

# 2021 SUSTAINABILITY REPORT



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## 2021 IN REVIEW



## FOREWORD

Dear Reader,

In your hands you hold another Sev.en Energy Sustainability Report. Over the years, we have come to regularly publish information regarding our operations from a sustainability and environmental responsibility perspective. It allows us to provide further details of our operations from a non-business point of view. Both as a group of companies and as people involved, we face various daily challenges. The way we choose to deal with them shapes who we are. It is remarkable what unique and substantial challenges we have overcome in recent years. I personally believe that each event will continue to influence our lives for years and even decades to come. As a corporate group we must try to adjust our business activities, accommodate the well-being of our employees and stakeholders and prepare ourselves for the challenges ahead.

We continue to endure the reality of the COVID-19 pandemic even in 2022. The past two years have been difficult and stressful, yet our employees were able to successfully adjust and to confront this crisis, while helping Sev.en Energy to operate close to its normal levels. For this attitude, support and approach, we are more than grateful. We will stay vigilant until we can put this crisis behind us for good.

Sev.en Energy is also facing a shift within the energy sector, one that leads down a more sustainable path. This effort is driven by the ambitious European Green Deal. Its aggressive push towards renewables forces us all to change how we consume energy. Discussions about the related legislative and regulatory package shaped the year 2021, and as an energy group we have focused on demonstrating our value in this new energy system. We still stand by our mission of providing reliable and stable energy from conventional sources for as long as it is necessary for the country's overall energy supply. We believe that Sev.en Energy has a vital part to play in the transition as the European Green Deal reshapes our world. In the upcoming years, the role of Sev.en Energy in this transformative process will be to provide a reliable foundation for further energy market changes.

It is here that I would have liked to conclude this foreword, looking ahead towards a bright future. Instead, however, I must address the unfortunate invasion of Ukraine by Russia in February of 2022. This tragic event disrupted decades of stability in Europe and has significantly altered the energy security throughout the region, causing even more unwanted and unexpected changes. Therefore, Sev.en Energy is taking on even greater responsibility as we aim to provide as much stability from our operations as

possible. This means that we face great challenges as fundamental changes to the energy market bring many new unknowns. During these times, our employees continually prove to be our greatest asset; their flexibility and ability to adapt to new circumstances enable us to meaningfully contribute to society.

Though the current situation has been very serious and uncertain, we remain optimistic. Naturally, we try to create positive outcomes for the situations that we face, even in times of crisis. As you read this report, you will find that Sev.en Energy has a strong commitment to delivering the stability that our stakeholders require and that our people are ready to face the challenges presented by the future.

Let me personally wish you a calmer rest of the year 2022,

Luboš Pavlas  
President and CEO, Sev.en Energy



## OVERVIEW

The group of companies under Sev.en Energy AG ("Sev.en Energy") spreads over several European jurisdictions. Its part located in the Czech Republic is the largest private vertically integrated and modern energy group, with 150 years of history. Our beneficiary is Mr. Pavel Tykač. In 2021, Sev.en Energy has achieved consolidated revenues of CZK 42.8 billion and EBITDA of CZK 4.5 billion and currently has over 3 000 employees. Our key competencies include electricity and heat generation from conventional sources, lignite mining and commodity trading. We see ourselves as a bridge between the energy worlds of today and tomorrow, where we can satisfy the ever-rising demand for reliable energy production while securely transitioning the energy markets towards renewable energy resources.

Sev.en Energy covers a wide range of activities: mining and production of high quality lignite (brown coal), electricity and heat generation, European-level commodity trading, asset management and engineering. Since 2021, all production companies of the group operate under a complex tolling scheme headed by Sev.en Commodities, which is the major commodity trading and revenue generation entity of Sev.en Energy. The group's value chain is depicted below.



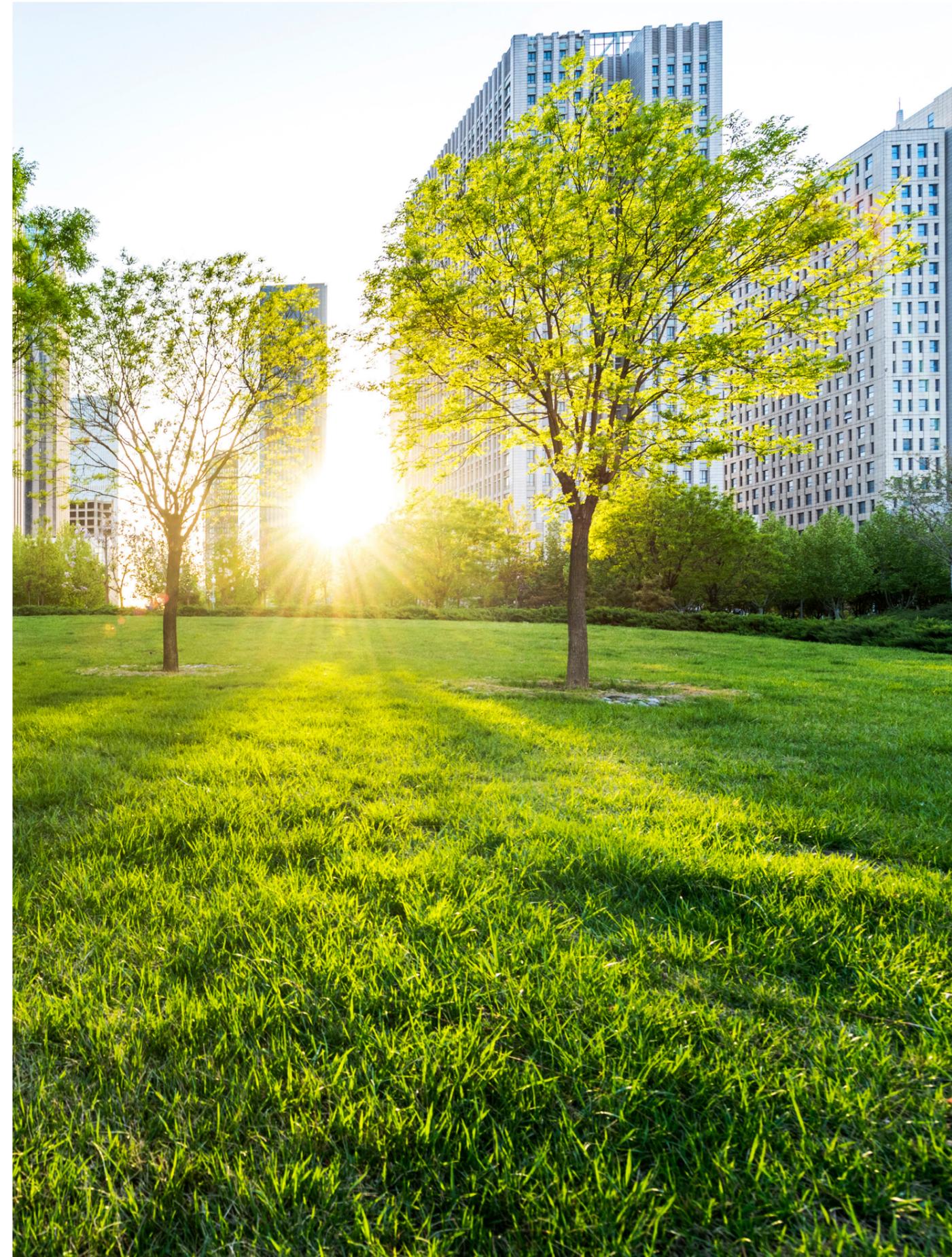
Figure 1: Diagram of the Value Chain



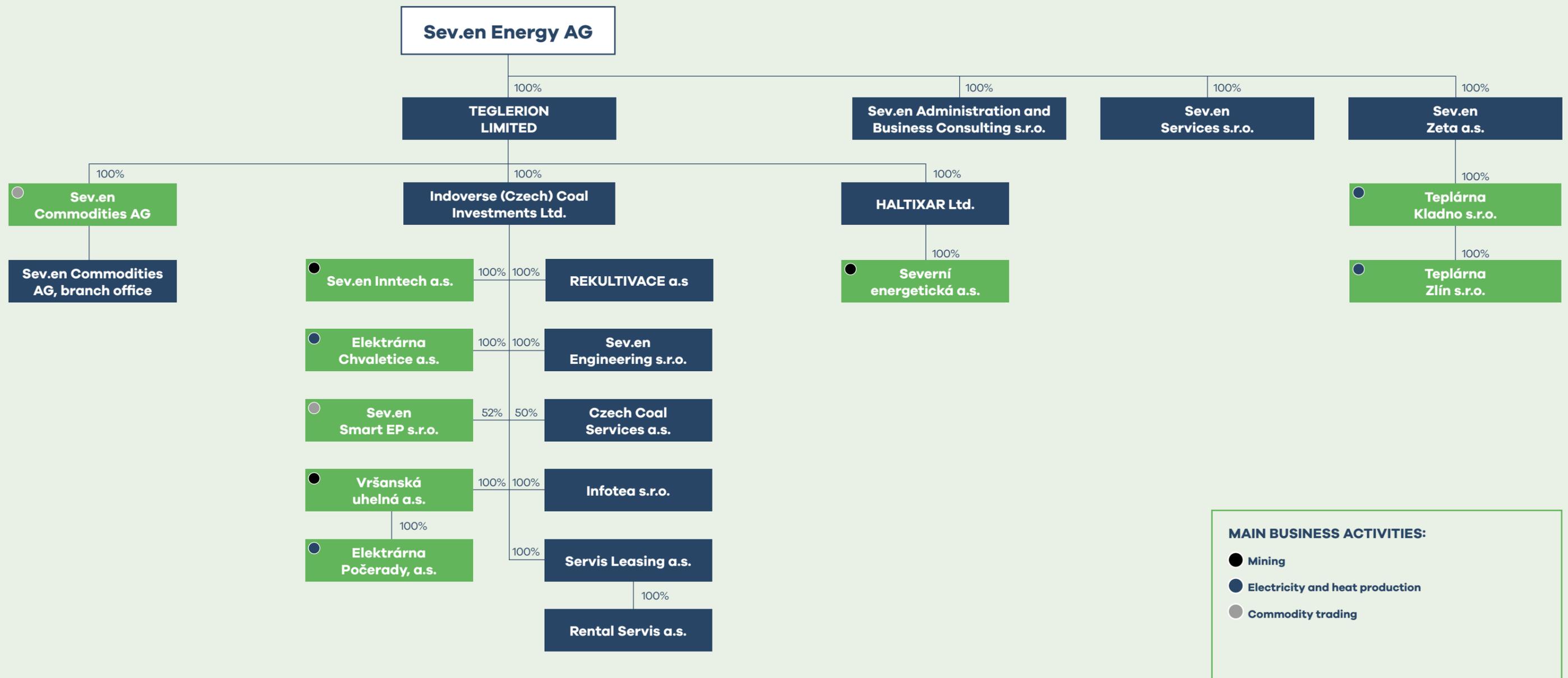
In 2021 Sev.en Energy implemented several additional internal and strategic changes. As of 31 December 2020, Elektrárna Počerady a.s. became a new member of the group and the extensive modernisation of its B6 energy block was initiated. As of 1 January 2021, Sev.en EC a.s. was renamed Elektrárna Chvaletice a.s., and Coal Services a.s. was renamed Sev.en Inntech a.s. as of 1 January 2022. Several important projects in the area of reclamation and recultivation have emerged at Sev.en Inntech a.s., all under the umbrella of the "Green Mine" project portfolios. On the global level, the international acquisitions of

Sev.en Energy were consolidated under a newly formed Sev.en Global Investments a.s. with the objective of further strengthening the investment focus and widening the acquisition scope to other sectors. At the end of 2021, the Sev.en Energy group acquired a 52% stake in Sev.en Smart EP s.r.o. (formerly ČU-Morava a Slezsko s.r.o.), which focuses on the sale of energy by-products and falls under the commodity trading activities. Due to its formation in the second half of 2021, the company has not been included in the scope of this Report, it will be included starting in 2022.

Sev.en Energy's organisational structure is provided below. The companies highlighted in green represent the main areas of the group's business in 2021 and are of key focus of this Report.



Schematic 1: Organisational Structure



**MAIN BUSINESS ACTIVITIES:**

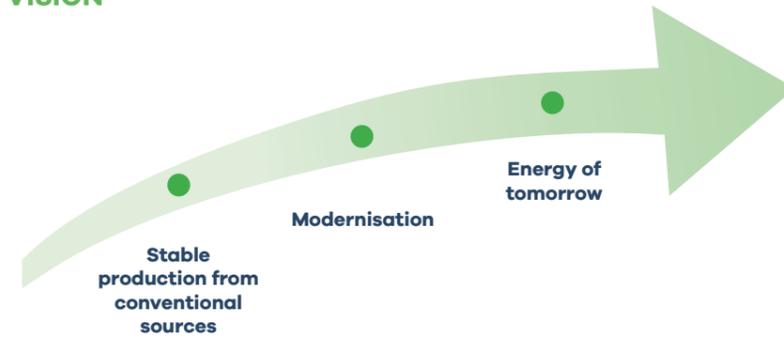
- Mining
- Electricity and heat production
- Commodity trading

## OUR STRATEGY

### MISSION

OUR MISSION IS TO BRIDGE THE GAP BETWEEN THE ENERGY WORLD OF TODAY AND TOMORROW.

### VISION



### GROWTH STRATEGY

Our goal is to share best practices, meet environmental standards and look for investment opportunities in sustainable energy production. Additionally, we focus on upholding a socially and economically responsible transformation.

Our core competence remains in traditional generation from conventional sources, as we believe it plays an important role in achieving a greener future.

### FIVE KEY PRINCIPLES OF OUR BUSINESS

1

We strive for operational excellence

2

We implement and maintain transparent business practices

3

We benefit from financial stability and independence

4

Our operational knowledge has deep roots

5

We honour our environmental commitments

## VALUES

### EFFICIENCY



We believe in bold visions. We acknowledge that there is still a lot of work to be done to bridge the vision of tomorrow with today's reality. We believe that to succeed in today's world, we must be able to respond to the development of the world around us in a timely manner.

### SUSTAINABILITY



We help to ensure that society's key energy needs are met. We accomplish this using natural resources, while acknowledging our responsibility to reclaim land affected by our business activities. We have become industry leaders in this area.

### RESPONSIBILITY



We are professionals who responsibly run the facilities entrusted to us. We are also neighbours and citizens who understand the need to support one another. Our social programmes encompass a variety of initiatives that embody these values.

# REPORTING FRAMEWORK

**This Report was prepared in accordance with the GRI 2016 standards, 'Core' option. As 2021 marks our fifth year publishing a sustainability report, our reporting cycle mainly consisted of collecting updated data and updating qualitative information.**

**Similarly to our previous reports, the GRI guiding principles regarding content and quality have been applied throughout this Report. Our objective is to follow a reporting practice that consistently supports all 10 principles of quality and content throughout the five reporting years.**

The organisational boundaries determine which of the Sev.en Energy 's subsidiaries are included in this Report. The organisational structure presented in the Overview chapter of this Report highlights in green the subsidiaries that were considered significant for compiling this Report. The quantitative and qualitative indicators presented in this Report were gathered at the level of the individual group companies and were consolidated and adjusted at the group level. For each material topic, we clearly identify whether and what significant impacts have occurred in the group in 2021 and how we have approached them in the management policies and practices.

The Czech Republic is the geographical boundary for all material topics, as all operating companies covered by this Report are situated within this boundary. Regarding our external relationships, we also monitor impacts of our supply chain, focusing on primary suppliers. As a result, Czech legislation applies to all companies mentioned in this Report.



