

**CORPORATE SOCIAL
RESPONSIBILITY REPORT
2025**

fatra[®]



www.fatra.cz



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A WORD OF INTRODUCTION

From an economic standpoint, 2025 was not a favorable year for us. It was a challenging year, and the company was negatively impacted by lower sales margins, which were driven down by low market demand, Asian competition, and the strong exchange rate of the Czech koruna against the EUR.

On the other hand, the positives of last year included the launch of continuous production on the Olbrich laminating line, improved performance in the flooring segment, the successful overhaul of the HIF 1 extrusion line, and the start of construction on the semi-finished goods warehouse, which completes the “New Rolling Mill” project.

On June 8, 2025, we celebrated the 90th anniversary of our company's founding with an open house. We reaffirmed that we remain among the successful and leading European companies in the plastics processing industry. Perhaps this is because Fatra, a.s., stands on solid Baťa foundations, but certainly because it has such responsible and hardworking employees.

For 2026, we plan to increase sales volume in most segments, improve the efficiency of all processes, and increase the use of modern technologies in Napajedla. In Chropyně, we expect to gradually fill spare capacity on the extrusion lines.

Responsible business practices and sustainability have long been our key pillars within the company's operations. In 2025, we evaluated our voluntary sustainability goals, which we successfully met. At the same time, we set new voluntary sustainability goals for 2030. We place equal emphasis on our social responsibility. We have long upheld high internal standards in the areas of human rights protection, discrimination prevention, and the creation of a safe, fair, and respectful work environment for all employees. We strive to be a good and reliable neighbor—we actively support community and regional initiatives and consistently adhere to ethical business principles in our relationships with all stakeholders.

In the 2025 Corporate Social Responsibility Report, we will present the most significant activities and projects we have implemented in the areas of sustainability and responsible business. Thank you for your trust, support, and interest in our long-term efforts toward sustainable and responsible development.

Ing. Pavel Čechmánek
CEO
Fatra, a. s.





WHO ARE WE?

- We specialize in plastics processing.
- Our roots go back to as far as 1935.
- We are growing – sales in 2025 amounted to CZK 3.4 billion.
- Investments – CZK 146 million.
- Strong company – more than 1,000 employees
- Production plants – Napajedla and Chropyně.
- Fatra is a member of the AGROFERT Group.

OUR VISION AND MISSION

VISION

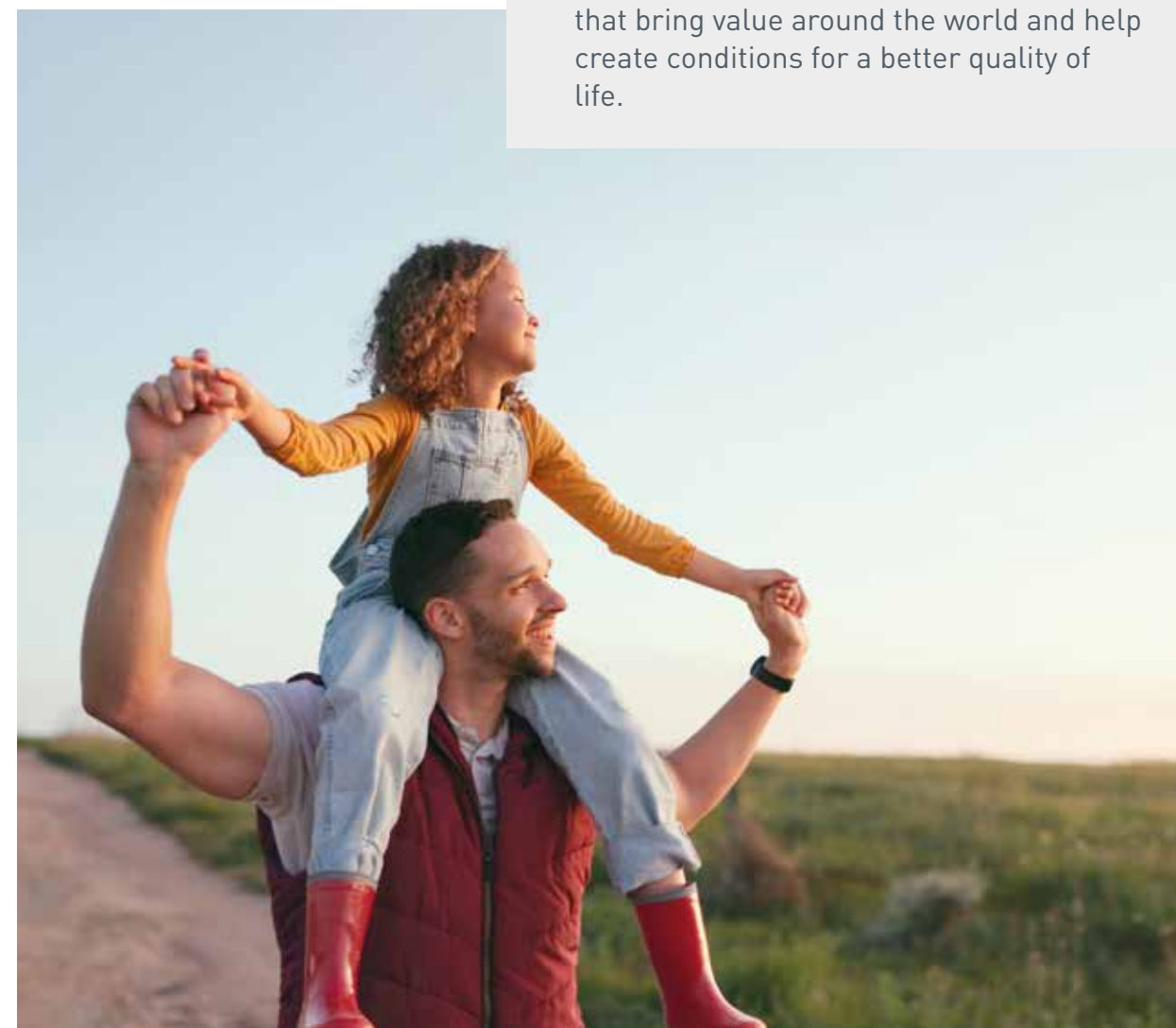
We will be the first choice for our customers.

