

Diversity policy in relation to the authorities of the company and its key managers

Due to the introduction, pursuant to Resolution No. 26/1413/2015 of the Supervisory Board of the Stock Exchange in Warsaw (WSE) as of 13 October 2015, "Best Practices of WSE Listed Companies 2016", in reference to the principle II.Z.15., The Management Board of CCC S.A. (The Company) submits the diversity policy in relation to the authorities of the company and its key managers.

The aim of managing diversity in the Company CCC S.A. is to create a working environment in which each employed person feels respected and valued, and where they can fully realize their potential, which contributes to the success of the company.

The Company has implemented a Code of Ethics, which defines the core values of the company, such as: the highest quality and teamwork, values related to respect for others and openness to the diversity of employees.

The Company provides employees with equal opportunities in the access to professional development and promotion, regardless of skin colour, religion, sex, age, nationality, sexual orientation, citizenship, marital status, having children, political opinion, disability or any other legally protected status.

Employment decisions for employees and election of members of the Management Board and the Supervisory Board are made on the basis of objective criteria. CCC S.A. aims to provide versatility and diversity of the bodies of the Company, particularly in the areas of gender, fields of education, age and experience, where the main criteria for selection is high qualification, professionalism and competence of the candidate to perform a specific function.

Diversity policy is aimed at the elimination of discrimination in the workplace and building an organizational culture open to different employees, which leads to building market position and competitive advantage in the market.