OCCUPATIONAL HEALTH AND SAFETY POLICY

OMEXOM GA Energo s.r.o. considers occupational health and safety to be an integral part of the company's management and all its activities. Our goal is to provide safe and healthy working conditions, prevent occupational injuries, ill health and incidents, and continually develop a positive safety culture.

The management of the company is committed to:

- Complying with applicable legal and other requirements relating to occupational health and safety;
- Systematically identifying hazards, assessing risks and implementing measures to eliminate them or reduce them to the lowest reasonably achievable level;
- Providing safe working conditions during the construction, installation, maintenance and repair of energy facilities, as well as during related civil engineering, transport, and other activities;
- Taking occupational health and safety requirements into account when planning work, implementing changes, procuring technologies and work equipment, and selecting contractors;
- Setting occupational health and safety objectives, regularly evaluating their achievement, and providing the necessary technical, organisational, financial and human resources;
- Ensuring that employees are competent and receive regular training and practical instruction appropriate to the activities performed and the associated risks;
- Involving employees in risk identification, the development of measures and the improvement of working conditions, and providing opportunities for open communication about safety;
- Supporting every employee's right and duty to stop work where there are reasonable grounds to suspect an imminent threat to life or health, without fear of reprisal;
- Requiring employees, contractors and other persons working at the company's workplaces to comply with the established occupational health and safety rules;
- Properly investigating occupational injuries, incidents and hazardous situations, taking corrective action, and using lessons learned to prevent recurrence;
- Promoting active leadership by example, mutual consideration and each individual's responsibility for their own safety and the safety of others;
- Continually improving the occupational health and safety management system and developing the safety culture in accordance with the principles of ISO 45001, SCC, and the Safety Culture Ladder.

Implementing this policy is a shared commitment of management, employees and contractors. Safety takes precedence over time, operational and economic considerations when decisions are made and work is performed.

Plzeň, 2nd January 2026

Managing Director Zdeněk Židek

HSQE Director Libor Pšenička