

Diversity Statement

Pepco Group N.V (the “Company”) is committed to cultivating a workforce that reflects the diversity of the communities and customers that it serves and strives to diversify its workforce both through its recruitment efforts and through active talent management and development activity to support its existing workforce. In PEPCO, 98% of store managers in Poland have been promoted internally. PEPCO has a zero-tolerance policy towards discrimination based on ethnicity, religion, gender or sexual orientation. Poundland and Dealz have done research in their separate businesses, in both 2017 and 2018, to monitor and analyse the gender pay gap in their stores, which highlights the need to continue to support more women’s advancement within both Poundland and Dealz.

The WSE Corporate Governance Code strengthens diversity-related best practices and requires the Company to set diversity goals (including gender and age) and a timeframe for their achievement. On the first trading date, the Board of Directors will include at least three women. The Company will look to build up diversity and in the recruitment procedure for possible future appointments of Directors, sincere efforts will be made to find candidates who are suitable according to the Company’s diversity policy and are best qualified for the position at that time. A formal diversity policy will be documented and approved by the Board of Directors as part of this process.

Pepco Group N.V, 26th May 2021.