

# **DIVERSITY POLICY OF THE MANAGEMENT BOARD OF BUDIMEX S.A.**

Warsaw, 23.09.2021

The following Policy has been implemented by a resolution of the Supervisory Board of  
Budimex S.A. no. 357 of 23/09/2021

## 1. Definitions

- ▶ The diversity policy of the Supervisory Board of Budimex S.A. – this document hereinafter referred to as the "Policy",
- ▶ Management Board – Management Board of Budimex S.A.,
- ▶ Supervisory Board – Supervisory Board of Budimex S.A.,
- ▶ General Meeting – General Meeting of Budimex S.A.,
- ▶ The Company – Budimex S.A.,
- ▶ Diversity - is understood to mean all aspects where people are different or similar. Diversity consists of both visible and invisible, inborn and acquired features, such as gender, age, personality traits, ethnic origin, nationality, sexual orientation, skills, education, work experience, interests, life attitudes.

## 2. Purpose of Policy

This Diversity Policy is to ensure that the principles of equal treatment and diversity are respected at the level of the Management Board of Budimex S.A. Maintaining the diversity, free from prejudices and discrimination is part of the basic principles of the Company's operation. We want to use the diverse experiences of the members of the Management Board. We believe that caring for the diversity of the Management Board results in optimal decision-making and strategy realization for the benefit of shareholders and all other stakeholders of Budimex S.A.

The purpose of this Policy is:

- ▶ taking into account the principles of diversity in the recruitment and selection of Management Board members,
- ▶ guarantee that the recruitment and selection of Management Board members are based on objective criteria,
- ▶ supporting the implementation of initiatives aimed at ensuring equal chances in access to training and promotion, as well as in access to benefits,,
- ▶ application of objective criteria for assessing the activities of the Management Board.

## 3. Rules of the Policy

Realization of the objectives of the Policy will ensure:

- ▶ appropriately selected skills and professional experience in relation to the position held within the Management Board of the Company as well as the diversification of opinions and a variety of thoughts. Thus, the implementation of the provisions of the Policy will have a positive impact on increasing management efficiency,
- ▶ respecting the principles of diversity and equal treatment at the Management Board level and setting a high standard of integration and diversity culture throughout the organization,
- ▶ maintaining the independence of judgment of the members of the Management Board,
- ▶ correct assessment of the performance of tasks by members of the Management Board.

## 4. Realization of purpose of Policy

The objectives set out in the Policy will be achieved as follows:

- ▶ This Policy introduces a minimum level of representation of each gender in the recruitment process for positions in the Management Board of 30% of all people approaching the final stage of recruitment, if these people are represented in the pool of candidates applying for a given position, and their competences are at least equal to the competences of other candidates.
- ▶ When assessing candidates for appointment to the Management Board, the Supervisory Board undertakes to take into account only objective criteria, including diversity criteria, bearing in mind, however, that the primary task of the Supervisory Board is to ensure that the Management Board is composed of persons with the competences necessary to properly perform the functions of the management board in a public company. These criteria include skills, competences, knowledge, experience, independence and characteristics in line with the specificity of positions in the Management Board, taking into account the need to provide the Management Board with people with knowledge and experience in the broadly understood industry in which the Company operates, as well as in individual areas of company's management, including finance and law, as well as experience in managing entities with a comparable scale of operations.

## 5. Final Provisions

- ▶ The Supervisory Board is the body responsible for ensuring an appropriate balance of skills, experience and knowledge as well as the level of diversity in the Management Board. In accordance with the scope of its powers, the Supervisory Board assesses the composition of the Management Board in terms of the above-mentioned criteria.
- ▶ The minimum level of representation of each gender in the recruitment process may change depending on the requirements of the regulatory environment as part of the revision of this Policy.
- ▶ In matters not regulated in the Policy, the generally applicable provisions of law and internal regulations in force in the Company shall apply.