SLOVENSKÉ ELEKTRÁRNE

Sustainability Statement

2024

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General information

01

General information

Purpose and scope of the Statement

Slovenské elektrárne, a. s. (the “Company” or “SE”) is the largest electricity producer in the Slovak Republic and one of the largest in Central Europe. The Company operates in a sector that faces numerous challenges relating not only to environmental protection and the fight against climate change, but also to ensuring a reliable and affordable supply of electricity while taking into account technological developments being made in the elec-tricity sector. These challenges have led to SE’s interest in integrating sustainability into the Company’s man-agement processes and taking specific steps towards strengthening the Company’s ability to remain among the leading energy producers at both the national and European level.

This Sustainability Statement (the “Statement”) represents individual disclosure of sustainability information. It provides information on SE’s approach to significant matters of environmental sustainability, its approach to its own workforce and to the management and governance of the Company. SE considers it essential that its stake-holders are regularly and transparently informed about all significant sustainability matters of its business, and has therefore developed this Sustainability Statement, which offers a comprehensive overview of SE’s sustaina-bility activities and performance.

Its purpose is to inform the reader about how the Company contributes to sustainable development, what measures it takes to improve its environmental and social impacts, and how it integrates sustainability principles into its corporate strategies and activities. This report was prepared on a voluntary basis by Slovenské el-ektrárne, a. s., and does not meet the requirements of § 20c of Act No. 431/2002 Coll. on Accounting, as amended, which implements Article 19a(2) to (5) of Directive 2013/34/EU of the European Parliament and of the Council on the annual financial statements, consolidated financial statements and related reports of certain types of undertakings, amending Directive 2006/43/EC of the European Parliament and of the Council and re-pealing Council Directives 78/660/EEC and 83/349/EEC, as amended.

Methodology and standards used in preparing the Sustainability Statement

The Sustainability Statement and the data disclosed herein have been prepared in accordance with the re-quirements of Directive (EU) 2022/2464 of the European Parliament and of the Council amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU as regards corpo-rate sustainability reporting (“CSRD”), and Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting stand-ards (“ESRS Standards”).

For the first time, the Sustainability Statement also includes information relating to disclosures required under Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (the “EU Taxonomy”). The EU Tax-onomy is presented in this Sustainability Statement on an individual basis in order to ensure compliance with the required level of reporting.

The information presented in this Statement relates solely to Slovenské elektrárne, a. s.. The Company’s subsidi-aries are not included in the disclosure. The value chain has been fully considered for the purpose of identify-ing material impacts, risks, and opportunities at the downstream and upstream levels. All relevant information available at the time of preparing the sustainability statement was taken into account. Where information was not available at the time, the Company relied on the expertise and judgement of the Sustainable Development Unit staff. The process of obtaining value chain information is described in detail in the Value Chain chapter.

This Sustainability Statement has been subject to limited assurance of sustainability reporting by an auditor.

Time horizons

In the Sustainability Statement, the Company considers the short-term horizon to be a period of one year, the medium-term horizon to be a period of 1 to 5 years, and the long-term horizon to be a period longer than 5 years.

Measurement uncertainties and forward-looking information

No quantitative metrics or monetary amounts subject to a high degree of measurement uncertainty were iden-tified for the reporting period. Quantitative metrics were not estimated. The determination of financial materi-ality for risks and opportunities is based on the qualified judgement of the responsible SE staff. Forward-looking information concerning forecasts, plans, impacts, risks, and opportunities presented in this Sustainability State-ment is considered by SE to be uncertain. The option to omit specific information on the grounds of intellectual property or know-how was not exercised.

Reporting period

This Sustainability Statement covers the period from 1 January 2024 to 31 December 2024. If any data or initia-tives extend beyond this period, this is clearly indicated in the Statement.

Incorporation of information by reference

Selected information in this Sustainability Statement is presented by means of reference

Information about the Company

SE is the largest electricity producer in the Slovak Republic and one of the key players in the energy sector in Central Europe. The Company was established in 1949 and employed approximately 4 160 people in 2024.

As at 31 December 2024, the Company had two shareholders. The majority shareholder was Slovak Power Holding B. V. ("SPH") holding a 66.0000000523% share of the Company's registered capital. In SPH, a 50% shareholding is owned by EP Slovakia B. V. (a subsidiary of the EPH Group) and the remaining 50% is held by Enel Produzione S. p. A. (a subsidiary of the Enel Group). The Company's minority shareholder, with a 33.9999999477% share in the registered capital, is the Slovak Republic, represented by the Ministry of Econo-my of the Slovak Republic. More than 99.5% of the Company's revenue is generated from the sale of electricity and heat and related services. As sector-specific ESRS standards had not yet been issued at the time of prepar-ing this Sustainability Statement, the breakdown of revenues is not described in greater detail. A more detailed description of revenue distribution is provided in the Company's Individual Financial Statements.

The Company's goal is to safely, reliably, efficiently, and competitively produce, sell, and trade electricity and heat, to safely handle radioactive waste and spent nuclear fuel, and to permanently reduce the environmental impact of production processes. Thanks to its balanced mix of generation assets, the Company supplied as much as 99% of its electricity to the grid without direct carbon dioxide (CO_2) emissions in 2024, and from April 2024 onward, it supplied 100% electricity without direct CO_2 emissions. The Company's significant services and pro-duction processes with specific sustainability characteristics include:

- Electricity production at nuclear power plants,
- Electricity production at hydropower plants,
- Electricity production at thermal power plants,
- Electricity production at photovoltaic power plants,
- Electricity trading,
- Provision of ancillary services for the electricity grid, and
- Production and sale of heat.

The Company's Mission and Vision

Safety is the Company's highest priority and always takes precedence over production requirements and com-mercial profit. At nuclear installations, which are a unique technology, the priority is the continuous improve-ment and maintenance of a high level of nuclear safety and radiation protection in accordance with world best practice. At all levels of the Company, a key principle applies: every employee is responsible for the safety and quality of their work, with full awareness of the risks arising from it. These values and principles are derived from the Company's Mission and Vision.

Mission – To produce and supply affordable energy safely and with respect for the environment for all our customers.

Vision – To be the safest, most innovative, and competitive energy producer in Central and Eastern Europe, creating value for our customers, shareholders, and employees.

Proof of the success in meeting these values is SE's three-time (2021, 2022 and 2024) ranking among **Europe's Climate Leaders**, as compiled by the Financial Times, and winning five-times (2020, 2020, 2021, 2022, 2023) the **Most Attractive Employer in the Production and Industry category** award by Alma Career.

Governance of sustainability matters

02

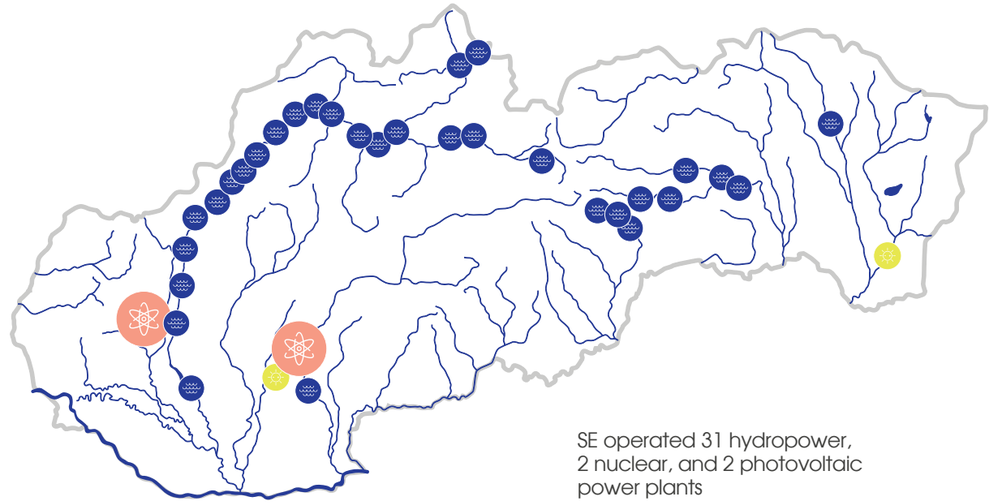
Governance of sustainability matters

The present Sustainability Statement for 2024 is prepared on an individual basis and covers the activities of Slovenské elektrárne, a. s. Certain information—for example, information on inputs—is not disclosed, primarily due to its sensitivity, level of confidentiality, or the fact that such information is currently unavailable. Infor-mation on policies (MDR-P), actions (MDR-A), metrics (MDR-M), and targets (MDR-T) through which the Compa-ny manages identified material sustainability matters is disclosed, where applicable, in the relevant sections of this Statement addressing each material sustainability topic.

Sustainability Strategy

The Company's sustainability strategy is derived from its Strategic Plan. The Strategic Plan is developed for a five-year period, updated annually, and approved by the Company's Board of Directors. The key strategic priori-ties of SE include electricity generation and electricity trading on the Slovak and German markets, as well as making use of opportunities in the neighbouring markets of the Czech Republic, Poland, and Hungary, taking into account the parallel development of these liberalised markets and the sufficient level of interconnection between their transmission systems. As at 31 December 2024, SE operated 31 hydropower plants, 2 nuclear power plants and 2 photovoltaic power plants, with a net installed capacity of 3 892 MWe

> By the end of the reporting period, the Company successfully achieved the most important milestone of its decarbonisation strategy: the production of electricity without direct CO_2 emissions.



To achieve its decarbonisation and sustainability objectives, the Company has identified three main areas with corresponding measures:

Operation and development of nuclear power plants

- completion and commissioning of the fourth unit of the Mochovce nuclear power plant,
- implementation of measures enabling the long-term operation of existing nuclear installations,
- planned uprating of Units 3 and 4 at Mochovce,
- assessment of the feasibility of constructing small modular reactors ("SMRs")

Development of renewable energy sources ("RES") and provision of flexibility

- modernisation of selected hydropower and pumped-storage hydropower plants,
- construction of battery storage facilities,
- origination and development of new RES projects

Transformation of thermal power plants

- phasing-out of coal-fired sources of electricity and heat,
- repurposing of industrial sites and existing thermal power plant infrastructure

Company Bodies

The Company's bodies are the General Meeting, the Board of Directors, and the Supervisory Board. The Gen-eral Meeting is the supreme body of the Company. The General Meeting conducts its activities in accordance with Act No. 513/1991 Coll., the Commercial Code, as amended, and with the Company's Articles of Association. The General Meeting consists of the shareholders' representatives and is convened by the Board of Directors at least once per year.

The Company applies a dual system of corporate governance. The management functions of the Company are performed by its Board of Directors as the governing body (an executive body within the meaning of the ESRS), and the supervisory functions are performed by the Supervisory Board (a non-executive body within the mean-ing of the ESRS).

In accordance with the Company's Articles of Association, the Board of Directors consists of 9 members. All members of the Board of Directors are executive members. Members of the Board of Directors are elected and dismissed by the General Meeting by a majority of votes of the shareholders present. The Supervisory Board (the non-executive body within the meaning of the ESRS) has fifteen members, two-thirds of whom are elected and dismissed by the General Meeting, while one-third are elected and dismissed by the Company's employees. Members of the Supervisory Board are elected for a three-year term with the possibility of re-election. Since members of both the Board of Directors and the Supervisory Board are elected either by the General Meeting or by the Company's employees, no member of the Company's bodies is considered independent.

During 2024, the composition of the bodies of senior management was as follows:

Branislav Strýček
Date of Appointment 28.6.2021

Michele Bologna
Date of Appointment 13.12.2021

Radoslav Zigo
Date of Appointment 31.10.2020
recall effective as of 16.9.2024

Milan Molnár
Date of Appointment 10.2.2021

Elisabetta Barberi
Date of Appointment 28.4.2023

Simone Conticelli
Date of Appointment 1.12.2023

Radko Gecík
Date of Appointment 31.3.2023
recall effective as of 16.9.2024

Lukáš Maršálek
Date of Appointment 22.1.2023

Milan Horváth
Date of Appointment 29.8.2020
resignation effective as of 26.1.2024

Andrej Rubint
Date of Appointment 17.9.2024

Zoran Kupkovič
Date of Appointment 17.9.2024

Rastislav Fleško
Date of Appointment 17.9.2024

Composition of the Company's bodies

Member's name	Date of function's commencement	Changes in composition during the reporting period
Jiří Feist	31.7.2022	
Ivan Šramko	2.10.2023	
Augusto Patacchiola	9.1.2023	recall effective as of 16.9.2024
Gabriel Beer	28.6.2023	
Stéphane Zweguintzow	20.1.2023	
Pavel Janík	31.7.2022	
Eduard Veselovský	28.6.2021	re-election as member of the Supervisory Board effective as of 29.6.2024
Giuseppe Ferrara	31.5.2022	
Massimiliano Piccioni	28.6.2023	
Jozef Tischler	2.10.2023	
Tomáš Szabo	24.12.2022	
Ondrej Márföldi	7.9.2021	re-election as member of the Supervisory Board effective as of 8.9.2024
Zdenek Turian	24.12.2022	
Lukáš Bačkády	7.9.2021	re-election as member of the Supervisory Board effective as of 8.9.2024
Oľga Beckerová	7.9.2021	term of office ended 7.9.2024
Miroslav Kiss	8.9.2024	

Gender composition of the Company's bodies

	Men	%	Women	%
Board of Directors	11	91,67	1	8,33
Supervisory Board	15	93,75	1	6,25

Information on the composition of the Company's Board of Directors and Supervisory Board does not represent the status as at 31 December 2024, but reflects the composition and changes in the composition of these bodies that occurred during the period from 1 January 2024 to 31 December 2024.

SE does not currently have a defined process through which its management, governing and supervisory bodies take into account sustainability-related impacts, risks and opportunities when overseeing the Company's strategy, significant transaction decisions, and risk-management processes. Nevertheless, the Company does pay close attention to environmental protection in all of its activities and takes potential risks into account to a significant extent, which is explicitly reflected in its Mission and Vision. Members of the Board of Directors are required to perform their duties with the necessary loyalty, professional expertise, and care, and bear full responsibility for fulfilling these obligations, as required by Act No. 513/1991 Coll., the Commercial Code, as amended. The Company's governing bodies are supported by employees of the Sustainable Development Department, who provide expertise in sustainability matters. These employees collaborate with external experts and regularly participate in educational seminars and training courses.

The Company has implemented a system for monitoring and measuring key performance indicators and targets, for which the Company's senior management is responsible. These indicators partially overlap with the sustainability matters described in this Statement. Examples include safety management—covering occupational safety, nuclear safety, and corporate security—electricity generation volumes, management of radioactive waste, and human resource management. The Company does not currently offer members of its governing, management or supervisory bodies an incentive or remuneration system linked to sustainability matters.

Sustainability-related policies and commitments

SE is a process-managed commercial company. Process documentation serves to support the systematic management of all processes identified and implemented within the Company.

The process documentation is divided into the following types of documents:

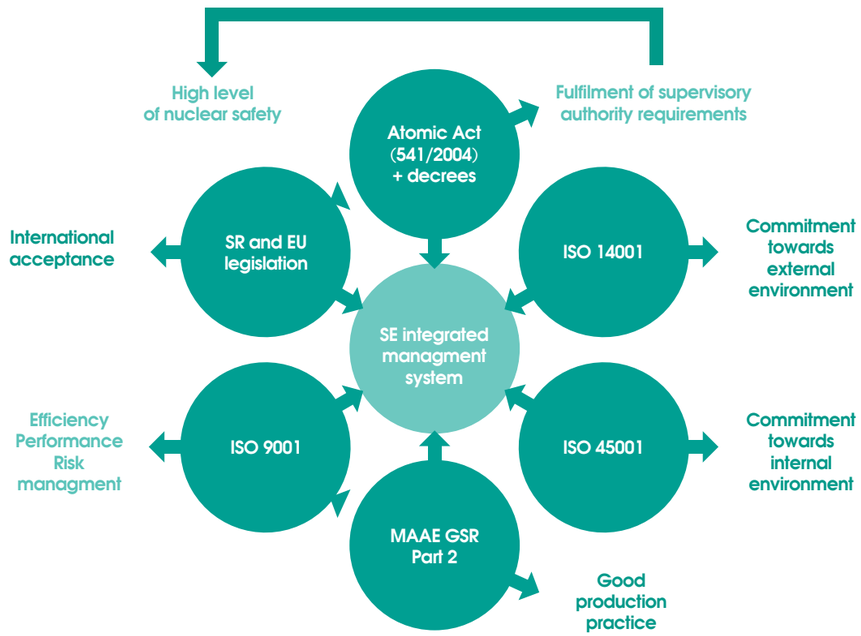
- **Management System Handbook** – describes the functioning of SE's management system as one of the fundamental pillars ensuring safe and reliable operation and its continuous improvement. It defines the key activities, organisation, responsibilities, and interfaces necessary to fulfil the Company's Vision and Mission and to implement the Company's Integration Policy in a safe and efficient manner;

- **Quality Assurance Staged Programme** – a document establishing the quality assurance requirements for the operation of nuclear power plants in accordance with Act No. 541/2004 Coll. on the Peaceful Use of Nuclear Energy (the Atomic Act), as amended, and the related implementing regulations, standards, and safety guides;
- **Quality Assurance Procurement Programme** – sets out the basic requirements for quality assurance in all phases of the lifecycle of the Company's nuclear installations. It includes the principles and objectives that must be implemented to ensure the nuclear safety of nuclear power plants;
- **Directives** – define the responsibilities and powers in process management and the follow-up documentation;
- **Methodological Guidelines** – unify the manner in which activities are carried out within the Company and describe the method of indirect management;
- **Guidelines** – set out how activities are to be performed within the relevant organisational unit of the Company;
- **Department manuals** – set out the management of activities within departments as defined in higher-level management documentation, as well as the organisational management of the running of departments.

Where this Statement refers to internal policies or Company policies, it refers to one of the forms of process documentation described above.

One of the key elements for achieving the Company's Vision and Mission through the safe and reliable operation of its generation assets is the Integrated Management System (the "IMS"). The IMS is the fundamental tool for managing all processes, their interactions, and the external and internal factors that influence them. SE's integrated management system has been certified continuously since 2010 in accordance with the requirements of ISO 9001, ISO 14001 and ISO 45001. Within the IMS, every employee of the Company has a clearly defined position with explicitly assigned responsibilities and powers.

Diagram of the Integrated Management System at SE

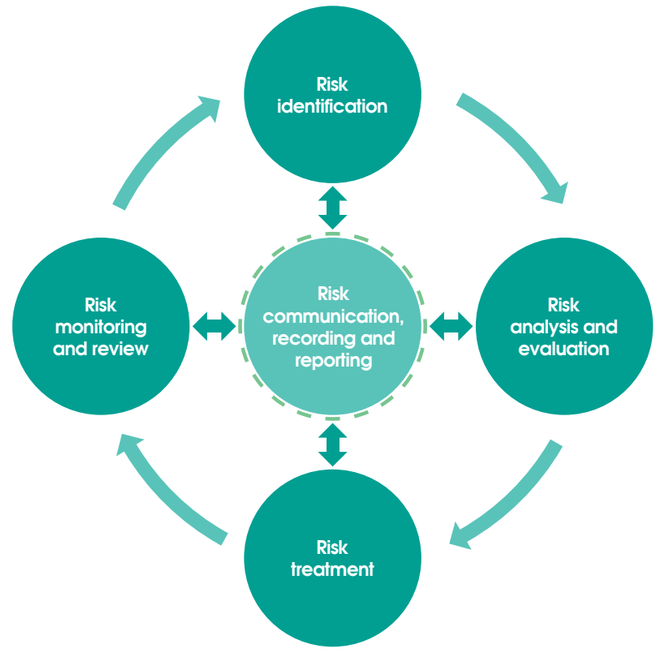


Due diligence and risk management

The Company has an integrated risk management process in place. As part of this process, a risk matrix (a two-dimensional matrix that illustrates the level of risk, the distribution of risks and their materiality) is defined and risk assessment criteria are set. In line with the risk breakdown, a graded risk management approach has been introduced for each management level. The risk registers are validated by division directors, and individual risks are ranked from most material, through material, to least material. Each risk has an assigned sponsor (director), owner (manager/head), and coordinator (any SE employee). If a risk needs to be escalated to a higher management or expertise level, three levels of escalation are applied (the most significant risks are escalated up to the level of the Company's General Director).

The process also includes the determination of corrective measures to mitigate, minimise and/or eliminate the risk. The implementation of the prescribed measures is monitored, and once the measure has been completed, the risk is reassessed.

Risk management process



Sustainability risk management

As part of the process of identifying material impacts, risks, and opportunities for 2024, the Company took steps aimed at integrating a dedicated sustainability risk-management system into SE's integrated risk-management system, to the extent required by the ESRS standards. The specific list of sustainability impacts, risks, and opportunities for 2024 was updated in collaboration with all relevant Company departments based on the methodology for determining double materiality. The identified material impacts, risks, and opportunities were recorded in SE's risk register in cooperation with the Risk Management Department.

Determination of double materiality and stakeholders

03

Determination of double materiality and stakeholders

Value chain

The first step in the double-materiality assessment was the identification of the Company's value chain. This assessment was originally carried out for the purpose of the Company's first sustainability reporting for 2023, and since no significant changes occurred against a year earlier, its results were applied also for the 2024 assessment.

Mapping the value chain involved documenting business activities, direct and indirect business relationships, business partners, identifying affected stakeholders, and identifying resource dependencies across the entire value chain (upstream, own operations and downstream).

The assessment took into account all significant:

I. suppliers of fuel, nuclear material, and services in the most recent reporting period;

II. suppliers of specialised services, works and goods in the most recent reporting period;

III. business partners involved in trading physical products on the energy exchange.

The value chain consists of entities involved in the sourcing and transport of raw materials required for electricity generation, entities carrying out construction works for new electricity-generation facilities, regulatory authorities and bodies, as well as companies such as transmission system operators, distribution companies, large customers, and international partners involved in energy export and cross-border electricity transmission.

The Company is currently working to improve the quality and quantity of data relating to its value chain. For this reason, the Sustainability Statement addresses the value chain to a limited extent. Given the complexity and scale of SE's value chain, the Company anticipates a gradual expansion of value-chain coverage in future disclosures..

Identification of sustainability matters

The next step involved identifying key business relationships, the value chain and stakeholders at the site and asset level. This analysis resulted in determining the key sustainability matters at the level of sub-topics defined in Appendix A of ESRS 1, supplemented by Company-specific matters. The main sources of information were the Company's risk database, employee expertise, and the Company's management systems.

Sustainability matters relating to material impacts, risks and opportunities were subsequently linked to the ESRS topical standards covering these matters. All mandatory disclosure requirements and the associated data points from the cross-cutting and topical ESRS standards were consolidated. The data points subject to disclosure are those from all mandatory disclosure requirements for which a link to the identified material impacts, risks and opportunities has been demonstrated.

Identification of impacts, risks, and opportunities

The process involved updating the list of impacts, risks, and opportunities that the Company had identified during the previous reporting period, i.e. in 2023. The identification of impacts covered the impacts associated with the Company's activities across the upstream and downstream parts of its value chain, including its products and services, as well as impacts arising through its business relationships. The focus was placed on areas where impacts were likely to occur.

The identification of risks and opportunities included relevant risks and opportunities for further assessment, taking into account the Company's sustainability-related financial positions. These included risks and opportunities arising from dependencies on natural, human, and social resources.

In the first step, a set of proposed impacts, risks and opportunities was defined on the basis of the list developed in 2024 for the purpose of sustainability reporting for 2023. This list contained 74 impacts and 88 risks and opportunities. Following internal validation by the Sustainable Development Department, the list of potential impacts, risks and opportunities was circulated within the Company to 19 departments identified as substantively relevant.

The resulting list of material impacts, risks and opportunities consists of 23 material impacts and 19 material risks and opportunities. The list was approved by the Chief Director for Procurement, Services, and International Relations.

Given that the differences in material sustainability matters were insignificant compared with the assessed list of impacts, risks and opportunities developed for the purpose of sustainability reporting for 2023, a stakeholder assessment was not carried out for the 2024 reporting cycle. For the purpose of sustainability reporting for 2023, a total of 44 stakeholders were contacted, and based on the resulting dialogue, the Company supplemented material topics and disclosures relating to corporate governance.

Criteria for assessing materiality

For the identified impacts, risks and opportunities, assessment criteria were established, including quantitative and qualitative scoring mechanisms as well as quantitative threshold values.

Impacts

The assessment of impacts was carried out on the basis of their characteristics, including whether the impacts were negative or positive. The

assessment took into account the following factors:

- **Magnitude** – the size and intensity of the impact, whether positive or negative;
- **Scope** – the range, number of instances or extent of the impact, depending on how widespread it is;
- **Irreversible nature** – the degree of possibility to which a negative impact can be reversed or restored to its original state;
- **Likelihood** – the probability and frequency of a potential impact occurring.

A score in the range of 0 to 5 was assigned to each factor, with each value qualitatively defined. The results of the assessment were obtained by averaging the severity (magnitude, scope, and irremediable character, where applicable) and the likelihood in the case of potential impacts. An impact with a final score below 3.5 is considered not material, while an impact with a score equal to or above 3.5 is considered material.

Risks and opportunities:

The assessment of the materiality of risks and opportunities was carried out taking into account:

- **likelihood of occurrence,** i.e. the likelihood or frequency with which the risk or opportunity may materialise; and
- **potential magnitude of their financial effects,** i.e. the size or extent of the effect that the risk or opportunity may have on the Company's financial performance.

As with impacts, these elements were assessed using a scoring mechanism. Scores in the range of 0 to 5 were assigned to the likelihood of occurrence and to the potential financial effects, with each value qualitatively defined.

The assessment result was classified as material or not material by comparing it with a predefined quantitative threshold of 3.5. The threshold for assessing the potential magnitude of financial effects was set at EUR 1 150 000. The financial materiality metrics were derived from the Company's internal risk-assessment process. This process was not integrated in 2024 with the process of assessing sustainability-related impacts, risks, and opportunities.

Involvement of stakeholders

Stakeholders were engaged through an online questionnaire during the preparation of the Sustainability Statement for 2023, where they were provided with information on the identified topics, including the Company's assessment of their materiality. Stakeholders were given the opportunity to indicate whether they agreed with the classification of topics as material or not material.

Stakeholders approached included the following groups: :

- shareholders;
- banking institutions;
- customers;
- employee representatives.

Based on the stakeholder engagement, alignment was identified between stakeholder perspectives and the material topics identified by the Company. The stakeholder dialogue resulted in a stakeholder request to include the topic of Business Conduct, as defined in ESRS G1 Business Conduct. The absence of this topic in the initial assessment was primarily due to the fact that the Company already has effective measures in place in this area, which influenced the materiality assessment of impacts, risks and opportunities and led to the topic not being classified as material. Following evaluation of the stakeholder dialogue, the selected topic was added to the list of material topics.

