

# AVECO Corporate Social Responsibility (CSR) Report

2023



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## 1. INTRODUCTION TO AVECO

Aveco, headquartered in the Czech Republic and operating globally, specializes in studio production automation, master control automation, integrated channel playout, and media asset management systems. Our commitment to innovation, stability, and independence defines our approach to corporate social responsibility (CSR).

## 2. OUR CSR VISION AND STRATEGY

Aveco is dedicated to driving sustainable innovation in the broadcasting industry, maintaining a responsible and ethical business model, and contributing positively to the communities where we operate.

## 3. KEY AREAS OF FOCUS

### 3.1. Community Engagement

Worldwide Operations: With Aveco offices spread from Hong Kong through Czech Republic to United States, and with Aveco customers around the world, we ensure a global presence with a local impact.

We produce tools for community engagement. We connect people and empower them to share information across the local communities as well as across the world.

### 3.2. Environmental Sustainability

Our company recognizes the need to protect the natural environment, and we are active at two fronts, working with our customers and focusing on our own today's and future operations.

Our automation products enable our customers to optimize their work, reduce energy consumption and thus reduce the carbon footprint.

At Aveco we execute several strategies:

- We actively support the Governments of our country in environmental activities, and our common results are great – we have fish in our rivers and forests in our mountains, and that was not the case 30 years ago.
- We encourage the carbon-free commuting to work, such as cycling or staying at the home office.
- We recycle 100% of our electronic waste.
- We actively execute the waste management.

### 3.3. Ethical & Business Practices

Aveco is multinational and cross-cultural company operating in most of the regions of the world. We are committed to ethical practices, including fair labour practices, diversity and inclusion policies, and transparent governance in each location we operate in. We always conduct business with integrity and respect to human rights.

Conscious of its responsibility as a company operating in diverse areas, we have to reflect the diversity of their population and of our co-workers there. We have hired an expert on cross-cultural communication, inclusion & diversity who creates and executes a strategy comprising four pillars: gender, ethnic-cultural, socio-cultural and disability.

At Aveco we make sure all our contractors, employees, co-workers are handled with respect regardless of their religion, gender, culture etc.

We conduct special cross- cultural meetings and trainings to increase the overall understanding.

Our business ethics includes the following imperatives:

- Respect the law
- Honor our internal policies
- Ensure that all our business operations are legitimate
- Keep every partnership and collaboration open and transparent
- Safety and fair dealing
- Respect toward the customers and partners
- Anti-bribery and anti-corruption practices

### 3.4. Industry Contribution

Pioneering Technologies: Aveco's unique technologies, such as cloud-based Master Control Playout, News studio automation system and MAM demonstrate our commitment to leading the industry with innovative solutions.

Our industry contribution has been honoured by various industry boards, including the most prestigious awards, the IBC Innovation Award and EMMY Award.

### 3.5. Independence and Integrity

As an independent manufacturer, Aveco invests in integrating third-party products, providing customers with the best solutions without locking them into specific products or workflows.

### 3.6. Educating and Empowering Workers

- We as a multinational technology company provided training courses to about 3000 people since 1992.
- Our company has competitive employee benefits practices. For example, we offer contribution to pension plans of our employees.
- The company has introduced AVECO ACADEMY to train employees, business partners and customers.
- The company issues weekly AVECO EDU newsletter to enhance people soft skills.

## 4. SOCIAL RESPONSIBILITY:

The company encourages employees to volunteer their time and skills to tutor or mentor students, either in-person or through virtual platforms (Employee Volunteer Program).

## 5. FUTURE COMMITMENTS

Aveco will continue to innovate responsibly, focusing on sustainable practices in all aspects of our operations. We aim to maintain our leading position in the broadcasting industry while upholding our ethical standards and supporting the communities we are part of.

## 6. STAKEHOLDER ENGAGEMENT

We believe that the expectations of our stakeholders, including customers, employees, investors and people in the communities where we operate, must be acknowledged and addressed through our ESG commitments. We engage with these stakeholders on a regular basis to solicit feedback on our ESG commitments, CSR initiatives and supporting disclosures.

## 7. COMMITMENT TO THE TENDER REQUIREMENTS

Aveco fully commits to the text of the tender annex AC\_ITD23-004\_CCA-ANNEXE III\_RSE.pdf. The document fully corresponds to the Aveco core values.

