Living Wage Policy

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Approved by: Managing Director

1. Purpose

SEA Enterprises a.s. is committed to providing fair and responsible remuneration that enables employees to meet their basic needs and those of their families while maintaining a reasonable standard of living.

The Company recognises that fair remuneration contributes to employee wellbeing, retention, productivity and sustainable business development.

2. Commitment

SEA Enterprises a.s. is committed to ensuring that employees receive remuneration that complies with all applicable Czech legal requirements set out in Labour Code262/2006 Sb., including statutory minimum wage requirements.

Where reliable and appropriate living-wage benchmarks are available, the Company will periodically assess its remuneration levels against relevant Czech living-wage or adequate-wage benchmarks.

The Company will seek to ensure that full-time employees receive total regular remuneration sufficient to meet reasonable living costs, taking into consideration applicable statutory benefits and legally required payments.

3. Equal and Fair Remuneration

SEA Enterprises a.s. will apply fair and transparent remuneration practices.

Employees performing comparable work or work of equal value will be remunerated fairly and without unlawful discrimination based on gender, age, nationality, disability or other legally protected characteristics.

Remuneration may vary based on objective factors including qualifications, experience, responsibilities, performance, working conditions and job requirements.

4. Overtime and Additional Payments

Overtime, night work, work on weekends and public holidays, and other legally required supplements shall be compensated in accordance with applicable Czech legislation and employment arrangements.

Such payments shall not be used to artificially compensate for an otherwise inadequate basic wage.

5. Review and Continuous Improvement

Overtime, night work, work on weekends and public holidays, and other legally required supplements shall be compensated in accordance with applicable Czech legislation and employment arrangements.

Such payments shall not be used to artificially compensate for an otherwise inadequate basic wage.

6. Responsibility

The Managing Director, supported by management and HR responsibilities, is responsible for implementing this Policy and ensuring that remuneration practices remain compliant, fair and appropriately reviewed.

SEA Enterprises a.s. is committed to respecting the dignity of its employees and to providing fair remuneration as an important part of responsible employment.

Frantisek Plachy
Managing Director
SEA Enterprises a.s.

12 August 2026

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