



# CEZ Group Human Resources Policy

Employees of the companies of the CEZ Group, their knowledge and skills, performance, abilities, and conduct in accordance with company principles are a key factor in the successful and safe fulfilment of the purpose, mission, and strategy of the CEZ Group.

In order to achieve this:

1

## We advocate employee conduct in line with company principles

We advocate a desirable corporate culture, one that stands in line with the company principles of safety, performance, innovation, expertise, and cooperation. We demand conduct in line with company principles at workplaces and on business trips. We carry out regular surveys of employee satisfaction.

2

## We plan the number and structure of employees at the CEZ Group so as to ensure the required performance, sustainability, and safety.

We promote our competitiveness in recruiting and retaining qualified candidates and we carry out long-term activities in support of making sure there is a sufficient number of such candidates; for example, by supporting and working with primary schools, secondary schools, and universities, or by using scholarship programmes. According to the recognition we have received, we are one of the most attractive employers. Planning and preparing successors for key positions is absolutely a matter of course here. We provide opportunities to our own capable and motivated employees when occupying positions.

3

## We demand that our employees have a high level of expertise and a high level of ability

In order to increase the engagement of employees and reduce their turnover, we make fair investments in the development and training of employees across the CEZ Group. We stress the onboarding period for new employees to make sure that they become effectively involved in the performance of work activities. We take an individual approach to our employees' onward education. We control key skills and experience among employees and prevent them from being lost. We develop management skills and leadership among managers.

4

## We motivate employees to achieve high performance

We are aware of the high share of activities which are dependent on highly-qualified employees and place considerable emphasis on retaining them within the CEZ Group. We use development programmes to provide capable and motivated employees with the opportunities for personal, professional, and career growth. We use rewards and benefits to ensure outward competitiveness and internal fairness, and we reward extraordinary results. We support the recruitment and retention of employees and avoid unnecessary redundancies, trying to keep these to a minimum.

5

## We focus on taking a social approach to employees

We comply with legislative obligations and obligations arising from internal regulations relating to employees. We endeavour to promote balance between our employees' working and private lives, i.e. their well-being, using such tools as alternatives to full-time work and setting up company kindergartens. We establish programmes in support of our employees' health. We make efforts to achieve and maintain social harmony with employees and their representatives. We follow responsible approaches when releasing employees and take measures to reduce the consequences on the employee having been released.