

Diversity Policy

ACTION S.A. ("the Company", "Action") is one of the largest companies listed on the Warsaw Stock Exchange representing the sector in which it operates, i.e. trade, distribution and production of IT, Large domestic appliances/Computer electronics, GSM, children's products, and office equipment and consumables.

The Company is guided by the principles of equal treatment and counteracting all forms of discrimination, as it believes that this brings measurable benefits and has an impact on the development and innovation of the organization. In our operations, we are guided by respect for diversity and multiculturalism of the society and we attach great importance to the policy of equal treatment of employees on the grounds of such factors as gender; age; disability; health condition; race; nationality; ethnic origin; religion; faith; political beliefs; sexual orientation; gender identity; form and scope of and ground for employment; and any other reasons that expose them to discriminatory behaviour. Consequently, our organization hereby undertakes to put in place and maintain the principles of diversity management and equal treatment, and to promote and disseminate them to all stakeholders of the organization.

ACTION S.A. adheres to the principle that Action Group's greatest asset and value, on which its economic success depends, are our Employees, who constitute a strong team that is satisfied with their work. Therefore, the main factor taken into account in all employee recruitment processes are the respective professional competences of the candidates.

The Diversity Policy in place at Action is based on eliminating barriers such as age, gender or health condition – we believe that the professional potential of an employee depends primarily on their competences. Moreover, professional activation of persons with disabilities is also important for us, that is why in Action Team there are persons with various degrees of disability working in different positions, whether as administrative and office personnel or as warehouse staff. The modern infrastructure of our office and warehouse facility is fully adapted to persons with disabilities. Currently, the Company employs 27 persons with various degrees of disability.

Both the Management Board and the Supervisory Board of ACTION S.A. comprise members who hold university degrees in various fields: from Economics, and Finance and Accounting to Management, as well as diverse professional experience.

On 31 December 2021, the Company's Management Board was composed of two (2) men and the Supervisory Board was composed of one (1) woman and four (4) men.

The proportion of women and men among our Employees is as follows:

- 37,5% women
- 62,5% men.

The percentage of persons over 50 years of age: 8%.

The percentage of persons under 30 years of age: 23%.

The largest group of our Employees is between 35 and 45 years of age.

Median age of our Employees: 38 years.

Furthermore, the Company undertakes initiatives to promote the balance between professional and private life. We care for the health and fitness of our Employees by providing them with a wide range of non-wage benefits, such as private medical care and cards granting access to many sports facilities. In addition, in our office premises, we provide a music club to promote inclusion and provide opportunity for our Employees to socialize.

Great attention is paid to eliminating any undesirable behaviour, such as mobbing/bullying or any form of discrimination from Action Group's structures. No such conduct is tolerated or condoned in our organization.

Finally, the Company's Management Board makes every effort to ensure that ACTION S.A. is a place where all Employees feel respected and can fully realise their professional potential.