



INPOST GROUP SOCIAL ENGAGEMENT POLICY

December 2023

INTRODUCTION

InPost S.A. with its subsidiaries ("InPost") is a leading delivery platform for e-commerce. InPost provides modern services of delivery to automated parcel machines, to PUDO points, and Door2Door for individual and business customers.

Sustainable development is part of InPost's identity. InPost is an active and dynamically developing organization that reacts vigorously to its surroundings. It not only provides innovative services to the logistics sector, but also engages in the development of local communities and undertakes initiatives for the common good, in particular in the field of environmental protection.

InPost makes every effort to ensure that activities in the area of corporate social responsibility are consistent with the vision of the brand and its competences, as well as business and strategic goals.

The policy includes:

1. Objectives of the social engagement policy
2. Our values
3. Extent of charitable and social engagement activity
4. Directions of InPost Group's charitable and social engagement
5. Support – awarding procedure
6. Measuring the social and environmental impact of donations

§ 1

Objectives of the social engagement policy

Responsible business is a part of our DNA. For years, we have been undertaking numerous initiatives related to ecology or social responsibility. The development of the ESG strategy structures our activities and sets directions for the future. Our ESG strategy is fully integrated into the business one and this social commitment policy is its result.

InPost S.A.

Société anonyme
Registered office: 2-4, rue Beck,
L-1222 Luxembourg

Luxembourg Register of Commerce and Companies
(R.C.S. Luxembourg) under number B 248669
Share capital 31 000,00 EUR



Directions of the InPost Group's charitable activities set out in the policy contribute to the goals of the strategy Pillar I goal 3 ("We change the lifestyle of tomorrow") and Pillar III goal 1 ("We deliver low-carbon e-commerce") More about our ESG Strategy <https://inpost.eu/sustainability/our-sustainability-strategy>

The Social Engagement Policy of the InPost Group is embedded to our ESG strategy and, at the same time, a contribution to the implementation of the global Sustainable Development Goals (SDGs) set by the United Nations in the 2030 Agenda.

Goal 3 - Good Health and Well-being

Goal 4 - Quality Education

Goal 5 - Gender Equality

Goal 8 - Decent Work and Economic Growth

Goal 9 - Industry, Innovation and Infrastructure

Goal 10 - Reducing Inequality

Goal 11 - Sustainable Cities and Communities

Goal 12 - Responsible Consumption and Production

Goal 13 - Climate Action

Goal 17 - Partnerships for the Goals

1. The main objectives of the Social Engagement Policy are:

- performing the role of a responsible entrepreneur, employer, and community member to the best of our ability;
- building a positive image by supporting local initiatives, openness to the world, sensitivity to the needs of others, and willingness to help
- improving the reputation of the InPost Group by promoting our values and expanding our influence;
- strengthening InPost's positive image among business partners and in the eyes of public opinion by combating potential negative environmental impacts resulting from day-to-day operations;
- founding our business activity on the principles of corporate social responsibility and sustainable development;

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- building strong relationships with employees; increasing motivation among employees and their positive identification with the company;

§ 2

Our values

1. **Dialogue** - we believe that in order to grow as a company, we must listen to the needs of our customers, employees and business partners. We break down barriers with technology. We want our vision of the future to be readily available. We want to draw on the potential of technology to shape a new, more sustainable future together.
2. **Creativity** - we want to shape the lifestyle of the future with creativity and innovation, change cities, contribute to combating climate change, drive people and businesses forward.
3. **Vision** - we have a vision and our ideas respond to important social needs and climate challenges. We care about the environment and try to conduct our business in a way that minimizes our impact on it.
4. **Community** - we are a community of employees, start-ups, and business partners who combine the desire to create sustainable services and products for people and the planet.
5. **Innovation** - we create a universe of technological innovations and unique customer-oriented solutions

§ 3

Extent of charitable and social engagement

1. Due to its international character, charity activities can be performed in all markets where the InPost Group operates.
2. Charitable activities are carried out in areas where the headquarters of companies belonging to the InPost Group or their branches are located or operational activities are carried out, which allows them to actively support local communities.



We would like our charitable activities to respond to their needs and bring real changes in the lives of the people to whom they are addressed.

