

The background of the cover is a photograph of a pond. In the foreground, there are several bright yellow flowers, possibly irises, which are slightly out of focus. The water in the pond is calm, reflecting the surrounding green reeds and the sky. The reeds are tall and dense, filling the upper half of the image. The overall scene is peaceful and natural, emphasizing the university's focus on life sciences.

SUSTAINABILITY REPORT 2025

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University full of life

CZU.CZ



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1 / Introduction

Sustainability is firmly embedded at the Czech University of Life Sciences Prague (CZU) as part of both the institution's management and the day-to-day functioning of the University campus. It is not merely a strategic priority, but it is also reflected in the long term in the University's educational activities, research, operations and its relationships with stakeholders and the surrounding community.

The year 2025 marked the first period of systematic implementation of the CZU Sustainability Strategy 2025+. Following the phase of preparation of conceptual frameworks, the University focused on their practical implementation and integration into individual areas of activity.

This Report summarizes the progress made across five key pillars: 1. management, 2. education and creative activities, 3. operations and infrastructure, 4. social area and 5. cooperation with partners.

In 2025, the CZU further developed the 'living laboratory' concept, in which research findings in the field of climate change adaptation are directly applied within the University campus environment. Notable activities included ongoing investment in the development of blue-green infrastructure, the creation of a flower meadow and the establishment of an educational trail linking the University premises with the Sustainable Development Goals (SDGs). In the field of circular technologies, the verification of the routine operation of the swimming pool water recycling system, installed in 2024, was completed. The CZU thus became the first university in the Czech Republic to utilise this technology on such a significant scale.

The year 2025 also saw a strengthening of the implementation of digitization and the work with automatically collected data. The implementation of IoT (*Internet of Things*) platforms enabled the continuous monitoring of energy consumption and the calculation of components of the carbon footprint, which supports decision-making based on accurate data. Alongside technological development, the University also systematically developed the social dimension of sustainability, particularly in the areas of wellbeing, equal opportunities and volunteering.

At an international level, the CZU's standing in 2025 was confirmed by its successful defence of first place amongst Czech universities in the *UI GreenMetric World University Rankings*.

The 2025 Sustainability Report thus demonstrates the CZU's long-term and systematic approach to sustainable development and confirms its role as an active player in the fields of social responsibility and environmental transformation.

2 / Executive Summary

The year 2025 marked a significant step forward for the Czech University of Life Sciences Prague in the implementation of the CZU Sustainability Strategy 2025+. Sustainability is being developed at the University as a comprehensive approach that integrates environmental, social and economic aspects across education, research, management and the operation of the University campus in Prague – Suchbát.

At the same time, the CZU maintained its strong position in the international comparison. In the *UI GreenMetric World University Rankings*, it successfully defended first place amongst Czech universities and was ranked 68th globally, confirming the University management's long-term, systematic approach to sustainable development.

In the area of operations, the University has implemented a number of specific measures aimed at reducing environmental impact. Key achievements include the development of blue-green infrastructure, the promotion of biodiversity on campus, the reduction in the use of raw materials and the increased use of renewable energy sources. A notable example is the introduction of the swimming pool water recycling technology, which enables annual savings of approximately 6,000 m³ of water, and an increase in energy production from photovoltaic systems to 75 MWh.

Another important step was the strengthening of data-driven management through digitization and the gradual introduction of tools for online monitoring of energy consumption and the carbon footprint. This approach enhances management efficiency and transparency in the area of ESG (environment, social, governance).

Education and research at the CZU systematically reflect sustainability topics. Students are actively involved in practical projects carried out directly in the University campus environment, which functions as a "living laboratory". The University also supports innovation and the creation of sustainable business projects through its business incubator.

The social dimension of sustainability has been specifically strengthened through the promotion of equal opportunities, wellbeing and community activities.

The University has also actively engaged in charitable initiatives and cooperates with the non-profit sector. Communicating sustainability to the public has also played a significant role. The CZU systematically shares its activities through the media, digital channels and professional events, and is strengthening its role as a significant player and partner in the field of sustainable development.

In the coming period, the University will focus primarily on preparing sub-strategies and implementing specific measures relating to decarbonization, the development of renewable energy sources, support for the circular economy, sustainable mobility and the systematic integration of teaching, research and practice.

Through its current and future activities, the Czech University of Life Sciences Prague confirms that sustainability represents an integral part of its philosophy and functioning, and is an integral part of its long-term development.



3 / Top Sustainability Achievements

International standing and strategy

- The CZU successfully defended its first place amongst Czech universities in the UI GreenMetric ranking and was ranked 68th globally (out of more than 1,700 institutions assessed).
- The participatory development of the new Gender Equality Plan (GEP 2.0 for the period 2026+) was completed, carried out with the support of the international AGRIGEP project.

Operations, technology and infrastructure

- The renovation of Hall of Residence G was completed; it now operates as a "smart hall of residence", utilizing greywater recycling and smart building management features.
- Electricity production from photovoltaic systems reached 74,836 kWh, representing a significant year-on-year increase.
- An IoT platform was implemented, enabling online monitoring of energy consumption and the calculation of the campus's carbon footprint.
- The recycling of electronic waste resulted in a reduction in emissions by 14,875 kg of CO₂.
- The University strengthened its security preparedness by conducting an extensive exercise involving the components of the Integrated Rescue System, including testing of the Crisis Information and Notification System (KISS), which sent out more than 24,000 warning messages.
- The digitization of access systems using NFC (Near Field Communication) technology was completed, enabling the use of virtual ID cards and helping to reduce plastic consumption.

- Elements of artificial intelligence were introduced into management processes for the automated evaluation of feedback from students and staff, which streamlined data handling and reduced the administrative burden.

Circular economy and biodiversity

- A total of 1,141 shrubs and 672 perennials were planted, further enhancing the campus's biodiversity.
- A new biodiverse flower meadow was established.
- Efforts to reduce the use of chemical herbicides in the maintenance of green vegetation continued.
- Composting capacity was expanded, including the installation of new composting systems near the CZU Library and the Faculty of Tropical AgroSciences.
- Check of the routine operation of the swimming pool water recycling system, enabling annual savings of approximately 6,000 m³ of water, was completed.

Education and innovation

- An educational trail around the campus was completed, featuring 27 stops linking the University environment to the Sustainable Development Goals (SDGs).
- An educational video on sustainability at the CZU was produced.
- The Point One incubator supported more than 30 start-ups focused on sustainability and innovation.

Sustainable mobility and international cooperation

- A total of 164 people (121 students and 43 staff members) took advantage of financial support for environmentally friendly mobility (*green mobility top-up*), representing an almost fivefold increase compared with last year.
- The international *SmartAgriCambodia* project has been launched, aimed at transforming agriculture in the Cambodian province of Battambang through modern technologies and professional training.

Social responsibility and wellbeing

- 49 new donors were added to the Bone Marrow Donor Register.
- Construction has begun on the new building for the University children's group Poníček, which, from 2026, will enable an increase in capacity, thereby helping parents with young children to balance their work and personal lives and supporting their return to work.



Milestones of sustainable development at the ČZU



Figure 1. CZU sustainability milestones (roadmap)

4 / Strategic Management



In 2025, the management of the Czech University of Life Sciences Prague (CZU) was guided by the new CZU Sustainability Strategy 2025+, the preparation of which was completed in 2024. This document provides a fundamental framework for the systematic development of the University in the areas of environmental, social and economic responsibility, and links the individual areas of its activities.

In line with this strategy, the CZU has focused in particular on improving the quality of human resources management, strengthening equal opportunities, developing digital tools and ensuring transparency in data handling. At the same time, it has sought to further consolidate its position amongst the leading institutions in the field of sustainable development. The Sustainability Strategy 2025+ defines five key areas of development, with the area of sustainability management and organizational support being cross-cutting in nature and creating the conditions for achieving objectives in the fields of education, science and research, campus operations and social responsibility.

From a management perspective, the year 2025 was primarily a period of practical implementation of this strategy. The University gradually introduced measures aimed at increasing the efficiency and sustainability of internal processes, whilst also building a system to monitor the fulfilment of the Sustainable Development Goals (SDGs).

Systematic sustainability management was supported by human resources development, an update to the Equal Opportunities Plan, and the ongoing digitalization of administrative processes. These steps contribute to greater management efficiency, increased transparency and the creation of an inclusive working environment for all groups of staff members and students.

At the same time, the University has maintained a strong position in the international context. Successfully defending first place amongst Czech universities in the *UI GreenMetric* ranking confirms the CZU's long-term, targeted and systematic approach to sustainable development.

4.1 Human Resources Management

In 2025, the Czech University of Life Sciences Prague continued to develop its human resources management in line with the principles of a high-quality and responsible employer. This is based in the long term on the HR Excellence in Research (HR Award) standard, which serves as a framework for the systematic improvement of the working environment and the professional development of staff.

At the same time, the University focused on supporting the professional growth of both academic and non-academic staff. As part of its in-house training, courses were delivered focusing on leadership, digital competence, development of soft skills and understanding the legislative environment. These activities contributed to the strengthening of professional and managerial competencies across the University.

Support for professional and networking mobility also remains an important part of human resources development. The CZU actively encouraged staff to participate in national and international mobility programmes and created space for sharing experiences and examples of good practice, including topics related to sustainability and ESG principles.

In 2025, the University also continued to develop tools that contribute to increasing the transparency and quality of human resources management. Emphasis was placed on a systematic approach, open

communication and the creation of conditions that support the professional and personal development of all staff members, regardless of their job classification.

Human resources development thus forms an integral part of implementing the sustainability strategy and contributes to the long-term stability and quality of the functioning of the University.

4.2 Equal Opportunities and Diversity

In 2025, the Czech University of Life Sciences Prague continued to implement the Action Plan 2025, which is based on the Gender Equality Plan. The measures implemented were aimed at strengthening equal opportunities, supporting employees who are parents and creating suitable conditions for employees with specific needs.

A significant area was the flexibility of the working environment. The University continued to create opportunities for remote working and part-time jobs, which helps to improve the work-life balance. At the same time, attention was paid to gender-sensitive recruitment processes and to gradually increasing the representation of women in leadership roles across the various parts of the University.

