

GPW Group ESG Strategy 2025

for the years 2022 – 2025



Ladies and Gentlemen,

It has been the mission of companies to achieve business goals since the beginnings of entrepreneurship. What has changed is how those goals are achieved. The concept of corporate social responsibility has been known since the end of the 19th century thanks to Christian entrepreneurs in the USA. In 1899, the steel magnate Andrew Carnegie pointed out in his book *The Gospel of Wealth* that according to the biblical principle of fiduciary duty, the rich manage wealth on behalf of other people and use their wealth in a socially acceptable way. Today more than ever before, we understand the need to develop business in a sustainable way taking into account its impact on the environment, social affairs and ethical concerns.

As the GPW celebrates its 30th' anniversary, we can be proud of our long-standing commitment to sustainable development as a company and a group, as well as the organiser of a market in financial instruments which encourages other market participants to take ESG action. This is reflected in the documents we have already adopted: the *Best Practices for GPW Listed Companies 2021*, the *Guide to Integrated Reporting*, and the *ESG Reporting Guidelines*. They respond to the challenges to global business posed by the UN's 17 Sustainable Development Goals. Those documents are also practical tools that support companies in non-financial reporting in accordance with the latest national and European Union legislation.

Care for the environment, particularly in the context of climate change; respect for labour and human rights; and adherence to corporate governance principles, including policies towards customers and suppliers, will be our priority in the coming years. This is confirmed by the adoption of this GPW Group ESG Strategy 2025.

The document we are presenting describes actions which the companies of the GPW Group plan to take in the next four years in order to ensure even greater harmony between the pursuit of business goals and integration of ESG factors.



