



2021

INTEGRATED REPORT OF THE GPW GROUP

Letter from the President of the GPW Management Board

Dear Madam or Sir,

I am proud to present this integrated annual report of the Warsaw Stock Exchange which describes both our financial and non-financial performance in 2021.

Last year we celebrated 30 years of the Warsaw Stock Exchange. The anniversary was a good time to reflect with pride on our long-standing commitment to responsible development, both as a company, a Group, and an organiser of a financial instruments trading market promoting ESG activities.

Our work in this area reached a watershed late last year with the adoption of the GPW Group's ESG Strategy 2025 which sets out the directions of our activities in three pillars: environmental, social, and governance. Care for the environment, particularly in the context of climate change, creating an inclusive, attractive working environment, and compliance with the principles of corporate governance, including the policy towards clients and suppliers, are the areas which we want to focus on even more actively in the coming years. In the next four years, the companies of the GPW Group will follow a roadmap of sustainable development based on strategic goals and ambitions including:

- » transition to low-carbon economy;
- » being a responsible and attractive employer which creates an inclusive working environment;
- » bringing unique value to financial education and training of generations of investors;
- » strengthening quality corporate governance practices, including the development of an ESG governance structure in the GPW Group.

Our greatest ambition for the environmental pillar is to reduce the GPW Group's greenhouse gas emissions by 50 percent by the end of 2025 (compared to 2022) with the prospect of becoming emission-neutral by the end of 2030.

As a trading organiser, we also want to prepare companies for reporting because failure to do so may reduce foreign investors' interest in companies listed on the domestic market. In 2021, we published the "ESG Reporting Guidelines - Guide for issuers". We are one of 56 stock exchanges in the world to publish such a manual. The adoption of the "Code of Best Practice of GPW Listed Companies 2021" was another milestone.

In 2021, as in previous years, we continued to build a culture and awareness of investing on the Polish stock market. By managing ESG issues internally and promoting such an approach among its stakeholders, GPW wants to make a positive contribution to the achievement of the Global 17 Sustainable Development Goals 2030 set by the UN and adopted by all 193 UN member states, including Poland.

The impact of the pandemic was still being felt in 2021, generating exceptional volatility on global financial markets, which however did not turn the market sentiment pessimistic. On the contrary, 2021 saw a return of optimism among investors and expansion of issuers combined with an improvement in their financial results and the capitalisation of listed companies on both GPW trading floors, which boosted interest of private companies in going public on the Warsaw Stock Exchange.

The growth is also reflected in the GPW Group's financial results for 2021: we generated record-high revenue and one of the highest ever net profits. The consolidated net profit was PLN 161.3 million as at 31 December 2021 compared to PLN 152.3 million in 2020, while sales revenue stood at

PLN 407.6 million (+0.9% year on year). The dividend paid from the consolidated net profit for 2020 (adjusted for share of profit of associates) amounted to nearly PLN 105 million (PLN 2.5 per share).

Under the Strategy #GPW2022, the GPW Management Board pursued with determination the strategic objectives which strengthen the business position of the GPW Group. This report brings more information about the progress made in the implementation of strategic initiatives over the past year, including GPW Private Market, GPW Data, GPW Ventures, GlobalConnect.

This publication also showcases our business successes and challenges and describes in detail our value creation and other aspects of ESG management. I hope that this report will meet your expectations for reliable, useful and user-friendly information.

Enjoy our report!


Marek Dietl

President of the GPW Management Board



Section 1

STRATEGY AND VALUE CREATION MODEL

Mission and structure of the GPW Group
Value creation model
Business strategy
ESG Strategy
Risks and opportunities
Stakeholders and market environment
Key financial and non-financial results
Outlook 2022+



Mission and structure of the GPW Group

The Warsaw Stock Exchange Group **includes the leading institutions of the Polish capital and commodity market. It is the biggest exchange in Central and Eastern Europe.**

The mission of the GPW Group is to develop effective mechanisms supporting capital and commodity flows by providing exchange and clearing services which are competitive in terms of quality and price and address the needs and expectations of our clients: companies, investors, and brokers.

- » We support economic growth and build an investment culture.
- » We develop an international capital hub.
- » We ensure highest standards and safety of trading based on world-class technologies.
- » As a team of professionals, we conduct an integrated, effective business geared to growth.



The Warsaw Stock Exchange celebrated its 30th anniversary in 2021.

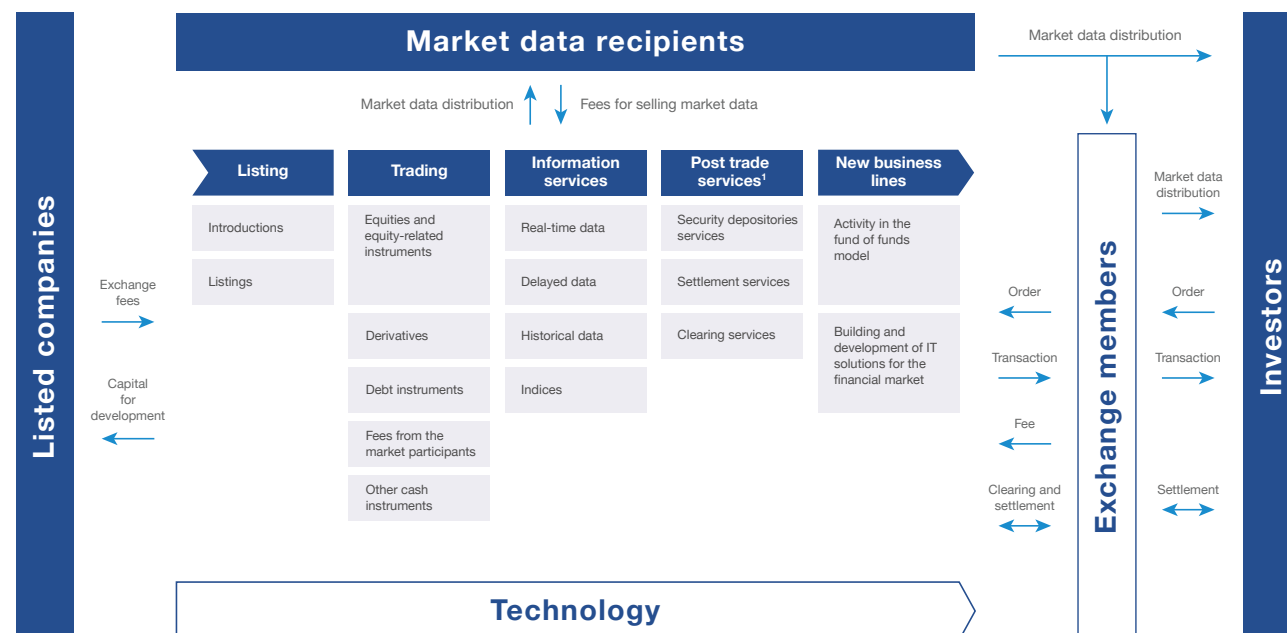
An extensive programme of the celebrations can be found on the website dedicated to the anniversary: www.30latgpw.pl.

Structure and business model of the GPW Group

The GPW Group comprises 10 subsidiaries and 4 associates and joint ventures measured using the equity method.

The business model of the GPW Group is focused on services provided in two markets important for the economy: the financial and the commodity market. In both cases, the services offered cover the entire activity chain, from servicing issuers to post-trade services, generating value for listed companies, recipients of information and Exchange Members, and consequently for investors and the entire economy.

Figure. Activity on the financial market



¹Associate company (33.33%), KDPW Group offers posttrading services on financial market

Core business of GPW Group companies

» BondSpot S.A.

