

DIVERSITY POLICY

Purpose

Scope

Policy application

Publication of the Policy

Purpose

The AD Plastik Group recognises the advantages of the diversity of its members of executive and supervisory bodies – such diversity improves the work quality of the collegiate Company bodies.

This Policy aims to establish standards necessary in order to ensure diversity with regard to sex, age, education, skills and other differences that may be of use in making better decisions on how to lead AD Plastik Group.

Scope

This Policy applies only to the members of the Management Board and members of the Supervisory Board.

Policy application

The members of the Management Board and Supervisory Board shall be appointed on the basis of their competences and knowledge, taking into consideration diversity criteria such as sex, age, amount of work experience, nationality and individual differences in professional and personal experience.

Competences of the members of the Management Board and Supervisory Board include knowledge of the operative environment of the Company, its market and industry. It can also include the following elements: financial competences, competences in the area of automotive industry development or some other specific competence in order to strike the appropriate balance in the skills, experience and expertise of the members of the Management Board and Supervisory Board collectively.

Above all, the appointment criteria shall be the candidates' skills and experience, knowledge from the industry in which the Company operates as well as personal quality and integrity. The number of the members of the Management Board and Supervisory Board, as well as composition of the respective Boards, must enable the Boards to fulfil their functions efficiently. Both sexes must be represented. The Company will aim to achieve an equal distribution of sexes.

The Company has established the Appointment Committee, which proposes candidates

for membership in the Management Board and Supervisory Board. It must be guided by the criteria laid down in this Policy and Appointment Committee Rules of Procedure in cooperation with Human Resources.

In accordance with the Rules of Procedure, it is the duty of the Appointment Committee to find and recommend to the Supervisory Board candidates that can be appointed to the vacant positions in the Management Board and Supervisory Board, and at least once a year to assess the composition, size, members and quality of work of the Supervisory Board and the Management Board and to draft appropriate recommendations to the Supervisory Board.

Publication of the Policy

This Policy shall be published on the official website of the AD Plastik Group.

The achievement of the goals of this Policy will be published in the annual report issued for AD Plastik Group.

