

## **DIVERSITY AND INCLUSION POLICY**

**CEZ GROUP creates conditions that enable everyone to develop their full potential. We respect and value differences among people with respect to age, gender, race, physical ability, medical capacity, sexual orientation, education, social status, ethnicity, religion, political affiliation, trade union membership and other differences. We reject discrimination of any kind. We have affirmed this commitment by signing the European Diversity Charter. We believe that providing equal opportunities and promoting diversity and inclusion is a natural way of doing business innovatively and sustainably. These values permeate all areas of our business and our Group strategy. All our actions and activities are regularly monitored, evaluated, and transparently communicated.**

**The following principles are part of our corporate culture**

- We accept every employee's opinion respectfully. We respect different perspectives. We build mutual respect and a sense of belonging.
- We respect privacy of each individual.
- We consider specific needs of our employees.
- We reject any form of discrimination, and we pay attention to the prevention of its manifestations.
- Diversity and inclusion present opportunities for innovation and strategic development, and they bring loyalty.
- Above all, we see our success in unique, collaborative, educated and motivated employees, who are loyal and innovative. The power of success lies in the diversity of ideas, collaboration, and different perspectives.
- We create a work environment where everyone's uniqueness is recognized, and individual talents and abilities are encouraged and valued. We believe that an inclusive work environment enables everyone to reach their potential.
- By emphasizing diversity and inclusion, we help build an open and friendly company culture.
- Our corporate culture embraces the principles of diversity, mutual respect and trust, equal opportunities, and a respectful working environment.
- We create working conditions that ensure that employees respect and act on the desired values of diversity and inclusion at all levels of the company.
- We want to have satisfied employees, and we respect the quality of their personal lives.
- Family is an essential value for us. We emphasize personal and family circumstances of our employees, and their work-life balance.
- We protect vulnerable groups of employees and provide them with suitable opportunities. We introduce measures to improve employment conditions for employees over 50, employees with disabilities, parents of young children or informal carers.
- We regularly innovate our activities and respond to the current needs of employees.

### **Diversity and inclusion as part of corporate governance**

The company's management champions the idea of promoting diversity and inclusion and adheres to their principles. The company's management believes that diversity and inclusion in the workplace improve the ability to better understand and respond to the needs of CEZ Group's stakeholders.

Management at all levels applies the principles of equal opportunity, diversity, and inclusion in their decision-making to the maximum extent possible.

We strive for a balanced representation of women in management.

### **Responsible recruitment and promotion of balanced representation**

We approach the recruitment of new employees without prejudice. We ensure transparency and fairness.

We promote gender balance in leadership positions.

We are committed to diversity in the formation of teams and work groups.

We promote employee mobility.

We focus on eliminating gender stereotypes in education and energy-specific professions.

We actively create employment opportunities for people with disabilities.

### **Development as an opportunity**

We provide all employees with the opportunity to develop their potential, and the opportunity of personal and professional growth.

We raise awareness of discrimination, stereotypes, the benefits of diversity and inclusion in the workplace, and work-life balance.

We offer development activities to help break down prejudices and combat discrimination, bullying and other inappropriate forms of behaviour.

In the area of leadership development, we emphasize elements that promote equal opportunities and diversity in everyday management practice.

We implement specific development programmes for women with the aim of creating a favourable environment and conditions for the development of their managerial potential, for their career advancement and representation in leadership positions.

We focus on development programmes for employees with managerial potential.

We pay special attention to parents returning from maternity and parental leave.

We create opportunities for effective sharing of knowledge and experience between young university and high school graduates and experienced employees with many years of experience.

Through development activities, we support the inclusion of vulnerable groups of employees.

We cultivate the working environment.

We support the creation of informal groups for sharing good practices among employees.

### **Balancing work and private life**

We strengthen the value of family, and we create conditions for a family-friendly company.

We use flexible forms of work to balance work, private and family life effectively.

We offer a comprehensive adaptation programme to support the return of employees from maternity and parental leave. During their leave, we maintain regular contact and keep them informed about current affairs in CEZ Group.

We provide support to informal carers.

We help our employees to take care of their physical and mental health and maintain a healthy lifestyle.

### **Principles of equal pay**

Remuneration rules are an important part of our social dialogue.

We respect the principle of equal pay and equal working conditions for equal or equivalent work.

We apply the principle of fair remuneration. We determine remuneration on the basis of objective and gender-neutral criteria.

We break down gender stereotypes.

We use tools to monitor the gender pay gap. We work to eliminate identified relevant gaps.

We support the use of work-life balance solutions that do not have negative impacts on remuneration.

We offer benefits linked to family support, health, and maintenance of an active lifestyle.