In 2025, a new Equal Opportunities Plan (GEP 2026+) was prepared with the support of the AGRIGEP project, funded under the Horizon Europe programme. Its development took place in a participatory manner, involving various groups of staff members and was professionally guided by a team of international experts from partner organizations. At the same time, the University was already implementing activities under the AGRIGEP project, which focus on integrating the principles of equality, diversity and inclusion into the institution's day-to-day operations. These steps are gradually strengthening an inclusive organizational culture and creating an environment open to all, regardless of their individual characteristics.

4.3 Digitization of Management and Administration

In 2025, the Czech University of Life Sciences Prague continued to systematically develop the digitization of its administrative processes and management. Particular emphasis was placed on working more

efficiently with data, reducing the administrative burden and generally simplifying internal processes. The University further developed the use of analytical tools, in particular the Power BI platform, which enables the clear processing and interpretation of data across different areas of activity. At the same time, an online workflow system was introduced for the approval of selected documentation, which contributes to the smooth running of administrative procedures and their greater transparency.

A significant topic in 2025 was the use of artificial intelligence (AI). This is gradually becoming part of the management system, particularly in the area of quality assurance. Elements of AI were utilized, for example, in the evaluation of feedback from students and staff. The automation of these processes helped to speed up data processing and reduce the administrative burden.

In 2025, the Quality Assurance Office at the Rector's Office of the CZU Prague also completed a systematic summarization of quantifiable indicators relating to the University's educational and research activities using the Power BI tool. These data are now available via a user-customized interface that reflects the individual roles within the quality management system – from the management of parts, through unit heads, to individual staff members. This newly introduced approach improves the clarity of the data whilst reducing the administrative burden of the evaluation processes.

Digitization development also included strengthening the infrastructure for e-learning and remote collaboration, which is utilized in teaching as well as within the framework of internal staff training.

Overall, the progress made in digitization at the University in 2025 contributed to increased management efficiency, greater transparency and a reduction in the environmental impact of administrative operations. At the same time, it created conditions for further development in the area of data-driven management of the University.

4.4 Council for Sustainable Development; Sustainability and Development Office

The Council for Sustainable Development is a permanent expert advisory body to the Rector of the University. It is chaired by the Vice-Rector for Development and Sustainability, who is also responsible

for the activities of the Sustainability and Development Office. The Council plays an important role in shaping the University's strategic direction in the field of sustainable development and provides a platform for coordinating activities across the various parts of the CZU.

In 2025, the Council focused primarily on the ongoing evaluation of the implementation of the CZU Sustainability Strategy 2025+ and its fulfilment within the context of the University's long-term priorities. At the same time, it promoted information sharing and cooperation between faculties and other units.

The Sustainability and Development Office continues to act as the central coordinating unit, linking the activities of individual faculties, promoting the sharing of best practice and systematically raising awareness of sustainable development among students, staff and the wider public.

A significant part of the activities focused on the development of the green campus in Prague – Suchbát. For example, the Office coordinated the creation of a new flower meadow near Internacionální Street, which was created with the support of Letiště Praha, a.s. The project was designed in line with the architectural concept of the premises and serves as a biotope supporting biodiversity, particularly for pollinators. The earth embankment created using natural materials also provides suitable conditions for a variety of plant and animal species.

In 2025, the Office also provided an umbrella for projects carried out as part of the "Supporting Green Skills and Sustainability at the CZU" programme, funded under the National Recovery Plan – registration number: NPO_CZU_MSMT-2125/2024-4. As part of this programme, for example, an educational trail with 27 stops was created, linking the university premises to the 17 Sustainable Development Goals (SDGs) and complemented by a dedicated website. The project also included the creation of educational videos for use in teaching and the conduct of professional surveys, including biodiversity mapping. Attention was also paid to promoting composting and environmentally friendly behaviour on campus.

In 2025, activities focused on supporting the community and student innovation played an important role. In April 2025, the CSR conference 'Together Towards a Sustainable Future' took place, bringing together the academic community with experts from

practice. This was followed by the 7th edition of the CZU Campus Sustainability Challenge, which recognized projects focused on developing reuse activities, community education and reducing food waste in catering facilities.

In November 2025, the Sustainability and Development Office, with the assistance of the Department of Human Resource Management, also organized Health Days, during which staff members had the opportunity to undergo basic preventive health checks. The programme included blood pressure measurements, eye tests and mole checks carried out by specialists. The event was complemented by awareness-raising activities organized by the health insurance company and representatives of the ŽAP (Women after Mastectomy) Club, who provided information on the importance of preventive check-ups with a focus on the early detection of cancer, particularly breast and testicular cancer.

4.5 International Sustainability Evaluation

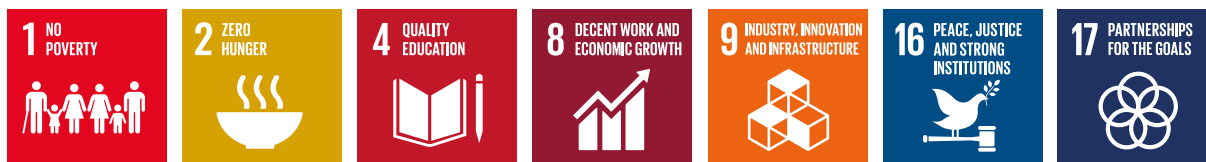
In 2025, the Czech University of Life Sciences Prague confirmed its strong position in the field of sustainable development in an international context. In the *UI GreenMetric World University Rankings*, it successfully defended first place amongst Czech universities and also ranked 68th globally out of a total of 1,745 assessed institutions from 105 countries.

The University also took part in the *QS Sustainability Rankings*, in which it successfully defended first place in the *Environmental Impact* category amongst the 15 participating universities from the Czech Republic. It also maintained a stable position in the *THE Impact Rankings*, which tracks universities' contributions to achieving the Sustainable Development Goals.

At the same time, the CZU Prague is actively involved in international initiatives and networks focused on sustainability, such as the *EUA Green Deal Initiative*, the *UI GreenMetric Network*, the *ICA Interfaculty Committee Agraria (Association of European Life Sciences Universities)* and the *UNILEAD (University Leaders in SDGs)* platform. Within these frameworks, it shares its experiences and examples of good practice and engages in expert discussion on the role of higher education institutions in the field of sustainable development.



5 / Educational and Creative Activities



5.1 High-Quality and Competent Graduates Contributing to Sustainability

In 2025, the Czech University of Life Sciences Prague continued to systematically integrate sustainable development themes into its study programmes across all faculties. Innovations concerned both the content focus of individual branches and teaching methods, which increasingly reflect current environmental and social challenges.

In particular, study programmes and lifelong learning courses focusing on agroecology, environmental management, renewable resources and the circular economy were developed. Topics linked to the SDGs and social responsibility are gradually becoming a natural part of education and are integrated across all branches of study.

Particular emphasis has been placed on developing students' practical competences. Students are actively involved in projects carried out directly on the University campus, which serves as a "living laboratory". These projects focus, for example, on biodiversity, adaptation to climate change and the development of green infrastructure, and students are able to immediately test the knowledge they have gained in practice.

This approach strengthens graduates' ability to respond to the complex challenges of today's world and to apply the principles of sustainability in their future professional practice.

5.2 Accessible and Flexible Education for Various Dimensions of Sustainability

In 2025, the CZU Prague continued to develop its offer of education focused on sustainable development, ensuring that it was not only diverse but also accessible to the widest possible range of prospective students, including those with specific educational needs. The University supported interdisciplinary collaboration and the exchange of knowledge, which are key to addressing environmental and social challenges. The faculties participated in the creation of joint educational projects linking the themes of environmental policy, responsible agriculture and the circular economy.

Through this approach, the CZU Prague contributes to the development of competences not only among students but also among the wider public, and strengthens its role as an educational institution that responds to the current needs of the society.

5.3 Point One Business Incubator

In 2025, the University's Point One Business Incubator continued to support projects by students and graduates focused on sustainable innovation, social responsibility and the principles of the circular economy. The incubator provided a base for more than thirty start-ups focused on organic farming, green technologies and responsible consumption.

Through mentoring programmes, these projects focused on practical solutions to current challenges such as climate change, soil protection and the efficient management of resources. Emphasis was placed on linking expert knowledge with business practice and on finding feasible solutions with a tangible impact.

The practical dimension of these activities is illustrated, for example, by the participation of the start-up Svět hmyzu (World of Insects) in the University's exposition at the "Země živitelka" international agricultural fair. There, the project presented an organic fertilizer produced from insect droppings, which helps to close the organic matter cycle. Another example is an initiative focused on transforming sewage sludge from wastewater treatment plants into regenerative "soil vitamins", which offers an innovative approach to restoring soil quality and addressing the impacts of drought.

The expert anchoring of the incubator's activities in the field of sustainability was also confirmed by the nomination of mentor Jana Šrámková for the Josef Vavroušek Award. Her long-term work highlights the importance of linking the academic environment with sustainable entrepreneurship and environmental education.

The CZU Prague's Point One Business Incubator thus continues to fulfil its role as a platform that helps translate academic knowledge into practice and supports the development of innovative solutions addressing current social and environmental challenges.



6 / University Operations



6.1 Introduction to the Premises of the Czech University of Life Sciences Prague

The CZU Prague premises is a modern and sustainable university campus situated in the Suchbátka area on the northern outskirts of the capital city. The total area of the premises is 436,721 m².

The campus’s urban design concept has long been based on the effort to harmoniously integrate educational, research and recreational functions. An important role is played by the emphasis on environmental protection, the promotion of biodiversity and the creation of a high-quality environment for study and work.

The campus is situated in a transitional zone between the city and the open countryside, which creates specific conditions for the development of green infrastructure and nature-based solutions. The high proportion of undeveloped areas enables not only the development of environmentally friendly operations but also the direct use of the premises for teaching and research.

The structure of space use remained stable in 2025 and is in line with the long-term development concept for the premises:

Table 1: Structure of space use	
Category	Value 2025
Total area of the premises	436 721 m ²
Built-up area	68 315 m ²
Green area	329 945 m ²
Water area	589 m ²
Road area	16 789 m ²
Sports facilities area	21 083 m ²

The high proportion of green areas, which make up the majority of the premises, is one of the key prerequisites for achieving the University’s environmental objectives. This model of space use enables to systematically develop the principles of sustainable management, promote biodiversity and, at the same time, create a high-quality environment for both the academic community and the public.