Operates trade in Treasury and non-Treasury debt securities. Treasury BondSpot Poland, operated by BondSpot by commission of the Minister of Finance as part of public debt management, is the electronic wholesale market in Treasury securities and a part of the Treasury Securities Dealers system in Poland.

» Towarowa Gielda Energii S.A.

The only licensed commodity exchange in Poland authorised to operate a regulated market. TGE is supervised by the Polish Financial Supervision Authority to the extent of trade on the market it operates, including markets in electricity, natural gas, property rights, and CO2 emission allowances. Since March 2020, TGE organises trade in agricultural commodities.

» Izba Rozliczeniowa Gield Towarowych S.A. (subsidiary of TGE)

Provides clearing for all markets operated by TGE. Authorised as a clearing house and settlement institution.

» InfoEngine S.A. (subsidiary of TGE)

Operates an electronic OTC commodity trading platform and provides services to electricity market participants

» GPW Benchmark S.A.

Licensed administrator of benchmarks on regulated markets (WIG Exchange Index Family, CEEplus), non-interest-rate benchmarks (TBSP.Index), and interest rate benchmarks including the WIBOR and WIBID Reference Rates – WIBOR is a critical benchmark of systemic importance on the Polish money market, used in valuations of most bank loans, derivatives and debt in PLN.

» GPW Ventures ASI S.A.

The company manages investment funds in the form of Alternative Investment Companies which it plans to set up jointly with external professional financial and industry investors.

» Ventures Asset Management Spółka z o.o. (subsidiary of GPW Ventures ASI S.A.)

The company manages investment funds in the form of Alternative Investment Companies which it plans to set up jointly with external professional financial and industry investors.

» GPW Ventures Asset Management sp. z o.o. S.K.A.

The company is the first alternative investment fund (ASI) managed by GPW Ventures Asset Management sp. z o.o., set up for the investor: Krajowy Ośrodek Wsparcia Rolnictwa (KOWR), with an Agricultural Technology investment profile. The company was registered in the National Court Register on 28 January 2021.

» GPW Tech S.A.

The core business of the company is to build, develop and commercialise IT solutions supporting dedicated to the financial market.

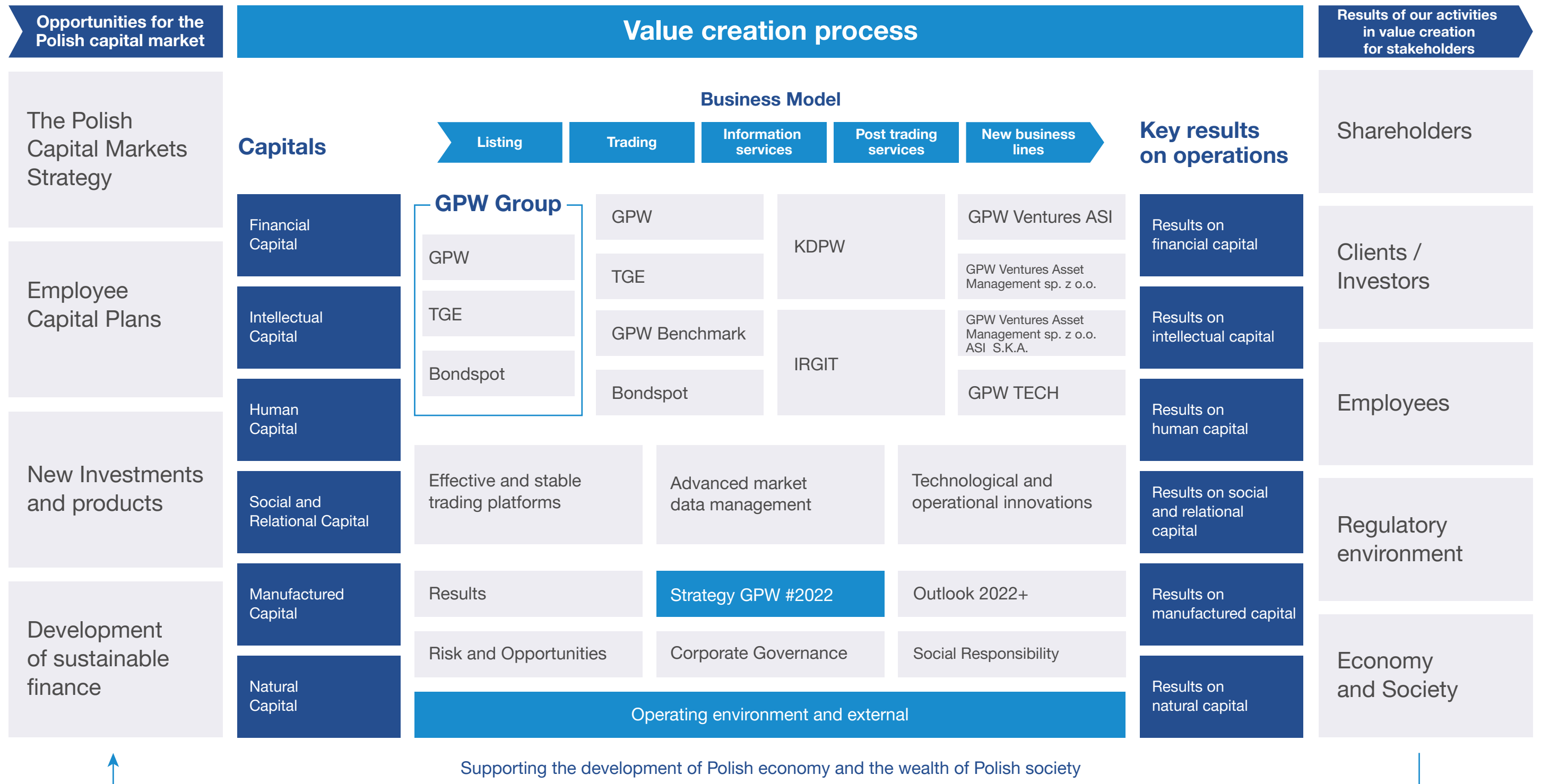
» Teelgren Investments S.A.

The company joined the Group on 19 January 2022. The company is expected to provide crowdfunding services, tokenisation services and trading of financial and non-financial assets. The company is scheduled to commence operations in Q4 2022.

For more information about the GPW Group, visit www.gpw.pl/en

Value creation model

Figure. GPW Group's value creation process



We bolster financial capital through efficient use of available resources. We develop intellectual capital by investing in technology to ensure efficient delivery of products and services. We develop our offering to meet investor demand and strengthen our position in the market.

The GPW Group's employees have unique qualifications and experience in the capital market. We continuously invest in their development and promote our organisational culture based on values and effective internal communication. We maintain social capital through dialogue and interactions with a wide range of stakeholders.

Capitals



Financial capital

It includes financial resources necessary for conducting business, including equity and external capital as well as funds generated as part of operating activities.



Intellectual capital

It consists of knowledge-based intangible and organisational resources, including:

- » the brand of GPW and its subsidiaries and associates;
- » internal procedures;
- » software used in current operations;
- » information products and databases;
- » websites belonging to the Group companies.

Performance in 2021

	2021	2020	2019
Net profit	PLN 161.3 million	PLN 152.3 million	PLN 120.5 million
EBITDA	PLN 215.2 million	PLN 225.6 million	PLN 194.6 million
Revenue	PLN 407.6 million	PLN 404.0 million	PLN 337.4 million

- » Continuation of research and development work on a proprietary Trading Platform and other technological tools.
- » Launch of a new edition of the prestigious training programme GPW Growth.
- » A new edition of the Analytical Coverage Support Programme 3.0.
- » Further development of the product offering.
- » Update of the “Best Practice of GPW Listed Companies”.
- » Publication of the “ESG Reporting Guidelines”.
- » Adoption of the GPW Group’s ESG Strategy 2025.

