IN COOPERATION WITH

GreenOMeter

HOPI HOLDING

HOPI

ESG REPORT 2024-25



HOLISTIC & TOGETHER

TABLE OF CONTENTS

INTRODUCTION MESSAGE 3



ABOUT HOPI HOLDING 4 - 6



YEARS 2024 - 2025 IN NUTSHELL 7 - 10



ENVIRONMENT 11 - 27



SOCIAL IMPACT 28 - 40



GOVERNANCE AND RESPONSIBILITY 41 - 44

INTRODUCTION MESSAGE FROM THE FAMILY



HOPI IS HAPPY TO INTRODUCE ITS PUBLIC REPORT TO SHARE INFORMATION ON ESG STRATEGY AND SUSTAINABILITY INSIGHTS.

You are holding a report that demonstrates our lasting commitment. We are proud that this is our third edition, and we continue to learn something new on this journey every year. **Our goal is constant improvement** and, above all, increasing transparency in how our business impacts the world around us.

We continue to map our goals across key ESG topics and fulfill our clear vision—especially our path towards the decarbonization of our operations and responsible growth.

As a family business, we build our company on the pillars of reliability, customer care, and building strong relationships with our employees. We believe that ethics and a responsible approach are reflected in everything we do, from our traditional events like HOPI Family Day to specific strategic decisions.

These past years (2024 & 2025), were not just about plans, but about actions. **In logistics, we are proud of the opening of our new sustainable facility** to manage logistics for our key partner, Freudenberg. Also, we were happy to key step on our decarbonization journey: **in 2024, we launched our "electric revolution"** by deploying the first fully electric trucks into our fleet.

But we are not stopping there. We are looking ahead and are relentlessly working to make our business more sustainable in 2026 and beyond. Stay tuned and #beHopi.

David PIŠKANIN
Chairman of HOPI Holding

Martin PIŠKANIN
Chairman of SB HOPI Holding

ABOUT HOPI HOLDING

HOPI HOLDING IS A FAMILY-OWNED COMPANY BUILT ON A THREE-PILLAR STRUCTURE: LOGISTICS (HOPI SUPPLY CHAIN), FOOD (HOPI FOODS), AND AGRICULTURE (HOPI AGRICULTURE),

Our subsidiaries are developed on solid foundations by experienced management, while shared values and strong synergies across sectors remain at the core of our success. Each division plays a key role in creating integrated, end-to-end solutions that connect production with logistics.

Across all areas, HOPI focuses on efficiency, innovation, and long-term sustainability. We are supported by the flexibility and stability that come from being a family-owned company operating across eight key European markets.

HOPI SUPPLY CHAIN

HOPI FOODS

HOPI AGRICULTURE



HOPI operates in Czechia, Slovakia, Hungary, Poland, Romania, Croatia, Bulgaria and Germany.

OUR CORE VALUES



PURPOSE

- Focus on investing in environmentally and socially responsible projects, steering clear of harmful industries like tobacco or gaming.
- Activities and projects are selected with a view to conform to HOPI values, maximizing time and resource utilization. Every step, from agriculture and production to final delivery, was designed to be meaningful and purposeful, emphasizing the full importance of business and the environment by means of waste-to-wealth principles.



TRUST

- Everything we do depends on trust.
- Our products and services represent confidence and dependability, as they guarantee positive emotional bonding. Trust exists at every level – in the way we support our employees, serve our customers, and relate to the community that surrounds us.



FEEDBACK CULTURE

- At the heart of our feedback culture is the undertaking to create open and transparent dialogue. We make sure objectivity reigns in every decision-making process, therefore providing a clear route to both personal and professional development.
- Regular feedback sessions, annual development plans, and external evaluations are the enabling tools that we conceptually utilize.



ENTREPRENEURSHIP

- A proactive attitude is nurtured by encouraging enterprise behavior throughout HOPI, eliciting an enabling cultural shift to be more flexible and empowering members to seize opportunities in response to major challenges like climate change.
- Teamwork and flexibility have always played a crucial role. Further, this allows us to contribute to strengthening collaboration across teams, unlock collective creativity, and seize new opportunities.



SOCIAL RESPONSIBILITY

- We contribute to local communities through participation and promotion of cultural and social events; meant to positively impact the society in which we operate and to express our responsibility beyond business.
- We build shoulder-to-shoulder partnerships with communities, support local organizations, and drive involvement in social projects.

OUR MISSION & VISION

AT HOPI, BUSINESS FOLLOWS A CLEAR DIRECTION.
WE ARE GUIDED BY DEFINED GOALS AND GROUNDED IN LASTING VALUES THAT SUPPORT HOPI'S PROGRESS.

GROUP MISSION

Through **motivated employees** and using modern technological tools, we **create services** or **physical products** that will be required by the market. This **enables the group to create resources** for its **long-term development** and, at the same time, **bring added value** to the **society** in which we **live**.

GROUP VISION

Our goal is to build **a holding of Central European importance** focused on the **logistics, food industry and agriculture**. We strive to ensure that our business partners select us for the **high level of our customer care**, the **reliability of our services** and the **top quality** of our products. Our ambition is to **become leaders** in the fields in which we do the business.

LOGISTICS VISION

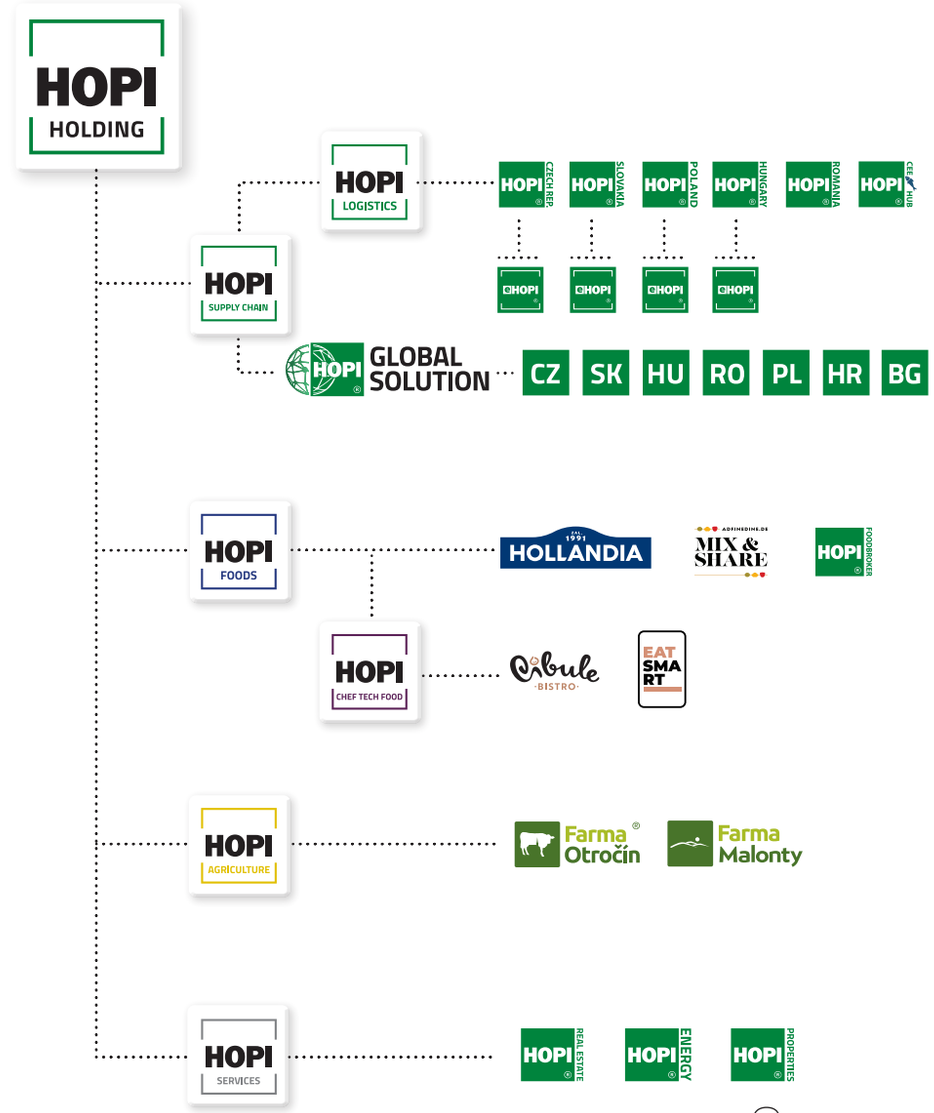
To build the largest Central European logistics group, which, thanks to its **technological sophistication**, customer service orientation, **quality and ability** to provide a **comprehensive service**, will be the preferred choice and driver of competitive advantage.

FOOD'S VISION

Creating products that excel in **quality, taste** and **design**. By focusing on innovations following market trends, an advanced business structure and exceptional marketing support, we will create "**love brands**", products that customers love.

AGRICULTURE VISION

To be a European **leader in organic milk production** with an approach based on **sustainable agriculture**, respect for land, animals and people. To **develop** other **production** with regard to the needs of the food division of the group, considering local possibilities and opportunities. To create an environment on the farms so that we can **gradually** make the **content** of our **activities accessible** to the **public** in an **attractive** educational **way**.



2024–2025 HIGHLIGHTS

THE YEARS 2024 AND 2025 WERE MARKED BY SIGNIFICANT ACHIEVEMENTS. WE PROUDLY CELEBRATED 33 YEARS OF HOPI AT FORUM KARLIN.

This legacy was recognized in 2025 when we received a prestigious Czech Top 100 award, honoring us as the **Most Admired Company** in the Transport category and placing us among the "**Top 100 Most Admired Companies**" **in the Czech Republic**.

Our commitment to sustainability was put into action. We launched our "**electric revolution**" by deploying the Mercedes E-Actros 300 in 2024, followed by the first eActros 600 RoadTrain in the Czech Republic in 2025. In parallel, our footprint expanded with the construction of the new **DC Chomutov North** for our key partner, Vileda (Freudenberg). This facility is built to BREEAM "Excellent" standards, utilizing heat pumps and rainwater reuse.

We continue to invest in our people, successfully hosting our popular **Family Days** alongside the **HOPI Cup** cycling event in both 2024 and 2025. We reinforced our company culture with the annual **Month of Values** and launched the **new HIP App**, which was immediately recognized with an HR Excellence Award as the Best HR Project.