Marek Dietl

President of the Management Board
Warsaw Stock Exchange

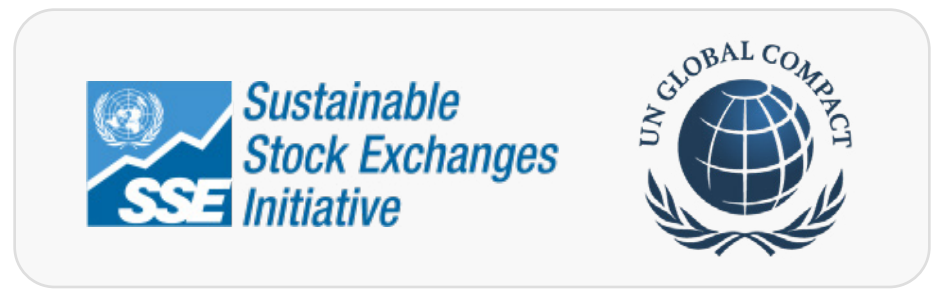
Background

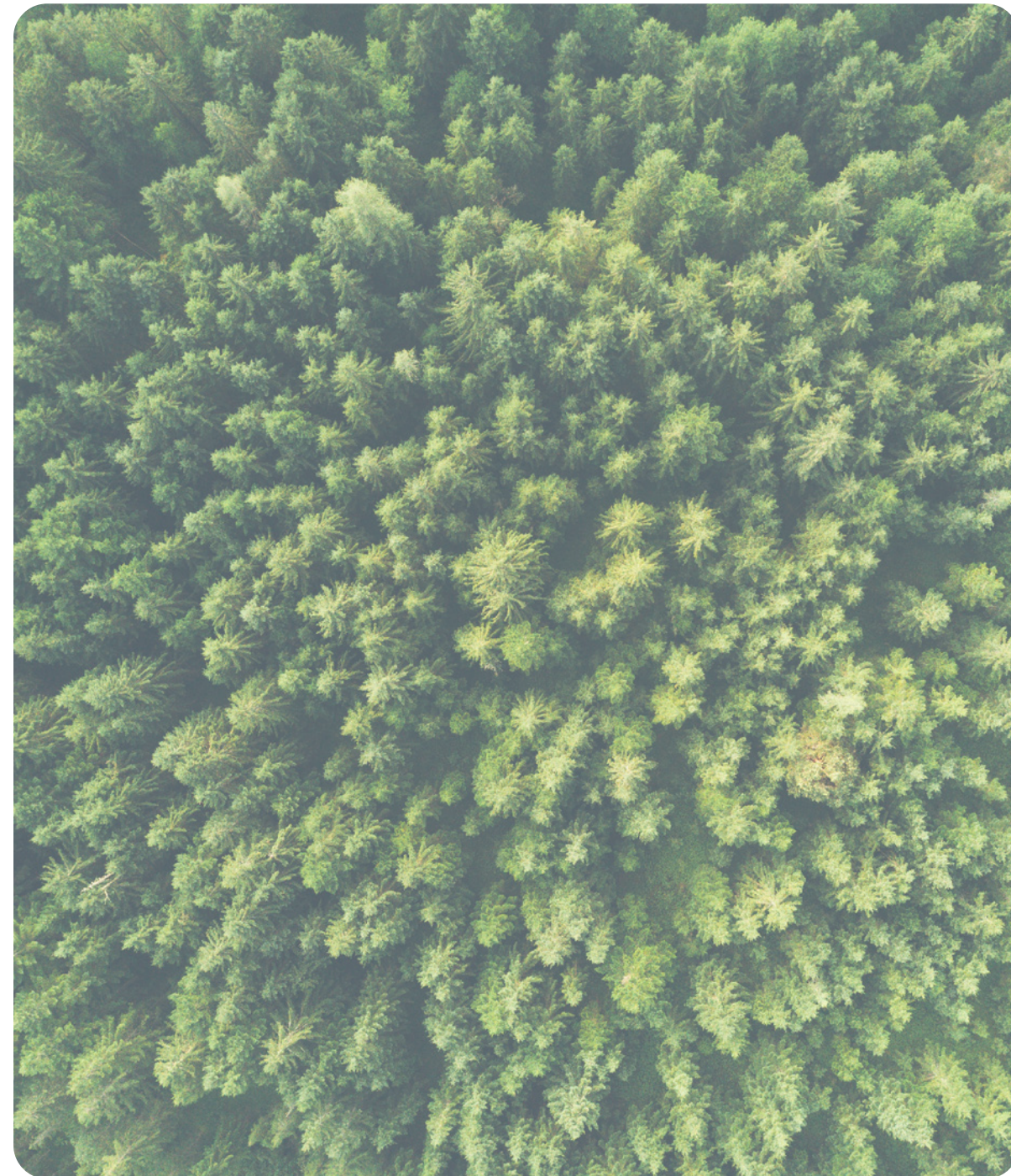
The GPW Group ESG Strategy 2025 sets out the main directions of ESG action in the area of ESG and sustainable development for all companies in the GPW Group. It is defined for the years 2022-2025, and the progress of its implementation will be regularly evaluated and reported.



