

Corporate Volunteering Policy

Introduction

The corporate volunteering policy is in line with the basic objectives and obligations of the Bank Millennium S.A. Group (hereinafter: “Bank Millennium Group”), which assumes the implementation of business models that create value and the most important pillars of responsibility, through activities to support local communities and the implementation of the Sustainable Development Goals. All these areas take into account respect for ethics in business and are a long-term and multi-stage task.

The Bank Millennium Group focuses on the development of society and support for the development of employees, which is why it has implemented these volunteering principles, focusing on social, educational, cultural and environmental initiatives.

Employee volunteering enables the Bank Millennium Group to provide support to those in need and to activate and integrate employees around social activities by undertaking assistance activities, implementing their own and joint, i.e. team initiatives.

The main benefits of implementing corporate volunteering for organisations are:

- developing, supporting and disseminating the idea of volunteering,
- integration and involvement of employees around social activities,
- promoting social activity / building attitudes conducive to the development of civil society,
- strengthening the sense of belonging of employees to the organisation and identification with the company,
- promoting the value of cooperation and mutual assistance,
- development of employees' skills and talents,
- enabling employees to implement their own ideas to help others,
- creation and development of social innovation instruments,
- developing the effectiveness of the organisation's activities through joint social commitment,
- strengthening the social credibility of the activities of the Bank Millennium Group,
- increasing the reach and effectiveness of Bank Millennium Group's activities thanks to additional human resources.

The main benefits of implementing corporate volunteering for employees are:

- professional and personal development,
- strengthening communication and leadership skills,
- a sense of satisfaction from helping,
- increasing motivation for work and satisfaction with it,
- opportunity to feel satisfaction from belonging to a responsible and socially engaged organization,
- benefiting from mutual cooperation and establishing relations between employees,
- exchanging and development of skills and experiences,
- encouraging the development of effective partnership between volunteers / employees,
- spreading volunteering efforts.

Objectives

The Bank Millennium Group wants to actively support the development of local communities through the active implementation of assistance and volunteering activities, responding to the needs of the most vulnerable and needy social groups and contributing to the deepening of employees'

competences and motivations, as well as supporting the spirit of solidarity and identification with the organisation.

The corporate volunteering policy is to support the response to challenges in the social and environmental dimension, achieve corporate governance objectives and adapt the organisation's activities to the Group's ESG strategy.

Creation and development of social innovation instruments

Bank Millennium Group ensures compliance of its activities with generally applicable laws and internal regulations of the Group, which concern social responsibility, business and corporate volunteering.

The volunteering program of the Bank Millennium Group is guided by three basic principles:

- Promoting and/or being present in programmes and initiatives that meet the social and environmental needs of local communities.
- Using employees' skills to help others.
- Ensuring compliance of the Group's activities with the Sustainable Development Goals.

The Bank Millennium Group recognises the importance of the United Nations Sustainable Development Goals, actively engaging in tasks aimed at their implementation.

These objectives are implemented through the following actions:

- **Financial education** - i.e. supporting education, sharing knowledge, including financial knowledge.
- **In the social dimension** - i.e. supporting initiatives promoting a better quality of life for the most needy or at risk of exclusion social groups, as well as promotion and activation of employees and their families to volunteering activities for the benefit of local communities.
- **In the environmental dimension** - i.e. supporting initiatives promoting the protection of nature, biodiversity and climate change mitigation.
- **Training as a vehicle for sustainable development** - i.e. the implementation of employee training in order to promote a culture of sustainable development, by providing and access to the development of skills that will allow employees to fulfil the task of ambassadors of social responsibility in society.
- **In emergency situations** - i.e. involvement in supporting the community in situations of humanitarian catastrophe, natural disaster.

Volunteering process and policy management

The Bank Millennium Group enables employees to carry out volunteering by submitting their own initiatives and activities supported by Bank Millennium S.A., directly or through the Bank Millennium Foundation.

Volunteering is carried out as part of an active volunteering programme that takes into account different types of activities, intervention periods and target groups or individual employee submissions. Thanks to this, it enables all employees who show commitment to the implementation of assistance activities, regardless of their skills, positions or functions, to provide help.

Types of action

According to the identified needs, there may be:

- **occasional actions** - i.e. reactions to a specific situation, solved in a short time,
- **continuous actions** - i.e. those in which a long-term commitment is made as part of an active volunteering program.

Involvement in volunteering will be in line with the needs of the partner institutions and forms of cooperation will be direct and/or online.