



E.ON Hungária Group

Sustainability Report summary 2024



*it's **on** us*

Welcome from the CEO



Dr. Guntram Würzberg
E.ON Hungária Group
Chairman-CEO

Dear Reader,

For a company today, sustainability is no longer a choice but a factor of competitiveness. Only those enterprises that can effectively integrate environmental, economic, and social considerations into their operations are capable of creating lasting value in the long term. At E.ON Hungária Group, we continuously translate this vision into concrete goals, investments, and measurable results.

In 2024, we also focused on being a key player in Hungary's energy transition through reliable infrastructure, green technologies, and responsible operations—contributing to climate goals and strengthening the national economy.

We are proud to report that in 2024, our CO₂ emissions were reduced to 16% of the 2019 reference level.

As the country's largest electricity network company, we carried out the largest investments in our history last year, totalling HUF 166 billion. We replaced existing network equipment with higher-capacity ones and installed new sensors, monitoring, and control systems. We also established several new substations—including facilities in Órmező and Zalaszentgrót—enhancing the reliability and flexibility of the energy grid. As a result of our developments, the security of electricity supply in the affected areas improved, and new solar power plants and household-sized small-scale power plants could be connected.

Another remarkable achievement is that the number of smart meters we have installed exceeded 520,000, marking another step toward more transparent and conscious energy consumption.

We continue to play an active role in preserving social and environmental values. In 2024, we carried out bird protection interventions at 306 locations, worth more than HUF 235 million. Our ecological corridor management program under high-voltage lines and other biodiversity-supporting measures—such as switching to sheep grazing from grass mowing at a photovoltaic site in Toponár—contribute to the long-term protection of our natural environment.

We also achieved outstanding results in customer solutions. A major milestone was the 30-year power purchase agreement signed with the BMW plant in Debrecen. The 43 MWp ground-mounted and rooftop solar system is a unique investment not only in Hungary but also within the E.ON Group internationally. We also built a 1 MW rooftop solar power plant at Schneider Electric's Dunavecse facility under a PPA agreement, which helped us win the national Sustainable Impact Award.

Strengthening the sustainability of our own operations also remains a priority. From January 1, 2024, around 70 of our sites have been operating on 100% green electricity, reducing our annual CO₂ emissions by more than 2,000 tonnes.

The safety, well-being, and development of our employees are central to our strategy. In 2024, there were no serious workplace accidents, and the number of days lost due to accidents further decreased. Our contractor safety program received international recognition from our parent company, confirming that we are on the right path.

The time spent on employee training increased by 25% compared to the previous year, and our turnover rate significantly decreased by nearly a quarter. The gender pay gap is only 2.8%, and we are proud that our colleague Zsuzsa Nagy, Managing Director of E.ON Energiamegoldások Kft., received the BCSDH Award in "Leading Woman in Sustainability" category.

All these achievements were made possible only through the joint efforts of our partners, customers, and colleagues. We thank them for their support and cooperation.

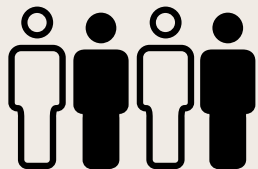
A handwritten signature in black ink, appearing to read 'Würzberg'.

Dr. Guntram Würzberg
E.ON Hungária Group Chairman-CEO
18 July, 2025

The E.ON Hungária Group in numbers

Number of employees:

6534 persons



Number of hours worked:

11,637,409 hours



Number of working hours spent volunteering:

4683 hours



Number of employees participating in volunteering:

551 persons



Total number of days lost due to accidents at work

838 days



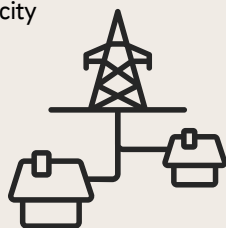
Number of smart meters installed:

520,949 pcs



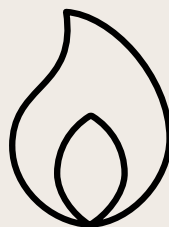
Length of the electricity networks:

84,675 km



Length of the gas network:

18,271 km



Total capacity of self-owned solar power plants:

16.96 MWp



Amount of savings obtained from energy efficiency investments in real estate:

968 MWh/year



Number of locations of bird protection interventions

306 pcs



Recovery rate of total waste:

96.8%



Net revenue:

785.8 billion HUF¹



Total assets:

1201.6 billion HUF¹



The value of our social contribution:

154,129,000 HUF



Rate of accidents at work (for 1,000,000 working hours):

2.58



Proportion of domestic suppliers:

96.5%



Employee turnover:

8.2%



Proportion classified as sustainable részarány a beruházásokból:

83 %



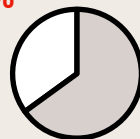
of maintenance costs:

90.4 %



of revenue:

65.2 %



Training hours per employee:

31.36 hours



Preparation of green corridor-type vegetation management under high-voltage lines:

30 hectares



Gender pay gap at E.ON Hungária Group level (women's base salary compared to men's):

-2.8%

Green energy procurement for owned and leased properties:

8.6 million kWh



¹ According to the consolidated financial statement of the E.ON Hungária Group

Our business activities

Our business activities are structured around two main focus areas: the operation of electricity and natural gas distribution networks, and the implementation of a wide range of flexible customer solutions.