Capitals



Human capital

It is understood as the competences, abilities and experience of employees, as well as their motivation to create innovation. Human capital is developed through:

- » investing in development and improving qualifications of employees: an important element of HR policy;
- » constantly expanding the offer of non-financial benefits: workshops for employees, fringe benefits;
- » gender diversity in the workforce.

Performance in 2021

- » Costs of employee benefits (personnel costs and other personnel costs) at PLN 109.6 million in 2021, PLN 95.6 million in 2020, PLN 77.8 million in 2019.
- » A range of training programmes, including organising remote work, protecting mental wellbeing during the pandemic.
- » Gender of persons employed: 196 women/279 men in 2021, 183 women/271 men in 2020, 168 women/245 men in 2019.

Human capital management is described in the section **Workplace management (page 63)**.





Capitals



Social and relational capital

It includes experience and relations within and between communities and stakeholder groups. This capital is developed as follows:

- » Issuers – training for Issuers in disclosure obligations, discounts and facilitations for Issuers.
- » Investors, including Shareholders – ensuring good communications, holding earnings publication conferences, investor chats, conferences dedicated to investors.
- » Regulators and financial market institutions – cooperation in market development, consultations on changes introduced by GPW.
- » EBRD – cooperation in ESG development.
- » Society – educational activities, charity initiatives, employee volunteering, sponsorship and donations.

Our social and relational capital allows us to successfully build our position as the largest stock exchange in the region.



Natural capital

It includes mainly the consumption of electricity, heat and water: resources necessary to ensure the stable functioning of the stock exchange's trading systems and IT infrastructure. Natural capital is managed through:

- » environmental impact management, including monitoring and reducing consumption of resources by employees in line with the GPW Group Climate Policy;
- » review of suppliers' environmental compliance under the Policy towards Suppliers and the Supply Chain with Respect to Human Rights, Ethical and Environmental Issues in the GPW Group.

Performance in 2021

- » IPO Optimisation project.
- » Annual fee reduction in response to the difficult situation of Issuers due to the COVID pandemic.
- » Industry conferences including the GPW Innovation Day, Gaming on the Stock Exchange, Business in the Genes, Trigon Green Tech Conference, Three Seas Stock Exchanges conference
- » Public consultations on interest rate benchmarks
- » Publication of the ESG reporting guidelines, workshops on ESG reporting

Social capital management is described in the section **Stock market and financial education** and in the section **Social engagement**.

The GPW Group's consumption of resources in 2021:

- » 3,565.74 MWh of electricity, associated emissions of 950.28 t CO₂e.
- » 4,725.22 GJ of thermal energy, emissions of 459.50 t CO₂e.
- » 2,466.81 m³ of water.
- » 41,000 l of fuel.
- » 204,075 A4 sheets.

Environmental impact management is further described on **page 84** of the Report.

Business strategy

In 2021, we continued to implement the GPW Group's development strategy #GPW2022 published on 27 June 2018 – more information is available [HERE](#). The #GPW2022 strategy updates and details the actions under the long-term plan for the operation and development of the Group contained in the GPW Group Strategy 2020. Its implementation will be completed in 2022.

Current #GPW2022 strategic initiatives:

1. Primary Market Development (GPW Growth) – a comprehensive educational programme supporting SMEs. The project's pillars include the implementation and development of GPW Growth, a programme supporting company value creation through expansion based on external sources of financing, in particular the capital market.
2. Securities Lending & Borrowing – improved liquidity on the GPW Group's cash and derivatives markets through promotion and expansion of securities lending and borrowing.
3. Derivatives Development – new derivatives tailored to clients' needs, promotion of market maker orders supporting liquidity of the order book, extension of promotional and educational programmes for all groups of investors.
4. GPW Private Market – development of a platform matching companies and investors on the private market. Expansion of the GPW Group's offer for companies at all stages of growth.
5. GPW Ventures – an SPV to invest in venture capital funds (VC) as a passive investor. The initiative will develop a financing instrument supporting growth of Polish venture capital and, in the longer term, IPOs in Poland.
6. BondSpot Development – development of a full range of products and services on the debt market, money market and market in derivatives based on bonds and interest rates on a single trading venue.
7. GPW Data – development of business reporting standards ensuring automatic data processing and lower reporting costs for companies, use of big data technologies in collecting data relevant to capital market investments and generating reports, implementation of artificial intelligence (AI) tools supporting local and foreign investors.
8. GPW TCA TOOL – Transaction Cost Analysis (TCA). The project developed a set of tools to identify and analyse transaction costs as a source of information for investors and brokers on data aggregated at micro market level.
9. Organised Trading Facility (OTF) – transformation of TGE's forward commodity market into an organised trading facility (OTF) under MiFID II. The project will allow TGE to further develop forward instruments with physical delivery of electricity and gas as well as financial instruments.
10. GPW Tech – the core business of the company is to build, develop and commercialise IT solutions dedicated to the financial market.
11. Trading Platform – research and development work aiming to develop and implement a state-of-the-art integrated Trading Platform with breakthrough capacity and performance parameters and innovative communication protocols and trading algorithms.
12. Agricultural Commodity Market – an electronic organised trading platform for agricultural and food products.
13. Development of GPW Benchmark – the administrator of interest-rate benchmarks, regulated market benchmarks and other benchmarks, including the Reference Rates WIBID and WIBOR, the Exchange Indices, TBSP Index and CEEplus, and development of the offer of indices and benchmarks in those areas.
14. Telemetry Operator TeO – development of an innovative TeO system, a multi-module auction platform designed for complex handling of media market transactions.
15. Polish Digital Logistics Operator (PCOL) – the aim of the project is to streamline and facilitate processes for the Transport, Logistics and Shipping (TLS) industry and to ensure security of the Polish transport market.

16. Global Connect – a market for shares of foreign companies listed on stock exchanges in Western Europe and eventually in the US. Trading on GlobalConnect will take place during GPW trading hours in the Polish zloty, which means that investors have certainty as to the price at which they buy shares. Investors will be able to place orders through an account in a domestic brokerage house connected to the new market.

17. Central Post-trade Solutions (CPS) – integration of Polish and Hungarian business through the cooperation of GPW, TGE, the National Bank of Hungary and the Budapest Stock Exchange, which will generate synergies by creating a comprehensive clearing offer for the entire region.

18. Implementation of GPW's ESG Strategy – adoption of the GPW Group's ESG Strategy 2025 which sets out the ambitions and objectives in the area of sustainable development for 2022-2025. The Strategy includes the main directions of activities in the area of ESG and sustainable development for all companies in the GPW Group.

19. GPW is planning to acquire the Armenia Securities Exchange (AMX). On 18 September 2020, the GPW Management Board signed an agreement with the Central Bank of Armenia (CBoA) to negotiate the acquisition of a majority stake representing 65% of the Armenia Securities Exchange (AMX). The potential acquisition of AMX will allow GPW to further expand its services and accelerate the implementation of the strategy #GPW2022. On the other hand, it will allow the Armenia Securities Exchange to benefit from the know-how of the GPW Group.

20. Further cooperation within the framework of the Three Seas Initiative – the main objective of the Initiative is to enhance cooperation between stock exchanges in Central Europe to jointly promote markets and companies and to better attract investors and raise capital.

In addition, #GPW2022 includes a number of strategic initiatives which are not public at this stage. Such initiatives will be published depending on progress of work.