A modern, open, responsible and trustworthy company that honors its commitments to employees, customers, suppliers and its region.

MISSION

Plastics for a better life.

We produce sustainable plastic products that bring value around the world and help create conditions for a better quality of life.



OUR COMPANY'S VALUES

SOCIAL RESPONSIBILITY STARTS WITH US!



We do our job to the fullest.



We develop ourselves as well as the company.



We act with the care of a diligent manager.



We care about the world around us.



We pull together.



SUSTAINABILITY AND FATRA

Sustainability is not just a word for us; it is an everyday part of our business. We see it as a long-term commitment to be better at everything we do.

WE BRING QUALITY

Unique products with a long service life.

RESPECT FOR NATURE

We implement waste-free production methods and processes.

OUR PEOPLE – OUR SUCCESS

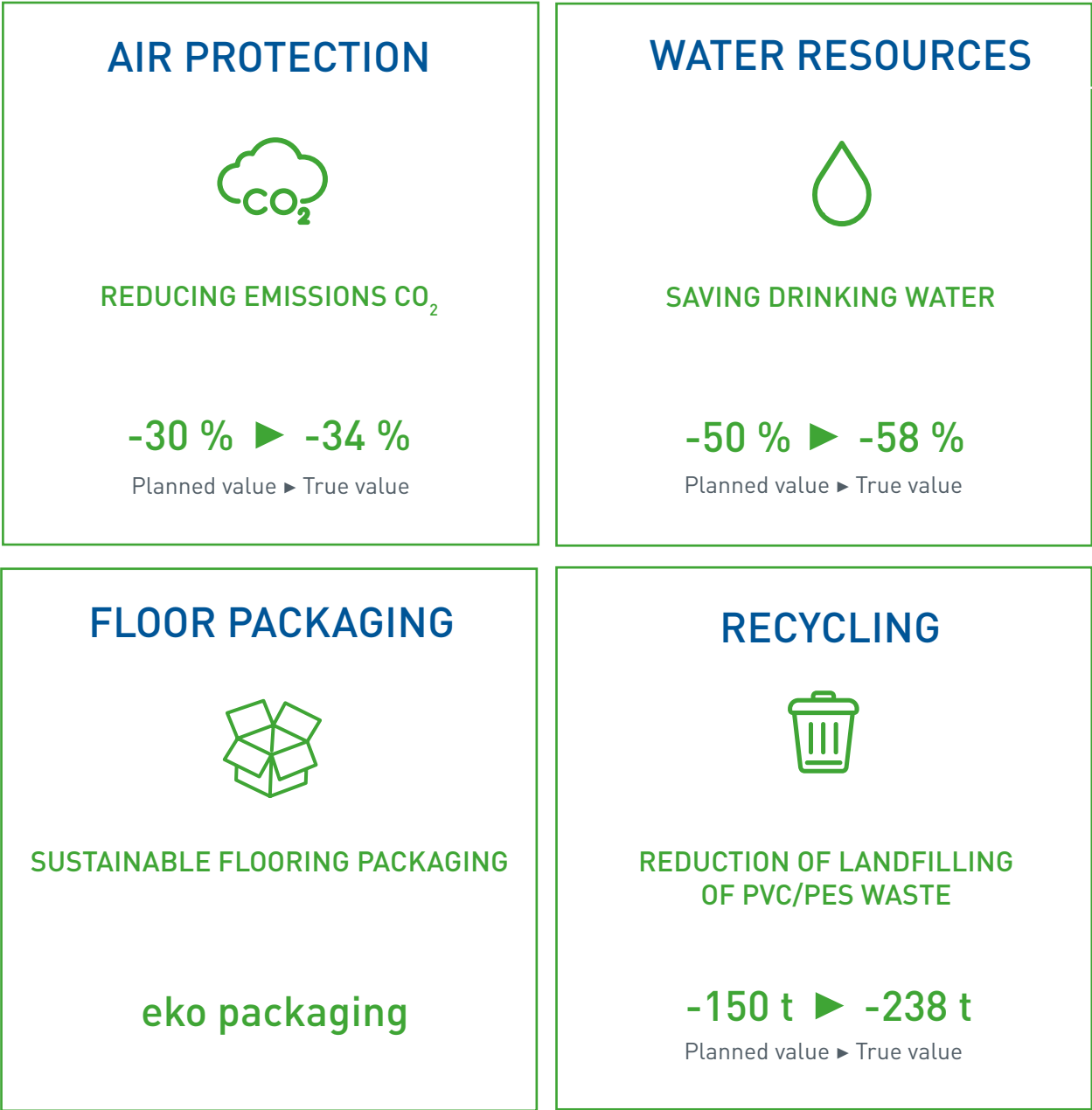
Equal rights and obligations policy. Decent and safe working conditions.

WE SUPPORT OUR SURROUNDINGS

We cooperate in the economic, cultural, social and sporting development of regions.

EVALUATION OF VOLUNTARY TARGETS FOR 2020/2025

Fatra has set voluntary goals focused on environmental responsibility. These goals reflect the company’s active commitment to helping protect the planet. Below is an assessment of these goals.



30 % REDUCTION IN CO₂ EMISSIONS – ACTUAL RESULT 34 %

- Switch to an in-house heat source for building heating – Napajedla. Conversion of the Kleinewefers line to a Comerio 1 hot-oil boiler room.
- Modernization of the HVAC system in building 24.