Identified material impacts, risks and opportunities and their integration with the Company's strategy

E1 Climate change

Designation	Title	Trigger	Description	Time horizon	Solution
NI, OO	Emissions of fluorinated greenhouse gases	Operation of equipment containing fluorinated greenhouse gases	Leakage of substances with a high global warming potential (GWP) from chillers, air-conditioning units, heat pumps, and other relevant equipment contribute to global climate change.	Short-term	• Ensuring compliance with legislative requirements and adherence to rules and standards relating to fluorinated greenhouse gases
NI, OO	Greenhouse gas emissions	Generation of electricity and provision of related activities	Greenhouse gas emissions contribute significantly to global climate change. They include direct emissions from electricity generation and indirect emissions from supporting activities, including Scope 3 emissions (as defined in the Greenhouse Gas Protocol).	Long-term	• Phasing out electricity generation from thermal power plants
PI, OO	Electricity generation from low-carbon and renewable sources	Appropriate deployment and utilisation of electricity-generation assets	A high share of electricity produced from low-carbon (mainly nuclear) and renewable (mainly hydropower) sources reduces the amount of greenhouse gases released into the atmosphere.	Long-term	• Completion and commissioning of the fourth unit of the Mochovce Nuclear Power Plant • Discontinuation of electricity generation from thermal power plants and gradual transformation of industrial sites • Operation and development of existing nuclear and hydropower plants • Development of renewable energy sources and provision of flexibility services
PI, OO	Decarbonisation measures	Generation of electricity and provision of related activities	By changing SE's energy mix—gradually replacing fossil fuels with low-carbon sources—the Company significantly contributes to reducing greenhouse gas emissions.	Long-term	• Discontinuation of electricity generation from thermal power plants and gradual transformation of industrial sites • Operation and development of existing nuclear and hydropower plants • Development of renewable energy sources and provision of flexibility services
PI, OO	Electricity generation	The Company's core activity is the generation and supply of electricity and heat at its own energy facilities.	The Company supplies electricity to its customers.	Long-term	• Ensuring stable and safe electricity generation • Optimising the deployment of individual energy sources
PCR, OO	Curtailment of generation at hydropower and nuclear power plants	Climate change	The consequences of climate change (e.g., drought, insufficient precipitation, floods) may in the future restrict the operation of nuclear and hydropower plants, reducing electricity production.	Long-term	• Long-term strategic planning of adaptation measures in new projects, in refurbishment and modernisation projects of Company assets, as well as implementation of new operational procedures and measures
TCR, OO	Impact of climate policies	The European Union is pursuing an ambitious policy aimed at reducing greenhouse gas emissions.	The Company faces increased costs arising from carbonpricing schemes and greenhouse-gas emission regulations, as well as increasing pressure to decarbonise, forcing the Company to transform its technologies and/or business model, which in turn increases its operating costs.	Medium-term	• Discontinuation of electricity generation from thermal power plants • Operation and development of low-carbon and renewable sources of electricity and heat • Monitoring legislative developments • Participation in working groups involved in drafting and commenting on emerging legislation • Implementation of legislative requirements into the Company's processes, planning and business model/strategy

E1 Climate change

Designation	Title	Trigger	Description	Time horizon	Solution
O, OO	Impact of climate policies	The European Union is pursuing an ambitious policy aimed at reducing greenhouse gas emissions.	The Company's decarbonisation may contribute to lower electricity-generation costs by eliminating the cost of emission allowances, ensuring greater competitiveness and, in the long term, facilitating access to financing for its activities.	Medium-term	• Operation and development of low-carbon and renewable sources of electricity • Monitoring legislative developments • Participation in working groups involved in drafting and commenting on emerging legislation • Implementation of legislative requirements into the Company's processes, planning and business model/strategy
TCR, OO	Development of low-carbon and renew-able energy sources	Market developments and the evolution of the regulatory framework in the European Union are motivating energy companies to invest in low-carbon and renewable energy sources.	The development of renewable energy sources may pose a risk due to dependence on unstable natural conditions (e.g., wind, solar radiation) and insufficient infrastructure for their effective storage and distribu-tion. The risk arises mainly in cases of inadequate planning, technological limitations, and the potential disruption of energy system stability during the transition from fossil fuels to renewable sources.	Long-term	• Optimising the deployment of individual energy sources • Continuous monitoring and analysis of market developments and the regulatory framework
O, OO	Development of low-carbon and renew-able energy sources	Market developments and the evolution of the regulatory framework in the European Union are motivating energy companies to invest in low-carbon and renewable energy sources.	Companies in the energy sector have the opportunity to invest in low-carbon and renewable energy sources (including the development of sources capable of providing flexibility to the electricity system) in order to gain new sources of revenue and a competitive advantage in the market.	Long-term	• Completion and commissioning of the fourth unit of the Mochovce nuclear power plant • Implementation of steps towards the long-term operation of existing nuclear installations • Operation and development of existing nuclear and hydropower plants • Assessment of the feasibility of constructing small modular reactors • Development of renewable energy and provision of flexibility services • Planning of development projects with acceptance of the evolution of the regulatory framework.
PCR, OO	Security threats at nuclear power plants	Climate change	Extreme weather events (flooding, extreme wind, extreme air temperature, magnetic storm, snow, ice, earthquake, etc.) may affect the safety functions of nuclear power plant operations, e.g., damage to engineering and communication networks may lead to staff unavailability, unavailability of operating media, the impossibility of evacuation, and similar impacts.	Short-term	• Long-term strategic planning of adaptation measures in upcoming projects, in projects for the renewal and upgrading of Company assets, as well as the implementation of new operational procedures and measures

E2 Pollution

Designation	Title	Trigger	Description	Time horizon	Solution
PI, OO	Reduction of air emissions	Decommissioning of thermal power plants and transformation of industrial sites	Following the decommissioning of thermal power plants, the amount of pollutants released into the air decreased dramatically.	Long-term	• Discontinuation of electricity generation from thermal power plants • Ensuring compliance with legislative requirements and adherence to standards relating to the operation of combustion mechanisms and equipment.
NI, OO	Emissions to air	Combustion of fuels in electricity generation and related activities (coal, natural gas, diesel, fuel)	The combustion of various types of fuels leads to the release of air pollutants, which have negative impacts on human health and the environment.	Long-term	• Discontinuation of electricity generation from thermal power plants • Ensuring compliance with legislative requirements and adherence to standards relating to the operation of combustion mechanisms and equipment.
PI, OO	Reduction in the volume of wastewater discharged	Decommissioning of thermal power plants and transformation of industrial sites	Following the closure of thermal power plant operations, the volume of wastewater discharged into the surrounding hydrosphere has decreased enormously.	Long-term	• Discontinuation of electricity generation from thermal power plants • Ensuring compliance with legislative requirements and adherence to standards relating to the operation of combustion mechanisms and equipment.
NI, OO	Pollution from landfills and impound-ments	Disposal of waste generated during electricity production in landfills and impoundments	Waste deposited in landfills and impoundments may cause contamination of surface water, groundwater, and soil, and may have adverse effects on human health.	Long-term	• Ensuring the safe operation of landfills and impoundments with a focus on preventing the release of pollutants into the environment
NI, OO	Environmen-tal burdens	Electricity generation and operation of power plants in the past	The environmental burdens were caused primarily by the past operation of thermal power plants. These burdens can pose a risk to human health and the environment	Long-term	• Implementation of measures to remove environmental burdens and to restore and remediate affected areas
R, OO	Environmen-tal burdens	Legislative obligation to address environmental burdens	The obligation to remediate environmental burdens of which we are the originator is associated with financial costs.	Long-term	• Creation of a provision for environmental liabilities: Creation of a financial reserve to cover costs associated with the remediation of environmental burdens.
R, OO	Restoration and reclama-tion of own industrial sites	The termination of operations gives rise to the obligation to restore and reclaim the Company's own industrial sites and to bring the site into a condition that is not harmful to the environment.	The closure of power plants and their associated industrial sites creates a risk that insufficient or delayed reclamation works may lead to long-term contamination of soil, groundwater, and air, posing threats to the environment and human health. If reclamation obligations are neglected, the sites may become environmental burdens, preventing their reintegration into economic or ecological use.	Long-term	• Implementation of environmental protection measures and the adoption of measures to minimise negative environmental impacts.
R, OO	Environmen-tal accidents	Operation of power plants and performance of related activities	As a result of the operation of power plants, environmental incidents may exceptionally occur, leading to a sudden deterioration in environmental quality. A sudden deterioration in environmental quality and the potential negative impact on human health may be caused by an uncontrolled release of pollutants into the environment. The occurrence of environmental incidents may result in sanctions from supervisory authorities and financial costs associated with remedying their consequences.	Short-term	• Strict internal mechanisms in place to prevent and eliminate incidents that could affect environmental quality and human health • Monitoring of the Company's activities with an impact on the environment

E3 Water and marine resources

Designation	Title	Trigger	Description	Time horizon	Solution
PI, OO	Reduction of surface water abstraction	Decommissioning of thermal power plants and transformation of industrial sites	Following the closure of thermal power plant operations, the volume of surface water abstraction discharged has decreased enormously.	Long-term	• Discontinuation of electricity generation from thermal power plants • Efficient operation and development of existing power plants
PCR, OO	Curtailment of generation at hydropower and nuclear power plants	Water shortage	Water scarcity caused by drought or increased competition for scarce water resources in the future may affect energy production, which may lead to reduced electricity production or higher costs for alternative water sources	Long-term	• Long-term strategic planning of adaptation measures in upcoming projects, in projects for the renewal and upgrading of the Company's assets, as well as the implementation of operational measures

E5 Resource use and circular economy

Designation	Title	Trigger	Description	Time horizon	Solution
PI, OO	Reduction in the generation of waste	Decommissioning of thermal power plants and transformation of industrial sites	Following the closure of thermal power plant operations, the volume of waste generation has decreased enormously.	Long-term	• Discontinuation of electricity generation from thermal power plants • Efficient operation and development of existing power plants • Compliance with the principles of the wastemanagement hierarchy
NI, OO	Radioactive waste	Generation of radioactive waste during the operation and electricity production of nuclear power plants	Radioactive waste could pose a danger to the environment and human health if not handled properly — it may remain highly radioactive for thousands of years, which could represent a serious threat to the environment and require extremely demanding and long-term solutions for its safe storage.	Long-term	• Carry out the processing and storage of radioactive waste with exceptional care to prevent contamination and radiation exposure. • Implement effective measures for managing and minimising the generation of radioactive waste, ensure its proper disposal and recycling, and comply with strict safety protocols to protect the environment and human health.

S1 Own workforce

Designation	Title	Trigger	Description	Time horizon	Solution
PI, OO	Adequate remuneration	Employees are adequately remunerated for their work	Adequate remuneration is a key factor influencing employees' standard of living and quality of life.	Medium-term	• Employee benefits defined in the Company's collective agreement. • Establishment of new internal structures and processes focused on cooperation with schools, employer branding, and talent management
PI, OO	Variable component of remuneration	Employees receive variable pay (a performancebased component)	The variable component of remuneration increases employee motivation.	Short-term	
PI, OO	Work with the young generation	The Company participates in preparing students for future employment at the Company.	Students are given the opportunity to gain work experience, which simplifies the recruitment process and enhances the safety of the Company's operational facilities.	Short-term	• Vytvorenie nových interných štruktúr a procesov, ktoré sú zamerané na spoluprácu so školami, zamestnávateľskú značku a manažment talentov.
NI, OO	Occupational health and safety – long-term impacts	Company employees may be exposed to hazardous work-related and work-place factors.	Long-term exposure to hazardous workrelated and workplace factors increases the risk of negative impacts on human health.	Medium to long-term	• For employees remunerated through performance-based bonuses linked to key performance indicators (KPIs), safetyrelated KPIs are established. • Safety assessment in accordance with the requirements of the World Association of Nuclear Operators (WANO) • Campaigns focused on raising awareness of occupational health and safety as the Company's highest priority. • Promoting safety as the highest priority.
NV, VČ	Occupational Health & Safety – incidents	Company Employees may be exposed to hazardous working conditions with a high risk of serious occupational injuries or, in some cases, fatal injuries	The working environment — such as environments involving nuclear materials and radiation, heavy machinery, high voltage, high temperatures and toxic substances — entails the risk of serious, lifethreatening events.	Short-term	
PV, OR	Transparent communica-tion	The Company publishes transparent information about its activities and the impact of its activities on people in a form that is easily accessible and understandable to the general public.	The energy sector is an important sector in terms of security for the general public. It is essential that the public has easy access to accurate and comprehensible information.	Short-term	• Code of Ethics • Zero Corruption Tolerance Plan • Whistleblowing hotline available to all employees and stakeholders
R, OO	Price of overtime	Employees choose their employer with regard to its ability to properly remunerate work performed beyond regular contractual hours through overtime pay.	Overtime work is more expensive and increases labour costs. From the safety perspective, there is a risk of employee overwork and increased incidence of accidents.	Short-term	• Preparation of a new control element: The process of planning and approving the need for overtime work.

S1 Own workforce

Designation	Title	Trigger	Description	Time horizon	Solution
R, OO	Shortage of qualified workforce	Shortage of qualified workforce negatively affects the Company.	Failure to ensure a sufficient number of qualified employees may cause serious production outages and safety incidents.	Long-term	• Introduction of recruitment incentives for new employees: • signon bonus • temporary accommodation for employees whose permanent residence is more than 50 km from the workplace, and a housing allowance for employees relocating for work • Cooperation with educational institutions • New benefits defined in the Company's collective agreement for current employees
R, OO	Succession - retirements	The need to ensure succession due to employees reaching retirement age	Employee retirements lead to shortages in human and professional capacities, which may affect electricity production and operational safety.	Medium-term	• Preparation of the Successor Programme • Stabilisation of employees with the aim of retaining them in employment • Intensifying cooperation with educational institutions
O, OO	Employee development	The workforce is increasingly interested in the availability of softskills training, language courses, and informal learning activities offered by potential employers.	Lower employee turnover, a more qualified workforce, and greater job satisfaction lead to higher productivity and lower costs associated with recruitment and onboarding.	Short-term	• Expanding opportunities for employee education and professional development

G1 Business conduct

Designation	Title	Trigger	Description	Time horizon	Solution
PI, OO	Corporate Culture/Social Responsibility	Values as part of the corporate culture represent shared beliefs and desired behaviours that are expected of all employees and stakeholders.	Adherence to shared values improves the Company's relationships with stakeholders and helps build stakeholder trust in the Company's activities.	Short-term	• Promotion and communication of the corporate culture • Repeated assessment of employee satisfaction through corporate climate surveys
PI, OO	Integrated management system, quality management system, and audits	The Company has established and maintains an integrated management system. The Company carries out internal audits and supplier audits according to ISO 9001 ISO 14001 and ISO 45001 standards.	Compliance with the requirements defined in ISO 9001, ISO 14001 and ISO 45001 helps prevent nonconforming work practices, equipment failures, activities that could negatively affect the environment, and activities that could have an adverse impact on the safety and health of employees of supplier organisations.	Short-term	• Regular verification of the effectiveness and efficiency of the system through audits • Annual review of the integrated management system by the Company's management. • Implementation of certification and surveillance audits conducted by an independent external certification authority
NI, OO	Political engagement	The Company refuses to finance political parties, their candidates or representatives, the sponsoring of conventions or gatherings whose sole or primary purpose is political advertising, or the exertion of any direct or indirect pressure on politicians	Political engagement may lead to reduced transparency, perceived or actual corruption, conflicts of interest and negative sociopolitical impacts.	Short- to medium-term	• Principles of conduct as defined in the Code of Ethics
R, OO	Political engagement	The Company refuses to finance political parties, their candidates or representatives, the sponsoring of conventions or gatherings whose sole or primary purpose is political advertising, or the exertion of any direct or indirect pressure on politicians.	Failure to limit political involvement may lead to negative cost implications for the Company or reputational damage to the Company with a potential negative impact on the Company's earnings	Medium-term	• Principles of conduct as defined in the Code of Ethics

Specific disclosures

Designation	Title	Trigger	Description	Time horizon	Solution
O, OO	Innovations	Innovations are the driving force behind sustainabil-ity.	The ability to implement innovative solutions reduces the Company's costs and increases its competitive advantage.	Short-term	• Implementation of projects focused on digitali-sation, AI, and cybersecurity • Use of machine learning and artificial intelli-gence; support for digitalisation • Testing of preparedness through simulated cyber-attacks
O, OO	Digitalisation and artificial intelligence	Artificial intelligence and digitalisation are key topics in the industry.	By appropriately integrating artificial intelligence and digitalisation into the Company's operations, employ-ees can work more efficiently.	Medium-term	
R, OO	Cybersecurity	Cyber threats in critical infrastructure are associated with significant risks.	Cyberattacks on critical infrastructure, such as power plants, may affect the provision of essential services and can have serious consequences for safety and wellbeing.	Short- to medium term	
R, OO	Nuclear fuel	International sanctions and a shift in the percep-tion of nuclear energy are causing shortages of uranium and of enrich-ment and conversion services, which increases their procurement cost.	At present, there is no immediate replacement for the current nuclear fuel supplier due to insufficient capacity on the part of alternative suppliers and regulatory constraints associated with introducing new types of nuclear fuel. As a result of new regulations, restrictions or geopolitical developments, shortages of uranium and of conversion and enrichment services may occur.	Long-term	• Ensuring diversified supplies of certified nuclear fuel and individual components.
NI, OO	Nuclear event	Ensuring nuclear safety.	Insufficient emphasis on nuclear safety can result in adverse impacts on all components of the environment and on the population..	Long-term	• Nuclear safety is an absolute priority for the Company. • Continuous improvement of the safety and reliability of nuclear installations. • Continuous improvement and education in nuclear incident/ accident prevention and preparedness.

Explanation of the table

NI – Negative impact
PI – Positive impact
R – Risk
PCR – Physical climate risk
TCR – climate-related transition risks
O – Opportunity
OO – Own activity
DC – Downstream chain

Information on environmental matters of sustainability

04

Information on environmental matters of sustainability

Disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

Overview of Relevant Legislation

For the purposes of reporting under Article 8 of the Taxonomy Regulation, the following legislation has been used:

- Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the “Taxonomy Regulation”);
- Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives as in force (hereinafter the “Delegated Regulation (EU) 2021/2139”);
- Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and presentation of information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation as in force (hereinafter the “Disclosure Delegated Regulation”);
- Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems and for determining whether that economic activity causes no significant harm to any of the other environmental objectives and amending Commission Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities (hereinafter the “Delegated Regulation (EU) 2023/2486”).

Disclosure Obligation for Non-Financial Data under Article 8 of the Taxonomy Regulation

SE, as a non-financial undertaking, provides on an individual basis for the financial year 2024 the required information on economic activities in accordance with Article 8 of the Taxonomy Regulation and the relevant Delegated Regulations listed in the Overview of Relevant Legislation.

Taxonomy-eligible and Taxonomy-aligned economic activities

The Taxonomy classification system consists of three categories used to determine the degree of environmental sustainability of economic activities. Within this framework, the following are distinguished:

- Taxonomy-eligible economic activities;
- Taxonomy-aligned economic activities;
- Taxonomy-non-eligible economic activities.

A Taxonomy-eligible economic activity is an economic activity that is described in the delegated regulations adopted under the Taxonomy Regulation, irrespective of whether that activity meets the technical screening criteria laid down in the relevant delegated acts.

An economic activity is considered Taxonomy-aligned if it meets all of the following criteria:

- it makes a substantial contribution to one or more of the environmental objectives set out in the Taxonomy Regulation and the relevant delegated regulations;
- it does not significantly harm any of the other environmental objectives;
- it is carried out in compliance with the minimum safeguards laid down in the Taxonomy Regulation;
- it meets the Technical Screening Criteria established by the European Commission in the relevant delegated regulations.

An economic activity is considered a Taxonomy-non-eligible economic activity if it is not described in any of the delegated regulations listed in the Overview of Relevant Legislation (hereinafter referred to as an “not eligible Economic Activity”).

In order to identify Taxonomy-eligible and Taxonomy-aligned economic activities for the financial year 2024, all economic activities carried out by SE during the reporting period were reviewed. The table of Taxonomy-eligible disclosed activities contains a list of those economic activities that were assessed as Taxonomy-eligible. Information on the degree of Taxonomy alignment of these economic activities, as well as their contribution to the relevant environmental objectives, is presented in the tables for the individual key performance indicators.

Eligible disclosed activities

Economic activity	Economic activity description	NACE code	Assessment of the alignment of Tax-onomy-eligible economic activities
4.1. Electricity generation using solar photovoltaic technology	The construction or operation of electricity generation facilities in which electricity is produced using solar photovoltaic technology.	D35.11	Aligned
4.5. Electricity generation from hydropower	The construction or operation of electricity generation facilities in which electricity is produced from hydroelectric power.	D35.11	Aligned
4.10. Storage of electricity	The construction and operation of facilities for storage of electricity and its subsequent return in the form of electricity. This activity includes pumped-storage hydropower plants.	-	Aligned
4.15. District heating/ cooling distribution	Construction, renovation and operation of piping systems and related infrastructure for the supply of heat and cold that terminate in a substation or heat exchanger.	D35.30	Not aligned
4.25. Production of heat/ cool using waste heat	Construction and operation of heating / cooling plants using waste heat.	D35.30	Not aligned
4.28. Electricity generation from nuclear energy in existing installations	Modifications to existing nuclear installations for the purpose of extending the safe operating life of nuclear installations generating electricity or heat from nuclear energy (hereinafter “Nuclear Power Plants”), authorised by the competent authorities of the Member States until 2040 in accordance with applicable national law.	D35.11	Aligned

Assessment of Taxonomy Alignment

Substantial contribution to the set environmental objectives

In assessing significant contribution, all six environmental objectives were taken into account. However, the outcome of the assessment is that all economic activities evaluated as Taxonomy-aligned contribute exclusively to the environmental objective of climate change mitigation. In general, the Company generates turnover from the reported economic activities and incurs capital expenditure and operating expenditure associated with them.

Under economic activity 4.1. Electricity generation using solar photovoltaic technology, the photovoltaic power plants installed at the Mochovce and Vojany sites, operated by SE, were included. The purpose of this economic activity is the generation of electricity using solar photovoltaic technology and its delivery to the grid.

Under economic activity 4.5. Electricity generation from hydropower is reported from 30 hydropower plants owned by SE. Given the differing characteristics of the hydropower plants operated and owned by SE, demonstrating compliance with the criterion of substantial contribution to climate change mitigation was carried out in three steps. In the first step of the substantial contribution assessment, all run-of-river hydropower plants without an artificial reservoir were identified. Under Commission Delegated Regulation (EU) 2021/2139, these directly fulfil the requirement of making a substantial contribution to climate change mitigation. In the second step, an internal assessment identified the installations whose power density exceeds the threshold of 5 W/m². After completing the first two steps, the Orava, Domaša, and Kráľová hydropower plants were identified as installations for which a lifecycle greenhouse gas emission calculation is required. For these installations, lifecycle greenhouse gas emissions were quantified using the G-res tool. In no case were lifecycle emissions greater than 100 g CO_2eq/kWh demonstrated.

In the case of the Čierny Váh hydropower plant, this is a pumpedstorage hydropower plant, which is classified under activity 4.10. Storage of electricity. The battery storage facility in Dobšiná is also included in this category. Since no Technical Screening Criteria for substantial contribution to the climatechange mitigation objective have been established for this activity, no further assessment was carried out.

The heat supplied to the towns of Trnava, Hlohovec, Leopoldov and the municipality of Jaslovské Bohunice originates from the Jaslovské Bohunice nuclear power plant, which is owned and operated by SE. Although the distribution of heat and the operation of the pipeline systems are provided by the subsidiary Slovenské elektrárne – energetické služby, s. r. o., the heat generation itself and the ownership of the heatsupply infrastructure are directly owned by SE. For this reason, economic activities 4.15 and 4.25 are reported at the level of SE.

In the case of activity 4.25. Heat/cold generation using waste heat, this refers to the generation of heat using waste heat generated during electricity production at the Jaslovské Bohunice nuclear power plant.

Projects falling under economic activity 4.28—Electricity generation from nuclear energy in existing installations include projects consisting of modifications to existing nuclear installations for the purpose of extending their safe operational lifetime, as well as their ongoing operation aimed at generating electricity from nuclear energy. This category includes the two operating units of the Jaslovské Bohunice Nuclear Power Plant and the three operating units of the Mochovce Nuclear Power Plant. The fourth unit of the Mochovce Nuclear Power Plant was not included in this category, as it was still under construction in 2024. In the case of the fourth unit of the Mochovce nuclear power plant, it is a nuclear installation which is considered as an existing nuclear installation from the point of view of nuclear safety requirements according to Article 8a(2) of the Council Directive 2009/71/Euratom establishing a Community framework for the nuclear safety of nuclear installations - it will be included in the economic activity 4.28 once it starts generating turnover from eligible activities.

In assessing the general criteria related to substantial contribution to climate change mitigation and to the do no significant harm principle for economic activity 4.28., account was taken of all the obligations arising to nuclear operators under the following founding treaties, European Union and European Atomic Energy Community regulations and directives, relevant laws, their implementing legislation and government approved strategies, policies and documents.

In assessing the compliance of the economic activity 4.28. with the criteria of significant contribution to climate change mitigation, the fact that the Slovak Republic has transposed into its legal order all the required directives of the European Union and the European Atomic Energy Community and SE have acted in accordance with all the legislative requirements arising from national and European legislation in carrying out their business activities has been taken into account. The regulatory framework applicable to nuclear activities in the Slovak Republic reflects all the requirements set out in the Delegated Regulation(EU) 2021/2139, and integrates into its framework the requirements of the International Atomic Energy Agency (IAEA) and the Western European Nuclear Regulators’ Association (WENRA). SE holds the relevant regulatory authorisations and permits and complies with all its obligations applying to it under the regulatory framework for the operation of nuclear installations. The Company has demonstrated through life cycle calculations of greenhouse gas emissions from nuclear power generation that the value for both nuclear power plants is less than 100 g CO_2eq/kWh. The calculation has been reviewed and confirmed by an independent third party. The Technical Screening Criteria the evaluation of which is required by the Supplementary Delegated Regulation only assuming the occurrence of relevant facts foreseen for the period after 2025, were not evaluated for 2024.

Assessment of the principle “Do No Significant Harm” to the other environmental objectives

Results of the review of the criteria related to the

principle of not significantly harming the other environmental objectives (Do No Significant Harm, DNSH):

Do no significant harm to the objective of climate change adaptation

For all identified Taxonomy-eligible economic activities that substantially contribute to the climate change mitigation objective (4.1., 4.5., 4.10., 4.15., 4.25., 4.28.), an assessment of physical climate risks is required in accordance with Annex A of Commission Delegated Regulation (EU) 2021/2139.

Given the nature of SE's business activities, this assessment focused primarily on highsignificance sites. All of these sites have been assessed for the risks listed in Appendix A of the Climate Delegated Regulation. The assessment of the ability of the sites to adapt to climatic risks was carried out in cooperation with internal experts in the form of an indepth analysis of internal documentation (operating rules, handling regulations, requirements resulting from the ISO 14001 standard), project documentation, decisions and permits of state authorities, which are necessary for the safe operation of these facilities in accordance with legal regulations. Based on the analysis performed:

- no significant climate risks have been identified for economic activities 4.1., 4.15. 7.6. due to their scale and lifetime,
- there was no need to adopt adaptation solutions to mitigate the most significant physical climate risks identified, as these are already inherently integrated into the performance of the actual economic activity due to their high significance and robustness (4.5., 4.10.).

In the case of economic activity 4.28 (and the directly related economic activity 4.25), all existing nuclear facilities are subject to regulatory requirements regarding their resilience to extreme weather conditions, as defined primarily in Act No. 541/2004 Coll. on the Peaceful Use of Nuclear Energy (the Atomic Act) and on Amendments and Supplements to Certain Acts, as amended (hereinafter referred to as the "Atomic Act"), and in Decree No. 430/2011 Coll. of the Nuclear Regulatory Authority of the Slovak Republic on Nuclear Safety Requirements, as amended by Decree No. 103/2016 Coll. all nuclear facilities of the company undergo periodic nuclear safety assessments at regular intervals and, in response to the Fukushima nuclear power plant accident, have been subjected to thorough stress tests. Based on the results of these stress tests, a national action plan was elaborated and repeatedly updated by the European Nuclear Safety Regulators Group (ENSREG), where additional measures relating to the risks arising from extreme weather events were identified, and which were gradually implemented at the SE's nuclear installations. The onsite emergency plan elaborated for each nuclear installation forms an integral part of dealing with such situations.

Do no significant harm to the objective of Sustainable use and conservation of water and marine resources

Electricity production from hydropower (4.5.) is carried out in SE in 30 hydroelectric power plants, three of which are partially operated as pumped storage hydroelectric power plants. For the operation and modernisation of hydropower plants as a renewable energy source, it is necessary to comply with the requirements of Directive 2000/60/EC of the European Parliament and of the Council establishing a framework for Community action in the field of water policy ("Directive 2000/60/EC"), and in particular Article 4 of that Directive, which sets out the environmental objectives for surface waters. The key provisions of Directive 2000/60/EU were transposed into the legal order primarily in Act no. 364/2004 Coll. on water and on the amendment of Act no. 372/1990 Coll. of the Slovak National Council on offences, as amended (the Water Act), as later amended (hereinafter the "Water Act"). In accordance with the provisions of the Water Act, the Water Plan of Slovakia is prepared as a strategic water planning document aimed at protecting and improving the status of surface and groundwater bodies and aquatic ecosystems. For the hydroelectric power plants within SE's portfolio, the Water Plan of Slovakia has not identified any immediate measures that need to be urgently implemented to improve the status of surface waters. All SE's hydroelectric power plants operate in compliance with valid permits and operational regulations. These provisions also apply appropriately to the operation of the Čierny Váh pumpedstorage power plant, which falls under economic activity 4.10.

Economic activity 4.15. is carried out in accordance with national and European legislation and operating permits. No measures have been identified in the Water Plan of Slovakia that would need to be implemented in relation to economic activity 4.15 to ensure compliance with the objective of sustainable use and protection of aquatic and marine ecosystems.

In the case of electricity generation using nuclear power at the existing installations (4.28.), no additional measures to ensure the improvement of water condition were identified in the Water Plan of the Slovak Republic for the operated nuclear installations at the Jaslovské Bohunice and Mochovce sites. Nuclear installations at both sites are among the most significant water consumers in the Slovak Republic. The quantity and quality of water abstracted and discharged is subject to close monitoring. As the nuclear installations covered by economic activity 4.28. do not use flowthrough cooling in wet conditions by abstracting water from a river or lake, the relevant requirements of the Technical Screening Criteria could not be evaluated due to their irrelevance. However, in relation to the requirements for the protection of the health of the population with regard to radioactive substances contained in water intended for human consumption, the Company complies with the requirements of Act no. 87/2018 Coll. on Radiation Protection and on the amendment of certain acts, as amended (hereinafter referred to as the "Radiation Protection Act"), and submits periodic reports on these facts to the competent supervisory authorities in the field of radiation protection.

For economic activities 4.1 and 4.25, the Delegated Regulation does not establish any Technical Screening Criteria for not significantly harming the environmental objective of sustainable use and protection of water and marine resources.

Do no significant harm to the objective of the transition to a circular economy

For economic activity 4.1 Electricity generation using solar photovoltaic technology, requirements were established during the implementation of investments to ensure minimum performance degradation over time. In existing photovoltaic installations, materials and components used are recyclable and dismantlable to the extent customary at the time of project implementation.

Within the economic activity 4.10, SE reports the Dobšiná battery storage and the Čierny Váh pumpedstorage hydropower plant. The project documentation for the battery storage facility also includes a wastemanagement plan for the end of the installation's service life. For the Čierny Váh pumpedstorage hydropower plant, the requirements of Act No. 79/2015 Coll. on Waste and on amendment of certain acts, as amended, are fulfilled. The impact of this operation, in terms of the monitored objective, has been assessed as insignificant, and the criterion is considered met.