HOPI HOLDING

4 500 employees

187 860 tCO_2e CARBON FOOTPRINT OF THE HOLDING

530+ mio. EUR REVENUE

HOPI SUPPLY CHAIN – LOGISTICS

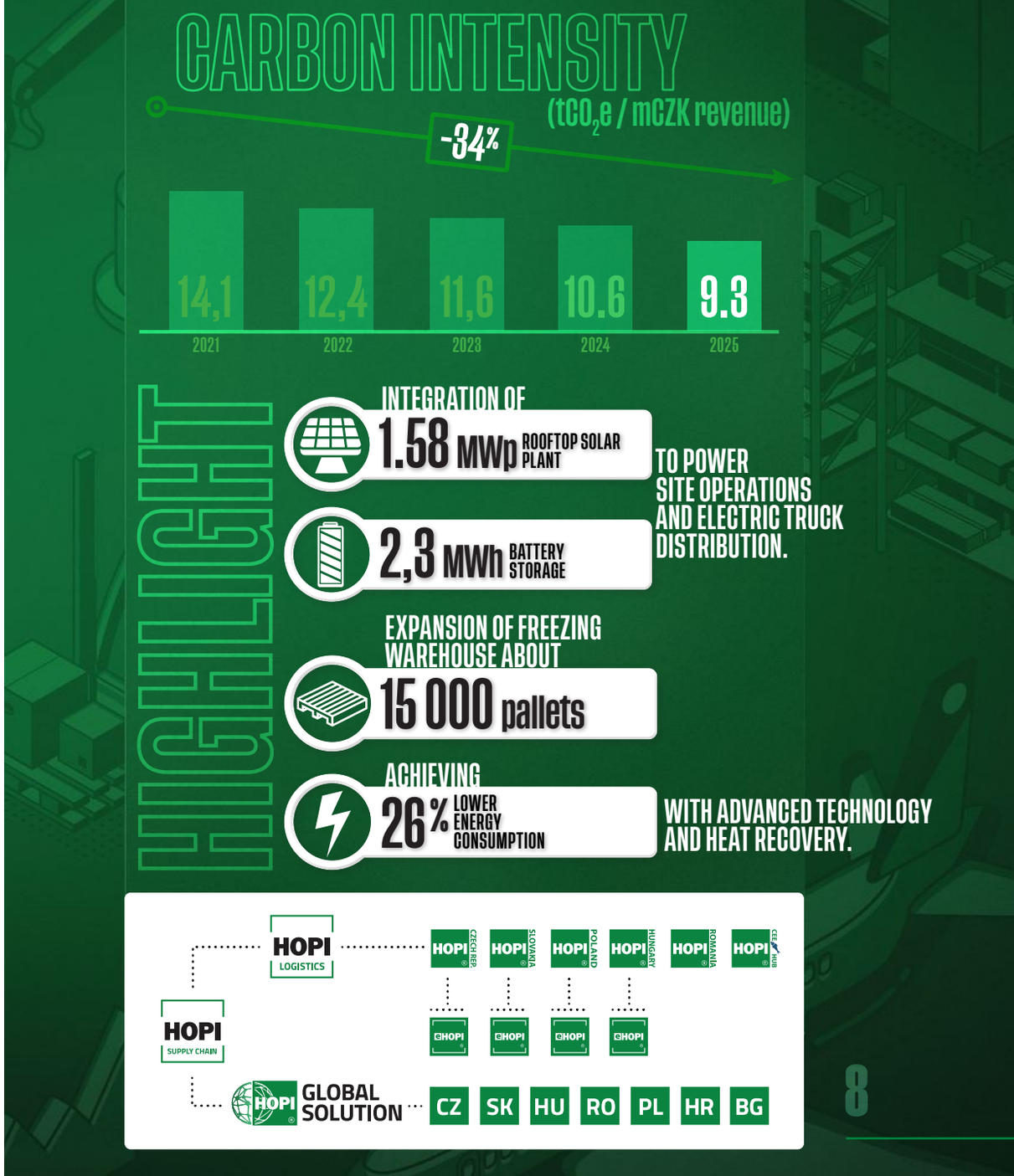
HOPI LOGISTICS PROVIDES VALUE-ADDED LOGISTICS SERVICES THROUGHOUT CENTRAL EUROPE, FOCUSED ON WAREHOUSING, TRANSPORTATION, CO-PACKING AND E-COMMERCE FULFILLMENT.

We handle various product categories across all temperature regimes, emphasizing **flexibility**. Our extensive infrastructure and certified operations guarantee **high service quality and reliability** for any logistics requirement.

In 2024, our focus shifted to **modernization and energy efficiency**, including freezing system improvements and **waste-heat recovery** used to heat facilities. We expanded **renewable energy** with photovoltaic systems in Jažlovice, Prostějov (CZ), and Madunice (SK), some with integrated battery storage and **EV charging**. We launched new **transportation operations** in Poland in 2024, with a further expansion planned for Slovakia (Madunice) in 2025.

Our commitment to sustainability is demonstrated by the new logistics **park in Chomutov (CZ)** for Vileda, which we **operate** as the logistics service provider. This facility features heat pumps and rainwater reuse, having **BREEAM "Excellent"** certification.

HOPI also offers international carriage by air, sea, and rail, supported by an ecologically friendly fleet. **All our vehicles are EURO6 compliant**, with electric and HVO-powered options highlighting our dedication to sustainable and innovative logistics.



HOPI FOODS – TECHNOLOGIES & PACKAGES

WE ARE WORKING TO GUARANTEE THE HIGHEST LEVEL OF FOOD PREPARATION AND PACKAGING BY INTEGRATING INNOVATIVE TECHNOLOGIES.

We have evolved from traditional catering into a modern, technology-driven food business **focused on high-quality** chilled ready meals. Sophisticated methods such as vacuum cooking, sous vide, hot fill, cook & chill, and faster cold help us reduce food waste and preserve quality.

By using data and precise process management, we maintain full control over recipes and raw materials, improving efficiency and consistency. Our approach is holistic – we combine smart food technologies with recyclable or compostable packaging to extend shelf life and reduce our environmental footprint.

We continue to invest in smart kitchens and intelligent fridges that monitor freshness, stock levels, and customer preferences, enabling agile and sustainable production. Among our trusted brands, Hollandia leads in dairy and recently introduced new cups designed for easier recycling, while Chef Tech Food unites technology and gastronomy to ensure modernity meets tradition.

CARBON INTENSITY

(tCO_2e / mCZK revenue)



HIGHLIGHT

In Chef Tech we focus to maximize yield and minimize waste

Therefore we are fully circular regarding the raw materials

Our production does not create any waste

BUT ONLY BYPRODUCTS WHICH ARE USED IN BIOGAS OR IN BIOFUEL PRODUCTION.

HOPI FOODS · HOLLANDIA · MIX & SHARE · HOPI CHEF TECH FOOD · Cibule BISTRO · EAT SMART

HOPI AGRICULTURE – BIO FARMING & WELFARE

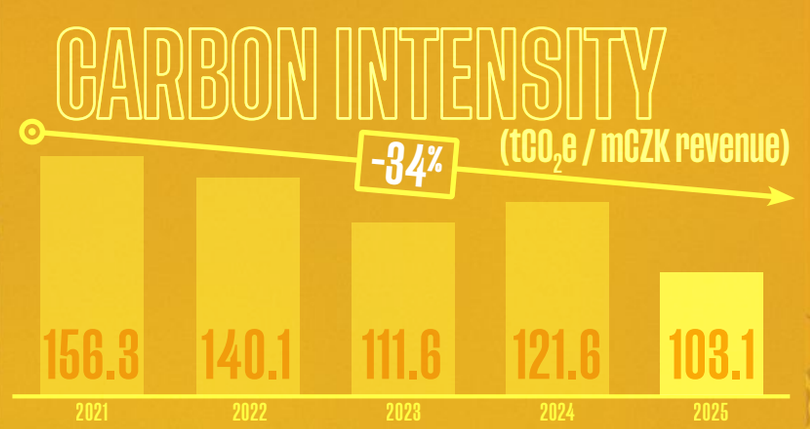
SUSTAINABLE AGRICULTURE FORMS THE VERY FOUNDATION OF OUR BUSINESS.

Since 2007, we have applied organic farming methods on 1,700 hectares of land at Farma Otročín, incorporating crop rotation, nutrient recycling, and biodiversity protection into our daily practice. This closed-cycle approach prioritizes soil quality, water retention, and long-term production in harmony with nature. Balancing cultivated fields with surrounding natural areas supports biodiversity within the Slavkovský les protected landscape area.

In 2024, we continued to make significant investments in smart and sustainable technologies to further modernize our agricultural operations. By expanding the use of precision agriculture, we are improving monitoring and management of soil and crops, enabling more efficient fertilizer use, reducing emissions, and supporting regenerative farming principles.

Our animal husbandry also reflects our ethical and sustainable philosophy. We manage herds of dairy and beef cattle with a focus on welfare, providing organic feed grown on our own land and allowing the animals to roam freely in open pastures.

The roots of HOPI are deeply grounded in agriculture. Through our farms in Otročín and Malonty, we maintain our connection to the land while advancing modern, data-driven, and sustainable farming practices. Together, these agricultural subsidiaries strengthen our commitment to growth, innovation, and the enduring values established by our founders.



HIGHLIGHT

- **1,700 hectares** OF ORGANIC FARMING — WITH A CLOSED-LOOP SYSTEM SUPPORTING SOIL HEALTH AND BIODIVERSITY.
- **Use of precise and regenerative farming** — REDUCING EMISSIONS AND OVERALL ENVIRONMENTAL IMPACT.
- **Ethical livestock management** — WITH FREE-RANGE HERDS AND ORGANIC, LOCALLY GROWN FEED.
- **Active community engagement** — THROUGH THE RESTORATION OF LOCAL ECOSYSTEMS AND RURAL INFRASTRUCTURE.