6.2 Infrastructure and Blue-Green Measures

The premises of the Czech University of Life Sciences Prague are managed with an emphasis on environmental sustainability and long-term resilience to the impacts of climate change. More than 75 percent of its area consists of green areas, complemented by water features, sports facilities and elements of blue-green infrastructure.

The University has long been developing measures focused on water management and the promotion of biodiversity. It is gradually constructing rainwater retention systems, green roofs, green facades and other nature-based solutions. By 2024, nine buildings in the premises had been fitted with green roofs, and retention systems had been installed on fifteen buildings and three car parks. These capacities were gradually further expanded in 2025; for example, construction was underway on a smart car park near the Pavilion of Environmental Studies (PES).

At the same time, the University promoted the campus’s energy self-sufficiency.

The management of the CZU premises is gradually shifting towards the principles of the so-called smart facility management. A key step in 2025 was the introduction of a smart energy consumption metering and carbon footprint monitoring system in

two buildings within the premises – the PES and Hall of Residence G. As part of this solution, smart meters with online reading capabilities (water meters, electricity meters, gas meters and heat meters) were installed in the University's buildings; their data are automatically transmitted to a central database in the cloud environment. These data enable not only to monitor current consumption but also to analyse historical trends and respond to any sudden fluctuations in the monitoring data. The system is integrated into the ThingsBoard IoT platform, which serves as a tool for managing meter readings and their further utilization.

Based on these data, the carbon footprint of the selected areas (Scope 1, 2 and 3) of the buildings involved is calculated automatically. This functionality is provided by the *Carbon Footprint* (CFP) module, which carries out the partial calculation based on the internationally recognized *Greenhouse Gas Protocol* methodology. The platform thus enables not only to monitor emission levels, but also to set targets, visualize trends and generate analytical outputs. The introduction of the online module provides up-to-date data and supports strategic decision-making by the University's management in the areas of energy management and carbon footprint reduction.

The implemented digitization measures contribute not only to the conservation of natural resources, but also to the creation of a high-quality, modern environment for study, work and the day-to-day operations of the University.

6.3 Energy and Emissions

The Czech University of Life Sciences Prague has long been striving to reduce the environmental impact of its operations through the systematic management of energy consumption and the development of its own renewable energy sources. Energy management forms a key part of the CZU Sustainability Strategy 2025+ and contributes to the fulfilment of the Sustainable Development Goals, in particular Goal 7 (Affordable and Clean Energy) and Goal 13 (Climate Action).

Total electricity consumption in the CZU premises amounted to 10,510,000 kWh in 2024 and rose to 11,217,640 kWh in 2025. Natural gas consumption reached 15,316,723 kWh in 2024 and rose to 20,516,892 kWh in 2025, due to a longer and colder winter. In addition to managing consumption, the University also developed its own renewable energy sources. Photovoltaic systems installed on the roofs and facades of buildings generated a total of 42,300 kWh of electricity in 2024 and 74,836 kWh in 2025, representing a year-on-year increase of 76.9 percent. This energy is used directly in the premises, without the need for battery storage, thereby helping to reduce both emissions and operating costs.

In the area of energy efficiency, the CZU continued to introduce modern technologies that lead to energy savings. These include, in particular, the gradual replacement of light fixtures with energy-efficient LED lighting or the installation of charging points for electric vehicles. At the same time, the development of renewable energy sources continued – in 2024, the installation of further photovoltaic panels on the Pavilion of Environmental Studies (PES) building was completed, and preparations were made for new installations in other parts of the premises.

Technologies for the efficient use of energy also play an important role. Heat pumps installed at the Faculty of Tropical AgriSciences (FTA) and in the PES building help to reduce natural gas consumption and greenhouse gas emissions. Another example is the use of waste heat in the building of the Faculty of Forestry and Wood Sciences (FFWS), where residual energy from cooling is used to heat domestic hot water.

In 2025, the University also strengthened its data-driven energy management through smart monitoring systems, which enable real-time monitoring of energy consumption and the optimization of operations in individual buildings. This approach creates conditions for optimizing energy consumption, and thus greenhouse gas emissions, in the years to come.

An overview of energy consumption and production in individual years is set out in the table below.

Table 2: Overview of energy consumption and production		
Category	Value 2024	Value 2025
Electricity consumption	10 510 000 kWh	11 217 640 kWh
Natural gas consumption	15 316 723 kWh (1 487 060 m³)	20 516 892 kWh* (1 898 952 m³)
Energy production from PV systems	42 300 kWh	74 836 kWh
Year-on-year increase in production from PV systems	+3 300 kWh	+32 536 kWh
Number of heat pumps installed	2 (FTA, PES)	2 (FTA, PES)
Heat recovery (waste heat utilization)	FFWS – heating domestic hot water	FFWS – heating domestic hot water

* increase due to a longer and colder winter

6.4 Waste and Circular Economy



The CZU Prague considers responsible waste management to be an integral part of its environmental and social responsibility. In 2025, it continued its systematic development in this area, particularly in connection with the transition to the principles of the circular economy, increasing the rate of waste sorting and making more efficient use of material flows.

According to the summary report on waste generation and management, total waste generation at the University amounted to 437.36 tonnes in 2025. Mixed municipal waste accounted for the largest share, followed by biodegradable waste. Sorted waste also constituted a significant part, particularly paper and cardboard, plastics and glass.

Throughout the year, the University continued to expand its waste sorting infrastructure. New collection points were set up not only at the faculties but also in the halls of residence. The so-called Free Shop continued to operate, enabling the sharing and reuse of functional items (books, clothing, kitchen-

ware, etc.), and new reuse points were established, for example in the University library and other buildings. These activities help to reduce the volume of waste whilst promoting the principles of the sharing economy within the academic community.

In cooperation with authorized partners, regular collections of electronic waste, fluorescent tubes, toner cartridges and oils were also organized.

In addition to operational measures, the University is developing the principles of the circular economy in its educational and research activities. By incorporating these topics into teaching and practical projects, it contributes to raising awareness of responsible consumption and the sustainable management of resources.

These activities provide long-term support for the fulfilment of the UN Sustainable Development Goals, in particular Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action) and Goal 11 (Sustainable Cities and Communities).

Table 3: Overview of selected waste production

Waste catalogue number	Waste type	Quantity (t) year 2024	Quantity (t) year 2025
200301	Mixed municipal waste	186.56	192.58
200201	Biodegradable waste	91.44	68.28
200108	Biodegradable waste from kitchens and catering facilities	9.08	9.98
200101	Paper and cardboard	30.75	28.83
200102	Glass	35.90	42.12
200139	Plastics	25.49	23.40
200140	Metals	0.42	0.31
x	Hazardous waste (chemicals, oils...)	approx. 4.5	33.07*
200307	Bulky waste	18.58	15.64
	Total waste production	407.49	437.36

* Compared to previous years, Sludge from dirt traps (130503) and Oily water from oil separators (130507) have been added.

Recycling of Electrical Equipment and Savings in Natural Resources

In 2025, the University handed over 6,475 kg of electrical equipment for take-back. The recycling of this material brought tangible environmental benefits in the form of savings in natural resources and energy, and a reduction in greenhouse gas emissions. Together, this also prevented the production of 27,324 kg of waste.

Table 4: Overview of savings achieved

Savings category	2024	2025
Primary raw material savings	2 616 kg	4 403 kg
Electricity savings	3 774 kWh	13 778 kWh
Water savings	821 m ²	1 523 m ²
Crude oil savings	245 l	582 l
CO ₂ emissions reduction	9 103 kg	14 875 kg
Waste prevention	14 968 kg	27 324 kg

The data presented clearly show that the benefits of recycling electrical waste continue to grow in 2025, particularly in terms of savings in energy, water and CO₂ emissions. The results confirm the importance of responsible management of electrical waste within the University's operations.

The measures implemented contribute not only to reducing the consumption of primary raw materials, but also to minimizing the environmental impact and strengthening the principles of the circular economy. In this way, the CZU Prague directly supports the fulfilment of the Sustainable Development Goals, in particular Goal 12 (Responsible Consumption and Production) and Goal 13 (Climate Action).

6.5 Water Management



At the Czech University of Life Sciences Prague, water is regarded as a key natural resource that must be managed responsibly and with a long-term perspective. In line with the CZU Sustainability Strategy 2025+, the University is systematically developing measures focused on the collection, retention and reuse of rainwater, promoting nature-based solutions and strengthening the campus’s resilience to the impacts of climate change.

According to available data for 2024, more than fifteen rainwater retention systems were in operation in the premises, installed on buildings and car parks. The collected water is used primarily for watering green areas, thereby reducing drinking water consumption whilst supporting blue-green infrastructure.

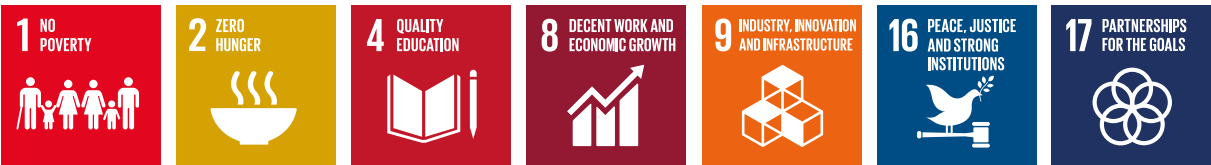
Green roofs also play a significant role, helping to slow the runoff of rainwater, improving microclimatic conditions and, at the same time, supporting biodiversity in the premises. In 2024, nine buildings were fitted out in this way, and these features are being gradually expanded.

Water bodies in the premises cover an area of 33,578 m², which represents approximately 3.84 per cent of the total area of the premises. These areas are not only of ecological importance, but also contribute to the aesthetic quality of the environment and create suitable conditions for a diverse range of plant and animal species.

Water management measures contribute to the fulfilment of the UN Sustainable Development Goals, in particular Goal 6 (Clean Water and Sanitation) and Goal 13 (Climate Action).

Table 5: Overview of water management	
Measure	Situation in 2025
Number of rainwater retention systems	15 buildings + 3 car parks
Number of buildings with green roofs	9 buildings
Area of water bodies on campus	33 578 m ²
Share of water bodies area in the total area of the premises	3.84 %
Rainwater utilization	Irrigation of green areas

6.6 Biodiversity



The Czech University of Life Sciences Prague regards the protection and promotion of biodiversity as an integral part of the sustainable development of its campus. The University campus functions as a unique urban ecosystem which, in addition to its educational and research functions, also fulfils an important ecological and recreational role. Approximately half of its area is covered by garden and park

vegetation, the maintenance of which is systematically carried out by the CZU Operational Gardening Department.

