



## **Community Relations Policy**

### **Preamble**

Through its activities and cooperation, CEZ Group has long been increasing its positive impact on society and is perceived as a beneficial, responsible, and ethical partner by all stakeholders.

As part of our community relations, we have formulated a long-term goal for 2030: We will continue to be a good corporate citizen that develops good relationships with communities.

### **Statement of the Board of Directors of CEZ Group**

The Board of Directors of CEZ Group has the authority to set, evaluate and continuously adjust the management system leading to sustainable business, in particular the rules that govern the behavior of the parent company and the companies belonging to CEZ Group.

The CEZ Group strategy, the Environmental Safety and Protection Policy, the Sustainable Development Strategy and other corporate policies and rules express the focus of CEZ Group companies on the creation of socially positive values resulting from the business activities of CEZ Group.

CEZ Group believes that it is possible to achieve society-wide interest and the realization of responsible sustainable business by engaging stakeholders whose decisions and attitudes affect CEZ Group and who are at the same time affected by CEZ Group's activities.

CEZ Group is committed to including all its stakeholders in contributing to the societal value created by all its business activities, including supporting the development of the communities with which CEZ Group cooperates. This is both in terms of economy and in terms of business ethics, promoting diversity, inclusion and equal opportunities, a sense of belonging, fairness, and support for innovation and environmental protection, through the creation of stable employment ensuring equality and non-discrimination in human resource management.

This society-wide value considers the direct, indirect, existing, and potential impacts of CEZ Group's activities on all stakeholders in the economic, social, and environmental spheres. In this way, CEZ Group also contributes to ESG (Environment, Social & Government) objectives.

Stakeholders have an irreplaceable influence on CEZ Group's reputation, which is shaped by their perception of CEZ Group. These perceptions are crucial as they influence stakeholders' decisions to invest, buy or make recommendations that directly affect the long-term sustainability of CEZ Group.

## **Purpose**

The Community Relations Policy guides CEZ Group's relationships with stakeholders in all its business and related activities to ensure and continue:

- promoting stakeholder engagement in CEZ Group's business by engaging with the communities in which it operates and creating shared sustainable social value,
- assessing and embracing the legitimate interests of the stakeholders with whom the company cooperates,
- building trust among stakeholders to maintain long-term, stable, and strong relationships,
- recognizing the company's commitment to diversity in a broader sense by all its stakeholders, particularly in all matters relating to the professional development of its members,
- through the above, to maintain the reputation of CEZ Group in its territory of operation.

Notwithstanding the foregoing, the Board of Directors of CEZ Group may approve additional corporate rules relating to specific stakeholders.

## **Stakeholders of CEZ Group**

The value chain formed by the business activities of CEZ Group companies identifies many stakeholders. Therefore, CEZ Group monitors the following categories of stakeholders:

- the government and regulators,
- regional governments and local communities, the public,
- customers,
- employees,
- trade unions,
- suppliers,
- shareholders and investors,
- educational institutions and research institutes,
- professional unions and associations,
- the media,
- non-profit organizations,
- insurance companies, banks,
- certification bodies.

Relations with stakeholders are managed regarding their specifics and local conditions, their needs, and expectations in relation to CEZ Group's business activities.

## **Responsibility for stakeholder involvement**

In terms of corporate governance, the Board of Directors is entrusted with the authority to approve and implement the Community Relations Policy and to design, approve and oversee the stakeholder engagement strategy to ensure its implementation in CEZ Group.

Therefore, the parent company ČEZ, a. s., through its Public Affairs, Communications and Marketing, ČEZ Foundation and ESG department, supports and coordinates the activities necessary to comply with the Policy and to promote best practices in community relations.

In accordance with the CEZ Group's governance system, the statutory bodies of CEZ Group companies are responsible and evaluated, within their competencies, for implementing the Community Relations Policy with the involvement of stakeholders, as well as for maintaining

direct discussion and dialogue with their respective stakeholders, especially those whose activities affect CEZ Group's business activities. Therefore, CEZ Group companies and their statutory bodies are equipped with tools to ensure the implementation of this Policy.

### **Principles of the Community Relations Policy**

CEZ Group adopts and enforces the following basic principles for establishing and building trusting relationships with its stakeholders:

- **Accountability**  
We act responsibly and build relationships based on ethics, integrity, sustainable development, and respect for human rights and communities affected by CEZ Group's business activities.
- **Transparency**  
We act transparently in our relationships and in financial and non-financial communications, sharing truthful, relevant, complete, clear and useful information.
- **Active perception**  
We train our employees to listen actively, promote two-way and effective communication, and engage in direct, smooth, constructive, diverse, inclusive and cross-cultural dialogue.
- **Participation and engagement**  
We encourage stakeholder participation and engagement in all CEZ Group business activities, supporting voluntary consultation processes or similar avenues of information exchange, particularly in the planning, construction, operation and decommissioning of CEZ Group power projects.
- **Consensus**  
We strive to reach consensus with stakeholders, especially local communities, and local populations, considering their views and expectations.
- **Cooperation**  
We encourage cooperation with stakeholders to contribute to the CEZ Group's goals and values and to the achievement of the Sustainable Development Goals.
- **Continuous improvement**  
We continuously strive for improvement and regularly review our stakeholder engagement mechanisms to ensure that we respond to stakeholders' needs in the most effective way.