

BUDIMEX S.A. SUPERVISORY BOARD DIVERSITY POLICY

Warsaw, XX 2022

This Policy was implemented by a resolution of the General Meeting of Shareholders of Budimex S.A. No. XX/2022 of XX XX 2022.

1. Definitions

- ▶ Diversity Policy of the Supervisory Board of Budimex S.A. – this document, hereinafter referred to as the “Policy”,
- ▶ Management Board – the Management Board of Budimex S.A.,
- ▶ Supervisory Board – the Supervisory Board of Budimex S.A.,
- ▶ General Meeting – the General Meeting of Shareholders of Budimex S.A.,
- ▶ The Company – Budimex S.A.,
- ▶ Diversity – construed as all aspects in which people differ or are similar. Diversity includes both visible and invisible, innate and acquired characteristics such as, for example, gender, age, personality traits, ethnicity, nationality, sexual orientation, skills, education, work experience, interests, attitudes to life.

2. Purpose of the Policy

The Policy is designed to ensure that the principles of equal treatment and diversity are respected at the level of the Supervisory Board of Budimex S.A., since a diverse composition of the Supervisory Board contributes to efficient decision-making and correct functioning of the Supervisory Board.

The purpose of the Policy is to:

- ▶ take into account the principles of diversity in the process of selecting the Company’s Supervisory Board,
- ▶ oblige the General Meeting to follow objective selection criteria in the process of appointing members of the Supervisory Board,
- ▶ support the implementation of initiatives to ensure equal opportunities in access to training and promotion and in access to benefits,
- ▶ apply objective criteria for evaluation of the Supervisory Board’s activities.

3. Policy Principles

Meeting the goals of the Policy will ensure:

- ▶ appropriately selected skills and professional experience in relation to the position held within the Company’s Supervisory Board, as well as diversification of opinions and diversity of thought – thus, the implementation of the provisions of the Policy will have a positive impact on increasing supervisory and management effectiveness,
- ▶ acting with respect for diversity and equal treatment at the Supervisory Board level, thereby setting a high standard for a culture of inclusion and diversity throughout the organisation,

- ▶ maintaining the independence of judgement of the members of the Supervisory Board,
- ▶ proper evaluation of the performance of the members of the Supervisory Board.

4. Meeting the Policy Goals

The goals established under the Policy will be achieved as follows:

- ▶ This Policy imposes a minimum level of representation of each gender in the selection process of 30% of all candidates for the Board, if such persons are represented among the candidates for the Board and their competencies are at least equal to those of the other candidates.
- ▶ When evaluating candidates for appointment to the Supervisory Board, the General Meeting undertakes to take into account only objective criteria, including diversity criteria, bearing in mind, however, that the primary task of the General Meeting is to ensure that the Board's composition includes persons with the competencies, skills, knowledge and experience necessary to properly perform the supervisory function in a public company, including in the committees of the Supervisory Board.
- ▶ When appointing members of the Supervisory Board, the General Meeting takes into account in particular the need to ensure that the Board is composed of persons with knowledge and experience in the industry in which the Company operates, as well as in accounting or auditing.
- ▶ The General Meeting attaches particular importance to ensuring at least the minimum required participation in the Supervisory Board of persons meeting the independence criteria set out in the Act on Statutory Auditors, Audit Firms, and Public Supervision and the regulations on corporate governance of listed companies.

5. Final Provisions:

- ▶ The General Meeting, as the appointing authority, is responsible for maintaining an appropriate balance in terms of skills, experience and knowledge and the level of diversity on the Supervisory Board.
- ▶ The minimum level of representation of each gender in the recruitment process may change depending on the requirements of the regulatory environment as part of the revision of this Policy.
- ▶ To the extent not regulated by the Policy, the generally applicable provisions of law and internal regulations in force in the Company shall apply.