



Mondi Štětí a.s.

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Štětí, September 18<sup>th</sup>, 2024

Dear Employees, Contractors, and Families,

I am writing to you not only as the Managing Director of Mondi Štětí, but also as someone who deeply cares about the safety and well-being of each and every person who enters our mill. This letter is intended to reach beyond just our employees and contractors. It is for your families as well, who trust us with the safety of their loved ones every day.

This year, we have faced a number of challenges. With 12 recorded injuries, we are far from where we need to be in terms of safety. Accidents have occurred across all areas of the mill, not just in the project premises where we are currently building the new paper machine and rebuilding the pulp mill and recovery. These incidents involve both our own employees and contractors, and they serve as a reminder that safety must always come first, no matter how urgent or routine the task may seem.

I want to personally express my deep concern for everyone's safety. I want each of you to return home, safe and healthy, to your families at the end of each day. I cannot stress enough how important this is, not only to me as a leader but as someone who understands how quickly life can change.

Let me share a personal story. Earlier this summer, my father had a serious accident. At the age of 74, he fell and broke his leg. In just a second, everything changed. He had to undergo surgery, and our entire family's plans had to be adjusted as we focused on his recovery. This experience reminded me of how fragile life is and how an injury affects not just the person hurt, but everyone around them—their loved ones, their friends, and their colleagues.

Looking ahead, we have our annual shutdown and the start-up of new technology on the horizon. These periods of intense activity bring additional risk, as we will be performing both routine and high-risk activities. With so many people on-site and so many moving parts, it is more important than ever that we work safely and watch out for one another. That's why we are now focusing more on safety rules and checking that all work is carried out in such a way that no one is harmed.

However, safety is not just a set of rules; it is a mindset, a shared responsibility that we must embrace together. I therefore appeal to all employees: please follow safety protocols, no matter how routine or familiar a task may seem. Our most important goal is to make it through the annual shutdown without injury, even if it means that some tasks have to be prolonged and follow-up activities rescheduled. Each of us must put



safety above all else. It's not just about protecting yourself — your diligence ensures the safety of your colleagues and, ultimately, the loved ones waiting for you at home.

To the families: I extend my deepest appreciation for your unwavering support. You play a crucial role in reminding and encouraging your loved ones to stay vigilant and prioritize safety at work. Thank you for it! This is a challenging year for us and our employees could hardly devote so much of their energy and time to work without you creating a home base for them to recharge.

Let's remain vigilant, focused, and committed to protecting each other. Together, we can ensure that every person who works at this mill returns home safe.

Thank you for your attention and your commitment to safety.

Yours sincerely,

A handwritten signature in blue ink, appearing to be "MZ", written over a light blue horizontal line.

Miroslav Zítka  
Managing Director