Genesis Capital

2025

ESG report

Contents

Foreword from Managing Partner

Dear readers,

The past year represented an important milestone for Genesis Capital Equity. In 2025, we successfully launched investments from Genesis Private Equity Fund V (GPEF V), our largest vehicle to date. GPEF V is classified as an Article 8 fund under the EU Sustainable Finance Disclosure Regulation (SFDR), reflecting our commitment to integrating environmental, social, and governance considerations into our investment approach and supporting long-term value creation.

Alongside the deployment of the new fund, we continued to strengthen our ESG framework and reporting practices across the portfolio. During 2025, we further developed our ESG data collection, with a continued focus on measuring and monitoring greenhouse gas emissions. All portfolio companies reported Scope 1 and Scope 2 emissions under the unified methodology introduced in the previous year. This approach allows us to better understand the environmental footprint of our investments, improve data comparability, and identify areas where operational efficiencies and reductions can be achieved.

Our ESG approach remains pragmatic and tailored to each company's unique situation. We believe that meaningful progress is achieved through close cooperation with management teams and a clear understanding of each company's operations. This enables us to strengthen ESG management and oversight, improve transparency, and integrate sustainable practices into day-to-day decision-making.

In the coming year, we will continue to improve our ESG reporting and further integrate ESG across the investment lifecycle. We believe that responsible business practices support resilience, sustainable growth, and the long-term competitiveness of our portfolio companies.

Finally, I would like to thank the management teams of all our portfolio companies for their cooperation and commitment to improving their reporting standards year after year, in line with our broader ESG strategy.

Sincerely,

Ondřej Vičar, Managing Partner

Genesis Capital at a Glance

Genesis Capital Equity (GCE) focuses on investments in small and medium-sized enterprises with significant growth potential across the Czech Republic, Slovakia, Poland, Hungary, Austria, and Germany. Since its foundation in 1999, GCE has established and managed six private equity funds with aggregate commitments exceeding €600 million. Throughout more than two decades of activity, GCE has partnered with over 80 companies across a wide range of industries, supporting their expansion, professionalization, and market positioning. Several of these businesses have since become leading players in their respective sectors.

Genesis funds are supported by a diversified investor base, including international financial institutions, investment companies, insurance groups, banks, family offices, and institutional investors. Among them are the European Investment Fund (EIF), the European Bank for Reconstruction and Development (EBRD), Alpha Associates, eQ Private Equity, SPM Invest, Česká podnikatelská pojišťovna, Kooperativa pojišťovna, Raiffeisen investiční společnost, Sirius investiční společnost, Amundi investiční společnost, Česká spořitelna, Erste Asset Management, RSJ Investments, INVL Asset Management, Tatra banka, and Naše Česko (J&T Finance Group). The investor base also includes family offices such as SPM Capital, Quintus Foundation, and One Family Office, as well as a pension fund of a major international corporation.

Genesis Funds Snapshot:

Genesis Private Equity Fund III (GPEF III)
Vintage year: 2015
Status: Late divestment period with 3 portfolio companies as of 31 December 2025

Genesis Private Equity Fund IV (GPEF IV)
Vintage year: 2021
Status: Fully invested in 2025 with 12 portfolio companies as of 31 December 2025

Genesis Private Equity Fund V (GPEF V)
Vintage year: 2025
Status: Latest active fund. GPEF V is expected to reach its hard cap of € 315 million by the end of 2026.

€600+ million
Capital raised and expected across all GCE funds

10 000+
Employees in portfolio companies (FTE base)

80+
Companies supported historically

16
Portfolio companies (as of 31 December 2025)

€2.2+ billion
Portfolio revenue generated

Our ESG Approach and Commitments

Mission and ESG philosophy

Our mission is to invest in and support the development of successful companies, creating long-term value and generating strong returns for our investors. We also recognize that long-term success requires a responsible approach to our stakeholders, business partners, employees, and the wider community.

We strive to act sustainably and use our position as a shareholder to encourage the same approach across our portfolio companies. We are committed to integrating ESG considerations into our activities where practical and appropriate, while maintaining a clear commercial focus. This means taking environmental, social, and governance factors into account when evaluating investment opportunities and managing portfolio companies, in line with the Fund's broader sustainability goals.