Our energy networks are located in the Transdanubian region and Pest County.

The main activity of our gas network companies is the provision of piped natural gas services, including the operation and development of the necessary infrastructure and equipment, as well as the execution of metering, readings, and inspections. **E.ON Közép-dunántúli Gázhálózati Zrt.** operates in Veszprém, Zala, and Somogy counties, while **E.ON Dél-dunántúli Gázhálózati Zrt.** operates in Baranya, Tolna, and Fejér counties. Together, they manage a 18,271 km long gas pipeline network, supplying natural gas to more than 615,000 customers.

Our three electricity network companies deliver electricity to nearly 4.5 million customers across 36,524 km² via a carefully maintained low-, medium-, and high-voltage network spanning 84,675 km. **E.ON Észak-dunántúli Áramhálózati Zrt.** operates in Győr-Moson-Sopron, Komárom-Esztergom, Vas, Veszprém, and Fejér counties, as well as the northern part of Zala County. **E.ON Dél-dunántúli Áramhálózati Zrt.** operates in Somogy, Baranya, Tolna, and the southern part of Zala County. **ELMŰ Hálózati Kft.** owns the electricity distribution network in Budapest and most of Pest County. The main tasks of the electricity network companies include the safe operation and development of the electricity grid, supporting the energy transition, integrating renewable energy sources, maintaining the network, and performing metering, readings, and inspections.

Our innovative energy products and services not only help our customers achieve their sustainability goals but also contribute to the clean energy transition and the fulfilment of Hungary's climate ambitions.

Our customer solutions business segment is organized around four main activities:

- We sell natural gas, electricity, and green energy solutions to corporate and institutional customers – this activity is carried out by **E.ON Energiamegoldások Kft.**;
- We deliver customized and integrated energy solutions to our customers, ranging from household-sized solar systems, heat pumps, and air conditioning units to the design, implementation, and operation of complex systems. These services, provided by **E.ON MyEnergy Kft.**, include lighting modernization, gas engine replacement, solar power plant construction, and their combinations.;
- **E.ON MyEnergy Kft.** also provides long-term leasing of electric vehicles and the sale, installation, operation, and maintenance of electric vehicle charging equipment.;
- We generate energy to offer flexibility services, supporting the balancing of the electricity grid. In addition, we explore demand-side response opportunities and provide aggregator² services through **E.ON Energiatermelő Kft.** and **E.ON Energiatároló Kft.**³.

In addition to the above, **E.ON Ügyfélszolgálati Kft.** and **E.ON Gazdasági Szolgáltató Kft.**, which provides internal

services, are also part of the consolidated companies of **E.ON Hungária Zrt.** The sustainability report also covers **E.ON Digital Technology Kft.**, which provides internal IT services, beyond the consolidated companies.








² Aggregator: the combination of power plants, user equipment, electricity storage facilities connected to a distribution, transmission or private line for the purpose of sale, purchase or auction on the electricity market.

³ As of January 1, 2025, E.ON Energiatároló Kft. changed its name to E.ON Infrastruktúra Szolgáltatások Kft.

Sustainability in the E.ON Group

Sustainability is one of the strategic pillars of the E.ON Group, both internationally and domestically, and a value that inspires everything we do. Our operations are driven by providing our customers with sustainable products and services, creating opportunities for more sustainable lifestyles and leading the green energy transition through our network developments.

The sustainability impacts of our company

 <p>Our networks transport, receive, and deliver energy, including energy from renewable power plants.</p>	 <p>A portion of Hungary's population and businesses receive their energy through our network – we provide a safe and reliable supply.</p>	 <p>We enable our customers to reduce their emissions by using our products.</p>	 <p>We develop, digitalize, and smarten the network to safely accommodate more renewable energy – this is how we build the network of the future.</p>	 <p>By supporting the energy transition, emissions are significantly reduced.</p>
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Through our business activities, we make a significant contribution to the following United Nations Sustainable Development Goals (SDGs):



Our sustainability strategy is built on four pillars:

1. Low-carbon operations and green solutions for our customers;
2. Preservation of a healthy ecosystem;
3. Transparent communication and dialogue with stakeholders;
4. ESG⁴-conscious E.ON Hungária Group.

We interpret ESG awareness from two perspectives. On the one hand, we consider and integrate ESG aspects into our decision-making processes, taking into account not only the direct but also the indirect impacts of our operations. On the other hand, we incorporate transparent ESG data reporting into our corporate governance, which is overseen by the international E.ON Group and audited by our external auditor. The international E.ON Group has an outstanding performance in [lists](#) of independent, international ESG assessors.

CDP „A” rating: the CPD has awarded the international E.ON Group the top, leading level („A” rating) in the environmental reporting category for 2024.

