



MERO ČR, a.s.

Sustainability Report

2024

**Prepared in accordance with the EFRAG Voluntary
Sustainability Reporting Standard for Non-Listed SMEs
(VSME), released on 17 December 2024**

Document Information

| | |
|---------------------------------|---|
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All disclosures are related to the reporting period above unless specified otherwise.

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[B01.000] - General information - Basis for Preparation

Basis for preparation (Basic Module Only or Basic & Comprehensive Module)

Option B (Basic Module and Comprehensive Module)

Basis for reporting (consolidated or individual basis)

Sustainability report prepared on an individual basis

Report contains disclosures from the previous reporting period that remain unchanged

False

List of omitted disclosures deemed to be classified or sensitive information

None

Undertakings legal form

other (please specify the legal form in the row below)

Other undertaking's legal form

a.s. (akciová společnost)/joint stock company

NACE sector classification codes

NACE H - 49.50 Transport via pipeline

NACE H - 52.10 Warehousing and storage

Size of balance sheet (total assets)

Kč 10,417,903,000.00

Turnover

Kč 2,627,265,000.00

Number of employees

122.00

Employee counting methodology

At the end of the reporting period

Type of number of employees

Headcount

Country of primary operations and location of significant assets

Czechia

[B01.200] - General information - List of sites

| Identifier of site | 2024-01-01 – 2024-12-31 | | | | |
|--------------------|-----------------------------|---------------------|---------------------|-----------------|-------------------------------|
| | Address of site | Postal code of site | City of site | Country of site | GPS Location of site |
| 1 | Veltruská 748 | 27801 | Kralupy nad Vltavou | Czechia | 50.2830467N, 14.3005675E |
| 2 | x | 27751 | Nelahozeves | Czechia | 50.2882044N, 14.3013736E |
| 3 | Břežany I 52 | 28002 | Nové Město | Czechia | 50.04392, 15.07503 |
| 4 | Janovice 288 | 59501 | Velká Bíteš | Czechia | N 49° 16.565', E 016° 14.030' |
| 5 | Klobouky u Brna 860 | 69172 | Klobuky | Czechia | N 48° 58.983', E 016° 51.798' |
| 6 | Záluží 2 | 43601 | Litvínov | Czechia | N 50° 33.074', E 013° 35.875' |
| 7 | ORLEN Unipetrol RPA, s.r.o. | 27801 | Kralupy nad Vltavou | Czechia | 50.2644658N, 14.3245472E |
| 8 | x | 34901 | Benešovice | Czechia | N 49° 43.206', E 012° 53.685' |
| 9 | 137 | 27324 | Uhy | Czechia | 50.1726530N, 14.1634623E |

[B02.000] - General information - Practices, policies and/or future initiatives for transitioning towards a more sustainable economy

Sustainability issues addressed by practice, policy and/or future initiative

Climate change

Pollution

Own workforce

Affected communities

Business conduct

Practice, policy and/or future initiative is publicly available

True

Undertaking has set a target which is related to a policy

False

[B03.000] - Environment - Total Energy Consumption

Total energy consumption

16,982.00 MWh

[B03.100] - Environment - Breakdown of energy consumption

| | 2024-01-01 – 2024-12-31 | | |
|--|--|------------------|----------------------|
| | MWh | | |
| | Total renewable and non-renewable energy | Renewable energy | Non-renewable energy |
| Energy consumption from electricity | 16,180.00 | | 16,180.00 |
| Energy consumption from self-generated electricity | 0.00 | | 0.00 |
| Energy consumption from fuels | 802.00 | | 802.00 |

[B03.200] - Environment - Estimated Greenhouse Gas Emissions

| | |
|---|-------------------------|
| | 2024-01-01 – 2024-12-31 |
| | tCO2e |
| | Currently stated |
| Gross Scope 1 greenhouse gas emissions | 378.82 |
| Gross location-based Scope 2 greenhouse gas emissions | 6,582.43 |
| Total (gross) location-based Scope 1 and Scope 2 GHG emissions | 6,961.25 |

[B03.300] - Environment - Greenhouse Gas Emissions intensity

Location-based Scope 1 and Scope 2 Greenhouse Gas Emissions intensity

0.0000026 tCO2e per Kč

[B04.000] - Environment - Pollution of air, water and soil: availability of public disclosure