HOPI AGRICULTURE ..... Farma® Otročín Farma Malonty

HOPI
HOLDING

ENVIRONMENT



CARBON FOOTPRINT

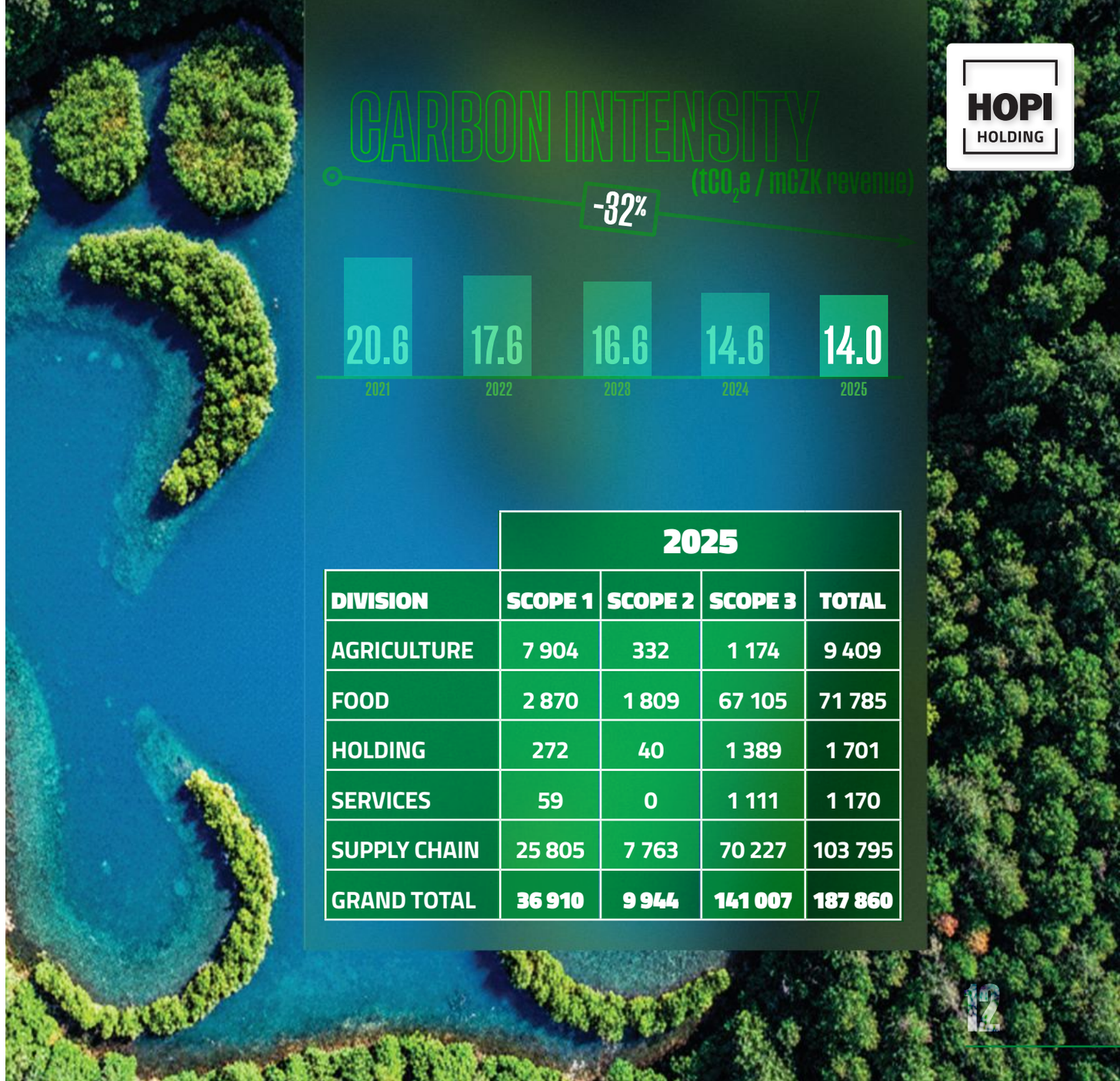
THE TOTAL CARBON FOOTPRINT FOR 2025 AMOUNTED TO 187.860 tCO_2e, REPRESENTING A SLIGHT DECREASE COMPARED TO 2023, BOTH IN TOTAL EMISSIONS AND IN EMISSION INTENSITY.

Overall trends remain consistent across years,
with the most **significant fluctuations observed in Scope 3** emissions.

- **Capital investments**, which are reflected only in the year of acquisition.
- **Refrigerant refills**, causing year-on-year variation in Scope 1
- **HOPI PL** recorded a notable increase in emissions, corresponding to the expansion of transport activities.
- A significant portion of Scope 3 continues to be linked to **contracted transport (HOPI Global Solutions)** and **capital expenditures**.
- The **Food Division** shows more variability due to changes in its internal structure and production portfolio.

Improvements for the next periods:

- **Scope 3:** Continue improving data accuracy by collecting supplier-specific information, particularly in selected parts of the Food Division.
- **Transport data:** Enhance the accuracy of data for both internal and contracted fleets, including different modes of transport, to enable more reliable reporting and potential data sharing with clients.



	2025			
DIVISION	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
AGRICULTURE	7 904	332	1 174	9 409
FOOD	2 870	1 809	67 105	71 785
HOLDING	272	40	1 389	1 701
SERVICES	59	0	1 111	1 170
SUPPLY CHAIN	25 805	7 763	70 227	103 795
GRAND TOTAL	36 910	9 944	141 007	187 860

DECARBONIZATION

KEEPING EYES ON THE ROAD

IN 2022, WE DEFINED **OUR SBTI-READY GOAL** TO REDUCE OUR CARBON FOOTPRINT BY 30 % BY 2030. EACH YEAR, WE CAREFULLY EVALUATE OUR PROGRESS AND ADJUST OUR ACTIONS TO STAY ON TRACK:

Transport segment – thanks to the **continuous modernization of our truck fleet** and the gradual introduction of **HVO and electric trucks**, we have reduced **fuel consumption per kilometer by 6% since 2022**, keeping us on track to meet our **2025 midterm target**.

At the same time, our overall **emission intensity** (CO_2e per unit of activity) has **decreased by 29%** since 2022, even though total emissions have risen due to the expansion of operations. Between 2023 and 2024, total emissions decreased by **3%**, confirming that our efficiency measures are delivering results.

Our **renewable energy program** continues to grow — with an additional **1.6 MWp of photovoltaic capacity** installed, potentially saving over **500 tonnes of CO_2e** annually.

THESE STEPS BRING US CLOSER TO OUR 2030 TARGET WHILE STRENGTHENING OUR LONG-TERM RESILIENCE AND SUSTAINABILITY PERFORMANCE.



ENERGY EFFICIENCY
WAREHOUSES – PORTFOLIO



16 WAREHOUSES IN CZ, SK, PL, HU AND RO

COUNTRIES
8

TOTAL STORAGE AREA
570 000 m²

CHILLED OR FROZEN STORAGE AREA
85 000 m²

OUR ACHIEVEMENTS

REDUCTION IN CO_2 EMISSIONS COMPARED TO 2021
-41,5 %

GREEN LOGISTICS SUSTAINABILITY STRATEGY

HOPI HOLDING

WASTE HEAT UTILIZATION
We recover heat from refrigeration compressors to warm office buildings and internal water systems.

LIGHTING
Our warehouses use energy-efficient LED lighting, reflective surfaces, and motion sensors to reduce electricity consumption.

SUPPORT OF PLANTING FORESTS
Through the Trees for Life program, our supplier plants one tree for every ten paper cartons we use—an average of about 700 new trees each year.

SOLAR ENERGY
A rooftop solar power plant generates renewable energy for our warehouses, supporting our own operations and power distribution across the HOPI network.

TRANSPORT
We operate vehicles meeting mainly EURO 6 standards, optimizing fuel use through central route planning, fleet diversification, alternative fuels such as HVO, electric trucks, and eco-driving training.

WASTE
As part of the REMA Green Company initiative, we focus on waste sorting, recycling, and efficient packaging. We have reduced packaging waste and also recycle obsolete electrical equipment.

WEIGHTED AVERAGE OF WAREHOUSES

ENERGY INTENSITY	ELECTRICITY CONSUMPTION	CARBON INTENSITY	WATER CONSUMPTION	WASTE PRODUCTION
KWh/m²	kWh/m²	t CO_2e/m²	m³/m²	kg/m²
114.34	98.03	0.0345	0.146	9.57

OUR PORTFOLIO IN CZECHIA





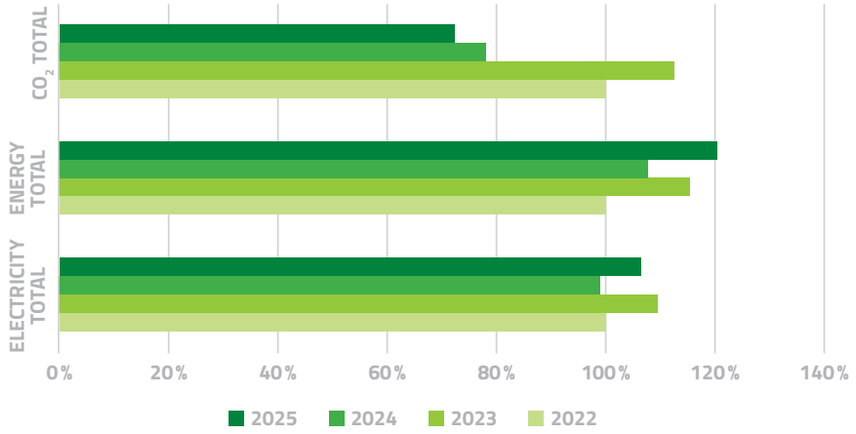






OUR PORTFOLIO JAŽLOVICE (CZ)

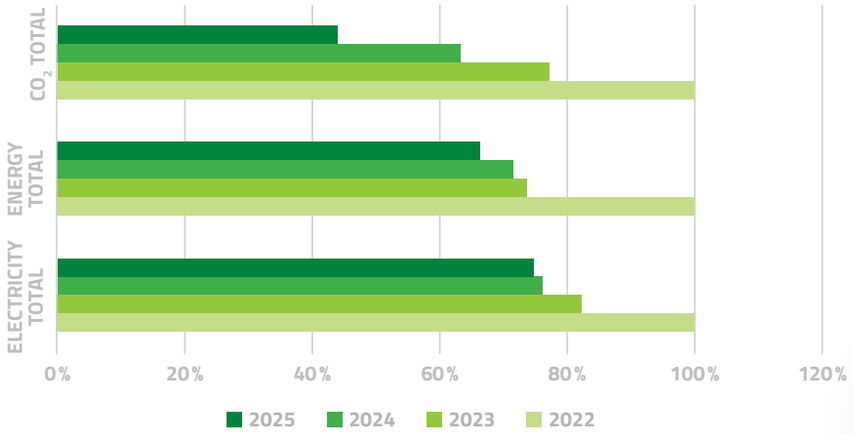
STRATEGICALLY LOCATED NEAR PRAGUE, THE JAŽLOVICE HUB SERVES AS A PILOT SITE FOR LOW-CARBON AND ENERGY-EFFICIENT LOGISTICS. MODERNIZED REFRIGERATION, SMART ENERGY MANAGEMENT, AND EXPANDED PHOTOVOLTAICS HAVE REDUCED ELECTRICITY USE AND EMISSIONS, WHILE OPTIMIZED PACKAGING AND WAREHOUSE PROCESSES SUPPORT CIRCULARITY GOALS.





