

EP Group Environmental Policy

BASIC PRINCIPLES & COMMITMENTS

EP Group, a.s. and the subsidiaries and companies controlled by it ("EP Group") are committed to conducting their business activities in an environmentally safe and responsible manner. To make sure that the EP Group upholds this commitment to the environment, all the impacts, whether positive or negative, are monitored. The EP Group aims to decrease negative impacts and to improve positive imprint on the environment.

The EP Group's principles laid down in the ESG Master policy are at the core of its business activities and they are to be respected and followed by all subsidiary companies.

The subsidiary companies follow at minimum these main principles and implement them in their own binding internal policies in their country.

This Policy defines the EP Group's commitments in regard to behaviour that has a direct or indirect impact on the environment:

The EP Group follows these basic principles:

- A. **CLIMATE CHANGE & CARBON FOOTPRINT REDUCTION.** The EP Group understands that envisaged climate change poses a severe risk and thus the European decarbonisation goals and GHG emissions reduction targets are respected and followed. The EP Group strives to achieve reduction of its carbon footprint and GHG emissions in line with these targets and by continuously monitoring and modernising its operations and through higher efficiency. The EP Group is aware that new climate-change driven measures are continuously added which might have profound impact on its activities and the financial markets. The EP Group also recognizes that taking appropriate action on climatic change is vital for maintaining its good reputation. The EP Group is thus fully committed to responsibly manage its exposure to the regulatory, reputational and market risks related to climate change.
- B. **PROTECTING THE BIODIVERSITY.** Protecting biodiversity in the areas where the EP Group operates is a goal of the EP Group. Potential risks in planning and operations are monitored and evaluated on a regular basis. These activities are complemented by consultations with experts, which leads to a mitigation or compensation of potential negative impacts. To minimize potential negative impacts on local fauna and flora the EP Group generally strives to avoid new operations and to minimize impact in case of existing operations in areas with the highest biodiversity value. To achieve the goal of protecting the biodiversity the EP Group aims not only to minimise the negative impact, but also to play an active role in supporting and protecting ecosystems and endangered species.
- C. **ENVIRONMENTAL MANAGEMENT SYSTEM.** EMS requirements are set up to ensure the implementation of procedures to protect the environment, identify risks and to ensure that the environmental performance meets the requirements of the regulation. The EP Group aims for maintaining or obtaining its certification standards at minimum meeting the regulatory requirements and if feasible also on par with international levels at major group companies.
- D. **ENVIRONMENTAL IMPACTS OF THE PRODUCT PORTFOLIO.** The EP Group aims to decrease its products' negative impacts and helps its customers to understand the environmental impacts of the products.

- E. **SUSTAINABLE PRODUCTS & SERVICES.** The EP Group aims for creation of sustainable and environmentally conscious products and services.
- F. **CUSTOMER EFFICIENCY INCENTIVES.** Where relevant, the EP Group focuses on informing its customers about saving energy, creating eco-efficiency programs and products with emphasis on energy savings.
- G. **ENVIRONMENTAL AWARENESS.** EP Group recognizes the importance of providing environmental education and training to its employees through awareness-raising projects, energy efficiency programs and by promoting renewable and clean energy solutions where appropriate.
- H. **REGULATORY COMPLIANCE.** The continuous goal is to be compliant with the current environmental regulation and to transparently cooperate with the regulators in each of the countries the EP Group operates in.
- I. **ENGAGEMENT OF STAKEHOLDERS.** The EP Group collaborates with local communities, organisations, regulatory agencies and research institutes of national and/ or international repute in the environmental field. The EP Group is committed to communicate its intentions in the area properly and in advance and consult them with local authorities and general public.
- J. **RENEWABLE AND CLEAN ENERGY PROMOTION.** The EP Group is committed to the development of renewable and low emission energy sources in the form of their further grid integration when supported by relevant law. In the same manner, the EP Group has been continuously aiming to find new feasible investment opportunities in increasing the share of the renewable and low emission energy sources in its portfolio.
- K. **RESOURCE & ENERGY EFFICIENCY.** The EP Group is committed to using its resources in an effective and sustainable manner, through energy management systems, be it energy resources, freshwater or any other material used in the operation of EP Group's assets. The EP Group monitors resources used with the goal of improving its resource efficiency.
- L. **WASTE MANAGEMENT.** The EP Group is committed to continuously adhere to relevant legislation and go beyond the specified rules if economically feasible by using best practices in its hazardous and standard waste management, improving them and, according to the European waste management hierarchy, doing its best to prevent the creation of waste - including solid waste - and reuse the waste it generates based on the circular economy principles.
- M. **WATER MANAGEMENT.** The EP Group recognizes water is one of the planet's most precious resources. The EP Group is thus committed to continuously adhere to relevant legislation and go beyond the specified rules if economically feasible by reducing water use, improving water efficiency and taking measures to reduce the effluent load.
- N. **END CYCLE MANAGEMENT.** The EP Group pays attention to the environmental impacts in the context of winding down its business activities. The EP Group engages its stakeholders in dialogue regarding the use of reclaimed areas.
- O. **REGULAR REPORTING ON ENVIRONMENTAL ISSUES.** Each year, the EP Group demonstrates its commitment to the environment through regular communications on the website and in the Sustainability Reports of selected subsidiaries.

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