## OUR STAKEHOLDERS

The management of relationships with stakeholders is subject to the following principles:

- Relations with all stakeholders are developed under strict compliance with applicable laws and regulations.
- Our objective is to reflect the principles of sustainable development in our relations with all stakeholders; these are based on an exchange of mutual information and transparency of negotiations.
- We perform non-financial reporting in accordance with the GRI standards to provide consistent and transparent communication of our policies and standards across all stakeholder groups.

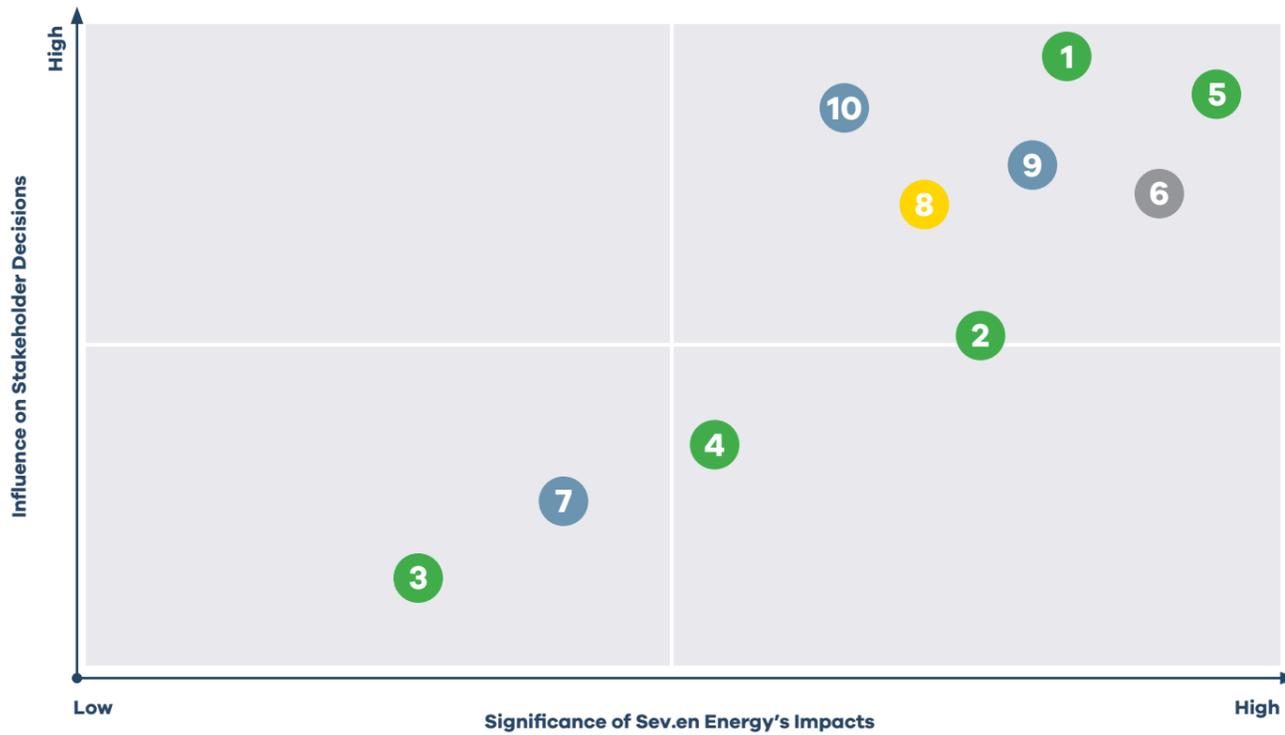
Figure 2: Stakeholder Analysis

Stakeholder	Key Topics	Stakeholder	Key Topics
 <b>Customers and Suppliers</b>	<ul style="list-style-type: none"> <li>• Fair and transparent:                             <ul style="list-style-type: none"> <li>– purchasing process</li> <li>– supplier selection</li> <li>– communication</li> </ul> </li> </ul>	 <b>Partners in Education and Research and Professional Organisations</b>	<ul style="list-style-type: none"> <li>• Expertise for technological research</li> <li>• Project partnerships</li> </ul>
 <b>Employees and Their Organisations</b>	<ul style="list-style-type: none"> <li>• Safe and stable work</li> <li>• Fair and equal opportunities</li> <li>• Open dialogue (trade unions)</li> <li>• Legal compliance</li> </ul>	 <b>Media</b>	<ul style="list-style-type: none"> <li>• Timely and transparent communication</li> <li>• Information relating to ongoing projects</li> </ul>
 <b>Local Communities and Authorities</b>	<ul style="list-style-type: none"> <li>• Transparency of activities and impacts</li> <li>• Reducing negative impacts</li> <li>• Supporting cooperation</li> <li>• Land management</li> </ul>	 <b>Communication Platforms</b>	<ul style="list-style-type: none"> <li>• Public communication (e.g. company website, mail, in-person)</li> <li>• Professional seminars and conferences</li> <li>• Regular internal discussions and meetings (e.g. with trade union representatives, governance bodies)</li> <li>• Internal communication (e.g. newspaper, intranet, hotlines)</li> <li>• Regular external discussions and meetings (e.g. with municipality representatives, relevant organisations)</li> <li>• Cooperation on projects with various organisations and institutions</li> <li>• Direct response to media</li> </ul>
 <b>State Administration and Supervision Institutions</b>	<ul style="list-style-type: none"> <li>• Occupational safety</li> <li>• Human resources management</li> <li>• Environmental protection</li> </ul>		
 <b>Non-profit Organisations</b>	<ul style="list-style-type: none"> <li>• Accountability and transparency</li> <li>• Safety of operations</li> <li>• Reducing impacts on the environment</li> </ul>		

## MATERIALITY MATRIX

The materiality matrix prioritises the topics based on Sev.en Energy’s impact (local and regional level) in each of the key areas, reflecting the level of importance of the given topic for the assessment and for the decision-making of its stakeholders. These position levels are determined through regularly held dialogues with various stakeholder groups in order to best reflect their concerns and expectations. For this Report, we have focused on interviews with primarily internal stakeholders.

Graph 1: Materiality Matrix



### Operational Management

- 1 Climate change
- 2 Water management
- 3 Energy consumption and management
- 4 Waste management
- 5 Energy transformation
- 6 Occupational health and safety

### Sev.en Energy Relations

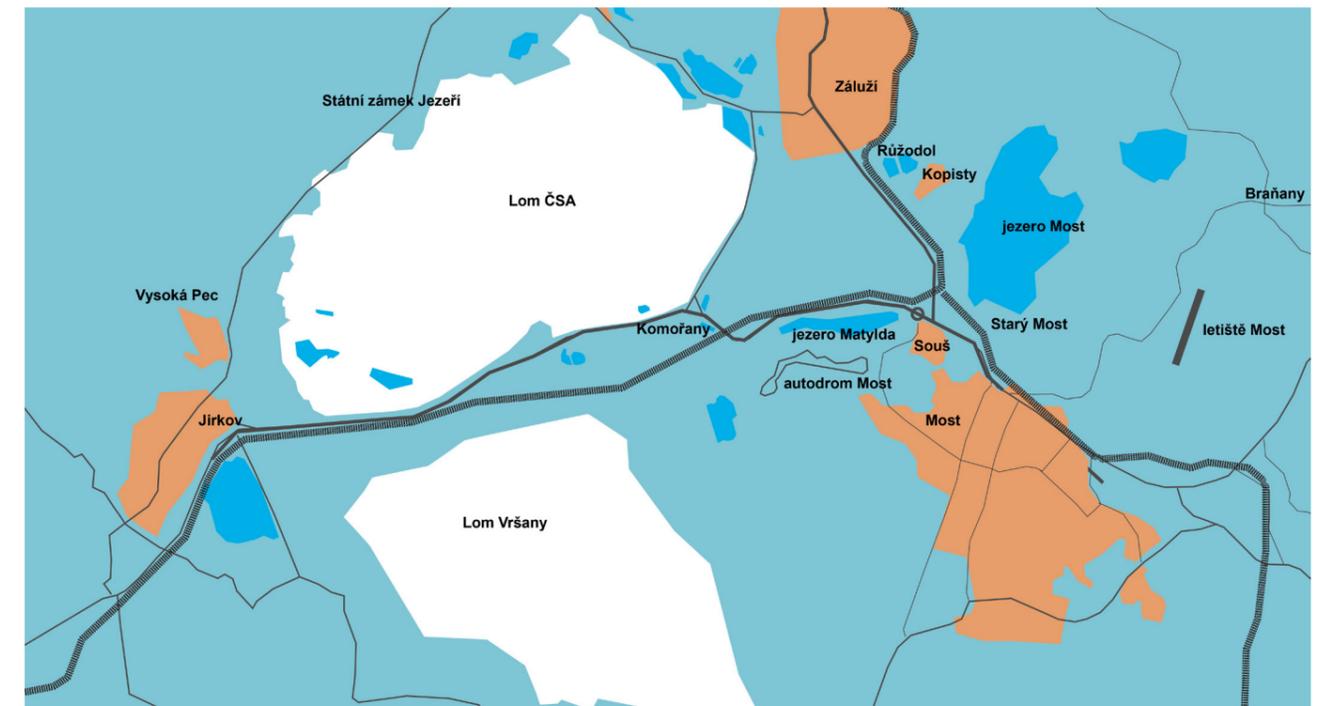
- 7 Supply chain and business relations
- 8 Legal compliance
- 9 Responsible employer
- 10 Regional partnerships

## TRANSFORMATION OF MINING

Sev.en Energy operates two surface mines, the ČSA and Vršany mines. We are committed to the responsible operation of these mines and to limiting our environmental impact during and after the mining activity. The recommendation of the Coal Commission to phase-out coal usage in the Czech Republic by 2038 puts a certain timeframe on coal mining and coal-fired plant operations, though the recommended timeline has not yet received final approval from the Czech government. The ČSA mine has

10.5 million tons<sup>2</sup> of extractable lignite resource, the biggest lignite deposit in the Czech Republic. The preliminary end date for mining at the ČSA mine is set for 2025 based on its current available resources, expected to be reached in 2025. The Vršany mine, the youngest Czech mine with the longest life of lignite deposits within the existing territorial limits, has coal reserves up until 2050. We expect the mine to remain operational until the coal phase-out, i.e., 2038.

Figure 3: ČSA and Vršany Mines



<sup>2</sup> Includes both the amounts up to the given ecological limit and 750 million tons beyond this limit.

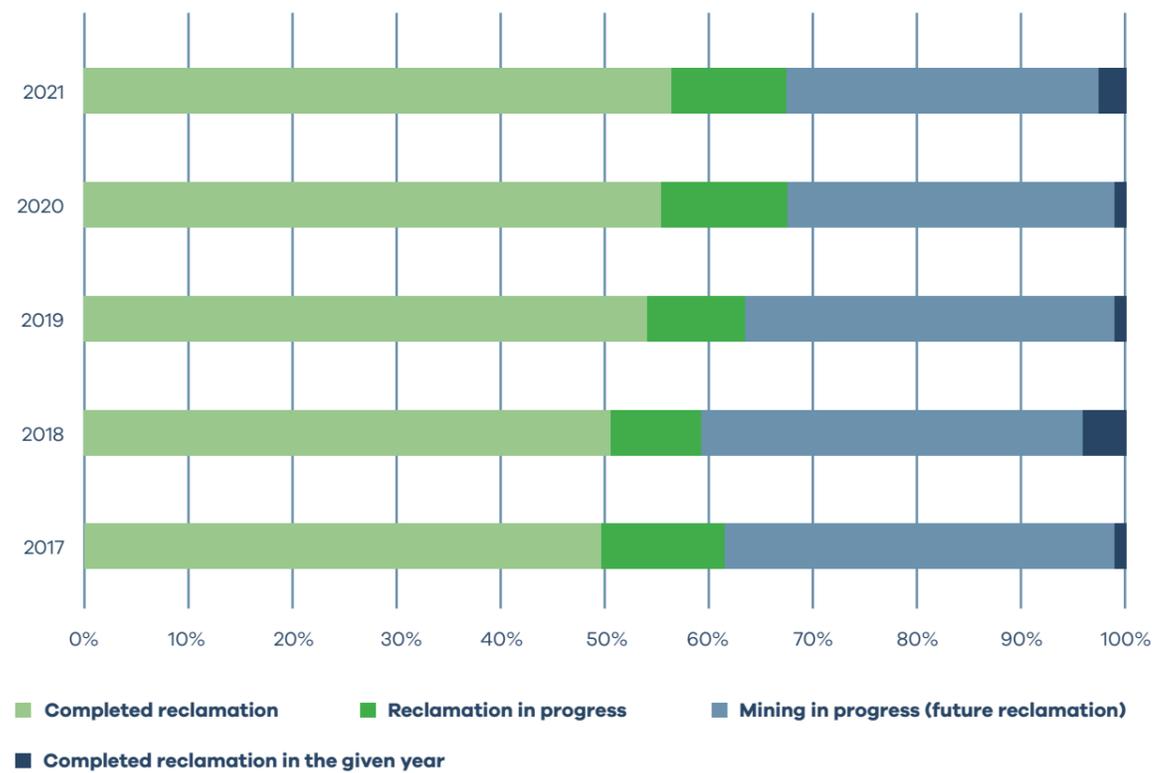
Land restoration and reclamation is an integral part of the mining division at Sev.en Energy. Our objective is not only to return the reclaimed areas to their original state, minimising the impact of mining activities; we also aim to further improve the development of the regions in which we operate. Therefore, Sev.en Energy companies cooperate closely with municipalities and state agencies impacted by our activities to ensure that our projects go beyond the legal requirements to support regional development and create an environmentally balanced landscape.

This cooperation is crucial, as the process of land restoration and revitalisation is complex and specific to each individual area.

Upon the program's successful completion, the ČSA mine will be able to provide a unique biological zone for environmental protection. Sev.en Energy understands the importance of investing in reclamation activities, which create new opportunities and support a better quality of life. In 2021, CZK 267 million were allocated for reclamation activities, representing a

98% increase compared to 2020. This rapid increase is caused by the technical and remedial part of the reclamation done in 2021. Our continued focus on the impact of our mining activities on the environment surrounding our operations resulted in the reclamation of 5 437 hectares land in 2021.

Graph 2: Phases of Reclamation in the Areas Affected by Lignite Mining



CASE STUDY



GREEN MINE PROJECT: RECLAMATION OF THE ČSA MINE

Green Mine is a strategic long-term revitalisation project focused on the large areas impacted by the ČSA mine. In approximately 2 to 3 years, the remaining tons of coal will be extracted from this site. The Green Mine project represents the transformation of a mining locality into a modern region with smart industrial zones, smart cities, new energy sources and new business activities. The positive environmental impact on the surrounding region is an additional and equally important aspect. Through the planning and implementation of this project, Sev.en Energy is proud to support the long-term and sustainable development of the impacted area. The implementation of zero-emission energy sources is another important building block of our revitalisation projects. Post-mining areas provide an ideal foundation for these projects, including modern energy parks that combine energy generation from renewable sources, hydrogen production and energy accumulation and battery fields with significant potential to accumulate and regulate energy supply. Since 2021 we have organised regular stakeholder meetings with the representatives of individual municipalities, public society, government ministries and the European Union.