- Discontinuation of vapor-permeable film production due to demand from the New Rolling Mill.

50 % SAVINGS IN DRINKING WATER - ACTUAL SAVINGS 58 %

- Elimination of tower cooling for the systems in buildings 310 and 26.
- Replacement of tap water with well water in the restrooms of buildings 13 and 24.
- Repair and prevention of leaks in the connections.

ECO-FRIENDLY PACKAGING FOR FLOORING IN SECTIONS

- Achieved by switching to an eco-friendly option for the cardboard boxes used to package LVT tiles.

REDUCTION OF PVC/PES WASTE LANDFILLING BY 150 TONS

- Landfilling of PVC/PES was reduced by 238 tons.

Based on the data presented, it can be stated with certainty that the set goals were fully met and, at the same time, significant progress was made in the area of environmental protection.



VOLUNTARY TARGETS FOR 2025/2030

We are convinced that a better future lies in consistently supporting the principles of the circular economy. That is why we are striving to create a closed-loop material cycle, protect natural resources, and mitigate the impacts of climate change. For this reason, we have set new voluntary goals that we intend to achieve over time.

AIR PROTECTION



REDUCING EMISSIONS CO₂

-10 kt

WATER RESOURCES



CONSERVATION OF GROUNDWATER

-28 %

CIRKULARITY



TARGET AMOUNT OF CIRCULAR MATERIALS USED

40 %

WE WILL REDUCE CO₂ EMISSIONS BY 10 kt

- By purchasing 50 % zero-emission electricity, we will reduce our carbon footprint.

WE WILL REDUCE GROUNDWATER CONSUMPTION BY 28 %

- Thanks to the construction of the retention reservoir, we will be able to utilize 20,000 m³ of rainwater, thereby reducing our withdrawal of groundwater.