§ 4

Directions of InPost Group's charitable and social engagement

Directions of InPost Group's charitable activities are defined by two priorities and the areas specified therein:

1. ENVIRONMENT – under this priority, we support in particular initiatives related to
 - decarbonization and reducing the carbon footprint;
 - rational management of resources in accordance with the principle of sustainable development;
 - implementation of the idea of a circular economy;
 - maintaining and restoring nature and biodiversity;
 - environmental education.

For years, we have been taking key actions in many important environmental areas. We have the most sustainable business model, which is appreciated by both our customers and business partners. We implement solutions that reduce CO2 emissions and improve logistics efficiency. An astonishing feature of technology is its ability to constantly improve. Its continuous improvement and optimization allow for ambitious goals even in an area as complex as slowing down climate change and climate adaptation. We emphasize the desire to develop the company without negative impact on the environment, we also want to educate and support others in this area.

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2. SOCIETY - under this priority, we support in particular initiatives related to:
 - conducting and supporting educational, informational, and promotional activities for the development of entrepreneurship, environmental protection, and broadly understood environmentalism;
 - activating local communities, supporting citizens' environmental and entrepreneurial initiatives;
 - organisational, material, and financial support for organisations and entities active in the field of innovation and innovative solutions;
 - non-governmental organisations, institutes, universities and scientific institutions supporting the development of young people, including those in a difficult financial situation, especially the gifted ones;
 - supporting initiatives to promote diversity in the working or learning environment and to prevent discrimination on grounds of health, sex, nationality, exclusion, ethnic origin, and religion or lack thereof;
 - supporting self-help groups and other social initiatives in the field of mental and physical health care, prevention violence against women;
 - supporting aid initiatives that help and level the playing field for the poor.

People are at the heart of our business. They're the ones we want to get better for every day. We are reaching for the potential of technology to give everyone the opportunity to enter a sustainable future today. We bring together people like us, with a vision, full of passion and commitment, looking for new challenges. Together we break down barriers and bring together local communities to build cities of the future together.

§ 5

Support – awarding procedure

1. The InPost Group makes donations directly.
2. All submitted requests for support shall be analysed and evaluated in accordance with the priorities of charitable activity and current ESG strategy.

3. A prerequisite for a decision on a donation to an entity to be taken is submitting an application in electronic form to the address csr@inpost.pl
4. Applications may be submitted in Polish, English, French, Italian, Spanish, German, and Dutch.
5. Only organizations can become beneficiaries – InPost does not make donations to individuals.
6. When choosing initiatives, the InPost Group is guided by its values and financial situation.
7. Donations are never made in cash.
8. The decision to make a donation is taken by the Management Board or a person authorized by the Management Board, after approval of the donation by the Compliance Officer;
9. The following details are verified before making a donation:
 - the purpose of the donation;
 - the beneficiary's statutory activities;
 - the beneficiary's financial situation;
 - compliance of the donation with applicable law;
 - whether the recipient is not personally related to politicians in high positions;
 - whether it will not be ultimately used for private purposes;
 - whether the activities of the entity are regulated;
 - whether the entity holds the status of an organisation of public benefit;
 - the identity of the recipient's beneficial owners.
10. Donations are made on the basis of the recipient's application, after the conclusion of a written donation agreement, in which the recipient undertakes to spend funds exclusively for statutory purposes.
11. The terms of the donation are set out in detail and in a transparent manner in the donation agreement.
12. The InPost Group does not engage in political and discriminatory projects, as well as those identified with other brands or violating the law or generally accepted social norms.

13. In some cases, support may be provided with the help of InPost Group employee volunteering

§ 6

Measuring the social and environmental impact of donations

1. The InPost Group will set KPIs for each social impact action, donation appropriate to the nature of the event, to measure their social and environmental impact, as well as to assess the results and whether the organization's mission matches the social/charitable action, sponsorship or donation.
2. Assigning KPIs will have the goal of determining how the action will be evaluated. For this purpose, data will be selected that needs to be collected to confirm the social impact of the InPost Group.
3. The KPIs may include, among others, the number of beneficiaries, social reach, development of the beneficiary, media equivalent, limited CO₂ emission, volunteer work hours, social profit from investments, NPS, increase in social trust, etc.
4. KPIs will be the basis for the preparation of a report on the effectiveness of social and charitable activities, which should be helpful in the planning of further activities in order to achieve the best possible social impact.