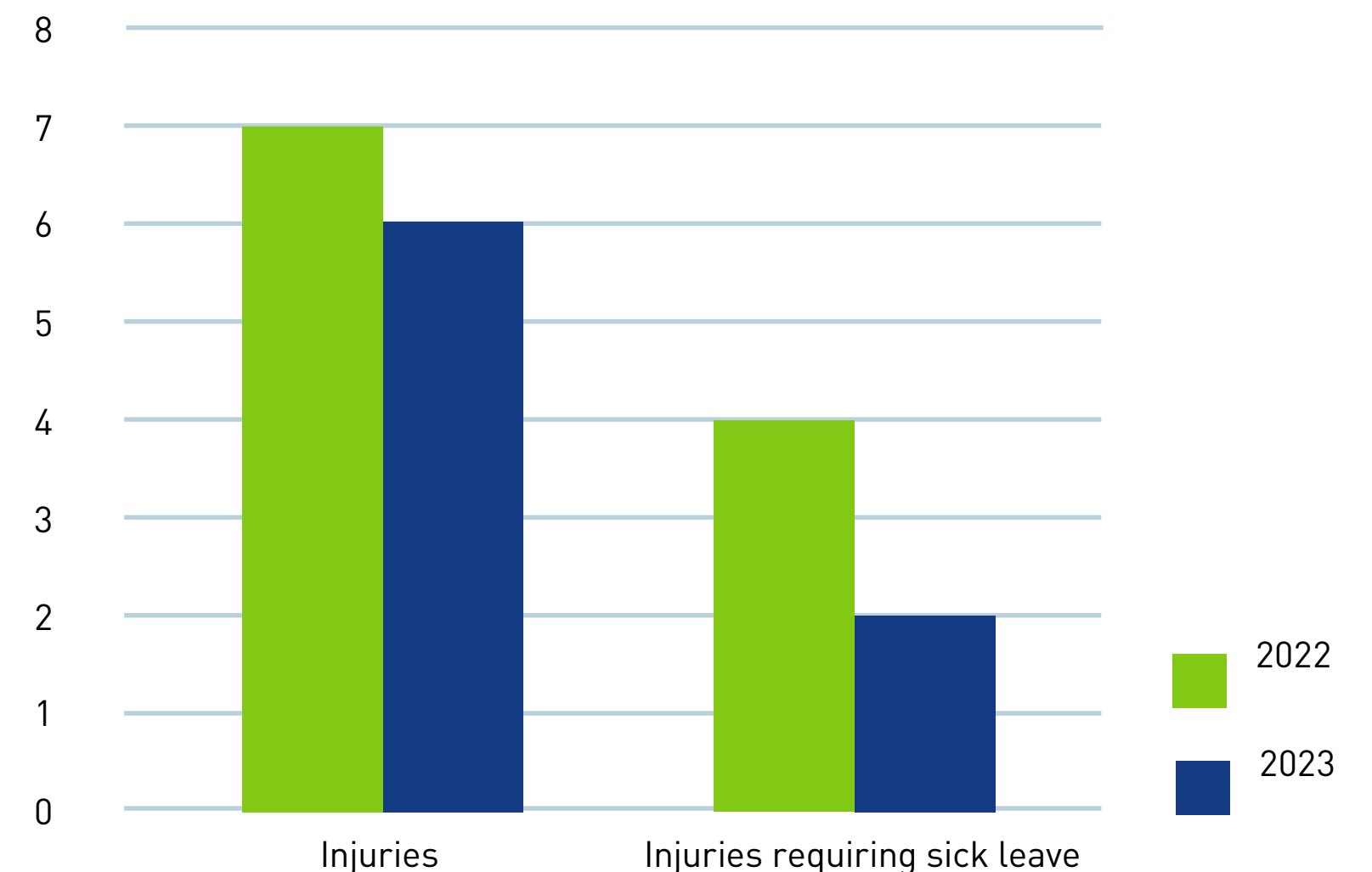
OCCUPATIONAL HEALTH AND SAFETY

2JCP is committed to the health and safety of its employees, contractors and partners. We strive to maintain a safe and healthy working environment through rigorous standards, continuous training and proactive safety measures. Our comprehensive health and safety programme aims to prevent accidents, minimize risks and ensure compliance with all relevant legislation.

