

CORPORATE SOCIAL RESPONSIBILITY REPORT
OF EVO-SERVIS SK S.R.O. 2024



ABOUT US

evo-servis sk s. r. o. evo-servis sk s.r.o. is a recruitment agency based in Malacky, which provides personnel services and operates in Slovakia, mainly in the field of flexible employment and temporary labor market.

With many years on the market, we have built a reputation as a reliable partner in the field of personnel management, which can be confirmed by satisfied partners, especially from the manufacturing sector operating in the automotive, engineering, electrical, food industry and logistics services.

Our goal is to provide each partner with employees that match their qualification requirements.

We try to recruit employees not only in Slovakia, but also in other countries where there is a potential workforce for these sectors. We assist prospective employees throughout the whole process of placement on our labor market and during adaptation in a particular company.



evo-servis sk s.r.o. is committed to ethical and responsible business conduct. Our goal is not only to connect employers with talented candidates, but also to actively contribute to the development of society, the protection of the environment and the support of community initiatives. We believe that sustainable business is the foundation for long-term success and stability.

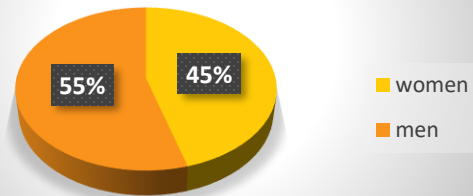


The company **evo-servis sk s.r.o.** is part of the wider **LINTAR GROUP**, which also has branches in other countries such as the Czech Republic, Poland and Hungary, thus expanding its activities to the wider Central European market. During our long-standing presence on the Slovak market, we are currently successful in placing our employees in every region. Currently **evo-servis sk s.r.o.** has three brick-and-mortar branches in **Malacky, Bratislava** and **Kosice**.

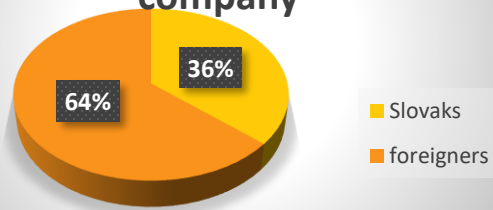
OUR EMPLOYEES

evo-servis sk s.r.o. ensures transparent and fair recruitment processes with an emphasis on equal opportunities.

Ratio of men and women
in the company



Ratio of Slovaks and
foreigners in the
company



We promote equal employment opportunities without discrimination on the basis of age, gender, nationality, religion or health.

Our company is actively engaged in supporting foreign employees and creating an inclusive work environment. We provide foreigners with detailed information about their labor rights and obligations on the Slovak labor market, which is crucial for their successful integration. We also provide legal and administrative support to facilitate the process of adaptation to the new environment.

OUR EMPLOYEES

Our efforts to improve the integration of foreigners into the corporate culture are significant because understanding and embracing corporate values and norms is the foundation for effective collaboration. Working with authorities and organizations to ensure transparency in the employment of foreigners contributes to compliance with legal requirements and ethical standards.

We cooperate with **foreign agencies** (Sri Lanka, India, Nepal, Africa, UAE...) in the recruitment process and provide comprehensive support to candidates throughout the entire recruitment process, from selection to placement in a specific workplace, which ensures a smooth adaptation of new employees in their new environment.



OUR EMPLOYEES

- We focus on improving the working conditions of employees within the framework of personnel leasing.
- We support professional growth that contributes to long-term employee satisfaction and loyalty.

All our activities are in line with best practices in the field of employment of foreigners and integration into the corporate culture, which positively influences the overall performance and reputation of the company.

TRANSPARENCY AND CORPORATE CULTURE

Our company is committed to open communication with employees, partners and job seekers. We regularly evaluate our corporate social responsibility activities and implement improvements based on feedback.

