

Selena Group Sponsorship and Philanthropy Policy

I. Introduction and Purpose

1. Selena Group receives many requests for sponsorship, financial or product donations for various activities related to charitable organizations, cultural, educational and sporting activities, as well as various events for the public good. As a responsible company, we actively support selected sports, educational, environmental and humanitarian initiatives, considering this type of involvement as one of the elements of our long-term development strategy and building long-term value for our customers and stakeholders. In this way, we reinforce our image as a company that is not only focused on achieving good economic results, modern management and commercial expansion, but also as a socially responsible company.
2. We approach each request for sponsorship or philanthropic cooperation with due consideration and respect, but we are careful and selective in our decisions to support a particular initiative. Business ethics based on our values, i.e. user satisfaction, leadership, simplicity, responsibility and innovation, as well as care for the positioning of the Group's corporate and product brands, in particular Tytan Professional®, Quilosa Professional®, Matizol® and Imperialum®, are of great importance to us. The effective and business rational use of Selena Group's resources is also important.
3. This document sets out the rules for sponsorship and philanthropic activities undertaken by all Selena Group companies. Its purpose is to provide clear answers to questions about the selection of initiatives and basic questions about the process, as well as to provide a framework for detailed internal regulations regarding the transfer of financial or product benefits.
4. With this policy, we want to ensure transparency in the standards by which we select the initiatives supported by the Selena Group. We hereby define our priorities:
 - a) the areas and activities that are classified as sponsorship or philanthropy,
 - b) the contact between sponsorship/philanthropy initiatives and the corporate brand of the Selena Group and its product brands,
 - c) the relationship with business ethics, corporate values and the compliance guidelines in force in the Group, i.e. the defined corporate culture and governance.

5. These principles shall be applied without exception by the employees (regardless of their type of employment) of all Selena Group companies in relation to all forms of sponsorship and philanthropic activities, regardless of the amount or resources involved.

II. Definitions

1. Sponsorship - consists of financial or product support in exchange for image or marketing benefits. It may include both long-term partnerships and one-time financial or in-kind support in the form of product donations for specific projects. This definition also includes exchange.
2. Philanthropic Activity - Consists of selfless financial or in-kind support or commitment of other company resources to selected initiatives through the transfer of a non-repayable donation or commitment of other company resources to benefit the initiative
3. Beneficiary - an organization or legal entity that has received support from Selena Group through sponsorship or philanthropic activities.

III. Basic Principles

1. The Selena Group does not engage in sponsorship or philanthropic activities on its own.
2. Sponsorship and philanthropic activities will be conducted as part of a centralized annual budget for philanthropic and sponsorship activities at headquarters. The process for allocating funds is outlined in Section V of this document.
3. The Selena Group's philanthropic activities will be directed primarily to non-governmental organizations, particularly those with public benefit status. In the selection process, preference will be given to applications that allow the expenses to be classified as a tax-deductible expense for the company.
4. In exchange for the provision of agreed promotional or advertising services for the Selena Group, the beneficiary of the sponsorship will receive a monetary or in-kind (product) benefit intended to cover the costs of all or a specified scope of work related to the organization and implementation of the sponsored project.

5. The Selena Group ensures the transparency of sponsorship agreements and does not provide any benefits that could potentially influence its business relationship with the beneficiary, in particular the conclusion of any commercial transaction.

IV. Areas of sponsorship and philanthropic activities of the Selena Group

1. The main objective of the sponsorship and philanthropic activities of the Selena Group is to support primarily local social initiatives and needs related to the geographical vicinity of the company, as understood by its local subsidiaries.
2. As part of its sponsorship and philanthropic activities, the Selena Group will first implement activities proposed by employees (regardless of their employment status) of all Selena Group companies, regardless of the amount or resources involved, but within the established budget. Only then will requests that are not related to our employees' initiatives be considered.
3. Selena Group's sponsorship and philanthropic activities will only support areas focused on:
 - a) Sports and Healthy Lifestyles - Activities and initiatives in sports, especially those related to the display of human muscular strength and physical fitness, as well as agility and speed, including motor sports, will be sponsored and supported. This is related to the archetype of Selena Group's leading brands: Tytan Professional®, Quilosa Professional®, Matizol® and Imperialum®. International sporting events and achievements are promoted. The Selena Group also supports initiatives that encourage people to spend their free time in sports and recreation and promote health.
 - b) Education and scientific research - exclusively in the field of construction. Support is given to the development of skills in the field of construction techniques and solutions, innovative construction technologies, cooperation with vocational schools and all initiatives related to the improvement of skills in the field of safety and comfort on construction sites;
 - c) environmental protection - initiatives related to the prevention of environmental pollution (especially air pollution) and the rational management of environmental resources in accordance with the principle of sustainable development are supported;
 - d) humanitarian initiatives to help people affected by natural disasters or war damage - exclusively in countries where the Selena Group has its companies, with particular support for the Group's employees and their families. Humanitarian support is also understood as philanthropic activities aimed at

saving the health or life of Selena Group employees and their immediate family members;