The positive momentum in recent years in reducing the number of accidents at work is related to the activities carried out by 2JCP as part of the reconstruction of the production area, and has led to significant improvements in occupational safety.

We aim to protect our employees and promote a productive and safe workplace for all by cultivating a culture of safety and well-being.

OCCUPATIONAL ACCIDENTS



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EMPLOYEE DIALOGUE

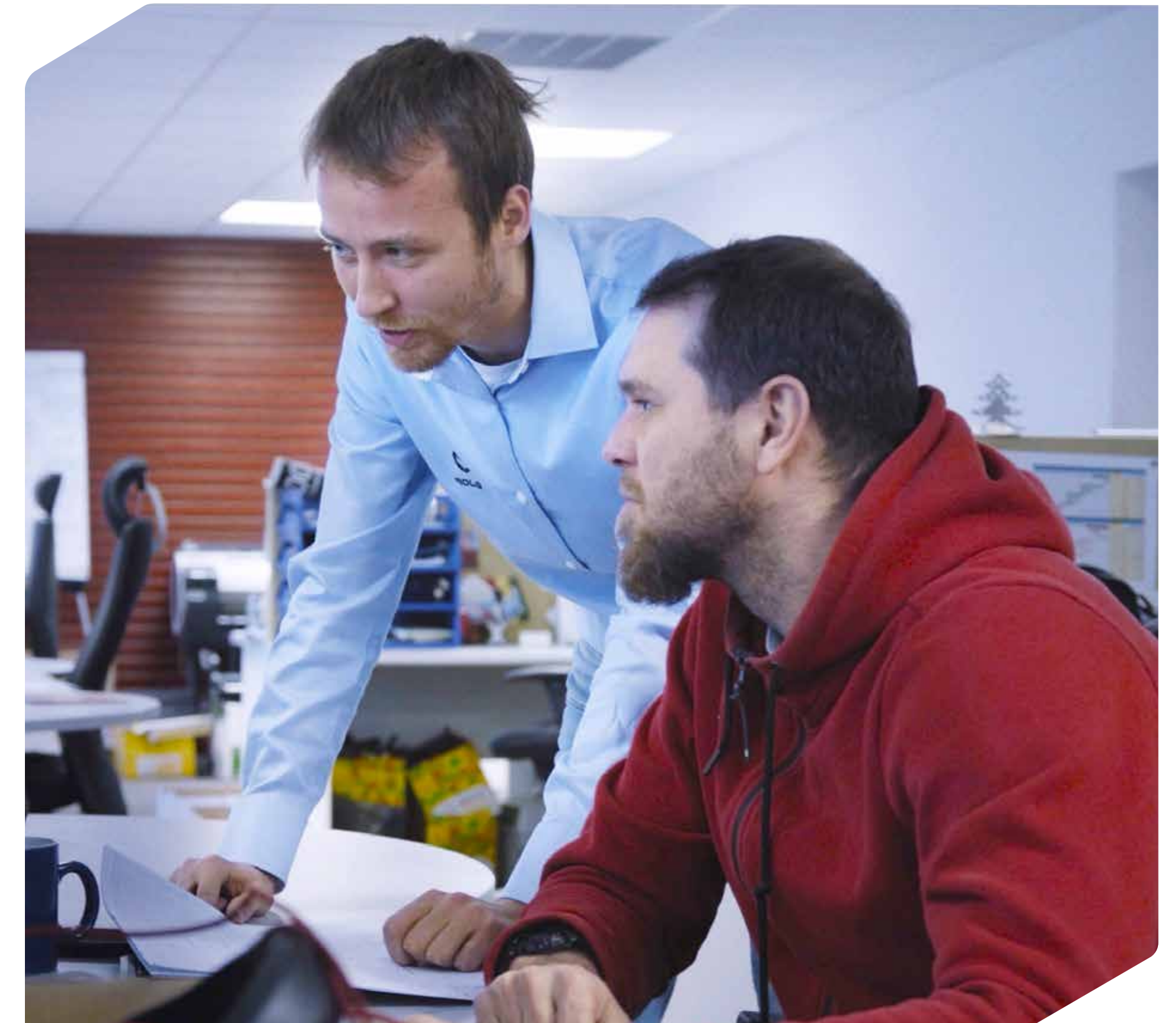
At 2JCP, we believe that transparent and active communication with our employees is essential to creating a positive and productive working environment. An ongoing dialogue is maintained with employees and their union representatives. This ongoing dialogue ensures that employee concerns and suggestions are heard and addressed, thereby contributing to a workplace that supports both individual and collective well-being.