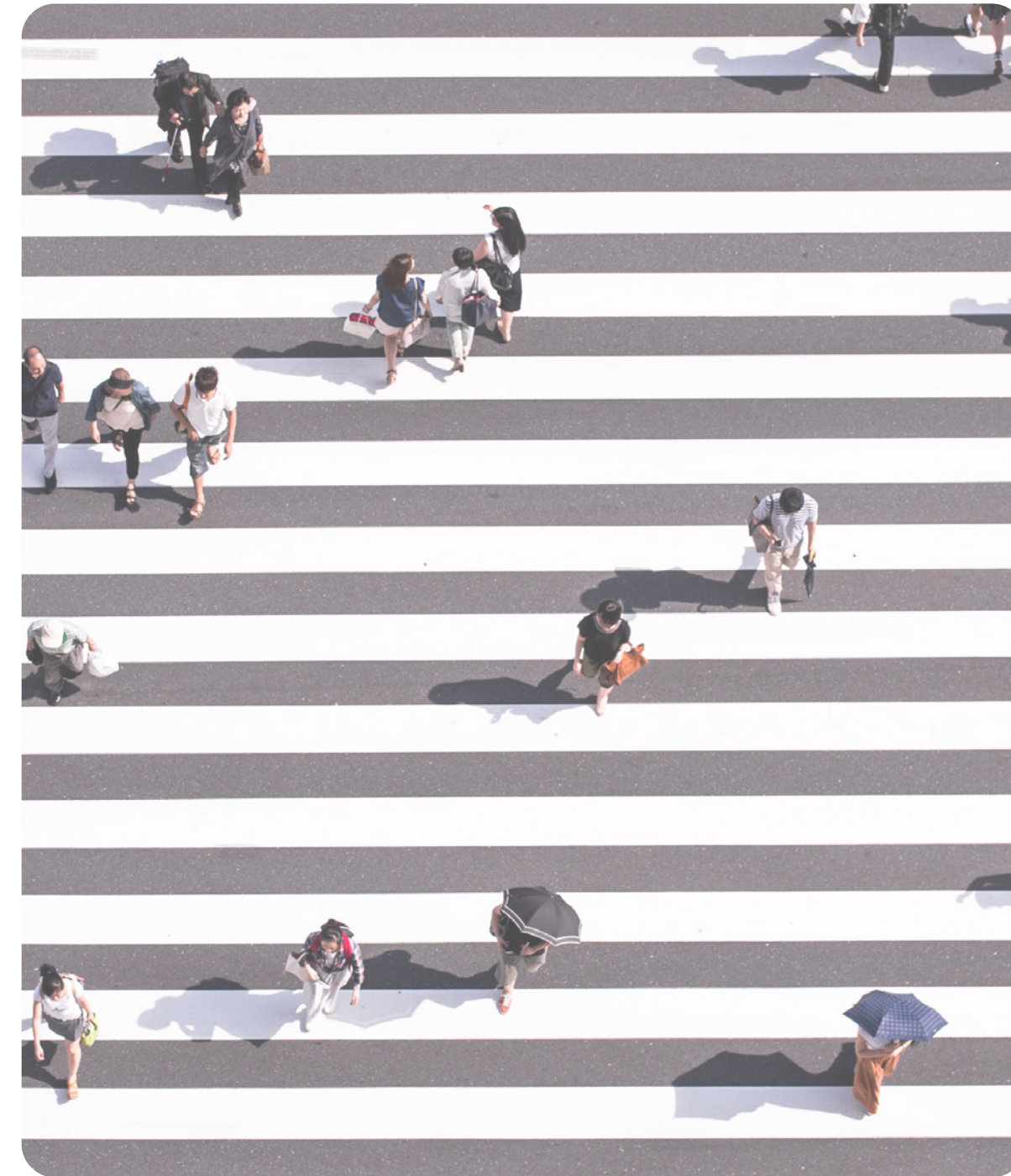
By implementing this Strategy, the GPW Group wants to make a positive contribution to the achievement of the 17 Global Sustainable Development Goals 2030 defined by the United Nations and adopted by all 193 UN member states, including Poland. In particular, the GPW Group sees a link between its activities and the following UN Goals:

Active participation of GPW Group companies in a number of initiatives in support of ESG and sustainable development addresses the UN Sustainable Development Goal 17: “Partnerships for Goals”. GPW is a member of the Sustainable Stock Exchanges Initiative and the UN Global Compact, among others.