In 2025, a significant shift towards more environmentally friendly methods of green vegetation maintenance began. Chemical herbicides are gradually being replaced by alternative methods, in parti-

cular thermal weed control using hot water. At the same time, measures are being developed to retain water in the landscape and enhance species diversity. New trees, shrubs and perennials have been planted in the premises, and flower meadows and other features promoting biodiversity have been created. Systematic monitoring is also part of these activities. In 2024, biodiversity monitoring took place at selected sites, including the Hall, the Faculty of Tropical AgriSciences, the Faculty of Forestry and Wood Sciences (High-Tech Pavilion), and the Faculty of Environmental Studies. The data collected was used to optimise the management of green areas. Particular attention was paid to the protection of pollinators, for example through research projects and diploma theses focusing on insect diversity.

An important element of the circular economy is the processing of biodegradable material from the gardens directly in the premises. In 2024, 138 tonnes of organic material were processed as part of the gardening operations and subsequently returned to the campus in the form of compost and wood chips.

Measures supporting adaptation to climate change also include the development of green roofs and vertical gardens, which help to improve the microclimate, retain water and support urban biodiversity.

In 2025, the University built on previous steps and further developed the ecological management of campus green vegetation. Compared with the previous period, there was a significant expansion of species-rich plantings, particularly shrubs and perennials, and a strengthening of approaches based on the principles of nature-based management.

While the year 2024 was primarily a period of introducing new procedures, the year 2025 saw their expansion and stabilization. The volume of processed biowaste and the number of composting systems increased, and flower areas were further expanded. This strengthens the closed cycle of organic matter and nutrients within the premises.

At the same time, specific operational procedures supporting biodiversity and adaptation to climate change were further developed, such as systematic arboricultural care, regular management of green roofs and the use of zero-emission, battery-powered equipment. Attention was also paid to reducing the environmental impact of winter maintenance through the use of more environmentally friendly materials.

Overall, the year 2025 can be characterized as a period in which individual measures began to be more closely integrated into a comprehensive campus management system. This approach makes it possible to assess the benefits of individual activities more effectively and to further develop premises management in line with the principles of sustainability.

At the same time, biodiversity measures at the CZU contribute to the fulfilment of the UN Sustainable Development Goals, in particular Goal 13 (Climate Action) and Goal 15 (Life on Land). An overview of selected biodiversity measures in 2024 and 2025 is provided in the table below.

Table 6: Overview of measures enhancing biodiversity

Measure	Situation in 2024	Situation in 2025
Area managed by the gardening department	20 ha	approx. 20 ha (no change)
Number of newly planted trees	26 pcs	8 pcs
Number of newly planted shrubs	140 pcs	1 141 pcs
Number of new perennials	90 pcs	672 pcs
Processed biowaste (compost/wood chips)	138 tonnes	148 tonnes
Number of green roofs with biodiversity monitoring	4 buildings	research completed
New flower meadows	more than 500 m ²	development + new "biodiverse" meadow at the main entrance
Number of newly created vertical flower beds	1 (between the FAFNR and the Rector's Office)	remains 1 pc – maintained
Composting systems	electric composter in the refectory + composters near the halls of residence	expansion to include composters near the CZU Library and the FTA



7 / Human Resources Management



The Czech University of Life Sciences Prague regards human resources as a key factor in fulfilling its sustainability strategy.

The year 2025 was a period of further strengthening of these approaches. The University continued to implement measures focused on strategic human resources management, the development of staff competences and the promotion of wellbeing activities. These steps contribute to the creation of a high-quality, stable and open working environment.

7.1 Structure of CZU Employees

As of 31 December 2025, the CZU employed a total of 2,709 employees. The structure of employees by age, gender and nationality is shown in the following charts.