ISS ESG In the 2024 assessment period, the international E.ON Group was given a „C+” rating by the ESG assessment company ISS. The rating scale ranges from D- to A+.

MSCI In 2024, MSCI again recognized the performance of the international E.ON Group with an AA rating, placing the company in the leading category.

SUSTAINALYTICS Sustainalytics is a global leader in ESG and corporate governance research and ratings. In 2024, the international E.ON Group's aggregate ESG risk rating is 20.1 points, just above the 20-point threshold for medium risk.

Beyond the ESG data reporting provided to the international E.ON Group, our corporate group has prepared its fourth standalone sustainability report based on the GRI standards. In this report, we share information and results related to corporate sustainability for the calendar year 2024. E.ON Hungária Group is committed to voluntarily reporting its sustainability performance annually, with the aim of making our operations and objectives even more transparent.

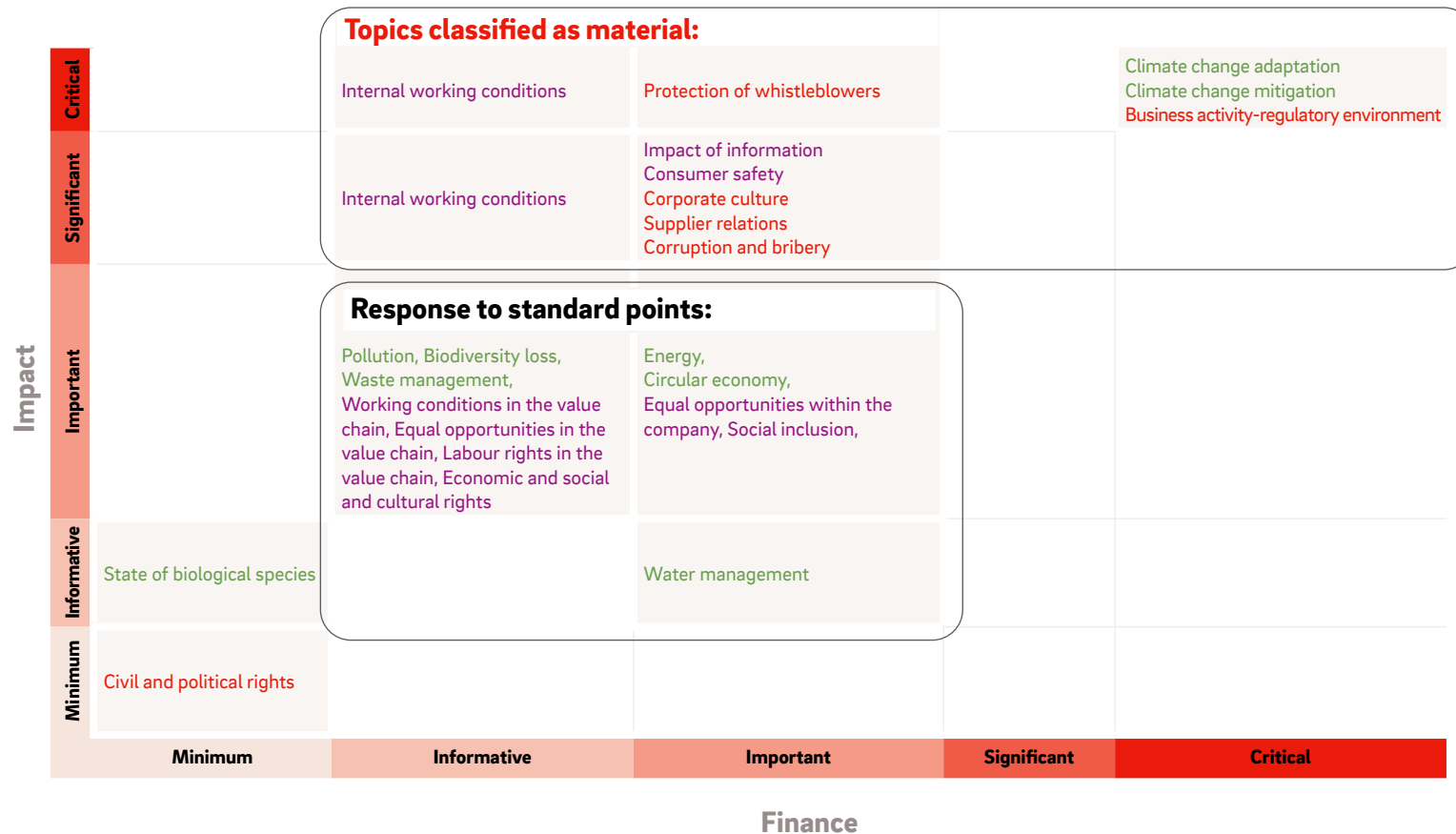
4 ESG is an acronym that stands for Environmental, Social, and Governance aspects.

Management of material

The topics discussed in the sustainability report are those environmental, social or governance issues that have or may have a major impact on the company's operations. To select them, the company carries out a so-called materiality assessment.

