

## HSE and Quality Policy in ZSE Energia, a. s.

ZSE Energia, a.s., a subsidiary fully owned by Západoslovenská energetika. a.s., is a company doing business in power industry; its main business activity is the electricity trade in the West Slovakia region and beyond, and provision of related services in a sustainable and reliable way, at an acceptable price, in an environmentally friendly manner and in compliance with the rules applicable in the European Union.

**To ensure occupational health and safety, environmental protection and quality of provided services, the Company 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 proposals and recommendations aimed at improving the OHS, by creating reasonable communication channels, setting up a OHS Committee and through 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;
- 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 personal conditions for safe working environment, prevention of injuries and occupational illnesses, for the protection of environment and support of sustainable development;
- ensure quality promoting the good reputation of our Company;
- reach and maintain a high-quality level of services provided to our stable and potential customers, in line with applicable quality standards and other applicable requirements;
- enhance customers' satisfaction by providing specialised advisory and introducing new applications and services.
- ensure courtesy, correctness, thoroughness and expertise in all dealings with customers;
- acquire feedback on the satisfaction with the quality of provided services and the options for their improvement by cooperating with our customers;
- make customers sure confidence that our services will meet their expectations.
- Maintain and continuously improve the level of management of occupational health and safety and the environment, as well as the quality of provided services by means of effective process management;
- raise employee awareness about the HSE culture, environmentally responsible behaviour and the quality as a value leading to the satisfaction of our customers;
- promote and develop qualification level of employees to ensure growing quality of services provided to customers;
- build good relationships with contractors based on mutual trust and pay attention to HSE, especially the efforts to minimise potential risks related to externally provided processes.

HSE and Quality Policy is binding for all employees of ZSE Energia, a.s. and is available to the public.

In Bratislava, 28 March 2023

A handwritten signature in black ink, appearing to read 'Juraj Krajcár', written in a cursive style.

Mgr. Juraj Krajcár  
Chairman of the Board of Directors