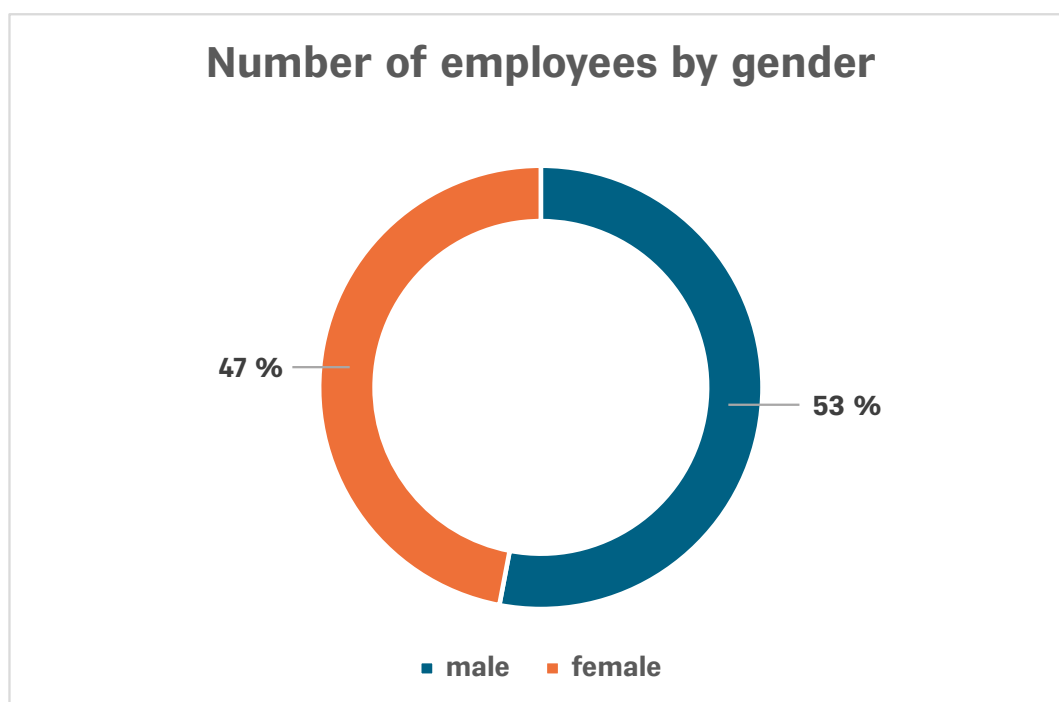


Chart 1 – Employees by gender

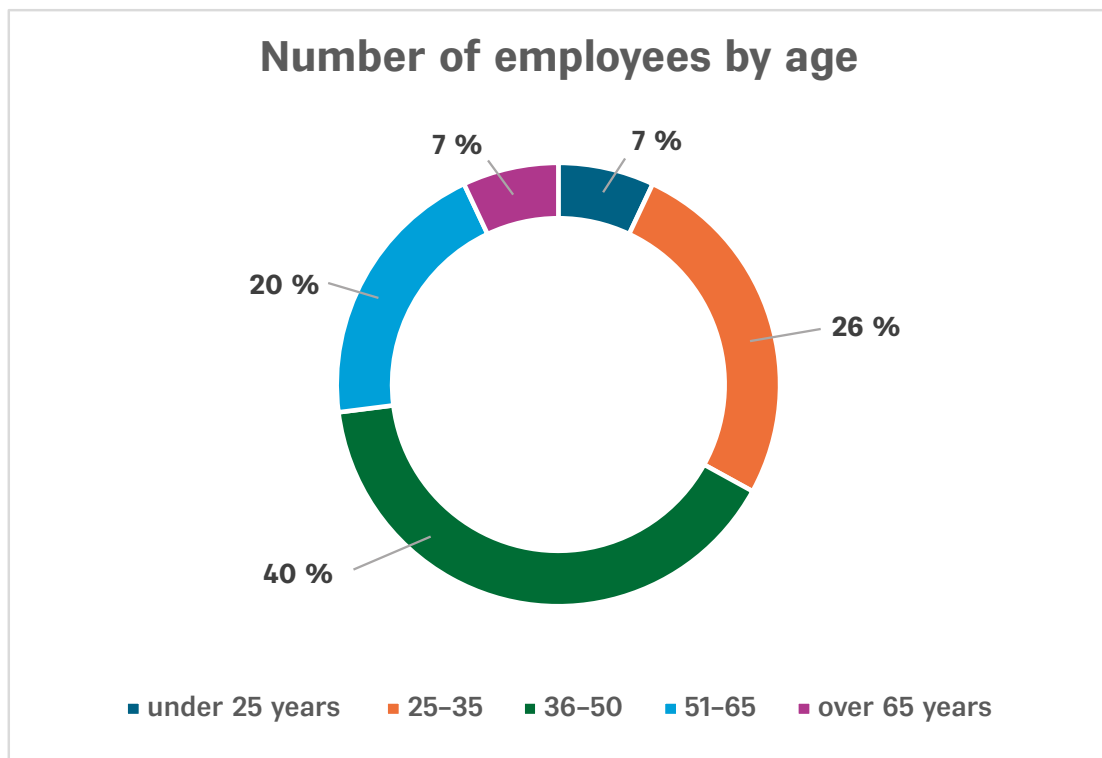


Chart 2 – Employees by age

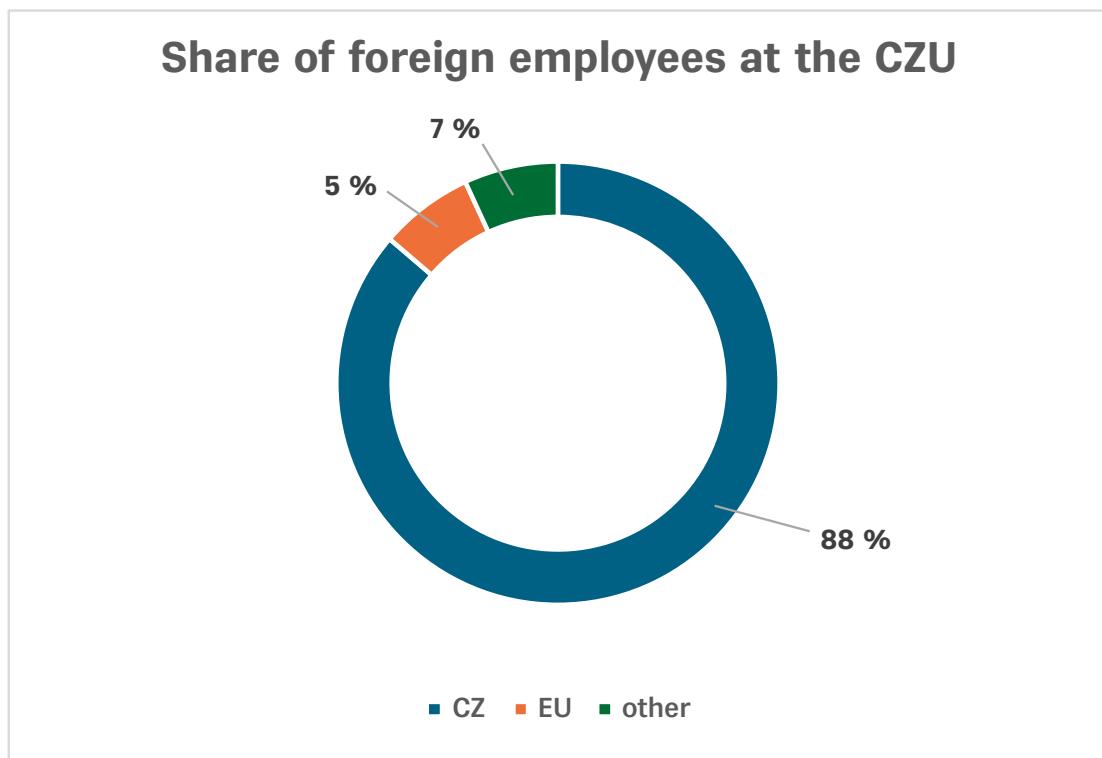


Chart 3 – Employees by nationality

7.2 Equal Opportunities and Diversity

In 2025, the CZU continued to fulfil the Equal Opportunities Action Plan and systematically developed measures aimed at promoting an inclusive working and learning environment. Particular emphasis was placed on reducing gender stereotypes, developing gender-sensitive recruitment processes and supporting a healthy work-life balance.

A significant step was the preparation of an update to the Career Regulations, which takes into account the individual needs of employees and promotes transparent and fair assessment. At the same time, the University developed programmes aimed at supporting parents, including the organization of day camps and the preparation of a new children's group.

A key outcome of 2025 was the drafting of the new CZU Gender Equality Plan for the period 2026+ (GEP 2.0). Its preparation was a participatory process involving the CZU management, the GEP working group and other stakeholders. The process was supported by the AGRIGEP project, funded under the Horizon Europe programme, which helped to strengthen institutional capacities and facilitate the transfer of international experience.

At the same time, the University developed international cooperation in the field of equality and diversity. In September 2025, it organized an international conference as part of the AGRIGEP project, entitled *Rooting Sustainable Change: Inclusive Gender Equality Plans in Agriculture and Life Sciences Universities in Central and Eastern Europe*, and also took part in other international events, including hosting the *Conference and Triple E Awards Ceremony*. These activities contributed to raising the CZU's international visibility in the field of gender equality at an international level.

At the same time, measures were implemented to support work-life balance, such as the organization of summer childcare programmes, educational activities focused on work-life balance and wellbeing, or preparations to increase the capacity of children's groups in 2026.

Working with data also played an important role. The University developed analytical tools for tracking indicators broken down by gender and prepared indicators for the long-term monitoring of equality. In

parallel with this, educational and awareness-raising activities were carried out, focusing on gender equality, unconscious bias, the prevention of discrimination and the promotion of a safe environment.

Through the CZU Counselling Centre, services supporting wellbeing and an inclusive environment for both students and staff continued to be provided.

In 2025, construction also began on a new building for the University's children's group Poníček, which will provide significant support for staff members with small children as early as 2026.

7.3 Summary of Human Resources Management at the CZU in 2025

Human resources management at the Czech University of Life Sciences Prague is based on a long-term emphasis on transparency, equal opportunities, professional development and support for staff wellbeing. These principles form an integral part of the sustainability strategy and contribute to the fulfilment of the Sustainable Development Goals, in particular Goal 5 (Gender Equality), Goal 8 (Decent Work and Economic Growth) and Goal 10 (Reduced Inequalities).

An important part of the University's approach is the promotion of wellbeing, which is reflected both in working conditions and in the offer of benefits and community activities. The Department of Human Resource Management, in collaboration with other units, creates an environment that promotes a healthy lifestyle, a work-life balance and the overall satisfaction of staff.

As part of its efforts to support day-to-day comfort, staff on campus have access, for example, to the LOKNI system, which provides free filtered sparkling and still water. The University also offers the opportunity to purchase its own products, including surplus produce from the gardening department, the Food Pavilion, the University brewery, and the businesses of CZU Winery and CZU Forests. These products are available both in physical shops on campus and via the online shop.

Wellbeing is further supported through social and community activities, in the organization of which the University management, student societies and other partners are involved. These are events that strengthen relationships within the academic com-

munity and contribute to an open and inclusive environment.

Throughout 2025, a number of traditional and new events took place for staff, students and graduates. These included, for example, a spring concert combined with an awards ceremony for athletes, a garden party, a graduates gathering to mark the anniversary graduation ceremonies and an autumn Day with Student Organizations. Towards the end of the year, the campus came alive with Advent activities, including sustainable Christmas workshops, the Christmas at the CZU programme, a St Nicholas's Day party and a theatre performance at the Estates Theatre. The pre-Christmas period also featured the sale of the University's Christmas trees and carp.

These activities help to strengthen the sense of belonging within the academic community and add an important social dimension to systematic measures in the field of human resources management.

The structure of employees is illustrated in the following section of this document with graphical overviews showing age distribution, representation by gender and nationality.

7.4 Security and Health

The Security Division at the CZU in Prague ensures the comprehensive protection of the University as a whole, namely the protection of the lives and health of students and staff, the protection of property and the security of information systems. At the same time, it sets security standards, methodically manages their implementation and monitors compliance with them.

In 2025, the University continued the systematic development of the campus's physical, facility and cyber security. Emphasis was placed on modernizing technical equipment, developing digital tools, strengthening guarding and enhancing the security culture across the organization.

In terms of physical security, premises security was strengthened and equipment and communication systems of security guards were continuously modernized, including the provision of a backup power supply for emergency situations. In the area of infrastructure, traffic signage was modernized, retractable bollards and traffic calming devices were added, and wayfinding aids for people with visual impairments were installed. A significant step was the di-

gitization of access control systems. The University completed the transition to NFC-enabled readers, which allow the use of virtual ID cards on mobile devices and help to reduce plastic consumption.

In the area of technical security of buildings, the installation of electrical fire alarm systems and electrical security systems continued. A network of twelve automated external defibrillators (AED) is currently available on campus, linked to Záchranka (emergency rescue) application system. All units are equipped with first aid kits.

Training is an important part of security. The University therefore systematically organized training sessions focusing on crisis preparedness, evacuation and providing first aid. Regular training sessions for fire patrols, practical drills and specialized first-aid courses were held. Training was also available to foreign staff.

A significant event in 2025 was a large-scale exercise involving the units of the Integrated Rescue System at the Faculty of Agrobiotechnology, Food and Natural Resources, in which units from the Fire Rescue Service, the Police of the Czech Republic, the Municipal Police and the Emergency Medical Services took part. The exercise included the evacuation of people and the testing of the Crisis Information and Notification System (KISS), which sent out more than 24,000 messages. Similar exercises took place in other parts of the campus, including the halls of residence.

At the same time, the University organized training sessions focused on crisis situations in collaboration with the Police of the Czech Republic, as well as professional seminars dedicated to the protection of the so-called soft targets, crisis management and psychological resilience. The training also included workshops focused on stress management and building resilience.

Data in the KISS system are also updated regularly, which contributes to rapid and effective communication in the event of emergencies.

Cyber security is a key component of the University's overall security strategy. In 2025, the development of the information security management system continued in line with legislative requirements, including new rules based on the European NIS2 Directive. Emphasis was placed on reducing the so-called attack surface, systematic access management and the review of information systems.

The University continues to strengthen the protection of user accounts, including through multi-factor authentication (MFA), which has been introduced for all staff and significantly reduces the risk of unauthorized access.

Prevention also includes regular awareness-raising activities and simulated phishing campaigns, which help to raise awareness of cyber threats and identify areas for further improvement. Based on these experiences, both training activities and technical measures are continuously adapted.

In response to current developments, a new agenda focused on counter-influence security and institutional resilience was established within the Security Division in 2025. Its aim is the systematic prevention, identification and management of risks associated with illegitimate influence, particularly in the field of science and research.



8 / Sustainability of Faculties and Other Parts of the CZU

Sustainability at the Czech University of Life Sciences Prague is reflected in the activities of all faculties and other parts of the University. Individual units contribute to the fulfilment of the CZU Sustainability Strategy 2025+ through educational activities, research, innovation and day-to-day operations.

The following overview presents selected activities of the faculties and other units, illustrating the scope and specific impact of the sustainability initiatives implemented in 2025.

8.1 Faculty of Agrobiology, Food and Natural Resources (FAFNR)

In 2025, the Faculty of Agrobiology, Food and Natural Resources continued the systematic development of educational and research activities focused on sustainable agriculture, agroecology and the protection of natural resources. Within the study programmes, courses were further developed and innovated with an emphasis on biodiversity, soil protection and environmentally friendly landscape management.

Significant new developments include the introduction of two specialized subjects – *Insect Rearing for Food and Feed Purposes* and *Protection of Plants and Stored Products Using Natural and Basic Substances*, which reflect current trends in the field of sustainable agriculture and food security. The Faculty has also developed a lifelong learning course entitled *Waste Management Issues*, focusing on the processing of biowaste, which is concluded with a microcertificate and is open to the wider public.

Collaboration with practice also plays an important role. In 2025, a memorandum was signed with a company that supports the development of research and teaching in the field of edible insect rearing. At the same time, the Faculty has been actively involved in projects aimed at promoting sustainability, for example through the *Bees Teach Us* initiative, which raises awareness of the importance of pollinators. As part

of the project, a series of educational videos and thematic workshops for the public were produced.

The Faculty's activities also included strengthening environmental literacy among the younger generation. A course entitled *Healthy Nutrition for primary school pupils* was delivered, linking knowledge of nutrition with the principles of a sustainable approach to food.

