

## Diversity Policy of Wirtualna Polska Holding S.A.

### What does diversity mean to us?

We understand the diversity of our workforce as a tremendous value. We cooperate, respect and accept each other without regard to gender, race, national and ethnic origin, religion, belief, degree or type of disability, medical condition, age or gender identity, or anything else in which we may be different.

### Why do we implement the Diversity Policy?

We believe that diversity brings business, organizational and efficiency benefits. It gives more satisfaction, stimulates creativity and broadens perspectives. It also reduces the business risk of ongoing projects. We want our teams to work together in their diversity. We want to develop it in our workplace, to level the playing field for employment opportunities and subsequent development.

We are guided by this policy in building our organization, including at the level of the governing and supervisory bodies of the Group and its subsidiaries.

### How do we support diversity?

- We use transparent recruitment criteria. When recruiting employees we apply the principle of equal opportunities. The most important thing for us is to match the candidate's competencies with the responsibilities. We use multiple channels to reach a variety of professionals. We organize internship and apprenticeship programs inviting participants to gain first work experience.
- We build diverse teams. We develop an organizational culture based on our values: creativity, effectiveness, collaboration, energy, commitment, honesty, openness and courage. We provide equal opportunities - every employee has equal access to training, benefits, development and fair compensation. We evaluate and promote employees based on competence, performance and commitment to work.
- We care about the well-being of our employees. Our priority is the work-life balance of our employees. We implement solutions supporting employees, such as flexible working hours, remote work, hybrid work, psychological consultations or access to wellbeing and benefit platforms.  
When the need arises - we respond and help. We respond to current issues, including those arising from the current socio-political situation in Poland and the world. We also support the charitable activities of our employees.
- We develop a work environment that is welcoming to all. We do not discriminate or favor anyone. We recognize the principle of equal treatment and mutual respect. We train employees on unconscious bias, inclusive communication, intergenerational differences, and interculturalism. Our benchmark is the International Convention on Discrimination in

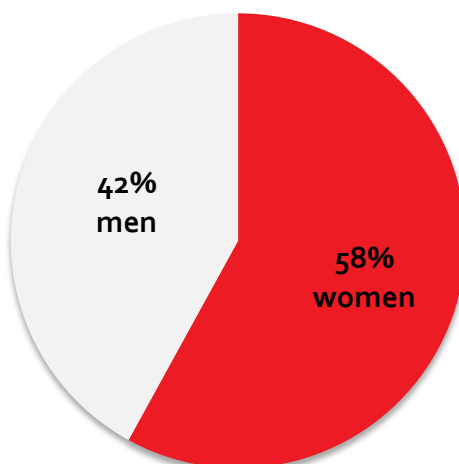
Employment and Occupation. We have included goals for providing an equal and diverse work environment in our Sustainability Strategy.

- We actively counter mobbing and discrimination. We have a system in place to counter and prevent unwanted behaviors and a procedure for reporting irregularities in this area, including anonymously. All employees must receive training in prevention of mobbing and must comply with the rules that have been established.
- We are a signatory to the Diversity Charter, an international initiative under the auspices of the European Commission. It brings together companies and organizations that oppose workplace discrimination and create and promote diverse environments. We are also a member of the UN Global Compact, the world's largest initiative bringing together organizations that care about the development of sustainable business. We have belonged to the 30% Club since the beginning of its activity in Poland. It is an organization whose aim is to increase the number of women on management and supervisory boards of listed companies.

## Criteria, indicators and targets for the Grupa WP's Diversity Policy

### a) gender

There were 1,457 people employed under employment contracts in the structures of WP Holding companies in 2021. 58% were women and 42% were men.



We strive to maintain a diversity index and continually minimize differences.

### b) age

The majority of the Company's employees are people aged 30-50. The total number of people employed in the structures of WP Holding companies by age groups is as follows:

Under 30 years old	– 33%
30-50 years old	– 65%
Over 50 years old	– 2%

We support the recruitment and training of individuals in various age groups. In our recruitment processes we apply the principle of equal opportunity, regardless of age. We take care of talent development and experience transfer through our mentoring programs.

### **c) Education, work experience and expertise**

Wirtualna Polska employs people with different level and direction of education, which results from a wide range of activities. The variety of specialization areas and business processes carried out in the Company, provides attractive career opportunities for both graduates in humanities, business, science and engineering identified with the Internet industry.

We will maintain a high level of educational diversity and competence in the hiring of professionals in all areas of the Company's activities.

We nurture a diverse management team. In the selection of supervisory boards, members of the management board and directors as well as key managers, high qualifications, professional experience and substantive preparation for the responsibilities are decisive. Specific objectives in the area of management team diversity are included in the ESG strategy. We value diverse insights and know that diversity in management leads to better performance in all areas of the business.

## **How will we comply with this policy?**

The Diversity Policy at Wirtualna Polska Holding is the responsibility of the Management Team members who oversee the corporate governance and HR areas.

Monitoring of its implementation and evaluation of the performance of its objectives is carried out by the ESG Committee of the Company's Supervisory Board.

*Date of last update 28 June 2022*