- e) initiatives aimed at exchanging thoughts and ideas and promoting business activities through the sponsorship of events such as conferences or congresses.

4. The Selena Group's selection of areas for sponsorship and philanthropic activities is based on the philosophy of the corporate brand and product brands, as well as the business ethics standards, corporate values and compliance guidelines applicable within the Group, i.e. a specific corporate culture and governance.

5. The Selena Group does not sponsor or support philanthropic activities that are not clearly related to the mission, values and scope of activities of the Selena Group, including activities related to hobbies (we do not provide corporate gadgets) or recreation (we do not support individuals or legal entities in entertainment or integration initiatives).

6. In order to avoid the risk of violating the Selena Group's culture and corporate governance principles, there are also restrictions on sponsorship and philanthropic initiatives. Selena Group does not support initiatives that:

- a) may influence decisions within the company;
- b) may contribute to corrupt behavior and personal financial gain for a Selena Group employee;
- c) may serve transactions involving the exchange of services within or outside the scope of sponsorship or philanthropic support;
- d) may in any other way exert undue influence on anyone.

7. The Selena Group, while maintaining political and ideological neutrality, does not engage in projects that:

- a) are political activities, including support for political parties and organizations or any initiative that is majority-owned by, or otherwise acts on behalf of, a government official or political organization of any country;
- b) serve any form of discrimination;
- c) violate the law or generally accepted social norms;
- d) pose a risk to life and health;
- e) have a negative impact on the natural environment.

8. In addition, the Selena Group may refuse to support organizations that:

- a) fail to provide all necessary documents when requested or provide documents that raise doubts as to their authenticity,

- b) have not accounted for or used funds for their intended purpose in the last 5 years,
 - c) act in a manner that is detrimental to the Selena Group or its stakeholders,
 - d) are related to public officials as defined in the Penal Code or to persons holding prominent political positions.
9. The Selena Group does not consider requests for donations from natural persons, with the exception of requests related to the protection of the health or life of the company's employees or their families.

V. Procedure for Selecting and Implementing Sponsorship and Philanthropic Activities

1. Sponsorship offers addressed to Selena Group must be submitted in writing (details in Section V.3.) and include:
 - a) Information about the applicant,
 - b) Contact information (first name, last name, phone number, email address),
 - c) Description and goals of the project/initiative/need,
 - d) Description of the recipients of the project/initiative/need,
 - e) Timeline of the project/initiative/plan,
 - f) Planned method of promotion - description of the benefits of sponsorship/partnership,
 - g) Planned effects/results of the project/initiative/need, with special emphasis on the effects/results for the Selena Group, h) Amount requested,
 - h) If another company from the industry in which the Selena Group operates is involved in the project, information about this fact.

Attached to this document is the Sponsorship Application Form.

2. Requests for support of philanthropic activities addressed to the Selena Group must be submitted in writing (details in Section V.3) and must include:
 - a) the organization's registration information (name, address, KRS number or other registration number),
 - b) contact information (first name, last name, telephone number, e-mail address),
 - c) a description of the organization's activities and experience,
 - d) information about the initiative for which the donation is intended. This information must include a description and number of recipients, a description of the expected impact/results, with special emphasis on the impact/results for the Selena Group,

- e) timeline of the undertaking/initiative/project,
- f) amount requested, total cost of the project, and information on what specific activities would be covered by the donation granted by the Selena Group,
- g) a statement that the organization is not in arrears with any mandatory payments and is not directly or indirectly affiliated with any political organization.

Attached to this document is the Support of Philanthropic Activities Application Form.