The FAFNR also played a significant role in the development of the University campus. It actively participated in a project to create a flower meadow to support biodiversity and continued pilot testing of herbicide-free grassland management. Significant emphasis was also placed on the protection of water resources and soil through demonstration areas. The Faculty helped to develop the content for the CZU educational trail, and its staff were involved in producing educational videos focused on sustainability. At the same time, the FAFNR students took part in international projects focused on regenerative agriculture and the circular economy, achieving success also in competitions supported by European funds.

In addition to its educational and research activities, the Faculty also supported broader social initiatives, such as its involvement in the "To Work Not Only by Bike" campaign, and developed cooperation with the non-profit sector in the field of environmental education and promoting biodiversity.

8.2 Faculty of Forestry and Wood Sciences (FFWS)

In 2025, the Faculty of Forestry and Wood Sciences (FFWS) continued to develop its activities focused on the sustainable management of forest stands and their adaptation in times of climate change.

As part of the development of educational activities at the Faculty, its experts prepared several lifelong learning courses with the aim of responding to the

changing needs of the labour market and supporting the individual growth of forestry workers. Thanks to a development project supported by the NRP, for example, lifelong learning courses were developed offering the opportunity to obtain a micro-certificate titled *Sustainable Forestry in the Era of Climate Change and Modern Timber Houses*.

In addition to expanding its offer of study programmes and lifelong learning courses, the Faculty has been carrying out systematic monitoring of biodiversity on its green roofs over the long term. In the field of research, the Faculty is also actively involved in international projects focused on the sustainable management of forest resources and in projects assessing the impacts of climate change on their management.

As part of the FFWS's strategic development, construction of the new Lesovna building began in 2025; it will serve as a modern educational timber house and, at the same time, as a practical demonstration of sustainable building principles. Its completion is scheduled for August 2026. As part of its outputs for society, the FFWS produced the documentary film *Buildings with the Scent of Wood*, which was created in collaboration with 32 other partners from practice and focuses on sustainable construction.

8.3 Faculty of Environmental Studies (FES)

In 2025, the FES further strengthened its activities in the areas of blue-green infrastructure, climate adaptation, promoting biodiversity and applied environmental education. In addition to research and project activities focused on promoting biodiversity in agricultural landscapes and urban environments, the Faculty participated in expert consultations and the preparation of background documents for planned measures relating to the European nature restoration framework.

Specific projects carried out in collaboration with both public and private partners played a significant role. As part of the Smart Landscape 2030+ initiative, the Faculty developed and tested pilot solutions focused on rainwater management, the restoration of landscape structures and increasing the region's resilience to the impacts of climate change. At the same time, the Faculty focused on advanced environmental monitoring and data-driven decision-making. As part of project activities, sensor systems to monitor the microclimate, water quality and other

environmental parameters were designed and tested, including the design of an architecture for data processing and visualization. These tools provide a professional basis for the planning, implementation and evaluation of adaptation measures in both built-up areas and the open countryside. Feasibility studies and proposals for specific measures in the region were also significant, such as the revitalization of watercourses, proposals for blue-green infrastructure in built-up areas or analyses of circular water management.

Within the CZU premises, the Faculty was preparing further steps towards more systematic support for biodiversity, in particular a plan to draw up a Biodiversity Plan for the CZU campus. In future, this plan should serve as a practical methodological framework for proposing appropriate measures in individual parts of the campus, in line with its landscape concept and in agreement with the individual faculties.

In the field of education, the Faculty significantly expanded its offer of study programmes and lifelong learning courses in 2025, that were focused on sustainability, the circular economy, blue-green infrastructure and environmental management. As part of the new Master's study programme *Sustainability and Environmental Management*, the admission procedure took place and the first students successfully completed the winter semester of their first year. At the same time, a pilot run of the lifelong learning course *Analysis of Environmental Impacts and Burden in the Context of Climate Change* was conducted with selected experts from practice and basic teaching materials were prepared for the lifelong learning course *Concepts of Green Accounting in Practice*. Both lifelong learning courses were accredited and the admission procedure will open in the following year.

8.4 Faculty of Economics and Management (FEM)

In 2025, the Faculty of Economics and Management (FEM) systematically focused on developing sustainability as a cross-cutting theme that permeates teaching, student activities, research and socially responsible initiatives. Sustainability is understood here in a broader context as the interconnection of environmental responsibility, social cohesion and economic decision-making.

In the environmental area, the Faculty focused in particular on supporting student creativity and the search for practical solutions. A significant activity was the *FEM Sustainability Challenge 2025* competition, in which students proposed projects aimed at reducing ecological footprint, developing the principles of the circular economy, using resources efficiently and utilizing digitization to make organizations operate more sustainably. At the same time, the Faculty actively participated in the CZU campus initiatives promoting the responsible use of resources and environmental awareness.

The social dimension of sustainability was developed through activities promoting solidarity, inclusion and intergenerational cooperation. For example, the Faculty took part in a food collection aimed at helping people in difficult life circumstances whilst also raising awareness of food waste. The Bridge between Generations project is of long-term significance; it brings together students, academic staff, experts from practice and the elderly population, and promotes the sharing of experiences and dialogue across generations.

These activities also include the University of the Third Age, which forms a stable pillar of the Faculty's educational activities. It enables older participants to engage actively in the academic environment and promotes the concepts of lifelong learning and active ageing.

The theme of sustainability has also been systematically integrated into the teaching of study programmes. Students encountered this theme in subjects focusing on environmental economics, sustainable entrepreneurship, corporate social responsibility (CSR and ESG), public sector economics and sustainable management. Teaching often took the form of project work and tackling real-world problems, which helps to better link economic thinking with its environmental and social impacts.

Part of the broader sustainability framework is an emphasis on equal opportunities and an inclusive academic environment. The Faculty has long supported a respectful and open environment for both students and staff, and naturally integrates these themes into both teaching and day-to-day operations.

In 2025, the FEM thus developed sustainability as a comprehensive concept that links the various dimensions of responsible functioning of organizati-

ons and prepares students to tackle current social and environmental challenges.

8.5 Faculty of Engineering (FE)

In 2025, the Faculty of Engineering at the Czech University of Life Sciences Prague continued to develop its activities in the field of sustainability, primarily through applied research, innovation and the practical implementation of smart technologies. In doing so, it built on pilot projects from previous periods and focused on their further expansion and systematic integration into the Faculty's infrastructure.

One of the key areas was improving the energy efficiency of operations. The Faculty continued to develop intelligent energy management systems, which enable the optimization of building operations whilst reducing their energy performance. These technologies contribute not only to resource savings but also to reducing the environmental impact of the University's operations.

Research focusing on adaptation to climate change, the digitization of technical branches and the use of geoinformation, automation and smart technologies played a significant role. These activities were carried out as part of national and international projects, including a project supported by the NRP.

As part of this project, the Faculty participated in the development and validation of technological solutions for sustainable resource management, the implementation of energy efficiency principles and the digitization of operational systems. Another important part was the methodological and practical outputs applicable in practice, as well as the development of educational activities aimed at strengthening students' competences in the areas of green transformation and modern technologies. The Faculty of Engineering also focused on developing topics related to sustainable mobility, automation and smart systems. The active involvement of students in research and development projects led to the creation of innovative solutions focused on the efficient use of resources and the principles of the circular economy, for example in the field of technical and electronic waste management.

The activities also included strengthening cooperation with the application sector and the public sector. The Faculty organized professional seminars, conferences and science outreach events, whilst at the same time expanding its offer of specialized

courses concluded with microcertificates, focusing on sustainable technologies, digitization and the concepts of smart cities and smart agriculture.

8.6 Faculty of Tropical AgroSciences (FTA)

In 2025, the Faculty of Tropical AgroSciences devoted considerable effort to promoting the principles of sustainable development, responsible consumption and international cooperation. These areas form the long-term core of its activities and are reflected in its education, research, expert discussions and activities aimed at the public.

Professional and scientific events of national and international significance played a major role in the Faculty's activities. Among the most important were, for example, the annual conference of the Czech Evaluation Society, the 6th International Conference of Young Researchers (MCYR), and the conference of the *Society for Ethnobotany*, which was held in the Czech Republic for the first time in 2025. The programme for these events included lectures, workshops, field trips and innovative forms of teaching, such as the use of virtual reality, and contributed to an intensive international exchange of knowledge.

The ERSCP 2025 international conference (*European Roundtable on Sustainable Consumption and Production*), which focused on sustainable consumption and production, was also of particular significance. At this event, the Faculty created a space for dialogue between the academic sphere, businesses, the public sector and civil society, and fostered discussion on current global challenges.

In the field of education, the FTA further developed study programmes focusing on tropical agroecosystems, biodiversity protection and gender equality. The international dimension of teaching was strengthened through the AGRIGEP project (Horizon Europe) and *Double Degree* programmes implemented in collaboration with partner universities in Germany and Thailand.

A significant contribution to development cooperation is the *SmartAgriCambodia* project (2025–2027), funded by the Czech Development Agency. The project focuses on transforming agriculture in the Cambodian province of Battambang through the development of vocational training and the introduction of smart agricultural technologies. This combination of

research, innovation and capacity building supports local farmers, consultants and educational institutions, and contributes to the development of sustainable agriculture in the region.

The Faculty's research activities have also focused on the topics of ethical trade, responsible value chains and the protection of natural resources, through which the FTA contributes to addressing global environmental and social challenges.

Students are also actively involved in promoting the principles of responsible consumption, for example through the *BeFair* society and the *Student Ambassadors* programme. They organize activities aimed at supporting *Fairtrade*, environmental protection and a sustainable lifestyle. Traditional events include, for example, swaps focused on reusing things. In collaboration with this association, the exhibition *Invisible Thorns* was also created, which draws attention to the social and environmental impacts of flower production in developing countries.

Another significant part of the educational activities is the University of the Third Age, within the framework of which the Faculty has launched a new study programme focused on the protection and sustainable use of natural resources in the tropics. The programme combines natural sciences and socio-economic disciplines and offers participants a mix of lectures, field trips and practical training.

In 2025, the FTA Botanical Garden continued to actively contribute to the popularization of science and environmental education. Through modern communication channels, including the website and social media, it makes its collections and expert knowledge accessible to the general public. During the year, the offer of educational materials for kindergartens and primary schools was also expanded, and the garden was awarded eco-centre status. At the same time, new environmental education projects were launched, supported by the Capital City of Prague and Prague Airport.

