

EPIF Group Code of Conduct

1. BASIC PRINCIPLES & COMMITMENTS

EP Infrastructure, a.s. ("EPIF") and the subsidiaries and companies controlled by it ("EPIF Group") are committed to conducting business activities in a transparent and operationally excellent manner and expect the same of their employees.

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

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

This Policy defines the EPIF Group's commitments in its standards of behaviour and code of conduct, setting it as a practical value for its day-to-day business and making all employees personally responsible for the performance and reputation of the EPIF Group, ensuring a good relationship with all its stakeholders.

The EPIF Group is committed to following these basic principles with its stakeholders:

1. BUSINESS PARTNERS:

Regulatory compliance. In performing their activities, the EPIF Group and all its employees always comply with generally binding legal regulations, fully perform their contractual obligations pursuant to the agreed terms and conditions, apply the principle of reliability and act as a trustworthy partner.

Fair competition. The EPIF Group competes fairly in its market and believes that consumers and society in general benefit from free and open competition, using lawful business procedures towards our business partners, customers, suppliers and competitive entities.

Transparent communication. The EPIF Group provides its business partners with the relevant information they need for investment decisions subject to confidentiality and business objectives

Risk management. The EPIF Group ensures that appropriate controls are in place to assess and manage the risk to its business, people and reputation.

Reliable information. The EPIF Group prepares its business, financial and accounting records accurately and reliably.

Gifts and hospitality. None of the EPIF Group's employees offer or accept gifts, hospitality, or other types of incentives, which may reward or influence a business decision, neither misusing their position or contacts to seek benefits for the EPIF Group or third parties.

2. CUSTOMERS:

Responsible offer. The EPIF Group offers its customers high-quality products and services, which are safe, innovative and reasonably priced, in line with applicable legal regulations.

Responsible marketing. The EPIF Group is fair to its customers, providing them with truthful, clear and practical information when marketing its services (unless a provision of such information could be considered sensitive or harmful to the EPIF Group), which comply with all the required and advertised specifications.

Dialogue. The EPIF Group provides open communication channels to solve customers' needs.

Data security. The EPIF Group respects the privacy of required data according to applicable legal regulations, allowing only authorised employees access to such data for the purposes of the EPIF Group, ensuring the data safety with appropriate security measures, acting fast and responsibly if there is a security threat.

3. EMPLOYEES:

Equal opportunities. The EPIF Group acts in line with the relevant labour codes, applicable legal regulations and internal policies, ensuring the recruitment, promotion and treatment on the sole basis of employees' qualifications, abilities, experience, and work performance, avoiding all forms of discrimination.

Healthy environment. The EPIF Group is committed to creating healthy and safe working conditions compliant with applicable law or regulation, with appropriate health and safety management system to mitigate potential risks arising from technological processes, technical equipment, human activity and working environment.

Safety at work. The employees are obliged to adhere to all of the EPIF Group's safety policies, with the EPIF Group ensuring that all of its employees are informed of applicable laws and regulations and have completed relevant training in the area of health and safety at work. The EPIF 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.

Freedom of association. The EPIF Group respects its employees' right to belong to the trade union of their choice and does not tolerate any type of retaliation or hostile action towards those people who participate in union activities.

Talent. The EPIF Group keeps its employees informed on how their contribution at work is evaluated, expecting them to actively take part in the evaluation process so they can keep improving their performance.

Training. The EPIF Group ensures appropriate education to increase awareness among its employees regarding health and safety at work, which also involves business partners and visitors to a reasonable extent. The EPIF Group pays attention to the professional growth of its employees.

4. SUPPLIERS:

Excellence. The EPIF Group seeks to attain services and products at the best possible terms for the company.

Objectivity. The EPIF Group bases its relationships with suppliers and other partners on transparency in negotiations, objectivity in business decision making and equal opportunities, which might however be, in case of need, specific to the EPIF Group's business operational, commercial and environmental objectives.

Commitment. The EPIF Group fulfils the commitments it has agreed to with suppliers.

Compliance. The EPIF Group encourages its suppliers to comply with the laws and regulations affecting mutual business. EPIF Group Procurement Policy further elaborates on what is expected from our suppliers.

Responsible supply chain. The EPIF Group encourages its suppliers to apply principles similar to the implemented ones for the EPIF Group.

Health and safety. The EPIF Group communicates to its suppliers adequate information that may affect health and safety of their employees in connection with the provision of goods and services for the EPIF Group. The EPIF Group ensures that employees of the supplier who perform their duties in

the business premises of the EPIF Group or in a cooperation with EPIF Group employees are provided with adequate information regarding relevant health and safety procedures.

5. COMMUNITIES:

Social impact. The EPIF Group contributes to the technological, economic and social development, investing in particular in energy infrastructure and power generation, creating jobs and providing services that improve the quality of life.

Environment. The EPIF Group strives to prevent and minimise environmental impact, prioritising modernisation of processes and facilities, launching and maintaining the appropriate environmental management system standards and ensuring appropriate awareness among employees and business partners.

Public affairs. The EPIF Group participates proactively and responsibly in discussions with governments and other organisations about the development of proposed legislation and other regulations, which may affect legitimate business interests.

Community development. The EPIF Group promotes community development by involvement of local stakeholders.

Responsible investment. The EPIF Group neither supports political parties nor contributes to the funds of groups whose activities are calculated to promote party interests.

Human rights. The EPIF Group respects the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption, ensuring that all employees' and business partners' relationships are based on respect, dignity, mutual trust and open communication.

Signed by Daniel Křetínský, a Chairman of the Board of Directors of EP Infrastructure, a.s. and Gary Mazzotti, a Vice Chairman of the Board of Directors of EP Infrastructure, a.s. on 6 April 2021