We fully support the **UN's Sustainable Development Goals** (SDGs) and the objectives of the Paris Agreement to limit global warming. As a stable partner to management teams and businesses, we support portfolio companies in building their ESG capabilities and implementing relevant initiatives.

We are a signatory to the **UN Principles for Responsible Investment** (PRI) and adhere to its core principles. As a member of the Czech Private Equity and Venture Capital Association, we are also committed to the Invest Europe Code of Conduct, which promotes high standards of integrity, transparency, and responsible investment practices.

ESG Integration Throughout the Investment Cycle

GCE considers ESG-related issues throughout the entire investment cycle, in line with its **Sustainable Investment Framework.** The framework is based on the following key pillars:

Pre-investment phase

Selection of investment opportunities and exclusion screening:

GCE adheres to the exclusion lists included in the governing documents of the Genesis Funds and the Exclusion List (as detailed in Annex 1 of our ESG Policy, available at our website.

Assessment of potential investments:

Our investment team assesses ESG-related risks and identifies ESG-related opportunities during the due diligence process, using a dedicated ESG questionnaire. The scope of due diligence is tailored to what is considered reasonable and appropriate for each potential investment. Where internal resources are insufficient to assess potential risks, external advisors are engaged.

Good governance assessment:

Prior to investment, the governance practices of the investee company are assessed as part of due diligence. Companies demonstrating fundamentally poor governance practices that cannot be remedied are not considered for investment.

Investment decision:

In addition to financial metrics, the final Deal Qualifying Memorandum includes an assessment of potential ESG risks and opportunities. Where material ESG risks are identified and can be addressed, appropriate mitigation plans are prepared and discussed. The investment decision is made based on a balanced assessment of all material considerations.

Proactive Ownership & Governance

Legal documentation:

Where applicable and reasonably achievable, investment agreements of the Genesis Funds include provisions supporting the implementation of ESG-related measures at the portfolio company level, particularly with regard to establishing appropriate governance structures.

Portfolio management and investment monitoring:

Where material ESG risks have been identified and action plans have been established pre-investment, investment teams will assist funds managed by GCE in working with management of portfolio companies to implement such action plans. Throughout the holding period, GCE encourages portfolio companies to grow and improve with a focus on long-term sustainability, the interests of multiple stakeholders, mitigation of ESG-related risks, and the realization of ESG-related value creation opportunities.

Transparent ESG Reporting

Portfolio level reporting:

GCE seeks to incorporate ESG considerations into reporting by portfolio companies. To support this, GCE uses standardized ESG reporting tools designed to collect specific ESG data points, including KPIs such as Scope 1 and 2 GHG emissions. This helps ensure that investee companies of the Genesis Funds report on ESG matters at least annually.

GCE reporting:

GCE aims to maintain transparency in its own ESG approach by reporting at least annually on ESG progress, whether through written or verbal reports.

GCE acknowledges the requirements of the EU Sustainable Finance Disclosure Regulation ("SFDR").

ESG policy

Our ESG Policy outlines how ESG considerations are integrated into advisory and investment activities. It defines our approach to identifying ESG risks and value creation opportunities, both within the organization and across the portfolio of funds managed by GCE.

The policy aims to ensure that ESG topics are systematically considered throughout our operations and decision-making processes.

Its main objectives are to:

- Incorporate ESG factors into investment analysis, due diligence, and approval processes;
- Advise the Genesis Funds as active owners in promoting responsible practices and sound governance;
- Support transparent ESG reporting at both the GCE and portfolio company levels;
- Continuously improve our ESG performance and the effectiveness of implementation.

Our approach is based on the UN Principles for Responsible Investment and complies with the EU Sustainable Finance Disclosure Regulation (SFDR). It is reviewed and updated as necessary to reflect evolving regulation, investor expectations, and best practices in responsible investment.

In addition, the funds managed by GCE comply with ESG-related obligations set out in their Limited Partnership Agreements and investor side letters, including agreements with the European Investment Fund and the European Bank for Reconstruction and Development.

The complete ESG Policy is available at our website.