Therefore, in 2024, we introduced an internal employee evaluation of the Company and the Company's management. The assessment covered the working environment, workplace relations, company management's approach to internal employees, compliance with environmental principles and occupational health and safety in the workplace.



TRANSPARENCY AND CORPORATE CULTURE

The result of the employee evaluation:

From the ratio of the weighted scores and the given questions, it follows that our company is rated by employees at **1.06 points** - i.e. the rating of evo-servis sk s r.o. is in group **1 - excellent status**.

We will continue to strive to maintain this rating and support our employees in all areas.

According to the evaluation of the questionnaires, we excel most in the area of compliance with Occupational health and safety and Enviro principles in the workplace. Also, our employees appreciate the approach of supervisors and company management. Employees are provided with all the means to carry out their activities.



TRANSPARENCY AND CORPORATE CULTURE

We comply with all applicable legal and ethical standards and are actively involved in initiatives to improve employment legislation. We have developed an internal "**Code of Ethics**" and regularly train our employees on compliance.

We have also implemented "**Whistleblower Protection**" procedures.

- In terms of corruption, we can say that the company does not register external stakeholder pressure and corruption incentives.
The company itself has not registered attempts to corrupt its employees.

We support the work-life balance of our employees through flexible working conditions and assistance programmes.

TRANSPARENCY AND CORPORATE CULTURE



At the same time, we take care of the social background of our employees and provide various non-work benefits, such as regeneration allowances, childbirth allowance or bereavement allowance. We are committed to providing our employees with a comprehensive social background and a wide range of non-work benefits that support their satisfaction and well-being at work.

TRANSPARENCY AND CORPORATE CULTURE

In addition to regeneration allowances, we offer:

- Flexible working hours and the opportunity to work from home: We allow our employees to adjust their work schedule to suit their needs and provide the opportunity to work from the comfort of their home.
- Contributions to sports and cultural activities: We support the active lifestyle of our employees through contributions to sports activities such as multisport cards.
- Training programs: we invest in the development of our employees by giving them access to professional training.
- Company events and teambuilding: we organize a variety of social events that foster team spirit and promote good relations in the workplace.



TRANSPARENCY AND CORPORATE CULTURE

Each benefit is designed to support the health, personal development and overall satisfaction of our employees, contributing to a positive work environment.

The organization has devoted resources to motivate employees in the form of ensuring safety at the workplace, equipped all the company's branches with new computer equipment, provided internal employees with vouchers for non-work activities, supported the improvement of comfort at the workplace (e.g. new premises, water tanks, renewal of greenery, etc.), and organized joint meetings with colleagues from all over Slovakia on various occasions.

As every year, also in 2024 the company donated a financial contribution to the Centre for Children and Families in Malacky.

ENVIRONMENTAL PROTECTION

From an environmental perspective, the company behaves responsibly. We have established an environmental register and have secured the company in terms of accident protection.

The identification and assessment of environmental aspects is a key element of the **ISO 14001** environmental management system, which has been applied since 2024. This process enables organizations to identify which from our activities, products or services have a significant impact on the environment and then implement measures to minimize negative impacts.

The implementation of measures to prevent and manage environmental accidents is essential to minimize the risks associated with unforeseen events. This includes the development of emergency plans, regular staff training and the provision of the necessary equipment to deal with emergency situations.

We regularly check waste segregation, efficient use of lighting fixtures, regularly inspect appliances, etc. at our sites.

ENVIRONMENTAL PROTECTION

By carrying out regular maintenance of electrical appliances, we contribute to reducing energy consumption and prolonging the life of the equipment. These measures not only reduce operating costs but also minimize the company's environmental footprint.

In 2024, we relocated our operations in Bratislava (our office Bratislava) to premises in building the Aupark Tower. The Aupark Tower has been **BREEAM** (Building Research Establishment Environmental Assessment Method) certified, which is an internationally recognised system for certifying the sustainability of buildings.