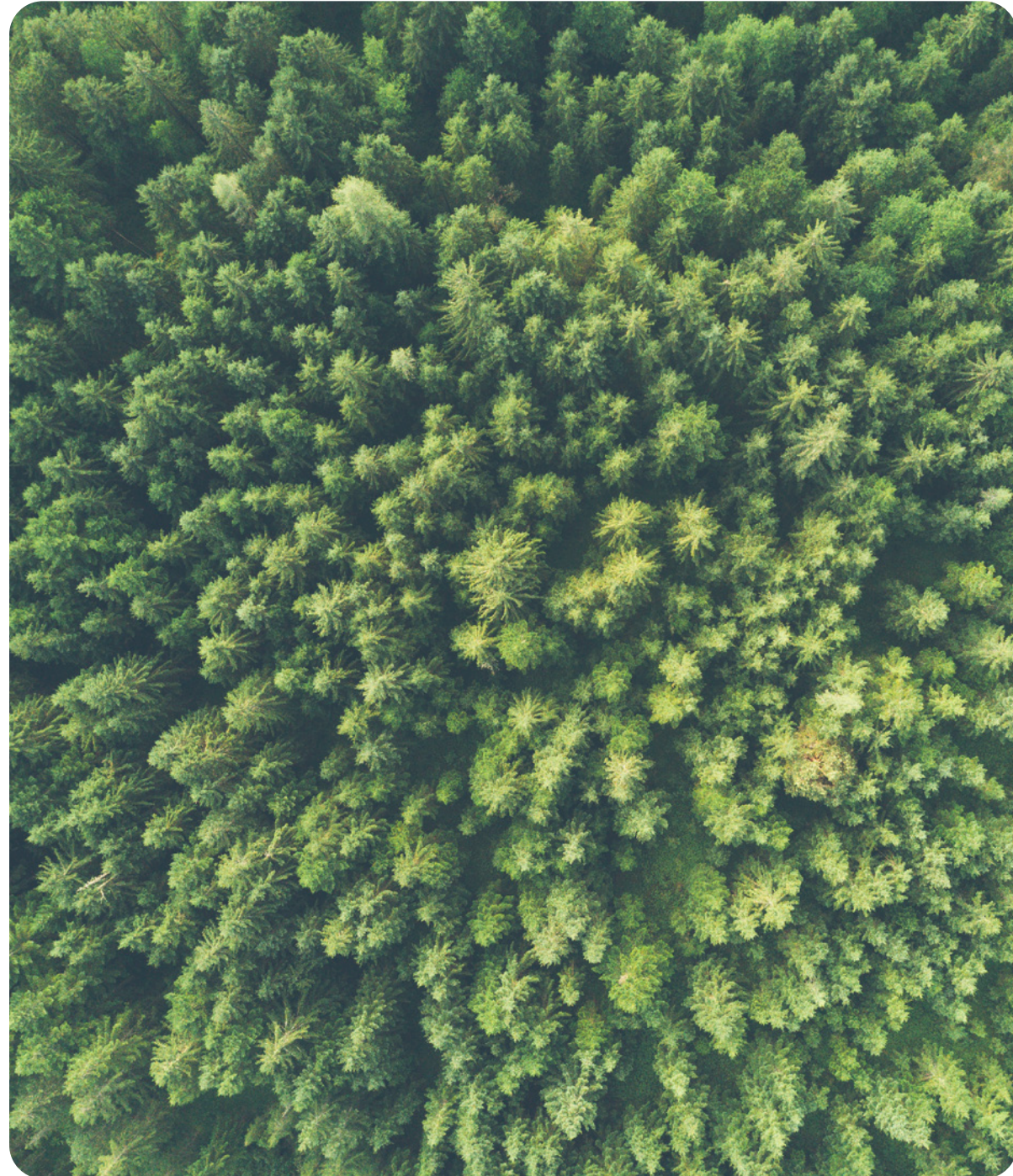
E-ENVIRONMENT



S-SOCIAL

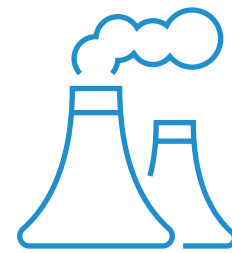


G-GOVERNANCE

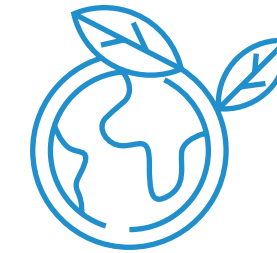


GPW Group supports transition to low-carbon economy.

Strategic directions:

