



InPost Group

Diversity, Equity & Inclusion

Policy

December 2023

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2. Diversity, Equity, and Inclusion Framework

This Policy is a fundamental element of the InPost Group's comprehensive commitment to respecting human and employee rights. At **InPost Group**, we recognise that **Diversity, Equity, and Inclusion drive sustainable and dynamic growth. Our** creative and talented **employees are our most valuable asset**, and we provide them with opportunities for development in a sustainable work environment. Our commitment to fostering diversity and inclusion goes beyond legal obligations and is integrated into our business strategy. We are dedicated to serving and making a positive impact on the societies in which we operate.

In our organisation, **diversity** is the collective mixture of individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviours. This mixture also encompasses our various countries of operations and brands. While we share common business and sustainability goals, we embrace the unique qualities that make us diverse.

Equity is reflected in ensuring fair treatment and equal access to opportunity, information, and resources for all employees. We actively strive to identify and eliminate biases, stereotypes, and barriers that could exclude certain individuals. In addition to fostering an open feedback culture, we provide anti-discriminatory training and offer an independent and anonymous whistle-blower system.

Within the Group, we want to create an **inclusive** work environment where every individual feels respected, accepted, supported, and valued.

Diversity, Equity, and Inclusion are top priorities for the InPost Group and are reflected as pillars in our sustainability strategy. As a result, they receive sponsorship at the highest level of executive management.



3. DEI at InPost

This policy is a framework that sets out DEI objectives that are important to InPost Group. It results from our efforts so far and a commitment to the future. In line with the DEI objectives, we guarantee that we will fill individual positions according to competencies and fair division of responsibilities. We strive to improve the representation of talents from underrepresented groups in our teams. We are committed to securing a workplace that is free from bullying, discrimination, and harassment.

We acknowledge that this policy is a binding agreement with the societies in which our Group operates and with other regions where our influence resonates. Setting out this Diversity, Equity, and Inclusion policy is not the end of our efforts. It is our guidebook for improvement that will make us more resilient and sustainable. This policy encircles our aim to be an out-of-the-box business, to be open to other ways of thinking and acting, eventually enhancing our long-term results.

InPost Group strives to create and ensure a diverse work environment, with an emphasis on Staff members and candidates' merits. We are keen to benefit from a diverse workforce as much as possible. Our employees and management reflect different genders, nationalities, cultures, generations, ethnic groups, abilities, and social backgrounds. Through equity, we want to develop our talents' full potential

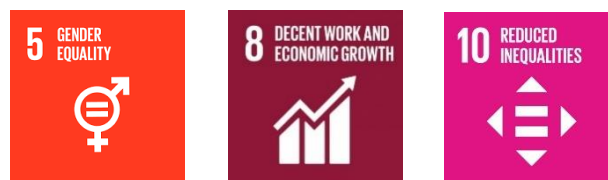
and ensure everyone has the same opportunity. Inclusion is a complementary requirement to ensure that everyone feels visible and heard.

In line with ILO 111 convention¹, we do not accept any form of discrimination based on the following:

- 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 a definite or indefinite period, full-time or part-time);
- health condition;
- disability.



Our DEI policy follows **United Nations' Sustainable Development Goals** relating to Gender Equality, Decent Work and Economic Growth, and Reduced Inequalities.



To enhance our knowledge of effective policies concerning equality and the UN GC Gender Equality initiative, in 2022, we participated in the UN Target Gender Equality Program.

¹¹ International Labour Organization, [Convention No. 111 concerning Discrimination in Respect of Employment and Occupation](#)

4. Particular objectives of the InPost DEI Policy

The primary objective of the Policy is to **promote positive attitudes and inclusive behaviours, maintain staff diversity and foster a sense of empowerment among employees, regardless of their talents**. This policy will help to synchronise different initiatives and plans across our whole Group. We aim to maintain an organisational culture where everyone is respected, appreciated, and listened to.

We focus our efforts on issues throughout the employee life cycle: during employee attraction, recruitment, onboarding, development, retention, and separation.

These efforts also extend to our Supply Chain, as we have set up a Due Diligence procedure to ensure that diversity, equity, and inclusion are respected along the whole value chain.

Considering the characteristics of the challenges ahead of the European economy (such as an ageing society or the unfulfilled potential of women), **we want to continue strengthening women's position in the labour market**. In this regard, we ensure to reach female talents during recruitment and support our staff's work-life balance.

We aim to reduce the gender pay gap at each grade. We know that women struggle with a weaker position in the labour market due to stereotypes or statistical discrimination. One of the symptoms of that phenomenon is the gender pay gap and differences in the average remuneration of men and women, even in similar positions and equivalent qualifications.

