



## OCCUPATIONAL HEALTH AND SAFETY, FIRE SAFETY, AND ENVIRONMENTAL PROTECTION POLICY

NET4GAS, s.r.o. is the operator of the transmission system for natural gas in the Czech Republic. As such, the company is fully aware of its responsibility for securing occupational health and safety, fire safety, and environmental protection. These aspects of corporate social responsibility are incorporated into both processes and decisions with a view to ensuring the practical implementation of this Policy, which has been issued by the Company's management.

We are committed to creating conditions for occupational health and safety in the workplace, where the level of protection is over and above requirements laid down under relevant laws, regulations, and standards. Our primary objective is to ensure that every employee leaves the workplace as healthy as he or she was upon arrival. We are committed to proactively seeking and preventing the risk of injuries, accidents, emergencies, and damage to property in the performance of all tasks and to paying close attention to prevention, thorough investigation of causes of accidents, and the adoption of effective preventative and corrective measures.

We are committed to managing operations within the Company so as to minimize the environmental impact thereof and to continually implementing measures aimed at reducing the Company's carbon footprint, most importantly methane and carbon dioxide emissions into the air.

To ensure the effective and purposeful fulfillment of the foregoing measures and targets, we rely on our own qualified workers as well as services provided by external partners. At the same time, we allocate the necessary financial resources for the foregoing objectives.

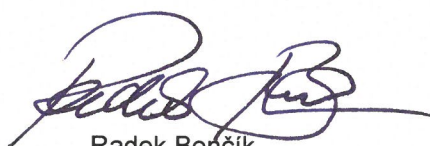
To implement this Policy, our employees undergo systematic training, where emphasis is placed on strengthening individual responsibility. Likewise, officers meeting legislative requirements for competence and qualification have been appointed to assume responsibility for occupational health and safety, fire safety, and environmental protection. Their task is to ensure compliance with relevant legal requirements, to communicate with relevant local and central government authorities, to organize mandatory and internal training programs, and to oversee compliance with safety principles in the workplace and on construction sites.

We communicate openly with stakeholders regarding our achievements in the area of occupational health and safety, fire safety, and environmental protection, and we promote the exchange of information and an open dialogue. Likewise, we require our partners and suppliers to adhere to a rigorous, active approach to management in the aforesaid areas as well as open communication in the framework of supplier relationships.

Occupational health and safety, fire safety, and environmental protection are incorporated in the work duties of every employee and they form an integral part of the corporate culture and values of NET4GAS, s.r.o. All employees are expected to maintain a proactive attitude and personal responsibility in the implementation of this Policy.

Prague, 10 February 2023

  
Andreas Rau  
Executive Officer

  
Radek Benčík  
Executive Officer

  
Václav Hrach  
Executive Officer