2JCP management regularly holds face-to-face meetings with employees to share information about the company's financial results and future strategic vision. These meetings are an important part of our strategy to maintain employee awareness and engagement. They provide insight into the company's performance and strategic direction, and foster a shared sense of purpose and collective responsibility for the company's success.

As further communication channels, we also utilize:

- **FOCUS GROUPS**, which are meetings with selected representatives from all employee groups and provide a more in-depth forum for feedback and discussion.
- **NOTICE BOARDS** in all facilities to ensure that all employees have access to important information
- **COMPANY EMAILS** to disseminate critical updates quickly and effectively

We deeply value all feedback from our employees and strive to continually improve the working environment based on their input. By actively incorporating employee suggestions, 2JCP aims to increase job satisfaction and make the company an even more attractive employer.



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COMPANY EVENTS AND CULTURE

At 2JCP, we cherish the legacy of our beginnings as a small family workshop and strive to maintain a culture where everyone knows each other, fostering a sense of closeness and mutual trust. While our daily interactions are essential to building strong relationships, we also recognize the importance of informal events to strengthen our team spirit and enhance the bonds that make us a family.

In 2023, we enjoyed several memorable events that brought our team together beyond the usual work environment:



OPEN HOUSE EVENT IN TŘEBÍČ

Our Třebíč production plant hosted an Open Day that was a resounding success. Around 450 adults and 80 children joined us for a day of discovery and entertainment. Visitors were treated to a comprehensive tour of our production facility, with 10 stations showcasing our cutting-edge solutions and modern machinery. The event was family friendly, with a special puzzle map for children and a range of engaging activities.

One of the highlights was an impressive demonstration by artistic blacksmiths from the Technical Industrial School in Třebíč, showcasing their metalworking skills. The event was further enlivened by delicious treats from local cafes and activities such as face painting, balloon making and an inflatable castle kept everyone entertained. This event not only strengthened our ties with the communities in which we operate, but also demonstrated that world-class machinery is made right here in Třebíč.

“END OF SUMMER” EMPLOYEE EVENT IN RAČICE

The Račice plant held its annual “End of Summer” event at the beginning of September to mark the end of the summer and celebrate the end of another successful year. The event was a great success, with a variety of tasty food and drink, as well as a number of fun activities. It was encouraging to see so many Račice employees and their partners come together to create lasting memories. The evening concluded with performances by the Prague Queen and Vypsaná Fixa bands, providing a memorable end to the event.

These events demonstrate the strong sense of community and friendship that defines the culture at 2JCP. We look forward to continuing these traditions and creating more opportunities for our team to connect and celebrate together.