The Faculty also contributed to the creation of educational materials within the framework of the CZU Sustainability Strategy, including educational videos used in teaching.

In 2025, the research centre specializing in the breeding of common elands and guanacos developed new initiatives focused on the sustainable use of resources. Emphasis was placed, for example, on

the efficient use of animal products and the development of cooperation with the FAFNR Food Pavilion. At the same time, activities for the public were organized, including educational programmes and guided tours, and plans are in place to expand opportunities for public involvement through animal adoption schemes.

8.7 Institute of Education and Counselling (IEC)

In 2025, the Institute of Education and Counselling at the CZU Prague continued to develop its activities in the fields of environmental education, sustainable development and climate change education. These thematic areas have long been an integral part of its educational and methodological work.

The IEC also systematically focuses in particular on developing competences for education for sustainability, primarily at secondary school level. Through professional programmes, methodological materials and collaboration with the teaching profession, it contributes to strengthening environmental literacy and the ability to respond to current social and climate challenges.

In 2025, the Institute also developed a standardized teaching programme in forest pedagogy, which focuses on linking theoretical knowledge with practical experience in a natural environment. The programme promotes an active approach to education and develops an understanding of the relationships between people, the landscape and natural resources; in this way, the IEC continued to contribute to the development of education for sustainability and strengthened the University's role as a centre for the dissemination of expert knowledge in the field of environmental topics.

8.8 Halls of Residence and Refectory (HRR)

In 2025, the halls of residence and the refectory of the Czech University of Life Sciences Prague continued to implement measures aimed at enhancing their environmental and operational-economic sustainability. These activities were carried out in collaboration with other specialist units at the University and contribute to the gradual modernization of accommodation and catering services.

One significant step was the opening of the fully renovated Hall of Residence G. The renovation involved

the installation of modern technologies, including a greywater recycling system, and the preparation of the building to operate as a "smart hall of residence". This approach has enabled more efficient resource management and represents a fundamental step towards the sustainable operation of accommodation facilities.

The refectory at the CZU Prague, in collaboration with the organization ProVeg, focused on expanding the offer of vegetarian and vegan dishes and promoting more sustainable eating habits. In doing so, the refectory is responding to the growing interest in responsible consumption among both students and staff.

Positive developments were also recorded in the area of energy management. Throughout the year, the installation of radiator controls and energy-saving light fittings continued, contributing to a reduction in the energy intensity of operations. At the same time, educational and awareness-raising campaigns were carried out, focusing on energy saving and responsible waste management in accommodation facilities.

The halls of residence and the refectory are also continuously modernizing their facilities, with an emphasis on energy efficiency, the quality of the indoor environment and user comfort.

8.9 CZU Operational Gardening

In 2025, the Operational Gardening Department at the CZU Prague further developed measures to support biodiversity and built on the ecological management introduced in previous years. The care of green vegetation on campus has long been based on the principles of nature-based management and is gradually becoming an integral part of the University's overall sustainability strategy.

During 2025, 8 new trees, 1,141 shrubs and 672 perennials were planted, further increasing species diversity and enhancing the spatial structure of the green areas. Maintenance was carried out with significantly reduced use of chemical products. Weeds were removed mainly using thermal methods, and the mowing regime for grassy areas was adapted to encourage the development of flower meadows and create suitable conditions for pollinators and other small animals. The activities also included the systematic management of green roofs and flower meadows. In 2025, a new biodiverse meadow was established near the main entrance to the campus,

complementing the network of ecologically valuable habitats in the premises.

The Operational Gardening Department also played a significant role in the management of biowaste. The Operational Gardening Department processed a total of 148 tonnes of organic material generated during the maintenance of green vegetation and as part of campus operations; this biological material was subsequently returned to the premises in the form of compost and wood chips. The composting system was also expanded to include new rotary composters near the CZU Library and the Faculty of Tropical AgriSciences.

When maintaining the premises, gardening staff mainly use zero-emission, electrically powered equipment, including golf trolleys and battery-powered hand tools. This approach helps to reduce both local emissions and noise pollution on campus.

During the winter of 2025, eco-friendly gritting material continued to be preferred; in most cases, this replaces conventional road salt and reduces its negative impacts on the soil, vegetation and aquatic environment. At the same time, the Operational Gardening Department actively collaborated with experts from individual faculties and participated in the practical implementation of projects aimed at promoting biodiversity, the management of water and campus ecosystem stability.

8.10 CZU Library

In 2025, the CZU Library further developed its activities in the areas of sustainability and social responsibility. In particular, it continued to promote the principles of resource reuse and the circular economy, which it is gradually integrating into its day-to-day operations and services for users.

In addition to the ongoing redistribution of discarded books and magazines to other libraries, the library has expanded the options for sharing publications via the so-called re-use table. This facilitates the free exchange of books between users and encourages their reuse. The offer comprises not only discarded or damaged books from the library's collection that are no longer suitable for further registered loans, but also titles contributed by library visitors themselves. This approach helps to extend the life cycle of books whilst reducing the amount of waste.

The principles of sustainability are also reflected in the library's internal operations. In 2025, composting of biological waste was introduced in the staff areas, which promotes the responsible management of organic materials and extends environmentally friendly practices to the day-to-day functioning of the unit.

Emphasis was also placed on the organization of events held in the library's premises. When organizing these events – whether internal or public activities – the library systematically uses reusable tableware instead of single-use alternatives. In this way, it contributes to reducing the environmental impact associated with the running of cultural and educational events.

8.11 Department of Physical Education (DPE)

In 2025, the Department of Physical Education (DPE) contributed to the fulfilment of the principles of sustainable development in particular through the responsible operation of the University sports complex. The swimming pool itself is used by approximately 70,000 visitors annually, whilst other sports facilities – including volleyball and beach volleyball courts, tennis courts, the athletics track, areas for technical disciplines and football pitches – are used by approximately 150,000 sports participants each year. As a result, the complex represents a major hub for the University's sporting and community life.

A key contribution by the DPE in the area of environmental sustainability is the use of technology for recycling swimming pool water. Approximately CZK 3.6 million has been invested in this technology, which achieves an efficiency of around 90 per cent. The system enables the reuse of water which was previously required, in accordance with hygiene standards, to be discharged into the sewerage system without further use. Thanks to this technology, approximately 6,000 m³ of warm water is recycled each year, which corresponds to the volume of around ten swimming pools. This not only leads to a significant reduction in water consumption but also reduces the energy required to heat the water and cuts down on the use of chemicals needed to maintain the hygienic cleanliness of the pool water. Furthermore, the swimming pool water itself is topped up from own well, which further helps to reduce the consumption of drinking water used to fill the swimming pool.

The implementation of this technology brings with it considerable economic benefits. Annual savings on water and energy costs amount to approximately CZK 500,000, confirming the investment's effectiveness even in the long term. Following a trial period under the auspices of the Ministry of Health of the Czech Republic, the technology was introduced into routine operation in 2024.

At the same time, the DPE applies the principles of the circular economy to the maintenance of its green vegetation. All biomass generated by the maintenance of approximately 10,000 m² of grass areas and hedges is handed over to the CZU Operational Gardening for further processing and subsequently returned to the premises in the form of compost or wood chips.

In addition to its environmental dimension, the DPE actively contributes to the development of University sport and to strengthening community life and wellbeing of the CZU's staff and students. The CZU Sports Association operates at the unit, bringing together nearly 600 members across 15 sports clubs.

The CZU's sports representatives achieved a number of significant successes in 2025 – the men's eight won a silver medal at the Prague Mayor's Eights (Pražské primátorky), whilst the women's crew finished fourth in the same category. The CZU student and Olympic champion Josef Dostál was once again named the CZU Sportsman of the Year. Team sports also enjoyed success, including a victory for the men's basketball team. Since the 2024/25 season, the CZU ice hockey team has been competing as an independent team within the Czech University Ice Hockey League (ULLH).



9 / External Relations and Sustainability Communication



The CZU Prague systematically communicates topics relating to sustainable development, science and research to the public, the professional and student communities and its partners. In line with the CZU Sustainability Strategy 2025+, it is developing long-term cooperation that helps to raise awareness of the University's environmental and social activities and their impact.

9.1 Portal and Magazine *Živá univerzita* (Living University)

One of the main communication channels is the *Živá univerzita* (<https://zivauni.cz>) web portal, which provides space for presenting expert topics, research activities and prominent figures at the University. The portal is complemented by a printed magazine, which is published twice a year and presents a selection of key topics in a clear and popularizing form.

Sustainability represents a natural part of the content on these platforms. It is reflected in interviews with experts, popularizing articles and the latest news from the University environment. This theme runs as a common thread through the University's published outputs and media communications.

In 2025, this approach was further developed. Both the portal and the printed magazine highlighted specific sustainability activities implemented, for example initiatives such as the *Campus Sustainability Challenge*, the campus educational trail and the flower meadow project. At the same time, broader topics related to sustainable development were systematically communicated, such as climate change

and adaptation measures, the circular economy, precision agriculture, biodiversity, nature and forest conservation, new energy sources, food security and waste management. These topics are presented through interviews, popularizing texts and short news items, and are disseminated both via internal channels and to the media.

The University also actively collaborates with national and international media and regularly provides outputs via press releases distributed to a wide network of cooperating editorial offices. In this way, it contributes to the dissemination of expert knowledge and to strengthening the University's role as a key player in the field of sustainable development.

Podcasts

Another important tool for popularizing science and research is the *Podcast plný života* (*Podcast Full of Life*), through which the CZU Prague presents expert topics to the general public in a popularizing, educational format.

Each episode features experts from across the faculties, who explain their work in the context of current challenges in the fields of the environment, energy, health, the food industry and sustainable development. The podcast thus creates space for sharing expert knowledge and for broader public debate.

In 2025, attention was focused, for example, on topics such as the strategic direction of the FTA, research into biofuels and environmental technologies,

the importance of forest ecosystems for human health and the impacts of environmental pollution on human health and ecosystems. Other episodes focused, for example, on the relationship between natural resources and human health, including the use of tropical plants.

Social media

In 2025, the Czech University of Life Sciences Prague continued to develop its sustainability communications via social media, particularly Facebook, Instagram, LinkedIn and X (formerly Twitter) platforms. These channels represent an important tool for rapidly sharing information with the general public. Communication on social media focused primarily on presenting specific activities and projects carried out on the University campus and as part of research activities. Emphasis was placed on an integrated approach to sustainability in line with the ESG principles, which links the environmental, social and economic dimensions.