Legislative Compliance

We recognize the importance of adapting to evolving EU legislation as international attention to ESG continues to grow. The EU Green Deal and the broader Sustainable Finance package have introduced key regulations, including the Taxonomy Regulation and the SFDR, which define how sustainability considerations should be integrated and reported throughout the investment process.

GPEF V, which began investing in 2025, is aligned with Article 8 of the EU SFDR.

The main binding ESG elements of its Annex II disclosure include:

- Application of ESG exclusion criteria;
- Integration of ESG considerations into the entire investment cycle;
- Annual ESG reporting requirements covering more than 100 data points;
- No designated reference benchmark, while maintaining clear reporting and monitoring standards.

Details of our disclosures and ESG Policy are available on our website in the Responsible Investing section.

Social and Governance initiatives

Alongside environmental responsibility, Genesis Capital places strong emphasis on the social and governance dimensions of ESG. As an investor and active owner, we recognize that long-term value creation depends on safe and inclusive workplaces, ethical business conduct, and robust governance practices across our portfolio.

On the social side, our portfolio companies employ more than 10,000 people across Central Europe, making them important regional employers. We encourage management teams to maintain high standards in health and safety, fair working conditions, employee development, and diversity. Several portfolio companies maintain internationally recognized certifications, such as ISO 45001 for occupational health and safety, while others have introduced structured training programs and e-learning platforms. Community engagement also plays an important role, with initiatives including food donation programs, local grant schemes, and partnerships with non-profit organizations.

From a governance perspective, we use our position as a shareholder to promote transparent decision-making and ethical business conduct. All portfolio companies are expected to comply with applicable EU directives, as well as relevant national laws and regulations. Several portfolio companies have taken additional steps by adopting codes of ethics, establishing advanced whistleblowing channels, and strengthening anti-corruption measures, thereby enhancing internal accountability.

Leadership and Governance in ESG Implementation

GCE's senior management actively supports ESG matters, ensuring oversight of all strategic decisions, promoting awareness, and providing necessary resources. A dedicated internal ESG team has been established under the leadership of Mr. Jiří Kolísko, ESG Officer, and is further supported by two senior members of the core investment team. Oversight of the ESG agenda at the partnership level is provided by Mr. Radan Hanzl. The ESG team defines the ESG framework, monitors reporting progress, and promotes knowledge sharing across the firm.

All investment professionals are required to apply the Sustainable Investment Framework throughout the investment process, and transaction documentation includes a mandatory check confirming that all required elements of the framework have been incorporated.

Portfolio Developments

In 2025, the Genesis funds remained active in developing their portfolios through a series of transactions involving both existing and new investments. Within GPEF IV, the fund acquired Nay Datart, a regional leader in consumer electronics retail, and Horecup, a leading manufacturer of napkins for the HoReCa sector in the region. At the same time, GCE supported the continued expansion of AV Media, which broadened its service offering through the add-on acquisition of Audiolight Service, enhancing its capabilities in event production and audiovisual solutions.

GPEF III completed the exit from Conectart, a provider of customer care and contact centre services, thereby concluding its investment in the company.

In parallel, GPEF V completed its first investment in Slevomat, a leading platform offering local experiences, travel, and services, with a strong market position and broad customer reach.

Overall, 2025 reflected a combination of portfolio rotation and targeted growth initiatives, with GCE focusing on strengthening the market positions of its investments, supporting selective acquisitions, and working closely with management teams to drive operational improvements and long-term value creation, including continued attention to ESG considerations.

Portfolio Sustainability at a Glance

RENEWABLE ENERGY

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Companies report using renewable energy or having a measurable share of renewable energy in their energy mix. Based on companies that provided usable energy consumption data by source, renewable energy represents approximately 19–20% of reported energy/electricity consumption.

ON-SITE GENERATION

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Companies generate their own energy on-site, mainly through photovoltaic (solar) installations.

RECYCLED MATERIALS

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Companies use recycled materials, packaging or inputs in their operations.

GREEN INVESTMENTS

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Companies reported dedicated sustainability-related investments, including solar, energy efficiency, EV charging, filtration technologies, smart energy management, and lower-consumption machinery.

EMISSION-REDUCTION AMBITION

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Companies have defined Scope 1 and 2 emissions reduction targets or energy-reduction commitments.

