

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.

To ensure occupational health and safety and environmental protection, and improve energy efficiency, ZSE is committed to:

- create sound and safe working conditions with the aim of acting preventively and eliminating or minimizing risks causing harm to physical and mental 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;
- protect the environment and improve its environmental behaviour by regularly monitoring and evaluating environmental performance and energy demand;
- 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;
- support projects aimed at reducing energy demand and increasing energy efficiency, based on energy consumption analyses;
- respect legal and other binding requirements to ensure OHS, protection of air, water, nature and landscape, waste management and efficient energy use;
- 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, environmental behaviour, energy saving and energy management;
- 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, environment and energy management.

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

In Bratislava, 26 September 2024

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

Markus Kaune
Chairman of the Board of Directors and CEO