Regarding economic activity 4.25, the use of highly durable components and longlife equipment is stipulated in the relevant project documentation.

The Technical Screening Criteria for the objective of transition to a circular economy is for economic activity 4.28. comprehensively covered by the requirements arising from Act No. 308/2018 Coll. on the National Nuclear Fund and on the amendment of Act No. 541/2004 Coll. on the peaceful use of nuclear energy (the Atomic Act) and on amendment of certain acts, as amended, and from the Atomic Act and its implementing legislation, in particular from the Decree of the Nuclear Regulatory Authority of the Slovak Republic No. 30/2012 Coll., No. 101/2016 Coll., laying down details of the requirements for the management of nuclear materials, radioactive waste and spent nuclear fuel, as amended by Decree No 101/2016 Coll., as amended by Decree No 101/2016 Coll. The Company's management of radioactive waste and spent nuclear fuel is also regulated in detail in its internal regulations and its important aspects are also addressed in the National Policy for the Management of Spent Nuclear Fuel and Radioactive Waste in the Slovak Republic and the National Programme for the Management of Spent Nuclear Fuel and Radioactive Waste in the Slovak Republic. SE complies with all its obligations in this area under the relevant legislation. In nonradioactive waste management, the Company proceeds in accordance with the requirements of Act no. 79/2015 Coll. on waste and on the amendment of certain acts, as amended, and the relevant legislative requirements are also reflected in the contracts with partners in the area of waste management. The waste management service provider commits, by signing a contract, to adhering to the principles of the waste hierarchy and ensuring the maximum possible recovery or recycling of collected waste. All employees receive regular training on waste management, waste prevention, and proper waste separation.

For economic activities 4.1 and 4.25, the Delegated Regulation does not establish any Technical Screening Criteria for not significantly harming the environmental objective of the transition to a circular economy.

Do no significant harm to the objective of pollution prevention and control

For economic activities 4.15 and 4.25, due to the complexity of operations and the age of the equipment used, it was not possible to reliably assess compliance with the environmental objective of pollution prevention and control. For this reason, SE adopted a conservative approach and assessed this criterion as not aligned with the relevant Technical Screening Criterion applicable to this environmental objective.

For economic activity 4.28., the pollution prevention and control requirements for radioactive substances are comprehensively covered by authorisations and permits issued by the relevant supervisory authorities under the Radiation Protection Act and the Atomic Act. The economic activity in question is fully integrated into the National Policy for the Management of Spent Nuclear Fuel and Radioactive Waste in the Slovak Republic and the National Programme for the Management of Spent Nuclear Fuel and Radioactive Waste in the Slovak Republic, which comprehensively address the management of spent nuclear fuel and radioactive waste in the territory of the Slovak Republic. In the case of nonradioactive emissions, the Mochovce Nuclear Power Plant falls under the definition of a large combustion plant for the startup boiler as an emergency source for which emission limits do not apply. The compliance of pollution levels relating to the best available techniques was assessed by the Slovak Environmental Inspectorate. This national authority assessed the pollution levels in question as aligned with the requirements of Commission Implementing Decision (EU) 2017/1442 establishing best available techniques (BAT) conclusions under Directive 2010/75/EU of the European Parliament and of the Council for large combustion plants, and modified the relevant integrated permit accordingly. Smaller boiler plants and emergency diesel generators above 1 MW are operated in accordance with the relevant legislation, including the required periodic emission measurements. In connection with economic activity 4.28., only professionally retrained personnel come into contact with chemicals, with the emphasis being placed on a high level of health and environmental protection. Based on a repeated review conducted in 2024, it was found that for specific professional activities (e.g., the operations of an accredited laboratory), selected chemicals defined in Annex C of the Climate Delegated Regulation are used. The limited use of these substances is demonstrably necessary to ensure the safe and smooth operation of nuclear power plants and the use of the selected chemicals is exclusively related to economic activity 4.28. The Company regularly reviews the substances it uses that are included on the list of hazardous substances and, where it is possible to replace such substances with a less hazardous alternative, proceeds to do so.

SE has also introduced strict measures and procedures at all nuclear installations to prevent the effects of undesirable factors (including the handling of chemicals) on the environment and on human health.

An external occupational health service prepares operating rules for SE for work involving chemical factors present at relevant workplaces, in accordance with the requirements of applicable legislation. For this reason, economic activity 4.28 does not undermine the environmental objective of pollution prevention and control.

The Climate Delegated Act has not established any specific Technical Screening Criteria for the "do no significant harm" assessment of the environmental objective of pollution prevention and control for economic activities 4.1, 4.5 and 4.10.

Do no significant harm to the objective of protection and restoration of biodiversity and ecosystems

In the case of the Technical Screening Criteria for do no significant harm for the environmental objective of protection and restoration of biodiversity and ecosystems for economic activities 4.1., 4.5., 4.10., 4.15., 4.25., and 4.28., it was assessed that for all identified eligible economic activities, the relevant requirements of Act No. 24/2006 Coll. on environmental impact assessment and on the amendment of certain acts, as amended, were met at the individual level. In cases where projects were implemented in or near areas sensitive to biodiversity, SE sought an opinion from the competent state nature protection authority in accordance with the provisions of Act No. 543/2002 Coll. on Nature and landscape protection, as amended.

Minimum safeguards

The minimum safeguards include all procedures applied by the Company implemented to ensure alignment of the economic activities with:

- the OECD Guidelines for Multinational Enterprises;
- the United Nations Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight core conventions set out in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work;
- the International Bill of Human Rights.

The assessment of minimum safeguards in relation to SE was carried out in accordance with the Final Report on Minimum Safeguards prepared by the Platform on Sustainable Finance in October 2022, and covered the four core areas:

- human rights (including labour rights);
- anti-corruption conduct;
- taxation;
- fair economic competition.

The Company has in place a certified management system that integrates the requirements for quality according to ISO 9001, environment according to ISO 14001, and occupational health and safety according to ISO 45001

Human rights

SE adheres to the principles of responsible business conduct. These principles, together with principles relating to human rights, are defined in SE's Code of Ethics. The Code of Ethics constitutes a binding guide to conduct for employees of companies, members of their bodies and their partners in any legal relationship.

Anti-corruption behaviour

The SE does not tolerate any form of corruption (active or passive, direct or indirect). In relation to anti-corruption conduct, SE has implemented a Zero-Tolerance Plan for Corruption, which sets out the fundamental principles for combating corruption. This plan is binding on employees, members of corporate bodies and SE's partners—i.e., any natural or legal persons in any legal relationship with SE who, under a contract or another legal basis, are obliged to comply with the Zero-Tolerance Plan for Corruption.

SE has also adopted rules for recording, verifying, and reporting the results of investigations into whistleblower reports concerning criminal or anti-social activities in accordance with Act no. 54/2019 Coll. on the protection of whistleblowers and on the amendment of certain acts as amended by Act no. 189/2023 Coll., with a view to preventing and reducing the occurrence of such cases. Analyses of activities most exposed to the risk of corrup-tion are conducted on a regular basis and effective steps are adopted to prevent possible corrupt behaviour.

Tax obligations

SE has tax and financial controls in place, defined at several levels. These controls are carried out by internal experts from financial and tax departments as well as by an external auditing firm, which regularly reviews the Company's financial statements.

Neither SE nor any member of its senior management has been convicted of violating anti-corruption laws, tax laws, competition laws, or labour and human rights regulations.

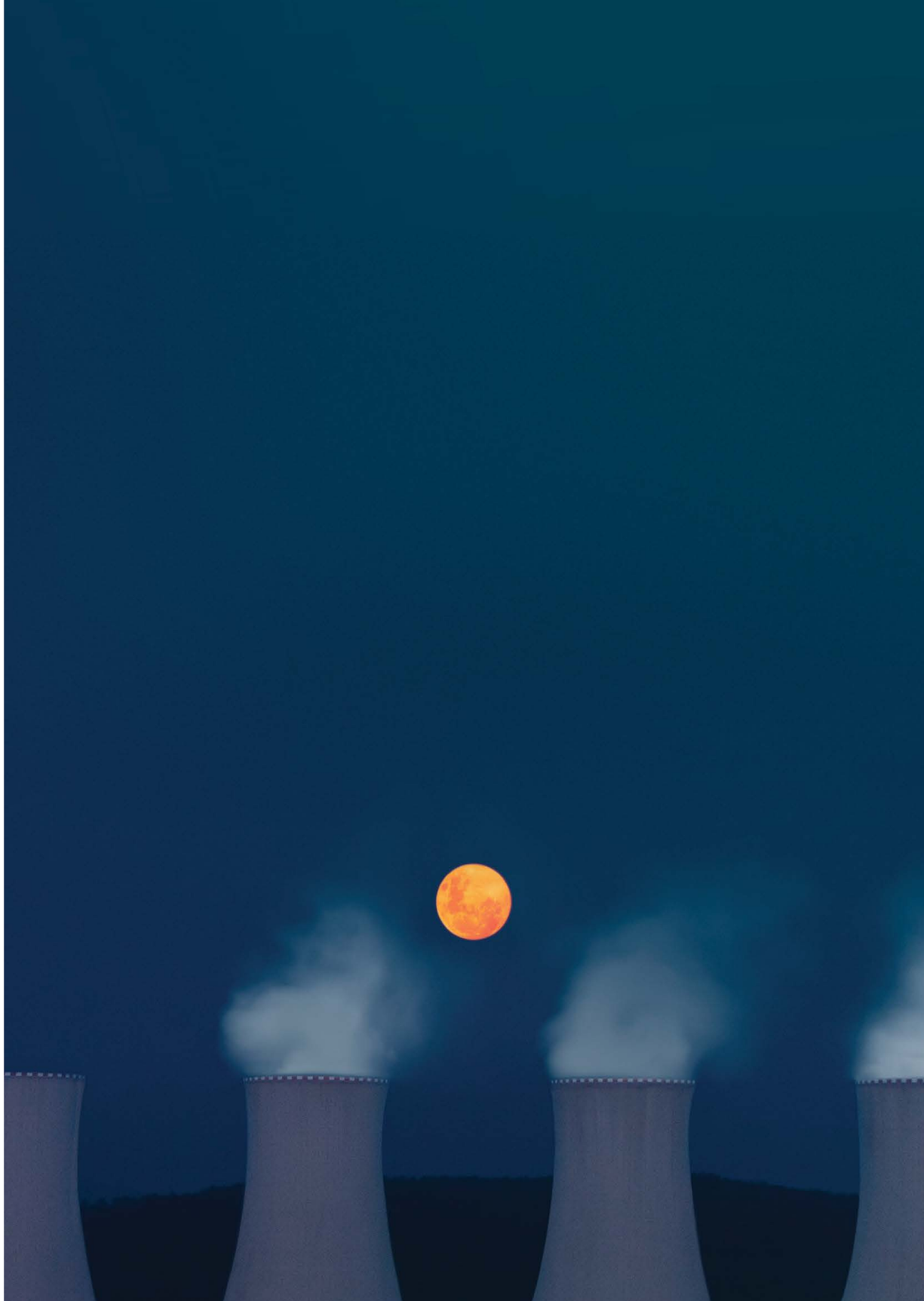
Fair economic competition

The principles of fair competition are defined directly in SE's Code of Ethics. The Code of Ethics also contains supplementary information on fair competition, supplier selection, and the Company's relationship with antitrust and other regulatory authorities. By this step, SE confirms its adherence to the principles of fair competition and refrains from any conduct that is demonstrably unfair, unethical, reckless, or that constitutes an abuse of a dom-inant position.

Key performance indicators and accounting policy

Key performance indicators include KPIs related to revenue, capital expenditure, and operating expenditure. For the presentation of Taxonomy-related key performance indicators, the templates set out in Annex II to Commission Delegated Regulation (EU) 2021/2178 are used. The key performance indicator tables for 2024 do not include a comparison with 2023, as these indicators are being reported at the individual level for the first time for the 2024 financial year.

Since SE engages in economic activity utilising nuclear energy (4.28), it also publishes the assessment form for activities under the Complementary Delegated Regulation.



Share of turnover resulting from products or services related to Taxonomy-aligned economic activities

Financial year 2024	Year			Criteria for significant contribution						Criteria related to the "do no significant harm" principle								
Economic activities	Code	Turnover	Proportion of turnover, 2024	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biodiversity	*Climate change mitigation*	Climate change adaptation	Water	Environmental pollution	Circular economy	Biodiversity	Minimum safeguards	Share of Taxonomy-aligned turnover (A.1) or Taxonomy-eligible turnover (A.2), year 2023	Enabling activity category	Transitional activity category
		(’000) EUR	%	yes; no; non-eligible						yes / no							%	enabling	transitional
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
4.1. Electricity generation using solar photovoltaic technology	D35.11	456	0,01%	yes	no	no	no	no	no		yes			yes	yes	yes	N/A		
4.5. Electricity generation from hydropower	D35.11	266 572	7,13%	yes	no	no	no	no	no		yes	yes			yes	yes	N/A		
4.10. Storage of electricity	x	124 890	3,34%	yes	no	no	no	no	no		yes	yes		yes	yes	yes	N/A	enabling	
4.28. Electricity generation from nuclear energy in existing installations	D35.11	1 819 836	48,66%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		transitional
Turnover from environmentally sustainable activities (Taxonomy-aligned) (A.1)		**2 211 754**	**59,14%**	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		
Of which enabling		124 890	3,34%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A	enabling	
Of which transitional		1 819 836	48,66%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		transitional
A.2. Taxonomy-eligible activities, not environmentally sustainable (not Taxonomy-aligned activities)																			
				eligible; non-eligible															
4.15. District heating/cooling distribution	D35.30	2 850	0,08%	yes	no	no	no	no	no								N/A		
4.25. Production of heat / cool using waste heat	D35.30	6 021	0,16%	yes	no	no	no	no	no								N/A		
Turnover from Taxonomy-eligible activities not environ-mentally sustainable (Taxono-my-non-aligned activities) (A.2)		**8 871**	**0,24%**														N/A		
A. Turnover from Taxonomy-eligible activities (A.1+A.2)		**2 220 625**	**59,38%**														N/A		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover from Taxonomy-non-eligible activities		**1 519 050**	**40,62%**																
TOTAL		**3 739 675**	**100,00%**																

Share of capital expenditure resulting from products or services related to Taxonomy-aligned economic activities

Financial year 2024	Year			Criteria for significant contribution						Criteria relating to the "do no significant harm" principle								
Economic activities	Code	Capital expenditure	Share of capital expenditure, 2024	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biodiversity	Mini-mum safe-guards	Percentage of capital expenditure Taxono-my-aligned (A.1) or Taxonomy-eligible under (A.2), year 2023	Enabling activity category	Transitional activity category
		(’000) EUR	%	yes; no; non-eligible						yes / no							%	enabling	transitional
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
4.1. Electricity generation using solar photovoltaic technology	D35.11	213	0,05%	yes	no	no	no	no	no		yes			yes	yes	yes	N/A		
4.5. Electricity generation from hydropower	D35.11	14 925	3,16%	yes	no	no	no	no	no		yes	yes			yes	yes	N/A		
4.10. Storage of electricity	x	7 481	1,59%	yes	no	no	no	no	no		yes	yes		yes	yes	yes	N/A	enabling	
4.28. Electricity generation from nuclear energy in existing installations	D35.11	60 022	12,72%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		transitional
Capital expendi-ture from environmentally sustainable activities (Taxonomy-aligned) (A.1)		**82 641**	**17,51%**	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		
Of which enabling		7 481	1,59%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A	enabling	
Of which transitional		60 022	12,72%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		transitional
A.2. Activities Taxonomy-eligible but not environmentally sustainable (activities not aligned with the Taxonomy)																			
				eligible; non-eligible															
4.15. District heating/cooling distribution	D35.30	0	0,00%	yes	no	no	no	no	no								N/A		
4.25. Production of heat/cool using waste heat	D35.30	0	0,00%	yes	no	no	no	no	no								N/A		
Capital expenditure of Taxonomy-eligible activities not environmentally sustainable (Taxonomy-non-aligned activities) (A.2)		**0**	**0,00%**														N/A		
A. Capital expenditure of Taxonomy eligible activities (A.1+A.2)		**82 641**	**17,51%**														N/A		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Capital expenditure of Taxono-my-non-eligible activities		**389 229**	**82,49%**																
TOTAL		**471 870**	**100,00%**																

Share of operating expenditure resulting from products or services related to Taxonomy-aligned economic activities

Financial year 2024	Year			Criteria for significant contribution						Criteria relating to the "do no significant harm" principle								
Economic activities	Code	Operating expenditure	Share of operating expenditure, 2024	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biodiversity	Mini-mum safeguards	Share of operating expenditure Taxonomy-aligned (A.1) or Taxonomy-eligible under (A.2), year 2023	Enabling activity category	Transitional activity category
		(000) EUR	%	yes; no; non-eligible						yes / no							%	enabling	transitional
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
4.1. Electricity generation using solar photovoltaic technology	D35.11	33	0,02%	yes	no	no	no	no	no		yes			yes	yes	yes	N/A		
4.5.Electricity generation from hydropower	D35.11	16 208	9,69%	yes	no	no	no	no	no		yes	yes			yes	yes	N/A		
4.10.Storage of electricity	x	3 516	2,10%	yes	no	no	no	no	no		yes	yes		yes	yes	yes	N/A	*enabling*	
4.28. Electricity generation from nuclear energy in existing installations	D35.11	91 637	54,76%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		*transitional*
Operating expenditure of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**111 394**	**66,57%**	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		
Of which enabling		3 516	2,10%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A	*enabling*	
Of which transitional		91 637	54,76%	yes	no	no	no	no	no		yes	yes	yes	yes	yes	yes	N/A		*transitional*
A.2. Taxonomy-eligible activities, not environmentally sustainable (not Taxonomy-aligned activities)																			
				eligible; non-eligible															
4.15. District heating/cooling distribution	D35.30	834	0,50%	yes	no	no	no	no	no								N/A		
4.25. Production of heat/cool using waste heat	D35.30	833	0,50%	yes	no	no	no	no	no								N/A		
Operating expenditure of activities Taxonomy-eligible but not environmentally sustainable (Taxonomy-unaligned activities) (A.2)		**1 667**	**1,00%**														N/A		
A. Operating expenditure from Taxonomy-eligible activities (A.1+A.2)		**113 061**	**67,57%**														N/A		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Operating expenditure of Taxonomy-non-eligible activities		**54 269**	**32,43%**																
TOTAL		**167 330**	**100,00%**																

Disclosures for nuclear energy related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	YES
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Taxonomy-aligned economic activities (denominator)

Row	Economic activities	Amount and share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		('000) EUR	%	('000) EUR	%	('000) EUR	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the KPI related to turnover	0	0	0	0	0	0
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the KPI related to turnover	0	0	0	0	0	0
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the KPI related to turnover	1 819 836	48,66%	1 819 836	48,66%	0	0
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the KPI related to turnover	0	0	0	0	0	0
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the KPI related to turnover	0	0	0	0	0	0
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the KPI related to turnover	0	0	0	0	0	0
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred in rows 1 to 6 above in the denominator of the KPI related to turnover**	**391 918**	**10,48%**	**391 918**	**10,48%**	**0**	**0%**
8.	**Total applicable KPI**	**3 739 675**	**100,00%**	**3 739 675**	**100,00%**	**0**	**0%**

Taxonomy-aligned economic activities (denominator)

Row	Economic activities	Amount and share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		('000) EUR	%	('000) EUR	%	('000) EUR	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the KPI related to turnover	0	0	0	0	0	0
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	60 022	12,72%	60 022	12,72%	0	0
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to turnover**	**22 619**	**4,79%**	**22 619**	**4,79%**	**0**	**0%**
8.	**Total applicable KPI related to turnover**	**471 870**	**100,00%**	**471 870**	**100,00%**	**0**	**0%**

Taxonomy-aligned economic activities (denominator)

Row	Economic activities	Amount and share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		('000) EUR	%	('000) EUR	%	('000) EUR	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	91 637	54,76%	91 637	54,76%	0	0
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to operating expenditure**	**19 757**	**11,81%**	**19 757**	**11,81%**	**0**	**0%**
8.	**Total applicable KPI related to operating expenditure**	**167 330**	**100,00%**	**167 330**	**100,00%**	**0**	**0%**

Taxonomy-aligned economic activities (numerator)

Row	Economic activities	Amount and share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to turnover	0	0	0	0	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to turnover	0	0	0	0	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to turnover	1 819 836	82,28%	1 819 836	82,28%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to turnover	0	0	0	0	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to turnover	0	0	0	0	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to turnover	0	0	0	0	0	0%
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI related to turnover**	**391 918**	**17,72%**	**391 918**	**17,72%**	**0**	**0%**
8.	**Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI related to turnover**	**2 211 754**	**100%**	**2 211 754**	**100%**	**0**	**0%**

Taxonomy-aligned economic activities (numerator)

Row	Economic activities	Amount and share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to capital expenditure	60 022	72,63%	60 022	72,63%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI related to capital expenditure**	**22 619**	**27,37%**	**22 619**	**27,37%**	**0**	**0%**
8.	**Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI related to capital expenditure**	**82 641**	**100%**	**82 641**	**100%**	**0**	**0%**

Taxonomy-aligned economic activities (numerator)

Row	Economic activities	Amount and share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to operating expenditure	91 637	82,26%	91 637	82,26%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI related to operating expenditure**	**19 757**	**17,74%**	**19 757**	**17,74%**	**0**	**0%**
8.	**Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI related to operating expenditure**	**111 394**	**100%**	**111 394**	**100%**	**0**	**0%**

Economic activities Taxonomy-eligible but not Taxonomy-aligned

Row	Economic activities	Share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		suma	%	suma	%	suma	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0	0	0	0	0%
7.	**Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to turnover**	**8 871**	**100%**	**8 871**	**100%**	**0**	**0%**
8.	**Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI related to turnover**	**8 871**	**100%**	**8 871**	**100%**	**0**	**0%**

Economic activities Taxonomy-eligible but not Taxonomy-aligned

Row	Economic activities	Share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0	0	0	0	0%
7.	**Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to capital expenditure**	**0**	**0%**	**0**	**0%**	**0**	**0%**
8.	**Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI related to capital expenditure**	**0**	**0%**	**0**	**0%**	**0**	**0%**

Economic activities Taxonomy-eligible but not Taxonomy-aligned

Row	Economic activities	Share (information is stated in monetary amounts and as a percentage share)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0	0	0	0	0%
7.	**Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to operating expenditure**	**1 667**	**100%**	**1 667**	**100%**	**0**	**0%**
8.	**Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI related to operating expenditure**	**1 667**	**100%**	**1 667**	**100%**	**0**	**0%**

Taxonomy-non-eligible economic activities

Row	Economic activities	Amount	Percentage share
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to turnover	0	0%
7.	**Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to turnover**	**1 519 050**	**100%**
8.	**Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI related to turnover**	**1 519 050**	**100%**

Taxonomy-non-eligible economic activities

Row	Economic activities	Amount	Percentage share
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to capital expenditure	0	0%
7.	**Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to capital expenditure**	**389 229**	**100%**
8.	**Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI related to capital expenditure**	**389 229**	**100%**

Taxonomy-non-eligible economic activities			
Row	**Economic activities**	**Amount**	**Percentage share**
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI related to operating expenditure	0	0%
7.	**Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI related to operating expenditure**	**54 269**	**100%**
8.	**Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI related to operating expenditure**	**54 269**	**100%**

KPI related to turnover

The share of 2024 Taxonomy-aligned turnover in the Company's total turnover was calculated as the share of net turnover arising from products or services (including intangible assets) related to Taxonomy-aligned economic activities (numerator), divided by net turnover (denominator), in both cases for the financial year beginning 1 January 2024 and ending 31 December 2024. Double counting has been avoided during the preparation of the KPI calculations.

The denominator of the KPI related to turnover is based on the consolidated net turnover reported in accordance with International Accounting Standard (IAS) 1(82)(a) adopted in Commission Regulation (EC) No 1126/2008 adopting certain international accounting standards in accordance with Regulation (EC) No 1606/2002 of the European Parliament and of the Council. For further information on the accounting policy relating to consolidated net turnover see Note 2.3 Summary of Significant Accounting Policies included in the Notes to the Consolidated Financial Statements for the year ended 31 December 2024.

The numerator of the KPI related to turnover is defined as net turnover derived from products or services relating to Taxonomy-aligned economic activities, namely:

- activity 4.1. "Electricity generation using solar photovoltaic technology" generates turnover from the construction or operation of electricity generation facilities in which electricity is produced using solar photovoltaic technology;
- activity 4.5. "Hydroelectric power generation" generates turnover from the construction or operation of electricity generation facilities in which electricity is produced from hydroelectric power;
- activity 4.10. "Electricity storage" generates turnover from the construction and operation of facilities for electricity storage and its subsequent return in the form of electricity, including pumpedstorage hydropower plants;
- activity 4.28. "Electricity generation using nuclear energy at existing installations" generates turnover from the modification of the existing nuclear installations that generate electricity or heat using nuclear energy, for the purpose of extending their safe operating lifetime, and from the electricity generation using nuclear energy.

The share of the net turnover of SE that is aligned with the requirements of the Taxonomy represents 59.14% of the total net turnover. The largest share of 48.66% is accounted for by revenue from activity 4.28., followed by activity 4.5. with a share of 7.13%.

Turnover from economic activities eligible but not aligned within the Taxonomy is 0.24%. This share is represented by income from activities 4.15 and 4.25.

Net turnover from Taxonomynon-eligible activities represents 40.62% of total net turnover. This part of the Company's turnover comprises mainly activities relating to electricity trading, which are mainly transactions for the purpose of securing revenues from the sale of electricity generated, and to a lesser extent other economic activities that are not eligible under the Taxonomy (e.g. electricity generation in coalfired power plants). SE's net sales can be reconciled with Note 22, Revenue from the sale of electricity and heat, which forms part of the Individual Financial Statements for the year ended 31 December 2024.

KPI related to capital expenditure

The KPI relating to capital expenditure is defined as the share of Taxonomy-aligned capital expenditure (numerator) in total capital expenditure (denominator).

The Company's total capital expenditure consists of additions to tangible and intangible assets during the financial year under review, before depreciation, amortisation, and any revaluations, including those arising from revaluations and impairments for the financial year, excluding changes in fair value. They include additions to noncurrent tangible assets (IAS 16), noncurrent intangible assets (IAS 38), and rightofuse assets (IFRS 16). For further information on the accounting policy relating to capital expenditure, see Note 2.3 Summary of Material Accounting Policy Information, which forms part of the Notes to the Individual Financial Statements for the year ended 31 December 2024.

The numerator consists of the following categories of Taxonomy-aligned capital expenditure:

- capital expenditure relating to assets or processes that are associated with Taxonomy-aligned economic activities;
- capital expenditure that is part of a plan to expand Taxonomy-aligned economic activities or to enable Taxonomy-eligible economic activities to become Taxonomy-aligned;
- capital expenditure associated with the purchase of the output of Taxonomy-aligned economic activities and with individual measures to enable the targeted activities to become lowcarbon or to lead to a reduction in greenhouse gas emissions.

The total capital expenditure of the SE can be reconciled with Notes 5 Property, plant and equipment 6. Intangible assets, which form part of the Notes to the Individual Financial Statements for the year ended 31 December 2024.

KPI related to operating expenditure

KPI related to operating expenditure is defined as the share of Taxonomy-aligned operating expenditure

(numerator) in total operating expenditure (denominator).

Total operating expenditure consists of direct noncapitalised costs related to research and development, building renovation measures, short-term leases and leases of lowvalue assets, and all other direct expenditures related to the day-to-day maintenance of property, plant and equipment by the undertaking or by a third party performing the relevant activities externally, which are necessary to ensure the continuous and efficient operation of such assets. This item includes in particular personnel costs, services and materials, costs of regular and unscheduled maintenance and repairs, costs of technological software necessary for the proper functioning and maintenance of the facilities, costs of handling waste generated in connection with maintenance, costs of studies and analyses relating to the efficient maintenance of the facilities, costs of inspections of personal protective equipment, relevant travel costs relating to maintenance and repair of the facilities and costs of maintenance of green areas.

The numerator consists of the analogous Taxonomy-aligned operating expenditure categories as the KPI numerator related to capital expenditure.

Contextual information

KPI related to turnover

The table below provides a breakdown of the numerator of the KPI related to turnover.

KPI related to turnover

Quantitative breakdown of the turnover numerator	Turnover (mill. EUR)
Revenue from contracts with customers	2 218
Lease income	2
Other sources of income	1
Total	2 221

KPI related to capital expenditure

In the financial year 2024, Taxonomy-aligned capital expenditure was associated with economic activities 4.1, 4.5, 4.10 and 4.28. The table below provides a breakdown of the amounts included in the numerator.

KPI related to capital expenditure

Quantitative breakdown of the numerator of capital expenditure by economic activity (in mill. EUR)						
Economic activity	**Additions to real estate assets, machinery, and equipment**	**Internally generated intangible or acquired assets**	**Leases (capitalised assets with right of use**	**Total**	**Of which acquired through business combinations**	**Of which part of the capital expenditure plan**
4.1.	0	0		0		
4.5.	15	0		15		
4.10.	7	0		7		
4.10.	60	0		60		

KPI related to operating expenditure

The table below provides a breakdown of the numerator of the key performance indicator relating to operating expenditure into individual elements in accordance with the definition of operating expenditure in Commission Delegated Regulation (EU) 2021/2178.

