

## **Statement on diversity policy**

At the time of publication of this statement, T.C. Debica S.A. has not developed a diversity policy with respect to the Company's governing bodies and its key managers.

T.C. Debica S.A. explains that in the process of hiring managerial staff in the Company, it takes into account such criteria as the candidate's competence and experience to perform a given function.

T.C. Debica S.A. and the Supervisory Board guarantee a great diversity in terms of experience, education and age of the members of the indicated bodies.