



InPost Group **Diversity Policy**

TABLE OF CONTENTS

Objective	2
Scope and essence	2
Principles	3
Reporting	3
Final provisions	4

1. OBJECTIVE

The purpose of this policy is to regulate the principles and procedures applied by InPost Group and pertaining to diversity among Staff members, including the governing bodies of InPost Group companies.

InPost Group strives to create and ensure a diverse work environment, with emphasis on Staff members and candidates' merits.

2. SCOPE AND ESSENCE

Diversity is key to the InPost Group as a whole and is embedded in our company values. We believe that diversity makes our organisation stronger and more sustainable. We are keen to benefit from a diverse workforce as much as possible. For us, diversity means a workforce reflective of different genders, nationalities, cultures, generations, ethnic groups, abilities and social backgrounds. We do not discriminate on the basis of:

- sex;
- gender identity;
- sexual orientation;
- age;
- religious beliefs or lack thereof;
- political views;
- marital status;
- race;
- ethnic background;
- nationality;
- trade union membership;
- nature and duration of employment (employment for definite or indefinite period of time, full-time or part-time);
- health condition;
- disability.

We recognise the benefits that diversity within InPost Group can bring, and we believe that this diversity is critical to our ability to be open to different ways of thinking and acting, eventually enhancing our long-term sustainability.

Diversity within our Staff comprises multiple aspects, such as the age structure, the Staff members' educational and professional background, the experience relevant for their position and the ability to fit in with the team the given Staff member would be working with.

In our view, diversity is not a static concept, but rather a relevant mix of required elements for the Staff members as a whole that evolves with time, based on, among others, the relevant business objectives and future needs of the InPost Group. We treat diversity of the Staff members as a means for improvement and development, rather than an end in itself.

3. PRINCIPLES

We apply the following principles to the composition of the Staff:

- no discrimination on the basis of:
 - sex;
 - gender identity;
 - sexual orientation;
 - age;
 - religious beliefs or lack thereof;
 - political views;
 - marital status;
 - race;
 - ethnic background;
 - nationality;
 - trade union membership;
 - nature and duration of employment (employment for definite or indefinite period of time, full-time or part-time);
 - health condition;
 - disability;
- to create a diverse mix of knowledge, skills and expertise, in line with the required profiles;
- to strive for sufficient complementarity, pluralism and diversity with regard to age, gender and background.

We apply the following principles to the composition of the managerial and supervisory bodies across InPost Group:

- to increase the number of women in the managerial and supervisory bodies;
- to ensure relevant professional and educational backgrounds within the managerial and supervisory bodies, including among other things:
 - financial expertise;
 - relevant industry knowledge;
 - international experience;
 - risk management experience;
 - experience in the planning and implementation of company strategies, and
 - governance and leadership experience.

4. REPORTING

After the end of each financial year, a report regarding the makeup of the Staff and managerial and supervisory bodies will be prepared and reviewed by the Management Board and the Supervisory Board of InPost S.A. If the reports show any irregularities, the Management Board may decide to implement special programs aimed at promoting diversity within InPost Group.

Any and all irregularities involving diversity should be reported to the Compliance Officer as per the provisions of the InPost Group Code of Conduct.

5. FINAL PROVISIONS

This policy is a part of the InPost Group Compliance System and constitutes an appendix to the InPost Group Code of Conduct.

All questions pertaining to this policy shall be posed either to the local HR office or to the Compliance Officer.

InPost Group may introduce amendments hereto at all times and for any reason whatsoever, with the reservation that such an amendment shall be communicated to the Staff each and every time.

This Policy replaces any and all current internal regulations in place in InPost Group Companies covering the scope hereof, unless such internal regulations are required and strictly governed by local law, in which case such policies shall constitute Appendices hereto and take precedence wherever the provisions hereof are not in line with the relevant legal regulations.

If local legal provisions in countries where individual InPost Group companies have their business seat require more stringent or more comprehensive anti-discrimination or anti-harassment policies, individual policies in line with local legal regulations shall constitute Appendices hereto.