In the environmental area, particular attention was paid to the topics of the circular economy and the responsible use of resources. Projects presented on social media included, for example, those focused on reuse, student initiatives promoting sustainable campus development and measures to support biodiversity, such as flower meadows, insect hotels and other elements of blue-green infrastructure.

Communication also focused on the responsible management of resources, including waste sorting and prevention, water management and energy-efficient operations. These activities were presented as concrete steps contributing to the University’s long-term sustainable operation.

The social dimension of sustainability was also an important part of the presentation. Communications covered topics such as the wellbeing of students and staff, support for community activities and the University’s involvement in charitable or socially beneficial initiatives.

The University’s communication activities in the field of sustainability were therefore carried out in 2025 through several key channels:

- Web portal “Živá univerzita”: approximately 25–30 posts per month

- Printed magazine “Živá univerzita”: 2 issues per year (May and November 2025, approximately 80 pages)
- “Podcast plný života”: 24 episodes a year (Spotify, YouTube CZU)
- Social media (Facebook, Instagram, LinkedIn, X): regular publication of content, including environmental and ESG topics.

9.2 Presentation at Events

The CZU Prague’s approach to sustainability is also systematically presented at public events, trade fairs and expert meetings. These opportunities enable the sharing of scientific findings, research results and specific practical solutions with both the professional community and the general public, and reinforce the University’s role as an active partner in the field of sustainable development.

In 2025, the CZU took part in a number of significant events at which it presented topics related to sustainability, food security, innovation in agriculture and environmental protection. Key events included, for example, the Czech Food Expo and the “Země životelka” agricultural fair, which took place at the České Budějovice Exhibition Centre. The University was also actively represented at public popularizing and scientific events, such as the Science Fair in Prague-Letňany, the Science Fest in Dejvice and the “Naše pole” exhibition in Nabočany.

Organizing the University’s own events directly on the CZU campus plays an important role. When organizing these events, the principles of sustainable operations are systematically applied, in particular waste sorting, the use of returnable and washable cups and the reduction of single-use materials. The University operates its own system of returnable cups for both cold and hot drinks, thereby helping to reduce waste at larger events.

The following list provides an overview of selected events at which the CZU presented its achievements in the areas of sustainability, science and research in 2025:

15.–18. 5.	Czech Food Expo	České Budějovice Exhibition Centre
5.–7. 6.	Science Fair	PVA Expo Prague Letňany

10.–11. 6.	"Naše pole" exhibition	Nabočany u Chrudimi
18. 6.	Science Fest	Prague Dejvice
21.–26. 8.	"Země živitelka" exhibition	České Budějovice Exhibition Centre
5. 9.	Harvest Festival farm Estate at Lány	CZU Farm Estate at Lány
6. 9.	Prague Harvest Festival	Holešovice Exhibition Centre
26. 9.	Researchers' Night	CZU campus
20.–23. 10.	Prague Science Film Fest	CZU campus

Participation in these events strengthens the University's visibility, promotes dialogue between the academic community and the public, and contributes to the practical application of the principles of sustainable development.

9.3 Partnerships and Membership in Organizations

The Czech University of Life Sciences Prague is an active member of a number of national and international professional organizations dedicated to promoting sustainable development and social responsibility. Key platforms include, for example, the Association of Social Responsibility, the EUA Green Deal initiative, the UI GreenMetric Network, the UNI-LEAD platforms and other professional networks.

Through these partnerships, the University shares its experience, engages in expert discussion and contributes to the formulation of sustainability strategies. At the same time, it presents its activities at international forums and strengthens its role as an active player in this field.

9.4 Charitable Activities of the CZU and Cooperation with the Non-Profit Sector

The Czech University of Life Sciences Prague has long been involved in charitable activities and cooperates with the non-profit sector. These activities add an important social dimension to its educational and research work and strengthen solidarity within the academic community.

Support for the Bone Marrow Donor Register

In 2025, two recruitment events for the Czech National Bone Marrow Donor Register were held at the University, which made a significant contribution to raising awareness, particularly amongst students. During the Rector's Day and the associated Miss Agro event, 30 new donors joined the register. A further 19 people registered during the "Christmas at the CZU" event. In total, the University helped to register 49 potential donors in 2025, thereby expanding the possibilities for helping patients with serious blood-forming disorders.

Food drive

In the pre-Christmas period, the CZU took part in the *Giving Tuesday* initiative and organized a food and toiletries drive in collaboration with the Czech National Food Bank. A total of 59 kg of material aid was collected, which was subsequently distributed to people in need, including single parents.

CZU Hall

As the University's main representative venue, the CZU Hall serves not only the internal needs but also provides a space for external professional and socially beneficial events. These often include conferences and meetings focusing on topics of sustainability, environmental protection or support for the non-profit sector.

Many of these events take place not only under the auspices of the University management, but are also guaranteed by individual faculties. In 2025, the Hall was used, for example, by organizations such as the Landscape Research Institute, the Nature Conservation Agency of the Czech Republic, the Agrarian Chamber of the Czech Republic, the National Pedagogical Institute of the Czech Republic, the Association of Public Benefit Organizations of the Czech Republic and the Czech Artificial Intelligence Association.

9.5 International Relations Office (IRO)

In 2025, the International Relations Office (IRO) of the Czech University of Life Sciences Prague focused on promoting sustainable international mobility and the ongoing digitization of administrative processes relating to international cooperation.

A significant element was the development of the *Green Erasmus* initiative, which encourages students and staff to choose more environmentally friendly modes of transport, particularly for journeys of up to 500 km. Preference was given primarily to modes of transport with a lower carbon footprint, such as train or bus travel, or carpooling. The ERASMUS programme participants who chose a more environmentally friendly mode of transport, even for longer distances, were eligible for increased financial support in the form of the so-called *green mobility top-up*. In 2025, a total of 121 students and 43 staff members made use of this support. Rail travel was the most commonly used mode, followed by bus travel and carpooling. Compared with the previous period, there was thus a significant increase in the use of more sustainable forms of mobility.

At the same time, the IRO continued to implement the *European Student Card Initiative (ESCI)*, in particular its *Erasmus Without Paper (EWP)* pillar. This system enables the digitized and secure exchange of documents between universities as well as between universities and students, for example in the form of online study contracts or interinstitutional agreements. The digitization of these processes helps to reduce the administrative burden and paper consumption.

In the area of strategic partnerships, the University collaborated with other institutions within the *EuroLeague of Life Sciences Universities (ELLS)* alliance in 2025 to prepare a new application for the establishment of the European University. This initiative focuses on the sustainable transformation of agri-food systems and builds on the previous *SUSTAIN-LIFE* project, which was awarded the *Seal of Excellence*. The project was revised in 2025 with a view to resubmitting it in 2026.

At the same time, the CZU has been actively involved in the activities of other international university networks and associations focusing on ecology, natural sciences and sustainable development. One example is its collaboration within the ICA organization, through which the University participates in the *Biodiversity Challenge* initiative. In this initiative, partner institutions monitor and compare the biodiversity of their campuses, thereby contributing to the strengthening of environmental awareness and practical measures in the field of nature conservation.

10 / Recommendations for Further Development

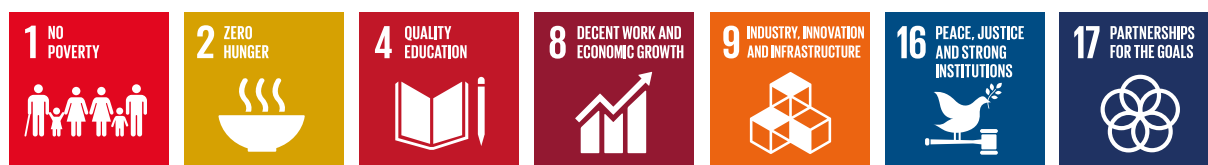
Based on an ongoing assessment of the implementation of the CZU Sustainability Strategy 2025+, the following recommendations have been defined for the coming period:

Sustainable development management (Area 1 of Strategy 2025+)



- Consistently complete the implementation of the CZU Sustainability Strategy 2025+ across all parts of the University and systematically assess the fulfilment of the set targets.
- Prepare the University for reporting in accordance with the *Corporate Sustainability Reporting Directive* (CSRD) and further develop the integration of established SDGs into the ESG indicator system.
- Prepare and approve a decarbonization strategy as a key tool for emissions management.
- Continue to develop digital tools (Power BI, IoT platforms) for transparent and data-driven decision-making.

Science, research and educational activities (Area 2 of Strategy 2025+)



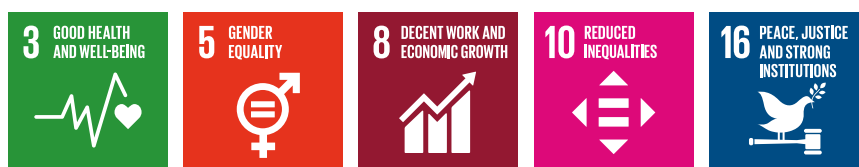
- Further expand the offer of study programmes and subjects focused on sustainability, the circular economy and wellbeing.
- Implement the topic of sustainability as a compulsory component of student teaching, staff education and training for both groups.
- Strengthen research activities focused on addressing global challenges and their practical application.

University operations (Area 3 of Strategy 2025+)



- Continue to invest in energy infrastructure and the development of renewable energy sources.
- Expand blue-green infrastructure elements and water management measures.
- Systematically support waste reduction and strengthen the principles of the circular economy.
- Prepare a comprehensive sustainable mobility plan and promote low-emission forms of transport.

People, health and social cohesion (Area 4 of Strategy 2025+)



- Expand programmes focused on the wellbeing and healthy lifestyle of students and staff.
- Support flexible working conditions and the work-life balance.
- Prepare and implement a new Equal Opportunities Plan and further develop an inclusive environment.

Relationships and collaboration (Area 5 of Strategy 2025+)



- Strengthen cooperation with external partners and stakeholders in the areas of sustainability and responsible entrepreneurship. Expand the academic community's involvement in charitable and socially beneficial activities.
- Communicate sustainability results transparently, both internally and to the public.
- Be actively involved in international cooperation networks and share examples of good practice.



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