

ALCOHOL AND DRUG POLICY

Paks II NPP Ltd. (hereinafter: the Company) is a project company established to manage and implement the construction of the new nuclear power plant units at the Paks site, to obtain the necessary preliminary licenses, to implement the project, and subsequently to operate the new units.

In line with the Company's nuclear construction objectives, the CEO, acting as the Employer's representative exercising the employer rights (hereinafter: the Employer), treats responsible conduct required for performing work as a priority requirement.

The Company's Management is committed to ensuring the safety of employees, preserving their physical and mental health, maintaining their working capacity at the highest possible level, and promoting their well-being. Alcohol and drug use poses a significant risk to achieving these objectives.

The Company not only has the right but also the obligation vis-à-vis its employees to regularly monitor the employee's ability to work, including abstinence from alcohol. The Management ensures the development and application of lawful regulations concerning alcohol-free status, respecting employees' personal rights. This serves the interests of all employees, while the Management is responsible for establishing and continuously maintaining the necessary conditions.

As a matter of responsible conduct, the Employer expects all employees not to report for work under the influence of alcohol, mind-altering or concentration-impairing medication, or drugs.

The Company aims to assist employees in reducing and preventing harmful alcohol consumption, and to ensure that, as in the past, the Company always remains an alcohol- and drug-free workplace in the future.

The Management relies on the supportive cooperation of all employees who think and act responsibly and are committed to the construction of the nuclear power plant.

 **Jákli Gergely**
2025-10-31

Gergely Jákli
Chief Executive Officer