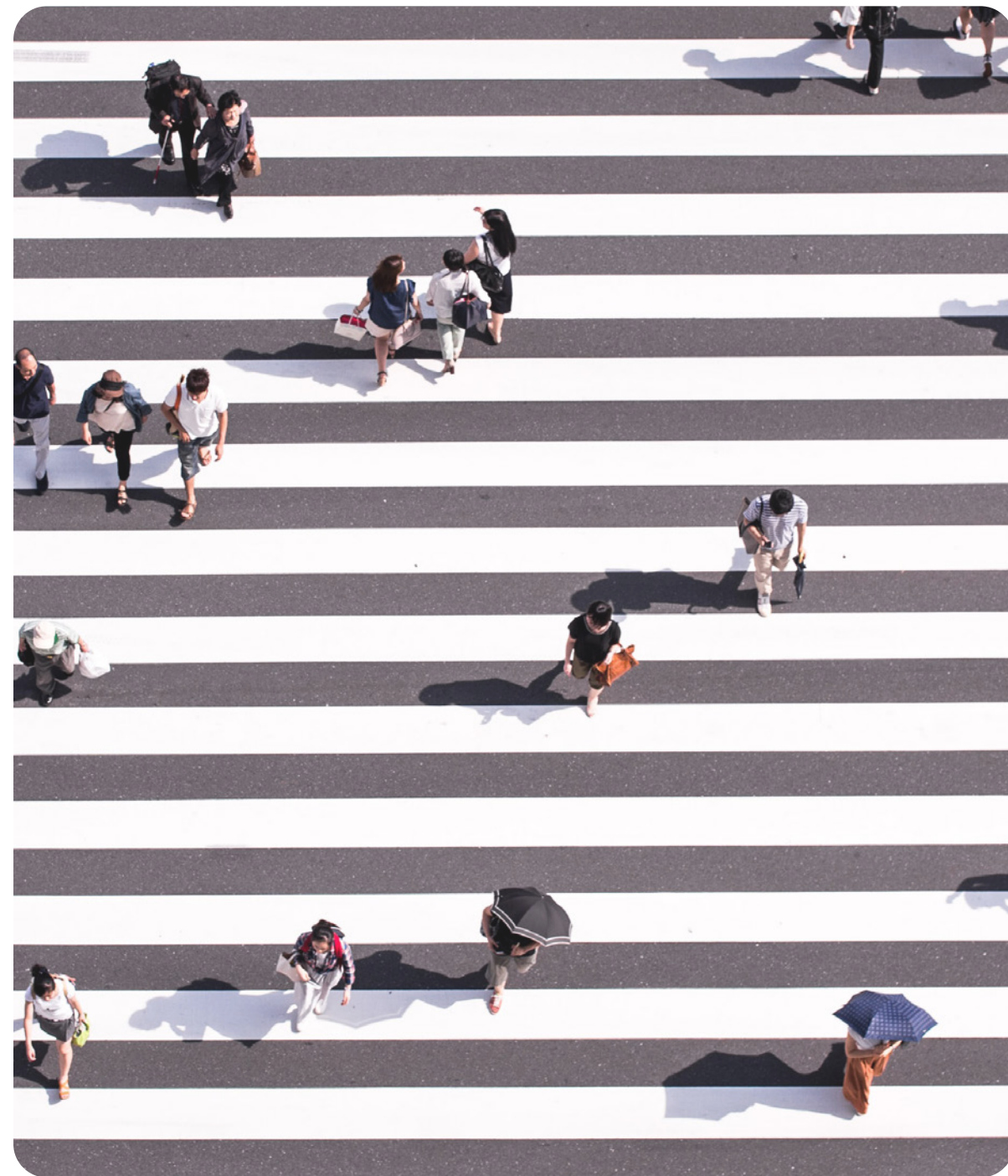


E1.
Reduce GPW Group's greenhouse gas emissions.



E2.
Develop environmentally sustainable solutions in GPW Group's product and service portfolio.

E-ENVIRONMENT



S–SOCIAL

GPW Group is a responsible and attractive employer which creates an inclusive working environment.

GPW Group brings unique value to financial education and training of generations of investors.

Strategic directions:



S1.
Ensure a friendly and inclusive workplace.



S2.
Develop key employee competencies, provide access to expertise and implement solutions to support the educational ambitions of our workforce in order to retain GPW's key employees.

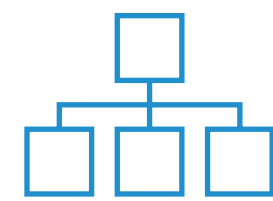


S3.
Develop educational activities addressed to young people, investors and capital market professionals.



GPW Group has established quality corporate governance practices.

Strategic directions:



G1.
Develop GPW Group's ESG management structure.



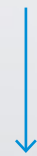
G2.
Ensure ESG education of employees.

G-GOVERNANCE



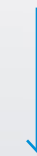
E-ENVIRONMENT

GPW Group supports transition to low-carbon economy.



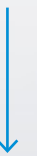
S-SOCIAL

GPW Group is a responsible and attractive employer which creates an inclusive working environment. GPW Group brings unique value to financial education and training of generations of investors.



G-GOVERNANCE

GPW Group has established quality corporate governance practices.



Strategic goals



It is GPW Group's ambition to



- Reduce GPW Group's greenhouse gas emissions by 50% by the end of 2025 and become emission-neutral by 2030 (base year: 2022).
- Introduce climate reporting in GPW Group in line with Commission and TCFD climate recommendations.
- Launch a new environmentally sustainable product by the end of 2025.