KPI related to operating expenditure

Quantitative breakdown of the operating expenditure numerator	Operating expenditure (mill. EUR)
Research & development expenditure	0
Measures in building renovation	0
Expenditure on short-term leasing and leasing of low-value assets	0
Maintenance and repairs	80
Other costs	33
Total	**113**

4.1 Climate Change

Identified impacts

NI Greenhouse gas emissions

NI Fluorinated greenhouse gas emissions

PI Electricity production in low-carbon and renewable sources

PI Decarbonisation actions

PI Electricity production

Identified risks and opportunities

PCR Limited production at HPPs and NPPs

R Impact of climate policies

O Impact of climate policies

TCR Development of low-carbon and renewable energy sources

O Development of low-carbon and renewable energy sources

PCR Security threats at NPPs

Transition plan for climate change mitigation

In 2024, SEs did not have a formal transition plan for climate change mitigation in place and a date for its adoption has not yet been set. However, the Company has set out a framework decarbonisation strategy, the essential elements of which are described in the Sustainability Strategy chapter. In 2023 and 2024, significant steps were taken towards fulfilling the Company's defined decarbonisation strategy, consisting primarily in the discontinuation of operation of two thermal power plants in Nováky (2023) and Vojany (2024), which resulted in a measurable reduction in greenhouse gas emissions. In 2024, SE had not set greenhouse gas emissionreduction targets, but through its development projects and key planned measures it actively contributed to reducing greenhouse gas emissions.

SE is implementing measures to increase the share of electricity generation from low-carbon and renewable sources. Following the discontinuation of operation of the thermal power plants, the Company anticipates the subsequent transformation of these sites. The Company takes into account the necessary investments associated with the thermal power plants even after their closure, together with the related obligation to bring the sites into a compliant condition in accordance with the applicable legislation and the valid permits issued by supervisory authorities. In both cases, continued management of the sites owned by SE is being considered, along with the identification of solutions for their further use, with the aim of ensuring their modern, longterm sustainable and environmentally sound utilisation, including the implementation of suitable development projects of the Company.

SE identified material climaterelated risks that can be classified either as physical climate risks or as climaterelated transition risks. From the Company's perspective, physical climate risks include the risk of curtailment of generation at hydropower and nuclear power plants and the risk of threats to safety at nuclear power plants. Climaterelated transition risks include the impact of climate policies and the risk associated with the development of lowcarbon and renewable energy sources. In identifying and assessing climate-related impacts, risks and opportunities, SE relied on greenhouse gas emission data (Scope 1) for the individual technologies in its portfolio. When assessing the materiality of these impacts, the Company considered the emissions of individual assets in terms of their share in the total emission output of the Company and of the Slovak Republic. Electricity generation in emissionintensive thermal power plants was assessed negatively, whereas lowcarbon and renewable energy sources (nuclear and hydropower plants) were assessed positively from the perspective of the ratio between the amount of electricity generated and the emissions released.

As part of the assessment of the resilience of its strategy and business model for the purpose of the reporting period, the Company analysed the structure of its generation portfolio over a longterm time horizon, the need for fuel purchases and their availability, as well as the risks arising from the regulatory, investment and commercial environment. These analyses did not take climate scenarios into account. The Company based its assessment on the assumption of an increase in its own electricity generation without direct CO_2 emissions, with the key role played by the growth of electricity production from nuclear sources and the discontinuation of generation at thermal power plants using coal as fuel. The Company considers its nuclear power plants to be the foundation of its current and future generation portfolio, complemented by hydropower plants as a flexible renewable energy source supported by battery storage facilities. Following the discontinuation of operation of the thermal power plants, the Company considers a substantial part of its mitigation measures to have been implemented.

The Company identified and assessed physical climate risks that may negatively affect its own operations. As part of this process, 41 relevant locations in which the Company's assets are situated or in which its significant business activities take place were analysed. The assessment covered 28 climate hazards in accordance with the typology set out in Annex A to Commission Delegated Regulation (EU) 2021/2139. The analysis focused on assessing current and future physical climate risks. For current risks, the time frame of the years 2015 to 2034 was applied, while future risks were assessed for the period from 2031 to 2050. Four emission scenarios were used for the climate-development analysis: SSP1-2.6, SSP2-4.5, SSP3-7.0 and SSP5-8.5. In some cases, the available scenarios RCP2.6, RCP4.5, RCP6.0 and RCP8.5 were also used. Future physical climate risks were estimated on the basis of the probability that future climate manifestations will exceed the average values relevant to the current climate at the given location. The identified risks were classified into five risk levels, ranging from no risk to very high risk (the socalled red flag). The overall risk profile of the climate hazard was defined on the basis of the SSP5-8.5 emission scenario, taking into account the highestrisk category of the individual climate variables. The results of the analysis showed that the physical climate risks for the Company's assets and business activities, in the highest emission scenario (SSP5-8.5), ranged from no risk to high risk (in selected locations of hydropower plants, and solely in connection with floodrisk occurrence). After taking into account the resilience and adaptation measures that are integrated into the design of the affected assets and activities (in particular in the case of nuclear and hydropower plants), the Company currently does not record any material physical climate risk for its assets and business activities.

In the context of climaterelated risks and opportunities, the Company primarily considered that part of the value chain which represented its own operations. SE analysed developments in the European Union electricity market and the emissionsallowance market, the availability of fuels, the legislative and regulatory framework, as well as the environmental profile and economic parameters of the individual generation technologies. On the basis of this analysis, the Company identified risks and constraints and defined the desired development within the individual pillars of its business. In 2024, SE did not use climate scenarios for the identification and assessment of transition risks and opportunities. Nevertheless, the Company concluded that its assets and business activities may, under certain circumstances, be exposed to internally identified transition events, without the Company having carried out a sensitivity analysis in this area. Based on the assessment performed, the Company states that in 2024 its assets and business activities were not inconsistent with the transition to a climateneutral economy.

Policies relating to climate change mitigation and climate change adaptation

In accordance with the principles of the IMS, SE has developed an environmental protection directive which sets out the procedures, responsibilities, and powers within the Company's environmental protection process. This internal directive is the Company's toplevel key document in the field of environmental protection and covers the processes of planning, management, and control in this area. The directive is complemented by a set of documents (methodological guidelines and instructions) that specify the Company's activities in the individual areas of environmental protection. In accordance with the directive and the related documentation, procedures, instructions, and plans are established for monitoring and measuring performance in the field of environmental protection and of important operational characteristics that may have a significant impact on the environment. Internal audits are also carried out to assess the conformity of the environmental management system with all binding requirements (including legal compliance), in order to address existing and potential nonconformities and to implement corrective and preventive measures. According to the IMS, the owner of the relevant process—namely the Manager for International Relations, European Affairs and Environmental Protection—is responsible for the Company's internal environmental policies.

Linked to this directive is a policy focused on the identification and assessment of environmental aspects, understood as those parts of the organisation's activities, products or services that are related or may be related to the environment and that may result in a positive or negative environmental impact. The identification of environmental aspects is a continuous process, whereby new environmental aspects may arise in particular as a consequence of new technologies, equipment or facilities, changes in operating conditions, legal regulations, or the organisational structure of the Company. All environmental aspects are documented, managed, and regularly updated, and in the case of significant negative impacts, measures are adopted to mitigate them, primarily through the setting of environmental objectives.

In identifying environmental aspects, the Company takes into account aspects that SE can directly manage (air emissions, preparation and implementation of investment projects, management activities with environmental impacts, discharge of wastewater, soil contamination, etc.) and aspects that SE can influence. When determining environmental aspects, consideration is given to whether the aspect arose in the past, is present, or is expected to arise in the future, and under what conditions the aspect occurs (normal operation, specific operation, supplier activity, emergency conditions). For all identified environmental aspects, the lifecycle stages are considered, including rawmaterial acquisition, design, transport, delivery, use, end-of-life processing and final disposal, and the related environmental impacts. Each environmental aspect is assigned a level of significance, with risks associated with significant environmental aspects assigned in accordance with the Company's dedicated riskmanagement policy. Environmental objectives are defined in relation to these aspects.

In accordance with ISO 14001, environmental objectives are linked to environmental aspects and are prepared in accordance with the Company's internal policy focused on environmental objectives. Environmental objectives are usually proposed for several years, and the description of each objective must make clear what improvement is to be achieved in the environmental protection process. The environmental objectives of individual plants are approved at the plantdirector level. The process owner is responsible for the fulfilment and implementation of the environmental objectives. The person responsible for a specific requirement is designated according to the type of the identified requirement, and their task is to ensure the fulfilment of the assigned requirements. The person responsible for a specific requirement is designated according to the type of the identified requirement, and their task is to ensure the fulfilment of the assigned requirements. The Company's environmental objectives form part of the Comprehensive Environmental Report for the relevant year, which is part of the IMS review and is approved at the level of the General Director.

The Company objectively monitors and evaluates the performance and effectiveness of its processes through the fulfilment of environmental objectives set for specific time periods. Compliance with environmental requirements in accordance with ISO 14001 is regularly verified by external audits, and selected results are also presented in the Comprehensive Environmental Protection Report. The management system also includes the implementation of internal audits aimed at assessing the conformity of the environmental management system with all binding requirements,

including legal regulations, whereby identified actual and potential nonconformities are addressed through the adoption of corrective and preventive measures.

The established environmental objectives take into account significant environmental aspects, binding requirements, risks, and opportunities, and these are aligned with the Company's Integrated Policy. For the basic categorisation of environmental objectives, a classification inspired by the ESRS standards is used, dividing the environmental-protection objectives into five domains:

- climate change – measures for climatechange adaptation and mitigation,
- pollution – objectives aimed at reducing pollution of air, water and soil, and substances of concern,
- water resources – rational water management, water consumption, abstraction, and discharge,
- biodiversity and ecosystems – factors affecting biodiversity loss,
- circular economy – waste management in accordance with the wastemanagement hierarchy, efficient use of resources,
- other environmentrelated activities – increasing environmental awareness and other objectives.

The defined environmental objectives must be measurable and must have specified total budgeted costs. The evaluation of environmental objectives and the proposal of new objectives is carried out on an annual basis. However, these environmental objectives are not interchangeable with the targets required by the ESRS topical standards.

The basis for implementing, maintaining, and improving procedures in all areas of environmental protection consists of the identified legal and other requirements (e.g. standards, recommendations) in accordance with the Company's Integrated Policy and the ISO 14001 standard. For this purpose, the Company has developed an internal policy that sets out the procedures for identifying and implementing environmental requirements, the subsequent assessment of their fulfilment, and the procedures for achieving compliance with legal and other requirements of the legislation of the Slovak Republic and the European Union.

The Company regularly publishes on its website, in the annual report and in the comprehensive environmental report objective and comprehensive information on measurable indicators of the Company's environmental performance as a basis for assessing compliance with legal and other requirements in the areas of air protection, water management, waste management, environmental burdens, chemicalsubstance management and the environmental management system at SE.

An external audit of the environmental management system is carried out annually at SE for the purpose of determining the conformity of the system with the requirements of ISO 14001. As part of the external audit, the system's ability to ensure compliance with legal and contractual requirements is evaluated, the effectiveness of the system in continuously achieving the established objectives is assessed, and areas for potential improvement of the management system are identified.

The internal policy focused on air and climate protection contains procedures and requirements for the management and performance of environmental activities in the field of air protection at SE. The policy sets out the basic requirements for the management of pollutant emissions, ambient air quality in the vicinity of thermal power plants, and greenhouse gas emissions. It also includes obligations regarding the monitoring of ambient air quality in the vicinity of stationary sources (immission monitoring) and the methods and procedures for demonstrating compliance with emission limits. It also includes the requirement to use the best available techniques to reduce emissions and increase energy efficiency. The requirements of this policy are subsequently incorporated into operational procedures at the plants in order to ensure compliance with the applicable legal regulations of the Slovak Republic and the European Union in the field of air and climate protection, taking into account the specific characteristics of the individual operations.

In the area of air and climate protection, the policy focused on fluorinated greenhouse gases and ozonedepleting substances is also important. Its purpose is to establish procedures to ensure SE's compliance, as owner, operator, and certified competent person, with the requirements of the legislation of the Slovak Republic and the European Union relating to products and equipment containing fluorinated greenhouse gases or controlled substances. It comprehensively covers activities related to the procurement, operation, inspection, maintenance, storage, and decommissioning of the substances concerned. Appropriate attention is paid within SE to the management of equipment containing these substances, the control of leaks and the adherence to established procedures, given their nonnegligible global impact on air and climate.

Company's actions for climate change mitigation and climate change adaptation

> In 2024, SE achieved its historically lowest emission factor (the amount of greenhouse gas emissions reported under Scope 1 per unit of electricity delivered), at the level of 8.44 g CO_2e/kWh. Thanks to its balanced mix of generation assets, the Company delivered to the grid almost 99.4% of its electricity in 2024 free of direct CO_2 emissions.

With the discontinuation of operation of the Nováky thermal power plant ("ENO") at the end of 2023 and the discontinuation of operation of the Vojany thermal power plant ("EVO") in 2024, the greenhouse gas emissions produced by SE were significantly reduced, thereby substantially reducing the Company's impact on climate change.

A key pillar of the Company's electricity generation is the operation of the Jaslovské Bohunice Nuclear Power Plant ("EBO") and the Mochovce Nuclear Power Plant ("EMO").

A key pillar of the Company's electricity generation is the operation of the Jaslovské Bohunice Nuclear Power Plant ("EBO") and the Mochovce Nuclear Power Plant ("EMO").

Nuclear power plants do not produce direct CO_2 emissions during their operation, and the amount of other greenhouse gas emissions they generate is minimal compared with fossil fuels. For this reason, they make a fundamental contribution to reducing the Company's carbon footprint and to mitigating climate change. Moreover, nuclear power plants are capable of producing large amounts of electricity from a relatively small amount of fuel, ensuring a stable and reliable electricity supply with minimal environmental impact.

The completion of Units 3 and 4 of the Mochovce Nuclear Power Plant ("EMO 34") is the largest private investment in the Slovak Republic. The output of each unit is 471 MWe, with an expected increase to more than 500 MWe in the coming years. After the commissioning of EMO 3 and the planned commissioning of EMO 4, the two units together will cover approximately 26% of electricity consumption in the Slovak Republic. The nuclear technology used at EMO 34 is VVER 440/V-213 with pressurised water reactors that are moderated and cooled by water. The technology used at EMO 34 is characterised by its evolutionary design with proven technology and numerous safety enhancements, inherent safety with low power density and high thermal capacity of the primary circuit, as well as higher availability and efficiency.

The completion and operation of the nuclear power plant units represent a significant contribution by SE to low-carbon electricity and heat generation in the Slovak Republic. Nuclear power plants are also designed for long service life, during which they are able to supply electricity stably and reliably without significant variations in emission output. Through their operating characteristics, nuclear power plants therefore make a substantial contribution to the decarbonisation of the electricity sector and help achieve the national climate targets. In combination with renewable energy sources, nuclear power plants form an important pillar of a reliable and low-emission national energy mix. Another measure for the development of low-carbon electricity sources pursued by SE is the development of small modular reactors ("SMRs"). In 2023, SE and its partners (Ministry of Economy of the Slovak Republic, U.S. Steel Košice, s. r. o., Slovenská elektrizačná prenosová sústava, a. s. [Slovak transmission system operator], VUJE, a. s. [nuclear power research institute], Office of Nuclear Supervision of the Slovak Republic, Slovak University of Technology in Bratislava) succeeded in an international competition in the framework of the Phoenix project. The Phoenix project was first presented at the 27th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP 27) in 2022 in Sharm El-Sheikh, Egypt. The project will be implemented within the programme of the United States Department of State entitled Foundational Infrastructure for the Responsible Use of Small Modular Reactor Technology (FIRST), in cooperation with the United States Department of Commerce programme Small Modular Reactor Public-Private Program (SMR PPP). The aim of this project is to support the transition from coal use towards small modular reactors, in a manner that emphasises nuclear safety, non-proliferation, energy-supply security and sound financial considerations. SE's success lies in obtaining a grant aimed at financing an SMR feasibility study. The feasibility study will make it possible to assess the suitability of SMRs for Slovakia and to propose steps necessary for their potential future construction.

In 2024, the first implementation phase of this project was carried out, beginning in January with an initial meeting with the assigned U.S. consultant

(Sargent & Lundy), a site visit to the assessed locations (Jaslovské Bohunice, Mochovce, Vojany, Nováky, U.S. Steel) and mutual familiarisation of the stakeholders. Work on the feasibility study began with defining the scope of work, collecting detailed information on the sites, and selecting the SMR technologies that SE intends to assess in the study.

In 2024, SE achieved another significant success in the field of SMR development. The NEXT project, funded by the Government of the United States of America, builds on the Phoenix project. Under the NEXT project, SE, together with its partners, received an additional grant to support the selection of the best site for the construction of an SMR in the Slovak Republic. The aim of the NEXT project is to provide comprehensive support for decision-making on SMR deployment and for building capacities for their implementation through advisory services in the area of technical and regulatory requirements, cooperation with universities and nuclear facilities, as well as the preparation of strategies for SMR introduction. Based on the results of the feasibility study from the Phoenix project, in-depth surveys will need to be carried out at the selected site to ensure a clear and continuous pathway for implementing the SMR development plan. The scope of support under the NEXT project will allow these plans to continue seamlessly. In addition to the Phoenix and NEXT projects, in 2024 SE also began to address the topic of SMRs in a broader format. The Company started to speak about SMRs actively not only internally, but also externally at various conferences, educational or public-awareness events (Night of Science, Vedatour, various school and university events, etc.), and joined various international expert groups (EU SMR Industrial Alliance).

The climate-change mitigation measures implemented by the Company in 2024 form part of the economic activities that contribute to the climate-change mitigation objective. Their description and the amounts of significant capital expenditure and operating expenditure are included in the key performance indicators contained in the chapter Disclosures under Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

Targets relating to climate change mitigation and climate change adaptation

> The discontinuation of operation of ENO in 2023 and the discontinuation of operation of EVO in 2024, together with other steps set out in the Company's strategy, contributed significantly to the reduction of greenhouse gas emissions within the Company as well as within the Slovak Republic.

In 2024, SE had not defined measurable, time-bound targets relating to climate change mitigation and climate change adaptation, nor a time horizon for determining them, to the extent required by the ESRS standards.

In 2024, the Company did not take climate-related considerations into account when remunerating the members of the Company's administrative, management and supervisory bodies.

Energy consumption and energy mix

SE, as the largest electricity producer in the Slovak Republic, occupies a specific position from the perspective of energy consumption, since a substantial part of its consumption consists of its own energy use arising from the operating characteristics of its generation technology. SE uses its own energy for consumption in various areas of its operations. Energy consumption includes electricity, heat and gas required for the operation of generation facilities and technological processes. Own electricity consumption in these power plants includes the energy required for the operation of the power plants themselves, including pumps, fans, lighting, and other equipment necessary for the generation and distribution of electricity. The share of own electricity consumption varies depending on the type of power plant.

This consumption is monitored and controlled through various indicators, such as own-consumption coefficients for electricity and heat. Within nuclear power plants, energy consumption in the reactors is monitored, and techno-economic analyses of the operation of individual units are carried out. In thermal and hydropower plants, electricity consumption for operational and other auxiliary activities is monitored. Total energy consumption is an important indicator of operational efficiency and is regularly evaluated and optimised.

Energy consumption and energy mix of SE

Energy consumption and mix		2024
1.	Consumption of fuel from coal and coal products (MWh)	454 986
2.	Consumption of fuel from oil and oil products (MWh)	6377
3.	Consumption of fuel from natural gas (MWh)	19 722
4.	Consumption of fuel from other fossil sources (MWh)	0
5.	Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	17
6.	**Total energy consumption from fossil sources (MWh) (calculated as the sum of rows 1 to 5)**	**481 102**
Share of fossil sources in total energy consumption (%)		**0,8%**
7.	**Consumption from nuclear sources (MWh)**	**54 345 518**
Share of consumption from nuclear sources in total energy consumption (%)		95,7%
8.	Consumption of fuel from renewable sources including biomass (including industrial and municipal waste of biological origin, biofuels, biogas, pure hydrogen) (MWh)	120 729
9.	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	245
10.	Consumption of own-produced non-fuel energy from renewable sources (MWh)	1 863 898
11.	**Total consumption of energy from renewable sources (MWh) (calculated as the sum of rows 8 to 10)**	**1 984 872**
Share of renewable sources in total energy consumption (%)		3,5%
Total energy consumption (MWh) (calculated as the sum of rows 6, 7 and 11)		**56 811 492**

Energy intensity (total energy consumption per net revenue) associated with activities in climate-intensive sectors

	2024
Total energy consumption (MWh)	56 811 492
Net revenue (EUR)*	3 739 674 000
Energy intensity of the company MWh/EUR	0,0152

* Net revenue is presented in the Individual Financial Statements under Total revenues in the Profit and Loss Statement for the year ended 31 December 2024

The Company's activities in sectors with significant impact on climate, according to Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council, as amended, are understood to be activities falling under Section D Electricity, gas, steam, and air conditioning supply.

SE's energy mix includes nuclear, thermal, and renewable energy sources. In 2024, the Company's total installed capacity amounted to 3 892 MWe, and 18 703 GWh of electricity was delivered to the grid.

Nuclear power plants, with a share of 59.92% of total installed capacity (2 301 MWe), delivered 16 892 GWh of electricity to the grid, representing 90.31% of the electricity delivered by the Company to the grid. Electricity generation from nuclear power plants decreased year-on-year by 112 GWh, from 18 344 GWh to 18 232 GWh, primarily due to lower availability of generation equipment. The two operating units at EBO delivered 6 542 GWh of electricity to the grid in 2024, and the three operating units at EMO delivered 10 350 GWh.

Hydropower plants (including pumped-storage hydropower plants) accounted for 40.04% (1 590 MWe) of SE's total installed capacity, and delivered 1 658 GWh to the grid. The share of photovoltaic power plants in SE's total installed capacity was 0.05% (2 MWe), and they delivered 2 GWh of electricity to the grid.

The Nováky thermal power plant was decommissioned as of 1 January 2024. The EVO thermal power plant, which burned hard coal, had an installed capacity of 220 MWe, representing a 5% share of the total installed capacity of power plants in SE's portfolio. Through co-firing biomass in EVO in 2024, SE generated 40 GWh and delivered 33 GWh of electricity. The power plant was decommissioned at the end of March 2024.

In 2024, a battery energy storage system (BESS) with an installed capacity of 3.2 MWe was installed at the Dobšiná site. For the ENO site, market opportunities are also being continuously assessed with the aim of monetising existing assets and meeting the Company's energy objectives while fulfilling SE's environmental commitments. At the site of the decommissioned ENO, two battery storage projects with capacities of 12 MWe and 24 MWe were being prepared in 2024, which are intended to contribute to providing flexibility for the transmission system.

SE supports the use of renewable energy sources (hydropower, photovoltaics) and ensures the demonstrable documentation of guarantees of origin for electricity from these sources. In 2024, SE also used biomass at EVO as an energy source in the form of biodegradable fractions of products, waste and residues from agriculture, forestry, and related sectors.

Electricity delivered to the grid from non-renewable and renewable energy sources and their shares in total electricity supplied to the grid

2024		
	MWh net	**Share in %**
Non-renewable energy sources		
Nuclear Power Plants	16 891 295	90,31
Thermal Power Plants	118 828	0,64
Renewable energy sources		
Hydropower Plants	1 658 025	8,86
Photovoltaics	1 669	0,01
Biomass	33 237	0,18
Total	**18 703 054**	**100**

Gross Scopes 1, 2, 3 emissions and total greenhouse gas emissions

The Company's greenhouse gas reporting methodology takes into account the principles, requirements and guidance set out in the corporate standard Greenhouse Gas Protocol (2004 edition), the EU ETS methodology, the principles and requirements of the Scope 2 Guidance to the Greenhouse Gas Protocol (2015 edition), and the principles and provisions of the Corporate Value Chain (Scope 3) Accounting and Reporting Standard of the Greenhouse Gas Protocol (2011 edition). The methodology used for determining the Company's greenhouse gas emissions includes the use of emission factors relevant to the respective categories, namely from the databases BilanCarbone, ecoinvent 3.6, 3.8, 3.9.1, ADEME, DEFRA 2024, EXIOBASE 3.8.2 specifically for the territory of the Slovak Republic, aibnet.org, reliabledisclosure.org, the Ministry of the Environment of the Slovak Republic, or specific emission factors of suppliers, for example from SPP or MHTH. Greenhouse gas emissions related to electricity generation originate from sources according to the composition of the Slovak Republic's production mix as published by OKTE, a.s. All emission factors used are in accordance with the requirements of the Greenhouse Gas Protocol. Emissions for subsidiaries as well as nonconsolidated companies were not reported in 2024.

In accordance with the requirements of the ESRS standard, a total of seven greenhouse gases and their groups are included among the reported greenhouse gases: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), nitrogen trifluoride (NF_3), sulphur hexafluoride (SF_6), hydrofluorocarbons (HFC_s) and perfluorocarbons (PFC_s), which are expressed in tonnes of carbon dioxide equivalent (CO_2e). To determine CO_2e emissions from these gases, GWP factors from IPCC AR6 were used wherever possible and appropriate.

Emissions of these greenhouse gases (both direct and indirect) are classified into one of the three scopes (Scope 1, 2 and 3) of greenhouse gas emissions:

Direct emissions originating from sources owned or controlled by the reporting company:

- Scope 1: direct emissions arising from stationary and mobile sources, fugitive emissions, and direct emissions resulting from the production or processing of chemicals and materials.

Area, specification	Sources of data used for the calculation	Additional information
Scope 1: stationary sources	**Input data:** The amount of coal, natural gas, biomass, and diesel fuel consumed in diesel generators during the reporting year. The cost of the amount of gas consumed in EUR. **Emission factors:** Emission factors for natural gas combustion in stationary sources come from the supplier SPP – distribúcia, a.s. and IPCC 2006. Emission factors for coal combustion come from IPCC 2006. Emission factors for diesel combustion come from IPCC 2006 and the Slovak Ministry of the Environment. Emission factors for biomass combustion, specifically for CH_4 and N_2O, come from the BilanCarbone database. Emission factors related to the purchase value in EUR are taken from the EXIOBASE 3.8.2 database.	Stationary sources owned or controlled by the company. Biomass consists of 81.8% wood chips and 18.2% energy pellets. The emission factors used for purchased goods were related to the amount spent on their purchase in the reporting year. These emission factors were obtained after recalculating the factor from 2019, considering year-on-year inflation.
Scope 1: Mobile sources	**Input data:** Diesel and gasoline consumed by individual vehicles owned or controlled by the company in the reporting year. Kilometers traveled by buses controlled by SE **Emission factors:** Emission factors for diesel and gasoline combustion are taken from the database of the Slovak Ministry of the Environment and Defra 2024.	Mobile resources owned or controlled by the company. The content of bio components in diesel fuel and motor gasoline is 8.8% according to Act No. 309/2009 Coll. on the promotion of renewable energy sources.
Scope 1: fugitive emissions	**Input data:** Status – gases in equipment at the beginning and end of the reporting year **Emission factors:** Global warming potential (GWP) for individual greenhouse gases used as media in air conditioning cooling equipment and electrical switchgear.	Fugitive greenhouse gas emissions occur in stationary air conditioning and refrigeration equipment and in electrical switchboards due to accidental leaks in the event of equipment failure. Partially fluorinated hydrocarbons R134A, R407C, and R410A are used as refrigerants in stationary air conditioning and refrigeration equipment.

Emission source	Activity data	Applied assumption
Stationary emission sources – combustion of natural gas, coal, diesel, biomass	Primary data + secondary data	Average calorific value for 2024 according to SPP.sk. Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT
Mobile emission sources – vehicles owned / controlled by the Company	Primary data	Fuels with a bio-component content of 8.8% in accordance with Act No. 309/2009 Coll. on the promotion of renewable energy sources and highefficiency cogeneration and on amendments and supplements to certain acts, as amended.
Fugitive emissions – refrigerants in air-conditioning equipment	Primary data	N/A

Indirect emissions arising as a result of the activities of another company (i.e. emissions not under the control of the reporting company), but where the activity or product of that other company is used by the reporting company:

- Scope 2: greenhouse gas emissions related to the production of purchased or acquired energy and media (e.g. electricity, heat, cooling, steam, etc.) SE reports emissions from consumed electricity under Scope 1, since the Company produces the electricity itself.

Area, specification	Sources of data used for the calculation	Additional information
Scope 2: purchased heat	**Input data:** Amount of heat purchased in kWh for the SE headquarters, leased m^2, costs incurred for the purchase of heat in EUR. **Emission factors:** The emission factor for purchased heat for the market-based method comes directly from the heat supplier. The emission factor for the location-based method comes from DEFRA 2024. The emission factor relative to the purchase value in EUR comes from the EXIOBASE 3.8.2 database.	The consumed purchased heat for SE was recalculated using the total rented area and the rented area of the SE headquarters in m^2. Emission factors used for selected items were related to the amount that was spent on their purchase in the reporting year. These emission factors were obtained through recalculation of a factor originating from 2019, in which year-on-year inflation was taken into account.

Purchased heat		Primary data + Secondary data	Heat consumption recalculated using the rented area. Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.

