



# Sustainability in CEZ Group's Supply Chain

Dear business partners,

Thank you for participating in the assessment of sustainability in the CEZ Group's supply chain.

Your responses to the ESG questionnaire help us better understand our business partners' approach to environmental protection, social relations and corporate governance. With this information, we can better identify related key opportunities and challenges, promote transparency in reporting and deepen our collaboration across the value chain.

When analyzing the inputs submitted, we noted a number of positive initiatives that make a significant contribution to the promotion of sustainability principles. They can be seen as steps that increase the confidence of business partners and investors, as they signal a responsible approach of the company to sustainable business, efficient use of resources and long-term stability.

## Summary of the Questionnaire Survey Outputs

Almost one hundred and fifty of the original three hundred domestic and foreign suppliers participated in the pilot questionnaire survey held in the autumn of 2024. The documents received show that most of them deal with the topic of environmental risk management and reducing environmental impacts. A substantial number of suppliers in this area also process and report ESG data, especially on the waste produced or the volume of water consumed. In the social area, it is standard among suppliers to evaluate health and safety incidents in their operations and to regularly carry out related training in the field of occupational health and safety. As far as the area of proper management of the company is concerned, a significant number of suppliers deal with related sub-topics, which they declare and elaborate in their corporate policies.

We see sustainable reporting and due diligence in particular as room for future development within our supply chain. Specifically, this includes the reporting of ESG data, including the issuance of sustainability reports, related ESG scoring or ratings, and the integration of ESG requirements towards subcontractors.

In the following text, you will find a more detailed description of the areas assessed, an overview of the answers you provided, including the related evaluation according to the internal methodology, recommended steps and the context in which the feedback is provided.

## Areas Assessed

Sustainable reporting and due diligence	In this area, the quality and scope of ESG reporting, including due diligence issues, was evaluated.
Environmental	Environmental criteria included factors such as greenhouse gas emissions, energy consumption, waste management and biodiversity.
Social	The social area focused on guaranteeing the protection of human rights, including adequate working conditions and safety in the workplace.
Governance	In the area of governance, the level of risk management, compliance, including compliance with ethical standards and transparency in corporate governance was considered.

Next steps and request for collaboration

We greatly appreciate your active involvement and the provision of the requested data. The answers received will continue to be subject to further processing reflecting possible changes in external conditions so that we can adequately respond to current trends and challenges in the field of sustainability. Your input allows us to better structure the next steps and continue to optimize supplier relationship management in this area. In line with our [Vision 2030](#) and the goals contained therein, we plan to continue to implement measures to promote ESG sustainability criteria in our supply chain.

We would like to ask you to study the attached output, which contains your company's ESG score, including a proposal for specific measures for possible implementation. Thank you for taking them into account.

Due to your participation in the ESG questionnaire survey last year, we will not be approaching you again with a similar questionnaire this year. However, as part of digitization and increasing efficiency in managing relationships with suppliers, we would like to ask you to register on the SAP Ariba supplier portal, which is used for electronic communication and exchange of documents within specific business cases. At the same time, it allows you to fill in information regarding certifications, industry specialization or other relevant data. Therefore, we see its contribution not only in finding and establishing new business relationships, but also in streamlining processes related to reporting.

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SAP Ariba Supplier Portal	<a href="#">SAP Ariba Supplier Portal   CEZ Group - About the company.</a>
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We appreciate your approach if your company is already registered with SAP Ariba. It makes our cooperation more efficient.

Other information sources

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Sustainability in CEZ Group	<a href="#">Sustainability in CEZ Group</a>
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Sustainable Supply Chain	<a href="#">Sustainable Supply Chain   CEZ Group - About the company.</a>
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Please direct your questions about CEZ Group's sustainable supply chain to [supplychain@cez.cz](mailto:supplychain@cez.cz).

Thank you for your cooperation and we look forward to taking steps towards sustainability together!



# Sustainability in CEZ group's Supply Chain:

## Evaluation Detail

Business partner



### Scores received per area

Area	Basic level	Intermediate level	Advanced level
Sustainable reporting and due diligence		✓	
Environmental		✓	
Social			✓
Governance			✓

Note: The score for each area is based on your answers to specific questions in the questionnaire.