Strategic initiatives under the Strategy #GPW2022 continued to be implemented in 2021. They reached their milestones monitored on a monthly basis at meetings of the Exchange Management Board and on a quarterly basis at meetings of the Exchange Supervisory Board.

A detailed description of the progress of the GPW Group's strategic initiatives in 2021 is described [HERE](#) (Mission and Strategy of the GPW Group, section 2.2, page 33).

Financial ambitions of the GPW Group

In March 2019, in a review of the strategic goals of the GPW Group, the GPW Management Board decided to adopt the following financial ambitions with a time horizon aligned with the timing of the strategic initiatives:

- » revenue of the GPW Group - PLN 470 million,
- » EBITDA - PLN 250 million,
- » ROE - 19%,
- » C/I (operating expenses to revenue) under 50% after 2022,
- » dividend from the 2020 profit at least PLN 2.5 per share; annual increase in the dividend from the 2020-2022 profits by at least PLN 0.1 per share; however, the dividend will be no less than 60% of the annual consolidated net profit of the GPW Group attributable to the GPW shareholders, adjusted for the share of profit of associates.

ESG Strategy

Our success and reputation depend not only on the quality of the services we provide but also on how we do our business. We not only follow business standards but also integrate social, ethical and environmental issues. We aspire to promote responsible behaviour of participants in the markets we organise.

GPW Group's steps towards integration of ESG factors

We announced our first CSR (Corporate Sustainability and Responsibility) strategy in 2013. In subsequent years, we gradually implemented it and updated its goals. From the very beginning, it was based on four pillars important from the point of view of the Group and its role on the Polish financial and commodity markets. These included:

- » education;
- » market dialogue and relations;
- » responsible HR policy;
- » respect for the natural environment.

The ESG Strategy defines key performance indicators (KPIs):

Environment

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.

Social

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

Governance

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 GPW Capital Group's Committee 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.

GPW Group's ESG Strategy 2025

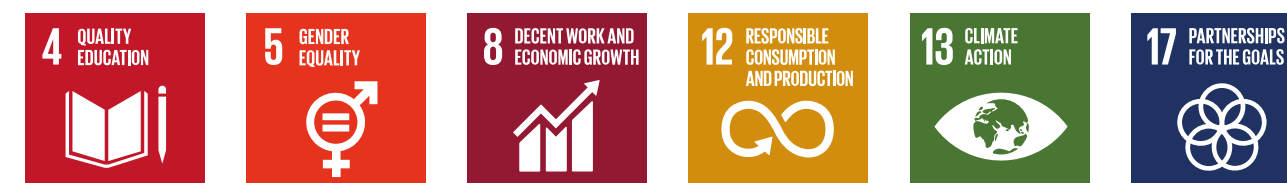
The GPW Group worked hard in 2021 to strengthen its sustainability measures. In December 2021, the GPW Group adopted the GPW Group's ESG Strategy 2025 which sets out ambitions and targets in the area of sustainable development for 2022-2025.

The ESG strategy is the result of many months of work. It was developed thanks to the dedication of a working group comprising GPW managers responsible for the key business areas from the perspective of ESG factors as well as representatives of other GPW Group companies. Members of the Management Boards of the GPW Group companies and their top management were involved in the development and implementation the ESG Strategy from the very beginning. The project opened with a training workshop for members of the Management Boards of the GPW Group companies and staff involved in ESG activities across the GPW Group.

The strategy is implemented by the GPW Group companies through actions and initiatives defined in detail in **Annual Operational Plans for the Implementation of the ESG Strategy**, which set out agendas of actions bringing us closer to achieving our strategic ambitions.

By implementing the GPW Group's ESG Strategy, we make a positive contribution to the achievement of the 17 Global Sustainable Development Goals 2030 set 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:

SUSTAINABLE DEVELOPMENT GOALS



The strategy is available [HERE](#). Further information on the strategy is also presented in the section **ESG governance framework**.



Risks and opportunities

Risk management

Our approach to risk management

We actively and continuously manage external and internal risks in our business, seeking to eliminate or mitigate their potential negative impact on the Group.



The goal of the GPW Group's risk management is to ensure that all material risks of our activity are properly measured, reported and controlled and do not pose a threat to operational stability and continuity.

GPW is building an organisational culture which emphasises effective risk management, adherence to procedures, and compliance with established rules of conduct. To this end, we are taking measures to raise GPW employees' awareness of their responsibility for appropriate risk management at each level of the GPW organisational structure, for instance by delivering training, maintaining and sharing risk management information with employees, and providing ongoing counselling.

Risk management structure

The risk management system includes a range of processes, organisational solutions, technology tools and documented rules for risk management. The key principles derive from the Warsaw Stock Exchange Risk Management Strategy, which is regularly reviewed.

Risk management is a responsibility of the GPW Management Board supported by the Risk Management Committee. The Company's Management Board establishes and implements the Risk Management Strategy and takes the key decisions affecting the level of risks. The risk management process is monitored and controlled by the Compliance and Risk Department and supervised by the GPW Supervisory Board supported by the Audit Committee. Effective operation and assessment of the effectiveness of the established risk management system as well as the adequacy and effectiveness of established controls are regularly reviewed by the Internal Audit Department.

The GPW risk management process is continuous and includes the following elements.

Figure. GPW risk management process



Risks to which the GPW Group is exposed

Our risk management strategy covers the following risks:

Non-financial risks:

- » business risk;
- » operational risk;
- » compliance risk;
- » reputation risk.

Financial risks:

- » credit risk;
- » liquidity risk;
- » market risk.

The financial risks are described in detail in Notes 2.2., 2.3., and 2.4. of the GPW Group's consolidated financial statements for 2021, available [HERE](#).

The Company believes that the following risks presented in the sections below are objectively most material; however, the order in which they are presented does not reflect their relative importance or impact for the Company. Additional risks, which are not yet identified or which are considered immaterial at this point, may in the future also have an adverse impact on the activity of the Company, its financial position and results.

Business risk

Risks of the geopolitical and economic situation globally

The Group’s business depends on conditions on the global financial markets. Economic trends in the global economy, especially in Europe and the USA, as well as the geopolitical situation in neighbouring countries, especially during the COVID-19 pandemic, impact investors’ perception of risks and their activity on financial and commodity markets, which may result in a shift towards safer investments and, consequently, a reduction of financial instrument trading volumes on GPW. The perception of investment risk will also be affected by the war in Ukraine, which will certainly result in the collapse of the Ukrainian economy and have a negative impact on economic growth in Europe, including Poland.

Sanctions imposed on Russia will, on the one hand, drive up the prices of energy commodities and, on the other hand, exacerbate problems in the supply chains.

Less active trading by international investors on the markets operated by the GPW Group could make the markets less attractive to other participants and reduce the amount of trading fees charged, which are the main source of the Group’s revenue. Combined with a stable cost level, this could reduce the GPW Group’s potential profit.

Risk of the economic situation in Poland

The conditions in the Polish economy, including changes to monetary and fiscal policy, inflationary pressures, changes in Poland’s credit rating, availability of funding and availability of alternative investments, impact strongly investors’ activity and sentiment on the Polish market and consequently the level of turnover on the markets of the Group. Changes in the state of the Polish economy affect the business and investment activities of issuers whose securities are listed on the markets operated by the Group, including their financial results, which in turn may affect the prices of these securities, the volume of transactions, as well as activities related to issuing new securities.

A significant risk related to the economic situation in Poland is the sharply rising inflation, which in the near future may also be strongly boosted by the ongoing armed conflict in Ukraine.