- 3. Sponsorship offers and requests for support of philanthropic activities are accepted only in writing and should be sent:
 - a) by traditional mail to the following address: ul. Legnicka 48A 54-202 Wrocław or
 - b) by e-mail to the following address: csr@selenagroup.com
- 4. When requesting support, the Beneficiary must take into account that:
 - a) the Selena Group has the full right to refuse support without giving reasons for its refusal,
 - b) the Selena Group may require the Beneficiary to provide information about the support of the activities undertaken, the amount of financial resources or the financial equivalent of materials or other resources provided by the Selena Group, indicating the channels of communication for this information (e.g., website, social media profiles)
 - c) The Beneficiary may not disclose the support received without the consent of the Selena Group. d) The Selena Group may publicly disclose information about the support provided, identifying the Beneficiary.
- 5. The selection of initiatives for sponsorship or philanthropic support will take place four times a year, i.e. once per quarter, within the framework of the budget planned for the given year.
- 6. If a request for sponsorship or philanthropic support is submitted to a local Selena Group company, the initial selection under these rules will be made by the General Manager/CEO of that company. Only complete applications recommended by him/her (in accordance with Section V.1 and V.2) will be sent to the address specified in Section V.3 of these Rules.
- 7. All offers of sponsorship or requests for support for philanthropic activities (directly or through a local company) addressed to the Selena Group are carefully analyzed and reviewed. The selection of initiatives, in accordance with the amounts established in the centralized budget at headquarters, is made by the

Sponsorship and Philanthropy Team, which consists of the Director of the Board Office, the HR Director, the Brand/Marketing Manager, the PR Manager, the Financial Controller and the Board Office Manager, who acts as the team secretary.

8. The Sponsorship and Philanthropy Team may freely allocate the budget for such activities for a given year during four annual meetings. The team will make its selections solely on the basis of written offers or requests.
9. All Selena Group employees (regardless of their employment status) are also eligible to submit sponsorship offers or requests for support for philanthropic activities in accordance with the procedure described above.
10. When selecting initiatives, the Selena Group Sponsorship and Philanthropy Team will be guided by the values and ethical principles described in Section I of this document. It is essential that the initiatives submitted also fall within the areas described in Section IV of this document.
11. The decision of the Selena Group Sponsorship and Philanthropy Initiative Team will be reviewed by the Compliance Officer for compliance with the Selena Group Corporate Governance Rules and then approved by the President of the Selena Group Management Board, who will make the final decision on which initiatives will be supported by the Selena Group, regardless of the amount or scope of the activity.
12. Selena Group reserves the right to contact only those beneficiaries who have received a positive decision to support their initiative within 30 days of the last day of March, June, September and December. If no such contact is made, it means that the sponsorship application has been rejected or that the philanthropic activities will not be supported, and thus the submitted offer or initiative will not be supported.
13. In urgent cases requiring an immediate response, such as a humanitarian disaster or the need to save the health or life of Selena Group employees and their immediate family members, the Selena Group Sponsorship and Philanthropy Initiatives Team will convene an extraordinary meeting as soon as possible, regardless of the deadlines specified in Section V.8.
14. The provision of benefits shall always be preceded by the signing of an appropriate agreement / memorandum of understanding / letter of intent regarding philanthropic or sponsorship activities.

15. Sponsorship within the Selena Group is carried out in the form of bilateral agreements/contracts, which specify in detail the mutual obligations of the parties. The agreements are of a standard nature, subject to consultation with the partner and prepared by the Selena Group company to which the application was submitted. The agreement must clearly define the rights and obligations of the Selena Group and the beneficiary. The terms of the agreement must not place the Selena Group in a position that in any way gives the beneficiary an "exclusive right" to work with the Selena Group. In the case of sponsorship, a detailed list and schedule of marketing activities to be undertaken in connection with the sponsorship must be included.
16. Donations made through philanthropic activities shall be accompanied by a bilateral letter of intent in which the recipient agrees to use the funds solely for the purpose specified in the request submitted to the Selena Group. Letters of intent are for informational purposes only, are not subject to consultation with the partner, and are prepared by the Selena Group company to which the request was submitted. All donations are made with respect for the privacy of the individuals served by the organization and are published for public information in the Selena Group's annual board report of activities, available on the website. Cash donations will be made in local currency in kind.
17. The Beneficiary will be required to provide, within 14 days of the execution of the Agreement described above, an accounting of the funds granted to confirm their use in accordance with their intended purpose and, if possible, other confirmation of the use of the funds granted (e.g. photographs).

VI. Summary

The principles of sponsorship and philanthropic activities are based on Selena Group's corporate social responsibility goals and policies. We strive to ensure that our activities have a real, positive impact on society, the environment and the economy. We work exclusively with partners who share our values and contribute to improving conditions on construction sites around the world and creating a sustainable future.