WE WILL INCREASE THE AMOUNT OF CIRCULAR MATERIALS USED FROM 35 % TO 40 %

By setting voluntary sustainability goals, we are reaffirming the importance of this issue for our company's future direction. In doing so, we are making it clear that we take environmental protection and the principles of sustainable business seriously. At the same time, we are reaffirming one of our core values: We care about the world around us.



WE BRING QUALITY

MANAGEMENT SYSTEM

- Quality management system in conformity with ISO 9001:2015.
- Environmental management system in conformity with ISO 14001:2015.
- AEO Security Certification.
- Products externally assessed by professional institutions in the Czech Republic and abroad.
- When developing products, we conduct life cycle assessments (LCA) of their environmental impact.
- EcoVadis Corporate Social Responsibility Certification.
- Raw materials are used 100% in compliance with the REACH chemical legislation



ISO 14001 AND ISO 9001 CERTIFICATES

Bureau Veritas – Environmental protection has long been a major focus of our attention. We have a certified quality system according to ISO 9001:2015* and an environmental management system according to ISO 14001:2015*.

RESPONSIBLE CARE

We follow the principles of the programme. Thanks to our longterm compliance with these criteria, we have been granted the prestigious “Sustainable Development Award”.

EPD

We have prepared Environmental Product Declarations**, which are independently verified and registered documents that declare the environmental impact of products throughout their life cycle.

REACH

All raw materials used by us are in compliance with the REACH chemical legislation.

AEO

The AEO is confirmation that our internal processes meet the strict criteria set by the European Union and the Customs Administration of the Czech Republic.

ECOVADIS

The international agency EcoVadis has awarded us a silver medal for responsible business practices. This recognition honors our approach to integrating environmental and social principles into our business operations and management system.

* Fatra, a.s. has held ISO 9001 system certification since 1994 and ISO 14001 since 2000.

** Applies to floor coverings and waterproofing membranes.

PRODUCTS FOR A BETTER LIFE

Of the wide range of products that make life easier and more enjoyable for customers and end consumers, some have a direct link to sustainability principles in practice:

INSULATION MEMBRANES

- Insulating membranes for cool roof systems – the white upper layer of the foil reflects more sunlight, which helps to decrease the roof temperature and prevent excessive heating of buildings. These roofs reduce the need to air-condition indoor areas, thereby reducing energy consumption.
- Waterproofing membranes for green roofs. Green roofs soak up and evaporate a large amount of rainwater back into the air, thus significantly contributing to cooling buildings, humidifying the air, and reducing dust.
- Pond liners for water retention in the landscape - lakes, ponds, biotopes and reservoirs help to alleviate drought and improve the microclimate.
- Insulating ground membranes for the protection of buildings against water, ground moisture or radon - insulation of houses and industrial buildings and tunnels ensures their functionality and prolongs their service life.

FLOOR COVERINGS

- The bottom layer of floor coverings contains up to 80 % of regranulates generated from reworking internal technological remainders, which helps to close the material cycle of these products.

WELDED PRODUCTS

- Irrigation bags for sufficient watering of new plantings of trees and shrubs - the bags will ensure a higher chance of trees taking root in periods of heat and drought.

PLASTIC PROFILES

- Profile with aluminum reinforcement for the installation of photovoltaic panels on roofs and terraces - the profile enables easy installation of panels for the use of renewable energy sources.



RESPECT FOR NATURE

We handle raw materials and energy resources responsibly and efficiently. We use system solutions and innovations to reduce energy consumption. Our goal is to minimize the generation of waste and recycle raw materials internally. We invest in air protection, energy saving, water and soil protection, as well as waste management.

We use secondary energy sources.