In the process of identifying material topics for the companies included in the 2025 report, we have taken into account the requirements of the European Sustainability Reporting Standards (ESRS) and conducted a double materiality assessment, so that both impact materiality and financial materiality are accounted for in the selection of topics and the views of our stakeholders are also taken into account in the assessment.

The diagram summarizing our material topics is shown here:



- The material topics of the E.ON Hungária Group are as follows:
1. Climate change adaptation
 2. Climate change mitigation
 3. Business activity-regulatory environment
 4. Protection of whistleblowers
 5. Impact of communication
 6. Consumer safety
 7. Corporate culture
 8. Supplier relations
 9. Corruption and bribery
 10. Internal labour rights
 11. Internal working conditions

Our environmental impact - ESG

Climate change is one of the most pressing global challenges of our time, and its significance is growing every year. In recent times, as the world has witnessed devastating extreme weather events, a wide section of society has now realised that this is not just a threat in the distant future, but a process that is happening now and is gaining momentum. We all have a responsibility to reduce and reverse the process, to mitigate its harmful effects. As an energy company, this is one of our most pressing sustainability issues.

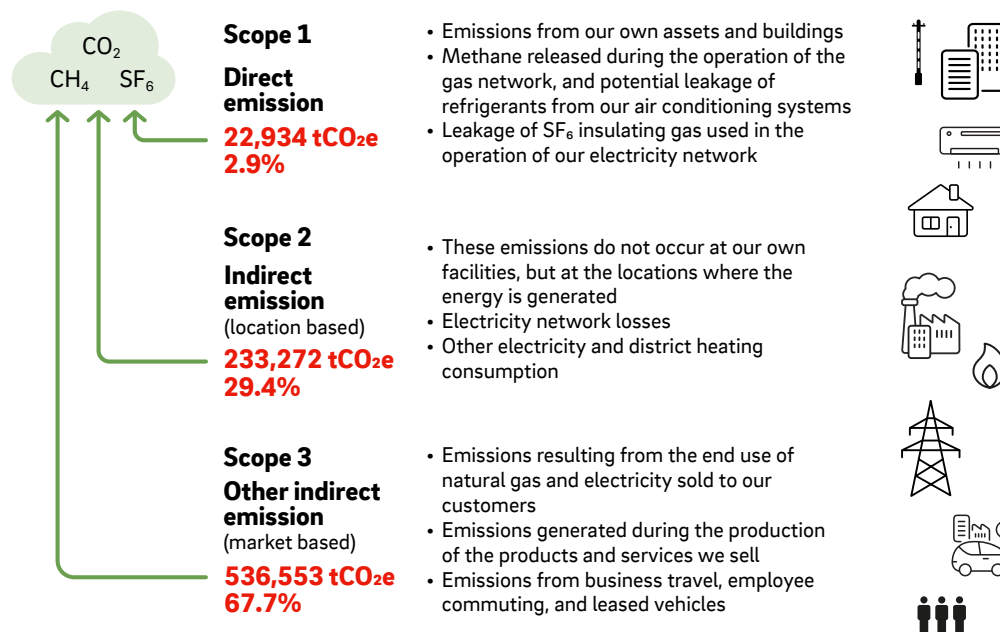
Fighting Climate Change

The international E.ON Group has assessed its greenhouse gas (GHG) emissions as part of its SBTi methodology⁵ emission reduction planning. These resulted in the following commitments.

Compared to the E.ON SE's 2019 base year targets, we aim to reduce our Scope 1 (direct) and Scope 2 (indirect) emissions by 50% by 2030 and 90% by 2040.

In calculating the E.ON Hungária Group's GHG inventory for the year under review, we use the emission factors defined by the international E.ON Group. Our greenhouse gas emissions are calculated on the basis of the internationally accepted GHG Protocol.

Emissions are expressed in carbon dioxide equivalents (CO₂e), where the mass of each greenhouse gas emitted is adjusted for its warming potential on the atmosphere.



tonna CO ₂ e	Scope 1+2	Scope 3	Total
2019	708,600	4,201,148	4,909,748
2020	629,687	6,431,120	7,060,807
2021	503,974	4,677,285	5,171,259
2022	368,657	1,446,997	1,815,654
2023	270,811	515,537	786,348
2024	256,206	536,553	792,759

⁵ SBTi stands for Science Based Targets initiative. Its aim is for companies and financial institutions to set and achieve science-based emission reduction targets consistent with the goals of the Paris Climate Agreement.

Preserving biodiversity

Protecting our natural environment, including biodiversity, is an integral part of our sustainability strategy. We strive year by year to increase our activities and actions that contribute to the conservation and possible enhancement of biodiversity in our immediate area of operation.

