

Diversity policy

Diversity Policy of PCC EXOL S.A. is based on the provisions of the Diversity Charter, which the company adopted in 2014 and to which it is a formal signatory.

Diversity is a fundamental value of modern society and is of paramount importance to the operation and development of PCC EXOL S.A. (the "Company") and its market position, particularly given the international scope of its operations. The diversity policy implemented within the Company aims to fully utilise the potential of employees, their diverse skills, experiences and talents in an atmosphere of respect and support.

The aim of implementing the Diversity Policy is to foster a diversity-oriented organisational culture that leads to increased work efficiency, builds trust and combats discrimination. All provisions of this document form an integral part of the Code of Conduct in force at PCC EXOL S.A. and the Company's Supplier Code of Ethics.

PCC EXOL S.A. implements diversity management principles and an equal treatment policy, with a view to respecting a diverse, multicultural society and placing particular emphasis on equal treatment regardless of gender, age, disability, health status, race, nationality, ethnic origin, religion, denomination, non-denominational status, political beliefs, trade union membership, psychosexual orientation, gender identity, family status, lifestyle, form, scope and basis of employment or cooperation, and other grounds that may give rise to discrimination.

A key aspect of implementing our Diversity Policy is fostering a positive working environment in which employees feel respected and valued, and have the confidence to develop and fully realise their professional potential. At PCC EXOL S.A., we foster a culture characterised by dialogue, openness, tolerance and teamwork, as well as an approach that minimises the risks associated with losing valuable employees. We ensure equal treatment, with particular emphasis on recruitment, access to training and promotion, remuneration, work-life balance, protection against bullying and protection against unfair dismissal. We do not tolerate any form of discrimination.

When selecting company directors and key managers, we strive to ensure a broad range of perspectives and diversity, particularly in terms of gender, educational background, age and professional experience. The decisive factors here are, above all, high qualifications and the necessary expertise to perform a specific role.

The Management Board of PCC EXOL S.A. ensures that the Diversity Policy is understood, communicated and implemented at all levels of the organisation.

Brzeg Dolny, 05 May 2026 r.

Dariusz Ciesielski

President of the Management Board,
Chief Executive Officer
PCC EXOL S.A.

Adam Jarosz

Vice-President of the Management Board
PCC EXOL S.A.