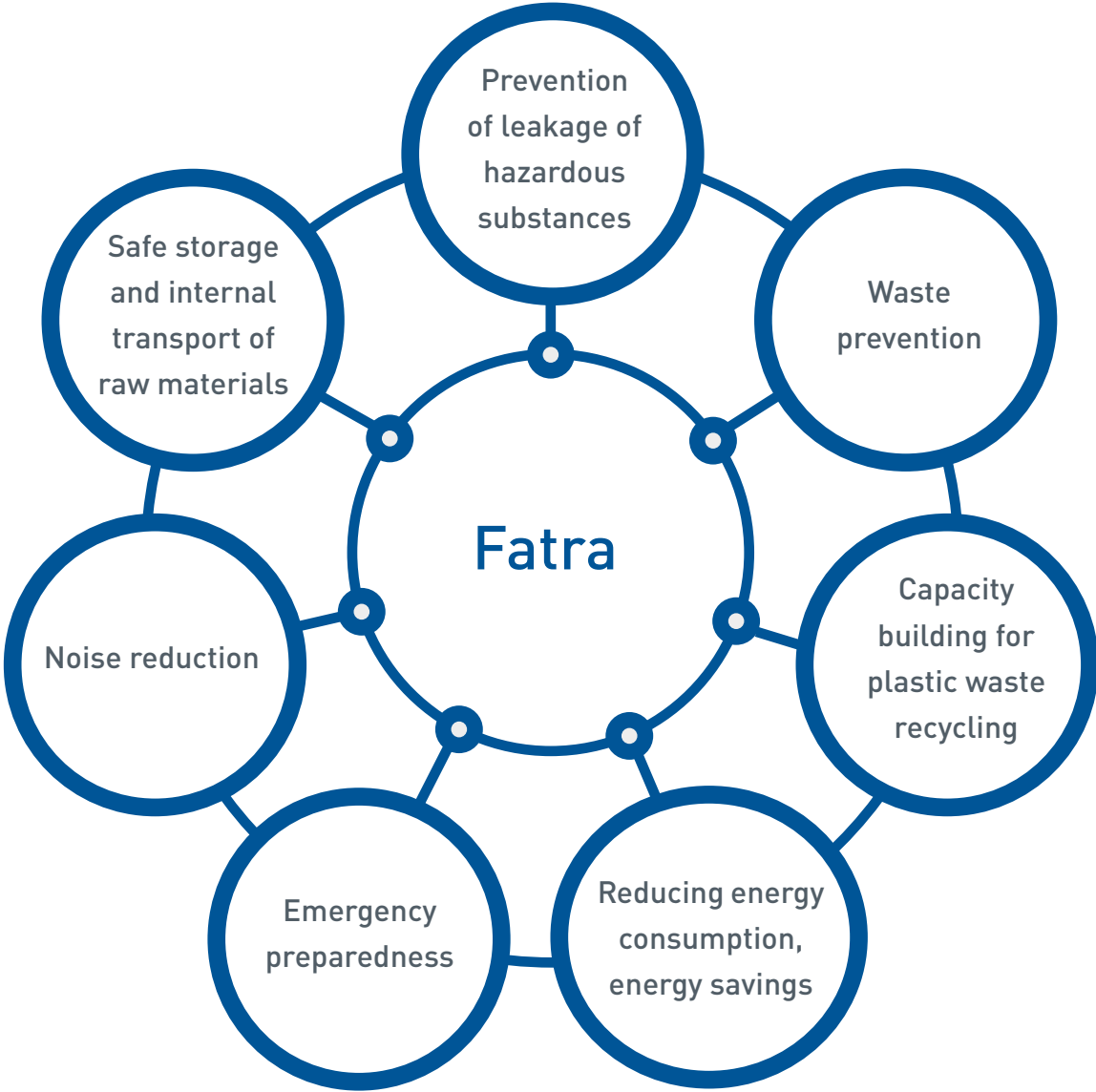
INVEST IN PROTECTIVE MEASURES IN 2025:

CZK 30.5 million

Air, water and soil protection, energy saving, waste management.



Fatra pays deserved attention to environmental protection. Environmental investments are being made in a wide range of areas.



WE SAVE NATURAL RESOURCES

Environmental protection is a priority for us, as we are fully aware of its importance for our health and well-being and the future of our planet. We strive to reduce our ecological footprint in the fields of energy, air, water and waste production.

- We have introduced energy-saving technologies, which reduces energy consumption.
- We buy certified electricity (from renewable sources).
- We are reducing the amount of water consumed and emissions.
- We handle chemicals responsibly.
- We support the circular economy and production from recycled materials.

ENERGY-SAVING MEASURES

Measures and investments implemented in 2025 that will lead to savings include:

- Renovation of the control system for the Comeria I fluid mixer.
- Pipe heating in the Old and New Rolling Mills.
- High-speed doors on Building 24 SOUTH (interior).
- Insulation of the V14 Zámoraví warehouse building.
- Replacement of lighting poles at Napajedla for the installation of LED lights.
- Olbrich line – monitoring the current of the infrared heater in front of the tread and tread temperature control.

In 2024, we commissioned our own hot-water boiler plant, thereby reducing CO₂ emissions by 1,455 tons year-over-year.

