CO_2 Reduction Policy

1. Purpose

This policy outlines our commitment to reducing greenhouse gas (GHG) emissions in alignment with international standards and our operational realities. As a fully remote organization, we focus on minimizing our environmental impact through responsible travel practices and continuous improvement in sustainability.

2. Emissions Scope Overview

The table below summarizes the relevance of each emissions scope to our company:

Scope	Description	Relevance to Our Company
Scope 1	Direct emissions from owned or controlled sources	Not applicable – no company-owned vehicles or facilities
Scope 2	Indirect emissions from purchased electricity, heating, and cooling	Not applicable – all employees work from home and are not reimbursed for utilities
Scope 3	All other indirect emissions in the value chain	Applicable – limited to business travel by employees

3. Scope 3 Emissions – Business Travel

We recognize that business travel is currently our only significant source of emissions. We commit to:

- Tracking all flights, train journeys, and other business-related travel
- Encouraging virtual meetings as the default
- Prioritizing low-carbon travel options (e.g. trains over flights)
- Offsetting emissions from essential travel through verified carbon offset programs

4. Emissions Reduction Targets

Given our limited emissions profile, our targets are focused and achievable:

- Reduce business travel emissions by 30% per employee by 2030, using 2024 as the baseline year
- Offset 100% of unavoidable business travel emissions annually starting in 2026

5. Monitoring and Reporting

- Annual reporting of Scope 3 emissions from business travel
- Review of travel policies and practices every 12 months
- Public disclosure of progress in our sustainability report

6. Continuous Improvement

We will explore opportunities to expand our emissions tracking capabilities, including:
- Partnering with suppliers who can provide carbon data
- Evaluating tools to estimate embedded emissions in purchased services

Czech Republic, Brno, 23rd of June, 2025.

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