OUR PORTFOLIO STRANČICE (CZ)

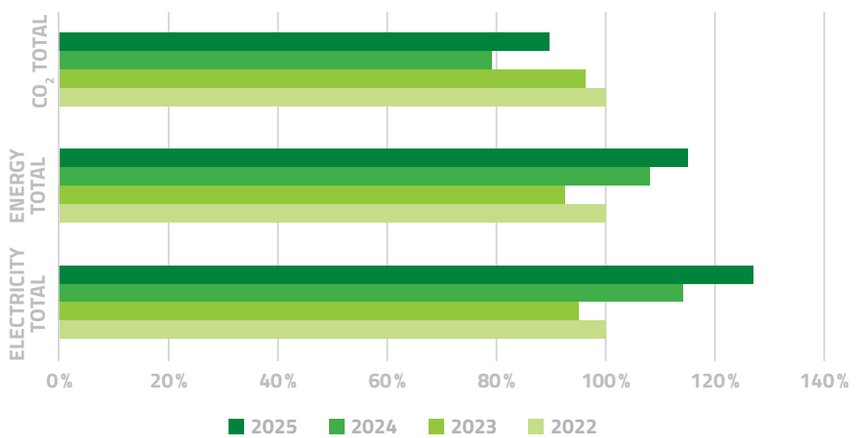
LOCATED ALONG THE D1 CORRIDOR, THE STRANČICE FACILITY PLAYS A CENTRAL ROLE IN REGIONAL LOGISTICS AND TEMPERATURE-CONTROLLED DISTRIBUTION. CONTINUOUS IMPROVEMENTS IN WAREHOUSE AUTOMATION, ENERGY EFFICIENCY, AND FLEET COORDINATION ENHANCE OPERATIONAL PERFORMANCE AND LOWER EMISSIONS. INVESTMENTS IN LED LIGHTING, INSULATION UPGRADES, AND ADVANCED MONITORING SYSTEMS CONTRIBUTE TO REDUCED ENERGY INTENSITY.





OUR PORTFOLIO PROSTĚJOV (CZ)

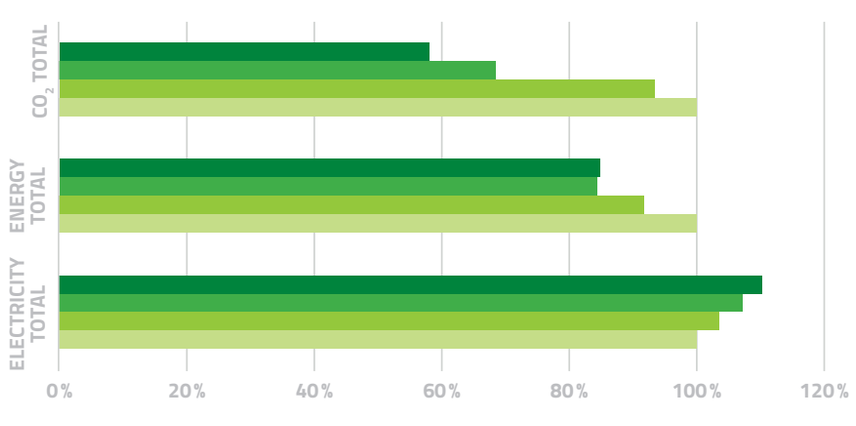
SITUATED IN THE MORAVIAN REGION, THE PROSTĚJOV WAREHOUSE SUPPORTS NATIONAL DISTRIBUTION AND EFFICIENT INVENTORY MANAGEMENT. THE SITE FOCUSES ON OPTIMIZING TRANSPORT ROUTES, CONSOLIDATING SHIPMENTS, AND IMPROVING BUILDING ENERGY PERFORMANCE. RECENT INVESTMENTS IN HVAC MODERNIZATION, LED SYSTEMS, AND WASTE REDUCTION INITIATIVES HAVE ENHANCED OVERALL RESOURCE EFFICIENCY AND REDUCED THE FACILITY'S ENVIRONMENTAL FOOTPRINT.





OUR PORTFOLIO KLÁŠTEREC NAD OHŘÍ (CZ)

LOCATED IN NORTHWESTERN BOHEMIA, THE KLÁŠTEREC FACILITY FOCUSES ON EFFICIENT REGIONAL DISTRIBUTION AND SUSTAINABLE OPERATIONS. ONGOING IMPROVEMENTS IN BUILDING MANAGEMENT, LIGHTING SYSTEMS, AND WASTE HANDLING HAVE REDUCED ENVIRONMENTAL IMPACTS, WHILE THE SITE'S ENERGY OPTIMIZATION MEASURES SUPPORT THE GROUP'S BROADER DECARBONIZATION AND CIRCULARITY OBJECTIVES.





OUR PORTFOLIO IN SLOVAKIA







OUR PORTFOLIO MADUNICE (SK)

MADUNICE LOGISTICS CENTER SPECIALIZES IN FOOD LOGISTICS AND TEMPERATURE-CONTROLLED HANDLING FOR RETAIL AND FMCG CLIENTS. THE SITE PROVIDES AMBIENT, CHILLED, AND FROZEN STORAGE, SUPPORTED BY EFFICIENT PICKING, CO-PACKING, AND DISTRIBUTION SERVICES. ITS LOCATION IN WESTERN SLOVAKIA ENABLES RELIABLE SUPPLY TO NATIONAL RETAIL NETWORKS WHILE SEAMLESSLY CONNECTING TO HOPI'S WIDER REGIONAL LOGISTICS INFRASTRUCTURE.



AVERAGE DATA PER m² OF MADUNICE FACILITY

ENERGY INTENSITY	ELECTRICITY CONSUMPTION	CARBON INTENSITY	WATER CONSUMPTION	WASTE PRODUCTION
KWh/m²	kWh/m²	t CO_2e/m²	m³/m²	kg/m²
278.81	278.81	0.0276	0.019	17.44

OUR PORTFOLIO SENEC (SK)

HOPI'S SENEC LOGISTICS CENTER NEAR BRATISLAVA IS THE COMPANY'S PRIMARY SLOVAK HUB, POSITIONED ON MAJOR MOTORWAY CORRIDORS FOR FAST NATIONAL AND CROSS-BORDER DISTRIBUTION. THE SITE OFFERS AMBIENT AND CHILLED STORAGE ALONG WITH ADVANCED WAREHOUSING, CO-PACKING AND VALUE-ADDED SERVICES. ITS STRATEGIC LOCATION ENSURES EFFICIENT CONSOLIDATION, RAPID DELIVERY, AND STRONG SERVICE RELIABILITY ACROSS SLOVAKIA AND SURROUNDING MARKETS.



AVERAGE DATA PER m² OF SENEC FACILITY

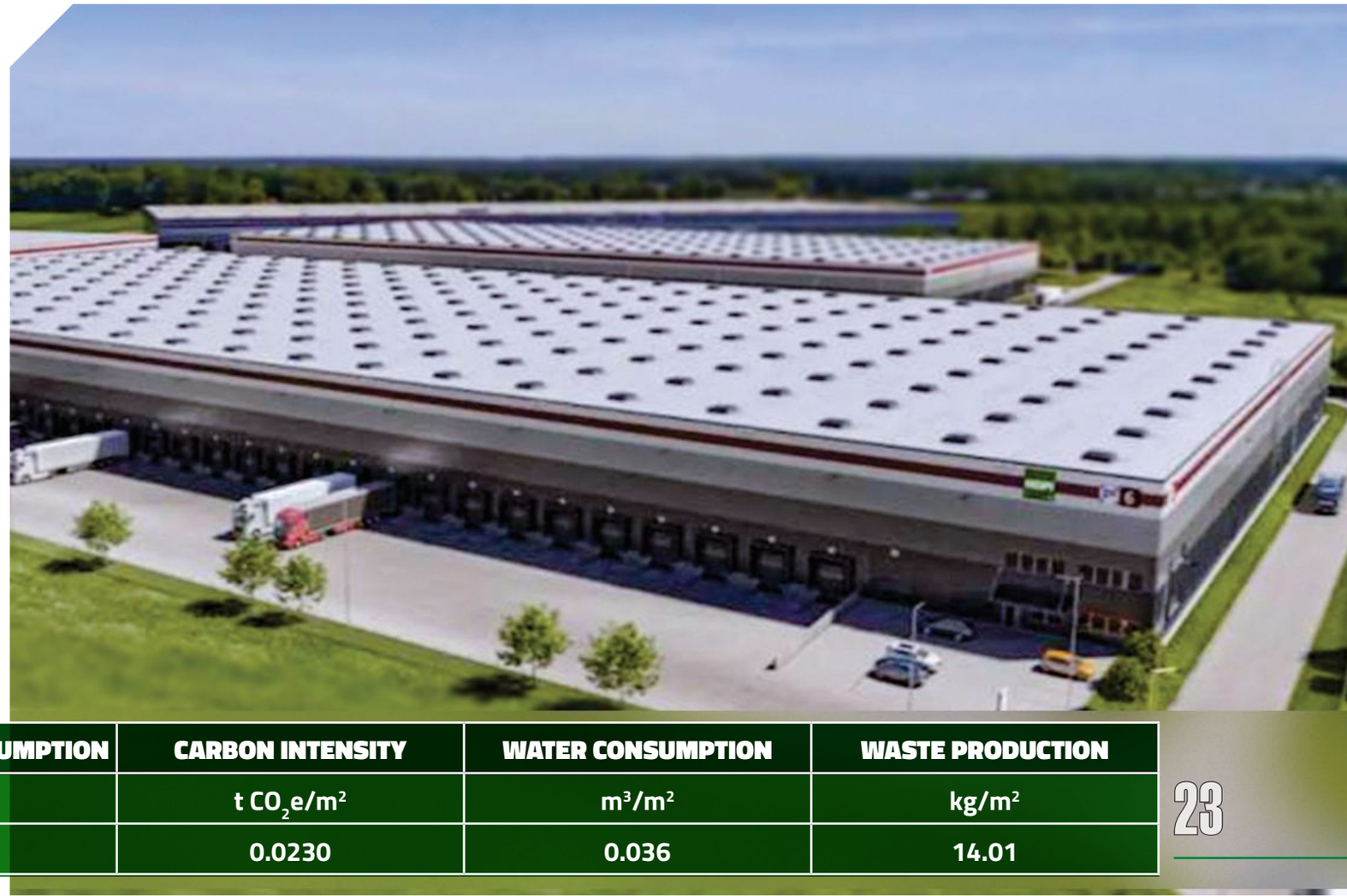
ENERGY INTENSITY	ELECTRICITY CONSUMPTION	CARBON INTENSITY	WATER CONSUMPTION	WASTE PRODUCTION
KWh/m²	kWh/m²	t CO_2e/m²	m³/m²	kg/m²
38.79	34.25	0.0092	0.050	4.84

OUR PORTFOLIO IN POLAND

HOPI HOLDING

HOPI'S POLISH NETWORK INCLUDES MAJOR LOGISTICS CENTERS IN **MSZCZONÓW** NEAR WARSAW, **SOCHACZEW** AND **LODZ**, ENSURING STRONG NATIONAL COVERAGE AND EFFICIENT CONNECTIONS TO CENTRAL AND WESTERN EUROPE.