- Ensure high employee engagement (2025 score above the base year 2022).
- Ensure high/growing employee satisfaction and engagement.
- Ensure that GPW Group is seen as an attractive workplace for employees with competencies key to GPW.
- Develop GPW Group and GPW Foundation educational initiatives addressed to various stakeholders, in particular investors and the young generation.



- Establish GPW Group's ESG Committee.
- Integrate ESG risks into the Group's existing risk management system.
- Educate employees in ESG and sustainable development.



E-ENVIRONMENT

1/3

Strategic directions:



E1.

Reduce GPW Group's greenhouse gas emissions.

E2.

Develop environmentally sustainable solutions in GPW Group's product and service portfolio.

Strategic goals-it is GPW Group's ambition to:

- ✓ Reduce GPW Group's greenhouse gas emissions by 50% by the end of 2025 and become emission-neutral by 2030 (base year: 2022).
- ✓ Introduce climate reporting in GPW Group in line with Commission and TCFD climate recommendations.
- ✓ Launch a new environmentally sustainable product by the end of 2025.





E-ENVIRONMENT

2/3



Strategic performance measures:

- 1 Scope 1 and Scope 2 CO2 emissions under the GHG Protocol.
- 2 New environmentally sustainable product has been launched.
- 3 Success measure defined for the new product.

Additional measures of strategic ambitions:

Numerical and descriptive measures: with reference to the GPW ESG Reporting Guidelines and the TCFD recommendations



E-ENVIRONMENT

3/3



UN sustainable development goals 2030:

The pillar contributes to four UN Sustainable Development Goals:





S-SOCIAL



GPW Group is a responsible and attractive employer which creates an inclusive working environment.

GPW Group brings unique value to financial education and training of generations of investors.

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Strategic directions:

S1.

Ensure a friendly and inclusive workplace.

S2.

Develop key employee competencies, provide access to expertise and implement solutions to support the educational ambitions of our workforce in order to retain GPW's key employees.

S3.

Develop educational activities addressed to young people, investors and capital market professionals.

Strategic goals-it is GPW Group's ambition to:



Ensure high employee engagement (2025 score above the base year 2022).



Ensure high/growing employee satisfaction and engagement.





S-SOCIAL



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Strategic goals-it is GPW Group's ambition to:

- ✓ Ensure that GPW Group is seen as an attractive workplace for employees with competencies key to GPW.
- ✓ Develop GPW Group and GPW Foundation educational initiatives addressed to various stakeholders, in particular investors and the young generation.

Strategic performance measures:

- 1 Employee engagement score (base year 2022, reported annually).
- 2 Employee engagement score in the key employee scheme (base year 2022, reported annually).





S-SOCIAL



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Strategic performance measures:

- 3 Employee voluntary departure index (base year 2022).
- 4 Gender Pay Gap index.
- 5 Number of beneficiaries of GPW Group and GPW Foundation educational initiatives.

Additional measures of strategic ambitions:

Numerical and descriptive measures: in line with the GPW ESG Reporting Guidelines, including headcount by gender and age, average number of training hours per employee by key categories of employment. Descriptive measures: Description of educational/competence development programmes for managers. Description of actions preventing professional burnout and supporting employees in the pandemic.





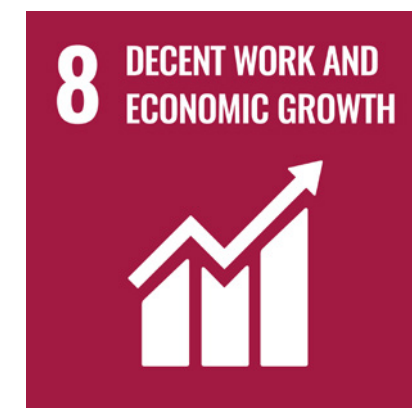
S-SOCIAL



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UN sustainable development goals 2030:

The social pillar contributes to three UN Sustainable Development Goals:





G-GOVERNANCE

1/3

Strategic directions:



G1.

Develop GPW Group's ESG management structure.

G2.

Ensure ESG education of employees.

