

EP Group Sustainability Policy/Master Policy/Business principles

Statement of intent: This document sets out a comprehensive policy framework for the EP Group as well as defining the core principles for sustainability related policies within the EP Group and its core subsidiary companies.

Having set these overriding principles this document contains the basic guidelines for sustainability governance which are at minimum followed by the EP Group.

Specific policies and tailored guidance relating to these policies have been introduced and will be shown as addendums to the Master Policy.

Scope: EP Group, a.s. and the subsidiaries and companies controlled by it ("EP Group") is a leading European group operating in the energy, logistics, media, e-commerce and property management sectors. The Group operates its assets in the Czech Republic, Slovakia, Germany, Italy, Ireland, the UK, France, Hungary, Poland and Switzerland.

EP Group is conscious of its important economic, social and environmental impact. Along with proven business results, EP Group strives to respond to its key stakeholders' priorities facing main challenges by providing the highest quality in its operations.

The EP Group is committed to sustainable development, the core principles of which are to develop shared value, over the long term, with the communities in which it operates, within the environment in which it operates and creating value within the economies in which it operates while maintaining economic feasibility of the EP Group's businesses.

Principles

1. Environment

EP Group understands the impact of its entire portfolio on the environment. Following the basic principles of responsible behaviour ensures that its business activities minimise the environmental impact of its operations and contribute to sustainable development.

- 1. Environmental protection.** EP Group takes a preventive approach to reduce the environmental impact of its operations and manage the associated risks following all appropriate legal and regulatory frameworks.
- 2. Climate change.** EP Group prioritises the maximum resource and operational efficiency to mitigate the causes of climate change, exploring the alternative use of low-carbon technologies when possible while taking into account that stable supply of basic services and commodities is essential for society.
- 3. Quality standards.** EP Group ensures the implementation and monitoring of the appropriate environmental standards and certifications (if required by law) relevant to its operations in the territories in which the group manages its assets.
- 4. Sustainable operations and products.** EP Group considers innovation as one of the key pillars for business development, searching for more sustainable solutions and products at the operational and technical level.
- 5. Resources efficiency.** EP Group is committed to using all energy resources needed for its services' operations economically and efficiently, aiming for the highest sustainability standards in its present operations, reducing the waste generated, monitoring all resources usage and placing appropriate programs to improve their efficiency.
- 6. Environmental education.** EP Group recognises the importance of providing environmental education and training to its key stakeholders through awareness-raising projects, energy efficiency programs and by promoting renewable and clean energy solutions where appropriate.

2. Society

EP Group understands the impact of its business operations in society. Following the basic principles of responsible behaviour ensures that its business activities positively contribute to the community and sustainable development.

1. **Value creation.** EP Group strives to bring value to the geographical areas where it operates by developing business models that contribute to local social development and improve people's quality of life.
2. **Human rights.** EP Group follows the 10 principles of the United Nations Global Compact on Human Rights, labour, environment and anticorruption and encourages its business partners to endorse the same commitment. (*Appendix)
3. **Economic and social development.** EP Group's operations recognise the importance of contributing to the economic and social development of local communities.
4. **Access to basic services.** EP Group understands that many of the services and commodities provided are a basic need for its customers, ensuring (subject to the relevant regulations) affordable, reliable and quality supply.
5. **Stakeholders' dialogue.** EP Group seriously considers the needs of employees, customers, government and regulators, investors and lenders, suppliers, labour and trade unions, NGOs and local communities, when making business decisions in order to know and meet their expectations when feasible.
6. **Sustainable development principles.** EP Group promotes sustainable development principles through its internal and external communication channels and encourages employees, business partners and suppliers to spread them as well.
7. **Equal opportunities.** EP Group's fundamental strength relies on equal opportunities, non-discrimination and diversity principles, striving to provide work-life balance and training courses to ensure professional and personal growth.
8. **Transparent communication and accountability.** EP Group provides its stakeholders with transparent, truthful and accurate information, further detailed in our reports and publicly available sources.
9. **Health and safety.** EP Group ensures that all working facilities and assets are fully covered at the minimum by the quality standards given by the respective laws and regulations, and where feasible permanently monitors the safety and health of employees, business partners and the communities surrounding it.

3. Governance

EP Group understands the impact of its business operations in the economic value creation. Following the basic principles of responsible behaviour ensures that its business activities positively contribute to the economy and sustainable growth.

- 1. Ethics.** EP Group promotes transparency, integrity and business ethics, as defined in the specific corporate policies, at all company levels and throughout the EP Group supply chain.
- 2. Sustainable economy.** EP Group strives to maintain economic and financial stability by developing sustainable business models and setting long-term business strategies and goals in line with social and environmental goals.
- 3. Risk management.** EP Group encourages the inclusion of results from risk and opportunity analyses and assessments when drawing up strategies and making decisions.
- 4. Progress on goals and commitments.** EP Group constantly monitors progress on meeting its goals and improving targets (if feasible), ensuring the relevant standards and including the inputs in the decision-making process.
- 5. Responsible finance.** EP Group requires that all of its business relationships with third parties be conducted with honesty, integrity, ethical behaviour and transparency.
- 6. Responsible funding.** EP Group requires its funding to be managed in a transparent way, ensuring that it does not support any illegal and unethical action or organisation, keeping sustainability premises.
- 7. Management.** EP Group's sustainability goals and strategy are driven and spearheaded by the company's top-level management, ensuring that it is imbedded at every level of the company and business areas.
- 8. Regulatory compliance.** EP Group always acts in accordance with the current local legislation and company's corporate appropriate policies and cooperate with local regulators.

Approved by the EP Group, a.s. Board of Directors on 5 September 2024

***Appendix (Source: UN Global Compact)**

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.