

## HSE and Quality Policy at Energetika Slovensko, a.s.

**Energetika Slovensko, a. s.** is an energy company focusing on electricity and gas trading, related services and scientific and research activities. Senior management expresses its commitment to protecting health of employees and stakeholders and conducting its activities in an environmentally and climate-friendly manner. Occupational health and safety is a priority and an integral part of the Company's business activities.

**In line with ISO 9001, ISO 45 001 and ISO 14 001 standards, the Company fulfils the following commitments:**

- Creating, based on identified hazards, threats and risks, conditions for risk management with the aim of excluding or eliminating risk to the lowest acceptable level.
- Focusing on prevention and reduction of the number of work injuries, occupational illnesses and incidents.
- Ensuring quality and hygiene of the working environment and working conditions through technical measures and by reducing sources of factors harmful to health.
- Enabling employee participation and employee safety representatives to address health and safety issues.
- Protecting environment and improving continuously its environmental behaviour by regularly monitoring and evaluating environmental performance.
- Creating conditions in order to minimise negative impacts on ecosystems and biodiversity and to promote positive effects on the environment, based on established environmental aspects.
- Cutting greenhouse gas emissions by implementing measures in line with the climate strategy.
- Reducing its energy needs and applying the principles of circular economy in order to protect natural resources and limit waste generation.
- Complying with legal and other binding requirements in the area of occupational health and safety and the protection of air, water, nature and landscape, waste management and efficient use of energy.
- Increasing technical competence of employees and developing their awareness of occupational health and safety, environmental responsibility, energy management and quality as key values for achieving customer satisfaction.
- Offering customers new products and innovative solutions that save them money.
- Ensuring high level of customer service through effective process management in accordance with applicable quality standards and other applicable requirements.
- Obtaining feedback from customers on their satisfaction and opportunities for improving the quality of the service provided.
- Preferring courtesy, fairness, thoroughness, professionalism and open dialogue in negotiations with customers, public authorities, suppliers and other stakeholders.
- Not tolerating corruption and ensuring compliance with anti-corruption laws.
- Prohibiting conduct that may give rise to even the appearance of a conflict of interest.
- Focusing on thorough supplier management and the selection of contractual partners that meet the established safety and environmental criteria to minimise the risks associated with external processes.
- Ensuring availability of all necessary resources for continuous improvement of management of occupational health and safety, environmental protection and the quality of services provided.

HSE and Quality Policy is binding for all employees of the Company and is available to the public.

In Bratislava, 20 August 2025



Ing. Mgr. Juraj Bayer, PhD.  
Chairman of the Board of Directors