ESG Portfolio Highlights 2025

	COMPANY	COMPANY PROFILE	2025 ESG REVIEW	ESG / SDG FOCUS
GPEF III	GTH multicatering	GTH catering is a nationwide provider of corporate catering services, specializing in cafeteria operations. The company primarily serves large clients, public institutions, hospitals and schools in both the Czech Republic and Slovakia.	In 2025, GTH Catering remained one of the portfolio's most advanced companies in ESG integration. It continued reducing its carbon footprint through supply-chain and inventory management and increased its use of reusable re-boxes and re-coffee cups. It also supported an initiative to restore the Bečva River and donated single-portion meals to Naděje and R-Mosty. The company improved systematic data collection across its operations, anchoring ESG as a core component of its strategic management. For 2026, GTH plans to reduce carbon emissions and food and packaging waste, review packaging materials for EU PPWR compliance, expand professional, security and ESG training, strengthen cybersecurity and NIS2 compliance, and further integrate ESG reporting into strategic management.	2 ZERO HUNGER 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
GPEF IV	BORCAD®	Borcad cz develops and manufactures passenger train seats for major rolling stock manufacturers and rail operators across Europe.	Borcad's sustainability efforts were recognized with an EcoVadis Bronze Medal. The company also made further progress in reducing its carbon footprint by using energy generated by its own photovoltaic power plant and by initiatives supporting resource efficiency. In parallel, Borcad strengthened its governance framework through the implementation of whistleblowing and corruption risk assessment processes, reflecting a more systematic approach to ESG management. In 2025, the company also launched a project focused on preparing Borcad for compliance with ISO 27001 information security requirements and related cybersecurity obligations applicable to regulated service providers under the lower-obligation regime. An ISO 27001 certification audit is planned for September 2026.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES
	TES	TES VSETIN is a leading expert in the engineering and production of electric machines and components. The company covers the whole value chain, from development and design to machining and assembly. The majority of its production is exported to EU countries.	TES VSETIN, a long-standing manufacturer of electric machines, continued to strengthen its ESG approach in 2025, making progress in energy efficiency, employee development and governance. The company maintained its focus on more efficient manufacturing, ongoing energy monitoring and the use of solar power, while continuing to supply high-efficiency electric motors and generators that support lower energy intensity applications. In parallel, TES VSETIN supported workforce development, regional cooperation and community initiatives, while further strengthening its internal controls and ESG readiness.	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

ESG Portfolio Highlights 2025

	COMPANY	COMPANY PROFILE	2025 ESG REVIEW	ESG / SDG FOCUS
GPEF IV	XBS GROUP Skuteczna LOGISTYKA	XBS is a niche integrated supply chain operator offering complex e-fulfilment solutions (physical, transactional, financial and information flows). The company specializes in handling complex product categories, including excise goods, non-standard-sized products, apparel, and beauty products, across a wide range of distribution channels (B2C, B2E, B2B2C, and B2B). XBS operates six warehouses with a total area of approximately 65,000 square meters, located near Warsaw.	XBS continued to strengthen its ESG approach across areas including environmental performance, sustainable infrastructure and governance. The company completed a full carbon footprint assessment, expanded the use of renewable energy across its facilities and advanced its warehouse platform through BREEAM-certified developments. At the same time, XBS strengthened employee engagement, data security and operational resilience through the introduction of new AI policies, training programs and the implementation of ISO 27001 and ISO 22301 standards. The company also continued the implementation of ISO 9001 standards, supporting further improvements in quality management and operational processes.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
GPEF IV	AV MEDIA	AV Media focuses on audio-visual technology and services in two key segments: systems integration, including design and installation, and event solutions.	AVM continued to strengthen its ESG approach in 2025, with a focus on energy efficiency, lower-emission operations and more structured sustainability management. The company monitored energy consumption across its branches, supported the use of solar energy and electric mobility, and continued to implement measures aimed at reducing electricity and gas consumption. In parallel, it maintained its focus on employee development, health and safety, and responsible governance. Governance-related progress included the implementation of CSRD-compliant ESG reporting, strengthened internal controls, ISO 37001 certification, and enhanced transparency and compliance processes.	4 QUALITY EDUCATION; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
GPEF IV	GAF a.s.	GAF is an established metalworking and machine producer based in Žamberk, Czech Republic. Over the years, GAF has evolved into a diversified business specializing in the production of custom metal components for a range of industries, including the rail and medical sectors, as well as manufacturing its own stainless-steel machinery for food processing applications.	GAF continued building a structured ESG framework in 2025 with a strong focus on energy management and operational efficiency. GAF reported generating 367 MWh of electricity from its photovoltaic plant and using 230 MWh in its operations. The company also invested in a Flowbox smart energy-management system; implementation began at the end of 2025 and is expected to continue in 2026.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
GPEF IV	HORECUP	Horecup is a Slovakia-based manufacturer of paper napkins, including both unprinted products and customized private-label designs. The company operates in the tissue processing segment, covering sourcing, converting, printing and packaging, with a primary focus on B2B customers in the hospitality and retail sectors.	In 2025, Horecup strengthened its ESG approach, with a particular focus on circularity, workplace conditions, and internal governance. The company improved its waste sorting and recycling practices, continued using recycled and recyclable materials, and maintained its focus on employee training and occupational health and safety. Additionally, Horecup reinforced its ethical framework through updates to its Code of Ethics and related internal processes.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Portfolio GHG Emissions and Intensity 2025