Our activities in this area are based on three main pillars:



1. Our bird protection program



2. Our ecological corridor management program



3. Our nature-friendly photovoltaic site program and other local initiatives

Our Bird Protection Program

The goal of our bird protection activities is to create a sustainable and safely operating network that minimizes any negative effect on wildlife. Our electrical networks often serve as resting and nesting sites for birds, which is increasingly important as the number of natural perching and nesting places declines. The measures we take to protect birds are especially important because birds landing on overhead power lines may suffer electric shock if they come into contact with live components. In poor visibility conditions, certain bird species—such as nocturnal birds or large birds with limited maneuverability—may collide with the wires and become injured.

Our bird protection activities in 2024 in numbers:



we spent more than **HUF 235 million** on making our networks bird-friendly;



we carried out bird protection interventions at **over 300 locations**;



we built, replaced, or secured **98 stork nests**;



during **bird ringing** activities, we ringed **548** chicks at **164** nests across **111** settlements we presented the chicks to **nearly 5,500** visitors.


Ecological Corridor Management (ECM)

In our ECM project areas, we carry out targeted interventions (eradication of invasive species, selective tree felling) in the green corridors under our pipeline network, instead of the formerly used extensive vegetation clearance. This leaves most of the vegetation intact, thus ensures space for natural habitats and ecosystems.

The international E.ON Group aims to include 70,000 hectares of land across Europe in the ECM project by 2030, with the E.ON Hungária Group developing at least 646 hectares of green corridors in Hungary. In this way, we want to ensure the long-term preservation of natural habitats and biodiversity in the most valuable natural areas under our high-voltage power lines.

Our Nature-friendly Solar Park programme and other local actions

In 2024, we carried out biodiversity-enhancing interventions at a total of nine sites across the country, including locations with gas engines and solar power plants. We established more than 300 m² of pollinator-friendly wildflower meadows to support pollinator protection, launched tree and shrub planting programs, and installed bat boxes, bird feeders, birdhouses, and swallow nests.

The most significant step of 2024 was the replacement of petrol-fuelled mowing with **live sheep grazing**  in our Toponár solar park near Kaposvár.

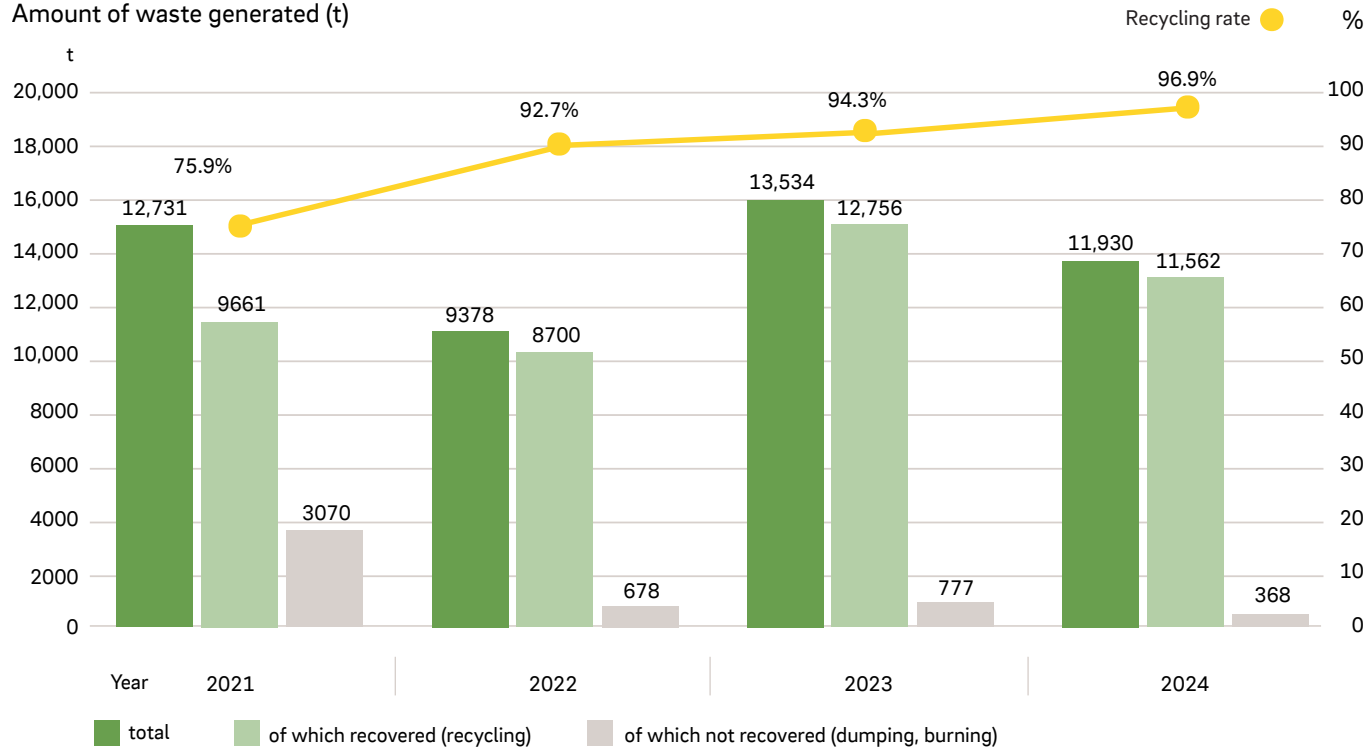
We have formed our cross-functional “Biodiversity Working Group”, to help spread good practices by ecologically assessing our properties and introducing biodiversity-friendly actions at pilot sites.