# Sustainability in CEZ Group's Supply Chain:

## Evaluation of selected issues and proposal of follow-up measures

### Sustainable reporting and due diligence

Does your company issue a report on the ESG area (e.g., Sustainability Report or CSR Report)?	Comment on the answer, including related recommendation
Yes	Following the answers you have provided to the selected questions, we believe that you are appropriately covering the key topics that were assessed in this area.
Has the ESG report of the company been externally audited by third party?	Comment on the answer, including related recommendation
No	In the context of sustainability reporting, we also recommend considering the possibility of third-party verification. External verification increases the credibility of reporting, strengthens transparency towards partners or investors, and at the same time helps to identify specific areas for improvement.
Has your company received external ESG rating(s)?	Comment on the answer, including related recommendation
No	If your company has not yet received an external ESG rating, we recommend that you consider obtaining one. Receiving a rating can be considered a proven tool for transparent reporting or verification of your sustainable activities and can contribute to a positive perception of your company by business partners.

Does your company have any certification linked to ESG?

ISO 9001	ISO 14001	ISO 20400	ISO 26000	ISO 37001	ISO 45000	ISO 50001	SA 8000	ISO 27001	EMAS	Fores Stewardship Council	MCE RTS	Blue planet	Fair Trade	Other
Yes	Yes	No	No	No	No	No	Yes	No	No	No	No	No	No	Yes

Comment on the answer, including related recommendation
We recommend considering obtaining certification in the indicated areas. Certification issued by an independent third party confirming the verification of compliance with international standards or initiatives or technical rules can increase the transparency and credibility of the company. Regular audits, annual inspections and recertifications demonstrate proper corporate governance, including due diligence. At the same time, they allow for the identification of opportunities for improvement and more effective risk management, which can also contribute to increasing the company's competitiveness and long-term stability in the form of strengthening the confidence of investors, business partners and customers.

Does your company have ESG requirements towards suppliers?	Comment on the answer, including related recommendation
Yes	Following the answers you have provided to the selected questions, we believe that you are appropriately covering the key topics that were assessed in this area.

Environmental

Your company's environmental policies/strategies and objectives include:

Environmental risk management	Product labelling (EU Ecolabel, Rain Forest, FairTrade, etc.)	Business practices (transition and promotion of sustainable products/services)	Reducing and/or avoiding potential negative impacts of activities on ecosystems and biodiversity	Soil protection and reduction of negative impacts on soil	Reducing water use/consu mption
Yes	Yes	Yes	No	No	No

Reducing the amount of waste generated	Circular managem ent	Prevention and reduction of environmental pollution (e.g. air, water, soil)	Reduction of greenhouse gas emissions (mitigation)	Adaptation to climate change	Other
Yes	No	Yes	Yes	No	No

Comment on the answer, including related recommendation
We recommend that you consider implementing your company`s environmental policies or strategies and objectives, specifically in the topics listed here. Policies and strategies are a key framework that sets a company`s direction and goals in the field of sustainability. Policies define a set of practices focused on specific aspects of sustainability (such as reducing environmental impacts, mitigating risks or improving performance) and declare that the company is actively working to address these issues. The strategy then serves for long-term planning and integration of these policies into the overall business vision, enabling systematic achievement of goals and sustainable development. Consistent integration of policies and strategies contributes to good corporate governance, the promotion of due diligence, as well as increasing the long-term resilience of the organisation to external risk influences.

Does your company have set goals for reducing energy consumption (electricity, heat, etc.)?	Comment on the answer, including related recommendation
Yes	Following the answers you have provided to the selected questions, we believe that you are appropriately covering the key topics that were assessed in this area.

Social

Your company's social policies/strategies and objectives include:

Respect for human rights	Diversity and equal opportunities	Non-discriminatory practices	Ensuring occupational health and safety	Prohibition of child labour	Prohibition of forced labour	Remuneration of employees	Access to social security and health care	Employee training and education	Protection of personal data
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Product labelling and customer information (EU Ecolabel, Rain Forest, FairTrade, etc.)	Existence of a code of conduct	Ethical business conduct	Relationship with the community	Protection of workers' rights in the value chain	Prohibition of unfair labour practices and the prevention of undeclared work	Jiné
Yes	Yes	Yes	Yes	Yes	Yes	No

Comment on the answer, including related recommendation

We recommend that you consider implementing your company’s policies or strategies and objectives for the social area, specifically in the topics listed here. Policies and strategies are a key framework that sets a company’s direction and goals in the field of sustainability. The policies define a set of practices focused on specific aspects of sustainability (for example, increasing safeguards to protect the rights of employees and other workers in the value chain, including mitigating the risks of their violation) and declare that the company is actively working to address these issues. The strategy then serves for long-term planning and integration of these policies into the overall business vision, enabling systematic achievement of goals and sustainable development. Consistent integration of policies and strategies contributes to good corporate governance, the promotion of due diligence, as well as increasing the long-term resilience of the organisation to external risk influences.