Methodology

Emissions are reported in line with the Greenhouse Gas Protocol. Scope 1 covers direct emissions from company operations, Scope 2 covers emissions from purchased energy, and Scope 3 covers selected value chain impacts. Data was collected through the Flagship platform and converted into CO_2 equivalents using standard emission factors.

Under the operational control approach used in the source carbon-footprint report, 100% of each portfolio company's Scope 1 and Scope 2 emissions are reported for the operations it controls, regardless of the Fund's ownership or investment share.

For this report, company-level GHG intensity is calculated as:

$$\text{GHG Intensity} = \frac{(\text{Scope 1 Emissions} + \text{Scope 2 Emissions})}{\text{Revenue (EUR milion)}}$$

For our Article 8 fund (GPEF V), this metric serves as the primary Sustainability Indicator used to measure the attainment of the environmental and social characteristics promoted by the fund in accordance with SFDR.

Note: In accordance with SFDR, Genesis Capital Equity s.r.o. does not consider Principal Adverse Impacts (PAIs) of investment decisions on sustainability factors at the entity level (Article 4), nor does GPEF V formally consider PAIs at the product level (Article 7).

Emissions are expressed in tons of CO_2e, while revenue is expressed in EUR millions to ensure comparability across companies of different sizes. Scope 3 emissions are excluded from this metric unless explicitly reported and verified, in line with the current SFDR methodology.

As Scope 3 emissions were not measured consistently across the portfolio in 2025, they are not included in the year-on-year comparison. In addition, several portfolio companies applied more structured or first-time Scope 1 and Scope 2 measurement methodologies in prior years, which limits full comparability of historical data. Based on the currently available and most consistent Scope 1 and Scope 2 data, total measured emissions across the portfolio amounted to approximately 33,000 tons of CO_2e in 2025, compared to around 30,000 tons in the previous year. However, when factoring in the overall growth in capital invested and shifts in the underlying portfolio composition, the relative greenhouse gas emissions intensity has improved. The source report does not provide detailed 2024 portfolio total comparison; therefore, no year-on-year comparison is included.

Interpretation

The portfolio's emissions footprint is concentrated in a few higher-emitting companies, largely driven by Scope 2 emissions. GHG intensity varies across the portfolio, indicating differences in efficiency and energy sourcing. This highlights the importance of improving energy efficiency, increasing the use of lower-emission electricity sources, and expanding Scope 3 reporting over time.