Circular economy and waste management

In our waste management practices, we follow the core principles set out in the waste hierarchy (waste pyramid). Our goal is to reduce the amount of waste generated as a result of our operations. Therefore, during procurement, we evaluate the durability and lifespan of materials and equipment, as well as their recyclability at the end of their life cycle. In all our activities—from planning and investments to maintenance—we place strong emphasis on preventing waste generation, tracking waste streams, and increasing the proportion of waste that is reused or recycled.

The Mass of Waste Generated and the Recycling Rate within the E.ON Hungária Group

Amount of waste generated (t)



The largest quantities were generated from the following waste types:

Type	Mass (t)	Proportion (%)
Concrete	4,679.1	39.2
Mixed construction and demolition waste	2,711.9	22.7
Soil and stones	1,374.3	11.5
Hazardous waste	881.9	7.4
Iron	427.8	3.6
Mixed metals	344.7	2.9
Electronic waste	287.0	2.4
Aluminium	230.2	1.9
Paper	198.0	1.7
Other	795.61	6.7
Total	11,930.4	100

Our Social Impacts ESG

E.ON Hungária Group is a good corporate citizen that cares not only for its own employees, but also for the community of all the partners it interacts with or has an impact on in the course of its operations. Together with them is how we define our society.

Internal stakeholders include our employees, managers and owners. We prioritise workplace safety, an ethical working environment and continuous professional development. We provide employees with regular training, development opportunities and a healthy working environment, while monitoring job satisfaction and work-life balance. The role of our managers is crucial to achieving our sustainability goals, as they drive strategic decisions and ensure that sustainability is implemented in the day-to-day operations of our company. We guarantee sustainable business performance for owners, while taking into account long-term environmental, social and economic impacts.

Our external stakeholders cover a broad spectrum and include the general public, public administrations, corporate customers, institutions, NGOs, competitors, R&D and innovation education institutions, suppliers, commercial partners, public authorities, certification bodies, local communities and the media. E.ON Hungária Group strives to maintain an open and transparent dialogue with these groups and monitors social and environmental impacts.

Our employees

At the end of 2024, E.ON Hungária Group had 6,534 employees (4,098 men and 2,436 women). 667 new employees joined during the year. This total number includes full-time and part-time employees (90 people), as well as temporary and permanent employees. In addition, we have almost 1 200 contracted workers from external service providers, who work for us as temporary agency workers, students or trainees, and apprentices in the framework of dual training.

Our average annual turnover rate was 8.2%. In 2024, we took a number of measures to reduce turnover: our remuneration structure was simplified and enhanced by including part of the bonus in the basic salary. As part of our JubilE.ON programme, we recognise the loyalty

of our colleagues celebrating their milestone anniversaries not only as a gesture but also through cash bonuses and extra days off, and we have simplified our performance appraisal system and allocated additional resources to recognise outstanding performance. All of this has contributed to reducing the group-wide turnover rate of 10.75% in 2023 by almost a quarter to 8.2%.

The majority of our corporate group's employees—specifically 90%—are covered by a collective agreement, with half of them subject to a two-tier system that includes both sectoral and local-level agreements

In all cases, we seek to ensure that the remuneration of our employees is determined solely on the basis of professional experience and qualifications, in accordance with the collective agreement. We do not discriminate between male and female employees for the same positions.

Diversity, equal opportunities and inclusion

The E.ON Hungária Group is a diverse community of people, where personal values and needs are valued while maintaining the effectiveness of community and organisational cooperation. We respond to the diversity of our workforce through targeted programmes and, while striving to ensure equal opportunities wherever possible, we consciously shape our workplace culture to make everyone feel accepted and included.

In 2024, our Executive Board adopted a target to increase the proportion of women in senior management positions from 27% to 33% by 2027 and to keep the gender pay gap below the EU's recommended 5%, in line with the principle of equal pay for equal work. We are proud that in 2024, the gender pay gap on a group level is -2.8%, well below the EU average of -12% and the Hungarian average⁶ of -17.8%.

As a responsible employer, the E.ON Hungária Group promotes the inclusion of people with disabilities or reduced work capacity through its Integration Strategy. This strategy supports the improved integration and increased number of employees with disabilities within the group—both by supporting current employees and through new hires.

⁶ Source: [Gender pay gap statistics - Statistics Explained - Eurostat](#)

Training and industry upskilling

Vocational training helps workers learn new skills and update existing knowledge. We constantly assess what vocational training is needed for workers in specific fields, so we can equip them with innovative and up-to-date knowledge that helps them adapt quickly to market changes and new technologies. **Training time per person has increased by more than 25% compared to 2023, to an average of 31.4 hours per person per year.**

Through its succession support programmes, the E.ON Hungária Group offers a range of attractive opportunities for both high school and university students, and recent graduates are also offered a range of opportunities to help them launch their professional careers.

