

## HSE Policy of Západoslovenská energetika, a. s.

Západoslovenská energetika, a.s. (ZSE) is a company that provides supporting services and carries out the activities related to the advisory services in the area of energy, accounting, economics, business, human resources, marketing, central affairs and certification of dedicated meters, for the members of the ZSE Group, IT solutions marketing and sale, and design, management, installation and operation of charging stations.

As a member of the E.ON Group, it follows the philosophy and standards for occupational health and safety and environmental protection, respecting the principle: no harm to health and environment.

### **To ensure occupational health and safety and environmental protection, ZSE is committed to:**

- create working conditions where health, safety and well-being of employees is guaranteed;
- create sound working conditions with the aim of acting preventively and minimizing risks causing harm to health and property, based on the ascertained hazards and threats;
- enable employees to submit ideas and proposals aimed at improving the OHS through suitable communication channels, an OHS Committee and the appointed safety representatives for safety;
- ensure the medical supervision, including preventive medical check-ups in regular periods depending on the type of work and working conditions;
- raise awareness and operability of employees when saving human lives;
- protect the environment and improve its environmental behaviour by regularly monitoring and evaluating environmental performance;
- create conditions for minimising negative impacts on ecosystems and biodiversity and for promoting positive effects on the environment, based on ascertained environmental aspects;
- contribute to the environmental protection, reduction of greenhouses gases and achievement of carbon neutrality by implementing sustainability projects;
- respect legal and other binding requirements to ensure OHS, protection of air, nature and landscape, waste and water management;
- create necessary technical, organisational, financial and personnel conditions for safe working environment, prevention of occupational illnesses and accidents, and for the protection of environment and support for sustainable development;
- raise awareness of the employees about OHS and environmental behaviour with special focus on prevention of potential risks;
- pay special attention to contractor management in the area of HSE, in particular, to minimise potential risks related to externally provided processes;
- increase and permanently improve the level of management of occupational health and safety and the environment.

The Occupational Health, Safety, Environment and Quality Policy is binding for all employees of ZSE and is freely available.

In Bratislava, 30 March 2023

A handwritten signature in black ink, appearing to read 'M. Kaune'.

Markus Kaune  
Chairman of the Board of Directors and CEO