

## ENERGY POLICY

In Pilsen, 5. 9. 2023

Version: 1

In accordance with the strategy of the Škoda Group (hereinafter referred to as the "Group") and the requirements of the ISO 50001 standard, the Group's top management announces this Energy Policy to implement efficient energy management, promoting the reduction of consumption of all types of energy and increasing the efficiency of its use.

A decrease in energy intensity in energy consumption will have a positive impact on the economy and energy costs. Another important impact of the reduction in energy consumption is a reduction in carbon dioxide emissions and a contribution to sustainability.

To implement this Energy Policy, the Group is committed to the following rules and principles:

### 1. TARGETING EXTERNAL PROVIDERS AND OTHER STAKEHOLDERS

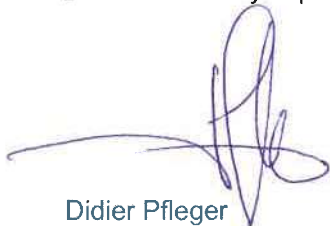
- Comply with relevant legal requirements and other mandatory obligations in the field of energy management.
- Inform relevant stakeholders about the Energy Policy.
- Promote the purchase of energy efficient products and services that have an impact on energy performance.
- Initiate the application of energy management principles with external providers.

### 2. LEADERSHIP AND EMPLOYEE INVOLVEMENT

- Raise employee awareness of the efficient use of different types of energy.
- Communicate the Energy Policy to employees.
- Implement the Energy Policy and review it regularly.
- Set and review energy targets and goals at all levels of the Group.
- Ensure the availability of information and resources needed to achieve energy targets and goals.
- To hold all employees personally accountable for the achievement of common objectives, to increase their awareness, skills and knowledge and to encourage their suggestions for improvement.

### 3. PROCESS AND SYSTEM APPROACH AND CONTINUOUS IMPROVEMENT

- Determine the Group's strategic direction in the energy management area in line with the context.
- Promote the design and implementation of the best available technologies and activities that will lead to improved energy efficiency.
- Continuously improve energy performance and the energy management system.



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