

**DIVERSITY, EQUITY AND  
INCLUSION (DEI)**

**POLICY**

**AT BENEFIT SYSTEMS S.A.**

„Acting in accordance with our values – respect, cooperation,  
and responsibility – we create a socially responsible organisation.”

**Excerpt from the Benefit Systems S.A.  
Capital Group’s BS\_Way Code of Ethics**

# INTRODUCTION AND ASSUMPTIONS

The Diversity, Equity, and Inclusion Policy (“DEI Policy”) in the Benefit Systems Capital Group (“Group”) determines the most important lines of actions in supporting and building a diverse and inclusive organisation.

The DEI Policy refers to the values contained in the Benefit Systems BS\_Way Code of Ethics. Its assumptions will be implemented in accordance with the ESG Strategy for 2024–2026. In addition, diversity management also refers to the company’s governing bodies in the adopted “Diversity Policy for Members of the Management Board and the SupervisoryBoard”, the purpose of which is to ensure broadly understood competences, education, and professional experience adequate to the position as well as diversity in terms of age and gender in these bodies which leads to better decision-making and corporate culture.

The DEI Policy was created and developed by the task force composed of representatives of broad group structures as the implementation of commitments resulting from the organisation’s values, its mission to take into consideration individual needs and preferences in ESG initiatives and actions as well as obligations resulting from the B Corporation certificate\*.

All the company’s employees and associates are responsible for respecting and implementing the assumptions of the policy and persons holding managerial position shall cooperate with one another, supervising proper application of these assumptions. All irregularities and violations of the DEI Policy, such as discrimination, mobbing, or unequal treatment, may be reported by employees and associates in accordance with the applicable procedures and the resulting management processes in this area.

## HOW DO WE UNDERSTAND DIVERSITY? DEI POLICY VALUES IN THE BENEFIT SYSTEMS GROUP

The Group is made up of people who are diverse in many aspects. We differ in age, education, and knowledge as well as our views, values, experiences, professional goals, our ambitions, or origin. We also have different medical conditions, fitness levels, psychosexual orientation, and gender identity. Among us there are people with or without children as well as those who have different passions and interests. We profess different religions and there are also non-believers among us. We represent different countries of origin and different cultures, non-believers us.

These **manifestations of diversity** are our **common good and the values** which we draw from and which **inspire, enrich and develop us**.

**We create an organisation where mutual respect, kindness and cordiality are the basis of how we build relationships. That is why we strive to ensure that every person feels safe, is treated fairly, is respected and accepted, and has a chance to fully use their potential.**

**Each person working and cooperating with the Benefit Systems Group has an impact on building and developing the culture of our organisation,** and thus maintaining our values.

Thanks to an **empathic and kind approach** to each and every one of us, together we are building a company **attentive to the needs of other people and issues of equal treatment.**

The DEI Policy is a guarantee of the culture of belonging in the Benefit Systems Group.

## **KEY DIRECTIONS OF THE BENEFIT SYSTEMS GROUP'S ESG STRATEGY IN THE DEI AREA TO BE IMPLEMENTED IN THE YEARS 2024–2026**

- Promoting diversity as a social and business value within the organisation as well as presenting the approach to the DEI Policy in relations with external entities and communities.
- Paying attention to the individual needs and preferences of employees and associates regarding the organisation and implementation of tasks in the Benefit Systems Group.
- Strengthening the presence of people from various social groups, especially those who are at risk of exclusion on the labour market.
- Strengthening the culture of respect in mutual relations between employees and associates as well as our clients, stakeholders, and the entire business environment.
- Counteracting with our responding to any situations of exclusion, unequal treatment, discrimination, and mobbing.
- Implementing and verifying existing procedures for counteracting negative behaviour.
- Implementing systematic, consistent, and transparent communication regarding actions related to the DEI Policy that takes into consideration inclusive language.
- Strengthening the principles of inclusive recruitment both at the level of communication, job offers and recruitment tools as well as recruiters' competences.
- Developing individual, team and organisational competences in the DEI area aimed at building a diverse and inclusive workplace.