

InPost Group

Diversity, Equity and Inclusion Policy

Owner of the Policy	Compliance Officer
Approval Authority	Management Board
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Policy objective	Document setting out the fundamental principles and guidelines governing InPost Group's approach to fostering Diversity, Equity, and Inclusion across all operations and organizational practices.

TABLE OF CONTENTS

1. DIVERSITY, EQUITY AND INCLUSION	3
2. DEI AT INPOST	3
3. INPOST DEI POLICY OBJECTIVES	4
4. DIVERSITY IN LEADERSHIP	4
5. REPORTING	5
6. FINAL PROVISIONS.....	6

1. DIVERSITY, EQUITY AND INCLUSION

At InPost Group, we have created a Diversity, Equity and Inclusion (DEI for short) Policy to ensure that human rights, including employee rights, are fully respected. **Diversity, equity and inclusion drive our dynamic and sustainable growth.** Our creative and talented **employees are our most valuable resource, and** we want to give them opportunities to grow in a sustainable working environment.

We go beyond legal requirements in our commitment to promoting diversity and inclusion. This approach is in line with our business strategy. We aim to make a positive impact on the communities in which we operate.

In our organisation, **diversity** combines individual and organisational characteristics, values, beliefs, experiences, environments, preferences and behaviours. This combination also extends to all the countries in which we operate. We share common economic and sustainability goals, but we also make room for all those unique characteristics that make us diverse.

Fair treatment means giving all employees equal opportunities, information and resources. We work actively to find and remove biases, stereotypes and barriers that could exclude anyone. We encourage open feedback, provide anti-discrimination training, prevent violations, and offer an independent, anonymous whistleblowing system.

We want to create **an inclusive** workplace, where everyone feels respected, supported and valued. We not only accept diversity; we see it as a strength and a value.

Diversity, equity and inclusion are our priorities. You will find them in the pillars of our sustainability strategy. This means that they are supported by the top management.

2. DEI AT INPOST

DEI is about promoting diversity, equity and inclusion in organisations.

This Policy explains our DEI goals. We have built on what we have done so far and on what we plan to do next. We ensure that we fill positions in our companies based on skills and a fair distribution of responsibilities. Our goal is to help underrepresented groups have more chances to succeed. We want to provide a workplace free from intimidation, discrimination and harassment.

We see this Policy as a binding contract with the communities we work with and influence. Adopting it is not the end of our efforts – it's our guide. We want to represent an out-of-the-box business, open to other ways of thinking and acting. We believe this approach will help us perform better in the long run.

We want to create a workplace that values diversity and focuses on the achievements of employees and candidates. Our teams include people of different genders, nationalities, cultures, generations, ethnicities, abilities, and backgrounds. By promoting equity, we help everyone reach their full potential and ensure equal opportunities. Inclusion is key because it makes sure everyone feels seen and heard.

The International Labour Organisation (ILO) in June 1958 adopted Convention No. 111 concerning discrimination in respect of employment and occupation.

In accordance with ILO Convention 111, we do not accept any form of discrimination on the grounds of:

- sex;
- gender;
- sexual orientation;
- age;
- religious beliefs or not having religious beliefs;
- political views;
- marital status;
- race;
- ethnic background;

- nationality;
- trade union membership;
- type and duration of employment (temporary or permanent employment, full-time or part-time);
- health condition;
- disability;

Our DEI policy is in line with the **United Nations Sustainable Development** Goals on Gender Equality, Decent Work and Economic Growth, Reduces Inequalities.

In 2022, we participated in the UN Target Gender Equality Programme to learn more about effective equality work and the UN GOGender Equality initiative.

3. INPOST DEI POLICY OBJECTIVES

The main goal of this Policy is to promote inclusive attitudes and behaviours. We want to keep our workforce diverse and ensure fairness for everyone, no matter their skills.

This Policy will help us bring together different initiatives and plans across our Group. We want to create and maintain an organisational culture where everyone is respected, valued and listened to.

We focus on all stages of a career: during the search for employees, recruitment, onboarding, development within our company and when we say goodbye. **We promote positive behaviour in the supply chain.** We have introduced due diligence to ensure that **diversity, equity and inclusion** are respected at every stage of our operations, such as our relationships with our suppliers.

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The European economy faces many difficult challenges, such as an ageing population and the untapped potential of women. **We want to continuously strengthen the position of women on the labour market.** For this reason, we ensure that we recognise their talents during recruitment. We also help our employees maintain a work-life balance.