CZK 3.5 million

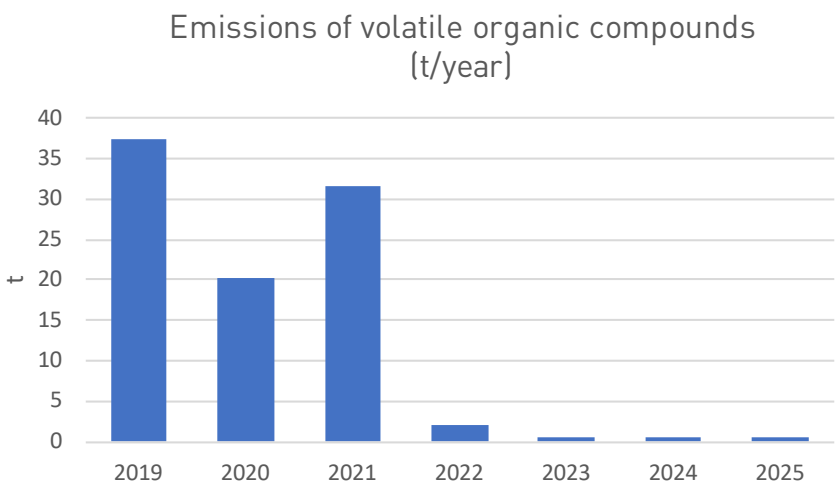
Total cost of energy efficiency measures in 2025.

PROTECTION OF WATER RESOURCES, AIR AND SOIL

Air pollution sources are operated in Fatra in conformity with the binding conditions of the operating permit and with the applicable legislation. The air pollution sources are periodically monitored and comply with the established emission limits.

According to the monitoring of the quality of underground water and soil, there is no leakage of harmful substances from the operated facilities.

In 2022, emissions of volatile organic compounds (VOCs) have decreased significantly due to the abolition of printing technologies.



Investments made in 2025 that will lead to savings include:

- Electrostatic filter in building 44, HIF II.
- Ventilation system in building 24 – Phase 2.
- Exhaust system for the dosing lines on the Comerio I line.
- Flood protection fencing – Phase 2.

CZK 26.1 million

Total costs for the protection of water resources, air, and soil in 2025.

RETURNABLE MATERIAL AND WASTE

In our products, we use both in-house technological waste and external materials and waste to the maximum extent, thus significantly reducing the consumption of primary raw materials. To utilise in-house technological waste, we use our own processing facilities (crushing, separation, regranulation), which we are constantly expanding.

- In 2022, we launched a MAS granulation line to process PES scrap from the production of waterproofing membranes. The line utilizes production residues that were previously disposed of as waste. By 2025, we had processed 1,740 tons of this difficult-to-recycle material in this way. Last year, an investment of CZK 900,000 was made in the melt filter for this line.
- In 2025, we purchased 2,563 tons of plastic waste and materials suitable for recycling, which were processed at the regranulation line in Chropyně. This represents a 13 % increase compared to 2024. We subsequently sold the regranulate produced or used it in our own manufacturing processes.
- The company has been successfully reducing its waste output over the long term. In 2025, the total amount of waste was 1,286 tons

By replacing primary raw materials with secondary ones, Fatra reduced its Scope 3 CO₂ emissions for 2025 by more than 70 %. Material circularity is a key tool for decarbonization at Fatra.



TAKE-BACK OF ELECTRICAL APPLIANCES

We have obtained an Environmental Accounting Certificate, which quantifies the company's contribution to nature protection in 2025. It shows that thanks to the amount of electrical appliances we have handed in, we have saved 9 MWh of electricity, 711 l of oil, 231 m³ of water and 1.9 t of primary raw materials. In addition, we have reduced greenhouse gas emissions by 9.9 t of CO₂ eq. and the production of SO₂ eq. (which causes acidification of the environment) by 78 kg.

BATTERY TAKE-BACK

Waste sorting, including batteries, is part of a company's social and environmental responsibility. As the number of batteries increases, so does the importance of collecting them once they reach the end of their useful life. We partner with ECOBAT, s.r.o. for recycling. In 2025, we handed over 96 kg of non-functional batteries generated through our company's operations.



MEMBERSHIP



THE CHEMICAL INDUSTRY ASSOCIATION OF THE CR

A voluntary association of manufacturing, business, design, research and consulting organisations related to the chemical, pharmaceutical, petrochemical and plastics and rubber industries. The Chemical Industry Association of the Czech Republic brings together more than a hundred companies and its members represent more than 60 % of the industry's workforce and more than 70 % of the total production of the aforementioned industries.

The Chemical Industry Association of the Czech Republic fully supports the Responsible Care Programme (Responsible conduct of business in the chemical industry), which upholds the principles of environmentally friendly business in sustainable development. The involvement of member companies in this programme has garnered a positive international response.



