



Corporate Policy Recovera Využití zdrojů a.s.

Recovering resources for the future

WE ENCOURAGE close cooperation in the value chain and provide solutions that help customers manage their waste and raw materials in a more sustainable manner. We expect our suppliers and business partners to share our commitments towards an integrated management system and ESG principles and we strive to improve performance throughout the entire value chain.

WE CARE DEEPLY ABOUT protecting health and life, being an absolute priority for us starting at each and every individual. Our objective is to ensure continuous improvement of safe work culture and safe working environment mainly through prevention not only amongst our employees but also amongst our contractors and other partners.

WE DEVELOP talent management for continuous professional and personal growth of all employees, which is supported by quality facilities, support for diversity and inclusion and motivating working conditions. Special development and motivation programs are dedicated to key positions.

WE TAKE measures based on risk analyses in order to reduce any potential adverse impacts of our operations. We identify in advance any possible risks that may disrupt our provision of services and pro-actively implement measures to eliminate them.

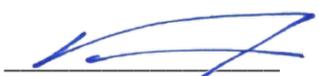
WE COMMUNICATE openly and contribute to awareness raising in the field of circular economy. We encourage volunteering activities of our employees and socially beneficial projects. We adhere to the principles of confidentiality, availability and integrity of information.

WE ASSESS compliance of our business with all relevant requirements and standards. We apply a system of controls and audits focused on prevention and compliance.

WE REDUCE energy consumption in operating the existing technologies and developing and implementing new technologies, and generally in energy management.

WE TAKE anti-corruption measures, ensure data protection, eliminate practices distorting competition or violating market integrity and we support ethical principles and rules that are set, required and independently reviewed not only inside the company, but also with respect to our contractors, customers and other partners.

Discussed and approved
by the company
management
on February 25, 2026



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CEO