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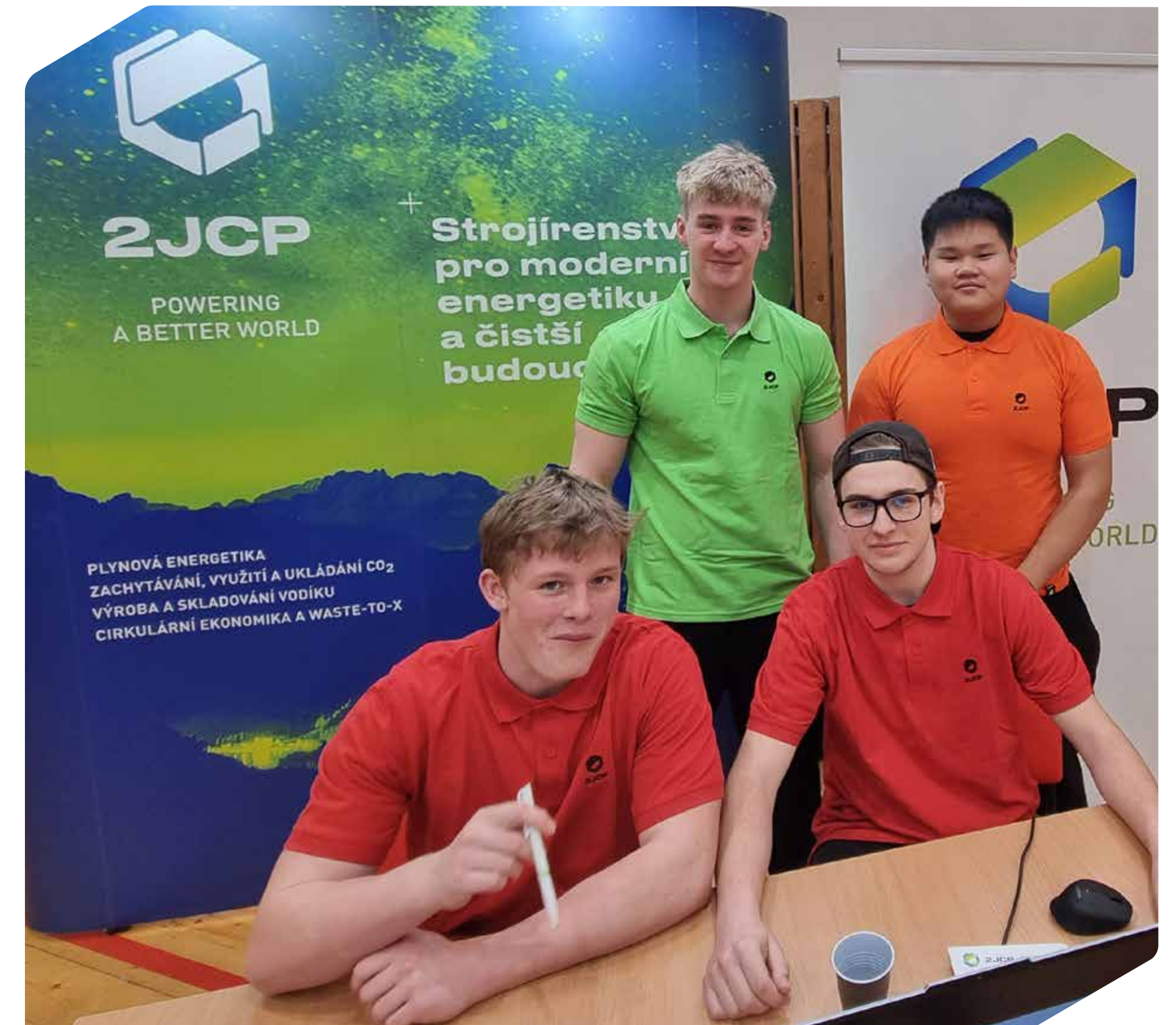
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COLLABORATION WITH EDUCATIONAL INSTITUTIONS

2JCP works with secondary schools and universities in a variety of ways. In addition to excursions and expert lectures, we offer opportunities for apprentices (traditional apprenticeship programmes), students (two-week mandatory internships) and university students (internships in quality control, production and design departments).

In particular, with the secondary school in Třebíč we have arranged regular donations of materials for their educational use. In cooperation with the vocational school in Štětí, we actively support the entire welding apprenticeship programme. These apprentices regularly come to 2JCP for practical training and often join our company afterwards. We also provide financial support to the school.

STRONG PARTNERSHIP WITH SECONDARY INDUSTRIAL SCHOOL AT ÚSTÍ NAD LABEM
The students show a keen interest in our company's work, particularly in projects related to Carbon Capture & Storage and Hydrogen Generation.



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COMMUNITY SUPPORT

The 2JCP Foundation was established by 2JCP in 2019 to support disadvantaged children. As such, the foundation was born out of the company's desire to give back to the community and address social issues, especially those that affect children. Recognising that many children face hardships due to socio-economic factors, the foundation was established as a vehicle for positive change.

Today, any employee experiencing difficult life situations can contact the HR department at any time to help them sort out their thoughts and find the best solution for their needs. After a subsequent meeting of the Foundation Committee, assistance is usually provided. A similar process for obtaining support applies to community activities in the area. Operators and organizers of children's activities can also contact our Human Resources department for Foundation support and regular sponsorship.