Another important risk factor is the weakening Polish currency, which has been losing heavily against major currencies. Changing FX rates could have an adverse impact on investment decisions and their frequency, which could affect the volume, value and number of transactions on the markets of the GPW Group and consequently also the Group’s revenue.

Risk of actions taken by the Company’s dominant shareholder where such actions are not in the interest or go against the interest of the Company or its other shareholders

With its corporate rights, the State Treasury or another dominant shareholder that acquires shares of the Company from the State Treasury may directly influence resolutions passed by the authorities of the Company. The State Treasury has, and a dominant shareholder that buys shares from the State Treasury may have, material influence over the activity of the Company, including the development of its strategy and directions of growth, the election of members of the Supervisory Board and the President of the Management Board.

The Company is unable to anticipate how the State Treasury or another dominant shareholder will exercise its rights and how their actions may impact the activity of the Company, its revenue and financial results, and its ability to implement the strategy. The Company is unable to anticipate whether the policies and actions of the State Treasury or another dominant shareholder will be aligned with the interests of the Company.

Risk of reduced benefits of the Company’s investment in KDPW

The Company holds 33.33% of the equity of Krajowy Depozyt Papierów Wartościowych (KDPW). As a minority shareholder, GPW has limited strategic and operational influence over the activity of KDPW. KDPW’s business model may be adversely impacted by a range of factors reducing its profits, including price pressures or reduced trading. Lower profits

of the KDPW Group including lower dividend paid out by KDPW could have an adverse impact on future profits of the GPW Group, which could in turn have a material adverse impact on the financial position and results of the Group.

Risk of regulatory fees

GPW, TGE, IRGiT, BondSpot, GPW Benchmark and KDPW are required to pay contributions towards the annual budget of the Polish Financial Supervision Authority in respect of capital market supervision. GPW has no control of the amount of the fees and it is unable to anticipate the exact amount

to be paid to the Polish Financial Supervision Authority in a given year; consequently, it cannot predict the impact of the fees on the cash flows of the Group. An increase of the fees may have an adverse impact on the activity of the Group, its financial position and results.

Risk of concentration of trade and dependence of a large part of the Group’s sales revenue on trade in shares of a limited number of issuers and trade in futures by a limited number of Exchange Members

The concentration of a large part of the Group’s revenue in the context of a small number of issuers and securities generates material risks. In particular, if those and other major issuers decide to have their shares delisted, it could have an adverse impact on the activity of the Group, its financial position, results and outlook.

The increased geopolitical risk related to the war in Ukraine may be reflected in Exchange Members’ decisions to limit their activity on GPW, which will result in even greater exposure of the Group to the risk of concentration of trading in shares of a limited number of issuers traded on the GPW market.

Risk of concentration of trade due to dependence of a large part of the Group’s revenue from derivatives on trade in WIG20 futures

Trade in derivatives is one the Group’s largest sources of revenue from trading on the financial market. A large decrease in trade in WIG20 futures could have an adverse impact

on the revenue from trade in derivatives, which could have a material adverse impact on the activity of the Group, its financial position and results.

Risk of failure to implement the Group’s strategy

The achievement of the Group’s strategic goals depends on a range of factors which are beyond the Group’s control, in particular market conditions and the overall economic and regulatory environment. Furthermore, the identification and implementation of development initiatives takes time and requires higher operating costs and capital expenditures which could impact financial results.

GPW is looking for ways to strengthen its business and leverage opportunities of further development. If development solutions prove ineffective, this could adversely impact the goals (including financial goals) under the GPW strategy and the Group’s financial results.

Risk of doing business in the sector of exchanges and alternative trading platforms

The Group may face competition of exchanges and alternative trading platforms whose emergence on the Polish market could have an adverse impact on GPW's activities. GPW's competitors include multilateral trading facilities (MTF) and other venues of exchange and OTC trade.

The launch of active trade in Polish stocks by MTFs could impact the value of trade in stocks on GPW.

The activity of GPW's and TGE's competitors on the Polish market could take away part of the trading volumes handled by the platforms operated by the Group and exert additional pressures on the level of transaction fees, adversely impacting the activity of the Group, its financial position and results.

Risk of price competition

Consolidations in the global exchange sector and the development of MTFs may increase pressures to reduce fees charged for trade on the financial markets. As a result, GPW

clients could exert pressures on GPW to reduce listing and trading fees, affecting GPW's revenue.

Risk of technological changes

To remain competitive, the Group must continue to strengthen and improve its ability to respond to changes as well as the productivity, availability and functionality of automatic trading systems.

In September 2019, GPW launched a research and development project to develop a proprietary trading system dedicated to GPW and its subsidiaries as well as foreign exchanges in the region of Central and Eastern Europe (CEE). The project may generate significant capital expenditures for the Company, which will be partly refinanced with funds granted by NCBiR.

There is no guarantee that the expenses incurred by the Company related to the replacement of the trading system will not have a material impact on the Group's operations, financial position and results.

In addition, GPW has initiated a Private Market project to launch a trading platform for the tokenisation of property rights and financial instruments using blockchain.

Risk of termination of TBSP's reference market status

In January 2019, Treasury BondSpot Poland was appointed by Treasury Securities Dealers and approved by the Ministry of Finance as the electronic market which is the reference secondary trade platform for Treasury debt.

If a new entrant offers more attractive market terms in Poland, BondSpot S.A. could no longer be entitled to operate the reference market, which would significantly affect the activities and financial position of BondSpot S.A. Furthermore,

there is no guarantee that the Treasury Securities Dealers competition rules will not change in the future, which could directly or indirectly impact the volume of trade and, consequently, the revenue of the TBSP platform.

Risk of provision of Reference Rates WIBID and WIBOR

The key risks to a benchmark administrator include falling turnover, which could undermine representativeness required under the BMR; the risk is continuously monitored.

According to BMR, an entity which uses a benchmark should have a plan in place in case the benchmarks used are no longer provided. The best action plan is to have an alternative benchmark. This is related to the second risk of the administrator, i.e., the ability of GPW Benchmark S.A. to expand the offer of interest-rate benchmarks which are attractive for supervised entities under scenarios of cessation

of the provision of existing benchmarks (i.e., an alternative benchmark). Additional risks include: a decrease in the number of data contributors, the emergence of competition in the provision of interest-rate benchmarks (alternative benchmarks from another source), operational risk, including the management of external services.

Risk of the provision of capital market indices and benchmarks

The risk of the provision of capital market indices and benchmarks includes:

- » the risk to representativeness of certain indices and benchmarks arising from economic and market conditions resulting in their cessation;
- » the risk that the Exchange Indices may not fulfil the BMR requirements for the method to cover ESG factors and the decarbonisation trajectory;

- » the risk of falling interest of users in indices which do not cover ESG factors and the decarbonisation trajectory following the implementation of certain financial market regulations concerning sustainable financing, including SFRD;
- » scarce non-financial reporting, limiting the capacity to develop indices which incorporate the decarbonisation and sustainable economy objectives;
- » operational risk, including the management of external services.

Operational risk

Risk of dependence of the Group's activity on third parties

The Group's activity depends on third parties, including IT service providers. The ICT systems operated by the Group are highly specialised and customised. There can be no assurance that any of the Group's providers will be able to continue to provide their services in an efficient manner, or that they will be able to adequately expand their services to meet the Group's needs.

System interruption or malfunction or the cessation of important services by any third party in whole or in part and the Group's inability to make alternative arrangements in a timely manner could strongly affect the Group's operation, financial position and results.