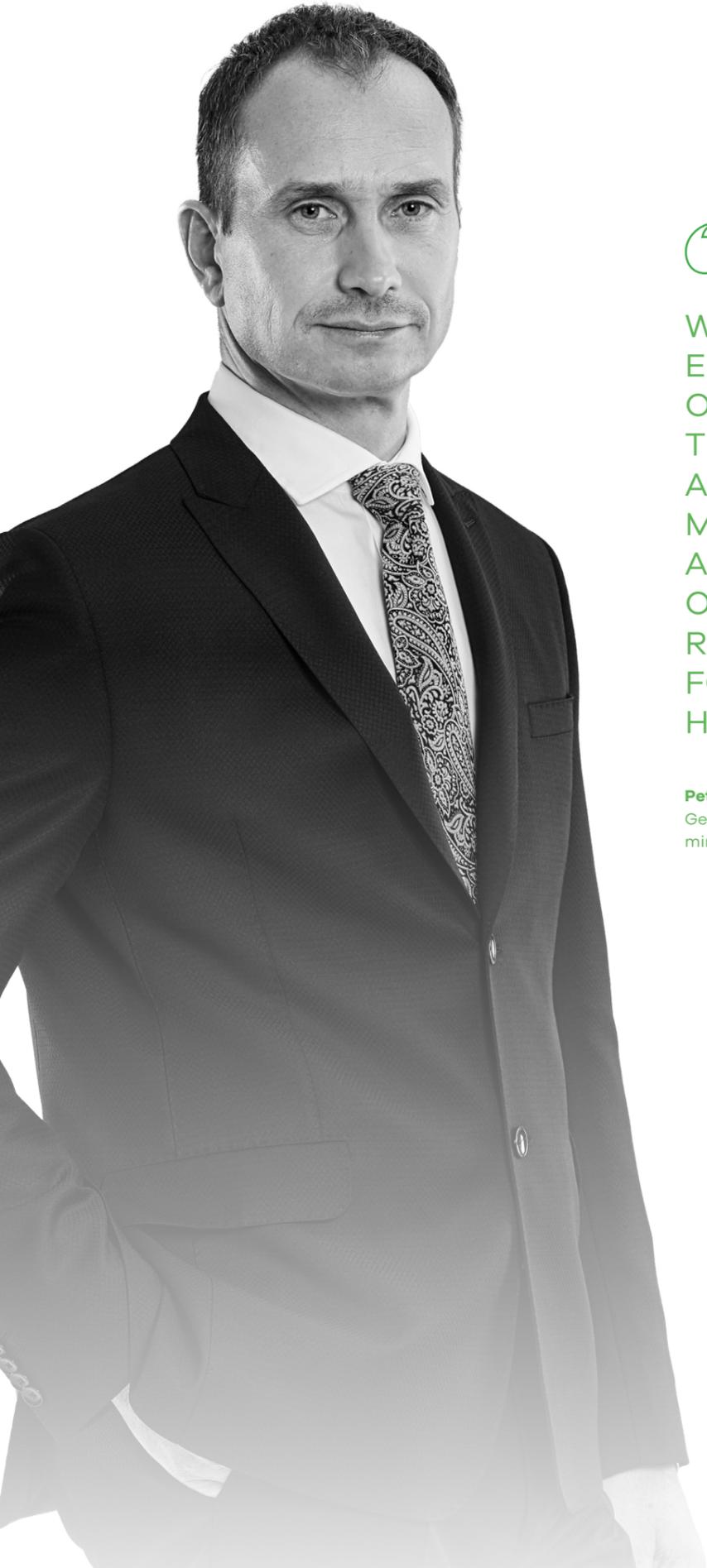
The Green Mine project will be implemented between 2022 and 2038.

Potential benefits of the Green Mine project include:

- New modern energy park with a focus on renewable energy capacities and hydrogen production.
- Opportunities for new business activities in a smart industrial zone that can attract and support modern fields with high added value (e.g., nanotechnology, data centres and autonomous mobility).
- Focus on natural succession, where the local fauna and flora can independently flourish.
- Focus on agro-production and agrovoltic practises (e.g., organic farming and solar aquaponics). The advantage of solar aquaponics is a closed system independent of external environmental conditions, thereby enabling shorter production cycles, increasing yields per hectare, and reducing the demand for irrigation and overall maintenance of the agricultural land.

Figure 4: Visualisation of the Revitalised ČSA Mine





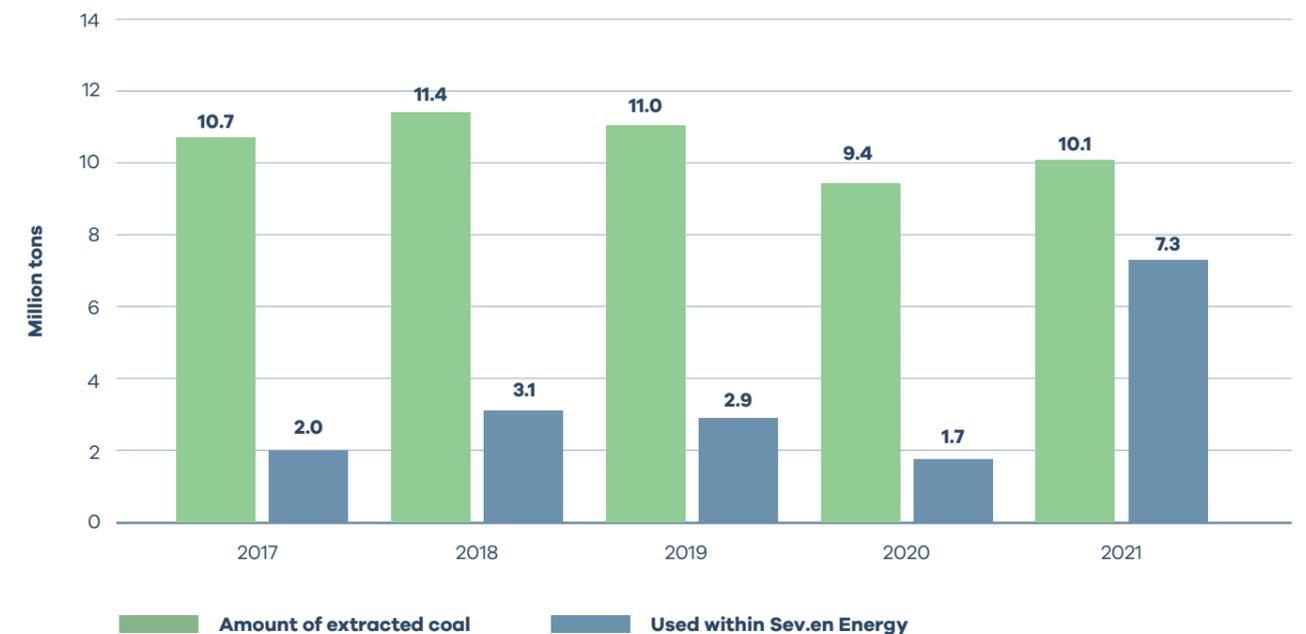
WE STRIVE TO LIMIT THE ENVIRONMENTAL IMPACT OF OUR BUSINESS. MORE THAN TWO THIRDS OF THE AREA AFFECTED BY OUR MINING ACTIVITIES HAVE ALREADY BEEN RECLAIMED OR ARE UNDERGOING RECLAMATION (E.G., FORESTRY, AGRICULTURE, HYDRO OR PARKLAND).

**Petr Lenc**  
General Manager of Sev.en Energy's mining companies

### MINING IN NUMBERS

The decreasing trend in lignite mining since 2018 was interrupted in 2020, primarily due to the COVID-19 pandemic. The 7% increase in lignite mining in 2021 was a natural response to the lifted pandemic restrictions which we expect to be reflected fully in the 2022 figures. In addition, increased mining volumes are expected in 2022 in response to the significant rise in natural gas prices at the end of 2021 and the subsequent increase in demand for coal. The current volatility of gas and energy markets in general presents an interesting dilemma for mining companies, as the higher demand must be evaluated alongside preparations to cease operations due to regulations linked to EU emission limits.

**Graph 3:** Amount of Coal Mined at the ČSA and Vršany Mines



## TRANSFORMATION OF ELECTRICITY AND HEAT GENERATION

In December 2021, EU emission allowance (EUA) prices rose to a record of EUR 90 per tonne of CO<sub>2</sub>. Since then, the EUA price has continued to rise and in February 2022, it reached an all-time high of EUR 98.5 per tonne of CO<sub>2</sub>. This significant price increase impacts our coal-fired power plants, as the cost of generated electricity is directly linked to the price of EU emission allowances. As a result, this impacts the price of electricity for the final customer and is one of the main reasons for the dramatic price increase of electricity to both industrial and retail customers at the end of 2021.

The European energy sector has been significantly impacted by the EU taxonomy. This European standard creates a classification system that aims to promote more sustainable investments based on certain "green" factors. Its high requirements for the energy sector make it quite difficult for the group companies to completely fulfil the required criteria. Nevertheless, we understand that the activities under the taxonomy aim to create better project financing conditions, which have a significant impact on investments in the modernisation of coal-fired power plants. Therefore, our objective is to follow

the developments of the EU taxonomy while operating under Sev.en Energy's approach of providing safe and reliable energy from conventional sources until it is no longer required by the market or it is no longer economical from a business perspective.



THE MODERNISED POČERADY POWER PLANT WILL BE A KEY STABILITY ELEMENT THAT WILL ENABLE THE CZECH REPUBLIC TO GAIN THE NECESSARY TIME FOR A SAFE TRANSITION TO ALTERNATIVE ENERGY SOLUTIONS, INCLUDING THE CONSTRUCTION OF A NEW NUCLEAR POWER PLANT OR OTHER RELIABLE AND ECOLOGICAL ALTERNATIVES.

**Stanislav Klanduch**  
CEO of Elektrárna Počerady

### CASE STUDY



#### POČERADY POWER PLANT MODERNISATION

The Počerady power plant, one of the largest coal-fired power plants in the Czech Republic, became part of Sev.en Energy at the end of 2020, three years earlier than originally expected. The primary objective was to commence its much-needed modernisation as early as achievable. The plant has 1 025 MW of installed electricity capacity. In early 2021, immediately following its acquisition, an extensive modernisation of the plant began, representing the most significant project implemented in the plant since the 1990s. During the modernisation, Sev.en Energy has been fully utilising the experience gained in recent years while upgrading the Kladno heating plant and the Chvaletice power plant.

Renovations at the Počerady plant began with unit B6, which, unlike units B2-B5, had never previously undergone

modernisation or ecologisation. The B6 project started in 2021 and includes the replacement of the boiler and modernisation of the separators, which is projected to finish by late 2022. The B6 modernisation upgrade will result in a significant emission decrease of NOx and solid air pollutants. The average value in mg/m<sup>3</sup> decreased by 28% compared to before the modernisation; solid air pollutant emissions have decreased by 35% and are expected to decrease further as a result of the modernisation of the separators, which is still in progress as of the publication of this report. The remaining units will undergo modernisation in upcoming years, starting with unit B5 in 2022. The total investment in the modernisation of the Počerady power plant will amount to several billion CZK and will take several years to complete. Further objectives of the modernisation include improved safety, the continued stability of the future energy supply and a safe transition of the plant to alternative energy solutions. The new Počerady power plant will become a cornerstone of the Czech energy grid, providing a stable energy supply to counteract the volatility of electricity supply from renewable sources.



# ENERGY CONSUMPTION AND MANAGEMENT

## INSTALLED CAPACITY OVERVIEW

Sev.en Energy operates two lignite fired power plants, Elektrárna Počerady and Elektrárna Chvaletice. The Chvaletice power plant, which is the fourth largest producer of electricity in the Czech Republic, is an important part of Czech energy production as it has been certified to provide ancillary services that support the stability of the energy grid. From 2017-2021 the plant went through extensive ecologisation and is currently undergoing modernisation which will prolong its operating life. The plant has an installed capacity of 4x205 MW in total.

The Počerady power plant has five 205 MW units and is the largest coal-fired power plant in the Czech Republic. The plant consists of five granulation boilers connected to condensation turbines. The Počerady power plant is certified for so-called island mode operation. As a result, the plant can independently provide electricity for its own operations as well as those of the network. In the event of an emergency, operating in this mode can prevent blackouts.

Sev.en Energy also operates two heating plants, Teplárna Kladno and Teplárna Zlín, with six production blocks in total. Their total production output is approximately 600 MWe and 1 300 MWth, respectively. The Kladno heating plant is one of the major producers of thermal and electrical energy in the region of Central Bohemia, supplying heat to households and industrial customers in the Kladno area. It also plays an important role in stabilising the Czech grid system, as it provides energy grid support services and serves as a potential back-up power source for the Prague metropolitan area during periods of blackout. The Zlín heating plant is located in the eastern part of the country. It operates two main production units for combined heat and power generation and three medium-pressure boilers.

Table 1: Total Installed Capacity

	Elektrárna Chvaletice	Elektrárna Počerady	Teplárna Kladno	Teplárna Zlín	Total
Installed capacity – electricity (MW)	820	1 025	524	64	2 433
Installed capacity – heat (MW)	52	23	966	373	1 414
Net production – total (GWh)	3 369	4 353	1 984	491	10 197
Net production – electricity (GWh)	3 337	4 293	1 728	128	9 486
Net production – heat (GWh)	33	59	256	363	711



## CO-COMBUSTION AND BIOMASS STUDY AT TEPLÁRNA Kladno AND TEPLÁRNA Zlín

Both Teplárna Kladno and Teplárna Zlín consistently aim for increased usage of alternative fuels including biomass and gas, and for efficient usage of lignite from mines operated by Sev.en Energy.

The Zlín heating plant has increased the share of its energy generated from renewable sources. Modern technology now allows for the co-combustion of coal and biomass. The plant now supports up to 20% co burning, double its previous 10% capacity. In 2021, Zlín generated 12 000 MWh of green electricity (a 58% increase compared to 2020) and 50 000 MWh of heat from biomass (a 184% increase compared to 2020).

The biomass used is in the form of wood chips and substitutes approximately 14 600 tons of coal, reducing emissions of CO<sub>2</sub> released into the atmosphere by more than 27 800 tons.

During 2020 and 2021 the Zlín heating plant went through extensive preparations to transition from lignite-based technology to gas-based. However, with the volatile electricity and gas markets in 2021 and the outbreak of the war in Ukraine in February 2022, these activities have been put on hold.

Similarly, the Kladno heating plant increased its share of energy produced from biomass to 75 GWh from approximately 19 GWh of sustainable electricity, replacing 54 kt of lignite with 70 kt of biomass and resulting in a reduction of CO<sub>2</sub> of more than 85 kt. In 2021, the company consumed 70 103 tons of biomass and plans to use over 71 kt in 2022, an increase of 326% compared to 2020 (16 741 t). The company has also tested other alternative fuels including industrial and municipal waste.