Last year, 2JCP made significant contributions through the 2JCP Foundation, with the largest donation of CZK 70,000 going to the municipality of Račice for the construction of a children's playground. Other contributions, typically around CZK 10,000 each, have supported various community initiatives, such as providing clothing for the Roudnice Swimming Club and the Roudnice Floorball Club.



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At 2JCP, our governance framework is based on the principles of integrity, transparency and accountability. Our Code of Conduct ensures that all operations are conducted with the highest respect for legal and ethical standards and guides our employees and stakeholders in their daily actions.

We hold several key international certifications that demonstrate our commitment to excellence in quality, environmental management and occupational health and safety. These certifications reflect our dedication to maintaining rigorous standards and continuously improving our processes.

Our core values of trust, care, cooperation, innovation and growth are at the heart of our leadership strategy. Trust underpins our relationships, while care ensures the wellbeing of our employees and customers. Collaboration fosters teamwork and strong partnerships, innovation drives our progress, and growth ensures our continued success and positive impact.

Our vision, Powering a Better World, and our mission, Providing Innovative Solutions Without Compromising on People, Nature, Quality and Value, underline our commitment to sustainable and responsible practices. Through our governance practices, we aim to lead by example and make a meaningful difference in the world.



COMPANY STRUCTURE

2JCP Group's internal governance processes are structured in accordance with the legal framework of the Czech Republic. The company is managed by a Board of Directors, which is responsible for strategic decisions and sustainable development initiatives. The Board consists of five key senior executives who oversee various aspects of the business, with Marek Palička as President.

The Management Board is supported by a three-member Supervisory Board. The Board is instrumental in overseeing the company's activities and ensuring compliance and accountability.

In addition, over 65% of the company is owned by the investment fund Jet 2, part of the Czech private equity group Jet Investment.

The 2JCP's Code of Conduct is a binding internal regulation designed to ensure ethical behavior and legal compliance within the Group. The Code, first approved on December.

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CODE OF CONDUCT AND PROTECTIVE MEASURES

The 2JCP's Code of Conduct is a binding internal regulation designed to ensure ethical behavior and legal compliance within the Group. The Code, first approved on December 1, 2022, and revised on August 16, 2023, applies to all employees, statutory bodies, suppliers and other associated persons within 2JCP's network of companies. This document not only aims to maintain 2JCP's good reputation and transparency but also strives to set a positive example of business ethics both domestically and internationally.

PARAMOUNT PRINCIPLES OF ETHICAL CONDUCT:

LEGAL COMPLIANCE

All obligated persons must act in full accordance with the legal framework of the Czech Republic and any other applicable regulations. This includes the prevention of unethical behavior and criminal activities.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

The Code requires respect for all individuals, ensuring no discrimination on the basis of color, gender, nationality, religion, sexual orientation, ethnicity or any other characteristic.

ENVIRONMENTAL RESPONSIBILITY

Obligated persons are committed to improving the environmental impact of 2JCP's projects and services and to acting responsibly towards the environment in accordance with relevant regulations.

PROFESSIONALISM AND INTEGRITY

Personal interests must not take precedence over the interests of the Group. Covered Persons are expected to act with professionalism and to avoid any conflict of interest or situation that may affect the objective and impartial performance of their duties.

CONFIDENTIALITY

Maintaining the confidentiality of sensitive information is paramount, even after the relationship with the Group has ended, unless otherwise required by law.

ACCURACY OF INFORMATION

All information provided in connection with 2JCP must be truthful, accurate and correct, particularly in dealings with business partners, government agencies and the public.

ETHICAL BEHAVIOR AND ANTI-CORRUPTION

The Code strictly prohibits all forms of bribery, corruption and unethical behavior. It promotes an environment where ethical behavior is actively supported and where any unethical behavior can be reported without fear of retaliation.

RESPECT FOR HUMAN RIGHTS

The Code recognises and respects the rights of workers to freedom of association and collective bargaining. It also prohibits forced, involuntary and child labour and ensures compliance with labour laws.

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2JCP has developed a systematic approach to ensure the effective implementation of its Code of Conduct, focusing on training, reporting, compliance management, preventive and corrective actions and ongoing support.