The Mszczonów hub serves as the primary consolidation and distribution center for international and domestic flows, providing extensive ambient and tempered storage capacities. The Sochacew and Lodz sites strengthen regional reach and support co-packing, intra logistics value-added services. Together, these facilities form a highly integrated platform enabling reliable, flexible, and time-efficient logistics across Poland and neighboring markets.



AVERAGE DATA PER m² OF WAREHOUSE FACILITIES IN POLAND

ENERGY INTENSITY	ELECTRICITY CONSUMPTION	CARBON INTENSITY	WATER CONSUMPTION	WASTE PRODUCTION
KWh/m²	kWh/m²	t CO_2e/m²	m³/m²	kg/m²
39.54	34.98	0.0230	0.036	14.01

OUR PORTFOLIO IN HUNGARY

HOPI HOLDING

HOPI'S HUNGARIAN OPERATIONS ARE CENTERED AROUND TWO KEY LOGISTICS HUBS IN **GYÁL** AND **VECSÉS**, STRATEGICALLY LOCATED NEAR BUDAPEST AND THE COUNTRY'S MAIN TRANSPORT CORRIDORS. THE GYÁL FACILITY FUNCTIONS AS HOPI'S CENTRAL DISTRIBUTION CENTER IN HUNGARY, OFFERING AMBIENT, CHILLED, AND FROZEN STORAGE AS WELL AS ADVANCED WAREHOUSING AND CO-PACKING SERVICES.

The Vecsés site, positioned close to Budapest Airport and the M0 ring road, enhances flexibility for fast-moving consumer goods, retail, and e-commerce logistics. Together, these sites provide nationwide coverage and seamless connectivity with HOPI's regional network across Central and Southeastern Europe, ensuring efficient cross-border flows and high service reliability.



AVERAGE DATA PER m² OF WAREHOUSE FACILITIES IN HUNGARY

ENERGY INTENSITY	ELECTRICITY CONSUMPTION	CARBON INTENSITY	WATER CONSUMPTION	WASTE PRODUCTION
KWh/m²	kWh/m²	t CO_2e/m²	m³/m²	kg/m²
87.11	61.26	0.0156	0.070	4.38

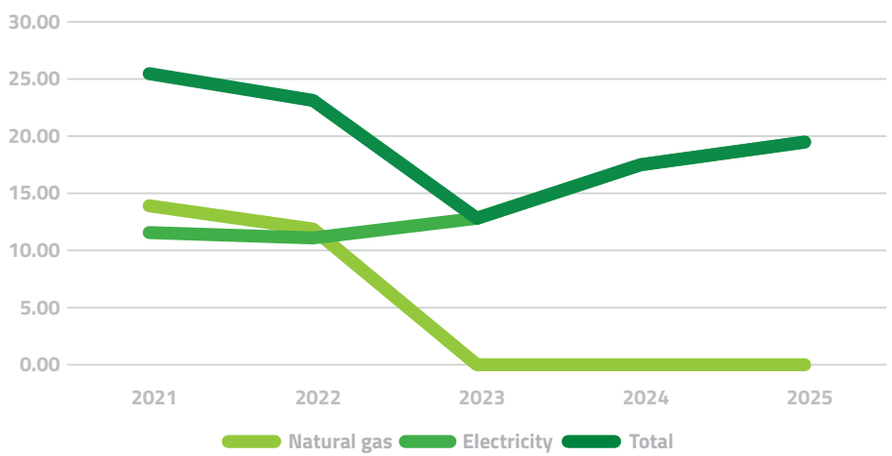
OUR PORTFOLIO IN ROMANIA

HOPI HOLDING

HOPI'S ROMANIAN OPERATIONS ARE BUILT AROUND TWO KEY LOGISTICS SITES: THE **BUCHAREST** WAREHOUSE AND THE **DUMBRĂVIȚA** FACILITY.

The Dumbrăvița location is dedicated to Procter & Gamble, where operational and emissions assessments focus strictly on the activities carried out directly by HOPI. In recent years, the Bucharest warehouse has transitioned from natural gas to a fully electric energy system, leading to a measurable reduction in total energy consumption and an improved environmental profile.

ENERGY INTENSITY IN BUCHAREST FACILITY



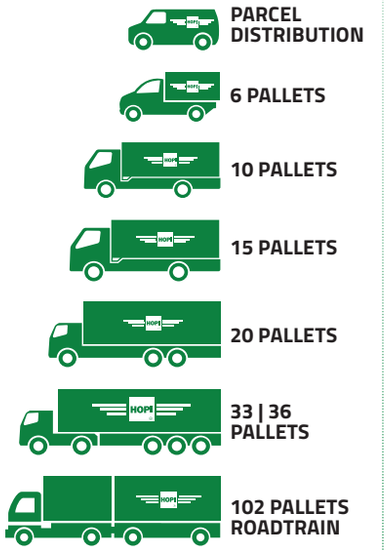


MODERN FLEET

SUSTAINABLE MOBILITY AND MODERN FLEET

OUR FLEET INVESTMENTS FOCUS ON **CLEANER** TRANSPORT, LOWER EMISSIONS, **AND** OPERATIONAL **EFFICIENCY**. WE'RE COMMITTED TO **MAKING** EVERY KILOMETER MORE **SUSTAINABLE** THROUGH SMART TECHNOLOGY **AND RESPONSIBLE** FUEL CHOICES.

INNOVATION AND LOW-EMISSION TECHNOLOGY



Our fleet is **98% compliant with Euro 6 emission standards**, ensuring modern, efficient, and clean operation.

The **average age of our fleet is just 2,5 years**, allowing us to continuously adopt the latest safety and efficiency innovations.

Since **spring 2024**, we have operated a Mercedes E-Actros 300 **electric truck**, with another one - Mercedes E-Actros 600 - joining in **spring 2025**. These electric vehicles allow us to fully eliminate Scope 1 emissions during operation.

We are also installing **solar panels on truck roofs**, providing energy for cabin heating and cooling — improving driver comfort while cutting auxiliary fuel use.

CLEANER FUELS - HVO IN ACTION

We are expanding the use of **HVO (Hydrotreated Vegetable Oil)**, a renewable diesel alternative that delivers **up to 90 % lower CO_2 emissions** than conventional diesel.

In 2024 and 2025, our fleet covered **400,000 kilometers** (per year) **using HVO**, consuming **over 100,000 liters** (per year).

TRANSPORT TEMPERATURE MODES



This change resulted in an estimated **saving of approximately 265 tonnes of CO_2e inScope 1 emissions** compared to standard diesel — a clear step toward a lower-carbon logistics footprint.

eROAD TRAIN AND CO_2 TRACKING

AVAILABLE. MEASURABLE. SUSTAINABLE.

HOPI introduces the first fully electric RoadTrain in the Czech Republic – the Mercedes-Benz eActros 600. A practical, ready-to-use solution that combines operational efficiency with real environmental benefits.

WHY IT MATTERS

- Demonstrates that long-distance, zero-emission transport is a reality.
- Provides transparent monthly CO_2 reporting for ESG and CSR purposes.
- Supports customers in achieving measurable reductions in logistics emissions.
- With the eActros 600 RoadTrain, HOPI makes sustainable transport accessible today – turning innovation into everyday practice.



HOPI
HOLDING



SOCIAL IMPACT

HR GROUP ACTIVITIES



CELEBRATIONS & WELLBEING PROGRAMMES

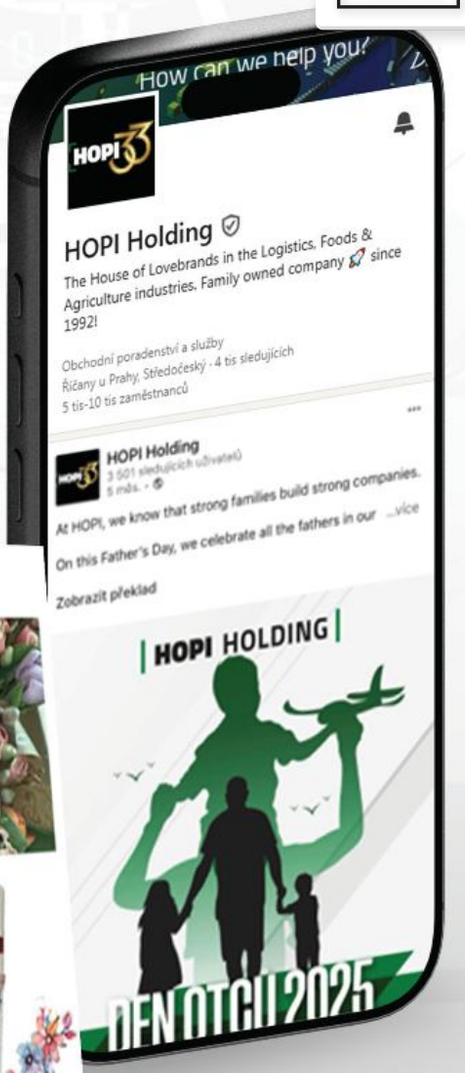
HOPI GROUP FOCUSES STRONGLY ON EMPLOYEE WELLBEING AND MAKES IT A PRIORITY TO CELEBRATE VARIOUS EMPLOYEE MILESTONES AND SPECIAL OCCASIONS — SUCH AS WOMEN'S DAY, MEN'S DAY, AND WORK ANNIVERSARIES, XMAS TIME.









