Confidentiality level:

HPB - PUBLIC

HRVATSKA POŠTANSKA BANKA, p.l.c.
Division for Strategic Development and Business Transformation
Jurišićeva ulica 4, HR-10000 Zagreb

PRINCIPLES OF SPONSORSHIPS AND DONATIONS

Hrvatska poštanska banka p.l.c. (hereinafter: the Bank) has established high ethical business standards that align with the regulations of the Republic of Croatia, the norms governing financial market operations, and the Bank's internal bylaws. These standards form the foundation of its responsible corporate governance framework.

To ensure full transparency in the execution of sponsorship and donation activities, and to safeguard the integrity, prosperity, and reputation of both the Bank and the applicant, the Bank has adopted the Principles of Sponsorships and Donations, which it consistently applies in its operations.

The allocation of sponsorships and donations is based on the following principles:

- **Transparency** - Transparency is a cornerstone of the Bank's sponsorship and donation policy. A structured, open process governs every decision, and applicants are expected to reciprocate this transparency by providing relevant insight into their operations, values, and financial practices. The Bank maintains public accountability by regularly publishing the list of granted sponsorships and donations, including the financial amounts, on its official website.

- **Excellence** - Applicants are required to substantiate their funding requests by demonstrating a proven track record of achievements, strong commitment, and the merit of the proposed initiative or programme. Evaluation will also consider the quality of the implementation strategy and the justification of the requested amount.

- **Impartiality and Equal Treatment** - All applications are processed in a uniform manner and assessed strictly in accordance with the Bank's established evaluation criteria, ensuring equal opportunity for all applicants.

- **Avoidance of Conflicts of Interest** - The integrity of the approval process is maintained by ensuring that employees involved have no personal (financial or non-financial) interests, nor any familial, proprietary, or professional affiliations with applicants

- **Anti-Money Laundering and Counter-Terrorism Measures** – All applicants undergo mandatory screening procedures in line with applicable regulations on anti-money laundering and the prevention of terrorism financing.

- **Efficiency and Timeliness** - The Bank ensures that the evaluation and allocation process is conducted promptly and effectively, maintaining high standards of assessment throughout

- **Social Responsibility and Sustainable Business** - The Bank prioritises environmental stewardship through the responsible use of resources and active efforts to minimise its carbon footprint

Alongside the mandatory criteria, the Bank shall apply the following general considerations in the assessment of applications:

- The programme/project's contribution to the overall development of society
- Its promotion of the core values of the wider community
- The significance and originality of the programme/project in preserving and promoting Croatian cultural heritage internationally
- The relevance of the programme/project to the public good and broader societal benefit

Consistent with its guiding principles, the Bank shall refrain from providing sponsorships or donations to:

- Organisations that endorse or engage in discriminatory practices based on race, religion, gender, nationality, or any other basis
- Organisations whose authorised representatives are involved in criminal proceedings for offences prosecuted ex officio
- Individuals or private persons, in cases where sponsorships or donations would be transferred to personal accounts
- Political parties, civic associations, or citizen groups formed with the objective of pursuing political goals
- Organisations whose previous actions have negatively impacted the Bank's reputation or caused material damage, or which have failed to fulfil obligations under prior sponsorship or donation agreements
- Organisations whose activities may jeopardise the Bank's integrity due to links with criminal or unethical practices
- Organisations that fail to adhere to principles of social responsibility and sustainable business in their operations

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Sustainable Business Department, HPB, 2025