- Scope 3: upstream emissions (greenhouse gas emissions related to purchased or acquired goods and services that arise up to the moment the goods or services are received by the reporting company), downstream emissions (greenhouse gas emissions related to sold goods and services that arise after their sale by the reporting company and the transfer of control from the reporting company to another entity). In 2024, emissions were reported for sources over which SE has operational control. The categories of Scope 3 greenhouse gas emissions also include items that the Company did not include in its calculation. The reason for their exclusion is the fact that these activities are not relevant given the nature of the Company's main activity, which is the generation of electricity. The share of primary data used for the calculation of Scope 3 greenhouse gas emissions amounts to 99.97% and originates from SE's accounting statements, in which the exact amount spent on their purchase or the number of purchased units is stated, or, as the case may be, the exact volume of consumed fuels or nuclear fuel.

The table below presents the Scope 3 categories, indicating which of these categories were included or not included in the Company's carbon footprint calculation. The symbol "✓ " means that the category was included in the calculation. "N/A" means that the category is irrelevant for the given branch and the reason is also provided. For categories where neither "✓" nor "N/A" appears, the reason is given why emissions were not calculated this year even though the category is relevant for the branch.

Category	Scope 3
category 1: purchased or acquired goods and services	✓
category 2: capital (investment) goods	✓
category 3: fuel- and energy-related activities not included in Scope 1 and Scope 2	✓
category 4: upstream transportation and distribution	✓
category 5: waste generated in operations	✓
category 6: business travel of employees	✓
category 7: employee commuting	✓
category 8: leased assets (upstream)	✓
category 9: downstream transportation and distribution	N/A – not relevant for the Company
category 10: processing of sold products	N/A – SE does not produce any physical product
category 11: use of sold products	N/A – not relevant for the Company; the energy supplied to end customers is included in category 3, no energy is supplied that would be combusted during use
category 12: end-of-life treatment of sold products	N/A – not relevant for the Company
category 13: leased assets (downstream)	✓
category 14: franchises	N/A – does not operate franchises
category 15: investments	N/A – does not invest with the purpose of gaining profit

Explanations: ✓ - category was calculated, N/A - category is irrelevant and was not calculated;
S1 - Scope 1, S2 - Scope 2.

Area, specification	Sources of data used for the calculation	Supplementary information
Scope 3, cat. 1: Purchased or acquired goods and services	Input data: The amount of drinking water purchased in the reporting year, the amount or sum of goods purchased or acquired is not related to production activities, services and goods related to production activities. Emission factors: The emission factor per unit volume of purchased drinking water comes from the British DEFRA 2024 database. Emission factors for goods and materials related and unrelated to production activities and services are taken from the ADEME, DEFRA 2024, EXIOBASE 3.8.2 database specifically for the territory of the Slovak Republic. Factors for some weight-significant items were obtained from the ecoinvent 3.8 database.	The emission factors used for purchased services and goods were related to the amount spent on their purchase in the reporting year. These emission factors were obtained after recalculating the factor from 2019, considering year-on-year inflation. Items with a value of less than EUR 1,000 were disregarded in the calculation. These items represent a total of 1.52% of the total value of goods received.
Scope 3, cat. 2: capital goods	**Input data:** Capital goods purchased in the reporting year and their value in EUR. **Emission factors:** Emission factors related to the purchase value in EUR are taken from the EXIOBASE 3.8.2 database, ADEME	The emission factors used for purchased capital goods were related to the amount spent on their purchase in the reporting year. This emission factor was obtained after recalculating the factor from 2019, taking into account year-on-year inflation.
Scope 3, cat. 3: fuel- and energy-related activities not included in Scope 1 and Scope 2	**Input data:** Amount of black coal, biomass, fuels: diesel, gasoline, and natural gas consumed within SCOPE 1 and nuclear fuel. **Emission factors:** Emission factors for fuels, coal, and biomass were obtained from the BilanCarbone and ecoinvent 3.8 databases. Factors for nuclear fuel come from an LCA analysis of electricity production in nuclear power plants owned by SE.	For fuels, emissions related to extraction, refining and transport are taken into account using WTT (well-to-tank) emission factors.
Scope 3, cat. 4: upstream transportation and distribution	**Input data:** Costs in EUR incurred for rail transport in the reporting year. **Emission factors:** Emission factors related to the amount in EUR are taken from the EXIOBASE database 3.8.2.	This is transport paid for by Slovenské elektrárne a.s. Emission factors related to the amount spent on transport in the reporting year were obtained after recalculating the factor from 2019 for the Slovak Republic, taking into account year-on-year inflation.
Scope 3, cat. 5: waste generated in operations	**Input data:** Amounts of waste and wastewater produced in 2024 at Slovak Power Company facilities and percentage shares of waste recovery and disposal at individual facilities. Costs incurred for waste treatment in EUR. **Emission factors:** Emission factors reflecting waste management practices are taken from the BilanCarbone, ADEME, and DEFRA 2024 databases. Emission factors from the BilanCarbone and ADEME databases were also used for emissions avoided because of recycling. For waste where the amount produced was unknown, the amount spent on its treatment was used for calculation. Emission factors related to the amount in EUR come from the EXIOBASE 3.8.2 database.	To calculate emissions from the recovery of other waste from all Slovak Power Company operations, a general emission factor for recycling was applied. For the storage and physical-chemical treatment of all hazardous waste, an emission factor for stabilization and storage was considered. For the recovery of hazardous waste, incineration was considered, for which no emissions were calculated due to a lack of data. For waste intended for recycling or reuse, prevented emissions were also calculated for waste from the SE headquarters. Emission factors related to the amount were obtained after recalculating the factor from 2019, taking into account year-on-year inflation.
Scope 3, cat.6: Business travel of employees	**Input data:** Data on means of transport and kilometers traveled in 2024, amount in euros spent on each type of transport, CO_2 emissions in kg/person for air and rail transport, hotel costs in euros **Emission factors:** Emission factors related to kilometers traveled come from SHMÚ, updated in NIR 2024. Emission factors related to the amount in euros are from the EXIOBASE 3.8.2 database.	Some emissions from air and rail transport were calculated directly by the travel agency arranging these trips. For the remaining trips arranged by the travel agency, an online calculator was used to calculate emissions from air transport.4 For train journeys where emissions and expenditure data in EUR were not available, these figures were calculated based on average prices for journeys to the same destinations. This information was obtained from railway companies in the countries concerned or national carriers, or from Slovak power companies and their expenditure on train journeys. For journeys in which air travel was the main means of transport, it was assumed that 90% of the amount was spent on air travel, with the remaining 10% calculated as other ground transport. Emission factors related to the amount spent on travel were obtained after recalculating the factor from 2019, taking into account year-on-year inflation.
Scope 3, cat. 7: employee commuting	**Input data:** Emissions from employee commuting 2023, emissions per employee, number of employees 2024. **Emission factors :** N/A	Emissions were recalculated per employee and multiplied by the number of employees in 2024.
Scope 3, cat. 8: Upstream leased assets	**Input data:** Costs in EUR incurred for the rental of Premises. **Emission factors:** Emission factors related to the rental value in EUR are taken from the EXIOBASE database 3.8.2.	
Scope 3, cat. 13: Downstream leased assets	**Input data:** Amount of purchased heat in kWh for the SE headquarters, rented area in m². **Emission factors:** The emission factor for purchased heat originates directly from the heat supplier.	The purchased heat consumed was recalculated for individual leased premises based on the total area of the headquarters in m² and individual leased premises in m².

Emission source	Activity data	Applied assumption
Goods unrelated to production activities	Primary data	Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.
Goods related to production activities	Primary data	Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.
Purchased services	Primary data	Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.
Capital goods	Primary data	Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.
Fuels and energy outside S1 and S2	Primary data	Electricity from the production energy mix from AIB.
Upstream transport and distribution	Secondary data	Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.
Waste management	Primary data + generic data	Recovery of other waste was considered as recycling using a general emission factor. Disposal of other wastes was treated as landfilling using a general emission factor. Recovery of hazardous waste was considered as incineration without waste-heat utilisation. Disposal of hazardous waste was considered as stabilisation and storage.
Business travel	Primary data	For air travel as the main mode of transport, it was assumed that 90% of the expenditure related to air transport and the remainder to ground transport. For rail trips where expenditure data in EUR were not available, these data were calculated on the basis of average expenditure to the same destinations. Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.
Employee commuting	Primary data	Approximation for the entire company based on the number of employees.
Upstream leased assets	Secondary data	Year-on-year inflation applied to the CO_2e/EUR factor excluding VAT.
Downstream leased assets	Primary data	Heat consumption recalculated using the rented area.

Gross Scope 1, 2 and 3 greenhouse gas emissions and total greenhouse gas emissions

	2024
Gross Scope 1 greenhouse gas emissions (t CO_2e)	157 928
Gross Scope 2 greenhouse gas emissions (location-based method) (t CO_2e)	220
Gross Scope 2 greenhouse gas emissions (market-based method) (t CO_2e)	257
Gross Scope 3 greenhouse gas emissions (t CO_2e)	252 185
Total greenhouse gas emissions (location-based method) (t CO_2e)	**410 334**
Total greenhouse gas emissions (market-based method) (t CO_2e)	**410 371**

Gross Scope 1 greenhouse gas emissions for 2024 amounted to 157 928 t CO_2e, of which 96.8% fell under the regulated EU ETS allowance trading system. Gross Scope 2 greenhouse gas emissions amounted in 2024 to 257 t CO_2e according to the marketbased method and 219.55 t CO_2e according to the locationbased method. SE anticipate, in view of changes in the energy mix of their sources, a positive development of total greenhouse gas emissions in future reporting periods.

Scope 2 greenhouse gas emissions are calculated on the basis of the marketbased method using the emission factor provided directly by the supplier, who determined it in accordance with national legislation. Scope 2 emissions represent purchased heat supplied by the provider under a standard districtheating contract, where guarantees of origin or a requirement for generation from renewable energy sources are not ensured. The calculation of greenhouse gas emissions for 2024 is on an individual basis, without including subsidiaries.

Biogenic carbon dioxide emissions from the combustion of biomass and the biocomponent in fuels in 2024 amounted to 58 965 t.

Total greenhouse gas emissions broken down by Scope 1, Scope 2, and significant Scope 3 emissions

Retrospective					
	Baseline year	Comparison	2024	% N/ N-1	Annual % target / baseline year
Scope 1 greenhouse gas emissions					
Gross Scope 1 greenhouse gas emissions (tCO_2e)	N/A	N/A	157 928	N/A	N/A
Percentage of Scope 1 Greenhouse gas emissions from regulated emission trading schemes (%)	N/A	N/A	96,8	N/A	N/A
Scope 2 greenhouse gas emissions					
Gross Scope 2 greenhouse gas emissions (location-based method) (tCO_2e)	N/A	N/A	220	N/A	N/A
Gross Scope 2 greenhouse gas emissions (market-based method) (tCO_2e)	N/A	N/A	257	N/A	N/A

Retrospective					
Significant Scope 3 greenhouse gas emissions					
Total gross indirect greenhouse gas emissions (Scope 3) (tCO_2e)	N/A	N/A	252 185	N/A	N/A
1. Purchased goods and services	N/A	N/A	46 237	N/A	N/A
[Optional sub-category: Cloud computing and data-centre services]	N/A	N/A	N/A	N/A	N/A
2. Capital goods	N/A	N/A	71 181	N/A	N/A
3. Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	N/A	N/A	113 844	N/A	N/A
4. Upstream transportation and distribution	N/A	N/A	44	N/A	N/A
5. Waste generated in operations	N/A	N/A	15 854	N/A	N/A
6. Business travel	N/A	N/A	548	N/A	N/A
7. Employee commuting	N/A	N/A	4 425	N/A	N/A
8. Upstream leased assets	N/A	N/A	48	N/A	N/A
9. Downstream transportation	N/A	N/A	0	N/A	N/A
10. Processing of sold products	N/A	N/A	0	N/A	N/A
11. Use of sold products	N/A	N/A	0	N/A	N/A
12. End-of-life treatment of sold products	N/A	N/A	0	N/A	N/A
13. Downstream leased assets	N/A	N/A	4	N/A	N/A
14. Franchising licences	N/A	N/A	0	N/A	N/A
Total greenhouse gas emissions (market-based) (tCO_2e)	N/A	N/A	410 371	N/A	N/A
Total greenhouse gas emissions (location-based) (tCO_2e)	N/A	N/A	410 334	N/A	N/A

Greenhouse gas emissions intensity (total greenhouse gas emissions to net revenue)

	2024
Total greenhouse gas emissions (tCO_2e) on a market-based basis	410 371
Total greenhouse gas emissions (tCO_2e) on a location-based basis	410 334
Net revenue (EUR mill.)*	3 739
Greenhouse gas emissions intensity ratio (tCO_2e/million EUR) on a market-based basis	110
Greenhouse gas emissions intensity ratio (tCO_2e/million EUR) on a location-based basis	**110**

* Net revenue is presented in the Individual Financial Statements under Total revenues in the Profit and Loss Statement for the year ended 31 December 2024

Identified impacts

PI: Reduction of air emissions

PI: Reduction in the volume of wastewater discharged

NI: Emissions to air

NI: Pollution from landfills and impoundments

NI: Environmental burdens

Identified risks and opportunities

R: Restoration and reclamation of own industrial sites

R: Environmental burdens

R: Environmental accidents

Policies relating to environmental pollution

The Company's Integrated Policy contains the following principles and commitments in relation to environmental pollution:

- to contribute to environmental protection through technologically meaningful reductions of air emissions, discharges to water and releases to soil, with an emphasis on pollution prevention and the protection of biodiversity;
- to manage the use of chemical substances responsibly;
- to actively and effectively address the negative consequences of its past activities.

The Company's Integrated Policy is approved at the level of the General Director. The results of compliance with the principles of the Company's Integrated Policy are published in documents related to environmental aspects on the Company's website, accessible to the general public. The department of Quality and IMS is responsible for implementing the process documentation in the area of the Company's Integrated Policy, in cooperation with the directors of other divisions and the plant directors. The final text of the Integrated Policy is approved by the General Director, and after approval the Quality and IMS Manager ensures its formal issuance, incorporation into the licensing documentation and publication on the Company's intranet and internet. Managers at all levels of management are subsequently responsible for informing their subordinates about the text of the Integrated Policy.

In the areas of chemicals management, environmental aspects and the other policies mentioned below, responsibility for ensuring compliance of the documentation with applicable regulations, standards and other documentation lies with the process owner and the document processors subordinate to him.

For the area of pollution, the Company's main policies focus on the management of chemical substances, the management of environmental burdens, the management of major industrial accidents, the management of nonconformities and corrective and preventive actions, and emergency plans.

The management of chemical substances in SE is governed by an internal policy whose main objective is to define the procedures for handling chemicals at SE plants and facilities, in order to ensure a high level of protection of human health and the environment from the adverse effects of chemical substances and mixtures. It describes the processes of selection, procurement, approval, use and any other handling of chemicals, including their disposal through the wastemanagement systems of the individual plants. Through the established internal procedures concerning chemicalsubstance management, SE complies with the obligations arising from the legislation of the Slovak Republic and the European Union.

The Company has developed a specific internal policy for the management of environmental burdens, which defines the procedures for environmental activities related to environmental burdens for which the Company is responsible under the legislation of the Slovak Republic, both within SE sites and outside SE sites, in connection with its environmental aspects. The policy defines the responsibilities and authorities of employees in the identification, registration, investigation, remediation, and subsequent monitoring of environmental burdens. Within the Company, a register is maintained of all environmental burdens that were caused by the activities of SE. The register contains the basic identification characteristics of the specific environmental burden, the reasons for including the site in the register, the status of remediation, and hyperlinks to the documents that must be prepared for each environmental burden in accordance with applicable legislation.

With regard to environmental accidents, the Company pays attention to preventing incidents and emergency situations and, in accordance with internal regulations, records all environmental incidents and nearincidents. Depending on the severity of each event, the Company proceeds with their immediate resolution and

adopts preventive measures to avoid the future occurrence of any situation with an impact on the environment.

Emergency plans, or preventiveaction plans, serve to prevent the occurrence of an uncontrolled release of pollutants into the environment and to set out the procedures to be followed in the event of such a release. Their purpose is to define procedures for accident prevention, accident response, and, in the event of their occurrence, for mitigating and eliminating their consequences for human life and health, property and the environment. These plans define duties and responsibilities at all levels of management, the methods for eliminating pollution that has occurred, and the methodology for determining corrective and preventive measures. Emergency plans are updated regularly and are approved by the Slovak Environmental Inspectorate.

In this context, the Company has implemented a policy for the management of the prevention of major industrial accidents, the purpose of which is to establish the procedures and rules for ensuring the prevention of major industrial accidents at SE plants and facilities to which Act No. 128/2015 Coll. on the prevention of major industrial accidents and on amendments and supplements to certain acts, as amended, applies. In 2024, this policy and the obligations arising from it applied to EMO and EBO. The policy specifies the tasks, responsibilities and authorities of employees who manage, perform and control activities affecting the risks arising from the possibility of a major industrial accident related to the Company's activities, equipment, and processes.

Any employee who suspects the occurrence of environmental damage on SE sites and premises, or outside them, is obliged—provided that SE is the originator—to report this fact to the relevant Company department. If the occurrence of environmental damage is confirmed, all subsequent procedures are governed by Act No. 359/2007 Coll. on the prevention and remediation of environmental damage and on amendments and supplements to certain acts, as amended. SE has secured financial coverage for liability for environmental damage in the form of earmarked (pledged) financial resources intended exclusively for addressing and remediating potential environmental damage.

A closed feedback cycle for problem (nonconformity) management operates within SE. This closed cycle continuously ensures the correction of problems (nonconformities), their analysis, and, in specified cases, the identification and elimination of the root cause. Through the proposed and implemented corrective and/or preventive measures, the results of the analyses are transferred back into practice (operations, maintenance), thereby ensuring that problems (nonconformities) will not recur under the same or similar circumstances. The feedback cycle also includes the assessment of the effectiveness and/or efficiency of the corrective and preventive measures taken, if these were implemented on the basis of the rootcause analysis of the problem. Computer applications and databases have been created in SE for the identification and documentation of nonconformities and corrective and preventive measures. An important prevention tool (e.g. in the areas of nuclear, environmental and fire safety, radiation protection, physical protection, and occupational health and safety) is the inclusion, in staff training (training days), of lessons learned (awareness) about specific nonconformities in SE as well as in other organisations.

Actions and resources related to environmental pollution

According to the internal policy governing environmental aspects, the Company identifies aspects that have an impact on pollution. These relate primarily to the handling of hazardous and polluting substances, the remediation of environmental burdens, and the monitoring of air and water pollution levels.

According to the internal policy governing environmental objectives, the Company has defined measures in the area of pollution of environmental media, which include, for example, the reconstruction of wastewater treatment plants, the replacement of containment tanks, the replenishment of emergency kits, and the reclamation of landfills and ashsettling ponds to prevent the release of substances that negatively affect the environment.

SE has long been monitoring the quality of groundwater and undertakes remediation or treatment whenever significant groundwater pollution is confirmed. For cases of extraordinary deterioration in water quality, each plant has prepared emergency plans in accordance with Decree of the Ministry of the Environment of the Slovak Republic No. 200/2018 Coll., which lays down detailed rules for handling pollutants, the particulars of emergency plans and the procedure for dealing with extraordinary deterioration in water quality, as amended by Decree No. 76/2023 Coll. Emergency plans are updated in the event of organisational changes, changes in the nature or scale of production, or changes in the extent and method of handling polluting substances.

SE has been addressing the issue of environmental burdens at its facilities since 2003. Over this period, SE invested more than EUR 14 million in the remediation of environmental burdens.

The Company's attention in this area focuses primarily on the sites of the ENO and EVO thermal power plants, where—given the method of electricity and heat generation and their longterm operation—the largest number of identified environmental burdens is located. The Company also addresses related operations, such as landfills and impoundment sites or certain hydropower plant switchgear facilities. SE is designated as the responsible entity for a total of 16 environmental burdens.

List of environmental burdens in the responsibility of SE

	Name	Plant	Status
1.	EVO I oil-fired boiler house	EVO	Site post remediation
2.	Former grease bottling facility	EVO	Site post remediation
3.	Central part of the grounds	EVO	Site post remediation
4.	Locomotive yard	EVO	Site under monitoring, remediation planned for 2026-2027
5.	Ash-slag mixture impoundment	EVO	Remediation will run from 2024
6.	Western edge of EVO I service building , EVO II and its surroundings	EVO	Remediation running from 2021
7.	Northern edge of EVO I service building and its surroundings	EVO	Site under monitoring, remediation planned for after 2030
8..	Original impoundment	ENO	Site post remediation
9.	Temporary impoundment	ENO	Remediation completed, monitoring of barrier surroundings underway
10.	Locomotives heating facility	ENO	Site post remediation
11.	Grease management facility ENO A	ENO	Site post remediation
12.	Grease management facility ENO B	ENO	Site post remediation
13.	Filtration station	ENO	Site post remediation
14.	A, B, C switchgear facilities	ENO	Site under monitoring
15.	Zemiansky brook - pollution of the bank and riverbed	ENO	Site post remediation
16.	Inactive sludge landfill Pastuchov	EBO	Site post remediation

The fact that out of the sixteen registered environmental burdens at SE, as many as ten have already undergone successful reclamation or remediation demonstrates the Company's active approach to addressing environmental burdens.

Among the most significant activities in 2024 were the commencement of remediation at the EVO ash-slag mix impoundment, the continuation of remediation at the site of the Western Edge of the EVO I Operations Building, and the continued monitoring around the reactive barrier at the ENO Temporary Impoundment. In 2024, a total of EUR 428 270 was spent from the Company's own resources on addressing environmental burdens and related projects.

In 2024, the Company ensured the remediation of the following sites related to environmental burdens:

Western Edge of the EVO I Operations Building and surrounding area

In 2016–2017, a geological survey was carried out on the EVO site, which confirmed the existence of the environmental burden "Western Edge of the EVO I Operations Building and surrounding area." Contamination of groundwater by polluting substances—chlorinated aliphatic hydrocarbons and the carcinogenic vinyl chloride—was confirmed at the site. This contamination affects several structures within the EVO area. To eliminate the environmental risk, the feasibility study determined that it is necessary to reduce and limit the contamination to the level of the target remediation limits. Remediation is carried out using an ex situ method, specifically the remedial pumping of groundwater and its treatment to remove volatile substances (air stripping). Remedial pumping (pump-and-treat) is one of the basic ex situ methods for cleaning groundwater. Contaminated groundwater is pumped from the saturated rock environment to the surface, where it is treated in a stripping column. The contaminants are captured on activated-carbon filters. The pump-and-treat remediation technology has been in continuous operation since July 2021, and the achievement of the target remediation limits—and thus the completion of the remediation—is expected in 2025. Remediation at the site "Western Edge of the EVO I Operations Building and surrounding area" will eliminate the environmental risk to an acceptable level, fully in compliance with applicable legislation.

The Company has committed additional funding of EUR 359 000 for this activity for the planned period 2025 to 2027.

Ash-Slag Mixture Impoundment at EVO

The environmental burden of the ash-slag mixture impoundment at the EVO site was identified during regular groundwater monitoring and confirmed in the course of a risk analysis conducted in 2008. At the site, groundwater and surface water in the Laborec River and in the drainage shafts are contaminated. The contaminants are ammonium ions, nitrates, aluminium, and elevated values of chemical oxygen demand (hereinafter "COD") and pH were measured.

In 2021–2023, a geological project focused on the removal of priority contaminants from the waters of the EVO ash-slag mixture impoundment was carried out at the site. The aim was to assess the state of the environment and propose the most appropriate remediation methods. Monitored natural attenuation, which uses natural processes to remove contamination without external intervention, was selected as the most suitable method.

The advantage of using monitored natural attenuation (hereinafter "MNA") is the minimal disturbance of the implementation site, which is important in order not to disrupt the embankment system. During the application of the method, no remedial waste is generated, and no subsequent transfer or disposal of such waste is required. An integral part of remediation by means of monitored natural attenuation is the monitoring of the hydrodynamic and hydrogeochemical conditions in the environment. This includes monitoring the concentrations of priority substances, the migration of contaminants, as well as monitoring water levels within the impoundment body and changes in the water level of the receiving water body. On the basis of the results of the pilot test, the work plan for the impoundment as an environmental burden was updated. In the work plan, MNA was proposed as the most suitable remediation method; remediation must continue until the target remediation values are achieved, and it is currently approved for a period of 10 years. Only after a 10-year monitoring cycle, and based on the results of the remediation, will a decision be made on the method of reclamation of the impoundment. The proposed approach was approved in 2024 by the Košice District Office. In 2024, remediation using the MNA method was also carried out in accordance with the legislation.

SE allocated EUR 1 818 000 for this activity for the planned period 2025–2034.

Forefield of the ENO Temporary Impoundment

A detailed investigation of the ENO Temporary Impoundment confirmed contamination of groundwater with arsenic, boron and molybdenum. Given the high concentrations of contaminants, groundwater is continuously being recharged with polluted water from the impoundment. It was therefore necessary to prevent the migration of highly contaminated water from the impoundment into the surrounding environment by implementing a remediation measure — a partial isolation of the area using a reactive barrier. A reactive barrier approximately 200 m long was constructed at the site in 2021, in accordance with the decision of the Ministry of the Environment of the Slovak Republic. The barrier consists of an underground sealing wall and reactive gates. The underground sealing wall was constructed using jet grouting, where a directed jet of suspension is injected into the soil at high velocity and pressure. The total length of the barrier is 205 m, its surface area is 2,256.5 m², and its depth ranges from 7.4 m to 14.5 m depending on the depth of the impermeable subsoil. The barrier contains six permeable reactive gates, housing a total of 84 reactive wells. The reactive filling used was selected based on the results of a pilot test. Iron filings were validated as the optimal material for achieving the required reduction in the concentrations of the monitored parameters. In areas with higher filtration velocities, they were supplemented with elemental iron. During the operational monitoring of the reactive barrier's effectiveness, samples of the geological medium, groundwater, surface water, and material taken from the reactive gates were collected. Attention focused primarily on concentrations of arsenic, boron, and molybdenum, and in the case of the reactive media, also ecotoxicity. The results of laboratory analyses from all collected samples confirmed a significant reduction in arsenic concentrations downstream of the reactive barrier. The effectiveness of arsenic removal from groundwater exceeds 80%. As part of the works, water samples were also taken from the wells at the Chalmová swimming area, which is a more sensitive location situated in the direction of groundwater flow. Arsenic levels in the Chalmová bathing spa grounds were at drinking water levels.

To ensure the long-term achievement of an acceptable level of environmental and health risk, the Company has implemented continuous monitoring and operation of the reactive barrier. This monitoring regularly verifies the effectiveness of contaminant reduction and, if the allowed concentration is exceeded, the reactive media is replaced. Quarterly monitoring of the barrier has been carried out since 2022.

The results of the remediation, as well as the findings of the updated risk analysis, have confirmed the high effectiveness of reducing the contaminant arsenic in groundwater. The constructed protective remedial feature – the reactive barrier – has a strongly positive impact on the sensitive area of the

Chalmová spa as well as on the Nitra River.

The Company has allocated funding of EUR 578 800 for this activity for the planned period 2025 to 2034.

Effective Emission-Reduction Measures at Thermal Power Plants

In the area of air protection, significant and financially demanding primary and secondary technological measures were implemented, particularly in the thermal power plants, to ensure compliance with strict emission limits. The high efficiency of emission-control equipment (flue-gas desulphurisation, denitrification units, and electrostatic precipitators), combined with effective deployment of production units, enabled the operation of the power plant blocks at emission levels below the limits set for major pollutants. As a result, the emission limits imposed by the permitting authorities were fully met. More detailed information on measures related to the mitigation of impacts from air-polluting activities at SE is provided in the Air Protection Policy, described in the chapter Policies Related to Climate Change Mitigation and Climate Change Adaptation.

Management and monitoring of quality at plants

The quality of abstracted surface water is analysed at the intake based on the indicators relevant to the type of pollution present in the water and the requirements associated with its intended use. When issuing a wastewater discharge permit, the state water authority specifies the location and method of discharge, the permissible pollution limits in the wastewater, the frequency of analyses, and the types of wastewater samples required. The analyses are carried out by an accredited laboratory. If any of the permitted pollution limits are exceeded, corrective measures are implemented to eliminate the non-compliance.

Monitoring the quality of wastewater based on the relevant pollution indicators—required for assessing compliance with the permitted pollution limits—must be conducted through accredited sampling of discharged wastewater and its subsequent analysis by an accredited laboratory. Each plant maintains records of the qualitative pollution indicators in its discharged wastewater.

The quality of abstracted surface water is analysed at the intake based on the indicators relevant to the type of pollution present in the water and the requirements associated with its intended use. Analyses of abstracted surface water at the intake are carried out by the plant's own operational laboratory.

In cases where surface water is abstracted for the utilisation of its hydropower potential, no quality indicators are determined.

Handling of pollutants at the Plants

Handling of pollutants at the plants is performed in accordance with applicable legislation. In accordance with the legislation, leakage tests are carried out at each plant by a professionally qualified person on the basis of a list of equipment subject to leakage tests according to Decree of the Ministry of the Environment of the Slovak Republic No. 200/2018 Coll., laying down details on the handling of pollutants, on the details of the emergency plan and on the procedure for dealing with extraordinary deterioration of water, as amended by Decree of the Ministry of the Environment of the Slovak Republic No. 76/2023 Coll.

No event with a direct impact on the environment was recorded in 2024. Eleven near-incidents without any environmental impact were reported. In all cases, immediate corrective actions were taken to prevent any damage to the environment.

