



Social Dialogue Policy of the Global Cosmed Capital Group



Correct, continuous communication and the flow of knowledge and experience are among the key conditions for a company's development, for building understanding, trust and engagement, solidarity in achieving goals, and innovation. They form the foundation for implementing our mission and a tool for shaping attitudes such as kindness and respect.

The Management Board of Global Cosmed S.A. is aware of its own responsibility and that of the entire organisation in this area. It acknowledges the value of conducting social dialogue and implements it by ensuring appropriate human and financial resources. It actively supports the entire process and monitors the effectiveness and efficiency of the actions undertaken.

In the context of conducting social dialogue, we operate in compliance with, among others, the Regulation of the Minister of Finance on current and periodic information provided by issuers of securities and on the conditions under which information required by the laws of a non-member state may be recognised as equivalent (rules for preparing current and periodic reports, including in particular the annual report). We strive to maintain the highest possible alignment with the principles included in the Best Practice for GPW Listed Companies 2021 (especially those concerning information policy and communication with investors), the guidelines arising from the CSRD Directive and the European Sustainability Reporting Standards (the principle of due diligence, the principle of double materiality, the stakeholder map), as well as the AA1000 Standard (the "triangle principle": we include – we respond – we engage).

Fundamental principles of social dialogue within the Global Cosmed Capital Group:

1. Social dialogue is implemented by the organisation's management, with the essential involvement of employees (inclusion).
2. The the basis for social dialogue is the organization's mission, vision, values and business development strategy, including its sustainability strategy, which we communicate to strengthen stakeholder understanding and acceptance and to engage stakeholders in their implementation

3. The aim of social dialogue is to build and promote a culture of open and safe dialogue with all stakeholders (“speak up culture”), to understand and take into account their expectations in the organisation’s activities, to mitigate potential risks and address any gaps revealed through constructive dialogue, and ultimately to ensure continuous organisational development and quality improvement across all areas, creating synergy in developing better ways to grow the business and achieve the sustainability goals outlined in the United Nations 2030 Agenda.
4. Social dialogue is conducted in accordance with legal regulations and ethical standards relevant to this area.
5. Social dialogue is integrated into the organisation’s processes.
6. Social dialogue is subject to continuous improvement.
7. Effective and efficient social dialogue serves as a competitive advantage for the organisation.

Methods of strengthening social dialogue:

1. Increasing the level of knowledge, competencies and personal development of employees.
2. Effective internal, external, proactive and crisis communication that considers the specific needs of the organisation and stakeholders:

a. Internal (ongoing) communication:

- Top-down – we create appropriate communication systems and methods to ensure that all employees get the message and understand it, also when it comes to the expectations placed on them (cascading information to lower organisational levels). Messages are adapted to target groups.

Our tools: training, workshops, working groups, email communication, information boards, bulletins, etc.

- Bottom-up – we foster a culture of open and safe dialogue to convey and also collect and evaluate important feedback. We create reporting channels which encourage employees to report any breaches of policies and procedures, newly identified risks, as well as ideas and innovations.

Our tools: meetings, conversations, training, a whistleblowing channel, complaints and requests channel, audits, employee surveys, dedicated employee programs, etc.

b. External communication:

- Toward external stakeholders (customers, suppliers, investors, public authorities, supervisory bodies, media) – appropriate information management aligned with the organisation’s strategy. External actions enhance understanding and acceptance among employees and other stakeholders, demonstrating that solutions applied within the organisation enjoy interest and recognition in the market and build competitive

advantage, thus strengthening the trust of external stakeholders, who appreciate transparency and risk oriented actions.

Our tools: website, email communication, press releases, advertisements, newsletters, financial and non-financial statements, participation in external events, publications in professional media, participation in external bodies (commissions, committees, associations, professional organisations, advisory boards), speaking at congresses and conferences, or conducting and participating in external training, opinion research, etc.

3. Communicating information to stakeholders about events important to the organisation.
4. Internal control, internal audit, external audit (assessment of adequacy and effectiveness of actions in the area of, among others, social dialogue).
5. Ongoing evaluation of the effectiveness and quality of social dialogue.

The appointed member of the Management Board and Employees are responsible for the implementation of this Policy in accordance with the established organisational rules. It is important to emphasise the role of managers and directors who, in their daily interactions with employees from various departments, clients, supervisory bodies and shareholders, suppliers, users of our products, auditors, and social entities, represent the company and its values, and through their conduct build trust and long-term business and social relationships.

Zarząd Global Cosmed S.A.



Magdalena Miele

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