Risk of insufficient insurance cover

GPW does not hold liability insurance of its operations, in particular with respect to potential damage to Exchange Members and trading participants in connection with IT system failures. In view of the insurance cover held by the Group, certain types of damage may not be covered by insurance or may be covered by partial insurance only. Furthermore, the Group could incur material losses or damage

for which full compensation may not be available. The Group may be unable to effectively manage risks, which could have an adverse impact on the activity of the Group, its revenue, results and financial position.

Legal risk

Risk related to amendments of national laws and regulations

The capital market and the commodity market are widely subject to government regulation and may be subject to increasingly strict supervision. Regulatory change may affect the Group as well as existing and prospective customers of its services. Such changes could encourage companies listed on GPW to transfer to other markets which offer competitive listing costs or more flexible listing or corporate governance requirements.

According to the current legislation, a portion of electricity and gas sales in Poland is required to take place through Towarowa Gielda Energii. Regulatory changes limiting or abolishing that obligation may result in a decrease in trading volumes on TGE and, consequently, affect its revenues and the financial results of the Group.

Likewise, the revenues of TGE and the entire Group are impacted by the annual regulation of the Minister of Climate and Environment concerning the percentage level of the obligation to redeem certificates of origin from RES. A reduction in this level may affect the Group's financial results.

The ability of the Group to comply with the applicable laws and regulations largely depends on its ability to develop and maintain the adequate systems and procedures. There is no guarantee that the Group will be in a position to comply with future amendments of laws and regulations or that such amendments will have no adverse impact on the activity of the Group, its financial position and results.

Regulatory risk related to EU law

European Union regulation increasingly impacts the Group and adds to the costs of compliance, especially in the area of trading and post-trade services. Changes to regulations could require the harmonisation of the Group's trading systems and operations, which could entail additional capital and operating expenditures, resulting in reduction of the Group's net profit.

Potential changes to the legal and organisational framework in international spot electricity trading may significantly reduce the significance of smaller exchanges trading electricity on the European market, including TGE, and reduce its ability to compete and achieve expected business results.

Risk of ineffective protection of intellectual property

The Group protects its intellectual property under trademarks, copyrights, protection of trade secrets, non-disclosure agreements and other agreements with its suppliers, subsidiaries, associates, clients, strategic partners and others. The measures implemented by the Group may be

insufficient, for instance, to prevent appropriation of information. Furthermore, protection of intellectual property rights of the Group may require significant investments of funds and human resources, which could have an adverse impact on the Group's activity, financial position and results.

Risk of the Group's potential infringement on intellectual property rights of third parties

The Group's competitors and other legal and natural persons were likely to obtain and are likely to obtain in the future intellectual property rights in products or services related or similar to the types of products or services which the Group offers or intends to offer. The Group may be unaware of all protected intellectual property rights which may be at risk of infringement by the Group's products, services or technologies. Furthermore, the Group cannot be certain that its products and services do not infringe on the intellectual property rights of third parties and that third parties will raise no claims against the Group due to such infringement. If the Group's trading system or at least one of its other products, services or technologies is considered to infringe on the

rights of third parties, the Group may be forced to discontinue the development or introduction into trading of such products, services or technologies, to obtain a necessary licence from the holders of intellectual property rights, or to modify such products, services or technologies to avoid infringement of such rights.

If the Group is forced to discontinue the development or introduction into trading of some products or is unable to obtain a necessary licence, it may have a material adverse impact on its activity, financial position and results.

Risk of regulations governing open-ended pension funds in Poland

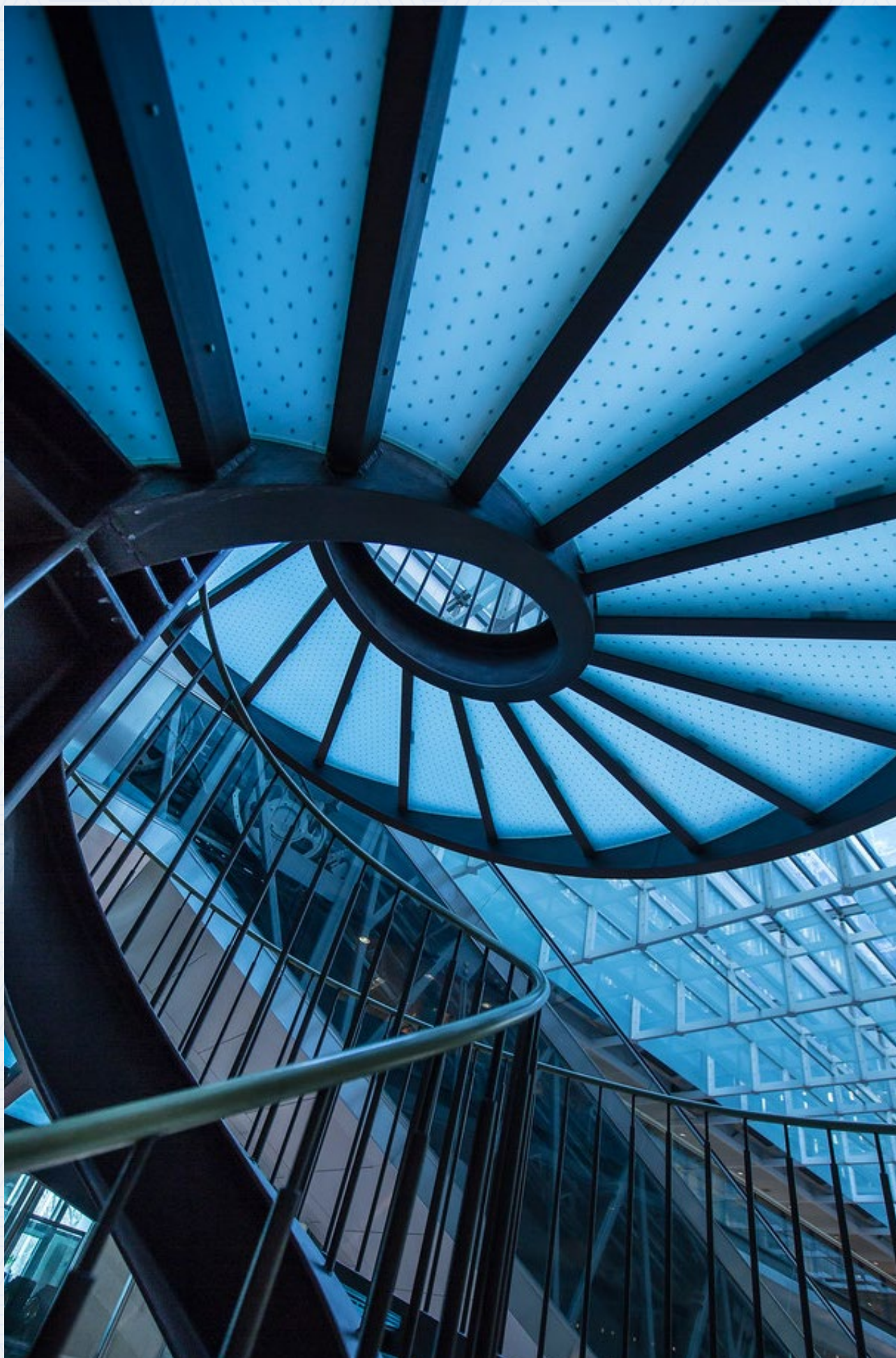
Open-ended pension funds are an important group of participants in the markets operated by the Group. Legislative amendments which would replace open-ended pension funds with other collective investment undertakings and eliminate cash flows to/from pension funds, could impair

the activity of this investor group on GPW. They could also augment the risk of an excessive supply of shares listed on GPW and curb the interest of other investors in such shares.