Does your company evaluate health and safety incidents, injuries, accidents, and fatal injuries in company’s operations/plants?	Comment on the answer, including related recommendation
Yes	Following the answers you have provided to the selected questions, we believe that you are appropriately covering the key topics that were assessed in this area.

Do you provide health and safety training for your employees, external employees and contractors?	Comment on the answer, including related recommendation
Yes	Following the answers you have provided to the selected questions, we believe that you are appropriately covering the key topics that were assessed in this area.

Governance

Your company's corporate governance policies/strategies and objectives include:

Anti-corruption measures	Whistleblowing	Information and cyber security	Compliance	Prevention, detection and investigation of potential criminal conduct	Handling of personal data (GDPR)	Information protection	Conflicts of interest	Insider trading	Risk management with suppliers (background check, review of sanctions lists)	Other
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Comment on the answer, including related recommendation

We recommend that you consider implementing your company’s governance policies or strategies and objectives, specifically in the topics listed here. Policies and strategies are a key framework that sets a company’s direction and goals in the field of sustainability. The policies define a set of practices focused on specific aspects of sustainability and declare that the company is actively working to address these issues. The strategy then serves for long-term planning and integration of these policies into the overall business vision, enabling systematic achievement of goals and sustainable development. Consistent integration of policies and strategies contributes to good corporate governance, the promotion of due diligence, as well as increasing the long-term resilience of the organisation to external risk influences.

Business message

The questionnaire survey was informative without subsequent conclusions in relation to specific contractual relationships. The data provided by you for these purposes is used exclusively for internal purposes of CEZ Group and will not be shared externally.

The contents of this document are confidential. The feedback contained in it was processed based on information provided in a questionnaire survey on the topic of sustainability in the CEZ Group's supply chain and serves exclusively for internal purposes in the context of the evaluation. It does not consider the specifics of your industry, sector, region, products, or services provided in more detail. It does not and cannot be claimed to be a certification or other expert assessment issued by an independent, accredited, or superior institution and is not intended to be used as a basis for tenders or references, to be shared with external entities or for publication. The conclusions are based on a limited set of data and their interpretation must be understood exclusively in this context.

The information about your company's participation in the related questionnaire survey is not considered confidential.

# Sustainability in CEZ Group's Supply Chain:

Responses received

## Company identification

Is your company a publicly traded company?

Is your company part of a consolidated entity?

Please select continent of the parent company of the consolidated entity your company is part of

Please select country of the parent company of the consolidated entity your company is part of

Please select continent(s), where your company has operations / plants

Please select countrie(s) in which your company has operations / plants

What is the legal form of your company?

What is the sector of your company's main economic activity?

Sectors of the other company's economic activities

Number of employees of your company



Company identification

Confidential

Number of employees of the consolidated entity your company is a part of

Annual worldwide turnover of the consolidated entity your company is a part of

Sustainability reporting and due diligence

Does your company issue a report on the ESG area (e.g., Sustainability Report or CSR Report)?	Attachment
Yes	
Commentary	

Has the ESG report of the company been externally audited by third party?

No

Commentary

Does your company have sustainability-linked KPIs (e.g., company-wide goal to lower emissions)?

Yes

Commentary

Has your company received external ESG rating(s)?	Please provide name of the rating company	Please select obtained rating
No		
Commentary		

Does your company have a business continuity plan in place?

Yes

Commentary

Does your company use sustainable financial instruments?

Yes

Commentary

Does your company have any certification linked to ESG?

ISO 9001	ISO 14001	ISO 20400	ISO 26000	ISO 27001	ISO 37001	ISO 45000	ISO 50001
Yes	Yes	No	No	No	No	No	No
Blue planet	EMAS	Fair Trade	Fores Stewardship Council	MCERTS	SA8000	Other	Attachment
No	No	No	No	No	Yes	Yes	

Does your company publish information about diversity of your corporate bodies' members?