THE PLASTICS CLUSTER

The Plastics Cluster is an interest association of legal entities in the field of plastics processing. It provides support and development of the plastics industry in the region. It focuses on human resource development, research and development and presentation of the Cluster. It specialises in innovation, joint investment in equipment and facilities, joint purchase of raw materials and energy, and training.



THE ASSOCIATION FOR THE DEVELOPMENT OF THE ZLÍN REGION

The Association members include prominent entrepreneurs and statutory representatives of business and educational entities of the Zlín region. The aim of the association is to improve the regional transport structure, support education, business development and employment and create regional strategies.



THE FLOORING GUILD

The Flooring Guild brings together and represents the interests of flooring companies, manufacturers, flooring schools and experts. It advocates increasing the authority and prestige of the flooring trade, participates in amending legislation, cooperates in the creation and updating of technical standards, cooperates with schools and organises presentations of innovative technologies and materials.



THE GUILD OF TINSMITHS, ROOFERS AND CARPENTERS

A voluntary association of roofers, manufacturers and experts. The guild comments on newly emerging laws and their amendments and cooperates with schools specialising in the roofer, tinsmith, and carpenter field. It informs members about new materials and trends. The guild also publishes professional industry publications.



ASSOCIATION OF TECHNICAL STANDARDISATION OF THE RUBBER AND PLASTICS INDUSTRY

This brings together Czech and Slovak companies to ensure up-to-date information in the field of legislation and standards and active participation in standardisation activities. The members of the Association obtain information on the state and direction of development in the specified areas so that they are prepared for standardisation and legislative changes in advance, thereby increasing the competitiveness of their products.

SUPPORT OUR SURROUNDINGS

We collaborate on the region's development in the economic, cultural, social, and sports spheres, and we are committed to contributing to its long-term, stable growth and the quality of life for local residents. We support projects that are meaningful and deliver tangible results in everyday life. In 2025, we provided a total of 4 million CZK in support for these areas.

SPORTS EVENTS

- Volleyball NOVESTA Zlín
- PSG Berani Zlín ice hockey club
- Zlín Youth Hockey Tournament
- Rally Zlín
- Do práce na kole (To work by bike)
- XC Cup Napajedla
- Rozhýbejme Napajedla (Let Us make Napajedla move)
- Ječmínek's run
- Napajedla Family Run



CULTURAL / SOCIAL EVENTS

- Fatra's 90th Anniversar
- Zlín Film Festival
- Zlín Design Week
- The Tomáš Baťa Foundation – „May Day Celebration“ Event
- Support for the EDUCO Early Care Center
- Exhibition „Fenomén Fatra“ in Brno and Blansko
- Support for the “Spectaculo Interesse 2025” theater festival
- Strážnice High School Fashion Show 2025
- Events held in the towns of Napajedla and Chropyně

SUPPORT FOR EDUCATION

- We cooperate with construction secondary schools throughout the country, VŠTE in České Budějovice and the Faculty of Art and Design of UJEP in Ústí nad Labem. We provide schools with up-to-date information on floor coverings and samples.
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- Support for competitions. We supported the regional finals of the „Young Chemist“ competition in the form of gift vouchers.



SOCIAL SUPPORT

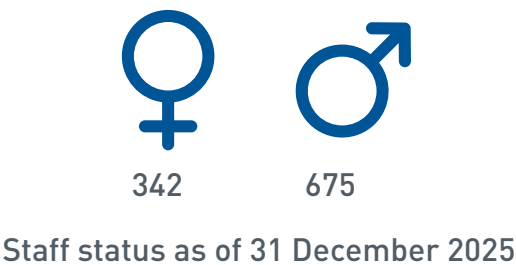
- The „Christmas Star“ charity event, organized by Šance Olomouc, has traditionally included the sale of poinsettias at Fatra as well. Proceeds from the sale go toward supporting the treatment of children with hematological and oncological conditions and chronic illnesses. In cooperation with neighboring companies, we managed to donate a total of 130,400 CZK to the account in 2025, once again surpassing the results of previous years.
 - We have been supporting the Shelter for Women and Mothers in Vsetín for a long time. We contributed 30,000 CZK toward its operations.
 - In 2025, we once again participated in the “Cycle to Work 2025” challenge, which encourages people to adopt an active and eco-friendly mode of transportation. Thanks to our employees’ efforts and the kilometers they rode, we were able to donate 37,500 CZK. The nonprofit organization Blízko nás, z. ú. was selected through a vote by our employees.
 - We provided the kindergartens in Napajedla and Chropyně with goodie bags to celebrate St. Nicholas Day.
 - A gift drive for the children’s home in Uherské Hradiště and the hospital in Kroměříž. Both employees and company management got involved in fulfilling the wishes the children had written to Santa Claus.
- We also held a collection drive for the animal shelter in Zlín. We delivered a large quantity of blankets, towels, and sheets to the shelter in Zlín, as well as pet food, Savo, plastic crates, and leashes.
- We supported the Oáza Hodonín organization, a recreational center for people with disabilities, seniors, children, and youth. We helped the organization renovate its facilities by providing 144 square meters of flooring.



