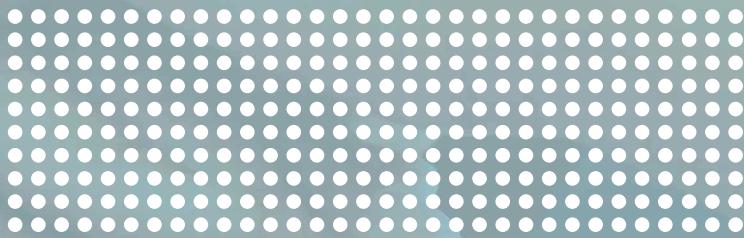


Code of Conduct for Business Partners of ProService Finteco Sp. z o.o. (Code)

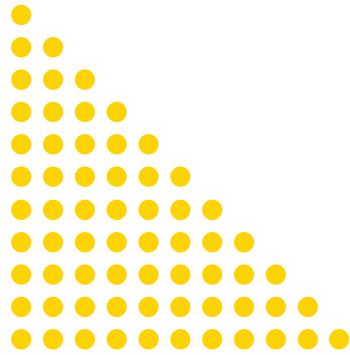


Introduction

ProService Finteco sp. z o.o. (Hereinafter referred to as: ProService or the Company) is an organisation that takes all possible measures to comply with the highest legal and ethical standards in its daily operations. At ProService Finteco, we strive for continuous development based on creating a responsible business guided by best practices. They accompany us in our daily work and are reflected in our ESG principles. An indispensable element of this approach is cooperation with partners who adhere to similar principles and values in their business.

We choose partners who not only adhere to good practices and focus on the principles and goals of sustainable business, but also identify the negative impact they have on people and the environment and take appropriate measures to minimise or completely eliminate it. This code sets out the standards required by ProService Finteco from its partners in the areas of environmental protection, human rights and social responsibility, as well as corporate governance, and defines a fundamental set of principles that are part of a socially responsible business approach.

What do we expect from our business partners?



Each of our current and potential partners should familiarise themselves with this Code.

We want our partners to share the values outlined in it and improve in ESG areas, as well as communicate the following ideas to their employees and entities in their value chain.

We expect that actions and progress in this area will form the basis for dialogue with ProService Finteco.



E (Environment) - Impact on the environment

At ProService Finteco, we support a conscious approach to environmental issues and promote initiatives that encourage greater environmental responsibility.

We expect our business partners to:

- operate in accordance with environmental protection laws;
- consciously strive for sustainable development, e.g. through internal policies;
- monitor their impact on the environment, set ambitious targets and strive for continuous improvement;
- practice sustainable waste management;
- monitor their carbon footprint and make efforts to reduce pollution, energy consumption and CO2 emissions;
- conduct awareness-raising activities among their employees, suppliers and partners.



S (Social) – Social responsibility

At ProService Finteco, we support a conscious approach to environmental issues and promote initiatives that encourage greater environmental responsibility.

We expect our business partners to:

- operate in accordance with environmental protection laws;
- consciously strive for sustainable development, e.g. through internal policies;
- monitor their impact on the environment, set ambitious targets and strive for continuous improvement;
- practice sustainable waste management;
- monitor their carbon footprint and make efforts to reduce pollution, energy consumption and CO2 emissions;
- conduct awareness-raising activities among their employees, suppliers and partners.



G (Governance) – Corporate governance



At ProService Finteco, we create an organisational culture based on open communication, ethical values tailored to the needs of the Company and its stakeholders, as well as comprehensive policies and procedures.

In particular, we expect our business partners to:

- have read and comply with the ProService Finteco Code of Ethics, <https://psfinteco.com/pl/polityki-i-kluczowe-regulacje-dotyczace-obszarow-esg/>;
- implement measures to prevent corruption and conflicts of interest;
- protect confidential information of the Company and its partners;
- implement tools and encourage the reporting of violations of the law and protect whistle-blowers;
- in the event of violations of the law concerning ProService Finteco, use the procedure provided by ProService Finteco for reporting violations of the law and taking follow-up action, <https://psfinteco.com/pl/kontakt/>;
- ensure the efficiency of payment flows, preventing payment bottlenecks;
- take animal welfare into account throughout their entire operation;
- ensure the continuous development of awareness among employees, associates and partners in their value chain with regard to ESG principles and values.