No

Commentary

What is the percentage of women in statutory bodies of your company?

100 - 30 %

Commentary

What is the percentage of women in supervisory bodies of your company?

100 - 40 %

Commentary

Is any of the board members of the company publicly designated as the person responsible for the ESG

Yes

Commentary

Does your company have a Stakeholder Engagement Strategy in the ESG area?

Yes

Commentary

Does your company disclose and manage the current and expected effects of impacts, risks and opportunities on its business model, value chain and strategy?

For environmental area	For social area	For governance area
Yes	Yes	Yes

Commentary

Does your company have ESG requirements towards suppliers?

Yes

Commentary

Low-Carbon Operations,

Does your company perform ESG risk assessment as part of the due diligence activities?

Yes - for own business area

Commentary

Does your company have policies/strategies that govern the environmental area?

Yes

Your company's environmental policies/strategies and objectives include:

Environmental risk management	Product labelling	Business practices	Reducing and/or avoiding potential negative impacts of activities on ecosystems and biodiversity	Soil protection and reduction of negative impacts on soil	Reducing water use/consumption
Yes	Yes	Yes	No	No	No

Reducing the amount of waste generated	Circular management	Prevention and reduction of environmental pollution (e.g. air, water, soil)	Reduction of greenhouse gas emissions	Adaptation to climate change	Other	None
Yes	No	Yes	Yes	No	No	No

Commentary

Does the company have set goals for reducing energy consumption (electricity, heat, etc.)?

Yes

Commentary

zero carbon emissions

Does your company have EPD, LCA, measured carbon footprint, or at least Scope 1 and Scope 2 GHG emissions for the products / services sold to companies in the CEZ Group?

EPD	LCA	Measured carbon footprint	Scope 1 + 2 GHG emissions	Attachment
No	No	Yes	Yes	

Please provide the target for your total greenhouse gas emissions in tons of CO2, in percentages, or in emission intensity (if you do not have emissions set in individual Scopes indicate the total).

Scope 1	Scope 2	Scope 3	Overall goal	Description
No	No	No	Yes	

Commentary

Does the company record and report air emissions?

No

Commentary

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Does the company record and report emissions to water?

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No

Commentary

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Does the company record and report emissions to soil?

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No

Commentary

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Does your company record and report volume of water consumption?

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Yes

Commentary

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Do your company's activities have negative impact on biologically diverse sites nearby?

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No negative impact

Commentary

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Does your company record and report the total amount of waste produced?

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Yes

Commentary

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Does your company have policies/strategies that govern social area?

Yes

The company's social policies and objectives include:

Respect for human rights	Diversity and equal opportunities	Non-discriminatory practices	Ensuring occupational health and safety	Prohibition of child labour	Prohibition of forced labour	Remunerat ion of employees	Access to social security and health care	Employee training and education	
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Protection of personal data	Product labelling and customer information	Existence of a code of conduct	Ethical business conduct	Relationship with the community	Protection of workers' rights in the value chain	Prohibition of unfair labour practices and the prevention of undeclared work		Other	None
Yes	Yes	Yes	Yes	Yes	Yes	Yes		No	No

Commentary

Are company policies aligned with relevant internationally recognised instruments or organisations?

No

Commentary

Does your company evaluate health and safety incidents, injuries, accidents, and fatal injuries in company`s operations/plants?

Yes

Commentary

yes

Do you provide health and safety training for your employees, external employees and contractors?

Yes

Commentary

yes

Does your company have policies/strategies that govern areas of good corporate governance?

Yes

The company's corporate governance policies and objectives include:

Anti-corruption measures	Whistleblowing	Information and cyber security	Compliance	Prevention, detection and investigation of potential criminal conduct	Handling of personal data (GDPR)	Information protection	Conflicts of interest	Insider trading	Risk management with suppliers (background check, review of sanctions lists)	Other	None
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No

Commentary

Are company policies aligned with relevant internationally recognised instruments or organisations?

No

Commentary

Business partner

Contact person for ESG in the company

Name	Position	E-mail

Is it the same person who is now filling in the questionnaire?

Contact person who filled out the ESG questionnaire

Name	Position	E-mail