

## Terms and conditions of granting the "Sustainable Economy Diamonds" awards

### §1

#### Purpose of the awards

The goal of the "Sustainable Economy Diamonds" competition is to honour companies for outstanding achievements in the field of sustainable activity and building employee engagement, loyalty and satisfaction in accordance with the highest environmental and social standards.

### §2

#### Organizer

The Organizer of the event is the Company under the name: Executive Club Sp. z o.o. with its registered office in Warsaw (00-526) at 16/22 Krucza Street (5<sup>th</sup> floor), REGON: 141040680, NIP: 521-345-63-99, registered in the National Court Register under the number KRS 000280689.

### §3

#### Participants

A participant in the competition may be a person or company whose activity falls within the competition categories, submitted to participate in the competition according to the rules set out in §5 of these Regulations. Participants will be informed about the results of the nomination stage by e-mail or telephone.

### §4

#### The Competition Jury

The Competition Jury (alternatively referred to as the Jury) is appointed by the Organizer. The work of the Competition Jury is directed by the Chairman. The detailed composition of the Competition Jury is available in promotional and information materials and directly through the Organizer.

### §5

#### Categories and Evaluation Criteria

Awards will be granted in the following categories (below are the criteria that the Jury will consider in the selection process). Achievements **in the year 2025** will be the subject of evaluation:

#### **Leader of Sustainable Production**

An entity that, through its activities increases production efficiency while reducing the consumption of raw materials and negative impact on the natural environment.

#### **Leader of Sustainable Real Estate**

An entity that promotes activities leading to the development of sustainable architecture and the design of space in accordance with the highest environmental and ethical standards, acting in the spirit of social responsibility.

## **Leader of Sustainable Agriculture and Food Production**

An entity operating in agriculture or food production in accordance with the highest environmental, social, and economic standards, conducting its activities based on sustainable development goals and setting the direction for the transformation of the entire sector.

## **Leader of Green Energy**

An entity which stands out in the field of low-impact energy projects, promoting renewable energy sources, energy efficiency, and innovative solutions in the field of energy transition.

## **Leader of Responsible Recycling**

An entity that supports producers in the process of collecting, recycling or advising on the segregation, processing and reuse of products or raw materials.

## **Leader of Technology for Climate Neutrality**

An entity which implements and commercialises breakthrough technologies and system solutions that have a significant impact on reducing greenhouse gas emissions, accelerating the decarbonisation of the economy and creating realistic conditions for achieving climate neutrality.

## **Leader of Sustainable Financing**

An entity offering services that aim to combine the ecological and social aspects of financing, while taking into account long-term effects for both clients and society.

## **Leader of Social Responsibility**

An entity that shows solicitude towards employees, carries out pro-social and charitable activities, and it is distinguished by high standards of business behaviour, with particular emphasis on integrity and honesty.

## **Business Ethics Leader**

An entity that is distinguished by high standards of business and moral behaviour, with particular emphasis on integrity and honesty, being a model for its associates, clients and contractors.

## **Diversity Leader**

An entity that Diversity, Equity & Inclusion (DEI) has in the DNA of the organization, for which diversity is a clear statement of principles of conduct, while a diversity policy is integrated into the company's catalogue of values.

## **Personality of Sustainable Development**

Key decision-maker, taking extensive and effective action to promote, educate and implement the idea of sustainable development.

## §6

### Participants' registration

#### I. Stage I

**1. Applicants in the following categories enter on their own, or are nominated by other entities in response to information about the competition sent by the Organizer or the Competition Jury:**

1. Leader of Sustainable Production
2. Leader of Sustainable Real Estate
3. Leader of Sustainable Agriculture and Food Production
4. Leader of Green Energy
5. Leader of Responsible Recycling
6. Leader of Technology for Climate Neutrality
7. Leader of Sustainable Financing
8. Leader of Social Responsibility
9. Business Ethics Leader
10. Diversity Leader
11. Personality of Sustainable Development

2. A candidate for the award must be (depending on the category) a legal entity or an individual whose activities fall within the competition categories.
3. Stage I ends on **26 April 2026** and involves compiling all nominations in each category.
4. If there are no applications in a given category, the Organizer reserves the right to indicate its own nominees.

#### II. Stage II Determining the Winners

1. Winners in individual categories are decided by the Organizer together with the Competition Jury during its meeting.
2. During the Competition Jury meeting, its Members vote for one entity from the list of nominees in each category. Based on the number of votes, the Winner of the Competition in a given category is selected.
3. Only one nominee may be voted for in each category.
4. A Jury Member may not cast a vote for a given nominee (person/company) if he/she is related to that nominee. In the event of such a situation, the vote is invalid.
5. The Winner of the Award in a given category is the nominee who receives the largest number of votes. In the event of an equal number of votes for one or more nominees, the Jury Chairman's vote is decisive.
6. This stage ends with the selection of the Winners in the respective categories.
7. The Organizer reserves the right to change the name of a competition category up to 7 days before the event.
8. The list of Winners is confidential until it is announced during the "**Sustainable Economy Diamonds**" Awards Gala, which will conclude the first day of the Sustainable Economy Summit conference on **27 May 2026 at Verte Hotel in Warsaw**.

## §7

### Awards

1. The Awards shall be granted by the Executive Club together with the Competition Jury.
2. Awards shall be granted in each of the categories listed in §6 of these Terms and Conditions.
3. Winners in each category will receive special statuettes that will be presented during the **"Sustainable Economy Diamonds"** Awards Gala on the **27 May 2026 at Verte Hotel in Warsaw**.
4. The Organizer reserves the right to grant an award or distinction in an additional category, proposed by the Organizer.
5. The Organizer reserves the right to grant a distinction in any of the categories listed in §6 of these Terms and Conditions.

## §8

### Privacy and Personal Data protection

1. The Organizer, namely the company under the name of "Executive Club" Sp. z o.o. with its registered office in Warsaw (00-526) at 16/22 Krucza Street (5<sup>th</sup> floor), REGON: 141040680, NIP: 521-345-63-99, shall be the Administrator of Personal Data within the meaning of the Personal Data Protection Act of 29 August 1997 (i.e. Journal of Laws of 2002, No. 101, item 926, as amended).
2. The Participants' Personal Data will be used exclusively for further activities related to the Competition for the purpose of archiving and marketing. The Organizer shall ensure the exercise of rights under the Personal Data Protection Act of 29 August 1997 (i.e. Journal of Laws of 2002, No. 101, item 926, as amended), in particular by allowing Participants to inspect their Personal Data in order to correct and supplement it.
3. Any data disclosed by the Participants to the Organizer or the Jury, with the exception of those available to the public, will be considered confidential and will only be disclosed in cases arising from generally applicable laws.

## §9

### Application of these Terms and Conditions

1. These Terms and Conditions regulate the procedure for granting the "Sustainable Economy Diamonds" awards for the year 2025. The provisions of these Terms and Conditions cease to be effective as of 27 May 2026, with the exception of §8 of these Terms and Conditions concerning the protection of Personal Data.
2. Any amendments to the Terms and Conditions can only be made by the Organizer of the Competition with the exception of the period of the Competition, that is from 23 March 2026 until the announcement of the results and distribution of Awards.
3. The provisions of the Terms and Conditions shall be interpreted by the Organizer.