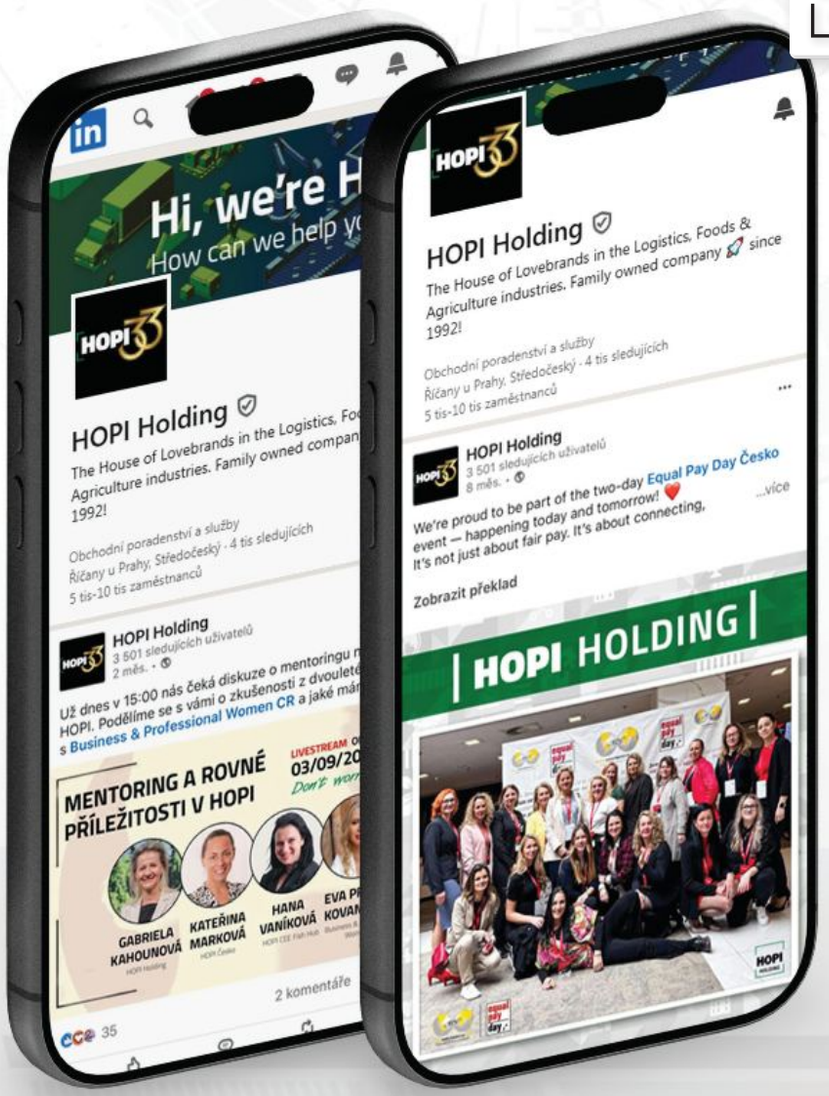


EMPOWERING WOMEN MENTORING

AT HOPI GROUP, FAIR PAY AND EQUAL OPPORTUNITY AREN'T BUZZWORDS—THEY'RE HOW WE WANT TO WORK EVERY DAY. THAT'S WHY WE SUPPORT BPW CR'S EQUAL PAY DAY.

Our people join the Opportunity/Empower Day to share real stories from listen, mentor, and learn. We bring those lessons home: clearer pay conversations, stronger support for women stepping into leadership, and practical mentoring for early-career talent.

It also shows future colleagues that HOPI Group is a place where anyone can grow and be rewarded fairly.



HOPI SIGNATORY - WOMEN

HOPI IS A MEMBER OF BUSINESS & PROFESSIONAL WOMEN CZ, AND ACTIVELY PARTICIPATES IN THE EMPOWERING WOMEN MENTORING FOR CZ PROGRAM. BEING A PART OF THE NETWORK OF BPW INTERNATIONAL, OPERATING IN MORE THAN 100 COUNTRIES, WE UNDERTAKE WOMEN'S ECONOMIC INDEPENDENCE TO IMPROVE THEIR CAREER ADVANCEMENT.

The pay gap and inequalities have become a widely debated issue, not only within the frameworks of the Czech and Slovak, with their real-life relevance long acknowledged. In 2023, HOPI participated in the 15th annual conference of **The Conference EPD (Equal Pay Day) and cooperation with „Action women SK" + EPD SK**, underlining that the challenge of wage inequality between women and men is still real, while seeking practical solutions for it.

In the same year, HOPI Slovakia also joined the initiative, strengthening our cross-border commitment, as the pay gap is a deeply rooted societal problem that knows no borders of regions. We realize the importance of addressing wage disparities and firmly believe that social pressure plays a crucial role in driving change, and we see engagement as an opportunity to raise general awareness.



HIGH-LEVEL MANAGEMENT Promoting gender equality is a priority for management team and remains central to our objectives.

TREATING ALL MEN AND WOMEN EQUALLY Providing an inclusive workplace where equality in gender is amongst the main focal points of the management and treating all employees with respect without considering their age, gender, ethnicity or nationality.

EMPLOYEE HEALTH, WELL-BEING AND SAFETY We organize activities such as: " Health Week" and Well being programs to promote the health of our employees.

EDUCATION AND TRAINING FOR CAREER ADVANCEMENT We support the training of our employees, both, professionally and personally. We have a talent management and an internal team of mentors.

BUSINESS DEVELOPMENT, SUPPLY CHAIN AND MARKETING PRACTICES We are a member of Business & Professional Women, where we are part of Empowering Women Mentoring. We celebrate women's and men's holidays. We share our activities and acomplishments on LinkedIn.

MEASUREMENT AND REPORTING Tracking and reporting mechanisms for evidence of progress; periodic utilization of the WEPs Gap Analysis Tool for assurance of transparency in non-financial reporting.

COMMUNICATION

Celebrating the success of all employees regardless of their gender and measuring the issue of Age Management by offering equal opportunities to all age groups.

COOPERATION WITH SECONDARY AND HIGHER EDUCATION



FROM SCHOOL STRAIGHT INTO THE WORLD OF LOGISTICS. WE COOPERATE WITH SECONDARY SCHOOLS AND UNIVERSITIES ACROSS REGIONS AND ACTIVELY SUPPORT THE CONNECTION BETWEEN EDUCATION AND REAL-WORLD PRACTICE.

We introduce students to our company in its full scope – from warehouse operations to transport organization in real-life practice. Excursions begin in Warehouse, where students become familiar with the processes that ensure the smooth running of our operations. They then visit our modern cold storage facility, where they experience what it is like to store goods at low temperatures. Here, they see firsthand that logistics is not only about moving goods, but also about precise organization and attention to detail. The excursions continue with a visit to our dispatching center, where everything is planned and managed in real time. One of the most popular moments is the opportunity to sit behind the wheel of one of our trucks and, at least for a moment, imagine what it is like to be a professional driver.

THEORY IN PRACTICE

This visit once again demonstrated how important it is to connect theoretical knowledge with real-life operations. Seeing logistics in action can be a strong source of inspiration for students when deciding on their future careers. Our cooperation with schools takes several forms – from visits to our facilities, where students gain insight into the real functioning of the company, through professional internships and work placements, to support for bachelor's theses in the form of consultations, expert guidance, and access to practical data. Our goal is to provide students with meaningful experience and help prepare them for their professional careers.

Meeting our experienced employees is not only inspiring for students, but also highly beneficial. Thanks to their willingness to share everyday experiences, students gain a comprehensive understanding of how logistics works and learn more about the requirements of individual positions. The program also includes discussions about internship and part-time job opportunities – and the level of interest among students is always truly encouraging.

We would like to thank everyone who contributes to and supports these meetings with students.







OUR AWARDS & CERTIFICATIONS



PLUXEE EMPLOYER OF THE YEAR



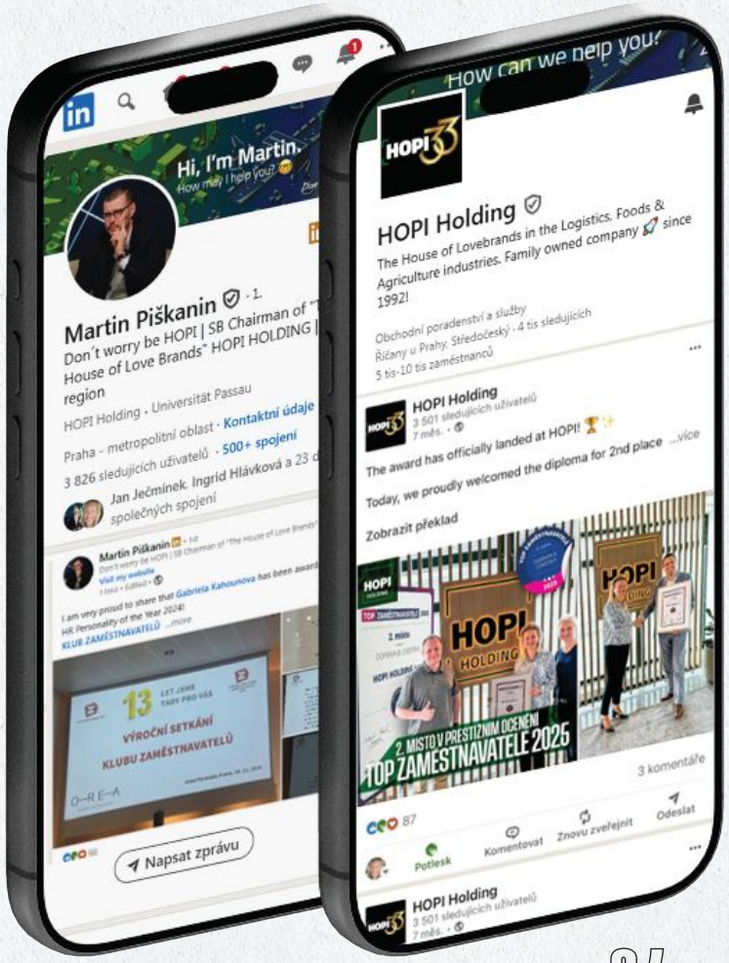
GREEN COMPANY-
CERTIFICATE OF PARTICIPATION



HR EXCELLENCE AWARD
AS THE BEST HR PROJECT



A COMPANY FOR HEALTH



OUR AWARDS & CERTIFICATIONS

HOPI s.r.o. CONFIRMS COMMITMENT TO SUSTAINABILITY - ECOVADIS ASSESSMENT 2025



HOPI s.r.o. HAS BEEN RANKED AMONG THE TOP 23 % OF COMPANIES IN THE ROAD FREIGHT TRANSPORT SECTOR IN THE LATEST ECOVADIS SUSTAINABILITY ASSESSMENT. THE COMPANY ACHIEVED OUTSTANDING POSITIONS IN KEY AREAS: TOP 10 % FOR ENVIRONMENT AND TOP 9 % FOR LABOR & HUMAN RIGHTS.

