

SUPPLY CHAIN DIVERSITY POLICY

Version 1.0 — October 2026

1. Purpose and scope of the document

ADAMS Sp. z o.o. (the "Company") strives to build a supply chain based on fair competition, equal opportunities and openness to cooperation with diverse suppliers — regardless of their size, legal form or ownership structure. This Policy sets out the principles the Company follows when selecting and assessing suppliers, in order to ensure that suppliers have equal access to business cooperation.

The Policy reflects the belief that a diverse supply chain promotes competitive offers, innovation and the operational resilience of the Company, while also supporting the wider social and economic goals of the local communities in which the Company operates.

The Policy applies to members of the Management Board, employees and associates of the Company holding positions in which decisions are made or activities are carried out in the area of selecting, assessing and qualifying suppliers, orders and purchasing, and concluding contracts with suppliers (hereinafter jointly: "Persons covered by the Policy").

Supervision over the application of the Policy is exercised by the member of the Management Board designated in the order introducing the Policy. Heads of organisational units familiarise the Persons covered by the Policy who report to them with its content.

2. Principle of equal access

The Company does not differentiate between suppliers on the basis of characteristics unrelated to the quality, price, timeliness and reliability of the offer, in particular on the basis of the sex, age, ethnic origin, nationality, disability, religion or belief, sexual orientation or other protected characteristic of the supplier's owner or management, or on the basis of the size of its workforce or the legal form of its business.

Supplier selection criteria in purchasing procedures are formulated in a transparent manner and in proportion to the subject of the order, so that they do not exclude smaller entities in advance without a business justification, in particular through unjustified, excessively high turnover or reference thresholds that are inadequate to the scale of the given order. Justified supplier selection criteria include, in particular, the information security and personal data protection requirements set out in the Cybersecurity Policy, applied in proportion to the extent of the supplier's access to the Company's data and systems.

3. Openness to diverse suppliers

In its purchasing procedures, the Company is open to offers submitted in particular by:

- micro, small and medium-sized enterprises (SMEs);

- local and regional suppliers, including those from the areas where the Company conducts its production activities;
- social enterprises, including social cooperatives as well as sheltered workshops and vocational activity centres employing persons with disabilities;
- enterprises run or co-managed by women and by representatives of other groups under-represented in the given industry.

The above does not mean giving preference at the expense of quality, price or reliability of supply. It means only that, where offer conditions are comparable, the Company treats such suppliers on an equal footing with the other participants in the procedure, without additional barriers resulting from their profile.

4. Practical measures

Persons covered by the Policy, in particular employees of the purchasing department, strive, as far as operationally and commercially possible, to:

- communicate cooperation opportunities in a way that also reaches smaller and local suppliers, and not only the existing, limited contact base;
- consider, where economically justified, dividing larger orders into smaller lots that enable smaller suppliers to participate;
- periodically verify whether the supplier qualification criteria applied create unjustified barriers to entry for the entities referred to in Chapter 3.

5. Prohibition of discrimination

The Company does not tolerate discrimination against suppliers or persons representing suppliers in business contacts, in accordance with the principles set out in the Company's internal regulations on counteracting discrimination and respecting human rights, in line with the Human Rights Policy and the Anti-Mobbing and Anti-Discrimination Regulations.

6. Reporting breaches and protection of reporting persons

Suspected breaches of this Policy may be reported in accordance with the rules set out in the Regulations and Procedure for Reporting Breaches by Whistleblowers, through the following channels:

- e-mail: naruszenia@adamsbox.com.pl,
- telephone: 516-181-120,
- whistleblower boxes (drop boxes for written reports) at the Company's premises,
- in person with the Report Handling Coordinator,
- through an independent external entity – attorney-at-law (radca prawny) Mr Paweł Nowak, e-mail: nowak@atm.legal, tel. +48 61 102 42 62, ul. Wolsztyńska 5, 60-361 Poznań.

The reporting channels may be used by the persons indicated in §3(2) of those Regulations, including persons from outside the Company, in particular suppliers and persons representing them. A report may be made anonymously in accordance with the rules set out in the Regulations. The Company ensures the confidentiality of the reporting person's identity and protection against retaliation. The reporting

person may also make an external report to the Commissioner for Human Rights (Rzecznik Praw Obywatelskich) or the competent public authority.

7. Consequences of breaches

A breach by an employee of the prohibitions set out in this Policy, in particular the prohibition of discrimination against suppliers (Chapters 2 and 5), constitutes a breach of employee duties and may result in a disciplinary penalty on the terms set out in §31 of the Work Regulations and the Labour Code and, in the case of a serious breach of basic employee duties, termination of the employment contract without notice. A breach of these prohibitions by an associate or another person who is not an employee may result in the consequences provided for in the contract between that person and the Company, including its termination. Irrespective of the above, a breach may result in liability for damages and, in cases provided for by law, criminal or administrative liability. When choosing the consequences, account is taken in particular of the type of breach, the degree of fault and the employee's previous attitude to work.

8. Training

Persons covered by the Policy complete induction training on the principles of this Policy within 1 month of starting work in a position referred to in Chapter 1, and refresher training at least once every 2 years. The training covers in particular the principles of equal access and the prohibition of discrimination against suppliers, the formulation of transparent and proportionate supplier selection criteria, and the rules for reporting breaches. Participation in training is documented.

9. Final provisions

This Policy is reviewed at least once every 2 years and whenever there is a material change in the law.

Matters not regulated by this Policy are governed by the applicable laws and the Company's other internal regulations, including in particular the principles arising from the Competition Law Compliance Policy and the Code of Ethics.

The Policy enters into force on the date of entry into force of the Management Board order introducing the Policy.