We want to reduce the wage gap, i.e. the pay gap between women and men at the employment level. We know that women face a weaker position in the labour market due to stereotypes. One feature of this is the gender pay gap and even different positions with the same qualifications.

We know how important **diversity** is for career growth. **One key DEI measure is increasing the number of women in leadership roles.** We believe that this indicator also shows other aspects of diversity, as the number of women in these positions is linked to issues such as promotion, access to opportunities, a sense of belonging and the opportunity to show their skills.

We want people of all ages to be part of our organisation. We stand against age discrimination, which comes from stereotypes and limits opportunities for both younger and older employees. We believe our Group has space for every generation.

As an international organisation, we value and learn from different cultures and nationalities. We believe key and strategic decisions should reflect perspectives from all the markets where we operate.

We want **the top positions in the Group to show our international and diverse nature.**

4. DIVERSITY IN LEADERSHIP

We proudly comply with [**the Dutch Corporate Governance Code**](#) and its diversity policy. **This also applies to our Management Board, Supervisory Board and Senior Management at InPost Group level.** By adopting this Policy, we show how important diverse and inclusive leadership is to us. We believe that different viewpoints and experiences help innovation, decision-making and contribute to the success of our organisation.

To support diversity, **we have set clear targets for our governing bodies**, including the Management Board, Supervisory Board, and the Group's Senior Management. These goals drive real change and encourage inclusive leadership. For transparency, **we will report on our progress in the annual report**, giving stakeholders a clear view of our diversity efforts and results.

Diversity is part of our promotion plan for the Management Board and Supervisory Board. This means that we take diversity into account when choosing potential leaders. This ensures that these functions have a wide range of people with different skills. With this approach, we promote equal promotion opportunities and foster an inclusive and representative leadership team. When candidates have equivalent qualifications in terms of their suitability, competence and performance, we prefer candidates from the under-represented gender, unless other legal requirements make this impossible.

In line with **the Dutch Corporate Governance Code**, we also seek balance in other aspects such as age and nationality. Our organisation operates in nine European markets and benefits from different cultures and nationalities. We want to maintain this diversity also at the level of InPost S.A.'s Management Board and Supervisory Board. The perspectives of different generations are crucial for our management positions.

We want 1/3 of InPost's Management Board and Supervisory Board to be women by 2026, or no less than 40% of the Supervisory Board itself. We also want all InPost Group companies to have at least one third of the members of the Management Boards with three or more members to be women. These objectives are in line with the [EU directive on improving gender balance in listed companies](#).

Furthermore, we have **also set ourselves targets for the gender composition of InPost S.A.'s Senior Management. Our goal is to employ 1/3 women in the Senior Management of InPost S.A. by 2026.** As a proud member of the "30% Club", which supports gender diversity on management boards and senior management, we want to make inclusive decisions. As 40% of our organisation's employees are women, we want the composition of our leadership reflects this diversity. This will ensure their appropriate inclusion in the Group's decision-making process.

5. 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 report on the composition of the Supervisory Board will include information such as:

- sex or gender identity (if indicated),
- age,
- nationality,
- main position (if applicable),
- other positions relevant to the duties of the Supervisory Board,
- date of first appointment and current term of office.

Information on the gender ratio by staff category will be disclosed to the Management Board, Senior Management and Staff. Gender is understood to mean sex or gender identity, depending on the individual's preference.

The Report will also include information on the ratio of base pay to women's pay by employee category. The Report will also consider DEI issues in the supply chain in line with the InPost Group Supplier Code of Conduct.

The report will be examined by InPost S.A.'s Management Board and Supervisory Board.

The Policy will be available to everyone on the InPost Group website. If reports show issues or delays in meeting our goals, the Management Board may launch special programmes to support diversity across the InPost Group.

Please report any diversity-related irregularities to the Compliance Officer in accordance with the InPost Group Code of Conduct.

6. FINAL PROVISIONS

This Policy is part of the InPost Group's Compliance System. It is also an appendix to the InPost Group Code of Conduct.

If you have any questions about this Policy, please contact your local HR team or Compliance Officer.

If necessary, we will change this Policy. We will inform our employees and co-workers.

The policy applies to the entire InPost Group. However, it may be the case that local rules in different Group companies are more detailed or demanding. In this case, these rules will be appendices to this Policy.