We recognise the importance of **diversity when moving up the ladder** and understand that **an essential metric of DEI is increasing the number of women in management**. We think that looking at this metric includes other dimensions of diversity, equity, and inclusion because the number of women in leadership is the bottom-line outcome of all other dimensions, such as getting promotions and opportunities, feeling included and appreciated, and being able to demonstrate one's skills.

We take efforts to include people from different age groups in our organisation. We are against age discrimination due to the stereotypes and limiting professional opportunities of younger and older employees. We believe that perspective of various generations should be represented in our Group.

As a multinational organisation, we draw from different cultural and national backgrounds in conducting business on diverse markets. We know that we can learn from each other's experience. We believe that key Group's decisions should consider our diverse perspectives from different markets that we operate in.

Moreover, we acknowledge that it is vital to **have representation in our most senior Group positions that reflects the diverse and multinational character of the InPost Group.** We aim to ensure the inclusion of opinions from our various markets when making key strategic decisions.

5. Diversity in leadership

In pursuit of our commitment to fostering diversity, equity, and inclusion we proudly adhere to the **Dutch Corporate Governance Code²** and its diversity policy. **This commitment extends to our Management Board, Supervisory Board, and Senior Management at the Group level.** By embracing this Code, we emphasize the importance of diverse and inclusive leadership, recognizing the value of varied perspectives and experiences in driving innovation, decision-making, and overall organizational success.

We **have established specific targets for our governing bodies**, including the Management Board, Supervisory Board and Group's Senior Management, as a part of our commitment to the diversity. Setting targets drives meaningful change and promotes an inclusive leadership structure. To ensure transparency and accountability, **our annual report will include updates on our progress towards these targets**, providing stakeholders with a comprehensive overview of our diversity initiatives and outcomes.

We integrate diversity into our succession plan for the Management Board and Supervisory Board. This involves actively considering diversity criteria when identifying potential leaders, ensuring a strong pipeline of diverse talent for these roles. By embedding diversity into our succession planning process, we aim to promote equal opportunities for advancement and foster an inclusive and representative leadership team. In cases where candidates possess equivalent qualifications in terms of suitability, competence, and job performance, preference will be given to underrepresented gender candidates, unless - in exceptional cases - other legal considerations must be implemented.

² [Dutch Corporate Governance Code](#)

In line with the **Dutch Corporate Governance Code**, we strive for an appropriate balance in other diversity aspects, such as age and nationality, within the InPost Group. Our multinational organization operating in nine European markets benefits from diverse cultural and national backgrounds, and we aim to maintain this diversity at the Board level. We also prioritize age diversity within our Management Boards and Supervisory Board in InPost S.A. Incorporating various generations' perspectives is crucial for our senior positions.

By 2026, we aim to have at least 1/3 of Management Board and Supervisory Board of InPost S.A. held by women or at least 40% of the positions in the Supervisory Board alone. In all companies within the InPost Group, a minimum of 1/3 of positions in Management Boards consisting of three or more members will be held by women. These ratios align with the EU directive on improving gender balance in listed companies.³

Moreover, **we have established goals for gender composition of the Senior Management of InPost S.A. By 2026, we aim to have at least 1/3 of Senior Management positions held by women.** As a proud member of the "30% Club," dedicated to promoting gender diversity in Boards and Senior Management, we strive for inclusive decision-making. Additionally, since 40% of our organization's employees are women, it is essential that the composition of our senior management reflects this diversity to ensure appropriate inclusion in the Group's decision-making.

6. Reporting

After the end of each financial year, the ESG and HR teams will prepare a report on the composition of the Supervisory Board, Management Board, Senior Management, and Staff.

The composition report for the Supervisory Board will include the following disclosed information: sex or gender identity if desired, age, nationality, principal position (if relevant), other positions relevant to their supervisory board duties, date of initial appointment, and current term of office.

³ [Directive \(EU\) 2022/2381 on improving the gender balance among non-executive directors of listed companies and related measures](#)

Moreover, in the annual report, the gender composition by employee category will be disclosed for the Management Board, the Senior Management, and the Staff. Gender is understood as either sex or gender identity if desired by the individual.

The report will also cover the ratio of the basic salary and remuneration of women to men by employee category. The report will take into account DEI issues in the Supply Chain in accordance with InPost Group Supplier Standards of Conduct.

The report will be reviewed by the Management Board and the Supervisory Board of InPost S.A. It will also be made publicly available on the website of InPost Group. If the reports show irregularities or possible delays in achieving the set goals, the Management Board may decide to implement special programs to promote diversity within InPost Group.

Any diversity-related irregularities should be reported to the Compliance Officer per the InPost Group Code of Conduct provisions.

7. 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 to the local HR office or 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 every time.

This Policy replaces any current internal regulation 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.