OUR PEOPLE — OUR SUCCESS

We place great emphasis on the professional development of our employees. In addition to mandatory training related to the performance of work, we offer employees language courses and other educational activities, including through online platforms such as Seduo.cz or Onlinejazyky.cz, which develop their individual skills. In 2025, over CZK 1.7 million was spent on these trainings.

We continuously improve working conditions and raise the level of safety at work.



SAFETY AND FAIRNESS FIRST

TEN COMMANDMENTS OF SAFETY

Principles and recommendations for ensuring the safety and security of the supply chain. The safety policy is binding for all employees of the company.

PRINCIPLES OF COMPLIANCE

Fatra, a.s. is actively committed to compliance with legal standards, internal regulations, fair conduct towards our business partners and respect for our employees and the public, taking into account the specifics and risk analysis of the AGROFERT Group. The AGROFERT Group Compliance Policy and Code of Conduct were conceived as a set of rules and principles with regard to compliance with legal and internal regulations in accordance with the principles of responsible business conduct.

TELL US HELPLINE

Any employee or business partner may lodge a complaint or point out circumstances from which it may be inferred that a breach of the AGROFERT Group’s ethical rules has occurred. One of the tools is the anonymous ethics helpline Tell Us.

GET REAL

Support for the GET REAL initiative – the association opposing the spread of misinformation in online advertising. GET REAL urges advertisers to protect the reputation of their brands by avoiding association with misinformation sites, which they often unwittingly fund with their advertising budgets. Fatra has thus joined the ranks of responsible advertisers who have decided to play fair in online advertising.

FATRA'S 90TH ANNIVERSARY CELEBRATION

On Sunday, June 8, an Open House was held at the Fatra campus in Napajedla to mark the company's 90th anniversary. The event was attended by more than 3,000 visitors, including employees, their families, and members of the public.

The program offered activities for all generations, including creative workshops, contests, a magic show, a motorcycle show, and a science show. It also featured guided tours of the production facilities, which provided insight into the company's operations and products.

Despite the inclement weather, a positive atmosphere prevailed throughout the day. Conditions improved in the afternoon, and the concert by the band No Name took place before a large audience. Former employees also attended the event and praised the company's long-standing relationship with the local community.



SATISFIED EMPLOYEES – OUR RESPONSIBILITY

We value the work of our employees and therefore a number of benefits have been provided for them. Here is a basic taste:



5 weeks of holiday



Fuel discounts at MOL and Makro filling stations



Working week of 37.5 hours



Discounted mobile plans for employees and their family members



Contribution to private pension scheme starting at CZK 700/month



Christmas gifts for employees



Benefit Plus card with a minimum subsidy of CZK 6,500



Sports Activities



Workplace meals, subsidy CZK 90



Language courses



Time off for parents of first graders on the first day of school



Discounts on AGROFERT Group products

AWARD OF FATRA AS AN EMPLOYER

2nd PLACE IN THE PLUXEE EMPLOYER OF THE YEAR 2025 COMPETITION

In the Pluxee Employer of the Year 2025 competition, we achieved a fantastic second place in the category “Employer in the Zlín Region with up to 5,000 Employees.” Compared to 2024, we moved up one spot—thank you to all our colleagues for their dedication and excellent work. We’re all in this together.

FATRA IS THE THIRD MOST DESIRABLE EMPLOYER IN THE REGION

High school and college students in the Zlín Region voted Fatra, a. s., the third most desirable employer in the Zlín Region. This survey reflects the efforts of our employees who work with apprentices and students.

3RD PLACE IN THE “FAIR EMPLOYER OF THE ZLÍN REGION 2025” COMPETITION

The Fair Employer of the Zlín Region competition is organized by the Employers’ Club. This competition aims to support and recognize companies that demonstrate an outstanding approach to human resources and care for their employees. The winners are selected by a panel of experts.





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PLASTICS FOR
A BETTER LIFE

