

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

ZSE Energia, a.s., a subsidiary fully owned by Západoslovenská energetika. a.s., is a energy focusing on electricity and gas trade, provision of related services and research and development activities 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 od provided services, the Company is committed to:**

- create, based on established hazards and risks, safe and sound working conditions, with the aim of acting in a preventive manner, eliminate risks causing harms to physical and mental health and to property;
- enable employees to submit proposals and recommendations aimed at improving the OHS, by creating proper communication channels, setting up a OHS Committee and through the appointed safety representatives for safety;
- 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 established 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 of injuries and occupational illnesses, for the protection of environment and support of sustainable development;
- ensure quality promoting the good reputation of our Company;
- keep high-quality level of services provided to its stable and potential customers, in line with applicable quality standards and other applicable requirements;
- contribute to customers' satisfaction by providing specialised advisory and introducing new applications and services.
- prefer 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;
- make customers sure confidence that our services would meet their expectations;
- 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;
- improve, by training employees, their qualification level, as well as the level 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, on 19 June 2024

A handwritten signature in black ink, appearing to be 'J. Bayer'.

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