



Diversity Policy of the Warsaw Stock Exchange

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1. Purpose and Scope of the Document

- 1.1. Diversity and openness are values that constitute an integral part of the Exchange's business activities. They form the foundation of the Exchange's recruitment processes and employment practices. As a socially responsible employer, the Exchange is guided by the principles of equal treatment and prevention of all forms of discrimination. This regulation has been implemented to support the fulfilment of these principles. The implementation of the Diversity Policy at the Exchange is intended to create a working environment in which everyone feels respected and valued, can fully develop their talents and abilities, and realise their potential, thereby contributing to the success of the Exchange as a whole.
- 1.2. Guided by respect for a diverse and multicultural society, the Exchange pays particular attention to the principles of equal treatment and providing employees with equal opportunities for professional development and promotion, regardless of gender, age, disability, health condition, race, nationality, ethnic origin, religion, non-belief, political views, trade union membership, family status, lifestyle, or any other circumstances that could give rise to direct or indirect discriminatory behaviour. The Exchange ensures that these principles are applied to all employees, regardless of the form, scope, or legal basis of their employment or cooperation.
- 1.3. The purpose of this Diversity Policy is to define the principles applied in employee recruitment processes to ensure the selection of competent employees with diverse knowledge, experience and appropriate qualifications, irrespective of their background, enabling the Exchange to operate comprehensively and professionally while taking into account the principles of diversity and the benefits arising therefrom.
- 1.4. The implementation of this Diversity Policy by the Exchange is also aimed at undertaking activities that support the development of a corporate culture based on inclusiveness, innovation and diversity.
- 1.5. The Warsaw Stock Exchange (WSE) implements its diversity, anti-discrimination and equal treatment policy through appropriate provisions of the Work Regulations, the Code of Ethics, the Talent Development Programme Regulations, and the employee competency assessment model in place.
- 1.6. Recruitment processes concerning the Exchange's employees, taking into account the principles set out in this Diversity Policy, shall be conducted in accordance with the provisions of the WSE Employee Recruitment Policy.

2. Definitions and Abbreviations

WSE or the Exchange – the Warsaw Stock

HR Department (DWH) – the Human Resources Department

Employee – a natural person employed by the WSE under an employment relationship and, for the purposes of this internal regulation, also a natural person engaged by the WSE under a mandate contract (umowa zlecenia) or performing activities for the Exchange on the basis of any other civil-law contract.

3. Principles for the Implementation of the Diversity Policy

- 3.1. In its employee recruitment processes, as well as in its ongoing efforts to adapt to a dynamic business environment, the WSE applies this Diversity Policy while maintaining objectivity and being guided by merit-based criteria.
- 3.2. Taking into account the benefits arising from diversity, as well as the need for continuous development and operation at the highest standards, the WSE selects employees in such a way that their diverse experience, knowledge, skills, aptitudes, working styles and personalities complement one another, thereby ensuring the safe and effective functioning of the WSE.
- 3.3. Any differences among employees should be effectively leveraged by the Exchange to achieve the best possible results.
- 3.4. In implementing this Diversity Policy, the WSE undertakes to:
 - 3.4.1. ensure equal treatment of all individuals in the workplace, taking into account their diverse needs;
 - 3.4.2. show respect for employees and foster their integration and identification with the WSE as an employer;
 - 3.4.3. provide equal opportunities for professional development and promotion to all employees;
 - 3.4.4. cultivate a workplace atmosphere and organisational culture that promotes respect for diversity by raising awareness and disseminating knowledge related to diversity, including the relevant provisions contained in the policies and procedures applied at the Exchange;
 - 3.4.5. manage diversity in the workplace, with particular focus on recruitment, access to training, remuneration, work-life balance, protection against workplace bullying (mobbing), and protection against unjustified dismissal;
 - 3.4.6. respond firmly to any observed instances of discrimination, intimidation, violence or harassment of subordinates or co-workers, and undertake educational activities aimed at preventing such conduct, increasing awareness and knowledge of these issues, and promoting an understanding of diversity;
 - 3.4.7. maintain dialogue with employees regarding the implementation of the adopted diversity management policy and any potential amendments thereto;

- 3.4.8. strive, where possible, to build diverse teams with regard to gender and age, thereby enabling broader perspectives in problem-solving, a better working atmosphere, greater team creativity, and the transfer of knowledge;
- 3.4.9. support the reconciliation of professional and private life through, among other measures, enabling employees to work from home.

4. Final Provisions

- 4.1. Any violations of the Diversity Policy should be reported by employees in accordance with the Violation Reporting Procedure in force at the WSE.
- 4.2. The HR Department shall review this Policy no less than once a year and, where necessary, update it accordingly.