



ERBUD GROUP SPONSORSHIP AND CORPORATE CITIZENSHIP POLICY

BACKGROUND

Erbud Group considers the sponsorship and corporate citizenship activities as a one of the tools of implementation of its long-term strategy of growth. The Group's sponsorship activity is aimed at building the image of a Group of companies that are not only well-performing businesses but also friendly and responsible corporate citizens. By sponsorship activities, we mean activities for the benefit of a sponsored entity. These activities are undertaken in exchange for activities aimed at creating a positive image of the Group's brands, popularisation of trademarks and increasing the prestige of sponsoring entities.

KEY AREAS OF SPONSORSHIP AND CORPORATE CITIZENSHIP ACTIVITIES

- Sponsorship and corporate citizenship activities related to business areas in which Erbud Group companies operate.

Initiatives undertaken in this area help to promote the business operations of the Group companies. They are undertaken for the benefit of local communities; to support the education of human resources in areas related to the business operations of the Companies; to support sports activities.

- Sponsorship and corporate citizenship activities undertaken in collaboration with business partners of Erbud Group companies.

Activities in this area are aimed at creating a positive image of the Group's brands and building their prestige. Our activity in this area is primarily focused on supporting sports and charity projects of our business partners.

- Supporting of activities undertaken by the Eryk Grzeszczak Erbud COMMON CHALLENGES Foundation.

The key mission of the Foundation is to help young people who are in a difficult situation on the verge of their adulthood and must face a number of problems related to starting their independent life. The Foundation's aid is targeted to orphanage residents. The assistance is provided individually and includes assignment of a mentor acting on behalf of the Foundation. The mentor supervises the care of a person covered by the alternative care system. The mentors are Erbud Group employees and the assistance is provided mainly as part of an employee volunteering programme.

AIM OF THE ACTIVITIES

- Build a positive image of the Group and individual Group companies as brands which are not only highly professional businesses but also friendly entities sensitized to the social and local needs;
- Promote the Group and Erbud Group brands by increasing their awareness among business partners;
- Communicate the message to the communities that are important for the Group and Group companies and highlight the consistently high standards of projects and initiatives endorsed by the Group;
- Build the reputation of the Group and Group companies and win the recognition and favour of the general public;
- Support the promotional and commercial activities of the Group and Group companies.

SCOPE OF THE ACTIVITIES

Our activities are focused on the areas of operations of Erbud Group companies. We support both local and nation-wide initiatives.

DISCLAIMER

In all our sponsorship and corporate citizenship activities, we avoid controversial content, which may offend certain social groups or abuse the trust of recipients of our communications. Our activities never incite negative emotions. The rules adopted for the implementation of our sponsorship and corporate citizenship policy complement the applicable and unconditionally binding provisions of law including: the Constitution of the Republic of Poland, the Civil Code, the Press Law, the Act on Combating Unfair Competition, the Act on Protection of Certain Consumer Rights, the Act on Personal Data Protection, Act on Copyrights and Neighbouring Rights, and the Act on Industrial Property.

Erbud Group does not engage in any events which may cause damage to objects or facilities of historical or artistic value, or events which could have an adverse environmental impact.

Erbud Group does not become involved in projects associated with political activity, discriminatory practices, initiatives breaching the law or the prevailing social norms, or in any events thematically corresponding to alcohol, addictions or pathologies.