Publicly available disclosure

False

[B04.100] - Environment - Pollution of air, water and soil: amount of emissions

| Type of pollutant | 2024-01-01 – 2024-12-31 | | |
|--|---------------------------|-----------------------------|----------------------------|
| | t | | |
| | Amount of emission to air | Amount of emission to water | Amount of emission to soil |
| Non-methane volatile organic compounds (NMVOC) | 19.74 | | |

[B06.000] - Environment - Water Withdrawal

Total amount of water withdrawn from all sites

15,070.00 m³

Amount of water withdrawn at sites located in areas of high water-stress

0.00 m³

[B07.000] - Environment - Description of circular economy principles

Undertaking applies circular economy principles

NO

[B07.100] - Environment - Breakdown of waste by type

| Type of waste | 2024-01-01 – 2024-12-31 | | | | | |
|--|---|---|-------------------------------------|-----------------------------------|--|--|
| | Waste diverted to recycle or reuse (volume) | Waste diverted to recycle or reuse (mass) | Waste directed to disposal (volume) | Waste directed to disposal (mass) | Total waste recycled, reused and directed to disposal (volume) | Total waste recycled, reused and directed to disposal (mass) |
| 050103 Hazardous Waste - Tank bottom sludges | 0.00 t | | | 13.21 t | | 13.21 t |
| 080111 Hazardous Waste - Waste paint and varnish containing organic solvents or other dangerous substances | 0.00 kg | | | 3.00 kg | | 3.00 kg |
| 130501 Hazardous Waste - Oil/water separator solids | 0.00 t | | | 11.06 t | | 11.06 t |
| 130502 Hazardous Waste - Oil/water separator sludges | 0.00 t | | | 7.38 t | | 7.38 t |
| 150101 Non-Hazardous Waste - Paper and cardboard packaging | 27.00 kg | | | 0.00 kg | | 27.00 kg |
| 150102 Non-Hazardous Waste - Plastic packaging | 2.00 t | | | 0.00 t | | 2.00 t |
| 150108 Hazardous Waste - Packaging containing residues of or contaminated by dangerous substances | 0.00 kg | | | 50.00 kg | | 50.00 kg |
| 150202 Hazardous Waste - Absorbents, filter materials, wiping cloths, protective clothing contaminated by dangerous substances | 0.00 t | | | 15.71 t | | 15.71 t |

| | | | | | | |
|--|--|-----------|--|-----------|--|-----------|
| 170101 Non-Hazardous Waste - Concrete | | 880.00 kg | | 0.00 kg | | 880.00 kg |
| 170405 Non-Hazardous Waste - Iron and steel | | 1.34 t | | 0.00 t | | 1.34 t |
| 170703 Non-Hazardous Waste - Mixed construction and demolition waste other than mixed construction and demolition waste or separated fractions containing dangerous substances | | 110.00 kg | | 0.00 kg | | 110.00 kg |
| 190999 Non-Hazardous Waste - Wastes not otherwise specified | | 0.00 kg | | 220.00 kg | | 220.00 kg |
| 200101 Non-Hazardous Waste - Paper and cardboard | | 7.59 t | | 0.00 t | | 7.59 t |
| 200301 Non-Hazardous Waste - Mixed municipal waste | | 0.00 t | | 16.31 t | | 16.31 t |

[B07.200] - Environment - Total Hazardous and Non-Hazardous waste

Total Hazardous waste generated (mass)

47.41 t

Total Non-Hazardous waste generated (mass)

28.48 t

Total waste generated (mass)

75.89 t

Total Hazardous waste generated (volume)

0.00 m³

Total Non-Hazardous waste generated (volume)

0.00 m³

Total waste generated (volume)

0.00 m³

[B08.000] - Social - Workforce - General characteristics: type of contract

Number of permanent contact employees

120.00

Number of temporary contract employees

2.00

[B08.100] - Social - Workforce - General characteristics: gender

Number of male employees

92.00

Number of female employees

30.00

Number of other gender employees

0.00

Number of non-reported gender employees

0.00

[B08.200] - Social - Workforce - General characteristics: country of employment

| | |
|---|-------------------------|
| Country of employment contract | 2024-01-01 – 2024-12-31 |
| Number of employees for country of employment contract | |
| Czechia | 122.00 |

[B08.300] - Social - Workforce - General characteristics: turnover rate

Employee turnover rate

4.13 %

[B09.000] - Social - Workforce - Health and safety

Number of recordable work related accidents in the reporting period

0.00

Rate of recordable work related accidents in the reporting period

0.00

Number of fatalities as a result of work-related injuries and work-related ill health

