

## Environmental Policy of HAPPY END CZ, a.s.

HAPPY END and its management understand the Environmental Policy as a long-term intention and commitment to all stakeholders, customers, employees, suppliers, state and local government authorities and the general public.

The Environmental Policy principles are one of the key pillars of HAPPY END's CSR Policy.

HAPPY END is committed to applying the following Environmental Management System principles to protect the environment:

- a) Protect the environment and prevent pollution;
- b) Comply with the legislative requirements of the Czech Republic and the EU and other requirements in the field of environmental protection applicable to the company's activities;
- c) Continuously improve the environmental management system in order to improve environmental performance and minimise the negative impact of its activities on the environment;
- d) Create an environment for open exchange of information and motivate all employees and suppliers to improve the environmental protection system;
- e) Reduce the consumption of natural resources:
  - Reduce electricity consumption and use renewable energy,
  - Reduce water consumption,
  - Reduce CO<sub>2</sub> and greenhouse gas emissions,
  - Reduce waste production and promote the principle of waste prevention and secondary use when waste is generated. If it is necessary to dispose of them, do so only in an environmentally friendly manner;
- f) Make employees and others working for the company aware of the Environmental Policy and involve them in its implementation so that it becomes a normal and natural part of their work and private life;
- g) Take direct and indirect environmental impacts into account when purchasing products and services, encouraging the purchase of environmentally friendly and technologically advanced products and services.

This Environmental Policy is binding on all HAPPY END employees.

In Prague, on 7 November 2022.

For HAPPY END CZ, a.s.: Roman Šilha, CEO