EcoVadis is a globally recognized standard for evaluating sustainability performance across four pillars: **Environment, Labor & Human Rights, Ethics, and Sustainable Procurement**.

"This achievement reflects our strong commitment to responsible business practices and motivates us to continue developing sustainable solutions for our customers and partners," said **Aleš Smejkal, KAM Global Accounts**.

IN 2025 HOPI EXPANDED SMETA-CERTIFIED SITES TO FOUR ACROSS THREE COUNTRIES

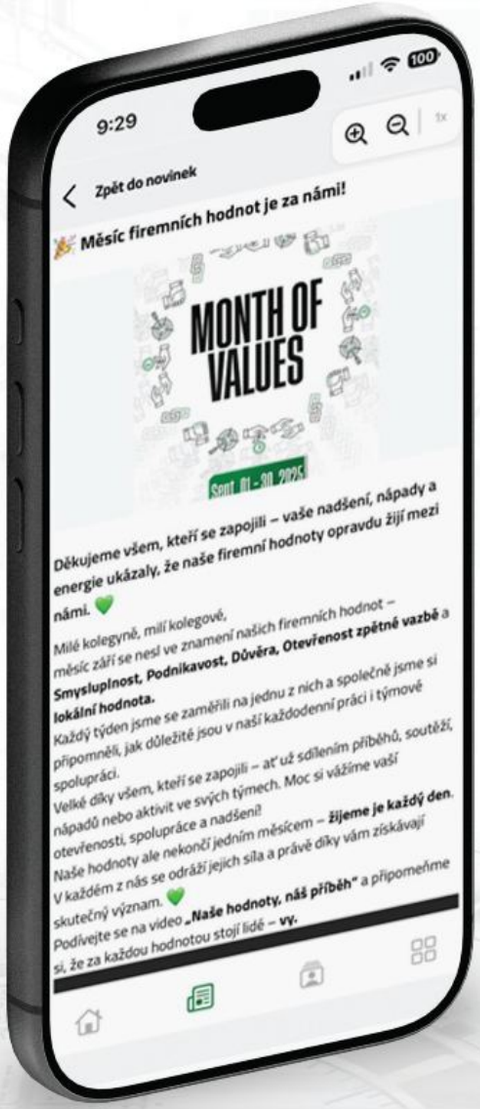
IN 2025, HOPI SUCCESSFULLY COMPLETED SMETA 4-PILLAR AUDITS ACROSS FOUR STRATEGIC LOCATIONS IN THREE COUNTRIES, CONFIRMING OUR COMMITMENT TO ETHICAL TRADE AND RESPONSIBLE BUSINESS PRACTICES THROUGHOUT OUR INTERNATIONAL OPERATIONS:

- **Szigetszentmiklós, Hungary**
- **Gyál, Hungary**
- **Prostějov, Czech Republic**
- **Mszczonów, Poland**

SMETA®
Sedex Members Ethical Trade Audit

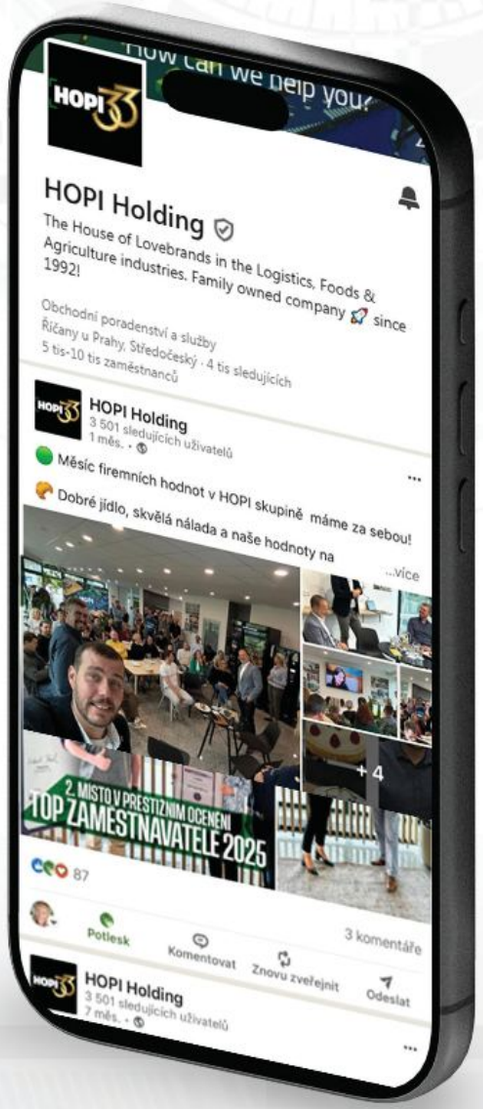
The audits covered key areas of Labor Standards, Health & Safety, Environment, and Business Ethics, ensuring compliance with ETI Base Code and local legislation. These results demonstrate our dedication to maintaining high standards of social responsibility and sustainability across all sites.

MONTH OF VALUES



EACH SEPTEMBER, HOPI GROUP RUNS A GROUP-WIDE MONTH OF VALUES THAT TURNS OUR CORE PRINCIPLES — **ENTREPRENEURSHIP, PURPOSE, FEEDBACK CULTURE AND TRUST** — INTO EVERYDAY PRACTICE ACROSS ALL COUNTRIES.

Value ambassadors in each company coordinate weekly activities (workshops, games, peer-feedback moments and open forums) and share stories via the HIP app, while leadership breakfasts and dialogues with the Piškanin family and HOPI EU Logistics management keep the conversation transparent and practical. Every site also highlights a fifth, locally chosen value to reflect its context. The initiative strengthens psychological safety, inclusion and cross-team collaboration, and anchors fair, respectful behaviour..



LEARNING & DEVELOPMENT

HOPI GROUP HAS PROGRAMMES:

- TRAINEE PROGRAMME
- TALENT PROGRAMME
- LEADERSHIP PROGRAMME

WE ARE FOCUSING ON REGULAR ANNUAL FEEDBACK – PEOPLE REVUE.

HOPI Group has own e-learning platform HOPI ACADEMY

Our talent strategy addresses both internal and external talent, supported by effective development programs that foster continuous learning and contribute to a strong, high-quality workforce. The program includes structured placements for highschool and university students, shadowing days ("one day with a branch director"), and guided visits to distribution centers and transport operations. By pairing real-world exposure with mentorship and a clear pathway into junior roles, HOPI strengthens its employer brand while supporting skills development and equal opportunities in modern logistics.



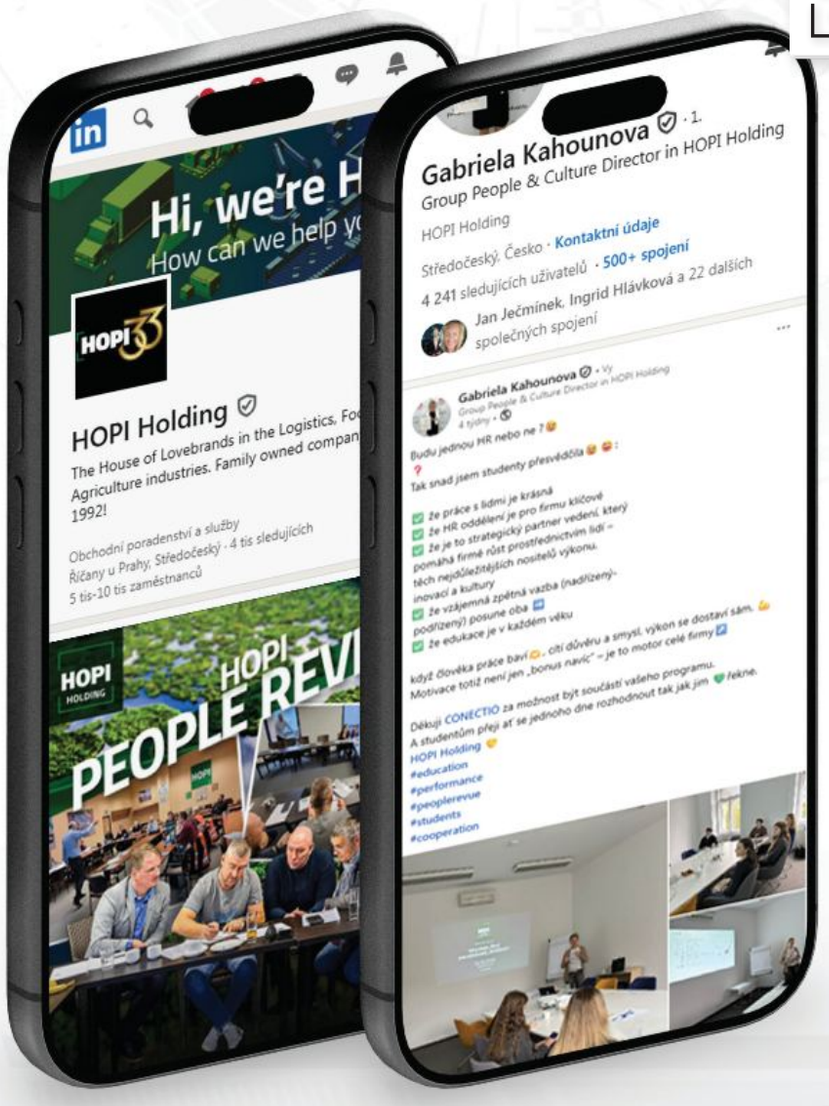
PEOPLE REVIEW



TALENT PROGRAM



TRAINEE PROGRAM



CSR AND COMMUNITY

HOPI LOGISTICS ACTIVELY SUPPORTS SPORTS AND HEALTHY LIFESTYLES THROUGH PARTNERSHIPS AND ITS OWN COMMUNITY EVENTS.