Health and Safety

Our corporate group places great emphasis on creating and maintaining a healthy work environment. The E.ON Hungária Group provides health insurance for all employees, which—beyond occupational health screenings—includes high-quality outpatient specialist care available in the main locations of our operations. The insurance also offers 24/7 medical phone consultations, access to second medical opinions, high-value diagnostic and laboratory tests, one-day surgical procedures, annual risk assessments, and screening packages. These services are available to employees who have been with us for at least six months.

We actively encourage participation in medical check-ups and screening programs. Time spent attending these is considered paid leave, and we promote awareness of these opportunities through internal communication campaigns.

In 2024, half of our employees used the health insurance services, participating in nearly 16,000 examinations. This included 5,085 screenings and 6,963 outpatient specialist visits. Participation in outpatient care increased by more than 10%, and other types of examinations also saw a rise of over 5%.

Occupational safety is a core value for the E.ON Hungária Group and plays an important role in all our activities and decisions. We take responsibility for the safety and health of our

employees and contractor partners, as well as for protecting the environment. Guided by the principles of a “caring culture” and “safety first,” we strive to ensure that these values extend beyond working hours and become part of everyone’s daily life—positively influencing the wider society as well.

We expect everyone—whether employees or suppliers—to comply with our strict safety regulations. Our vision for occupational safety is zero accidents. Our goal is for every employee and contracted partner to return home healthy at the end of the workday.

Despite our efforts, accidents do occur. Their causes reflect the key risks associated with our operations. Among our own employees, the following incidents were recorded:

Cases/year	2020	2021	2022	2023	2024
Number of lost-time injuries	29	30	27	29	25
Number of serious injuries	8	5	0	1	0
Life-threatening/fatal accidents	0	1	0	0	0

An assessment of accident trends is helped by an understanding of the usual accident rates in the field of occupational safety and health. TRIF (Total Recordable Injury Frequency) shows the rate of reportable accidents per million hours worked, while SIF (Serious Injury and Fatality) shows the rate of serious accidents per million hours worked. These have developed as follows among our employees in recent years:

	2020	2021	2022	2023	2024
TRIF	2.17	2.44	3.72	3.01	2.58
SIF	0.54	0.44	0	0.1	0

And we do not forget our contractors who work nearly three million hours on our behalf. We have developed and mandated specific training for the work they do, and we work with our larger contractor partners to improve their safety performance where necessary.

Our partners

Our customers

As a service provider, customer satisfaction and fast, efficient complaint resolution are important to us, and we are also available 24/7 throughout the year via our digital platforms: through our online customer service portal, the customer service app platform, and by phone for fault reporting.

We provide electricity connections to our largest customer base of 4.46 million through our electricity network, distribution licensing activities, and we have more than 600,000 connection points on our gas network. In addition, we provide energy customer solutions to our energy-conscious corporate, institutional and residential customers across the country, with air conditioning, heat pump systems, solar PV solutions and complex energy services. We sell conventional and green energy to corporate and institutional partners, helping them to create energy communities.

To protect the health of our customers, our products and services are always provided with the appropriate markings and labels. We install electrical equipment in accordance with the technical and safety regulations, one of the main aims of which is to protect against accidents. For our products and services, we strive to ensure that they comply 100% with health and safety regulations.

