

## MVM Group HSE Policy

### 1. The commitment and goals of the MVM Group

The MVM Group is committed to the values of Health and Safety, Occupational Safety, Fire Protection and Industrial Safety, and to their continuous improvement. We place a high priority on protecting the health and safety of our employees, partners, customers, the general public and the environment.

Our goal is to ensure that our commitment is reflected in our daily activities, in the systems that provide energy (including production, storage, distribution, and consumption), in our development efforts, in the operation of our sites, and in the behavior and attitude of our employees and partners.

We are convinced that, as part of our daily operations, the continuous improvement of the MVM Group's performance in the areas of health protection, occupational safety, fire protection and industrial safety contributes to the regional competitiveness of the Group, the reduction of the environmental impact of its activities, protecting our natural and built assets and the population, and to our responsible and sustainable activities. We are committed to ensuring that the MVM Group companies and our business partners introduce and apply effective and safe techniques and best practices in the areas of occupational safety, fire protection and industrial safety in their activities in order to operate in a responsible and health-conscious manner.

### 2. In order to achieve our goals

- The management of the MVM Group shall ensure that the information and resources necessary to achieve the objectives are available at all times.
- We comply with Hungarian and European legislation, as well as with the requirements set out in the internal regulations of the MVM Group and in the regulations applicable in the countries where the MVM Group operates.
- We undertake that the MVM Group will operate and develop its processes and activities in accordance with international guidelines and commitments relating to sustainability.
- We support the preservation of natural and built environmental values, the rational use of resources, and research and development activities that serve our goals and the implementation of their results.
- We pay special attention to preventing fires and accidents that threaten life, operations, and property.
- We support the establishment, operation and development of a management system related to occupational health and safety at the companies of the MVM Group.
- We continuously measure, evaluate, recognize, and communicate our performance in occupational safety, fire protection, and industrial safety. In line with international expectations and to increase transparency, we define and publish performance indicators that can also be used in the ESG framework.
- We continuously improve our processes, technologies, the technical condition of our equipment and tools, the skills and professional knowledge of our employees, and our ability to handle emergency situations, and we expect the same from our partners.
- We provide our employees with regular medical, psychological and mental health programs, screening and other tests, care and counseling to maintain their health.
- It is the responsibility of all our employees and contractual partners to increase our performance and maintain safe and healthy working conditions at all times.

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Károly Mátrai  
CEO