0.00

[B10.000] - Social - Workforce - Remuneration, collective bargaining and training

Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement

YES

Percentage of employees covered by collective bargaining agreements

100.00 %

Average number of annual training hours per male employee

26.70

Average number of annual training hours per female employee

17.40

Average number of annual training hours per other gender employee

0.00

Average number of annual training hours per non-reported gender employee

0.00

[C01.000] - General information - Strategy: Business Model and Sustainability – Related Initiatives

Description of significant groups of products and/or services offered

Providing energy security of the Czech Republic - transport and storage of oil and oil mixtures

Description of significant market(s) the undertaking operates in

Region: EU; Clients: state-owned entities and B2B.

Description of main business relationships (e.g. key suppliers, customers distribution channels and consumers)

Key stakeholders: customers (ORLEN Unipetrol RPA, s.r.o. and SSHR/State Material Reserves Administration) and suppliers (oil pipeline and oil tank farm maintenance)

Description of key elements of strategy that relates to or affects sustainability issues

Sustainability and business strategies of MERO ČR, a.s. are intertwined, united by the theme of security and quality of services. Key focus of the strategy in each pillar are: E - Climate change, Energy, and Pollution, S - Health and Safety, Equal Opportunities, and Affected Communities, and G - Relationships with Suppliers, Corporate Culture, and Cybersecurity.

[C02.000] - General information - Description of practices, policies and/or future initiatives for transitioning towards a more sustainable economy

Description of practices, policies and/or future initiatives

Sustainability Policy (Politika Udržitelnosti) addresses all identified material topics: E1 (Climate change), E2 (Pollution), S1 (Own workforce), S3 (Affected communities), G1 (Business conduct) and Cybersecurity. Code of Conduct (Etický kodex MERO ČR, a.s.) applies to management and employees; Code of Conduct for Suppliers (Pravidla chování pro dodavatele MERO) applies to suppliers.

Most senior level accountable for implementation of practices, policies and/or future initiatives

Member of the Board and Chief Strategy Officer

[C03.300] - Environment - Transition plan for undertakings operating in high climate impact sectors

Date of adoption of transition plan for undertaking not having adopted transition plan yet

2028-01-01

[C04.000] - Environment - Climate risks

Description of climate-related hazards and climate-related transition events

0

Disclosure of how it has assessed the exposure and sensitivity of its assets, activities and value chain to these hazards and transition events

0

Time horizons of any climate-related hazards and transition events identified

0

Disclosure of whether it has undertaken climate change adaptation actions for any climate related hazards and transition events

NO

Potential adverse effects of climate risks that may affect its financial performance or business operations in the short-, medium- or long-term, indicating whether it assesses the risks to be high, medium or low

Due to company's business model, potential adverse effects of climate risks are negligible to low in the short-, medium-, and long-term.

[C05.000] - Social - Additional (general) workforce characteristics

Female-to-male ratio at management level for the reporting period

12.50 %

Total number of self-employed workers without personnel that are working exclusively for the undertaking

0.00

Total number of temporary-workers provided by undertakings primarily engaged in employment activities

0.00

[C06.000] - Social - Additional own workforce information - Human rights policies and processes

Undertaking has a code of conduct or human rights policy for its own workforce

YES

Type of content covered by the code of conduct or human rights policy for its own workforce

Child labour

Forced labour

Human trafficking

Discrimination

Accident prevention

Undertaking has a complaint handling mechanism for its own workforce

YES

[C07.000] - Social - Severe negative human rights incidents

Undertaking has confirmed human rights incidents in its own workforce

NO

Undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users

NO

[C08.000] - Governance - Revenues derived from activities

Revenue derived from controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)

Kč 0.00

Revenue derived from cultivation and production of tobacco

Kč 0.00

Total revenues derived from fossil (fuel, coal and gas) sector

Kč 2,311,330,000.00

Revenue derived from coal

Kč 0.00

Revenue derived from oil

Kč 2,311,330,000.00

Revenue derived from gas

Kč 0.00

[C08.100] - Governance - Exclusion from EU benchmarks

Undertakings are excluded from any EU reference benchmarks that are aligned with the Paris Agreement

YES

[C09.000] - Governance - Gender diversity ratio in the governance body

Gender diversity ratio in governance body

0

This report contains 170 XBRL facts (generated from 170 unique input facts).