Risk of amendments to and interpretations of tax regulations

Amendments of tax regulations, inconsistencies between local and EU tax law, and different interpretations of applicable tax regulations by tax authorities could be to the

disadvantage of the GPW Group, adversely impacting its activity and financial position.



Compliance risk

Risk of potential breach of competition laws by the Company

GPW is subject to certain limitations including the prohibition of abusing the dominant position and using anti-competitive practices under Polish and EU competition laws.

If the Company is found to be in breach of any such limitations, the competition authorities may require the Company to take specific measures in order to discontinue an anti-competitive practice or to discontinue abusing the

dominant position, and impose sanctions including cash penalties on the Company up to 10% of revenue earned in the year preceding the year when the penalty is imposed. Such measures could have a material adverse impact on the Group's activity, financial position and results.

Risks of Benchmark Administrator

GPW Benchmark will be exposed to operational risk and compliance risk due to oversight and control of the provision of benchmarks.

As a supervised entity, GPW Benchmark is exposed to the risk of non-compliance with the provisions of Regulation (EU) No 2016/1011 (BMR) which lay down the obligations

of benchmark administrators, and to the risk of resulting supervisory sanctions. If such risks materialise, they could have an adverse effect to the reputation of the entire GPW Group.

Reputation risk

Risk to the Group's reputation and client trust necessary to process exchange transactions

The Group operates in a sector where strong reputation and trust of clients are particularly important. Its reputation could be harmed by any malfunctions of the trading system, trading interruptions, operational errors, disclosure of client information, litigation, press speculations and other adverse events.

Unexpected changes of regulations governing the capital market and the commodity market in Poland, as well as actions of other participants of the exchange market, including issuers, financial intermediaries, competitive trading

platforms and the media, in breach of accepted standards of conduct or good practice, could undermine overall trust in the Polish capital market and the Group.

Furthermore, there is a risk that employees of the Group could be in breach of the law or procedures. To eliminate or mitigate these risks, the Group takes proactive and reactive measures to strengthen the protection of its reputation.

Identified ESG risks integrated into the GPW Group's risk management framework

Operational risk

Climate risk related to the impact of extreme weather events

An increase in the frequency and severity of abnormal weather events may disrupt logistics processes and affect IT infrastructure. In 2021, climate risk was assessed at GPW as part of the operational risk self-assessment. The analysis identified and assessed, among other things, the risk of reduced ability or complete inability to continue operations as a result of:

- » telecommunications network malfunction;
- » power cuts;
- » technical building failure;
- » fire;
- » flooding;
- » natural disaster or natural phenomenon.

According to the results of the analysis, GPW is exposed to the direct impact of climate risk to a small extent.

Risk to attracting and retaining qualified staff of the Group

Effective management of the Group's business requires recruitment of highly qualified employees. The skills of some Group employees are scarce due to the unique nature of the GPW Group's operations. Any increased turnover of key employees could temporarily affect the GPW Group's effectiveness in view of the lengthy training process necessary to prepare new staff for such positions. This could have an adverse impact on the activity of the Group, its financial position, results, ability to achieve strategic targets, and outlook.

Risk of industrial disputes

Most of the employees of the Company are members of the Trade Union of Exchange Employees, the sole trade union active in GPW. No industrial action has ever been filed by Group employees. However, there is no guarantee that the

Group will not be involved in a future dispute which could have an adverse impact on its reputation, activity, revenue, results or financial position.

Risk of trading systems malfunction

In the event that any or all of the GPW Group's systems, or those of its third-party service providers, fail or operate slowly, it may cause any of the following to occur: unanticipated disruptions in services provided to the Group's market members and clients; slower response times or delays in trade executions; incomplete or inaccurate recording or processing of trades; financial losses and liability to clients; litigation or other claims against the Group, including formal complaints with the Polish Financial Supervision Authority, proceedings or sanctions.

Malfunctions in the trading systems and other integrated IT systems could disrupt a trading session and therefore cause a reduction in the volume of trading and affect confidence in the markets operated by the Group, and malfunctions disrupting trade on the TGE spot market may result in a transfer of trading to competitive power exchanges operating in the Polish price area, which could have a material adverse effect on the Group's results, its financial position or development prospects.

Compliance risk

Risk of non-compliance with regulatory requirements, climate and climate change guidelines and recommendations of the Polish Financial Supervision Authority applicable to the activity of the Group

The Group is supervised by the Polish Financial Supervision Authority. The Group may be unable to comply with all regulatory requirements and recommendations of the supervisory authority and thus it may be exposed to future proceedings and sanctions (including cash penalties) imposed due to the Group's non-compliance or alleged non-compliance with its obligations under the applicable laws and regulations as well as recommendations of the supervisory authority. Any such proceedings against the Group and resulting sanctions could have a material adverse impact on the activity of the Group, its financial position and results.

The risk of non-compliance with increasingly extensive climate and climate change regulations and guidelines relates to adaptation to regulations intensively discussed at EU level, including reporting obligations under the two climate targets of the EU taxonomy. In 2021, the European Commission published the draft Corporate Sustainability Reporting Directive (CSRD). It is intended to replace the Directive of the European Parliament and of the Council (2014/95/EU) as regards disclosure of non-financial and diversity information by certain large undertakings and groups (NFRD).

Risk of no or slow alignment with sustainable investment

The risk concerns the alignment of trading participants, issuers, and GPW including certain GPW Group members with the requirements of regulations which implement sustainable financing.

The Regulation of the European Parliament and of the Council on the world's first-ever "green list" classification system of sustainable investments (taxonomy) was approved on 18 June 2020. The system will have to be used by:

- » Member States and the European Union;
- » financial market participants who offer financial products: financial market participants, as defined in the Disclosure Regulation, will be required to disclose information on how and to what extent the investments that underlie their financial product support economic activities that meet all the criteria for environmental sustainability under the Taxonomy Regulation;
- » financial and non-financial companies that fall under the scope of the Non-Financial Reporting Directive (NFRD). This refers to large public-interest companies with more than 500 employees, covering approximately 6,000 large companies and groups across the EU.

Risk of the pandemic

We monitor the spread of the coronavirus pandemic and analyse its impact on the position of the Group. In the opinion of the Management Boards of the Group companies, the Group is exposed to low operational and financial risk generated by the pandemic. However, given the spread of the contagion, the potential impact and scale of the pandemic is hard to quantify. Relevant factors include the duration of the pandemic, its intensity and reach, and its impact on Poland's economic growth.

The Group has identified the following risks arising from the pandemic:

- » the risk of periodic HR shortages caused by potential coronavirus infection and/or quarantine of Group employees;
- » the risk of interruption of vendors' services;
- » the risk of slower execution of operational processes due to limited availability of third-party contractors;
- » the risk of restricted activity of market makers caused by potential higher COVID-19 incidence and/or quarantine, which could reduce the liquidity of financial instruments listed on GPW and on the commodity market; trading in structured instruments could be suspended in the absence of market makers;
- » the risk of long-term side effects of the pandemic (reduced employee productivity, chronic fatigue syndrome, vulnerability to other diseases) and unquantified psychological effect of long-term isolation of employees.

Risk of the war in Ukraine

In connection with the current war in Ukraine, we have identified the following risks to the activity of the GPW Group:

- » risk of withdrawal of funds by investors;
- » risk of above-average load on the trading system;
- » risk of money laundering and terrorist financing;
- » risk of cyber attack;
- » risk of bankruptcy or deterioration of transparency of WIG-Ukraine index participants;
- » risk of loss of representativeness of indices comprising Ukrainian companies;
- » risk of disruptions in gas supplies to Poland (TGE and IRGiT participate in gas trade);

- » risk of discontinuation of cooperation with a counterparty related to Ukraine, Belarus or Russia;
- » risks relating to the activity of participants of Treasury bond trading or the structure of trading.

