

## Directors' report for 2020 Budimex S.A. and the Budimex Group

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### Information about charity and sponsorship activities

For many years, Budimex SA has implemented projects designed to support its sustainable development. In 2011, the Management Board of Budimex SA adopted the "CSR Policy", under which short-term goals for the entire Company are determined. Their implementation is supervised by the CSR Committee whose meetings are held four times a year. In 2016, the "CSR Strategy" was implemented, establishing goals for the Company for the years 2016-2020.

Since 2011, Budimex SA has been listed in the RESPECT Index – the first index of socially responsible companies in Central and Eastern Europe and since September 2019 – it has been included in the WIG-ESG Index that replaced the RESPECT Index.

Despite the pandemic, in 2020 Budimex SA continued to develop its own social programmes, i.e. "Strefa Rodzica. Budimex Dzieciom" [Parent Zone. Budimex for Children] and initiated the "Hello ICE. Budimex Dzieciom" [Hello ICE. Budimex for Children]. As part of the latter, 4 3D lanes were piloted in 2020. In addition, since 2015, the Company has been running an internal employee volunteer programme "Grant na Wolontariat" [Grant for Volunteering]. A new social campaign carried out by Budimex in 2020 was also the "Budimex dla natury" [Budimex for nature] project, as part of which volunteers from the company hung over 30 nesting boxes for birds.

The objective of the "Hello ICE. Budimex dzieciom" programme is to increase the knowledge of the youngest pupils of primary schools (grades 1-3) and preschoolers in the field of road safety. The key elements of the campaign are: an interactive map where everyone can mark a dangerous place on the children's route to school or kindergarten and educational materials for teachers as well as games and plays for children and parents. In addition, schoolchildren are provided with plastic cards with contact details of their next of kin to be contacted in the event of an emergency. The Hello ICE programme has received honorary patronage of the Minister of Infrastructure and the Minister of National Education, as well as a positive opinion of the Good Education Association. Additionally, the campaign has a broader educational dimension as it promotes the principles of road safety and first aid among young people. By the end of 2020, more than 450 dangerous spots had been reported.

"Parent Zone. Budimex for Children" is a programme implemented at the end of 2012. The programme involves the creation of separate zones in hospital paediatric wards where hospitalised children can spend time together with their parents, and parents have the ability to prepare a meal, take a shower or sleep. Thus far, Budimex SA has launched 34 Parent Zones in paediatric units of hospitals in Poland. All 34 Zones were used by as much as 700 thousand children and their parents. In 2020, 2 Parent Zones were launched (in Wejherowo and Piotrków Trybunalski).

In 2015, the Company launched a programme called "Grant na Wolontariat" [Grant for Volunteering] under which Budimex employees can propose their own volunteering initiatives. Employee volunteering projects can be proposed throughout the year. They are discussed during quarterly meetings of the CSR Committee which makes decisions on awarding the grants. In 2020, volunteers from the company implemented 6 projects in the standard edition. During the pandemic, a special edition was also implemented under the slogan "Grant for volunteering in the fight against COVID-19", under which volunteers from Budimex completed 8 projects.

In 2020, volunteers installed 30 birdhouses in Lublin and Sanok as part of the new "Budimex for Nature" project. The campaign was carried out in cooperation with the Siemacha Association. Environmental protection is one of the environmentally friendly measures that Budimex implements as part of its CSR strategy.

A large social campaign carried out by the company in 2020 was the "Home from the Heart" initiative, as part of which Budimex joined forces with other companies to build, equip and hand over a house to the sixteen-member needy family of Ms Magda from Radomsko. The new home will be a living space where the children will have the proper conditions to learn and develop their talents. This project - a gesture of the heart - aims to help a family in a difficult situation. At the same time it draws attention to the situation of multi-children families in Poland and encourages other companies to initiate similar aid activities aimed at this group of needy people.

During the pandemic, Budimex was involved in a number of other campaigns to help fight the virus. The company joined the initiative "Jesteśmy razem. Pomagamy!" [We are together. We help!] and provided support to hospitals, the Social Assistance Centres and other social organisations by donating a total of nearly PLN 3 million. In addition, Budimex joined the "Nie zalniamy!" [We are not laying off anyone!] campaign.

In addition to the aforementioned social programmes, Budimex carries out charitable or sponsorship activities, focusing primarily on helping children and cooperating with non-governmental organisations. In 2020, we continued to implement social, cultural and educational initiatives, including those aimed at promoting physical culture and sport, by supporting the following initiatives:

- the "Odkrywcy Diamentów" [Diamond Explorers] scholarship programme providing financial support to talented and successful groups of young people to enable them to participate in prestigious international and national scientific and technical contests, in particular in such fields as: technology, engineering, structure, industrial design, maths and management,

- for another year in a row, Budimex also supports the Demos Foundation that helps young people facing difficulties in their lives. The Foundation establishes premises for educational, therapeutic and sporting activities. It holds workshops for youth leaders and scholarship programs. It also develops publishing activities focused on social, educational and cultural issues. Budimex also purchased 5,000 gifts for children from upbringing centres in Łódź. The company has also supported the SOS Children's Villages initiative in the Świętokrzyskie province,
- support for volunteer fire brigades in the regions of Mazury, Podkarpacie and Łódź,
- support for the organisation of events and sports teams: the Polish Sailing Championships for the Disabled, "Stomil Olsztyn" Football Club, the Wybrzeże Gdańsk handball team.

In 2020, social and sports organisations received a total of PLN 2 060 thousand of support from the Budimex Group in the form of donations.

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