Strategic goals-it is GPW Group's ambition to:

- ✓ Establish GPW Group's ESG Committee.
- ✓ Integrate ESG risks into the Group's existing risk management system.
- ✓ Educate employees in ESG and sustainable development.





G-GOVERNANCE

2/3

Strategic performance measures:

- 1 ESG Committee operating at GPW Group level (Committee meetings are held and recorded).
- 2 Regular ESG reviews at Management Board meetings (at least once per quarter) and Group Supervisory Board meetings (at least once per quarter).
- 3 The risk management system covers ESG risks.
- 4 8h of training per employee in the first two years of ESG Strategy implementation (YES/NO).



G-GOVERNANCE

3/3

Additional measures of strategic ambitions:



Numerical and descriptive measures: GRI Standards measures of corporate governance, ESG governance, ethics and anti-corruption governance. Diversity among top executives. GPW ESG Reporting Guidelines measures.

UN sustainable development goals 2030:

The governance pillar contributes to one UN Sustainable Development Goal:



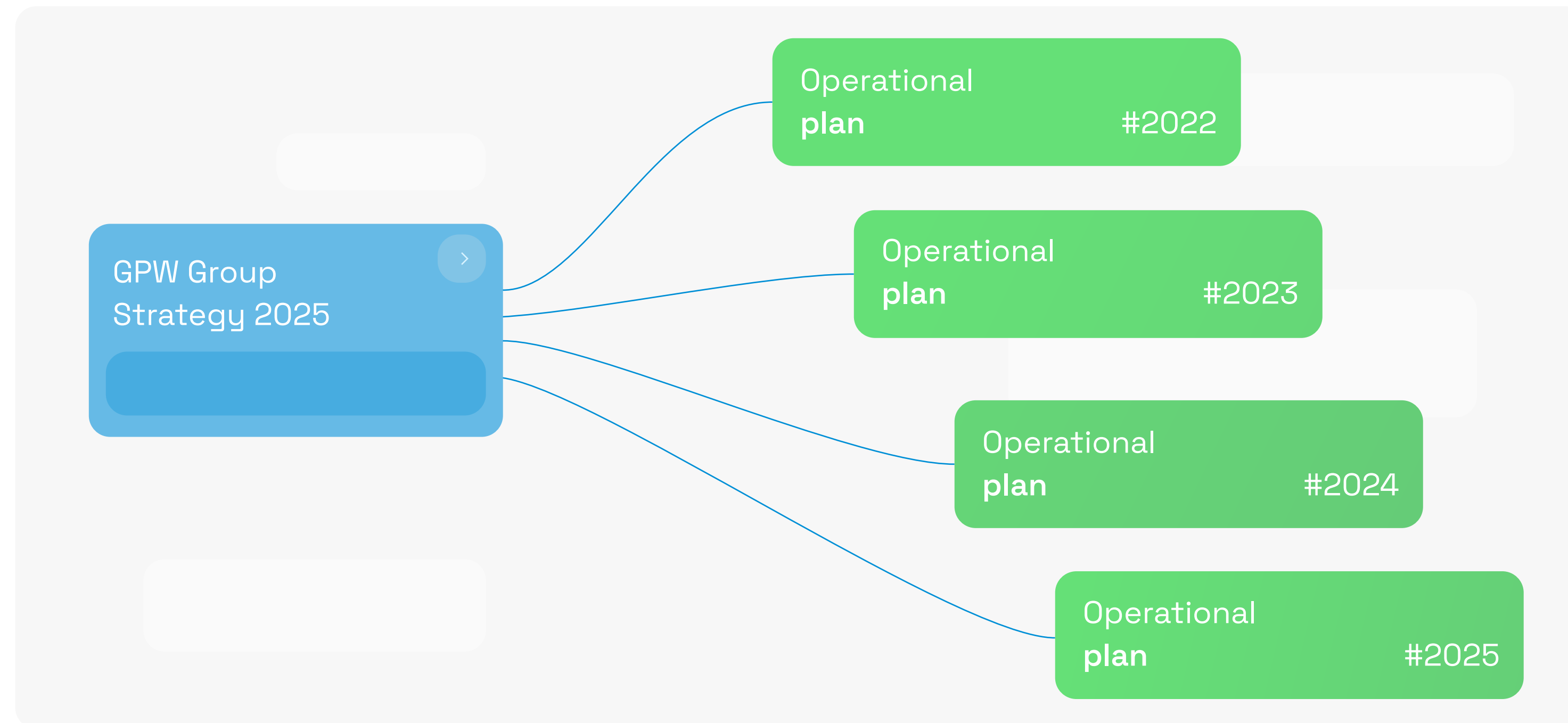
ESG management structure

in the GPW Group

ESG management framework