We also organize HOPI Inspires teambuilding events focused on building team spirit. The company served as the lead logistics partner for RunCzech series, including Prague Marathon 2025. In parallel, HOPI organises the HOPI Cup cycling event along with Family Day, bringing employees, families and local partners together.















HOPI TEAM PLANTED NEW TREES

AS PART OF OUR ONGOING ENVIRONMENTAL INITIATIVES, WE EXPANDED THE TREE-LINED PATH ALONG THE CYCLING ROUTE FROM CHOMUTOVICE TO HERINK, LOCATED JUST MINUTES FROM OUR OFFICES IN JAŽLOVICE AND MODLETICE.

The HOPI team planted new trees, contributing to a greener landscape and supporting the local community.



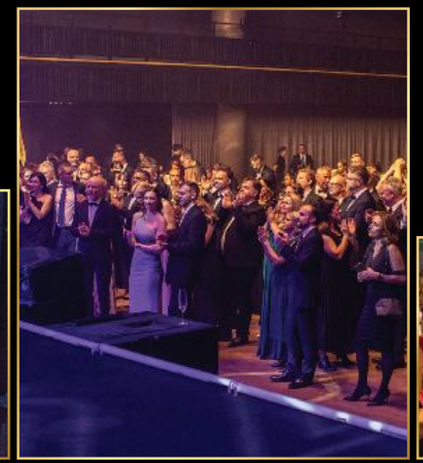
CELEBRATION OF 33 YEARS OF HOPI

WAS TRULY AN EXCEPTIONAL MOMENT THAT PERFECTLY REFLECTED WHO HOPI IS AND WHERE IT IS HEADING. IT WAS NOT JUST AN ANNIVERSARY CELEBRATION, BUT ABOVE ALL A GATHERING OF PEOPLE WHO HAVE BEEN BUILDING A STRONG AND STABLE COMPANY TOGETHER FOR MORE THAN THREE DECADES.

The entire event was filled with incredible energy, a positive atmosphere, and genuine joy from being together. A strong sense of connection across teams was clearly felt, along with openness, mutual respect, and pride in what we have collectively achieved. It is precisely this team spirit, collaboration, and human approach that make HOPI unique—and these values were visible at every step of the celebration.

The celebration also provided an opportunity to look back on the journey HOPI has taken over the past 33 years. A journey built on the everyday work, dedication, and professionalism of employees across the entire company. At the same time, it was an inspiration for the future—it reminded us that despite the dynamic changes in logistics and the world around us, the same core values remain essential: trust, cooperation, responsibility, and the drive to keep moving forward.





FORUM KARLÍN































HOPI
HOLDING

GOVERNANCE AND RESPONSIBILITY

GOVERNANCE KEY TOPICS

GOVERNANCE

At HOPI, transparency is a core governance principle. Executive processes are built on ethical values and social responsibility at every level of management, which helps build trust as a core value of HOPI.We conduct regular internal audits and controls to verify compliance with applicable laws and regulations. .

FAMILY CONSTITUTION

The Family Constitution defines the relationship between the company's owners and top management. It sets principles for sustainable development, HOPI's stability, and employee satisfaction. The Constitution outlines the core values that underpin our Codes of Conduct and clarifies the role of the Piškanin entrepreneurial family within the HOPI Holding structure.

WHISTLEBLOWING

HOPI operates a confidential whistleblowing system that gives employees a safe channel to report unethical behavior or workplace concerns. This mechanism supports integrity and transparency in day-to-day operations.

TRANSPARENCY

We provide transparent ESG disclosures to support informed decisions. We aim for consistent, auditable reporting and continuous improvement of data quality. We perform external data validations by Greenometer. GreenOmeter calculated greenhouse gas emissions in accordance with the international GHG Protocol (GHGP) and the technical standard ČSN EN ISO 14064-1.

GDPR

HOPI Holding a.s. complies with data-protection rules and processes employee data only for defined purposes on an appropriate legal basis, or with consent where required. Employees are regularly trained and informed on any changes.



HOPI INFORMATION PORTAL

HIP APP

THE HOPI INFORMATION PORTAL, KNOWN AS THE HIP APP, IS A MOBILE PLATFORM THAT CONNECTS EMPLOYEES ACROSS ALL HOPI LOCATIONS AND TEAMS.

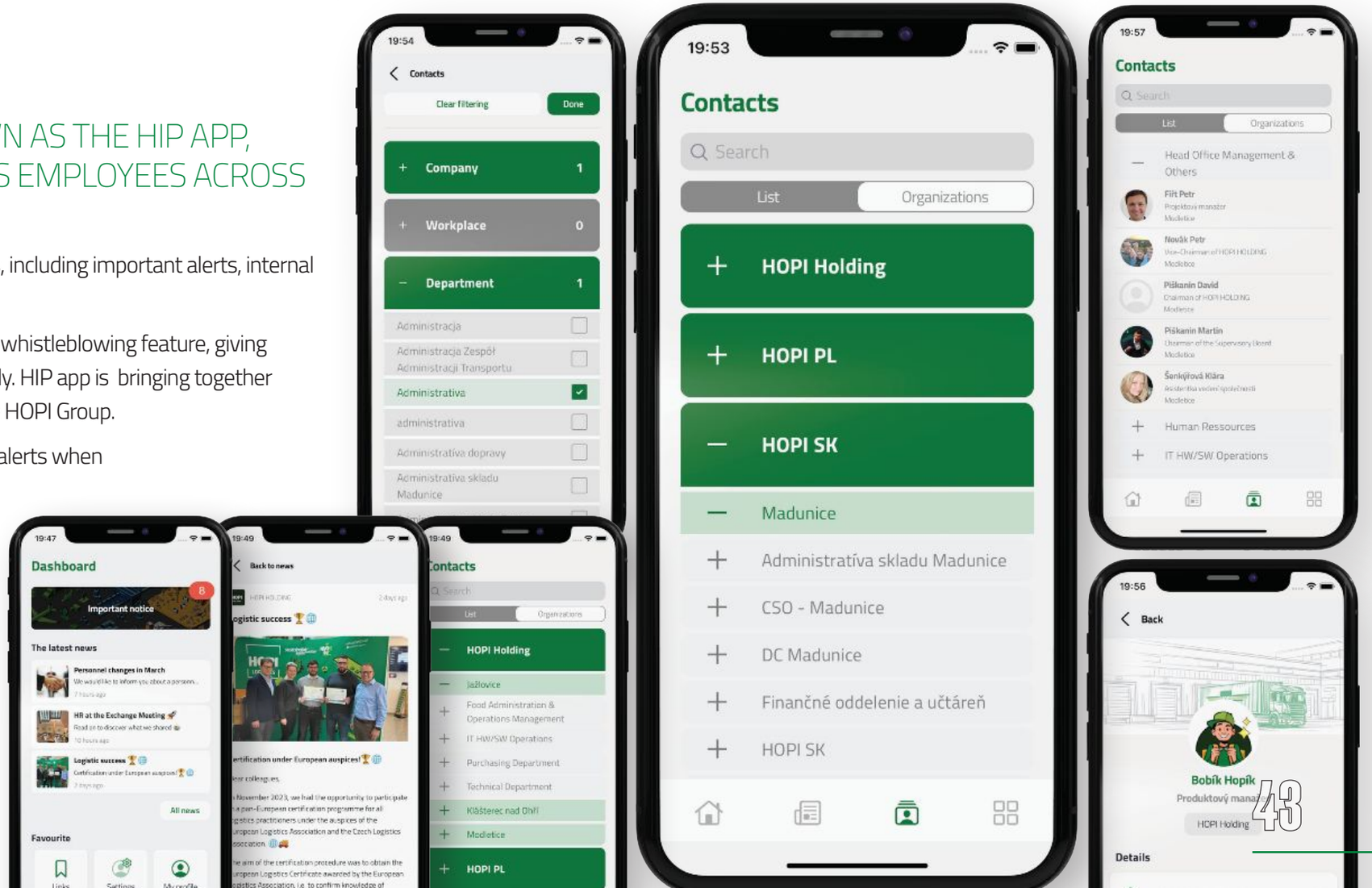
TIt delivers verified company updates directly to users' phones, including important alerts, internal news, and stories from everyday operations.

The app also enables two-way communication and includes a whistleblowing feature, giving everyone the option to report concerns safely and confidentially. HIP app is bringing together information, dialogue, and participation in one place across the HOPI Group.

Lastly HIP app has proven efficient in sharing of cybersecurity alerts when one of our employees was under phishing attack.

Stáhnout v App Store

ROZJEĎTE TO Google Play



CODE OF CONDUCT

THE CODE OF CONDUCT REGULATES THE ETHICAL STANDARDS FOR ANY ACTIVITY AND BEHAVIOR WITHIN THE ENTIRE COMPANY.

With a strong demonstration of moral values and the incorporation of environmental responsibility the Code of Conduct is HOPI's bible.

1. PIŠKANIN FAMILY BUSINESS VALUES

The fundamental orientation of HOPI derives from the corporate values presented, which support us in long-term development and efforts to deliver added value to the community.

2. COMPLIANCE WITH LEGAL REGULATIONS

In addition to the full compliance with national and international legislation, we are also committed to social responsibility.

3. BUSINESS ETHICS

Fostering trusting relationships with partners, careful handling of information, and a strict anti-corruption stance are the incentives that we use to frame our relationships with our business partners.

4. EMPLOYEE RELATIONS

Encouraging a space that is free from any hint of discrimination is inherent in the company, thus providing mechanisms for fair remuneration and responsibly addressing grievances. We cultivate a space where employees can grow both professionally and personally and participate in training and development activities.

5. HEALTH AND SAFETY

Employee safety is taken care of with regular training, safety equipment, and comprehensive health assessments.

6. ZERO TOLERANCE OF CORRUPTION

Employees are systematically encouraged to report any conflicts of interest, and, on HOPI side, we avoid contracts that might even suggest such a conflict.

HOPI

ESG REPORT 2024-25

IN COOPERATION WITH

GreenOMeter





HOPI HOLDING

Don't worry be HOPI®