Portfolio GHG Emissions and Intensity 2025

FUND	COMPANY	SEGMENT	REVENUES (€M)	SCOPE 1 (T)	SCOPE 2 (T)	TOTAL (T)	GHG INT. (T/€M)
GPEF III	ELEVEN 11 Entertainment Group	Leisure & services	10	355	389	744	74.4
GPEF III	SUMMA LINGUÆ	Language services	17	0	9	9	0.5
GPEF III	GTH multicatering	Catering services	98	696	2,167	2,863	29.2
GPEF IV	HECHT made for garden	Consumer products	110	1,196	1,561	2,757	25.1
GPEF IV	BORCAD	Rail equipment	22	96	531	627	28.5
GPEF IV	TES	Electric machinery	68	1,047	1,343	2,390	35.1
GPEF IV	XBS GROUP Skuteczna LOGISTYKA	Logistics	40	170	2,983	3,153	78.8
GPEF IV	PFX	Media & VFX	28	12	526	537	19.2

Note: GHG data are collected on a best-effort basis and have not been externally verified, audited, or benchmarked. GHG intensity was based on total Scope 1 and Scope 2 emissions for comparability.

Portfolio GHG Emissions and Intensity 2025

	COMPANY	SEGMENT	REVENUES (€M)	SCOPE 1 (T)	SCOPE 2 (T)	TOTAL (T)	GHG INT. (T/€M)
GPEF IV	STT Servis	Precision machining	10	118	268	385	38.6
GPEF IV	AV MEDIA	Audiovisual technologies	55	435	129	563	10.3
GPEF IV	KASPER	Engineering & metal	30	304	1,194	1,499	49.9
GPEF IV	SCHULTE /GROUP	HVAC construction	32	462	30	492	15.4
GPEF IV	GAF a.s.	Metal products	12	334	313	647	53.9
GPEF IV	DATART *	Electronics retailer	1,657	2,790	13,498	16,289	9.8
GPEF IV	HORECUP	Napkin producer	22	125	185	310	14.1
GPEF V	SLEVOMAT	Online marketplace	50	0	33	33	0.7

Note: GHG data are collected on a best-effort basis and have not been externally verified, audited, or benchmarked. GHG intensity was based on total Scope 1 and Scope 2 emissions for comparability.
* Nay-Datart emissions are based on HP TRONIC group figures and relate to 2024 because consolidated data for Czech and Slovak operations for 2025 were unavailable at the time of data preparation.

Developments in 2026

In 2026, Genesis Capital continues the fundraising process for Genesis Private Equity Fund V (GPEF V), which is classified under Article 8 of the SFDR and focuses on promoting environmental and social characteristics and integrating ESG considerations throughout the entire investment cycle.

Alongside ongoing fundraising activities and initial investments, Genesis Capital continues to further develop its ESG approach within GPEF V. This includes gradual enhancements in data collection, monitoring, and reporting in line with SFDR Article 8 requirements. By continuing to integrate ESG factors into its investment processes, the fund aims to respond to evolving regulatory expectations while supporting portfolio companies in strengthening their sustainability practices and long-term value creation.

Goals and Closing Remarks

Looking ahead, our ESG priorities build on the progress achieved across the portfolio in 2025. Over the past year, we have seen a continued shift from initial frameworks towards more structured and measurable ESG practices. Several companies advanced in energy efficiency and resource management, including the broader use of photovoltaic installations (e.g. TES VSETIN, GAF, STT Servis) and more systematic energy monitoring. At the same time, companies such as XBS completed comprehensive carbon footprint assessments and expanded their use of renewable energy, while Borcad's efforts were externally recognized through an EcoVadis rating.

Across the portfolio, progress was also visible in governance and operational discipline, including the introduction or strengthening of internal policies, whistleblowing mechanisms and data security standards (e.g. XBS, Borcad, Slevomat). Social aspects remained an important focus, with companies investing in employee development, workplace safety and training programmes, while maintaining engagement with local communities (e.g. GTH Catering, 11 Entertainment).

Genesis Capital continues to follow a pragmatic approach to ESG integration, reflecting the specific context of each company while maintaining a consistent overall framework. The developments seen in 2025 confirm that incremental, operationally driven improvements can be combined with more structured monitoring and reporting. As regulatory expectations and investor focus on ESG continue to evolve, our priority remains to enhance transparency, support resilient business models and contribute to sustainable long-term value creation across the portfolio.

Genesis Capital

Genesis Capital Equity s.r.o.
Na Šafránce 22
101 00 Prague 10
Czech Republic

Email: genesis@genesis.cz
Web: www.genesis.cz