The GPW Group ESG Strategy 2025 is implemented by GPW Group companies through actions and initiatives detailed in subsequent „Annual Operational Plans for the implementation of the ESG Strategy”. The plans are defined on an annual basis taking into account the results of the evaluation of progress in the implementation of the Strategy.

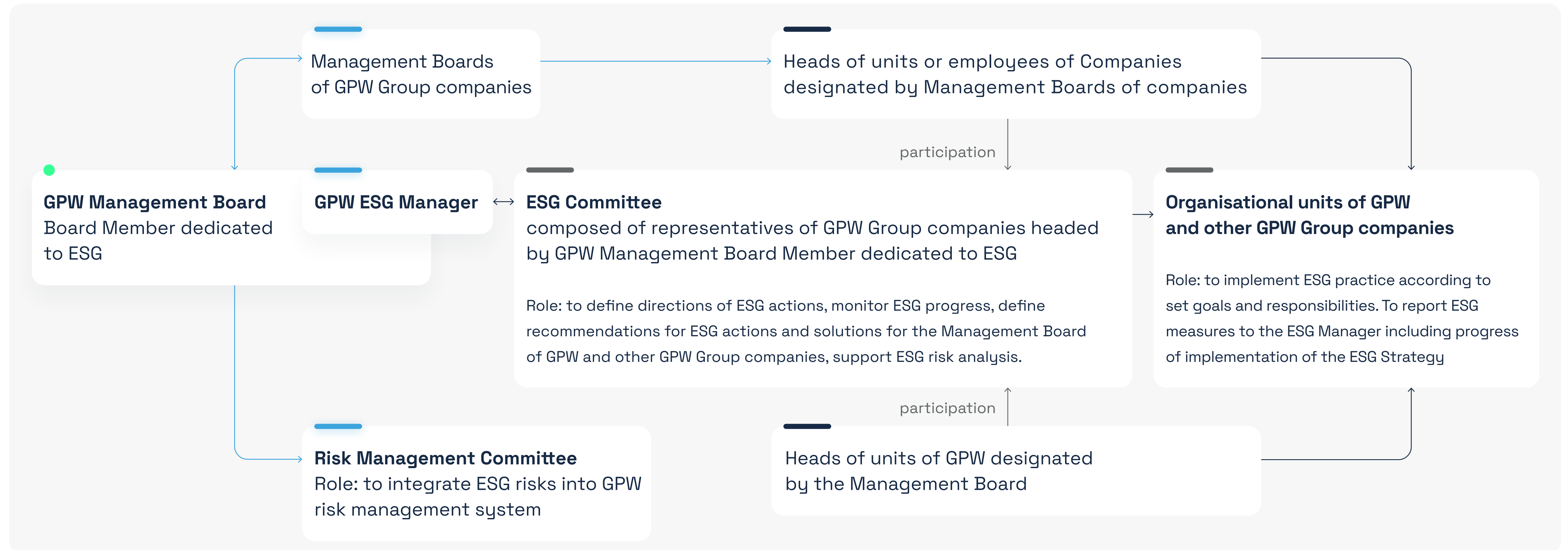
- ✓ The annual operational plans of the GPW Group companies for implementation of the ESG Strategy define the main activities implementing the Strategy in a given year, the expected results, and the companies and organisational units responsible for them. They are one of the tools of systematic evaluation of progress and integration of ESG issues into the organisation’s decisions and activities.
- ✓ In addition, some ESG issues are addressed in the GPW Group companies through relevant policies. These include climate, ethics, anti-corruption and diversity management.



Progress in the implementation of the GPW Group ESG Strategy 2025 is regularly evaluated and reported:

- a.** internally – in the GPW Group’s ESG management system
- b.** externally – in GPW Group annual integrated reports published on the GPW Group website.

ESG management structure



GPW Group ESG Strategy 2025

Together for sustainable development