Decommissioning of ENO and Closure of the Associated Sites

As of 1 January 2024, the Nováky thermal power plant (ENO) has been closed. The decommissioning of the plant involves not only closing the power plant site itself, but also ending operations at the associated locations, namely the ENO Final Impoundment and the stabilizate landfill located at the ENO Temporary Impoundment. These associated sites must, after the end of operations, be appropriately remediated and restored, and together with the power plant site brought into a condition that poses no risk to the environment. Environmental impact assessment procedures were carried out gradually, evaluating all potential environmental impacts related to the decommissioning and remediation of the associated locations. The decisions issued as part of the screening procedures represent important opinions confirming the appropriateness of the direction of these projects.

Throughout 2024, activities related to the decommissioning of ENO were ongoing. For the plant site, attention was focused on meeting the obligations arising from the decision of the Slovak Environmental Inspectorate issued at the end of 2023. Within the integrated permit, the inspectorate set conditions for bringing the ENO site into a satisfactory environmental condition. In addition, further preparatory works related to the decommissioning—particularly of the ENO Final Impoundment—were carried out in 2024, including updates to the project documentation and the operating (manipulation) rules. For the stabilizate landfill, attention in 2024 focused on ensuring its remediation in accordance with Act No. 79/2015 Coll. on Waste and on Amendments to Certain Acts, as amended. In July 2024, a building permit was issued, and in September 2024, the Prievidza District Office issued consent for the closure of the landfill, the execution of its remediation (reclamation) and the subsequent post-closure monitoring. After both decisions became final, the reclamation of the landfill began.

The reclamation is being carried out in accordance with the approved project documentation for the stabilizate landfill. A reclamation soil layer at least 1.0 m thick is being placed over the landfill surface, graded at a slope of 1% to ensure reliable drainage of rainwater. The reclamation will use soil from surrounding locations that has the required physico-chemical properties. Once the reclamation layer has been placed, the surface will be finished by grassing. The consent to carry out the reclamation of the landfill is valid until 31 August 2029, although the completion of the reclamation works is expected in 2026.

The Company has allocated EUR 17 750 000 for this activity for the planned period 2025–2034.

Decommissioning of EVO and Closure of Associated Sites

The operation of the EVO power plant had also been terminated as at the end of March 2024. Throughout 2024, SE carried out activities necessary to obtain the required permits related to bringing the plant site and associated locations into an acceptable environmental condition. An assessment procedure for the decommissioning of EVO and the closure of the ash-slag mixture impoundment was conducted, assessing all potential environmental impacts connected with the closure. A Decommissioning Plan describing a detailed schedule for bringing the site into a satisfactory environmental condition was prepared and submitted for approval. The Slovak Environmental Inspectorate approved the submitted Decommissioning Plan and amended the integrated permit, setting out conditions to ensure a high level of environmental protection during the decommissioning process, which SE, as the operator, is obliged to meet.

The decommissioning of EVO relates not only to the closure of the site itself, but also to the cessation of operations at the associated locations, namely the ash-slag mixture impoundment and the stabilisate

disposal site. After the termination of operations, the associated locations will be appropriately reclaimed and, together with the power plant site, brought into a non-hazardous condition. In 2024, steps were taken to obtain the necessary permits for the plant site as well as for the associated locations.

The Company has allocated financial resources in the amount of EUR 8 987 000 for this activity for the planned period 2025 to 2034.

Targets relating to environmental pollution

SE did not have defined measurable, time-bound targets relating to pollution in 2024, nor a time horizon for their determination to the extent required by the ESRS standards. However, during 2024 the Company complied with the air and water pollution limits applicable to individual operations under legislation. The termination of ENO operations in 2023 and the termination of EVO operations in 2024, together with other steps defined in the Company's strategy, make a significant contribution to reducing the production of pollutants both within the Company and within the Slovak Republic.

Air and water pollution

The obligation to comply with the requirements of the applicable legal regulations of the Slovak Republic and of the European Union, which also include compliance with Directive 2010/75/EU of the European Parliament and of the Council on industrial emissions (integrated pollution prevention and control) (hereinafter "Directive 2010/75/EU of the European Parliament and of the Council") and with the requirements arising from the conclusions on Best Available Techniques ("BAT conclusions"), follows, among other things, from the internal policies on air and climate protection and on water protection (see the chapter Policies relating to climate change mitigation and climate change adaptation).

In the area of air protection, the monitoring of pollutants is carried out in accordance with the BAT conclusions by means of automated emission-measurement systems, which are verified at regular intervals by accredited entities performing verification activities. These methodologies form part of the Best Available Techniques Reference Documents ("BREF"), which are reference documents containing the best available techniques for reducing emissions and other environmental impacts. Directive 2010/75/EU of the European Parliament and of the Council and the BAT conclusions apply to EVO and EMO within their obligations concerning environmental protection and emissions management. SE are required to apply these techniques and to regularly revise the technical parameters of their installations in order to ensure compliance with these conclusions.

The Company complies with the BAT-AELs and demonstrates conformity with the prescribed conditions. In 2024, SE did not record any incidents relating to non-compliance with rules or enforcement measures that would need to be implemented to ensure conformity in the event of a permit-condition violation. To measure the quantities of pollutants, EVO uses an Automated Monitoring System (AMS) in accordance with the requirements of the permitting authority and the applicable legislation.

In the area of water management, monitoring is carried out in accordance with Act No. 364/2004 Coll. on Waters and on amendment of Act No. 372/1990 Coll. of the Slovak National Council on Offences, as amended ("the Water Act"), as amended. Sampling and analysis of discharged wastewater are performed by accredited laboratories, and the results are recorded by a designated plant employee. In cases where the admissible pollution values specified in the wastewater-discharge permit are exceeded, corrective measures are taken.

For 2024, the Company recorded one exceedance of concentration-limit values in the prescribed indicators for discharged sewage water and leachate. Corrective measures were taken in connection with the exceedance, and subsequent repeated analyses did not confirm any exceedance of the prescribed values. At the other SE plants, the permitted limit values for discharged wastewater were observed during the reporting period.

The Company regularly provides information on the quantities of pollutants listed in Annex II to the revised Regulation (EC) No 166/2006 of the European Parliament and of the Council concerning the establishment of a European Pollutant Release and Transfer Register, amending Council Directives 91/689/EEC and 96/61/EC, which are available in the National Pollution Register maintained by the Slovak Hydrometeorological Institute. The Company does not disclose quantities of microplastics, as no production, procurement or release of microplastics into the environment occurs in connection with its activities or within the production process.

List of pollutants and their quantities for air

Air pollutants		EBO	EMO	ENO	EVO	VE	RSE	Spolu
Emissions PM (t)	2023	0,064	0,160	21,848	16,417	0,006	0	**38**
	2024	0,064	0,156	0,000	24,771	0,00862	0	**25**
Emissions SO_x (t)	2023	0,001	0,009	1 939,650	77,912	0	0	**2 018**
	2024	0,001	0,008	0,000	111,121	0,00045	0	**111**
Emissions NO_x (t)	2023	0,227	1,509	806,012	59,871	0,076	0,002	**868**
	2024	0,226	1,428	0,000	77,763	0,09182	0	**80**
Emissions CO (t)	2023	0,036	0,522	315,028	67,885	0,028	0	**384**
	2024	0,036	0,490	0,000	96,351	0,036	0	**97**
Emissions As (t)	2023	N/A	N/A	0,0062416	N/A	N/A	N/A	**0,006**
	2024	N/A	N/A	0	N/A	N/A	N/A	**0**
Emissions C_{org} (t)	2023	N/A	N/A	48,905581	5,475	N/A	N/A	**54**
	2024	N/A	N/A	0	5,589	N/A	N/A	**5,589**

Identified impacts

PI: Reduction of surface water abstraction

Identified risks and opportunities

PCR: Curtailment of generation at hydropower and nuclear power plants

Policies relating to water and marine resources

At SE, surface water abstracted from surface watercourses is used mainly for cooling processes, for mechanical and chemical water treatment, as a carrier for hydraulic transport, and as hydropower potential in hydropower plants. Groundwater is abstracted from the Company's own sources and is used mainly as drinking water.

SE has adopted an internal policy aimed at managing water protection to address water management and the handling of pollutants, which is in compliance with ISO 14001. This policy describes the procedures for environmental activities relating to water management and water protection under at SE. This policy also takes into account the most important requirements of the applicable legal regulations in the area of water protection and pollutant management. The Company has developed policies in accordance with ISO 14001 which serve internal purposes and ensure operational control of obligations and competences. These policies are not intended for disclosure to external stakeholders. SE discloses its conformity with ISO 14001 certification, which confirms that the Company fulfils these requirements.

Anyone who handles water is obliged to ensure its protection, to make the necessary efforts to improve its condition, and to ensure its economical and efficient use. They are also obliged to maintain the protection of water conditions and water structures, and at the same time to ensure that the rights and interests of others are not violated. According to the internal policy focused on the identification of environmental aspects (the methodology described in the chapter Policies relating to climate change mitigation and climate change adaptation), aspects with an impact on water bodies are identified at SE. Among the most significant aspects that the Company manages and that may affect water resources are in particular the operation of water structures (e.g. hydropower plants, impoundments), water management activities and the management of discharged wastewater.

According to the internal policy focused on the setting of environmental objectives (the methodology described in the chapter Policies relating to climate change mitigation and climate change adaptation), the Company has defined objectives in the area of water protection. These include in particular the reconstruction and modernisation of hydropower plants.

Each plant has an appointed water manager who is responsible for carrying out activities related to water management and water protection in accordance with the applicable legislation.

In 2024, the Company had not assessed its own activities in areas with water risk to the extent required by the ESRS standards. SE plans to analyse and assess its activities in areas with water risk primarily on the basis of the Water Plan of Slovakia (2nd update), which was adopted by the Government of the Slovak Republic on 11 May 2022 as a water-management planning document aimed at protecting and improving the status of surface and groundwater bodies and aquatic ecosystems, at the sustainable and efficient use of water, improving water conditions, ensuring the territorial system of ecological stability, and protecting against harmful effects of water.

None of SE's locations were situated in an area with high water stress in 2024. According to the ESRS standards, areas with high water stress are understood as regions in which the percentage share of the total volume of abstracted water, according to the "Aqueduct" tool of the World Resources Institute (WRI) Aqueduct Water Risk Atlas, is high (40–80%) or extremely high (more than 80%). Based on the analysis carried out, the Company did not operate its installations in areas with a high or extremely high percentage share of the total volume of abstracted water.

Actions and resources related to water resources

SE focuses on protecting water resources through the environmentally sustainable operation of its generating units. The use of a closed cooling cycle at nuclear power plants minimises water consumption and reduces the risk of environmental contamination. Water is reused for reactor cooling, thereby reducing the need for fresh water and minimising the discharge of warm water into the surrounding environment.

For surface water, quantitative limits for the abstraction of surface water and the discharge of wastewater into surface water are set in accordance with the permits issued by the competent state water authorities. For groundwater, permits are issued for the abstraction of groundwater, which—after treatment—is used mainly as drinking water, and permits for the discharge of wastewater into groundwater. The conditions prescribed in the relevant permits for water abstraction and wastewater discharge are monitored at regular intervals.

In addition to the permits, each plant maintains comprehensive records on water management. The records include data on the volume of

abstracted surface water, the volume of abstracted groundwater, the consumption of drinking water, the volume of discharged wastewater, and trends in the volumes of the different types of abstracted water and discharged wastewater.

For designated water structures pursuant to Act No. 364/2004 Coll. on Waters and on amendment of Act No. 372/1990 Coll. of the Slovak National Council on Offences, as amended ("the Water Act"), operational rules for water structures are prepared at each plant, regulating the procedures of the owner in the special use of water and in the operation of the water structure. These handling rules are subject to approval by the competent state water authority.

The Company ensures professional technical-safety supervision of water structures in accordance with the applicable legislation. This is a specialised activity focused on determining the technical condition of water structures whose damage could endanger the adjacent area, human life, and property. The Company maintains water structures in proper condition and ensures their maintenance so as to allow the smooth flow of water and the passage of ice.

Targets relating to water resources

SE did not have defined measurable, time-bound targets relating to water and marine resources in 2024, nor a time horizon for their determination to the extent required by the ESRS standards. Quantitative targets for water protection are set in the relevant decisions on wastewater discharge and on the abstraction of surface and groundwater, and are established individually for each plant. Each plant continuously monitors compliance with the prescribed quantitative values.

Water consumption

SE monitors in detail, on a monthly basis, the abstraction of process and cooling water and the consumption of drinking water for all its plants. If there is a significant increase in abstraction or water consumption on a monthly basis, the Company immediately undertakes corrective action and investigates the cause. At all its operations, the Company ensures conditions that allow the natural renewal and regeneration of watercourses, for example by ensuring minimum flows in watercourses.

Based on the analysis carried out, the Company did not abstract water for the operation of its installations in areas with high water stress (regions in which the percentage share of the total volume of abstracted water, according to the "Aqueduct" tool of the World Resources Institute (WRI) Aqueduct Water Risk Atlas, is high (40–80%) or extremely high (more than 80%)).

In 2024, the Company did not have its activities in areas with water risk assessed.

The volume of total water consumed is calculated as the difference between the abstracted water entering the plants for use and the discharged wastewater. Abstracted water includes the abstraction of surface water, the abstraction of groundwater, and drinking water. Discharged wastewater includes wastewater discharged into surface water and into the public sewerage system.

Total water consumption of SE

Total water consumption of SE (thousand m³)	40 237
Of which recycled and reused water (thousand m³)	986
Total water consumption in areas with water risk including (thousand m³)	N/A
Total water consumption in areas with high water stress (thousand m³)	0
Total volume of water stored and changes in storage (m³)	0

Water intensity

Water intensity at SE	2024
Total water consumption (million m³)	40,24
Net revenue (million EUR)*	3 739
Intensity (million m³/million EUR)	0,01

* Net revenue is presented in the Individual Financial Statements under the item Total Revenue in the Profit and Loss Statements for the year ended 31 December 2024

Measurement of abstracted water volumes

Measuring devices for monitoring the volume of abstracted water are installed at the surface-water abstraction points at the entrances to the plants.

A measuring device used to measure the volume of abstracted surface water must meet the requirements of Act No. 157/2018 Coll. on Metrology and on amendment of certain acts, as amended. The volume of drinking water supplied by the public water supply system (external supplier) or from own sources must be measured, and such a measuring device must meet the requirements of Act No. 157/2018 Coll. on Metrology and on amendment of certain acts, as amended. The individual SE plants maintain records of the volume of abstracted surface water and groundwater, the consumption of drinking water, and the trends in the volumes of the different types of abstracted water.

Measurement of discharged wastewater volumes

The volume of discharged wastewater must be measured by a designated measuring device in accordance with Act No. 157/2018 Coll. on Metrology and on amendment of certain acts, as amended, or the volume of discharged wastewater is determined by the procedure specified in the permit for the special use of water. Each plant maintains records of the volume of discharged wastewater into individual recipients. During 2024, the permitted volume of discharged wastewater from the ENO drainage-water treatment plant was exceeded. The treatment-plant project was in trial operation in accordance with the permit for the temporary use of the structure, and the optimisation of the operational parameters of the treatment plant was underway. For the individual hydropower plants within the Company, decisions have been issued with the obligation to monitor the volumes of discharged wastewater. At the hydropower plants, the limit values of the permitted volume of discharged leachate wastewater were not observed in 2024 at the Čierny Váh pumped-storage hydropower plant and at the Dobšiná hydropower plant; however, the admissible pollution values in the wastewater, which are considered the key factor for ensuring water quality, were in compliance with the permits. Increased discharges were recorded during the winter period as a consequence of the natural change in the physical properties of structural and technical works during sudden and significant drops in temperature.

During inspections of water meters carried out by the Slovak Water Management state enterprise (Slovenský vodohospodársky podnik, š. p.), the accuracy of the measurement of abstracted water is verified. The technical condition of the water meters, their functionality, measurement accuracy and certification validity are checked. In addition, the reading of measured values is performed to ensure consistency between the actual volume of abstracted water and the reported data. These inspections serve to ensure the correct and transparent recording of water abstraction in accordance with the applicable permits and legislation.

Identified impacts

PV: Reduction in the generation of waste

NV: Radioactive waste

Policies relating to resource use and circular economy

SE has adopted internal policies for managing its material impacts, risks and opportunities relating to the circular economy. These documents and procedures ensure that SE manages its waste management effectively in accordance with the waste-management hierarchy and the applicable legislation.

SE maintains an integrated management system in accordance with the GOSP (Governance, Oversight, Support and Perform) model, which serves as a management tool of the Company. This system is focused on the continuous improvement of efficiency and performance so that the Company achieves its defined objectives, meets stakeholder requirements, and fulfils the relevant binding requirements.

Relevant SE policies in the area of waste management:

- the policy aimed at waste management in the Company sets out the procedures for handling and other treatment of waste under the conditions of SE in accordance with the requirements of the applicable legal regulations of the Slovak Republic and the European Union. It is binding for all SE employees who perform activities in which waste is generated or who handle waste in any manner;
- the policy governing procedures for the sale of redundant movable property and waste contains detailed instructions for carrying out the sale of redundant movable property and waste, including the relevant safety and environmental requirements;
- the principles for minimising the generation of radioactive waste (“RAW”) establish the principles for minimising the generation of RAW in the area of operation, as well as guidance on the repeated use of liquid media in the technological process, the monitoring of leakages and balances, and the coordination of work during outages and repairs of technological equipment;
- waste management, the requirements relating to circularity, and the principles of the waste-management hierarchy are also reflected in the contract with the company providing comprehensive services in the area of waste management;
- SE has defined the waste-management hierarchy in its internal policy for waste management. This document takes into account various aspects of waste handling, such as waste prevention, preparation for reuse, recycling, other recovery, and waste disposal. Everyone is obliged to handle waste in such a way that no risk arises of pollution of water, air, soil, or the geological environment, and that plants and animals are not endangered.

Preventing waste generation:

- SE focuses on preventing the generation of waste through the optimisation of production processes and other related activities.

Preparation for reuse:

- The Company sorts waste by type into containers that are located in the indoor and outdoor areas of the individual plants. Waste that can be prepared for reuse will be handed over to an authorised organisation.

Recycling:

- SE has established procedures for handing over waste for further use, which also includes its recycling. The Company sorts waste by type into containers that are located in the indoor and outdoor areas of the individual plants. Waste that can be recycled is handed over to an authorised organisation.

Other recovery:

- SE hands over waste for energy recovery, which includes the use of waste as fuel for energy generation.

Waste disposal

- Waste disposal includes activities that do not constitute recovery, even if the secondary result of the activity is the re-acquisition of substances or energy. SE has established procedures for waste disposal, including the landfilling of waste and disposal at impoundments that are owned by SE, or through external organisations.

Actions and resources related to resource use and circular economy

Waste minimisation:

SE actively works on minimising waste generation through measures applying the principles of the wastemanagement hierarchy—above all waste prevention, recycling, or other recovery—which are binding for all SE employees and are described in more detail in the Company policies mentioned above.

SE applies a proactive approach to the refurbishment of spare parts instead of their complete replacement with new parts. This process involves identifying spare parts that were identified as unused during dispatch and that are economically advantageous to refurbish for reuse. This approach not only reduces the costs associated with

purchasing new components but also contributes to sustainability by reducing the volume of waste and the need for the production of new materials.

The Company has been granted approval for a substance or movable item to be considered a by-product, and not waste, for sludge from decarbonisation (the product “PASCAL”), which arises as an integral part of the production process of “Chemical Water Treatment”. A certificate for this product has been issued by the Central Control and Testing Institute of Agriculture in Bratislava. The product is applied to the soil surface and subsequently incorporated into the topsoil. The total volume of the product for 2024 was 11 961.30 t.

The plants have been granted approvals for handing over waste suitable for household use. Permitted types of waste that are non-hazardous are sold to employees who are able to use them in their households. These include in particular wood for energy use, containers for collecting rainwater, rubber belts used in gardens, and others.

The Company monitors and minimises the generation of liquid and solid RAW, which includes monitoring their generation separately for concentrates recalculated to boric acid, solid RAW, and the generation of ionexchangers. The objective is to reduce the environmental burden on the environment and to reduce the costs of their disposal.

In the context of nuclear power plants, it is necessary to comply with specific requirements for waste management, which include the sorting and classification of waste, record-keeping, and the method of release into the environment in accordance with the applicable legal regulations. The processing of RAW includes activities aimed at separating radionuclides, changing their composition and reducing their volume in order to increase the safety and economic efficiency of handling them. RAW is stored separately from other waste or materials. The licence holder determines for each storage facility the method of storage, the maximum quantity and activity of stored RAW, as well as the anticipated date of their removal from storage.

These measures form part of the Company’s approach to reducing environmental impacts and ensuring the safe and efficient management of waste.

Measures in the area of resource use and the circular economy at SE consist mainly of administrative steps, such as the introduction of internal policies and the digitalisation of processes. Activities also focus on raising employee awareness through training and internal campaigns. These measures cannot be financially quantified, as they are ongoing and non-investment activities.

Targets relating to resource use and the circular economy

SE did not have defined targets relating to resource use and the circular economy in 2024 to the extent required by the ESRS standards. The internal policies and measures are focused on minimising waste generation, thorough sorting at the point of origin, and subsequently the effective management of the waste generated in accordance with the waste-management hierarchy and the principles of the circular economy. These requirements form part of the contract with the company providing comprehensive waste-management services as well as the individual contracts with suppliers.

In the area of RAW, the measures to reduce waste volumes include the optimisation of decontamination processes in order to minimise the doses received by operating, maintenance and inspection personnel, as well as to minimise the generation of RAW.

Resource outflows

During the operation of SE’s plants, various types of waste are generated, which are classified as hazardous (e.g. oils, chemicals, batteries, electronic waste), other (e.g. municipal waste, ash, paper, construction waste) and radioactive (liquid and solid). The total volumes of waste are shown in the table.

SE obtains data on waste generation from record sheets maintained in accordance with the applicable legislation. Each type of waste is recorded separately. The basis for keeping these records is the weighing tickets, which document the exact volume of waste handed over. These data serve for the regular reporting and control of waste management in the Company.

Evaluation of waste generation at the individual plants:

- **EBO** – The total volume of waste generated is higher due to the extensive replacement of brass condenser tubes during the outage. The reduction in the volume of hazardous waste was caused by the fact that, in 2024, the oil–water separation equipment was not cleaned.
- **EMO12** – In 2024, the generation of construction waste decreased to the normal level and the amount of waste from the implementation of the cooling-tower modification project decreased.
- **EMO34** – In 2024, the generation of hazardous waste (mainly organic solvents and other emulsions from technological processes) stabilised and reached a standard level corresponding to the scope and nature of the activities carried out.
- **ENO** – Owing to the termination of heat production, the generation of non-hazardous waste disposed of at the stabilisate landfill, and the ash-slag mixture impoundment decreased significantly. The volume of hazardous waste generated increased compared with 2024, mainly due to the disposal of waste associated with the closure and cleaning of the plant.
- **EVO** – Of the total volume of non-hazardous waste, 25 376 t was stabilisate, which was deposited at the stabilisate landfill. The increase in hazardous waste is due to a larger quantity of discarded lead batteries in the volume of 21.62 t.
- **HPP** – The volume of waste generated increased in 2024 compared with the previous year. Waste generation at the hydropower plants depends mainly on the volume of debris that is captured on the racks before the inlets to the power plants, and 2024 was abundant in flash rainfall. A further increase was caused by the implementation of routine repairs and overhauls. Hazardous waste typically consists mainly of waste oils, absorbents and rags contaminated with hazardous substances, and batteries.
- **SE HQ** – Waste generation was mainly related to the relocation of the Company’s registered office and the clearing of the old building, generating in particular waste from furniture (wood and bulky waste) and hazardous waste such as electrical and electronic equipment (e.g. refrigerators).

SE waste generation for 2024

Waste volumes generated in kt	2024
Other (non-hazardous) waste	35,569
Hazardous waste	0,441
Total	36,01

Waste recovery

The overall percentage of waste recovery at SE is significantly influenced mainly by the volume of by-products generated from the combustion of fossil fuels (ash, slag), which have a low potential for further use and recovery.

In connection with the termination of operations at ENO and EVO, there was a substantially lower generation of technological waste from coal combustion, which affected the overall share of waste recovery at SE.

At SE, waste from ferrous and non-ferrous metals, construction waste, waste oils, lead and nickel-cadmium batteries, etc., is primarily recovered. The sale of larger volumes of waste is carried out in the form of electronic auctions. Other types of waste that are recovered include plastic packaging, paper and cardboard, discarded electrical and electronic equipment, and others.

The share of recovered waste is closely related to the specific types of waste generated, which reflect, in addition to standard operation and reconstruction, construction and investment projects. At EBO, a high share of recovered waste was achieved due to the replacement of a larger volume of worn brass condenser tubes, amounting to 256.14 tonnes.

Waste that was not handed over for recovery was disposed of by an authorised company.

The notification on waste generation and waste management for 2024 for the individual plants will be submitted to the Waste Management Information System by February 2025.

Comparison of the volume and share of recovered waste at SE in 2024

Year	2024
Waste generation (t)	36 010
Of which recovered hazardous waste (t)	319
Of which recovered other waste (t)	3 104
Recovery rate (%)	9,51

Waste streams relevant for SE

In 2024, the by-products of combustion from EVO accounted for more than 70% of the total volume of other waste generated. The production of waste, stabilisate, was 25 376 t, and the waste was disposed of at SE's own waste landfill.

Radioactive waste

Given the nature of SE's economic activity, it is self-evident that the Company is engaged in assessing the safety of the operation of nuclear installations. This also includes the area of the generation, management and transport of RAW and spent nuclear fuel. The management of RAW is carried out in accordance with the applicable decisions of the Nuclear Regulatory Authority of the Slovak Republic and is supervised by inspections of this authority. The management of waste in the controlled area of nuclear power plants, from the viewpoint of radiation protection, is supervised by the Public Health Authority of the Slovak Republic. Detailed information on RAW, discharges and their assessment is provided in the Annual Report on the Operation and Safety of the Mochovce and Bohunice Nuclear Power Plants 2024, published on SE's website. SE carries out, within the management of RAW, the collection, sorting, packaging, temporary storage, pre-processing and record-keeping of RAW. The quantity and composition of the individual types of RAW depend on the type and scope of work and on the duration of unit outages.

The minimisation of RAW is a controlled system that includes the reduction of waste production, taking into account its quantity and activity, to a level as low as reasonably achievable (the ALARA principle). The reduction is achieved through technical, technological and organisational measures. The processing for the final disposal of RAW at the National Repository Mochovce is carried out by JAVYS, a. s., on the basis of a nuclear-services contract under the applicable amendments.

RAW generation at SE

	2024
Liquid RAW (m3)	65,7
Solid RAW (m3)	43,7

Information on social matters of sustainability

05

Information on social matters of sustainability

Identified impacts

PI Transparent communication

NI Occupational health and safety – incidents

NI Occupational health and safety – long-term impacts

PI Adequate remuneration

PI Variable component of remuneration

PI Work with the young generation

Identified risks and opportunities

R Price of overtime

P Employee - development

R Succession - retirements

R Shortage of qualified workforce

O Shortage of qualified workforce

5.1 Own workforce

For the purposes of this Statement, the Company considers its own workforce to consist of its own employees and the employees of contractors at the Company's locations who, on a contractual basis, provide or perform work activities for the Company.

The Company's employees are a key factor in its success, and are therefore protected and supported so as to increase their value and enhance their competitive strength represented by the qualifications of each of them. Within the Company, the physical and mental integrity of employees is guaranteed, as well as working conditions that respect their dignity, rules of conduct based on good morals, and a safe working environment. SE opposes all attitudes or forms of behaviour that would result in discrimination or endanger the individual or their beliefs or personal priorities. The principles of conduct and protection of the own workforce are embedded in the Code of Ethics and apply to employees, contractors, members of the Board of Directors and the Supervisory Board of the Company, and to all stakeholders in any legal relationship with the Company for whom the obligation to comply with the Code of Ethics arises from contracts concluded with the Company or from another legal basis.

The information presented in this chapter reflects the situation as at 31 December 2024. If information is reported from a different perspective, this is explicitly indicated within the relevant chapter. The data are reported as the number of employees, not in fulltime equivalents. The methodology used for compiling the data includes the direct counting of employees based on the Company's internal records. If a different procedure has been used in any of the chapters, this is explained within the relevant chapter.

General information

In connection with the identified impacts, risks and opportunities in the area of the own workforce, the main policies concerning employee rights and conduct are set out in the Code of Ethics the Ethics Handbook and the Zero Tolerance of Corruption Plan. These documents fall under the responsibility of the Internal Audit Department and are binding for all employees of the Company, as well as for members of the statutory and supervisory bodies. They are based, among other things, on the principles of the United Nations Global Compact. One of the fundamental principles applied through the Code of Ethics is the principle of individual integrity. Within this framework, the Company guarantees the physical and mental integrity of its employees, working conditions that respect their dignity, rules of conduct based on good morals, and a safe workplace. In addition, SE acts in such a way as to ensure that cases of unlawful coercion, bullying or harassment do not arise in the workplace. The policies in 2024 did not explicitly address human trafficking, forced or compulsory labour, or child labour; however, a revision of the policies is being prepared in 2025, which will take these areas into account.

The Company is also engaged in fighting corruption in line with the PACI (Partnership Against Corruption Initiative) and by applying the transparency criteria recommended by Transparency International.

The key policy in the area of remuneration, as well as other significant employment–employer relations, is the Company Collective Agreement ("PKZ"), which also applies to all employees of the Company.

