

Social Responsibility

MND, a. s. (hereinafter referred to as the "Company") strives for a long-term sustainable type of business that creates value for shareholders, employees, customers and also local communities. In all our activities, we act responsibly, with respect for the environment, human rights and principles of proper management of the Company.

Environment and Energies

We undertake in particular as follows:

- protect the environment and prevent pollution;
- manage natural resources responsibly and ensure proper renovation of the territory after the end of their use;
- increase energy efficiency and promote the use of renewable energy sources;
- prioritise the purchase of products and services that contribute to the continuous improvement of the company's environmental and energy performance.

Employees, Security and Company

We undertake in particular as follows:

- create safe and health-free working environments and prevent accidents at work, health damage and accidents at work;
- systematically identify and manage the risks associated with our activities in order to minimize their negative impacts;
- respect and protect human rights;
- conduct an open and transparent dialogue with employees and trade union organizations;
- cooperate with local communities and contribute to the development of the regions in which the company operates.

Company Management and Ethics

We undertake in particular as follows:

- act ethically, transparently and in accordance with applicable legislation, ISO 14001, 50001, 45001 standards and commitments;
- ensure the availability of the information and resources needed to achieve the objectives and targets;
- protect the Company's data, information and assets and ensure an adequate level of cyber-security;
- protect the company's reputation and prevent its damage;
- continuously improve the Company management system;
- require compliance with legal regulations and ethical principles from our contractual partners;

These policies express our commitment to responsible business and form an integral part of the Company management system for all Company activities.

In Hodonín; date 14.04.2026



Jana Hamršmídová

Director of Energy Division

