



# Anti-Corruption Policy

## PZU SA and PZU Życie SA

PZU conducts its economic activities under the highest ethical standards. It bases its value system on stability, integrity, responsibility and innovation. PZU - as a conscious participant in the financial market - has implemented solutions that ensure transparency in its relations with business partners and reduce the risk of corruption.

The purpose of this Anti-Corruption Policy is to define standards of conduct for persons affiliated with PZU and for business partners which serve to build an effective anti-corruption system within the organisation.

For the purpose of countering corruption, PZU applies regulations that define the most important principles for conducting business and help to find its way in the multidimensional space of the financial market. The principles adopted translate into the image of a stable and responsible employer and an honest business partner. PZU conducts its activities according to the law, the principles of social coexistence and the values defined by the Good Practices of the PZU Group. Thanks to these principles PZU builds mutual trust and respect in its relations with business partners.

PZU does not tolerate corruption in any area of its activities. It responsibly manages cases of conflict of interest that may undermine the credibility of its operations and contribute to corruption. PZU assesses its business partners for the risk of corruption and acts consistently with the principles of fair competition and public decency.

The Management Boards of PZU SA and PZU Życie SA declare their full commitment to maintain and continuously improve an anti-corruption management system, compliant with the requirements of the PN-ISO 37001 standard.

The Anti-Corruption Policy is one of the elements of the compliance system, and the unit authorised to supervise and carry out the tasks arising from it is the Compliance Office.

All persons related to PZU, i.e.: board members, employees, associates, intermediaries are obliged to adhere to this Policy - to act with integrity and honesty, according to the law, ethical standards and the following principles. The same obligation is incumbent on the business partners of PZU.

- PZU does not allow in its business relations any attempt of corruption, including blackmail, bribery and other illegal practices.
- PZU prohibits directly or indirectly offering, promising, giving or requesting any pecuniary or personal benefit in order to obtain an expected decision, induce or refrain from a certain action.
- PZU prohibits any retaliation against persons who refuse to give or accept an undue advantages.

PZU encourages the immediate reporting of any incident bearing the hallmarks of corruption. Please report behaviour that may indicate corruption at: [zarequj@pzu.pl](mailto:zarequj@pzu.pl).

In case of infringement of this Policy or the anti-corruption regulations, PZU shall take legal action under the relevant internal regulations or provisions of law.

The PZU Anti-Corruption Policy, adopted by the Management Boards of PZU SA and PZU Życie SA, has been communicated and is available to persons related to PZU and business partners.

Management Boards of PZU SA and PZU Życie SA