

TRAINING POLICY

1. INTRODUCTION

Paks II Ltd. (hereinafter: the Company) is a company established to prepare the construction of the new nuclear power plant units at the Paks site, to obtain the necessary licenses, to implement the project, and to subsequently operate the new units. One of its strategic objectives is the employment of qualified workforce possessing the skills and competencies defined in the duty regulations, applicable legal and regulatory provisions, with the purpose to ensure safe and reliable operation of the nuclear power plant units to be constructed.

In accordance with section 2.4.2.0100 of the Nuclear Safety Code (hereinafter: NSC) constituting the annex to the [HAEA Decree 1/2022 \(IV. 29.\)](#) on the nuclear safety requirements of nuclear facilities and on related regulatory activities, *“The top management shall define professional requirements for employees at all levels and shall ensure, through training or other measures, the achievement and maintenance of the necessary level of knowledge and competence and shall evaluate the effectiveness of the measures implemented. The competence and expertise thus achieved shall be continuously maintained.”*

In accordance with the above requirement of the NSC, the Company’s top management (hereinafter: Management) considers employee preparedness and commitment to nuclear safety as a priority. It also considers it a fundamental principle to determine the specific professional and practical knowledge requirements for each position, to ensure that employees possess them, with particular regard to the personnel working in positions important in terms of safety. As far as these positions are concerned, the Management is responsible for ensuring that tasks are performed by employees who possess appropriate knowledge of the operational principles of the future operating units, and the necessary management and administrative skills.

The Management strives to ensure that the training system at any given time meets the Company’s operational requirements at each stage of the lifecycle, taking into account future operational needs, and is committed to ensuring that the training system complies with the recommendations of international nuclear organizations (in particular: IAEA, WANO), and national legal and nuclear regulatory requirements.

2. MAIN CHARACTERISTICS OF THE TRAINING SYSTEM

The Company’s Management ensures that the conditions necessary for the implementation of training are met; accordingly, it provides the appropriate infrastructure, training materials, and tools, ensures the conditions necessary for acquiring professional knowledge and licenses, and, if necessary, involves external partners for this purpose.

The Company’s training system ensures:

- appropriate training conditions for employees by determining and planning appropriate training needs.

- the assignment of professionally competent and qualified instructors.
- the continuous improvement of the effectiveness and quality of internal professional training programs organized by the Company by evaluating the training; furthermore
- the up-to-date documentation of existing and newly acquired competencies, enabling continuous verification of the conditions required for performing work.

The Company's training system provides for all employees:

- the completion of mandatory Entry Training¹ for new employees.
- the repetition of fire protection training at intervals prescribed by law.
- the repetition of occupational safety training as required by law.
- the acquisition of the knowledge and licenses necessary for professional practice, as well as the acquisition of new knowledge required for the performance of the specific job; and
- participation in other ad hoc, extraordinary, repeated, and refresher training arising from the specific operational characteristics of the Company.

In addition to the above, all employees of the Company are provided with access to internal regulating documents that form part of the integrated management system through the Company's Quality Management and Regulating Document Repository.

The main objective of the training system is to ensure that the necessary workforce availability is always provided in sufficient headcount, with appropriate professional qualifications and skills.

3. PRIORITY OF SAFETY CULTURE

The Company's fundamental objective is to ensure the future safe operation of the new nuclear power plant units, and to this end to establish a healthy corporate safety culture.

Safety culture is the set of characteristics and attitudes which ensure that safety issues are given the highest priority and are addressed in accordance with their significance. The Management at all levels consistently and firmly expects and supports the attitudes required for a healthy safety culture and ensures that employees recognize and understand the key aspects of safety culture.

The Management ensures the operation of an appropriate training system necessary to strengthen safety-conscious thinking, and to this end, prioritizes the acquisition of the requirements of a healthy safety culture and safety-conscious behaviour, and provides continuous training in this area to all employees.

¹ The purpose of the Entry Training is to ensure that employees joining the Company acquire general safety knowledge, the occupational health, safety and fire protection knowledge required by the legislation, as well as the basic knowledge of integrated risk management and risk-conscious approach, and basic IT skills. In addition, they gain basic knowledge of the Company's organization and operation. During the entry training, the employees are also given an insight into the national nuclear safety regulatory framework, as well as the Company's compliance activities and ethical standards (Code of Ethics and Conduct).

4.UTILIZATION OF CONSTRUCTION AND OPERATIONAL EXPERIENCE

To meet long-term operational objectives and requirements, the Company prepares a training plan, the development of which also takes into account construction and operational experience (with particular regard to section 6.3.2.0100 of the NSC), that is, events occurring during the construction, commissioning, and operation of other nuclear power plants and nuclear facilities, as well as the lessons learned from them. The use of these lessons contributes to the prevention of similar or more severe events, or to minimizing their probability. The knowledge thus acquired is treated by the Company as part of its own knowledge assets, and the Company considers familiarizing employees with it as a priority training objective.

5. TASKS OF THE ORGANIZATIONAL UNIT RESPONSIBLE FOR IMPLEMENTING THE TRAINING SYSTEM

The organizational unit performing the training activity ensures the proper operation of the training system:

- It is responsible for operating a comprehensive training system based on the qualification and examination requirements for specific job positions; in this context, it elaborates the company-level training plan based on the training needs of various organizational units.
- It manages the training of key technical personnel – including instructors and personnel occupying safety-important positions – as well as tasks related to their training; it develops the technological training strategy for the operating personnel (including the definition of specific professional competency requirements); it also monitors and regularly reviews the entire related training program and, if necessary, takes measures to modify it.

6. ADDITIONAL REQUIREMENTS FOR THE MANAGEMENT

The Company considers the proper professional training of its managers a particularly important strategic objective. To this end, it implements leadership development programmes designed to ensure that, during training, managers acquire the knowledge and skills necessary to enable them to effectively manage the organizational unit(s) under their responsibility as a well-coordinated team, and to apply these competencies in their daily work. Furthermore, they are expected to be capable of managing processes, to apply the method of delegation, and to foster safety-conscious behaviour and a sense of commitment among their employees.

A primary objective of leadership training programmes is to establish a firm and consistent leadership approach that reinforces and conveys the corporate values.

7. COMMITMENT TO THE DEVELOPMENT OF THE TRAINING SYSTEM

The Company's Management is committed to complying with the objectives and requirements formulated in this Training Policy and undertakes to continuously strive to:

- improve the training system and identify any potential deficiencies,
- increase the effectiveness of training,
- develop the training system with an innovative approach,
- promote the flow of information and knowledge sharing among employees, furthermore
- provide, where necessary, training for external contractual partners based on the operational requirements according to the specific lifecycles.

 Jáklí Gergely
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Gergely Jáklí
Chief Executive Officer