The policy in the area of occupational health and safety ("OHS") forms part of the Company's Integrated Policy and is among its highest priorities, and applies to all employees and persons present on premises owned by the Company.

All Company policies are prepared in accordance with the applicable legal regulations of the Slovak Republic and have a designated guarantor who is responsible for updating the document and for its suitability for its intended use. The familiarisation of employees with new or updated policies takes place through a generated e-mail sent to employees who have been identified as the target group for whom the policy is intended. In such a case, the employee is obliged to familiarise themselves with the given policy and to confirm their familiarisation electronically.

All other policies are described in this Statement within the specific topics to which they relate.

Employee engagement support

The Company comprehensively supports employee engagement, including creating opportunities for their participation in collective bargaining and in discussions related to achieving the Company's objectives.

The opinion of employees is relevant for SE, and therefore the Company repeatedly carries out an organisationalclimate survey in which employees have the opportunity to express their views on the corporate culture and the safety culture in the Company. The assessment of employee satisfaction with the corporate culture and the safety culture is carried out by an independent external company. The most recent assessments took place in 2022, and the next cycle is planned for the end of 2025. The Company's management adopts measures based on the survey results with the aim of achieving excellence in this area. Employees are, in most matters under discussion, represented by elected employee representatives. In the area of OHS, for example, they have designated employee safety representatives who regularly communicate with the employer and require compliance with OHS legislation and the elimination of identified deficiencies. The Company does not carry out specific surveys or processes to obtain the views of persons who may be vulnerable to impacts and/or marginalised.

Policies of the employer that concern a larger number of employees are also discussed with employee representatives, in the areas of remuneration, employment law, social matters, jobclassification systemisation, OHS and fire protection.

For the year 2024, five members of the Company's Supervisory Board (25%) are representatives of the Company's employees, elected to the Company's body by the employees.

Mechanisms for reporting and for protecting rights

By adopting the Code of Ethics, SE has committed itself to protecting the moral integrity of its employees and guaranteeing their right to working conditions that respect the dignity of the individual. Therefore, employees are protected against physical and psychological violence, and all attitudes or forms of behaviour are prevented that could result in discrimination or endanger the individual, their beliefs or personal priorities. Sexual harassment is prohibited. Any other forms of behaviour or verbal expression that could adversely affect the feelings of an individual are also prohibited.

If an employee or any stakeholder feels or suspects that they have been a victim of harassment or any discrimination, or that the rules of conduct defined in the Code of Ethics, the Zero Tolerance of Corruption Plan, in legal regulations, or any other type of misconduct have been violated, they have the possibility to report this to the Risk Management and Internal Audit Department, which, within internal procedures, examines whether the alleged violation has occurred.

For reporting violations or suspected violations of the Code of Ethics and the Zero Tolerance of Corruption Plan (including the cases described above), the Company has established communication channels through which notifications can be submitted and which are published on the intranet (for employees) and on the Company's website (for the public). Notifications can be submitted via specially designed forms on the website, via two email addresses (eticky.kodex@seas.sk and oznamenia@seas.sk) or via a hotline, which is available to all interested parties. These notifications are investigated by the Risk Management and Internal Audit Department.

The Company has also established rules for the receipt of notifications, their registration, verification and the communication of the verification result (the socalled reporting programme), in accordance with Act No. 54/2019 Coll. on the Protection of Whistleblowers of AntiSocial Activity and on the amendment of certain acts, as amended by Act No. 189/2023 Coll. These rules are also published on the intranet for employees and on the Company's website for the public. The Directive governing the protection of whistleblowers is implemented in accordance with Slovak legislation and applies to all operations of the Company. The guarantor of the directive is the Internal Audit Department Manager.

At the same time, measures have been adopted in the Company to ensure that:

- persons who have provided information in the form of a notification (whether under the Code of Ethics, the Zero Tolerance of Corruption Plan or whistleblowing) are not exposed to any danger resulting therefrom, and
- the confidentiality of the notifier's identity is guaranteed in accordance with the relevant legal regulations and the Company's internal regulations.

All notifications are handled confidentially, and any retaliation against whistleblowers is strictly prohibited.

The Company's Board of Directors, and subsequently also the Supervisory Board, are informed quarterly about the notifications received and the results of their investigation through the Report on Received Notifications and Investigation Results. In the case of justified notifications, the Risk Management and Internal Audit Department prepares action plans, the fulfilment of which is monitored on a semiannual basis.

For the purpose of ensuring that employees are informed about the possibilities for reporting antisocial activity, every employee receives the Code of Ethics and the Zero Tolerance of Corruption Plan upon commencement of employment. These documents are also available on the SE intranet as well as on the SE website.

The internal regulation Whistleblowing Notification Handling is a crosscutting internal regulation with which every SE employee is required to familiarise themselves.

Incidents and complaints

During the reporting period, the Company did not record any workrelated incidents, complaints, or serious impacts on human rights within its own workforce, and therefore no related significant fines, sanctions or compensations arising therefrom.

For 2024, Internal Audit recorded one complaint regarding the termination of employment on the grounds of racism. After a detailed investigation, this complaint was assessed as unfounded. During the reporting period, two complaints regarding bossing were also recorded; however, after detailed investigation, these were likewise assessed as unfounded.

Risk management and the use of opportunities related to the own workforce

A comprehensive description of risk management in the Company is provided in the chapter Due diligence and risk management.

For managing opportunities, SE has implemented a socalled Ideas Exchange. The Ideas Exchange is a platform through which employees of the Company may submit their innovative proposals for improving processes and increasing efficiency within the Company. Each idea is assessed by a project manager and subsequently undergoes an approval process.

For 2024, 105 ideas were registered in the Ideas Exchange, with 32 authors earning additional rewards for 10 ideas in a total amount of more than 51 000 EUR. During the six years of the Ideas Exchange's existence, more than one thousand ideas have been registered in total, with 390 authors receiving rewards for 154 ideas in an overall amount exceeding 500 000 EUR.

Company employees

All employees in the Company's own workforce are employed on a permanent basis. The number of employees is reported without breakdown by geographical area because, apart from the Slovak Republic, SE does not employ more than 50 employees in any other geographical area. The metrics concerning own employees are reported as headcount and are reported as at 31 December 2024. If this is not the case, it is indicated in the text.

Total number of employees of the Company

Gender matters	Number of employees (head count)
Male	3 504
Female	662
Other	0
Not reported	0
Total	4 166

For the total number of employees of the Company, see Note *1 General information*, which forms part of the Notes to the Individual Financial Statements for the year ended 31 December 2024.

Countries in which at least 50 employees of the Company are employed

Country	Number of employees (head count)
Slovak Republic	4 166

The overall employee turnover, which in addition to voluntary turnover includes departures into old-age or early old-age retirement, was at the level of 8% for 2024, while voluntary turnover was at the level of only 2.87%.

Employee turnover at the Company

Total number of staff who left in 2024	344
Rate of total turnover (%)	8,45 %
Rate of voluntary employee turnover(%)	2,85 %

In 2024, the Company employed permanent employees on the basis of an employment contract within the regular work process, and temporary employees working in SE on the basis of agreements on work performed outside an employment relationship (agreement on work performance, agreement on work activity, agreement on student temporary work).

Information on employees by type of contract and by gender (by number of employees)

	FEMALE	MALE	OTHER*	NOT DISCLOSED	TOTAL
Number of employees	662	3 504	0	0	4 166
Number of permanent employees	662	3 504	0	0	4 166
Number of temporary employees	145	549	0	0	694
Number of non-guaranteed hours employees	0	0	0	0	0
Number of full-time employees	654	3 497	0*	0	4 151
Number of part-time employees	8	7	0*	0	15

* Gender as reported by the employees themselves.

Top management of the Company

Gender	Directors (1st level of management)	Managers and Senior Project Managers (2nd management level)	%
Women	3	28	14,03
Men	11	179	85,97
Total	14	207	100,00

Age groups of the Company's employees

Employees	Head count
up to 30 years	427
30 - 50 years	2 296
above 50 years	1 443
Total	4 166

At the end of the reporting period, persons with disabilities represented 3.29% of the Company's employees. The Company therefore does not apply any restrictions that would negatively affect employees with disabilities. The decisive condition for employing a job applicant is the fulfilment of the qualification and professional requirements for performing the specific job position.

Persons with disabilities

Persons with disabilities	Head count	%
male	114	2,74
female	23	0,55
Total	137	3,29

Workers who are not employees of the Company

For the purposes of disclosure, the Company identified as workers within its own workforce who are not employees of the undertaking those supplier employees who performed various types of work at the SE sites and in premises owned by SE. This category of workers represents, in particular during the periods of major outages of existing nuclear facilities as well as during the construction and commissioning of new nuclear facilities, a significant share of the Company's own workforce. Given the complex and demanding scope of work for which these workers are responsible, they are subject to requirements just as strict as those applied to the Company's own employees. In addition to professional requirements, they are also subject to the requirements of the Code of Ethics, the Zero Tolerance of Corruption Plan, and OSH. The engagement of such employees in 2024 took place by means of concluding a contract for the performance of work. Since the contract does not specify the number of workers to whom it applies, SE does not have sufficient information for the reporting year on the total number and composition of this category of workers within its own workforce.

Collective agreements

The Company actively participated in the negotiations on the Master Collective Bargaining Agreement for the years 2021–2023 (hereinafter the "MCBA"). This represents a framework document at national level and, among other things, sets out the basis for negotiating company collective agreements. The entitlements arising from the MCBA may not be reduced in the Company's Collective Bargaining Agreement (CCBA). The MCBA was also valid in 2024, as its validity was extended by an amendment until 31 December 2026.

The CCA in SE sets out higher entitlements than the MCBA and applies to 100% of the Company's employees and to employees released longterm for carrying out a function in the relevant trade union organisation. In the CCA, the Company, among other things, undertook commitments to prevent any discrimination against employees on the grounds of age, adverse health status or disability, gender, nationality, race, religious belief, membership in and performance of a function in a trade union organisation, or a political party or movement; it respects the right of employees to collective bargaining, the rights of employees arising from employment relationships without any restrictions or direct or indirect discrimination on the grounds of gender, sexual orientation, marital status and family status, race, colour, language, age, adverse health status or disability, faith and religion, political or other opinion, trade union activity, national or social origin, affiliation to a nationality or ethnic group, property, lineage, or other status, as well as the employer's right to a lockout under Act No. 2/1991. The current CCA is effective until 31 December 2026.

Coverage by collective bargaining

	Collective Bargaining Coverage	Social dialogue
Level of coverage	Employees – EEA	Workplace representation
80 – 100 %	Slovak Republic	Slovak Republic

Safety

Safety and health at work are the Company's highest priority. The assessment of the OSH status and the development of occupational injuries is carried out in accordance with the principles defined by WANO (World Association of Nuclear Operators), the requirements of Act No. 124/2006 Coll. on Safety and Health at Work and on amendments to certain acts, as amended, the requirements of ISO 45001, and in accordance with the Company's internal regulations.

The internal OSH policies apply to every employee of the Company and to all persons who are present on the Company's premises. Every employee is personally responsible for their own safety and for the safety of other employees. Since nuclear technology is unique in its physical nature and in the consequences that its incorrect use may cause, nuclear safety has exceptional priority. For this reason, SE's longterm safety objective is to achieve a state of zero occupational injuries in the Company. The OSH target for 2024 was defined as an injury frequency index at a level equal to or lower than 0.23 (excluding injuries on the EMO 4 completion project) per one million hours worked. Since this measure pursues the purpose of strengthening the perception of shared responsibility for meeting the safety objective across SE locations, this target was set not only for the Company as a whole but also partially for the individual locations. At the same time, the weighting of the employees' personal KPI in the area of Safety was increased to 10% of the employee performance evaluation. In the past, only certain managerial employees had this weighting set in this way.

The defined target was not achieved in 2024. The injury frequency index had been decreasing in recent years, from a value of 0.88 in 2021, 0.44 in 2022, down to a value of 0.23 in 2023. In 2024, however, it reached a value of 0.99. Given the increased number of occupational injuries compared to the previous year, the remuneration of employees who are remunerated through performancerelated bonuses continued to include integrated motivational criteria taking into account the annual injury index. This remuneration system aims to deepen the personal involvement of individual employees and strengthen shared responsibility for safety in the workplace.

Safety at nuclear power plants

As part of the continuous improvement of working conditions and the enhancement of safety, a new system of safety key performance indicators (KPIs) was introduced. This system focuses on proactive measures and includes two main areas: safety inspections and targeted safety conversations.

Safety inspections, i.e. walkthroughs, are essential for ensuring compliance with safety standards. The objective is to achieve at least 95% of planned walkthroughs. Completion of 90% of the planned number of inspections corresponds to 80% achievement. If employees in the nuclear facilities perform fewer than 90% of the planned walkthroughs, this is considered nonachievement of the target. This KPI has a weighting of 2.5% in the overall performance evaluation of the employee of the respective department.

Targeted safety conversations aim to increase safety awareness among employees. Similarly to walkthroughs, the objective is to achieve at least 95% of the planned number of conversations. If at least 90% of the conversations are conducted, this corresponds to 80% achievement of the target. Fewer than 90% of conversations is considered nonachievement of the target. This KPI likewise has a weighting of 2.5% in the overall performance evaluation of the employee of the respective department.

A further 2.5% of the employee's performance evaluation consists of the location KPI, which means the injury frequency index at the location at a level equal to or lower than 0.23. The same weighting, i.e. 2.5%, applies to the companywide

KPI. If the injury frequency index reaches a result of up to 0.35, the fulfilment of the target will be assessed at the level of 80%. A result of these indicators worse than 0.35 will be assessed as nonachievement of the target.

For both the location and the companywide KPI, a "knockout" criterion is applied, meaning automatic non-achievement of the target if an occupational injury occurs involving serious bodily harm or resulting in death.

Safety at other sites

For the SE headquarters, hydropower plants, and decommissioned thermal power plant sites, the 10% weighting is split equally between meeting the site's safety KPI and the companywide KPI, with the conditions and knock-out criteria identical to those applied in the nuclear power plants.

As at 31 December 2024, a total of 4 166 persons were included in the health and safety metrics, representing 100% of SE's employees and all contractor employees. In 2024, 8 recordable occupational injuries were registered, resulting in 731 lost workdays. These injuries included both employee injuries and contractor injuries. No fatal occupational injury and no case of demonstrably work-related ill health was recorded.

In 2024, a new tool for increasing the effectiveness of OHS was introduced – the Life-Threatening Situations Rules. At the same time, the established campaign Zero Injuries, Safety Without Compromise continued. The winner of the Safety Cup competition, which is awarded to the location with the best OHS results, was for 2024 the SE Directorate location in Bratislava; the travelling trophy was handed over to them by the 2023 winners, colleagues from the EBO location. In 2024, the Safety Topic of the Week also continued – communication and discussion of a designated weekly topic related primarily to OHS at the beginning of each meeting. For 2024, there were 52 editions prepared.

Number and rate of occupational injuries

Occupational injuries	Number
serious occupational injury resulting in death:	0
serious occupational injury resulting in severe personal injury:	0
recordable occupational injury:	8
total	**8**

Benefits at SE

The Company has implemented a remuneration system based on the principle of internal fairness, under which all job positions are evaluated according to the complexity, responsibility, strenuousness of the work performed and the performance of the employee. The remuneration conditions are governed by Act No. 311/2001 Coll., the Labour Code, as amended, by the conditions of the CCA, and by the internal policy regulating remuneration management. This policy sets out the principles and procedures for remuneration, ensuring that personnel costs are aligned with the needs of the Company and the criteria of the remuneration system. The document is binding for the entire Company and follows the requirements of ISO 9001, ISO 14001 and ISO 45001. Job positions are, based on evaluation, assigned to individual reference levels – job-difficulty grades. The evaluation of job positions is based on identical criteria without any discrimination.

For each reference level, a minimum basic-salary value and a median basic-salary value are defined. The specific agreed basic-salary amount of an employee must not be lower than the defined minimum basic-salary value for the job position to which the employee is assigned. The basic salary of an employee also reflects that employee's individual performance. In accordance with the remuneration rules, for an employee–graduate, the basic salary is agreed up to the level of 80% of the median basic-salary value for the job position to which the employee–graduate is assigned, but it must not be lower than the minimum wage set by law. There is no employee in the Company who receives a salary lower than the appropriate salary for their job position. According to the CCA, an employee's salary cannot be lower than the minimum wage set by law, which means that all employees receive an appropriate salary in accordance with the applicable reference values.

In addition to stable financial remuneration, the Company has also established a system of variable remuneration. This system emphasises the individual performance of the employee and motivates employees to achieve better performance.

In addition to variable remuneration, the Company provides employees with a wide range of benefits (e.g. discounts on the purchase of goods and services from partners, discounts for summer camps, wellness packages, Multisport card, favourable operational leasing), as well as benefits arising from the CCA (e.g. 5 days of annual leave beyond the statutory entitlement, a 37.5-hour working week, social assistance, contributions to supplementary pension savings, contributions for blood and plasma donation).

Gender does not influence the level of remuneration at SE. The gender pay gap was defined as the difference in the average gross hourly wage levels for female and male employees, expressed as a percentage share of the average remuneration level of male employees. This difference is 13.16% and is caused by the different positions that men and women hold in the Company.

Gender pay gap

	Men	Women	Difference (%)
Average hourly pay in EUR	18,95	16,46	13,16%

A breakdown of the gender pay gap by employee category, into which all annual bonuses, monetary benefits and premiums are included, is presented in the table below. The category Manager includes positions of senior, middle and lower management and employees remunerated through KPIs. The category Tech–Admin (technical–administrative employee) includes employees of the Company's lower management ensuring the operational management of departments (group leaders, supervisors) and administrative clerks or technicians. The Worker position includes predominantly manual workers.

Gender pay gap by employee category

Position	Remuneration of men	Remuneration of women	Difference
Manager	28,85	22,58	21,72 %
Tech–Admin	17,42	13,23	24,03 %
Worker	12,55	8,97	28,47 %

Social protection

All employees of the Company are covered by the employer's social policy in accordance with Act No. 311/2001 Coll., the Labour Code, as amended (hereinafter the "Labour Code"). In addition, SE has selected aspects of social policy and social care regulated in the CCA as follows:

Sickness – employees who are incapacitated for work not due to an occupational injury caused by their own fault are entitled to a financial reward for every at least 30 consecutive days of incapacity for work.

Employment injury and acquired disability – in the case of a serious occupational injury resulting in permanent invalidity, the cause of which was not solely the conduct of the affected employee, the employer shall pay the affected employee, in addition to statutory entitlements, additional financial resources, the amount and conditions of payment of which shall be assessed separately by the commission for the compensation of occupational injuries and occupational diseases, of which a representative of the trade unions shall also be a member.

Retirement - in addition to the protection under the laws, SE provides their employees with the option of contributing to a 3rd-pillar pension. SE contributes 2 EUR for every 1 EUR an employee contributes to their 3rd-pillar pension account, up to 600 EUR per year. The same conditions apply to contributions to the Pan-European Personal Pension Product (PEPP).

Work-life balance

Every employee of the Company is entitled to maternity, parental, and/or paternity leave. This type of leave is granted to all employees of the Company who request it and meet the conditions for taking it in accordance with the Labour Code. Given that in the Slovak Republic an employee is not obliged to notify the employer of the birth of a child, it cannot be stated with certainty that every eligible employee actually exercised this type of leave in 2024. However, every employee who in 2024 met the statutory requirements for granting a specific type of family leave was enabled by the Company to take that type of leave.

Family leave

	Entitlement to family leave	Request for taking family leave	Family leave actually taken	%
Men	3 504	104	104	100
Women	662	47	47	100
Total	**4 166**	**151**	**151**	**100**

Employee education and development

Given the economic and safety significance of the facilities owned by SE, the education and professional training of the Company's employees, together with safety and environmental protection, are assigned the highest possible priority.

Education and professional training in the Company are divided into:

- vocational and professional training,
- other non-legislative training;
- development of soft and managerial skills;
- raising and deepening qualifications through development programmes, and
- conferences and professional seminars.

The education and development of employees in SE is governed by two internal policies regulating the area of employee education and development and the area of knowledge management in SE.

Policy in the area of employee education and development addresses the education and development of employees in general. It addresses the planning, organisation, and implementation of educational and development activities for employees with the aim of supporting safe and reliable operation, increasing the performance of employees and the organisation, supporting career growth, and reducing the gap between the required and actual level of competences.

The policy in the area of knowledge management in SE is specifically focused on a systematic approach to employee preparation. It describes the methodology used in professional training, sets out the training objectives and contains specific procedures and the methodology of professional training of employees. The most important part of education and training is professional and vocational training. This arises from the relevant legis-lation (including the requirements arising from Act No. 541/2004 Coll. on the Peaceful Use of Nuclear Energy (the Atomic Act) and on the amendment and supplementation of certain acts, as amended) and the internal regulations of SE.

Vocational and professional training includes staff who

- have the performance of professional activity determined as a job prerequisite,
- undergo training for the purpose of maintaining knowledge and skills,
- are psychologically and medically fit to undergo vocational training.

The content and structure of professional and vocational training for individual professional competences are specified in the relevant legislation and in SE's internal documentation. The requirements for the professional and vocational competence of employees are defined for specific job positions, with the determination of the educational activities that fulfil the competence, and they form part of the description of the model job position.

Performance and career development evaluation always takes place in the first quarter of the calendar year and is attended by everyone who is an employee of the Company during that period. The results for the previous calendar year are evaluated. In 2024, a total of 3 513 employees were evaluated, of whom 485 were women and 3 028 were men. The number of evaluated employees does not correspond to the number of employees at the end of the reporting period. This discrepancy is caused by the fact that employee appraisal generally takes place in the first quarter of the calendar year, when the number of employees differs from the number at the end of the reporting period. For this reason, the percentage share of employees who underwent performance evaluation is not indicated, as the resulting value would be distorted. Performance evaluation consists of three levels of evaluation: 180° (self-assessment of performance and behaviour by the employee and the direct superior), 270° (self-assessment and assessment of the employee from various levels – by the superior and colleagues), and 360° (assessment from various levels – superior, subordinates, colleagues, and self-assessment).

Evaluation of employees

Employees	Regular evaluation of per-formance and career devel-opment for 2024	Planned number of perfor-mance evaluations by man-agement
Men	3 028	3 028
Women	485	485
Total	3 513	3 513

Hours of professional training of employees

Total number of hours of professional training that was offered to employees:	459 733,9
Total number of hours of professional training that employees completed:	341 870,34

The number of hours of professional training completed during the calendar year varies in SE. This variability is caused by mandatory legislative training and education. Most such educational activities and professional training must be continuously renewed in two- to five-year cycles – in such cases, in the relevant years the number of professional training hours is higher than during an ordinary year.

Hours of professional training of employees by gender for 2024

Employees	Number of employees	Number of completed hours of professional training	Average number of complet-ed hours per employee
Men	3 723	320 605,0	86,1
Women	703	21 265,4	30,2
Total	4 426	341 870	77,2

The number of employees who in 2024 participated in regular performance and career development does not correspond to the number of employees of the Company as at 31 December 2024. This discrepancy is caused by the fact that training and development activities take place throughout the entire reporting period, which results in a discrepancy between the sum of employees who during the reporting period completed training and the number of employees as at 31 December 2024. For this reason, the percentage share of employees who participated in regular performance and career development is not indicated, as the resulting value would be distorted

Number of employees who participated in regular performance and career development

Employees	Men	Women
Manager	1 025	257
Tech–Admin	1 641	429
Worker	1 057	17
Total	**3 723**	**703**

Job positions from the level of manager upwards may themselves choose additional training that they need for the responsible performance of their work activities. In the case of lower job positions, the basis is the Human Resources Strategy and the evaluation interviews.

The core educational activity is the Leaders' Academy. The Leaders' Academy is a development programme that contains the standard set of information and skills for every new manager at the levels of manager, supervisor, team leader, group leader and foreman, depending on whether they came to SE from an external environment or were promoted to a managerial position within the Company. The programme consists of three parts:

Internal processes of the Company – expectations and responsibilities of managerial employees in individual SE processes; duration: 2 days;

Soft skills – strengthening the soft and managerial skills of managerial employees (e.g., delegation, motivation, management, decision-making, feedback, etc.); duration: 2 × 2 days;

Refresh – follows in content on the Soft skills part and is completed by the managerial employee five years after completing the Soft skills part; duration: 2 days.

Development of managerial employees

Leaders' Academy	Number of graduates	Number of hours
Internal processes of the Company	111	1 486
Soft skills	238	3 782
Refresh	46	726
Total	**395**	**5 994**

For contractor employees, the Company provides the training necessary for the safe presence of contractors in premises belonging to the Company. Such training includes:

- introductory and periodic training required to permit entry to a specific site,
- introductory training for entry into the Controlled Area of nuclear power plants,
- training for fire and assistance patrols,
- pre-shutdown training,
- workplace training prior to work,
- other OSH training, according to the individual needs of the worker.

Early retirements

Early retirements due to the legislative change enabling early retirement after forty years of work, as well as the wave of extraordinary increases in the amount of old-age pensions by the state, affected the labour market with a wave of employees retiring early at the end of 2023, which continued in 2024. In 2024, the number of applications for early old-age pensions in the Slovak Republic increased severalfold against 2023. SE was not spared this situation either.

In 2024, some 91 employees left the Company due to early retirement. This figure repre-sents a decrease compared to 2023, when SE recorded 245 employee departures.

The Company was significantly helped in this decrease in early retirements by the introduction of measures within the CCA, namely the introduction of a special severance payment beyond the statutory amount in the event that the employee terminates the employment relationship only due to retirement into regular old-age pension and terminates the employment relationship no later than in the calendar month in which they reach the age for the entitlement to an old-age pension.

Recruitment of qualified labour

Sufficiently qualified labour and its acquisition is key for SE in fulfilling the Company's highest objective, which is the safe and environmentally responsible production and supply of affordable energy for all customers of the Company.

> By the end of the reporting period, recruitment of more than 550 new employees had been recorded, representing the highest number of hires in the Company's history.

Recruitment of new employees is governed by the internal policy regulating the recruitment and selection of employees. This policy forms part of the supporting processes within human resources management and regulates the process of searching for and selecting employees in the Company. The policy establishes the rules, principles and procedures for the recruitment and selection of new employees, including adaptation, education, and development of employees.

> Among the recruitment activities, the hiring of 20 new secondary-circuit operators was very significant, as this is a key position for the operation of a nuclear power plant.

The most difficult positions to fill were in particular manual jobs such as electrician, locksmith, mechanic, and machinist, mainly due to competition located in the vicinity of the sites and making use of labour with similar or identical qualification prerequisites. During the second half of the year, the number of persons in these positions was increased by 220 new jobs, which had to be taken into account when creating the recruitment strategy and plan and when building the recruitment team

Contributing to this result were activities at technically oriented universities, since recruitment concerns mainly graduates of these universities.

In optimising recruitment activities, several measures were carried out and planned, which primarily brought coverage of the recruitment needs arising from the plan, as well as increased efficiency of the recruitment team and its activities. Parallel to the staffing plan, the Company successfully continued in 2024 with the implementation of the strategy for recruiting new employees and with the application of documentation regulating the conditions for improving recruitment processes. Key measures included the expansion of the team, the training and development of recruitment staff, as well as the stabilisation of the recruitment team after the adaptation of new members. Furthermore, a supplier of recruitment software was selected, offering various process automations as well as the use of artificial intelligence tools in the selection and subsequent recruitment of new employees.

In the area of motivational tools, a contribution towards accommodation was added for employees relocating for work in positions with labour shortages. In 2024, SE launched an off-line recruitment campaign focused on the areas surrounding the sites. Among other recruitment measures and offered benefits that continued to be provided during 2024 were temporary accommodation for a period of up to one year for employees with permanent residence more than 50 km from the workplace, a reward for recommending a candidate for a new job position for SE employees, and a starting bonus for a new employee in a shortage position.

> In 2024, SE welcomed 235 students from secondary schools and universities in one of its student programmes.

New generation of employees

Attracting and developing new talents for SE's sites is one of the Company's priorities to ensure the continuity of safe electricity generation. A unit focused on cooperation with schools and talent management has been established in the Company. In 2024, some 76 events were carried out at secondary schools and universities, including various job fairs, exhibitions, competitions, and popularisation lectures. In addition to these events, professional excursions were regularly organised for pupils and students of primary, secondary, and higher education institutions at nuclear and hydropower plants, in the controlroom simulator and, in the largest number, in Energoland, which is the largest edutainment centre on energy in the Slovak Republic.

A significant and well-established activity in the area of talent support is the annual awarding of the Aurel Stodola Prize for outstanding bachelor's, master's and doctoral theses in the field of energy, which forms part of the broader concept Energy for Education (the concept Energy for Education is explained in more detail in the section Corporate Culture). Participants in the Aurel Stodola Prize receive a platform for their presentation and an opportunity to meet experts from the energy sector, as well as to gain new knowledge and contacts for further study and career development. The winners of the individual categories receive a financial reward ranging from 500 to 1 500 EUR. In 2024, some 37 theses were registered for the competition.

As regards secondary-school students, a significant project is practical training. This is a project of secondary-school vocational practice divided into one week of classroom instruction at school and one week of practice in SE. It is attended by students in the third and fourth years of selected secondary vocational schools. Six schools in the vicinity of the nuclear power plants were involved in the project during the reporting period, and 52 students completed it. All costs of the training are borne by SE.