1) TRAINING AND EDUCATION

The induction programme for new employees is designed to familiarize them with the policies and procedures of the organization. All new employees are required to complete a comprehensive induction programme upon joining 2JCP. The training is designed to provide a comprehensive understanding of the ethical and unethical conduct expected of employees, the legal consequences of non-compliance, and the specific expectations of each role within the organization.

A dedicated Criminal Compliance Programme (CCP) training programme is also available. The CCP is a fundamental element of the training programme, with a particular focus on deterring unethical behavior and criminal activity.

2) REPORTING MECHANISMS

The 2JCP has established a number of channels through which employees and other interested parties can report unethical or illegal behavior. These channels include (a) Electronic reporting. Physical drop boxes and postal mail are also available. (b) Direct communication. In cases of serious non-compliance, employees may report directly to external legal authorities, such as the police or public prosecutor.

Anonymity and confidentiality are guaranteed to all parties involved, and whistleblowers are protected from any form of retaliation.

3) COMPLIANCE MANAGEMENT

2JCP's Compliance Management Team oversees the implementation of the Code, monitors compliance and evaluates the effectiveness of existing policies by reviewing financial transactions, business relationships and employee conduct to detect ethical violations.

4) PREVENTIVE MEASURES

Risk assessments at 2JCP identify and evaluate potential ethical and legal risks, with a focus on managing conflicts of interest. The Compliance Management Team handles disclosures and implements measures to mitigate or eliminate these conflicts.

5) CORRECTIVE ACTIONS

Any breach of the Code will prompt an immediate response, with the Compliance Team investigating and taking corrective action to prevent a recurrence. This may include disciplinary action, additional training or policy changes. The team also analyses root causes and recommends updates to the Code to prevent future problems and ensure continuous improvement of ethical standards.

6) ONGOING SUPPORT AND GUIDANCE

The Compliance Team ensures open communication and provides resources for ethical guidance. Employees are encouraged to raise concerns, while maintaining confidentiality. Managers are expected to model ethical behaviour and support compliance, fostering a culture of transparency and respect. These measures make the Code of Conduct a living framework that guides daily actions and reinforces 2JCP's commitment to ethical standards.

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QUALITY CERTIFICATES

2JCP is committed to maintaining the highest standards in quality, environmental management, and occupational health and safety. As part of this commitment, the company holds several key certifications that validate its adherence to international standards and best practices.

Below is a summary of the key certifications held by 2JCP:

ISO 45001 – OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS

ISO 45001 is an international standard for occupational health and safety management systems. This certification demonstrates 2JCP's commitment to providing a safe and healthy workplace for its employees and other stakeholders. It focuses on risk prevention, continual improvement, and compliance with legal and regulatory requirements

ISO 14001 – ENVIRONMENTAL MANAGEMENT SYSTEMS

ISO 14001 is the international standard for environmental management systems. This certification confirms that 2JCP has established an effective environmental management system aimed at reducing its environmental impact. It includes the implementation of policies, procedures, and controls to ensure sustainable environmental practices.

ISO 3834-2 – QUALITY REQUIREMENTS FOR FUSION WELDING OF METALLIC MATERIALS

ISO 3834-2 certification specifies quality requirements for fusion welding processes. This certification ensures that 2JCP's welding activities meet international standards for quality and safety, highlighting the company's commitment to high-quality manufacturing and construction processes.

ISO 9001 – QUALITY MANAGEMENT SYSTEMS

ISO 9001 is the international standard for quality management systems. This certification demonstrates 2JCP's commitment to consistently providing products and services that meet customer and regulatory requirements. It emphasizes

continual improvement and customer satisfaction through effective quality management practices.

PED 2014/68/EU – PRESSURE EQUIPMENT DIRECTIVE

The PED 2014/68/EU certification is a European standard that applies to the design, manufacture, and conformity assessment of pressure equipment. This certification ensures that 2JCP's pressure equipment meets stringent safety and quality requirements, complying with European regulations.

AD 2000 HP 0 – PRESSURE VESSELS AND EQUIPMENT

AD 2000 HP 0 is a certification for pressure vessels and equipment according to the AD 2000 Code, which is widely recognized in Germany and other European countries. This certification ensures that 2JCP's pressure vessels and equipment adhere to high safety and quality standards, suitable for use in demanding industrial applications.