These initiatives reflect your commitment to environmental responsibility and sustainability, positively impacting not only the environment but also your company's reputation.



BREEAM[®] Code for a Sustainable Built Environment
www.breem.com

BREEAM In-Use
The assessment of the common areas of:
Aupark Tower
Einsteinova 3541/24
Bratislava V
851 01
Slovakia

has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
by a Licensed Assessor for:
Wood & Company Real Estate

Total area of assessment: 9781 m²
Certificate Number: BIU00012655-1.0 Issue: 1.0

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SD6063.

Asset Performance: 76.0% CBRE s.r.o.
Licensed Assessor Company

Excellent
★★★★★

Management Performance:
Not Assessed

Jiri Stransky
Assessor Name

BAUD1282
Assessor Number

Crucial
Signed on behalf of BRE Global Limited

18 May 2023
Date of Issue

18 May 2026
Valid Until

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OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

The introduction of an **Occupational Health and Safety Management System (OHSMS)** in our company is a key step towards ensuring a safe working environment and the protection of our employees. The implementation of such a system enables us to effectively identify and manage risks in the workplace, thereby minimizing the likelihood of occupational accidents and illnesses.

Our employees are regularly trained in occupational health and safety as an integral part of this system. We strive to create conditions that are as compliant as possible with all required standards, including **ISO 45001**.

We also take into account psychosocial factors such as stress, workload or working conditions that can affect employees' health. From the analysis of employee evaluations, this is the area that our employees rate as the best.

SUSTAINABLE DEVELOPMENT

In 2024, **evo-servis sk s.r.o.** decided to extend its existing integrated management system **ISO 9001** with additional standards - **ISO 27001, ISO 14001, ISO 45001** and **CSR** – Corporate Social Responsibility). This move reflects the growing market demands and strategic plans for future development. The internal management system (IMS) has been designed to enable the company to respond flexibly to change, support its expansion and effectively capture new trends and stakeholder expectations.



Economic results of the company:

year	2022	2023	2024 (premise)
Net turnover (v EUR)	11 192 106	19 824 901	20 000 000

The company's significant investments in 2024 included the purchase and modernization of IT equipment and software, as well as outsourcing of key IT services and retraining of internal staff. We continue to upgrade our IT infrastructure and software support on an ongoing basis, including enhancing connectivity security and data protection.



SUSTAINABLE DEVELOPMENT



Evaluation of suppliers:

An analysis of the evaluation of suppliers and subcontractors was conducted in 2024. The supplier analysis resulted in a **score of 1.50** - thus concluding that the company has well selected suppliers for its core product range and services. However, we will continue to monitor suppliers and perform analyses on an annual basis.

Evaluation by customers:

Similarly, in 2024, we conducted an analysis of the evaluation by our customers. From the ratio of the obtained weighting points and the given questions, it follows that our company on average achieves a customer rating of **1.32 points** - i.e. the rating of evo-servis sk s.r.o. thus ranks in group **1 - excellent status**. All customers interviewed said that they would use our services in the future.



SUSTAINABLE DEVELOPMENT



We only work with companies that adhere to labor standards, provide good working conditions and fair remuneration. That is why we have introduced a **"Supplier Code of Conduct"**, which sets out the basic principles and requirements that our suppliers must comply with in the course of their business relationship. We expect our suppliers to adhere to the highest ethical, legal and social standards and to contribute to sustainable and responsible business.

TARGETS



The company's 2025 targets are set, measurable and meet the company's objectives. The Company's objectives are developed for all levels and functions within the Company, are measurable and in line with the **Company's policy**, which is published on the Company's website.

CONCLUSION

Responsible business is key to our company. We believe that our activities contribute to a better labor market, fairer conditions for employees and a better environment for all. Our goal is to continue to improve, to expand our corporate social responsibility activities and to set a positive example for other companies. We are convinced that sustainable development and ethical business conduct lead to long-term prosperity for the entire company.

