

## Diversity and inclusion in the ZSE Group

Common statement of the Board of Directors Západoslovenská energetika, a.s.

Diversity and inclusion are a basis of our vision and values. Responsible behaviour and openness are at the heart of our business in the ZSE Group.

All our colleagues are unique and work at workplaces about which we believe that our differences are appreciated, respected and celebrated, where everybody is given an opportunity to fully use and develop talent and skills.

We appreciate individual ideas and strengths which everyone brings to the ZSE Group because various opinions and views enrich our organisation and keep the motivation of our employees. We wish that everyone who works for the ZSE Group feel welcome and proud of being part of the company that improves quality of life regardless of race, age, sex, ethnical affiliation, religion, skills or sexual orientation.

In line with our values, every employee of the ZSE Group has the right to equal opportunities and shall fight discrimination and prevent any form of harassment in his or her sphere of influence.

We are committed to undertake the steps creating and maintain diverse and inclusive environment.