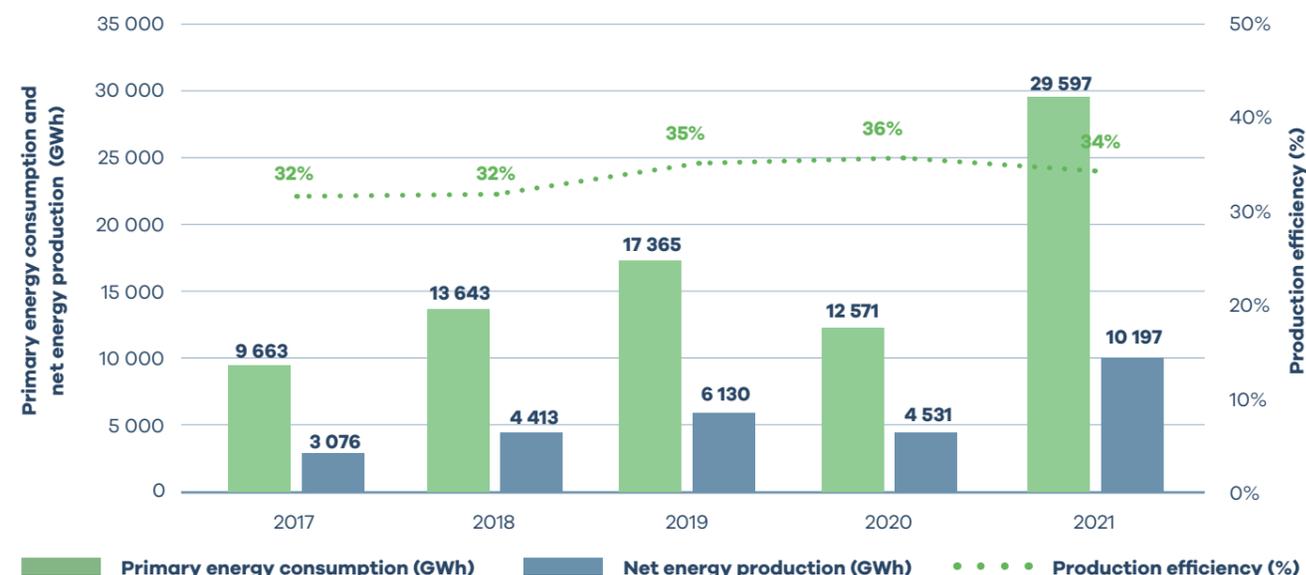
## ENERGY PRODUCTION

In 2021, Sev.en Energy's net electricity production more than doubled compared to 2020, reaching 9 486 GWh. This significant increase can be attributed to the acquisition of the Počerady power plant, which alone generated 4 293 GWh of electricity. In 2021, the total production of heat increased by 28% compared to 2020, to 711 GWh, of which 59 GWh were produced by the Počerady power plant.

the acquisition of the Počerady power plant, energy production efficiency decreased by 2 percentage points due to the lower efficiency of the Počerady power plant, which has not undergone any modernisation projects in the last few operating years and therefore decreased the efficiency of our portfolio. However, with the continued modernisation of the Počerady power plant, we expect the group energy efficiency to start increasing again.

Since 2017, Sev.en Energy's energy production efficiency has experienced an increasing trend that peaked at 36% in 2020. After

Graph 4: Energy Efficiency



# INTERNATIONAL PRESENCE AND ACQUISITIONS

After the start of Sev.en Energy’s international expansion in 2019 with the acquisition of 50% stake in InterGen N.V. (with assets in the UK and Australia), and the 2020 acquisitions in the metallurgical coal sector in the United States - Blackhawk Mining, LLC and Corsa Coal Corp.– the year 2021 added further successful new assets. We have acquired several portfolios of mining rights and land in the United States, which triggered a separate investment category focus.

Therefore, in the course of 2021, all international acquisitions of Sev.en Energy were consolidated under the newly formed Sev.en Global Investments a.s. (“Sev.en Global Investments” or “SGI”), which is a related company to Sev.en Energy AG. The objective of SGI is to further strengthen the investment focus

and widen the scope of acquisitions to other sectors beyond energy. At the end of 2021, Sev.en Global Investments became the family office’s main vehicle for international investments and business development.

Sev.en Global Investments focuses on innovation and new technologies which have a positive impact on the environment, such as large-scale battery storage, carbon capture and storage technologies, hydrogen solutions, air quality improvement projects, or land reclamation projects for our international mining companies. Sev.en Global Investments supports the transition towards fully sustainable industries with zero carbon emissions in the long term.

Figure 5: Sev.en Global Investments International Presence



## CASE STUDY

### WORLD LEADER IN MERCHANT BATTERY STORAGE PROJECTS

Sev.en Global Investments, together with InterGen UK, have been preparing several large-scale sustainable energy investments in the form of battery storage centres in the UK, which are amongst the largest in the world. These projects are at the forefront of InterGen’s strategy for renewable technologies and represent our commitment to delivering flexible electricity solutions.

These projects would provide flexible generation to meet growing grid system and energy generation requirements in the United Kingdom. Lithium-ion batteries are proven technology that can store renewable energy generated by wind and solar systems. Their construction will also bring other benefits including new jobs, demand for local suppliers and support for local initiatives and communities.

Figure 6: Battery Storage Park





## GOVERNANCE STRUCTURE



SUFFICIENCY OF  
RELIABLE, SAFE  
AND AFFORDABLE  
ELECTRICITY IS ONE OF  
THE BASIC CONDITIONS  
FOR THE EXISTENCE OF  
TODAY'S CIVILISATION.

**Pavel Tykač**  
Beneficiary

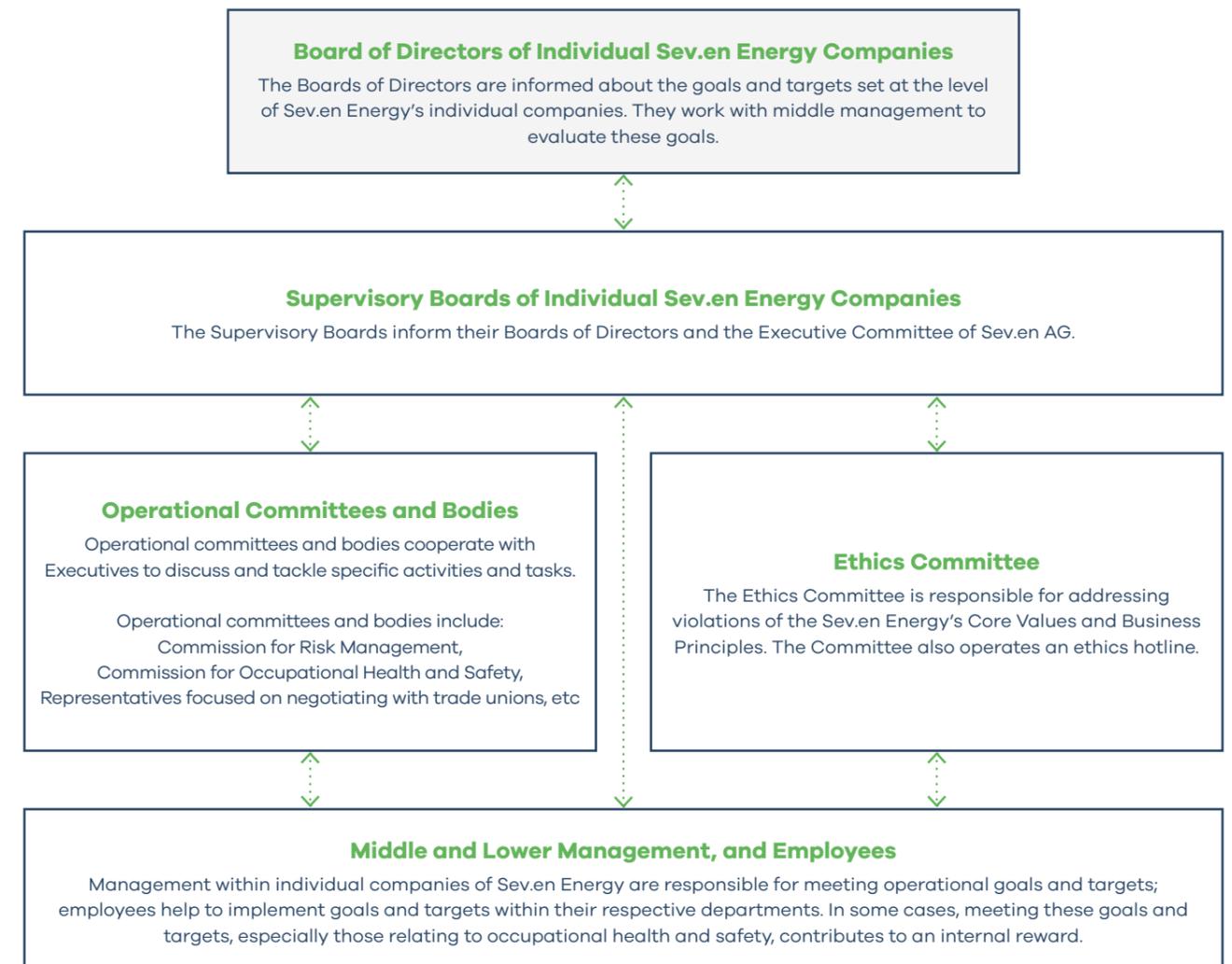
Sev.en Energy believes that a sustainable business is founded on a well-developed and unified management system. We recognise that a reliable management system builds trust amongst employees, customers, investors and the general public.

A wide range of stakeholders are actively involved in the group management processes, as illustrated in the overview below. Where relevant, employees and middle management initiate goals and

activities associated with environmental protection, occupational health and safety, and social responsibility. Different bodies of management in Sev.en Energy's companies are responsible for meeting the objectives of the business areas in which they specialise.

In 2020, an Ethics Committee was established at the group level. This Committee oversees compliance with the group's Core Values and Business Principles.

**Figure 7:** Sev.en Energy Governance Chart



## RISK MANAGEMENT

Sev.en Energy identifies and implements measures to minimise the risks associated with our business activities, while simultaneously ensuring alignment with stakeholders' interests. Our objective is to manage these risks to ensure the group's sustainable and long-term growth.

Monitored risks are divided into four categories: strategic, financial, operational and legislative. These risks are assessed based on the impact they have on our activities and on the internal departments by which they are

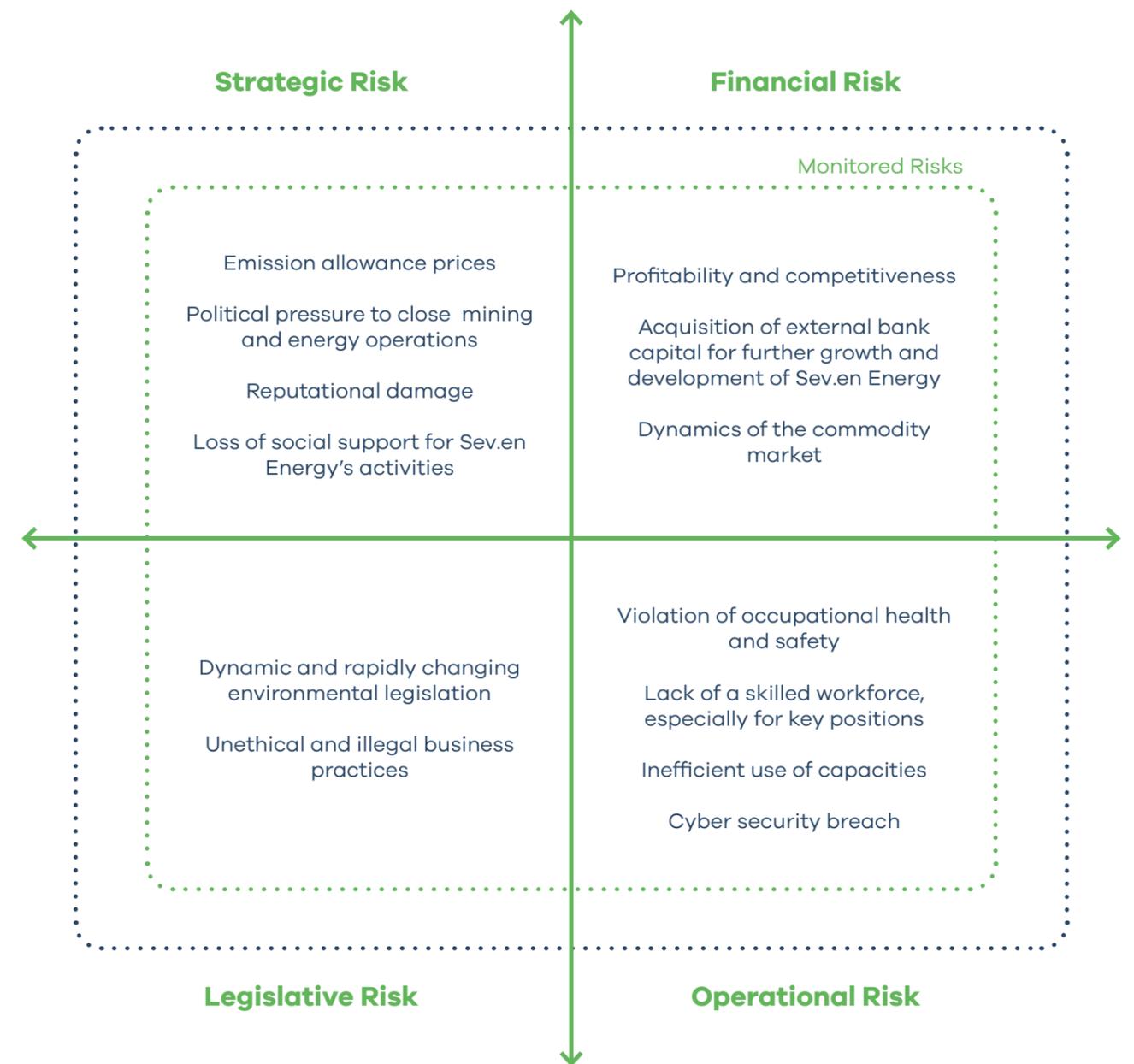
addressed. Strategic risks are analysed from a global and long-term perspective and are mainly addressed by the Boards of Directors of the group's individual companies. Financial risks are analysed from an economic perspective and are associated with the long-term operations of Sev.en Energy; they are managed centrally at the group level. Risks specific to commodity markets are addressed by Sev.en Commodities AG.

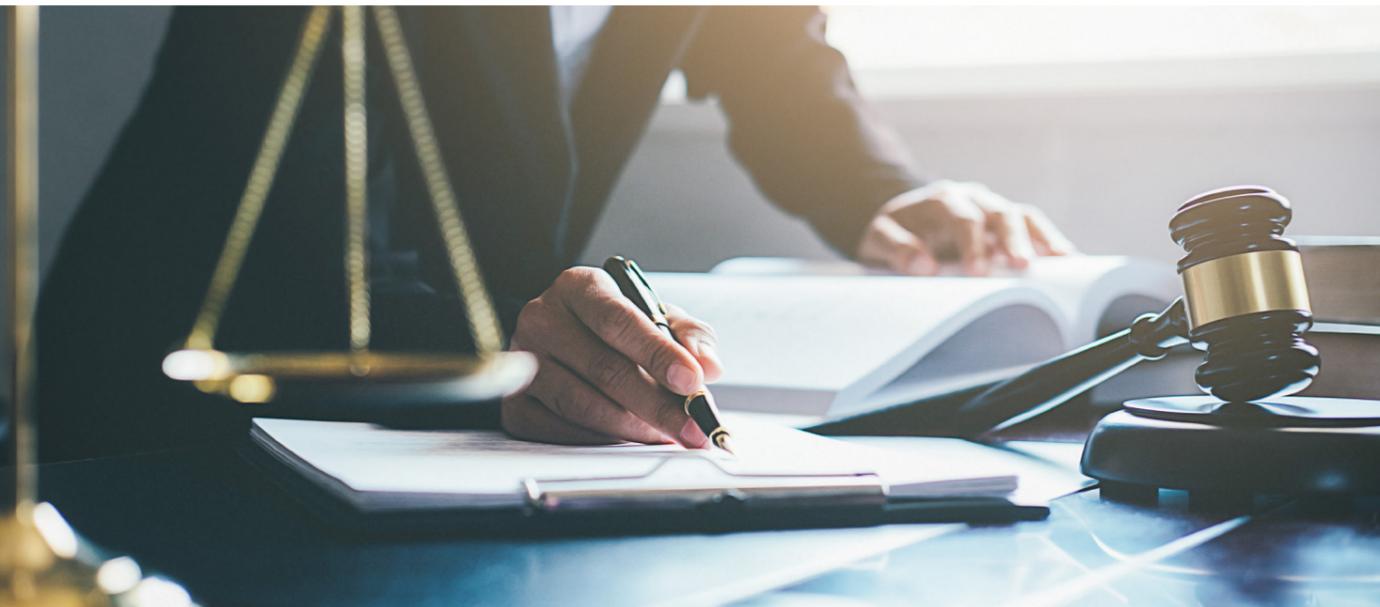
Operational risks relate to daily operations. Being company-specific, these risks are monitored and managed

at the relevant company level, with the exception of cyber security risks, which are managed by Infotea, a Sev.en Energy IT company. Legislative risks, which relate to compliance with relevant legislation and legislative changes, are managed at both a company and group level. For example, national legislation is applied at a company level, but international matters, such as those at the European Union level, are applied to the entire Sev.en Energy.