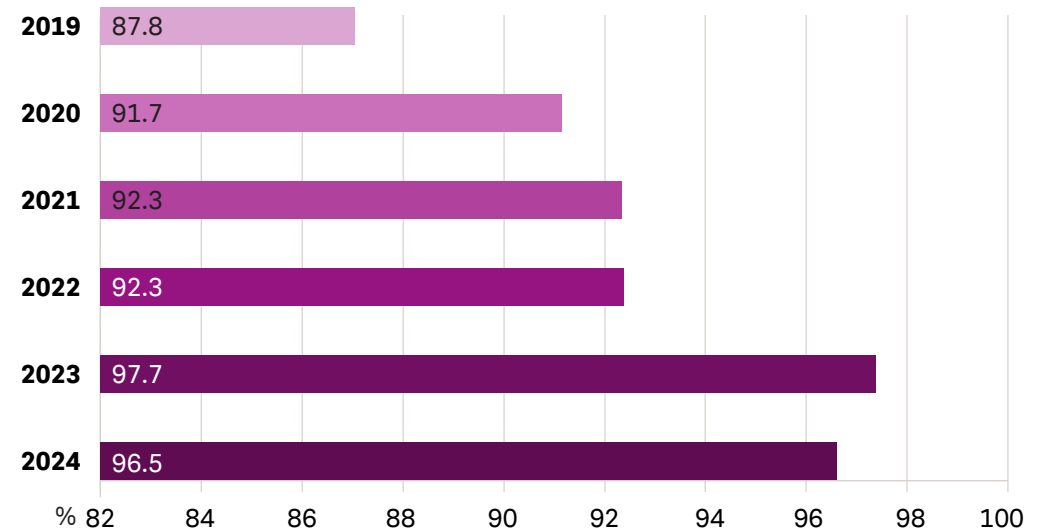
Our suppliers

The E.ON Hungária Group strives to promote responsible and sustainable business practices throughout the company's entire operation area, including the supply chain. We recognise that sustainable management of our supply chain processes brings benefits to our organisation, our customers and other stakeholders. Therefore, we consider it important to assess the potential risks posed by our suppliers and our sustainability strategy prioritises the reduction of negative social and environmental impacts of the supply chain. Our responsible corporate sourcing strategy is available [here](#). Our expectations regarding social responsibility, human rights, and environmental protection are outlined in our publicly available [Supplier Code of Conduct](#). This Code forms an integral part of all contracts concluded with suppliers and their subcontractors within the E.ON Hungária Group. All suppliers are required to accept and comply with the principles set out in this document without exception.

Domestic suppliers


From the perspective of our climate protection ambitions, it is also essential that we establish close relationships and cooperation with our domestic suppliers whenever possible. The proportion of domestic suppliers is 96.5%.

Proportion of domestic suppliers (%)



Social inclusion

A culture of giving, volunteering and sponsorship has always been a key part of the E.ON Hungária Group's operations. Our aim is to initiate social dialogue with stakeholders and local communities, to strengthen professional partnerships and to involve as many employees as possible in our programmes. We also aim to maintain the programmes and good practices that have already been initiated.

In 2024, our social contribution amounted to almost HUF 154,129,000. In addition, more than 550 of our employees volunteered a total of almost 4,700 working hours in a variety of volunteer programmes (physical, expert and educational). [Together for our environment – how we volunteered in 2024](#) 

Sustainable Corporate Governance ESG

Compliance is also a core value for our Group, to comply with both our external regulatory environment and our own internal regulations. Responsible corporate governance in all its aspects is a priority for the Group, its managers, employees and owners.

Regulatory environment and legal compliance

The E.ON Hungária Group must fully comply not only with the legal environment affecting all domestic companies, but also with a number of stringent domestic regulations arising from its electricity and energy trading licensing activities. The volatile regulatory background requires us to continually review our compliance processes and adapt our operations to the changing regulatory environment.

The international E.ON Group sees itself at the forefront of Europe's green transition and as a leading player in a new low-carbon energy industry. E.ON Hungária Group is able to take a complex view of the energy sector and the green transition as a result of the many roles it plays in the Group (network operator, renewable energy producer, trader, service provider, aggregator). The evolving electricity system and

the development of information technology bring a number of challenges and opportunities for the sector, and E.ON Hungária Group has a clear position on these challenges and opportunities in its policy engagement.

The foundations of our ethical operation and respect for human rights

In our day-to-day operations, we respect and protect human rights both through the actions of our managers and employees, and through pre-qualification and due diligence of our supply chain. The [Declaration of Human Rights](#), the [E.ON Code of Conduct](#) and the [E.ON Supplier Code of Conduct](#) are the cornerstones of our operations, and in these documents we affirm our support for the United Nations Universal Declaration of Human Rights, the European Convention on Human Rights and the International Labour Organization (ILO) conventions. Since 2005, our German parent company E.ON SE has been a member of the UN Global Compact, which sets out ten universally accepted principles on human rights, labour, the environment and anti-corruption for committed companies.

The fight against corruption

The entire international E.ON Group is committed to fighting all forms of corruption worldwide.

Our anti-corruption action is based on three pillars:

- the E.ON Code of Conduct and the E.ON Employee Guide on The Prevention of Corruption;
- regular training of our employees on the subject, and
- the E.ON Supplier Code of Conduct, and its adoption by our suppliers.

The whistleblowing system

In addition to the [Hungarian-whistleblowing channel](#) reports can also be submitted through the E.ON Group's [centralised-international-whistleblowing channels](#). Whistleblowers make a significant contribution to the detection and elimination of abuse at or against our company. Whistleblower protection is therefore of paramount importance. Whistleblowers are guaranteed confidentiality, protection against discrimination, full information about their rights in the process and the possibility to report anonymously.

Corporate governance systems

We recognise that continuous improvement is the key to good performance. To better track our objectives, performance and progress at a systemic level, we operate ISO-compliant corporate governance systems and are independently certified in the areas of quality management, energy management, environment and occupational health and safety. Our certificates are available by clicking on the management system symbols.



ISO9001



ISO14001



ISO45001



ISO50001

Imprint

E.ON Hungária Zrt.

Address: Budapest 1117 Hengermalom út 18.

E-mail: eon-sajtoszoba@eon-hungaria.com

Webhely: www.eon.hu

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If you have any suggestions, questions or comments about sustainability, our report or the summary, please contact us at: fenntarthatosag@eon-hungaria.com.