EN 13084-7 – FREE-STANDING INDUSTRIAL CHIMNEYS

EN 13084-7 certification pertains to free-standing industrial chimneys. This standard specifies requirements for the

design and construction of industrial chimneys to ensure structural integrity and safety. 2JCP's adherence to this standard demonstrates its capability to design and construct reliable and safe industrial chimneys.

EN 1090-1

2JCP holds EN 1090-1 certification, which ensures that our steel structures meet stringent European standards for quality and safety. This certification covers the manufacture and conformity assessment of structural components and confirms that 2JCP's structural products are manufactured, assembled and installed to the highest standards of structural integrity.

APPENDIX (FULL GHG DATA REPORT)

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SCOPE 1		2023	2022
CATEGORY	DESCRIPTION		
Stationary Combustion	Combustion of solid, liquid or gaseous fuel, generally for the purposes of producing electricity, generating steam or heat	739.81	686.93
Fugitive emissions	Emissions from refrigeration and air conditioning result from leakage and service over the operational life of the equipment	0.00	0.00
Mobile combustion	Upstream transportation and distribution	320.98	318.21
TOTAL OF SCOPE 1	ACTUAL EMISSION	1,060.79	1,005.13
Scope 1 Intensity Turnover	tCO ₂ e/CZK million turnover	0.73	0.70
Scope 1 Intensity FTE	tCO ₂ e/FTE (full-time equivalent)	1.75	1.66

UNIT: tCO₂E

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SCOPE 2		2023	2022
CATEGORY	DESCRIPTION		
Purchased energy	Generation of purchased or acquired energy consumed by the reporting company	2,001.86	2,320.85
TOTAL OF SCOPE 2	ACTUAL EMISSION	2,001.86	2,320.85
Scope 2 Intensity Turnover	tCO ₂ e/CZK million turnover	1.39	1.61
Scope 2 Intensity FTE	tCO ₂ e/FTE (full-time equivalent)	3.30	3.84

UNIT: tCO₂E

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SCOPE 3

CATEGORY	DESCRIPTION	2023	2022
Purchased goods and services	Extraction, production, and transportation of goods and services purchased by the reporting company	30,337.20	31,324.41
Capital goods	Extraction, production, and transportation of capital goods purchased or acquired by the reporting company	1,344.94	1,355.87
Fuel- and energy- related activities (not included in Scope 1-2)	Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company	628.74	664.52
Upstream transportation and distribution	Transportation and distribution of products purchased by the reporting company	80.90	101.34
Waste generated in operations	Disposal and treatment of waste generated in the reporting company's operations	105.08	102.20
Business travel	Transportation of employees for business-related activities	163.11	102.04
Employee commuting	Transportation of employees between their homes and their worksites	463.20	475.92
Upstream leased assets	Operation of assets leased by the reporting company	25.15	25.98
Downstream transportation and distribution	Transportation and distribution of products sold by the reporting company	609.46	1,057.81
Processing of sold products	Processing of intermediate products sold by downstream companies	0.00	0.00
Use of sold products	End use of goods and services sold by the reporting company	0.00	0.00
End-of-life treatment of sold products	Waste disposal and treatment of products sold by the reporting company at the end of their life	0.00	0.00

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SCOPE 3		2023	2022
CATEGORY	DESCRIPTION		
Downstream leased assets	Operation of assets owned by the reporting company (lessor) and leased to other entities	0.00	0.00
Franchises	Operation of franchises	0.00	0.00
Investments	Operation of investments (including equity and debt investments and project finance)	0.00	0.00
TOTAL OF SCOPE 3	ACTUAL EMISSION	33,757.77	35,210.10
Scope 3 Intensity Turnover	tCO₂e/CZK million turnover	23.38	24.50
Scope 3 Intensity FTE	tCO₂e/FTE (full-time equivalent)	55.57	58.25

UNIT: tCO₂E

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SCOPE 1-3		2023	2022
CATEGORY	DESCRIPTION		
TOTAL OF SCOPE 1 – 3	ACTUAL EMISSION	36,820.42	38,536.09
Scope 1-3 Intensity Turnover	tCO ₂ e/CZK million turnover	25.50	26.81
Scope 1-3 Intensity FTE	tCO ₂ e/FTE (full-time equivalent)	60.61	63.75

UNIT: tCO₂E



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