Figure 8: Risk Management Matrix





## LEGAL COMPLIANCE



### MINING



### ELECTRICITY AND HEAT PRODUCTION



### COMMODITY TRADING

#### STRATEGIES AND PRINCIPLES

We are aligned with the Code of Ethics implemented by the Confederation of Industry and Transport of the Czech Republic, and the UN Global Compact's 10 principles. These legal and ethical standards are incorporated into our internal policies and processes, while transparently communicating our responsibilities and commitments.

#### LEGISLATIVE FRAMEWORK

We strongly focus on the Sev.en Energy companies' compliance with all applicable laws, regulations and standards relating to mining, the

production of electricity and heat, and commodity trading, which are highlighted below. In 2021, the Sev.en Energy companies experienced no confirmed cases of breaches of legislation.

Figure 9: List of Legislative Regulations



### MINING

- Mining Act, Act No. 44/1988 Coll., and its implementing regulations, including the Decree on Mining Design No. 369/2004 Coll., and the Decree on Mining and Technical Records No. 29/2017 Coll.
- Act on Mining Activities, Explosives and the State Mining Administration, Act No. 61/1988 Coll., and its implementing regulations, including the Decree No. 447/2001 Coll., on the Mining Rescue Service
- Act on Geological Works, Act No. 62/1988 Coll.
- Water Act and Amendments to Certain Acts, Act No. 254/2001 Coll.
- Waste Act and on the Amendment of some other laws, Act No. 185/2001



### ELECTRICITY AND HEAT PRODUCTION

- Energy Act, Act No. 458/2000 Coll.
- Energy Management Act, Act No. 406/2000 Coll.
- Government Order on Occupational Health Protection, Government regulation 361/2007 Coll.
- Air Protection Act, Act No. 201/2012 Coll.
- Water Act and Amendments to Certain Acts, Act No. 254/2001 Coll.
- Waste Act and on the Amendment of some other laws, Act No. 185/2001



### COMMODITY TRADING

- Act on the Protection of Competition, Act No. 143/2001 Coll.
- European Market Infrastructure Regulation (EMIR), EU regulation No. 648/2012
- Market Abuse Regulation (MAR), EU regulation No. 596/2014 (MAR)
- Regulation on Wholesale Energy Market Integrity and Transparency (REMIT), EU regulation No. 1227/2011



## COMPLIANCE WITH INTERNATIONAL STANDARDS

Overall, we ensure the adherence to the international standards relevant to the energy industry. All our production facilities incorporate the Integrated Management System and are fully certified, with audits conducted on an annual basis.

**Table 2:** Certifications Related to Sev.en Energy’s Electricity and Heat Production Companies

Systems	Teplárna Kladno and Teplárna Zlín	Elektrárna Chvaletice
QMS system	ČSN EN ISO 9001: 2015	—
EMS system	ČSN EN ISO 14001: 2015	ČSN EN ISO 14 001: 2016
OHS system	ČSN ISO 45001: 2018 <sup>3</sup>	The company is aligned with the Safe Business program
EnMS system	Energy audit	ČSN EN ISO 50 001: 2018

<sup>3</sup> Until 2019, the ČSN OHSAS 18001: 2008 standard was valid.

**Table 3:** Certifications Related to Technical Competencies in Sev.en Energy’s Mining Companies

Systems	Severní energetická	Vršanská uhelná	Sev.en Inntech - laboratory
Technical standards	Certification for those sampling coal at treatment plants	ČSN ISO 13909 (1-8) <sup>4</sup>	ČSN EN ISO/IEC 17025: 2017

<sup>4</sup> This standard relates to the technical requirements for mechanical sampling in loading bins.

## SEV.EN ENERGY POLICIES

The internal principles, processes and regulations are reflected in our policies, which are [all publicly available](#). In 2019, after acquiring new international assets, we expanded and centralised our internal policies, which were implemented in 2020 by the individual companies.

**Figure 10:** Our Internal Policies



## MEMBERSHIP IN PROFESSIONAL ORGANISATIONS AND ASSOCIATIONS

We work closely with trade associations and participate in industry initiatives, which create opportunities to raise industry standards and exchange best practices. We participate in over 30 associations and professional organisations, on both national and international levels. These include the Confederation of Industry and Transport of the Czech Republic, Employers’ Association of the Mining and Petroleum Industry, Chamber of Commerce and Integrated Pollution Prevention and Control (IPPC).

**Figure 11:** Our Involvement with Associations and Organisations



## ANTI-CORRUPTION POLICIES AND SANCTIONS

At Sev.en Energy, we focus on compliance with all applicable laws and regulations including anti-corruption laws, applicable sanctions and applicable anti-terrorism laws. We implement the principles of an open and competitive business environment in conjunction with antitrust laws to help maintain the trust of our employees, clients and investors:

- ✓ We continually work to improve our internal processes focused on preventing corrupt practices.
- ✓ All large transactions are subject to internal risk assessments.
- ✓ Supervisory and state authorities directly oversee commodity trading, and electricity is traded on organised markets (PXE, EEX).

- ✓ All our employees are trained in corruption and bribery prevention.
- ✓ Measures to prevent corrupt business practices and to safely participate in healthy business competition are incorporated into the Core Values and Business Principles of Sev.en Energy.
- ✓ Transparent and fair business practices are incorporated into our Core Values and Business Principles.
- ✓ Suspected violations of our business principles are addressed through our Ethics Committee.

# SUPPLY CHAIN AND BUSINESS RELATIONS



**MINING**



**ELECTRICITY AND HEAT PRODUCTION**



**COMMODITY TRADING**

## STRATEGIES AND PRINCIPLES

We require that all our suppliers comply with the Core Values and Business Principles and with our other internal policies. We actively monitor our suppliers regarding implementation of Sev.en Energy's expected business conduct rules.

### SUPPLIER SELECTION

When we select suppliers, we prefer to focus on long-term cooperation. We use extensive verification processes with regards to suppliers' solvency and stability and the references of our business partners. Our supplier selection procedure includes many criteria and we request that our suppliers have safe and environmentally friendly operations.

### PROCUREMENT PROCESS

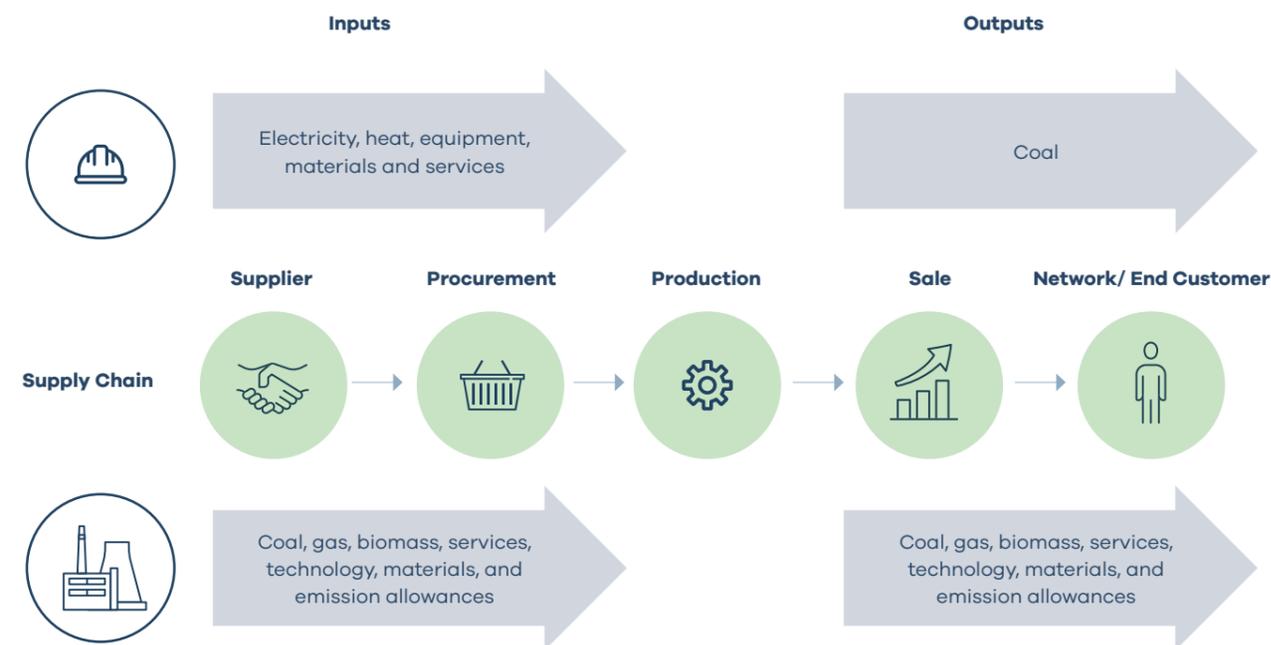
Sev.en Energy's Procurement Policy aims to ensure fair and transparent purchasing procedures. These processes involve our financial and tax departments. Procurement procedures differ depending on both the financial volumes of individual

orders and on the scope of work. Our procurement procedures take place via tender e-mails, auction portal or Sharepoint tools, which also serves as an archive of bids and additionally ensures equal and transparent access to suppliers. Key procurements are evaluated by an independent committee, and results must be approved by the group's statutory bodies.

### COMMODITY TRADING

In commodity trading, Sev.en Commodities focus on adhering to all relevant trading regulations. The group's energy commodities are traded by Sev.en Commodities AG. In 2021, we sold 9 400 GWh of electricity generated at our power plants and 560 GWh of heat.

Figure 12: Mining and Production Supply Chain



### CASE STUDY

#### KRÁLOVOPOLSKÁ RIA 2021 DEVELOPMENTS

In July 2015, Královopolská RIA was awarded a contract for repairing, refurbishing and implementing environmental upgrades to units 3 and 4 at the Chvaletice power plant. Following Sev.en Energy's withdrawal from the contract with Královopolská RIA in 2017, due to their repeated handover delays, the Chvaletice power plant filed its receivables through insolvency proceedings against the supplier. As of 2021, the litigation process was still ongoing.

# EMISSIONS AND CLIMATE CHANGE MANAGEMENT



**MINING**



**ELECTRICITY AND HEAT PRODUCTION**

## STRATEGIES AND PRINCIPLES

Sev.en Energy measures and manages its emissions of greenhouse gases and other air pollutants in an effort to continually reduce them. The overall objective is to exemplify best practices in the regions where we operate.

## APPROACH TO CLIMATE CHANGE

We regularly monitor possible climate change developments and update crisis scenarios accordingly. This occurs through a formal consultation process at the management level. Management applies the outcomes of these consultations to the decision-making processes on the future direction of Sev.en Energy. At the level of individual companies, their managers and other responsible personnel have annual emission reduction targets set for greenhouse gases and other air pollutants, which are subject to evaluation.



We continually analyse the possible use of renewable energy sources within Sev.en Energy, whether it be in the form of acquisitions or use in current operations.



We actively focus on investment and operational measures that will reduce Sev.en Energy's CO<sub>2</sub>-eq emissions and other air pollutants.

## CASE STUDY

### ADDRESSING CLIMATE CHANGE THROUGH GREEN PROJECTS

As part of our efforts to create a positive effect on Sev.en Energy's overall carbon balance, we have implemented projects that focus on addressing climate change, which include planting trees and creating meadows from fly ash, as further highlighted below:

#### TREE AVENUES IN LIŠNICE AND POLERADY

Hundreds of new trees and shrubs were planted along the railway route that connects the Vršany mine with the Počerady power plant. This route directly impacts the towns of Polerady and Lišnice, through which the railway runs. This project complements our previously planted greenery with

new deciduous and coniferous plant species. Species for this project were chosen based on specific local conditions, promoting growth rather than hindering prosperity. For example, the hazel rowan, a regionally endangered species, was planted as part of this project. Sev.en Energy cares for these trees in cooperation with local municipalities.

#### FROM FLY ASH TO MEADOWS

In two weeks of intensive work in 2021 the fly ash dump at the Počerady power plant was transformed into a 4 hectare meadow. The process consisted of laying down topsoil and sowing grass seed. Overall, the project received positive feedback from the nearby towns of Blažim and Výškov. In addition to cooling and retaining moisture in the surrounding landscape, the area has already begun supporting the inhabitation of various insect species.

## MINING ACTIVITIES

There are no direct greenhouse gas emissions that occur during our mining activities, but rather noise and solid air pollutants. These emissions are constantly monitored to ensure that they do not exceed permitted levels. The frequency at which they are measured and verified depends on the conditions set by the Development, Preparation and Mining Plans teams. The results of the measurements are discussed annually with the relevant municipality representatives and public administrative bodies. In general, we implement operating and technical measures that help reduce these pollutants.

In 2021, solid air pollutant emissions at the Vršany mine and ČSA mine decreased by 10% and 30% respectively compared to 2019.

**Table 4:** Solid Air Emissions From Mining Operations

Mine	2019	2020	2021
ČSA	12.3 tons	7.3 tons	8.7 tons
Vršany	25.1 tons	20.3 tons	22.5 tons

**CASE STUDY**

**DUST CONTROL OF TRANSPORTED MATERIAL**

In 2021, Sev.en Energy piloted a biodegradable spray to be used on transported material, primarily fly ash or coal, during rail transport between the Vršany mine site and the Počerady power plant. This control system will be installed in the first half of 2022. Applying a strong layer of this spray causes the cargo to bulk, reducing the amount of dust that would normally develop during transport.

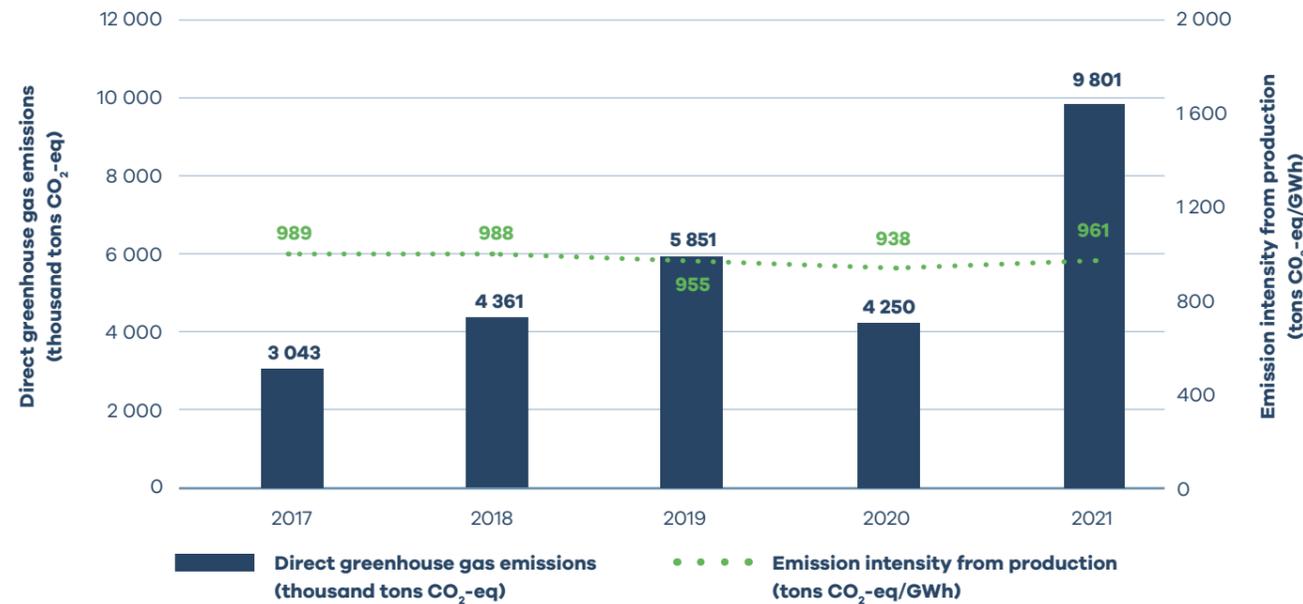
**ELECTRICITY AND HEAT PRODUCTION**

In Sev.en Energy, we measure and monitor our direct greenhouse gas emissions. In 2021, these emissions more than doubled to 9 801 thousand tons of CO<sub>2</sub>-eq when compared to last year due to increased electricity production from Elektrárna Počerady. However, the intensity of these direct emissions to our energy production increased marginally by 2%.