From the perspective of university students, an important project is the successor student internship, which is primarily intended for students of technical and natural-science disciplines, in particular from the relevant faculties of the Slovak University of Technology in Bratislava, the Technical University of Košice and the University of Žilina. During the reporting period, 50 students completed this internship. In the successor internship, students have flexible working hours that they can adapt to their studies, may cooperate in SE on bachelor's or master's theses, and have assigned mentors who guide them and assign them tasks. In 2024, the remuneration of students in the successor internship amounted to 7 EUR per hour worked.

Information on governance matters of sustainability

06

Information on governance matters of sustainability

Identified impacts

PI Integrated management system, quality management system, and audits

NI Political engagement

Identified risks and opportunities

O Corporate culture

R Political engagement

6.1 Corporate culture

How the Company creates, develops, promotes, and evaluates its corporate culture

The fundamental pillar of SE's corporate culture is the clearly defined Vision and Mission of the Company, which are also reflected in its IMS and are explicitly expressed in the Company's Integrated Policy. The Company's Integrated Policy expresses the unconditional priority of safety over production requirements and commercial profit and integrates the areas of safety, quality, environmental protection, personnel training, and risk man-agement. This policy is publicly available, regularly reviewed and updated when necessary.

Another significant pillar of corporate culture is the Model of Values and Behaviours. This is a set of values, attitudes, norms, and behavioural patterns that determine the way the Company operates. This model influences the organisation of work, defines the system of recognised values, as well as the form of expression and communication externally and internally within the Company.

The Model of Values and Behaviours represents the key elements of corporate culture that characterise the Company and make it unique and attractive not only for employees, but also for customers. This model is published on the Company's intranet and forms part of the IMS documentation.

The manner in which the management, executive and supervisory bodies govern the Company and ensure the fulfilment of the Company's vision and mission is described in detail in the chapter Company Bodies.

The basic principles of business conduct, ethics, corruption prevention, and market-abuse prevention are governed by a set of policies that have an appointed guarantor and are binding for all employees, and, in the case of the Code of Ethics, also for contractors with whom the Company has concluded contracts. The most significant documents in this area include the Code of Ethics, The Zero Tolerance of Corruption Plan, the internal policies governing the prevention of conflict of interest, antitrust, market-abuse prevention, and the organisational rules, which set out the basic rules of the Company's functioning and the distribution of competences and responsibilities between individual divisions and management. For 2024, the Company does not report metrics concerning information on aspects of Business Conduct.

Corporate social responsibility is addressed in the Company in three pillars: economic, environmental, and social. In the process of continuous improvement, the Company proceeds in two ways. One is the preservation of continuity and the other is the search for new opportunities.

The Company approaches each project in the area of corporate social responsibility with the aim of achieving the broadest possible society-wide reach. The comprehensive nature of the corporate social responsibility pro-gramme is reflected in the name Energy for the Country, whose main objective is to support public-benefit activities and initiatives, thematically divided into five areas focused on culture, science and education, sport, the environment, and social assistance. Through the SE Foundation Fund in the Pontis Foundation, the Company announces grant calls and supports philanthropic activities in communities in the regions of the Company's operations. The transparency of the endowment fund is declared by the certificate of transparency of the fund awarded by the Association of Corporate Foundations and Endowment Funds (ASFIN).

Prevention of corruption

In accordance with the tenth principle of the UN Global Compact initiative, according to which "businesses should work against corruption in all its forms, including extortion and bribery", the Company engages in the fight against corruption in line with the Partnering Against Corruption Initiative and the application of transparency criteria recommended by Transparency International. This commitment is expressed in the following gen-eral principles:

- SE rejects corruption in all its forms, direct as well as indirect, and
- SE implements the Zero Tolerance for Corruption Plan in the fight against corruption.

The Company has adopted and published the Code of Ethics and the Zero Tolerance for Corruption Plan, which clearly define the prohibition of any form of corruption and bribery, the acceptance/provision of gifts or advantages, conflict of interest, and which apply to all employees of the Company. A breach of these is, under the Company's Work Rules, considered a serious violation of work

discipline, with the possibility of applying the relevant labour-law consequences in accordance with generally binding legal regulations and the Company's Work Rules – all employees are familiarised with these documents through training on the Company's Work Rules.

The Company has established rules on the acceptance and provision of gifts or other advantages, and likewise has in place a process for the prevention of conflict of interest. This process is defined in the internal policy governing conflict of interest, with which all employees of the Company are required to familiarise themselves.

The Company has an internal control system set up to prevent the emergence of corrupt behaviour (KYC procedures, multi-member project teams, multi-member committees for project approval in order to eliminate the risk of promoting an individual's interests, multi-level approvals in the Company's systems by at least two persons).

An important instrument in the area of reporting and detecting corruption is the set of communication channels — whistleblowing lines — for submitting notifications, their registration and verification. These mechanisms are dealt with in detail in the sustainability statement in the chapter Mechanisms for Reporting and Protecting Rights.

A part of every concluded contract or purchase order are the General Terms and Conditions (GTC), which sup-pliers and customers accept by signing the contract and which bind them to comply with the Company's Code of Ethics and Zero Tolerance for Corruption Plan. Employees who are responsible for reviewing notifications related to corruption are, in this area, independent of instructions from the Company's management. Responsibility for this area lies with the Risk Management and Internal Audit division. In connection with the reporting of anti-social and anti-corruption conduct, regular quarterly reporting to the Company's management takes place con-cerning notifications and the results of their review.

During the reporting period, no confirmed case of corruption, corruption incident, termination of a contract due to corruption, nor any public lawsuit concerning corruption or bribery was recorded against the Company.

In connection with the Company's management and the prevention of corruption, the members of the Board of Directors and the Supervisory Board are reviewed at regular semiannual intervals through a questionnaire. Among other things, the questionnaire includes information on holding public office, links to other entities, and transfer pricing – economic and personnel links. These information are subsequently verified through the TRANSPAREX database. The Company, through the information obtained from the questionnaires, has at its disposal the necessary information for assessing conflict of interest among the members of the Board of Directors and the Supervisory Board, and thus in this manner actively manages the risk of a potential conflict of interest.

The functions most at risk of corruption and bribery include directors, managers and members of the Board of Directors and the Supervisory Board who sign or approve legally binding documents on behalf of the Company. In connection with the above, it is necessary to add that the Company has in the past adopted several preven-tive measures for the purpose of eliminating the risk of corruption and bribery. In addition to the above, the positions at risk include employees involved in the preparation and implementation of the procurement process, i.e. employees of the Procurement division and project managers from the Asset Management division. In 2024, the Internal Audit unit began providing in-person training to these employees on conflict of interest in procurement, and this activity will continue in 2025. At the same time, the preparation of an e-learning training course is planned for 2025, for the purpose of retraining all employees in the processes at risk. Although the Company currently does not record other time-limited or quantitatively reportable measures, it will continue in the future to strictly observe compliance with all principles and obligations arising from its internal management documents, as well as from European and national legislative requirements.

Functions exposed to risk

functions exposed to risk	number of employees	exposed to the risk of corruption	% exposed to the risk of corruption	under the professional training programme on anti-corruption behaviour	% under the professional training programme on anti-corruption behaviour
Management*	1 203	489	40,6	99	20,2
Technical administrative staff*	1 967	234	12	92	39,3
Workers	996	0	0	0	0

> “Quality, environmental protection and safety form the main pillars of the Company's Integrated Policy.”

To achieve the highest level of safety (specifically nuclear safety and radiation protection), product quality, process performance, increasing the overall efficiency of the Company and the satisfaction of its customers and stakeholders, SE applies a management system that integrates the requirements:

- for quality according to the international standard ISO 9001,
- for environmental protection according to the international standard ISO 14001,
- for occupational safety and health according to the international standard ISO 45001.

As an operator of nuclear installations, SE also applies further requirements and recommendations of international and supervisory bodies, among which in particular:

- the requirements arising from the document of the International Atomic Energy Agency (IAEA) in Vienna, General Safety Requirements GSR Part 2 (Leadership and Management for Safety),

- World Association of Nuclear Operators (WANO),
- Operational Safety Review Team (OSART),
- Institute of Nuclear Power Operations (INPO) – recommendations from international missions, adoption of best world practice from nuclear power plants,
- Nuclear Regulatory Authority of the Slovak Republic;
- Office of Public Health of the Slovak Republic.

SE's Integrated Management System is based on a process approach and customer orientation in accordance with the requirements of the relevant legislation of the Slovak Republic and the European Union, the international standards ISO 9001, ISO 14001, ISO 45001, as well as the requirements of stakeholders.

The effectiveness and efficiency of the IMS were verified in 2024 through five integrated process audits of the Integrated Management System carried out at SE's Directorate and in selected plants and operations of the Company. The findings are continuously used for the continual improvement of the IMS through action plans and defined measures. Parts of the IMS are reviewed annually by the Company's top management, and the overall evaluation forms part of the annual report and various partial reports, such as the IMS Management Review for the relevant year.

SE is aware of the full responsibility arising from the nature of its activities and the fact that this responsibility cannot be transferred to contractors. For this reason, in 2024, some 47 external (customer) audits were carried out at selected suppliers with potential impact on nuclear safety. The audits were performed by qualified auditors with the participation of technical experts from SE. The results of supplier audits are used for the overall improvement of supplier performance, for streamlining the procurement process and for enhancing the safety and reliability of nuclear installations.

6.2 Political engagement

In accordance with the Zero Tolerance for Corruption Plan and the Code of Ethics, SE under no circumstances finance political parties, their candidates, or representatives, whether in the Slovak Republic or abroad, nor do they sponsor congresses or assemblies whose sole or main purpose is political promotion. At the same time, SE refrains from any direct or indirect exertion of pressure on politicians (e.g., through advantages provided by the Company, acceptance of recommendations for employment, consultancy contracts).

From the perspective of the national legislative process, SE in 2024 participated in the commenting on 19 national legal regulations. The most significant was the reform of construction legislation, including changes in regulations concerning the environment and permitting processes, in which the Company pursued the objective of ensuring suitable conditions for construction permitting, streamlining, and accelerating the construction proceedings.

A key nonlegislative material on which the Company participated through comments was the Integrated National Energy and Climate Plan for 2021–2030 (NECP), which defines significant elements of the energy and climate policy of the Slovak Republic with overlap into European Union policies. Within the NECP, the Company focused on the inclusion of SE's planned projects in the plan and on updating information concerning the diversification of nuclear fuel.

From the perspective of European topics, the key area was small modular reactors (SMR), within which the Company actively supported newly emerging international initiatives to promote the development of SMRs (in particular the European Industrial Alliance for SMRs), in the activities of which SE actively participated.

SE is registered in the EU Transparency Register under registration number 648546927951-39.

One member of SE's Board of Directors and one member of SE's Supervisory Board held, in the period of two years prior to their appointment to office in the current reporting period, a comparable function in public administration (including regulatory authorities). In assessing comparable functions in public administration, the Company proceeded on the basis of the list of functions set out in Article 2 of Constitutional Act No. 357/2004 Coll. on the protection of public interest in the performance of the functions of public officials, as amended.

Information on specific topics

07

Information on specific topics

Identified impacts

NI Nuclear event

NI Nuclear event

O Innovation

O Digitalisation and artificial intelligence

Identified risk and opportunities

R Nuclear fuel

R Cybersecurity

> Safety is the highest priority in SE, particularly given the operation of nuclear installations, which are a part of critical infrastructure.

In this area, this is not just about occupational safety and health, but above all about ensuring the safe and reliable operation of nuclear power plants.

To successfully fulfil all aspects of safety, it is necessary to ensure:

- consistent physical protection of buildings and equipment,
- regular and systematic training of all employees,
- stable and secure supplies of nuclear fuel,
- effective protection against cyber threats, as digitalisation and the shift to the online environment represent new risks for the operation of equipment.

Nuclear Safety

The Company has developed an internal policy governing nuclear safety, which defines the responsibilities and competences of the divisions in the area of nuclear safety. The person responsible for the nuclear safety policy is the nuclear safety manager. Its purpose is to describe the management of activities, specific procedures, and duties of employees responsible for nuclear safety within the Company. Every employee is familiarised with this policy electronically.

The policy sets out the obligation of employees to comply with the basic rules of safety at work, ethical rules, the Work Rules, and discipline, as well as caution when working with documents. It assigns them responsibility for fulfilling the Company's Integrated Policy in the area of nuclear safety. At the same time, it divides the main activities of the division responsible for nuclear safety into processes such as the management of nuclear safety, radiation protection, licensing, emergency planning and preparedness, selfassessment, and benchmarking. The policy regulates the obligations of SE so that they are in compliance with applicable standards (e.g., ISO 9001, ISO 14001, ISO 45001) and ensures a high level of nuclear safety in the Company. It is binding for all relevant operations (EBO, EMO) and divisions of the Company. The policy focuses on a comprehensive evaluation of the safety of the operation of nuclear installations, including the application of management programmes, compliance with administrative limits and the minimisation of risks to the health and safety of employees and the public. It evaluates compliance with legislative requirements, internal regulations, the quality of the human factor, and the impact

of operation on health and safety. It also defines the strategic indicators used to assess the level of nuclear safety, for example compliance with limits and conditions, occupational safety and health, the effectiveness of the radiation monitoring system, fire protection, and the generation of radioactive waste. These indicators are evaluated separately for each nuclear power plant unit.

The evaluation also includes monitoring of the safety culture, the use of operating experience, selfassessment, the corrective and preventive system, as well as the reliability of the human factor. The policy sets out the obligation for the regular performance of internal nuclearsafety audits and inspections, with the results of these activities serving to improve processes and increase the level of nuclear safety.

In 2024, two operational events were recorded that were assessed as level 1 according to the international INES scale, which means that they had a low potential impact on safety.

At EBO4 an electrical fault occurred on a line, which caused the automatic shutdown of the reactor. The cause was an error in the configuration of the protection equipment – the protection reacted outside its designated range. At EMO3 the event was caused by an insufficient response to an increased temperature in the equipment. In another event at the same unit, multiple safety systems were falsely activated, meaning that the safety systems reacted preventively.

These events were thoroughly analysed, and measures were adopted to eliminate the causes to prevent similar situations.

Cybersecurity

Geopolitical developments in recent years have shown that cyberattacks represent a significant threat to SE. Since the Company owns and operates elements of critical infrastructure, it is extremely important to protect this infrastructure and the systems from such attacks. For this reason, appropriate attention is devoted to cybersecurity in SE, and a Cybersecurity Security Strategy has been adopted, within which SE's Board of Directors has committed to the continuous support of cybersecurity with the aim of building and operating a secure and protected cyber environment. The person responsible for the cybersecurity management process in SE is the corporate and cybersecurity manager.

In the area of cybersecurity, the Company's Board of Directors has set the following objectives:

- to ensure an adequate level of protection of the Company's information, networks and information systems through appropriate and proportionate security measures so that the networks and information systems are capable, at a certain level of reliability, of withstanding any action that threatens the availability, authenticity, integrity or confidentiality of the data stored, transmitted or processed, or of related services provided or accessible through these networks and information systems,
- to carry out the protection of the Company's information, networks, and information systems with the aim of preventing cybersecurity incidents, addressing cybersecurity incidents, and minimising their impact on the continuity of the Company's activities,
- to define the tasks for achieving the security objectives, which will form part of the Cybersecurity Action Plan, which determines the substantive, time, and financial plan for the implementation of the Cybersecurity Strategy. The Cybersecurity Action Plan takes into account legislative requirements, scenarios of the Company's development and trends in the development of cybersecurity.

Employees of the specialised divisions monitor developments in this area and assess new solutions from the perspective of compatibility and compliance with the required level of cybersecurity.

Over the course of 2024, further measures were adopted to protect against current cyber threats, cooperation was established with companies specialising in the area of cybersecurity, and the second cybersecurity audit was completed, which confirmed the conformity of the adopted and planned measures with the requirements of the applicable legislation. The Company will also continue in the future with the preparation of procurement and the introduction of new tools for monitoring the security of the environment of its networks and information systems, the creation of procedures for addressing security incidents and disasterrecovery plans, and activities aimed at increasing employees' security awareness. Employee preparedness is verified by phishing campaigns, which are carried out on an approximately quarterly basis.

7.2 Digitalisation, artificial intelligence, and innovation

The cornerstone of data science in SE is the Strategy for the Development of Data Science. The ultimate objective of this strategy is to provide support through advanced analytical data methods. SE recognises the importance of keeping pace with the most advanced technologies and their implementation into internal processes.

The main benefits arising from this strategy can be divided into five groups:

1. **Transparency** – better overview and obtaining objective information from various areas and situations.
2. **Knowledge sharing** – available and uniform information for all, data as a common language.
3. **Company performance** – efficiency of the organisation and processes, identification of reserves, benchmarking.
4. **Asset efficiency** – predictive maintenance, diagnostics and analysis, efficiency, and internal consumption.
5. **Value creation** – utilisation of machine learning and artificial intelligence, support for digitalisation.

One of the main priorities of the Company in the area of digitalisation was the creation of a functional datascience team that provides support for digitalisation projects within the ICT division. In 2024, the datascience team and the ICT division were expanded by 5 employees, 2 project managers and 2 interns. The heads of the Data Science and ICT departments participate on a monthly basis in directorate meetings, where they present significant milestones of the most important projects.

The Company actively cooperates in the areas of data science with external partners, including the Faculty of Informatics and Information Technologies of the Slovak University of Technology in Bratislava, where a student project was carried out, and the International Atomic Energy Agency (IAEA), within which it contributed to the preparation of a technical document on the safety aspects of artificial intelligence in nuclear installations.

> During the reporting period, 12 projects, 11 analyses and 10 presentations were carried out for SE or for students, and the economic value of these projects exceeded 800 000 EUR.

Specific benefits include:

- an increase in the accuracy of the EMO daily production plan by 30%,
- cost savings on inflow water from the River Hron in the amount of 30 000 EUR in 2024,
- optimisation of the adjustment of the circulation coolingwater pump blades with savings of 430 000 EUR for 2.7 GWh in 2024,
- more than 1 300 active users of the SE Chatbot,
- creation of 2 AI Power Apps.

In 2024, in the area of data science, attention was focused — in close cooperation with the IT department — on three key areas:

Language models

- Copilot – due to the need to increase work efficiency, SE proceeded with the companywide deployment of the application for all SE employees, including the implementation of an information campaign,
- SE Chatbot – publication of a new version of the company assistant with the possibility of uploading own documents and support for the latest language models,
- Generation of tests for elearning – questions were generated from operating documentation using language models, which underwent manual verification and were subsequently used in the training of employees of hydropower plants,
- Identification of texts from documentation – automated searching in documents and prescribed test protocols..

Statistical models and machine learning models

- Efficiency model of heat exchangers – prediction of the outlet temperature of highpressure heaters near turbines. By comparing the expected and actual temperatures, it is possible to indicate the need for maintenance. The models were recalibrated in 2024 for both EBO and EMO. Based on the results, work orders for checking the heat exchangers during the 2025 outage were planned.
- Optimisation of BQDV blade adjustment (EBO, EMO) – monitoring report of the optimal setting of BQDV pump blades according to wetbulb temperature, with an SMS notification mechanism in the event of a deviation from the optimal blade setting. The project resulted in an increase in production of approximately 2.7 GWh.
- Prediction of blowdown concentration of Circulation Cooling Water at EMO – a model for predicting the concentration of the chemical regime, which delivered significant water savings.
- Intraday prediction of electricity generation from nuclear power plants – a model capable of predicting generation in 15-minute intervals based on the impact of weather directly into the dispatching system.

Specific digitalisation solutions

- Application for data extraction from scanned documents – a tool using OCR and artificial intelligence to transform scanned documents into structured text form.

Digital transformation

SE is gradually fulfilling the project assignment from the defined strategy. A successful transition of the SAP system to the latest cloud version, S4HANA, was carried out, which will enable further development of digitalisation in the areas of generation and support processes, including new mobile applications. The full virtualreality project of EMO 3 was delivered to increase awareness of the functioning of nuclear power plants, particularly in schools. As part of improving employee comfort, innovative thermal cameras were purchased for walkdown inspections of operation. In 2024, preparation began for the project to extend Wi-Fi coverage in all premises of the nuclear power plants, which will significantly increase the possibilities for the use of digital technologies at SE sites.

Annexes

Index ESRS

ESRS E2

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IRO-1	Description of the process to identify and assess material impacts, risks, and opportunities	Determination of double materiality and stakeholders	26-36	
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ESRS E2-2	Actions and resources related to pollution	Actions and resources related to environmental pollution	90-96	
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ESRS E2-4	Pollution of air and water	Air and water pollution	96-97	
ESRS E2-5	Substances of concern and substances of very high concern			Not material
ESRS E2-6	Anticipated financial effects from pollution-related impacts, risks, and opportunities			Exemption applied

ESRS E3

Requirement reference	Title of requirement	Title of chapter	Page	Note
ESRS E3-1	Policies related to water and marine resources	Policies related to water and marine resources	98-99	
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ESRS E3-3	Targets related to water resources	Targets related to water resources	100	
ESRS E3-4	Water consumption	Water consumption	100-101	
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ESRS E5-5	Resource outflows	Outflow of resources	105-107	Not material
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List of abbreviations

ASFIN	Association of Corporate Foundations and Endowments
BAT	Best Available Techniques
BAT-AEL	Best Available Technique-Associated Emission Level
OHS	Occupational Health & Safety
BREF	Best Available Techniques Reference Documents
CH_4	methane
CO_2	carbon oxide
CO_2eq	carbon dioxide equivalent
CSRD	Directive (EU) 2022/2464 of the European Parliament and of the Council amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC, and Directive 2013/34/EU as regards corporate sustainability reporting
EIA	environmental impact assessment
EMO	Mochovce Nuclear Power Plant
EMO 3	Unit 3 of Mochovce Nuclear Power
EMO 34	Units 3 and 4 of Mochovce Nuclear Power Plant
ENO	Nováky Thermal Power Plant
EBO	Jaslovské Bohunice Nuclear Power Plant
EPH	Energetický a průmyslový holding, a. s.
EU ETS	European Union Emissions Trading System
EU	European Union
EVO	Vojany Thermal Power Plant
HFCs	Hydrofluorocarbons
COD	Chemical Oxygen Demand
IMS	Integrated Management System
ISO	International Organization for Standardization
KPI	Key performance indicator
MCBA	Master Collective Bargaining Agreement
IAEA	International Atomic Energy Agency
MNA	Monitored Natural Attenuation methods
MWe	megawatt electric
MWh	Megawatt hour
N_2O	Nitrous oxide
NF_3	Nitrogen trifluoride
NO_x	Nitrogen oxides
RES	Renewables
PFCs	Perfluorocarbons
CCBA	Company Collective Bargaining Agreement

RAW	Radioactive waste
SE-HQ	Headquarters of Slovenské elektrárne, a.s.
SE	Slovenské elektrárne, a. s.
SF_6	Sulphur hexafluoride
SMR	Small Modular Reactor
SO_x	sulphur oxides
SPH	Slovak Power Holding B. V.
Company	Slovenské elektrárne, a. s.
ESRS Standards	Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standard
EU Taxonomy	Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088
ASM	Ash-slag mixture
PM	particulate matter
WANO	World Association of Nuclear Operators

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON SUSTAINABILITY STATEMET 2024

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SLOVENSKÉ ELEKTRÁRNE, a.s.

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON SUSTAINABILITY STATEMENT 2024

To the Shareholders, Supervisory Board and Board of Directors of Slovenské elektrárne, a.s.:

We have conducted a limited assurance engagement on the Sustainability Statement of Slovenské elektrárne, a.s. (the "Company") as at 31 December 2024 and for the year then ended (the "Sustainability Statement").

Identification of Applicable Criteria

The Sustainability Statement was prepared by management of the Company in accordance with the European Sustainability Reporting Standards introduced by Commission Delegated Regulation (EU) of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council (the "ESRS"), including that the process carried out by the Company to identify the information reported in the Sustainability Statement (the "Process") is in accordance with the description set out in Note 3 *Determination of Double Materiality and Stakeholders*, and the disclosures in Note 4 *Information on Environmental Matters of Sustainability* of the Sustainability Statement are in accordance with Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council (the "Taxonomy Regulation").

Inherent Limitations in Preparing the Sustainability Statement

The criteria, nature of the sustainability reporting, and absence of long-standing established authoritative guidance, standard applications and reporting practices allow for different, but acceptable, measurement methodologies to be adopted which may result in variances between entities. The adopted measurement methodologies may also impact the comparability of sustainability matters reported by different organisations and from year to year within an organisation as methodologies evolve.

In reporting forward-looking information in accordance with the ESRS, management of the Company is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Company. The actual outcome is likely to be different since anticipated events frequently do not occur as expected.

In determining the disclosures in the Sustainability Statement, management of the Company interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

Responsibilities of Management and Those Charged with Governance for the Sustainability Statement

Management of the Company is responsible for designing and implementing a process to identify the information reported in the Sustainability Statement in accordance with the ESRS and for disclosing this process in Note 3 *Determination of Double Materiality and Stakeholders* of the Sustainability Statement.

This responsibility includes:

- Understanding the context in which the Company's activities and business relationships take place and developing an understanding of its affected stakeholders;
- The identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the Company's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;

- The assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- Making assumptions that are reasonable in the circumstances.

Management of the Company is also responsible for the preparation of the Sustainability Statement, in accordance with the ESRS requirements and the Taxonomy Regulation.

This responsibility includes:

- Preparing the Sustainability Statement in compliance with the ESRS;
- Preparing the disclosures in Note 4 *Information on Environmental Matters of Sustainability* of the Sustainability Statement, in compliance with Article 8 of the Taxonomy Regulation;
- Designing, implementing and maintaining such internal controls that management determines are necessary to enable the preparation of the Sustainability Statement that is free from material misstatement, whether due to fraud or error; and
- The selection and application of appropriate Sustainability Statement methods and making assumptions and estimates about individual sustainability disclosures that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Company's Sustainability Statement preparation process.

Auditor's Responsibilities

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB) ("ISAE 3000 (Revised)").

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Sustainability Statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Sustainability Statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement.

Our responsibilities in respect of the Sustainability Statement, in relation to the Process, include:

- Obtaining an understanding of the Process but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- Designing and performing procedures to evaluate whether the Process is consistent with the Company's description of its Process, as disclosed in Note 3 *Determination of Double Materiality and Stakeholders*.

Our other responsibilities in respect of the Sustainability Statement include:

- Obtaining an understanding of the Company's control environment, processes and information systems relevant to the preparation of the Sustainability Statement but not evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;
- Identifying disclosures where material misstatements are likely to arise, whether due to fraud or error;
- Designing and performing procedures responsive to disclosures in the Sustainability Statement where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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Independence Requirements and Quality Management

We are independent of the Company in accordance with the provisions of Act No. 423/2015 Coll. on Statutory Audit and on Amendment to and Supplementation of Act No. 431/2002 Coll. on Accounting, as amended, as amended (the "Act on Statutory Audit") related to independence and ethical requirements, including the Code of Ethics for Auditors, that are relevant to our limited assurance engagement of the Sustainability Statement and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Our firm applies International Standard on Quality Management 1 (ISQM 1) and, accordingly, maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Sustainability Statement.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the Sustainability Statement.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
  - Performing inquiries to understand the sources of the information used by management (e.g. stakeholder engagement, business plans and strategy documents); and
  - Reviewing the Company's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our procedures about the Process implemented by the Company was consistent with the description of the Process set out in Note 3 *Determination of Double Materiality and Stakeholders*.

In conducting our limited assurance engagement, with respect to the Sustainability Statement, we:

- Obtained an understanding of the Company's reporting processes relevant to the preparation of its Sustainability Statement by:
  - Performing inquiries to understand the Company's control environment, processes and information systems relevant to the preparation of the Sustainability Statement;
- Evaluated whether material information identified by the Process to identify the information reported in the Sustainability Statement is included in the Sustainability Statement;
- Evaluated whether the structure and the presentation of the Sustainability Statement is in accordance with the ESRS;
- Performed inquires of relevant personnel and analytical procedures on selected disclosures in the Sustainability Statement;
- Performed substantive assurance procedures based on a sample basis on selected disclosures in the Sustainability Statement;
- Obtained evidence on the methods for developing material estimates and forward-looking information and on how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Sustainability Statement.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Statement is not prepared, in all material respects, in accordance with the ESRS, including that the process carried out by the Company to identify the information reported in the Sustainability Statement is in accordance with the description set out in Note 3 *Determination of Double Materiality and Stakeholders*, and the disclosures in Note 4 *Information on Environmental Matters of Sustainability* of the Sustainability Statement are not prepared, in all material respects, in accordance with Article 8 of the Taxonomy Regulation.

Other Matter

Our assurance engagement does not extend to information in respect of earlier periods.

The Company does not meet the criteria for mandatory sustainability reporting under the Act on Accounting. This Sustainability Statement was prepared on a voluntary basis exclusively for management of Slovenské elektrárne, a.s., and does not meet the requirements of Article 20c of Act No. 431/2002 Coll. on Accounting, as amended, implementing Article 19a of Directive 2013/34/EU of the European Parliament and of the Council.

The Company voluntarily opted for the limited assurance engagement related to sustainability reporting.

Bratislava, 15 December 2025

Ing. Ján Bobocký, FCCA
Responsible Auditor
Licence UDVA No. 1043
Sustainability Licence UDVA No. 45

On behalf of
Deloitte Audit s.r.o.
Licence SKAu No. 014
Sustainability Licence UDVA No. 5