

## CODE OF ETHICS

### Integrity towards my colleagues

- ✓ I shall respect the principles set out in the Universal Declaration of Human Rights and in national and international labour laws, the fundamental rights of all human beings (human dignity, avoidance of forced labour, working time regulations, respect for minimum age requirements, decent living wages, equal rights for men and women, training, the right to form or join trade unions, workers' privacy, etc.).
- ✓ I shall respect my colleagues and demonstrate courtesy and impartiality.
- ✓ I shall refrain from harassment (sexual or psychological) or discrimination (based on ethnicity, colour, gender, religion, nationality, sexual orientation, age, disability, marital status, genetic characteristics, social origin or political opinion).
- ✓ I shall honour my commitments.

### Integrity in business relations

- ✓ I shall conduct my activities in a fair and equitable manner, refraining from any conflict of interest or anti-competitive practices such as accepting or offering gifts, invitations, bribes, political contributions, etc.
- ✓ I shall respect the integrity of the market and oppose any unlawful acts aimed at excluding a competitor or forcing business partners to accept unfair trading conditions or any anti-competitive practices (cartels with competitors, price fixing, market sharing or collusion in bidding, exchange of confidential business information with competitors).
- ✓ I shall select my suppliers and subcontractors on the basis of quality, cost, sustainable development criteria and the extent to which they meet the needs and expectations of European Power Services Zrt's equivalent commitments in terms of respect for human rights and business ethics.

### Integrity and protection of the property and assets of the company and its customers

- ✓ I shall undertake to treat in the strictest confidence all information that comes to my knowledge in the course of my duties, as a result of my presence at European Power Services Zrt.

### Prevention and alert measure

- ✓ I shall report any breach of these rules to my direct superior and/or the chief executive officer, and to the HR Partner Manager, who will undertake to deal with any warning as soon as possible, in confidence and without the slightest risk of retaliation.

I pledge to abide by this policy.

Budapest, 1 September 2022



Domonkos Medgyesy  
Chief Executive Officer