Other significant air emissions from energy production consist of NO<sub>x</sub>, SO<sub>2</sub>, CO and solid air pollutants. In 2021, the total of these emissions also increased when compared to 2020; this relates to increased electricity production. However, the emission measurement is done once a year, so the values may be inconclusive. The overall increase in our emissions, including our direct greenhouse gas emissions, mainly results from the acquisition of Elektrárna Počerady. The plant was heavily underinvested with regard to equipment upgrades and ecologisation, which is our current focus area in its modernisation.

Sev.en Energy takes various investment and operational measures to reduce these emissions. Our long-term focus on continually modernising our plants is represented by a direct emission intensity decrease of 3% over the last 5 years.

**Graph 5:** Direct Greenhouse Gas Emission Intensity From Electricity and Heat Production



**CASE STUDY**

**EMISSION EXEMPTIONS GRANTED FOR THE POČERADY AND CHVALETICE POWER PLANTS**

In 2021, the Chvaletice and Počerady power plants were granted exemptions from emission limits associated with the best available techniques as set out by the Commission Implementing Decision (EU) 2021/2326 of 30 November

2021. The exemptions have been challenged by NGOs through administrative lawsuits submitted in the regional courts. Both exemptions remained in full legal force as of 31 December 2021. The proceedings on administrative lawsuits are still ongoing.

# WATER MANAGEMENT



## MINING



## ELECTRICITY AND HEAT PRODUCTION

### STRATEGIES AND PRINCIPLES

Sev.en Energy focuses on water management, assuring our compliance with all relevant legislation. Our installed technology and equipment allow us to protect water quality and to ensure the efficient use of this natural resource.

Sev.en Energy has no activities in water stress areas\*.

## MINING ACTIVITIES

The majority of the water collected by our mining companies is groundwater, as draining sites ensure safe working and operational conditions. In 2021, groundwater made up 98% of the water withdrawn by our mining companies.

We ensure that discharged water meets relevant legal requirements. Water that does not meet the discharge conditions is pumped to mine water treatment plants where it undergoes a chemical-mechanical process before being discharged back into watercourses.

Individual wastewater treatment plants are managed and operated according to relevant regulations and issued operating decrees.

Sev.en Energy also has comprehensive reclamation plans for post-mining operations that will further support the water systems in the regions where we operate. In the future, these may include wetlands or new bodies of water.

### 2021 FIGURES

**Withdrawal**  
5 946  
thsnd. m<sup>3</sup>

**Discharge**  
5 806  
thsnd. m<sup>3</sup>

**Our mining companies decreased their water consumption by 15% to 140 thousand m<sup>3</sup> compared to 2020.**

## ELECTRICITY AND HEAT PRODUCTION

The majority of the water withdrawn by our electricity and heat production companies is surface water, which accounted for 93% of the water withdrawn by these companies in 2021. Water is primarily used to supply boilers with feedwater and to cool the plants. Specifically, the Integrated Permit regulations for every production plant also limit surface water withdrawal and wastewater discharge.

Water scarcity is a main operational risk in this business activity, therefore we liaise with the representatives of the river basins that our production plants impact. This joint cooperation allows us to focus on discussing and implementing long-term and sustainable solutions.

We regularly measure and evaluate the quality of discharged water in the Dřevnice River. Discharged wastewater automatically gets inspected and treated in our wastewater treatment plants.

The group operates in accordance with regulations related to water management facilities.

### 2021 FIGURES

**Withdrawal**  
30 235  
thsnd. m<sup>3</sup>

**Discharge**  
8 840  
thsnd. m<sup>3</sup>

**In 2021, our production plants more than doubled their water consumption, reaching 21 396 thousand m<sup>3</sup>, but at the same time decreased their water intensity by 10% when compared to 2020. This trend can be linked to the acquisition of the Počerady power plant.**

**Table 5:** Water Sources

Plant	River basin
Chvaletice	Labe
Počerady	Ohře
Kladno	Vltava
Zlín	Dřevnice

\*World Resources Institute (accessed 30.06.2022):

# WASTE MANAGEMENT



**MINING**



**ELECTRICITY AND HEAT PRODUCTION**



**COMMODITY TRADING**

**STRATEGIES AND PRINCIPLES**

Our approach to waste management is to reduce waste production and to increase the share of waste reused. Each of Sev.en Energy’s operations has its own waste management plan, which clearly defines the types of waste produced and their proper handling, thereby ensuring that we act in accordance with relevant legislation. We utilise external waste disposal companies when appropriate.

Hazardous waste is generated in our main business activities both in mining and in electricity and heat production. Such activities include handling petroleum and lubricant-based substances. Non-hazardous waste is generated by all our main business activities and consists mainly of ordinary sortable and recyclable industrial waste (e.g., paper, plastic and glass). The procurement processes of our companies determine the materials that enter our operations, while new products are monitored to identify safer alternatives to existing products currently used.

To reduce waste production, the Sev.en Energy companies set internally binding goals, which are aligned with the

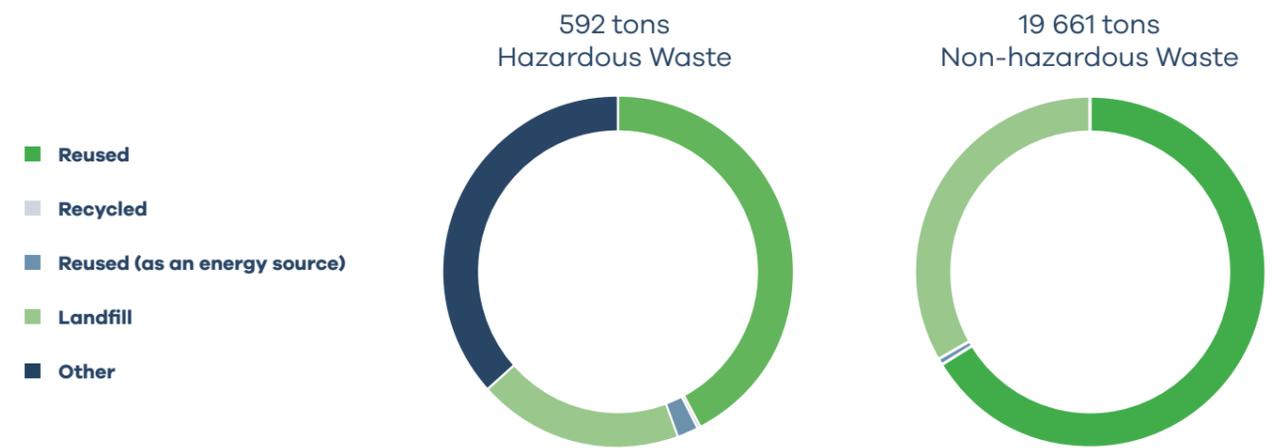
goals and programs of our Integrated Management System. These goals are divided amongst the respective managers and approved by the Board of Directors of individual companies. To aid in the reuse of our waste, we implemented a take-back system in which original product manufacturers recollect materials after their use (e.g., oils, fluorescent lamps, batteries and electrical equipment).

Otherwise, when possible, we dispose of our waste by prioritising reuse before landfilling. We also rely on disposal companies authorised under Act No. 541/2020 Coll., who have the additional relevant trade licenses and local consent from regional authorities to handle our

waste. When waste is stored, we use collection bins, ensuring that it does not have any impact after collection.

In 2021, we produced a total of 20 253 tons of waste, which is an increase of 89% compared to 2020. This increase is linked to the decommissioning of large technology that ceased to be used at our mining companies Severní energetická and Vršanská uhelná. The acquisition of Elektrárna Počerady also contributed to this increase, as modernisation activities there are ongoing.

**Graph 6: 2021 Waste Disposal Methods\***



## CASE STUDY

### WASTE MANAGEMENT OF ENERGY BY-PRODUCTS: ELEKTRÁRNA CHVALETICE

In Sev.en Energy, our approach to energy by-products is to explore opportunities for their further use, such as utilising rare earth minerals in road construction. By replacing primary raw materials, we prevent their use and subsequently lower our carbon footprint.

Together with LCA Studio, an expert team focusing on performing Life Cycle Assessment studies, we have performed a study focused on identifying the environmental impact that production has on secondary construction materials<sup>6</sup>. It was determined that the emission intensity of production of ash and slag is 21-36 kg CO<sub>2</sub>/t of product, which is approximately 1/10 of the carbon footprint of primary resources and 1/200 of the carbon footprint of substitution. Sev.en Energy obtained permission to produce the by-products and will therefore focus on trying to use the technology as much as possible, thus decreasing our future CO<sub>2</sub> emissions.

<sup>6</sup> The study was conducted with reference to 2020 data.

# OCCUPATIONAL HEALTH AND SAFETY



## MINING



## ELECTRICITY AND HEAT PRODUCTION



## COMMODITY TRADING

### STRATEGIES AND PRINCIPLES

We ensure a safe working environment for our employees, as occupational health and safety (OHS) is a top priority for Sev.en Energy. We accomplish this through regular internal trainings, inspections, alignment with relevant regulations, and cooperation with trade unions and internal departments, such as our internal Fire and Rescue Service and Main Mining Rescue Station, which are also a part of the Sev.en Energy's Integrated Rescue System (IRS).

Our internal practices allow us to effectively manage potential OHS-related risks.

## LEGAL COMPLIANCE

We ensure that the entire group complies with national and international OHS legislation. This includes EU labour laws, the EU Charter of Fundamental Rights, and standards set by the International Labour Organisation. All Sev.en Energy workplaces undergo regular OHS inspections by specialised state authorities.

Our management committees, along with trade union representatives, jointly oversee the implementation of safety measures by conducting internal reviews of OHS documents and processes. As part of our emergency preparedness, we ensure that all our operations have action plans in place for various emergency scenarios.

**All of our employees undergo regular OHS training and extensive evaluations, with each employee completing at least 12 hours of training per year.**

Compared to 2020, Sev.en Energy experienced one less registered injury and no fatalities in 2021. As in previous years, human error and unpredictable

risk remain the most common sources of injury. Below we highlight our OHS management approach in our main business activities.

## OCCUPATIONAL RISK MANAGEMENT

OHS prevention and response to risk are incorporated into Sev.en Energy's internal policies, and OHS targets are integrated into the Integrated Management System.



## MINING SITES

The Main Mining Rescue Station, which has a Fire and Rescue Department, is the primary emergency response unit for Sev.en Energy's mines. These emergency departments operate continuously and work tirelessly to prevent unsafe activities, while ensuring appropriate and professional responses when required. Medical care is provided through the Integrated Rescue System.



## HEATING AND POWER PLANTS

Our production companies have specialised response units that are equipped to intervene in the event of an emergency and have the skills to assess high-risk situations and apply appropriate preventative measures. For example, the Chvaletice power plant operates its own Fire and Rescue Department.



## OFFICE ENVIRONMENTS

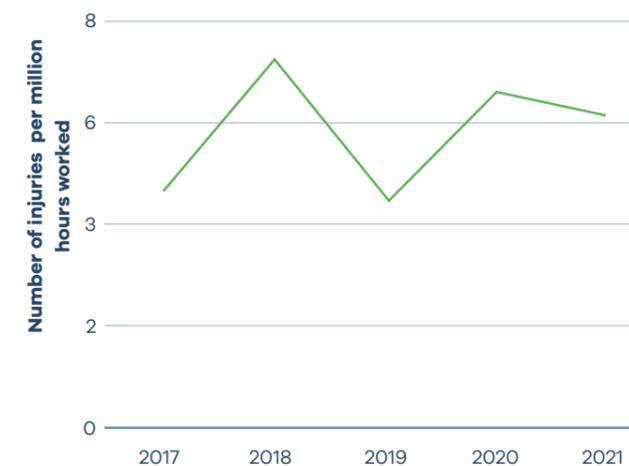
Cyber security is managed through a centralised risk process. Compliance with the General Data Protection Regulation (GDPR) ensures that all Sev.en Energy companies protect the personal information of their employees, suppliers and business partners.

## CASE STUDY

### MODERNISATION FOR INCREASED SAFETY AT ELEKTRÁRNA POČERADY

After the acquisition of the Počerady power plant, our analysis further confirmed the urgent need to launch a series of modernisation investments. Next to operational efficiency and environmentally friendly operations, the increased safety of equipment is our key goal. Our objective is to reduce the number of work-related accidents, which we accomplished in 2021. In 2020, 8 workplace injuries occurred, whereas in 2021, there were zero accidents.

Graph 7: Employee Lost Time Injury Frequency Rate



# RESPONSIBLE EMPLOYER



**MINING**



**ELECTRICITY AND HEAT PRODUCTION**



**COMMODITY TRADING**

## STRATEGIES AND PRINCIPLES

Sev.en Energy has an extensive social impact; we are a significant employer in the regions where we operate. Our talent consists of skilled professionals, who are both treated fairly and provided with a safe working environment in which to grow and develop professionally.

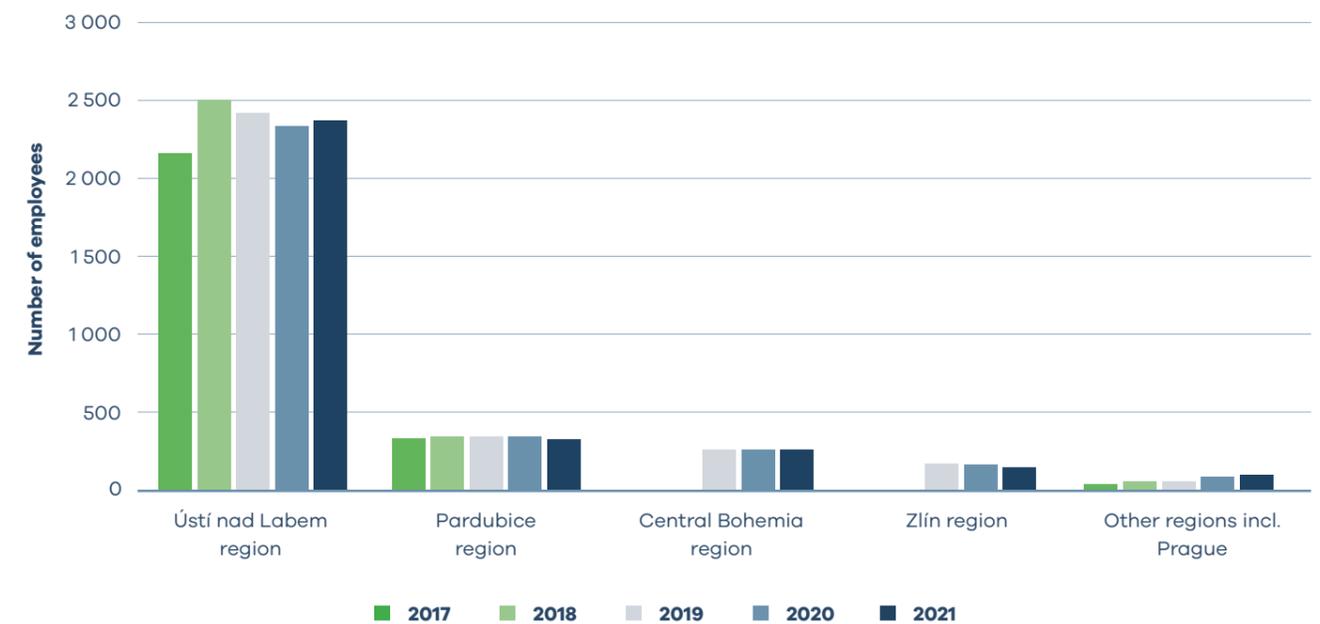
As an energy leader that supports the growth of this traditional field of work, we enjoy sharing our industry expertise with students and professionals.

