Integrated company policy

As a significant participant in the Hungarian electricity market the main goal of **Danubius Erőmű Ltd.** is to provide top level satisfaction to its customers and other stakeholders through the utilization of the most modern technical solutions, in a sustainable matter. When making decisions we strive to achieve a balance between health, environmental- and climate protection, information security and the security of supply and customer's and social expectations. Our company is committed to rejecting all forms of corruption. Its management applies a zero-tolerance policy and expects its business partners to adhere to the highest ethical standards. Our integrated company policy is valid for all activities of the entire company, and it is a validated fundamental part of everyday work processes.

The main company goals of Danubius Erőmű Ltd. are:

- to protect the safety and health of our employees and subcontractors, to reach "zero harm";
- to bear quality management, health, environmental and information security consideration in mind all the time;
- to use our asset and tools in a sustainable way to achieve our business goals and accident-free operation;
- continuous innovation for the sake of effectiveness, environmental consciousness, sustainability, safe and healthy workplaces and information security;
- to continuously satisfy the needs of our stakeholders besides our economic interests;
- to maintain and develop the employees' capabilities and maintain and develop the company's service partners' network.

To reach the above-mentioned goals we use the following tools:

- our Company operates a comprehensive Integrated Management System covering all areas of our operations, which is certified in accordance with the MSZ EN ISO 9001:2015, MSZ EN ISO 14001:2015 and MSZ ISO 45001:2018 standards, while the design and operation of our processes also take into account the principles of the ISO 55001:2014 and MSZ ISO/IEC 27001:2023 standards;
- with regular trainings we help to form quality-, environmental-, occupational health and safety-, asset management and information security views of our employees and leaders and we help to deepen their knowledge continuously. We also involve our subcontractors in these activities;
- we continuously monitor legal regulations and strive to meet them completely;
- applying the concept of risk-based thinking we identify quality-, environmental-, occupational health and safety-, asset management and information security requirements in all work processes and positions and we create the conditions to keep them;
- we assure the continuous improvement of the created integral management system and provide regular control to meet the regulation;
- we pay particular attention to avoid environmental damage, to keep environmental and climate change impacts on a low level and to prevent environmental pollution and we are committed to improving our environmental-, social-, and governance (ESG) performance;
- we pay particular attention to protect the health and physical safety of our employees and the employees of our contractors as well as the visitors to reduce risks and to reach a higher level of work safety and;
- to maintain our assets and tools and to manage our assets cost-effectively we run cost-, risk- and performance tests throughout their life cycle, and use the results for continuous improvements;
- we pay particular attention to protection of data and elements of electronic information systems, by introducing physical and protective measures to ensure their integrity and availability;
- we draw up and communicate our quality-, environmental-, OH&S-, asset management and information security goals to maintain continuous improvements and we provide the resources needed for the realisation of these goals and programmes;
- we expect our contracted partners, contractors and suppliers to accept the goals and principles of our integrated company management and to keep them in mind while executing their activities;
- we apply such an interactive communication process that provides smooth information flow among every interested parties - mainly our employees and contractors. This provides understanding, realisation and maintenance of policy principles on every level.

Since the responsibility of our employees is a decisive part of the company policy:

- When doing their jobs all our employees are responsible right from the commencement of work for following the quality-, environmental-, OH&S-, asset management and information security regulations;
- the managers are responsible for the realisation of the goals set in the company management policy and for enforcing the company management regulations.

Gönyű, 19th November 2025

Péter Csiba

managing director

Danubius Erőmű

A VEOLIA csoport tagja