



Diversity Policy

of Bank Ochrony Środowiska S.A.

Part 1

General provisions

Section 1

For the purposes of this 'Diversity Policy of Bank Ochrony Środowiska S.A.' (the "Policy"), the following definitions shall apply:

- 1) "Bank" or "BOŚ S.A." shall mean Bank Ochrony Środowiska S.A.;
- 2) "Management Board" shall mean the Management Board of Bank Ochrony Środowiska S.A.;
- 3) "Diversity" shall mean Bank employees' qualities, including age, gender, education, skills, knowledge and professional experience, whose representation at the workplace ensures the existence of a variety of opinions among Bank employees, enabling them to effectively perform their duties and the Bank to operate properly.

Section 2

1. The purpose of the Policy is to:
 - a) support delivery of the Bank's strategic objectives by applying the principle of diversity;
 - b) promote recruitment of diverse talent for the Bank;
 - c) foster an inclusive workplace where all employees feel respected and appreciated and are given ample opportunity to fulfil their individual potential, thus contributing to the Bank's business success;
 - d) help build an organisational culture based on mutual respect.

2. Promoting diversity among Bank employees must not in any way impair the proper operation of the Bank.
3. The Bank complies with International Labour Organisation conventions, in particular Discrimination (Employment and Occupation) Convention No. 111, which is referred to in Section 4.2 hereof.

Section 3

With respect to appointment of the Bank's key personnel, this Policy shall be applied in conjunction with the 'Policy for assessing the suitability of candidates for and the persons holding key (senior management) positions at Bank Ochrony Środowiska S.A.'

Part 2

Policy principles

Section 4

1. The Bank accepts no forms of discrimination, whether direct or indirect, in any of its recruitment processes.
2. The Bank's commitment to diversity means that it does not discriminate against any person, whether directly or indirectly, on the basis of their gender, age, disability, medical condition, race, nationality, ethnicity, religion, denomination, irreligion, political views, union membership, sexual orientation, gender identity, family status, lifestyle, basis of employment, or other grounds that may give rise to discriminatory practices.
3. Showing respect for others and the environment by taking proper care of oneself and those around us, including the natural environment, is one of the fundamental values underpinning the Growth Strategy of Bank Ochrony Środowiska S.A.
4. With respect to all HR processes at the Bank, in particular recruitment, performance appraisal, promotion and professional development, the BOŚ S.A. HR Policy takes into account such aspects of workplace diversity as gender, education, age and work experience, in line with the Bank's conviction that promoting diversity and equal opportunity offers a major competitive advantage by allowing the organisation to recruit and retain top talent and fully utilise their potential.
5. The Bank has in place an "Internal Anti-Bullying Policy", which is aimed at preventing and countering any incidents of workplace bullying, discrimination or harassment at BOŚ S.A. In addition, Bank employees take part in training and workshops dedicated to raising awareness and improving knowledge of related issues.
6. In accordance with the Bank's Employee Recruitment Policy, all candidates applying for the same position are given equal opportunity during the recruitment process. Successful candidates are selected based primarily on whether they match the particular job description in terms of their skills, expertise, experience, motivation and personality traits.
7. The Bank takes measures to promote disability-inclusive employment, including implementing the "Bank Open to the Disabled" programme, which is dedicated to attracting candidates with disabilities.
8. The Bank follows a transparent employee remuneration and compensation policy, which ensures equal treatment of all employees. Underlying this policy is a merit-based job grading system, with the amount of a salary or pay rate reflecting the expertise required for a given position, the complexity of work performed by the employee, the scope of their responsibility and their work experience, as well as established pay practices in the banking sector.
9. The employee appraisal system is based on the evaluation of employee performance and expertise and is aimed at encouraging the professional development of employees and promoting attitudes which reflect the Bank's core values, including mainly by drawing attention to both conduct which can serve as a model for others and that which still requires improvement in view of the strategic challenges facing the Bank.
10. The Bank's skills development strategy, which covers all employees, ensures that all employee training and professional development activities are organised based on universal and objective criteria, such as the need to enable employees to properly perform their existing tasks and responsibilities (e.g. by updating their knowledge of applicable legislation) or to assume new responsibilities (e.g. following a promotion), the Bank's employee training priorities resulting from the Bank's strategy, and employees' individual development needs.
11. The Bank supports the creation of employee sports teams as a way of enhancing employee socialisation and effective cooperation between staff.

Part 3

Application and implementation of this Policy

Section 5

1. Compliance with this Policy is obligatory for all Bank employees.
2. Separate policies, which prevail over this Policy, apply to Management and Supervisory Board members.
3. This Policy is subject to annual review by the BOŚ S.A. HR Department. Such review shall include an analysis of BOŚ S.A.'s workplace diversity performance, including of the application of the rules and principles defined in Part 2 hereof. The results of the review and any follow-up recommendations shall be presented to the BOŚ S.A. Management Board.

Part 4

Miscellaneous

Section 6

1. The Policy shall apply without prejudice to mandatory provisions of law.
2. Any matters not provided for in this Policy shall be governed by the laws of general application and other internal regulations of BOŚ S.A..