## EMPLOYEE DIVERSIFICATION

Sev.en Energy's main business activities of mining and power plant operations imply that the majority of the work related to production can be quite physically demanding. In 2021, 72% of our employees performed work in manual labour positions, which have historically seen minimal fluctuations. At the same time, the energy industry commonly attracts more male employees; over the past five years the overall male to female ratio is approximately 4:1 for our production companies.

Sev.en Energy companies are major employers in regions with historically high unemployment rates, including Ústí nad Labem, where the Vršany and ČSA mines, and the Počerady power plant operate. The Pardubice and Central Bohemia regions host our Chvaletice power plant and Kladno heating plants. The Zlín heating plant is located in the eastern part of the Czech Republic.

**Graph 8: Number of Employees by Region<sup>7</sup>**



<sup>7</sup> These numbers do not include figures for management.

IN THE ENERGY TRANSFORMATION OF TODAY THERE IS AN INCREASING DEMAND FOR PROFESSIONS AND PROFESSIONALS WITH COMPLETELY NEW SKILL SETS. THROUGH THE CREATION OF NEW PROJECTS, JOBS AND RETRAINING COURSES, SEVEN ENERGY AIMS TO RETAIN AT LEAST 80% OF ITS CURRENT WORKFORCE.



## ENERGY TRANSFORMATION

When employee downsizing occurs due to reduced or ceased operations, the management of Sev.en Energy companies diligently work with affected employees to help find new roles for them with similar job descriptions and comparable remuneration, including positions in other group companies. In the future, additional jobs will be created and requalification training will be provided to new employees in new projects and initiatives of Sev.en Energy including the Green Mine project.

## Creating Equal Opportunities

As part of Sev.en Energy's Core Values and Business Principles, we promote diversity and have a zero-tolerance policy towards discrimination. Any cases regarding workplace discrimination are directed to our Ethics Committee, which carefully addresses the issues. As a result, the management focuses on creating a culture where employees are evaluated only on the merit of their work.

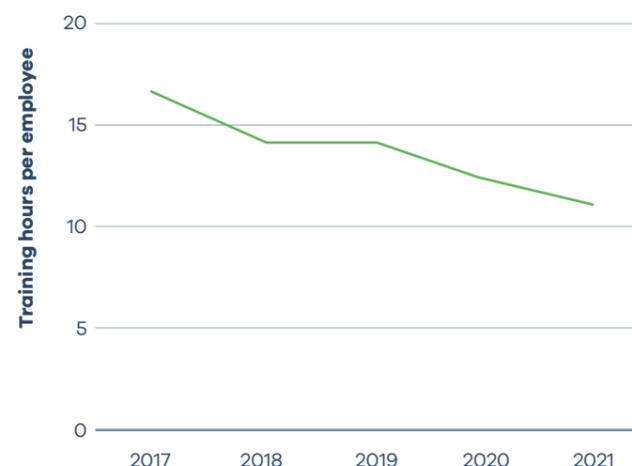
## Professional Growth and Career Development

We support the professional growth of our employees. Our main focus is to promote our internal talent to higher managerial positions. This internal succession approach allows us to extensively prepare soon-to-be managers with tailored and comprehensive training programs and varied work experience.

### Employee Training

Sev.en Energy continuously offers employees access to various trainings targeted towards their positions and professional focus. In 2021, Sev.en Energy provided over 34 thousand hours of training. This is a 10% decrease from 2020, attributed to the continued impact of the COVID-19 pandemic in 2021. The majority of trainings are for employees in manual labour positions, making up over 80% of the trainings that we provide. These trainings focus on OHS, legislation updates and expanding technical know-how.

Graph 9: Training Hours Per Employee<sup>8</sup>



<sup>8</sup> This does not include employees in top management positions.

## CASE STUDY

### IMPLEMENTING SEV.EN ENERGY'S CODE OF ETHICS

In 2021, the Code of Ethics was incorporated into management documents at our individual companies. The Code of Ethics is an essential part of onboarding for new employees and is incorporated into safety trainings. Matters relating to ethics have been built into the "Prevent" training program used by several Sev.en Energy's companies, ensuring that periodic e-learning assessments complement our learnings.

### EMPLOYEE TURNOVER

In 2021, Sev.en Energy employed 3 159 employees in technical, administrative and manual labour positions. This 0.2% increase from 2020 is minimal considering the acquisition of the Počerady power plant, which added 277 new employees. This 2021 trend resulted in an employee turnover rate of 16% and an 8% hiring rate.

## SUPPORTING TECHNICAL RESEARCH AND EDUCATION

In the formal schooling and education system there is a persistent lack of opportunities for reskilling and qualifying individuals for the needs of the future energy industry. Therefore, Sev.en Energy is committed to collaborating with certain educational institutions both to recruit students and to offer students research assistance. Since 2020, we have continued to cooperate with the University of Jan Evangelista Purkyně in the Ústí nad Labem region.

Our ongoing effort for new retraining and educational programs will require the support of projects in cooperation with state authorities and private investors. For example, our cooperation with the Czech Technical University in Prague, the Brno University of Technology and the University of Mining in Ostrava will enable us to provide studies relating to renewable energy.

## BENEFITS

The management of the individual group companies ensures that all our employees have access to the nation-wide standards of employee benefits including:

- ✓ Contribution towards health care
- ✓ Contribution towards pension plans
- ✓ Parental leave for both women and men, along with flexible hours when possible

Social incentives that help improve employee satisfaction are also provided to all our employees and include:

- ✓ Extension for annual holidays (both one week beyond the statutory limit)
- ✓ Contribution towards meal allowances
- ✓ Contribution towards family vacations

IN 2021, 96% OF SEV.EN ENERGY EMPLOYEES WERE COVERED BY COLLECTIVE BARGAINING AGREEMENTS.



# REGIONAL PARTNERSHIPS

We focus on relationships and regular interaction with those communities which are most impacted by our business activities, as identified through our close cooperation with stakeholders. This allows us to effectively communicate our current and planned activities. Sev.en Energy is actively involved in public affairs that help solve development issues, educate the public, and allow us to participate in professionally-oriented groups and discussions.

In 2021, the Sev.en Energy's mining companies continued their partnership with the Union of Municipalities in the Ore Mountains. This partnership helps affected regions prepare for the coal phase-out. Our current focus is on projects that aim to restructure coal mining regions and support the energy transformation, both of which are endorsed by the Ústí nad Labem region, the Government of the Czech Republic and the European Commission. As a member company of the Hydrogen

Platform in the Ústí nad Labem region, we are involved in preparing and implementing activities that support the use of hydrogen as a source of clean energy.

## CASE STUDY

### PUBLIC PROGRAM: COAL SAFARI

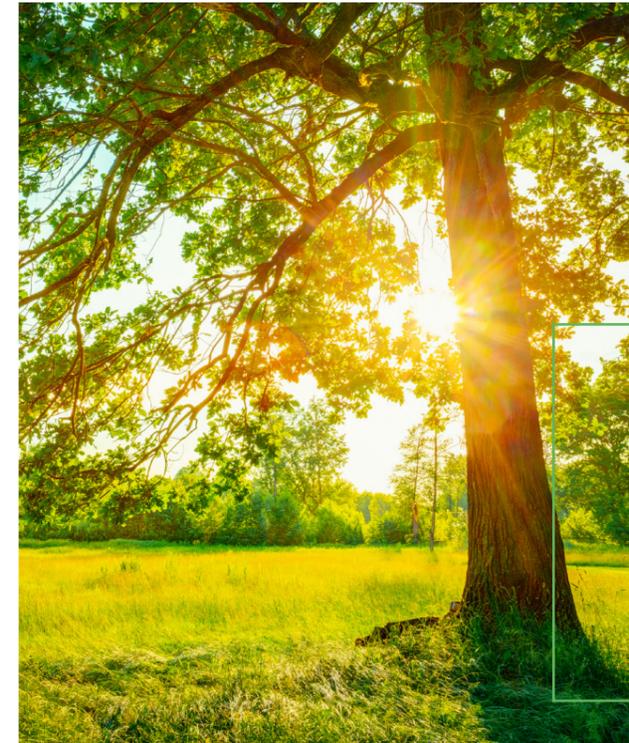
For the twelfth consecutive year, we have conducted visits at our Vršany and ČSA mine sites including both operating and reclaimed areas. Visitors have the opportunity to familiarise themselves with technology commonly used in lignite mining and can see first-hand what a restored landscape can look like after mining operations cease. One of the highlights of the

tour is the massive RK5000 bucket chain excavator. This large overburden excavator, which stopped operating in 2016, is unique in the Czech Republic.

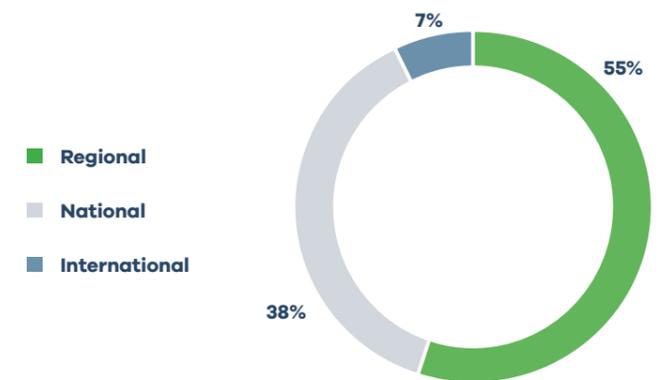
For safety reasons, we had to close the Coal Safari during the COVID-19 pandemic. However, since 2009 almost 30 000 people from both Czech Republic and abroad have visited our mine sites.

## PHILANTHROPY

Sev.en Energy actively supports a number of regional, national and international activities that we believe have positive impacts on the communities and environments affected by our business activities.



Graph 10: Allocation of Financial Support in 2021.



IN 2021, SEVEN ENERGY CONTRIBUTED A TOTAL OF CZK 61 MILLION TO PROJECTS WITH SIGNIFICANT POSITIVE IMPACTS ON REGIONAL DEVELOPMENT AND EDUCATION.

Our regional work focuses on building and maintaining long-term relationships with the municipalities in which we conduct our business activities, mainly in the Ústí nad Labem, Pardubice, Central Bohemia and Zlín regions. Nationally, we aim to create opportunities that range from youth-focused work to engaging with the natural environment, such as planting trees. Internationally, we focus on advancing education, specifically in the UK, as it relates to the use of the Czech language.

### Regional

- ✓ **Black angels**  
[www.dhk-banikmost.cz](http://www.dhk-banikmost.cz)
- ✓ **HC Dynamo Pardubice**  
[www.hcdynamo.cz](http://www.hcdynamo.cz)
- ✓ **7 Grant**  
[www.7energy.com/cz/grant/](http://www.7energy.com/cz/grant/)
- ✓ **Internal grant for employees**

### National

- ✓ **Sev.en Hockey Cup**  
[www.7hc.cz](http://www.7hc.cz)
- ✓ **Women for Women o.p.s. (W4W)**  
[www.women-for-women.cz](http://www.women-for-women.cz)
- ✓ **Sev.en Energy for Bikers**  
[www.74b.cz](http://www.74b.cz)
- ✓ **Planting the future**  
[www.sazimebudoucnost.cz](http://www.sazimebudoucnost.cz)
- ✓ **Lunches for children**  
[www.obedyprodeti.cz](http://www.obedyprodeti.cz)

### International

- ✓ **Ivana and Pavel Tykač Fellowship, University College, Oxford University**  
[www.ox.ac.uk](http://www.ox.ac.uk)

# ANNEX

## DATA TABLES

**Table 6:** Total Number of Customers and Amount of Energy Sold

	2017	2018	2019	2020	2021
Total number of end customers of heat	18	17	329	367	384
Total number of end customers of electricity	130	127	397	440	477
Amount of generated electricity that was sold [GWh]	3 019	4 376	5 529	3 905	9 400
Amount of generated heat that was sold [GWh]	13	12	532	520	560

**Table 7:** Volume of Coal Extracted and Sold [mill. t]

	2017	2018	2019	2020	2021
Amount of extracted coal	10.72	11.43	11.05	9.43	10.11
External sale of coal	8.71	8.31	8.16	7.73	2.80

**Table 8:** Volume of Heat Supplied to the CZT Network [GJ]

	2017	2018	2019	2020	2021
Heat sold to the CZT network	43 732	40 830	2 085 030	2 202 036*	2 286 605
Heat distributed in the CZT network	-	-	2 043 740	2 130 135*	2 206 519
Losses in the CZT network	-	-	249 608	292 202*	319 325
Length of managed CZT network [km]	-	-	160	160	160

\* Restated values, Teplárna Kladno identified a miscalculation in 2020.

**Table 9:** Consumption of Materials Part of the Final Product

	2017	2018	2019	2020	2021
Limestone [t]	4 224	6 419	3 688	3 095	5 722
Limestone for desulphurisation [t]	76 647	114 011	189 725	139 744	282 505
Approximate consumption of coal per 1 GJ of energy produced [t]	0.07	0.08	0.08	0.20	0.87
Transport of limestone by rail [%]	100	100	100	100	100
Produced coal that was transported by rail [%]	100	100	100	100	100

**Table 10:** Fuel Consumption [GWh]

	2017	2018	2019	2020	2021
Black coal	-	-	39	27	27
Brown coal (lignite)	9 643	13 622	17 127	12 385	29 157
Natural gas	0.38	0.68	18.88	30.04	49.97
Light fuel oil	-	-	10	6	11
Purchased electricity	286	272	858	910	242
Purchased heat	58	54	54	32	34
Biomass	-	-	139	106	329
Other	19	20	31	18	24
Total	10 006	13 969	18 277	13 514	29 873

**Table 11:** Energy Consumption [GWh]

	2017	2018	2019	2020	2021
Electricity	428	500	705	550	1 052
Heat	55	47	51	61	101
Steam	-	-	-	0.37	0.39

**Table 12:** Reclamation [ha]

	2017	2018	2019	2020	2021
Total area affected by mining, including external dumping areas, for reclamation	9 628	9 628	9 628	9 628	9 628
• Completed reclamation	85	382	102	96	240
• Reclamation in progress	1 154	851	897	1 177	1 066
• Area directly affected by mining (future reclamation)	3 617	3 538	3 391	3 014	2 885

**Table 13:** Type of Reclamation Applied to Mined Areas [ha]

	2017	2018	2019	2020	2021
Total reclaimed land	4 778	4 863	5 259	5 341	5 437
• Agricultural	590	612	700	798	836
• Forest	2 367	2 406	2 565	2 565	2 592
• Aquatic	126	126	142	128	129
• Other	1 695	1 720	1 852	1 850	1 880

**Table 14:** Reclamation [CZK thousand]

	2017	2018	2019	2020	2021
From the group's financial reserve*	260 409	316 768	200 181	117 291	264 507
From other sources (State resources)	34 317	42 545	28 074	17 700	2 730

\*Restated values from 2017-2020 so that they only represent reclamation from mining activities.

**Table 15:** Water Withdrawal, Discharge and Consumption [thousand m<sup>3</sup>]\*

	2017	2018	2019	2020	2021
Total volume of water withdrawn	17 777	20 852	23 926	20 021	36 181
Surface water	10 502	15 109	17 366	14 087	28 237
Groundwater	6 902	5 442	6 123	5 451	6 291
Wastewater from organisations other than 7EC	15	16	18	38	984
Drinking water from the municipal water supply or other water supply	148	152	216	192	259
Collected and reused rain water in the group	210	132	204	253	409
Total volume of water discharged	9 674	9 545	10 795	9 719	14 646
Water that did not require treatment before being discharged	5 521	5 681	5 918	4 852	8 943
Sewage water treated before being discharged	170	172	169	151	266
Mine water treated before being discharged	3 388	2 539	2 919	3 028	3 544
Treated wastewater, excluding sewage	325	875	1 538	1 403	1 576
Groundwater	271	278	252	273	304
Treated industrial water discharged into public sewers	-	-	-	12	13
Total volume of water consumed	8 103	11 307	13 131	10 302	21 535
Total volume of recycled water	474	701	739	448	2 530
Percentage of recycled water used in the group's operations [%]	6	6	6	4	12

\* The indicators for water underwent an extensive internal control, therefore additional indicators have been added and values were recalculated from previous reporting years.

**Table 16:** Waste by Type and Disposal Method [t]

	2017	2018	2019	2020	2021
Total waste production	4 182	6 866	5 402	10 697	20 253
Hazardous waste	560	654	421	382	592
• Reused	546	632	277	303	251
• Recycled	-	-	5	2	1
• Reused, energy source	13	5	32	28	12
• Landfill	1	18	35	27	111
• Other	-	-	71	22	217
Non-hazardous waste	3 623	6 212	4 982	10 315	19 661
• Reused	1 880	4 315	2 582*	7 932	13 036
• Recycled	-	-	-*	-*	124
• Reused, energy source	-	-	-	1	-
• Landfill	1 743	1 897	2 393	2 278	6 500
• Other	-	-	6**	-	-

\* Restated values, Teplárna Kladno identified a miscalculation of waste reused vs. recycled in 2019 and 2020.

\*\* Restated value, Teplárna Kladno identified a change in the methodology of reporting this indicator in 2019.

**Table 17:** Direct (Scope 1) Greenhouse Gas Emissions [t CO<sub>2</sub>-eq]

	2017	2018	2019	2020	2021
Direct greenhouse gas emissions	3 042 731	4 360 766	5 851 070	4 250 279	9 800 732

**Table 18:** Installed Capacity – Electricity [MW]

	2017	2018	2019	2020	2021
Total installed capacity	820	820	1 408	1 408	2 433
• Brown coal (lignite)	820	820	1 284	1 284	2 315
• Gas	-	-	124	124	118

**Table 19:** Installed Capacity – Heat [MW]

	2017	2018	2019	2020	2021
Total installed capacity	52	52	1 396	1 391	1 414
• Brown coal (lignite)	52	52	1 192	1 190	1 213
• Gas	-	-	204	201	201

**Table 20:** Production - Electricity [GWh]

	2017	2018	2019	2020	2021
Total gross production	3 300	4 735	6 095	4 373	10 355
Total net production	3 037*	4 387*	5 578*	3 975*	9 486
Gross production – conventional sources	3 300	4 735	6 055	4 344	10 259
• Black coal	-	-	6	4	5
• Brown coal (lignite)	3 300	4 735	6 040	4 331	10 244
• Gas	-	-	4	6	6
• Light fuel oil	-	-	4	2	4
• Other	-	-	0.43	0.49	-
Net production – conventional sources	3 037*	4 387*	5 542*	3 949*	9 399
• Black coal	-	-	6	4	5
• Brown coal (lignite)	3 037*	4 387*	5 528*	3 936*	9 385
• Gas	-	-	3	6	6
• Light fuel oil	-	-	3	2	4
• Other	-	-	0.42	0.48	-
Gross renewable production – biomass	-	-	40	29	96
Net renewable production – biomass	-	-	36	27	87

\*Restated values, Elektrárna Chvaletice identified an inconsistency in the methodology of reporting these indicators.

**Table 21:** Production - Heat [GWh]

	2017	2018	2019	2020	2021
Total gross production	39	31	684	686*	773
• Black coal	-	-	20	14	19
• Brown coal (lignite)	39	31	629	636*	676
• Gas	-	-	4	6	14
• Light fuel oil	-	-	0.47	0.27	0.43
• Biomass	-	-	29	28	63
• Other	-	-	1	2	-
Total net production	39	26	552	556*	711
• Black coal	-	-	15	10	19
• Brown coal (lignite)	39	26	511	519*	614
• Gas	-	-	3	4	14
• Light fuel oil	-	-	0.44	0.26	0.41
• Biomass	-	-	22	20	62
• Other	-	-	1	1	-

\*Restated values, Teplárna Kladno identified an inconsistency in the methodology of reporting these indicators in 2020.

**Table 22:** Total Energy Production - Electricity and Heat [GWh]

	2017	2018	2019	2020	2021
Gross production	3 339	4 766	6 779	5 059*	11 128
Net production	3 076*	4 413*	6 130*	4 531*	10 197

\*Restated values, Elektrárna Chvaletice and Teplárna Kladno identified an inconsistency in the methodology of reporting these indicators in previous years.

**Table 23:** Energy By-products [t]

	2017	2018	2019	2020	2021
Production of energy by-products	576 936	926 360	991 744	718 326	2 380 557
• Ash	343 843	562 599	465 889	328 079	1 500 250
• Slag	87 640	143 337	118 739	79 014	333 084
• Energy gypsum	145 453	220 424	169 654	99 551	307 178
• Other	-	-	237 462	211 683	240 045

**Table 24:** Employees

	2017	2018	2019	2020	2021
Total number of employees*	2 525	2 875	3 209	3 152	3 159
Total number of employees with disabilities	46	62	66	72**	67
Total number of employees with collective bargaining agreements [%]	-	-	98	98	96

\*This does not include top management.

\*\*Restated value, Teplárna Zlín identified a miscalculation in 2020.

**Table 25:** New Hires

	2017	2018	2019	2020	2021
Total number of new hires	297	404	264	235	243
Males	220	318	198	187	189
• Under the age of 30	59	59	53	36	43
• Between the ages of 30-50	84	126	96	105	90
• Over the age of 50	77	133	49	46	56
Females	77	86	66	48	54
• Under the age of 30	8	11	17	8	10
• Between the ages of 30-50	34	38	38	26	26
• Over the age of 50	35	37	11	14	18
Hiring rate [%]	12	14	8	7	8

**Table 26:** Leavers\*

	2017	2018	2019	2020	2021
Total number of leavers	-	-	-	-	490
Males	-	-	-	-	359
• Under the age of 30	-	-	-	-	46
• Between the ages of 30-50	-	-	-	-	99
• Over the age of 50	-	-	-	-	214
Females	-	-	-	-	131
• Under the age of 30	-	-	-	-	9
• Between the ages of 30-50	-	-	-	-	50
• Over the age of 50	-	-	-	-	72
Turnover rate [%]	-	-	-	-	16

\*We began collecting this indicator in 2022.

**Table 27:** Work-related Injuries

	2017	2018	2019	2020	2021
Total number of fatalities	0	0	0	1	0
Total number of registered injuries (resulting in a minimum of 3 lost working days)	19	30	23	32	31
Total number of serious injuries (leading to hospitalisation for more than 5 days)	1	2	0	0	0
Total hours worked [mill. hrs]	4.10	4.15	5.16	5.02	5.08
Injury per mill. hours*	0.22	0.14	0.22	0.16	0.16

\*Does not include fatalities.

**Table 28:** Employee Diversity – Top Management Positions

	2017	2018	2019	2020	2021
Number of employees in top management positions (only Board of Directors)	19	23	30	30	33
Males	19	23	30	30	33
• Under the age of 30	0	0	0	0	0
• Between the ages of 30-50	5	6	5	5	3
• Over the age of 50	14	17	25	25	30
Females	0	0	0	0	0
• Under the age of 30	0	0	0	0	0
• Between the ages of 30-50	0	0	0	0	0
• Over the age of 50	0	0	0	0	0

**Table 29:** Employee Diversity – Technical and Administrative Positions

	2017	2018	2019	2020	2021
Number of employees in technical and administrative positions	534	580	767	781	845
Males	388	431	579	592	646
• Under the age of 30	19	18	25	26	29
• Between the ages of 30-50	148	163	229	236	260
• Over the age of 50	221	250	325	330	357
Females	146	149	188	189	199
• Under the age of 30	6	8	12	11	12
• Between the ages of 30-50	66	59	76	79	84
• Over the age of 50	74	82	100	99	103

**Table 30:** Employee Diversity – Manual Labour Positions

	2017	2018	2019	2020	2021
Number of employees in manual labour positions (production, maintenance)	1 991	2 295	2 442	2 371	2 314
Males	1 576	1 870	2 008	1 956	1 969
• Under the age of 30	134	135	140	129	133
• Between the ages of 30-50	619	680	748	732	787
• Over the age of 50	823	1 055	1 120	1 095	1 049
Females	415	425	434	415	345
• Under the age of 30	13	10	22	20	16
• Between the ages of 30-50	165	164	163	153	127
• Over the age of 50	237	251	249	242	202

\*We began collecting this indicator in 2022.

**Table 31:** Overview of Financial Indicators [CZK mill.]<sup>9</sup>

	2017	2018	2019	2020	2021
<b>EBITDA*</b>	3 459	4 713	4 761	4 260	4 513
<b>Revenues (turnover)</b>	14 604	20 233	24 107	24 518	42 765
<b>Equity</b>	6 358	7 790	13 917	12 674	13 837
<b>Net assets</b>	21 285	22 036	35 516	40 143	65 888

\* In previous years, EBITDA was reported as EBITDA adjusted

<sup>9</sup> Starting in 2021, Sev.en Energy AG provides its consolidated IFRS financials. Previous years included aggregated financials from Czech companies that belong to the Sev.en Energy AG consolidated group.

## GRI CONTENT INDEX

### Sev.en Energy Profile

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102-3	Location of headquarters	Prague, Czech Republic	–
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### Strategy

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**Ethics and Integrity**

GRI Standard	Title	Chapter in the Report	Page/ Further Information
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**Corporate Governance**

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102-40	List of stakeholder groups	Reporting Framework	18-20
102-41	Collective bargaining agreements	Responsible Employer Annex	55 65
102-42	Identifying and selecting stakeholders	Reporting Framework	18-20
102-43	Approach to stakeholder engagement	Reporting Framework	18-20
102-44	Key topics and concerns raised	Reporting Framework	18-20

**Reporting Practice**

GRI Standard	Title	Chapter in the Report	Page/ Further Information
102-45	Entities included in the consolidated financial statements	Sev.en Energy does not issue consolidated financial statements using the same approach that was used for this Report	–
102-46	Defining report content and topic Boundaries	Reporting Framework  Content Principles: stakeholder inclusiveness; sustainability context; materiality; completeness  Quality principles: accuracy; balance; clarity; comparability; reliability; timeliness	18-20
102-47	List of material topics	Reporting Framework	18-20
102-48	Restatements of information	Annex	58-68
102-49	Changes in reporting	This year, the approach to drafting the Sev.en Energy's Report was to further condense information, while continuing to align with the GRI Standards.  Starting in 2021, Sev.en Energy AG provides its consolidated IFRS financials. Previous years included aggregated financials from Czech companies that belong to the Sev.en Energy AG consolidated group.	–
102-50	Reporting period	1.1.2021 – 31.12.2021	–
102-51	Date of most recent report	2021	–
102-52	Reporting cycle	Annual Comparative analyses are completed using data from previous calendar years, the majority of which is presented from 2017 to 2021.	–
102-53	Contact point for questions regarding the Report	Radka Valešová R.Valesova@7group.cz	–
102-54	Claims of reporting in accordance with the GRI Standards	Reporting Framework	18-20
102-55	GRI content index	Annex	69-76
102-56	External assurance	The Report is not externally verified	–

## GRI 200 ECONOMIC, 300 SOCIAL AND 400 ENVIRONMENTAL DISCLOSURES (2016)

### Energy

GRI Standard	Title	Chapter in the Report	Page/ Further Information
103-1	Explanation of the material topic and its Boundaries	Reporting Framework Energy Consumption and Management	18-20 28
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103-3	Evaluation of the management approach	Governance Structure	33
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EU1	Installed capacity, by primary energy source and the control mode	Energy Consumption and Management Annex	28-29 62-63
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### Water – GRI 2018 Standards

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103-3	Evaluation of the management approach	Governance Structure	33
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306-2	Management of significant waste-related impacts	Waste Management	48-49
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### Emissions

GRI Standard	Title	Chapter in the Report	Page/ Further Information
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103-2	Management approach and its components	Emissions and Climate Change Management	42-45
103-3	Evaluation of the management approach	Governance Structure	33
305-1	Direct (Scope 1) GHG emissions	Emissions and Climate Change Management Annex	42-45 62
305-4	GHG emissions intensity	Emissions and Climate Change Management	42-45

### Compliance with Economic, Social, and Environmental Laws

GRI Standard	Title	Chapter in the Report	Page/ Further Information
103-1	Explanation of the material topic and its Boundaries	Reporting Framework Legal Compliance	18-20 36
103-2	Management approach and its components	Legal Compliance	36-39
103-3	Evaluation of the management approach	Governance Structure	33
307-1	Non-compliance with environmental laws and regulations	We have not identified any non-compliance with environmental laws and/or regulations	–
419-1	Non-compliance with laws and regulations in the social and economic area	We have not identified any non-compliance with laws and/or regulations in the social or economic areas	–

**Anti-competitive Behaviour**

GRI Standard	Title	Chapter in the Report	Page/ Further Information
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103-2	Management approach and its components	Legal Compliance	36-39
103-3	Evaluation of the management approach	Governance Structure	33
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Legal Compliance	36-39

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GRI Standard	Title	Chapter in the Report	Page/ Further Information
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**Employees**

GRI Standard	Title	Chapter in the Report	Page/ Further Information
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**Occupational Health and Safety – GRI 2018 Standards**

GRI Standard	Title	Chapter in the Report	Page/ Further Information
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103-2	Management approach and its components	Occupational Health and Safety	50-51
103-3	Evaluation of the management approach	Governance Structure	33
403-9	Work related injuries	Occupational Health and Safety Annex	50-51
403-1	Occupational health and safety management system	Occupational Health and Safety	50-51
403-3	Occupational health services	Occupational Health and Safety	50-51 66

**Training and Education**

GRI Standard	Title	Chapter in the Report	Page/ Further Information
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GRI Standard	Title	Chapter in the Report	Page/ Further Information
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**Supplier Assessment**

GRI Standard	Title	Chapter in the Report	Page/ Further Information
103-1	Explanation of the material topic and its Boundaries	Reporting Framework Supply Chain and Business Relations	18-20 40
103-2	Management approach and its components	Supply Chain and Business Relations	40-41
103-3	Evaluation of the management approach	Governance Structure	33
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain and Business Relations	40-41
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain and Business Relations	40-41