For a comprehensive overview of the risks, please refer to the Management Board's Report on the Activity of the Parent Entity and the Warsaw Stock Exchange Group for 2021, page 82, available [HERE](#).



Stakeholders and market environment

Stakeholder engagement

In 2021, we updated the GPW Group's stakeholder map. The engagement of stakeholders in the reporting process is described [HERE](#).

GPW Group stakeholders and key communication channels

Stakeholders	Communication channels
1. Issuers	» Face-to-face and online meetings. » Conferences. » Financial market training. » Media. » Email, letters, phone calls.
2. Analysts	» Current and periodic reports. » Meetings with Members of the Management Boards of Group companies broadcast live, presenting earnings and strategic events. » Videocalls. » Participation in investor conferences and roadshows. » One-on-one meetings. » Newsletter presenting GPW Group's key events. » GPW's website.
3. Stock investors	» Meetings. » Conferences, including investor conferences and roadshows. » Cooperation in working groups – local and international. » Financial market training. » Media. » One-on-one meetings. » Email, letters, phone calls. » Newsletter presenting GPW Group's key events. » GPW's website, in particular the IR section
4. Business partners and market participants	» Regular working contacts. » Face-to-face and online meetings. » Conferences. » Media. » Email, letters, phone calls.

Stakeholders

Communication channels

5. GPW shareholders
- » Current and periodic reports.
 - » General Meetings.
 - » One-on-one meetings.
 - » Investor conferences.
 - » Videocalls and online meetings.
 - » Newsletter presenting GPW Group's key events.
 - » GPW's website, in particular the IR section.



Stakeholders

Communication channels

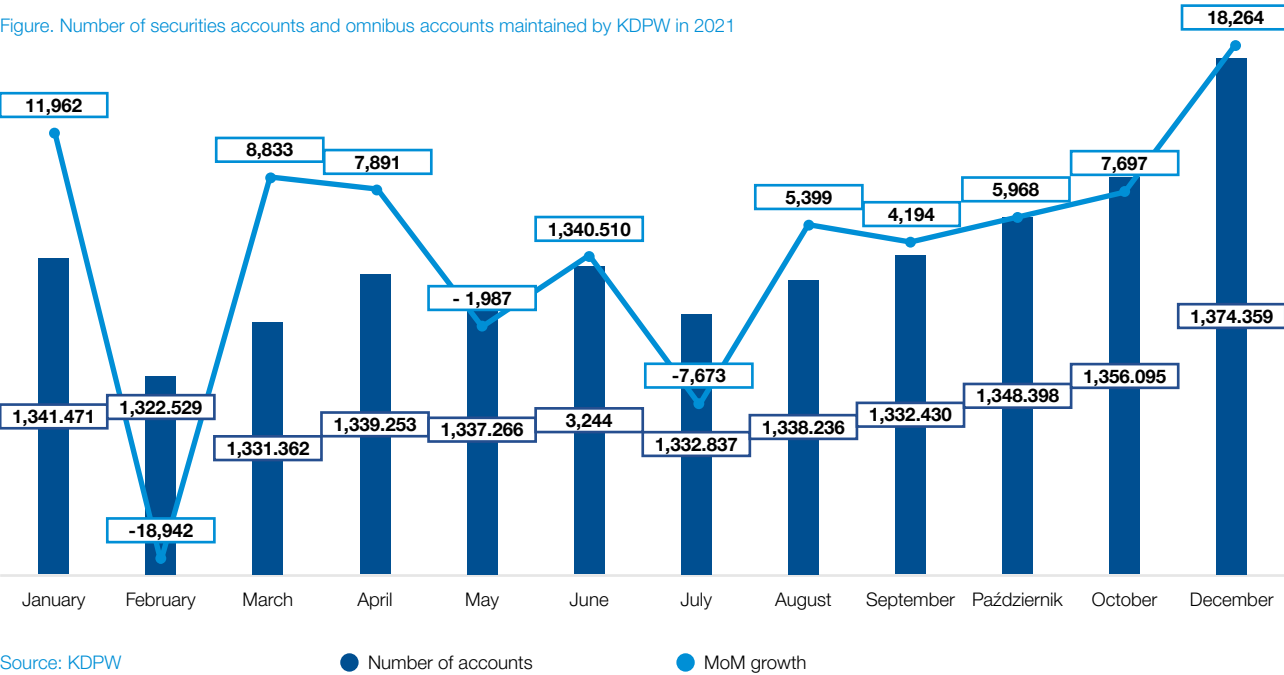
6. Public administration
- » Regulatory dialogue.
 - » Consultations and cooperation in working groups.
 - » Industry conferences.
 - » Joint business and educational initiatives.
 - » Invitations to new listing ceremonies and the annual exchange gala.
7. Regulators
- » Regulatory dialogue.
 - » Consultations and cooperation in working groups.
 - » Industry conferences.
 - » Working contacts when required.
8. Employees
- » Internal meetings dedicated to employee affairs.
 - » In-house and third party training.
 - » Thematic conferences, local and international.
 - » Corporate portal.
 - » Integration meetings.
 - » Direct talks, corporate messengers.
9. Industry organisations
- » Meetings of members of industry organisations.
 - » Cooperation in working groups.
 - » Joint educational initiatives, training sessions, webinars.
10. Society
- » Cooperation with local NGOs.
 - » Partnership with public organisations.
 - » Cooperation with academics and researchers.
11. International organisations
- » Meetings of institutions and organisations.
 - » Cooperation in working groups.
 - » Videocalls.
 - » Email.
12. Media
- » Press releases and press conferences.
 - » Comments.
 - » Interviews.
 - » Individual communications, meetings and phone calls with GPW Group employees.
 - » Joint educational initiatives.
13. Vendors and subcontractors (including technology vendors)
- » Working contacts when required.
 - » Cooperation in working groups and project management teams.
 - » Joint educational initiatives, training sessions, webinars.

Market environment

Financial market

The year 2021 saw a number of successful IPOs of technology companies (Shoper, Vercom), e-commerce companies (Answear.com), renewable energy companies (Onde), retail companies (Pepco Group), biotechnology companies (Captor Therapeutics, PolTREG), HR companies (Grupa Pracuj), gambling companies (STS Holding), and gamedev companies (Huuge, among others). The year 2021 was also marked by an influx of individual investors into the market: as at 31 December 2021, KDPW maintained over 1.374 million securities and omnibus accounts compared to 1.329 million as at 31 December 2020, representing an addition of 44.85 thousand accounts during the year.

Figure. Number of securities accounts and omnibus accounts maintained by KDPW in 2021



In 2021, due to the global COVID-19 pandemic, the Exchange Management Board continuously monitored the impact of that risk on the functioning of the Exchange and the entire capital market ecosystem. It was a priority of the Exchange to ensure safe trading and use best efforts to maintain the business continuity and availability of services provided by the Exchange.

Competition of financial instrument trading venues in Europe has increased over the past few years following the implementation of EU Directives MiFID I and MiFID II. Operators of regulated markets compete for new issuers, investors, liquidity and trade. Another challenge for traditional exchanges is posed by alternative trading venues and platforms including MTFs (Multilateral Trading Facilities) and SIs (Systematic Internalisers), supported by MiFID I and MiFID II.

The experience of other traditional exchanges suggests that the emergence of alternative trading venues boosts the total turnover in stocks on the market. However, the percentage

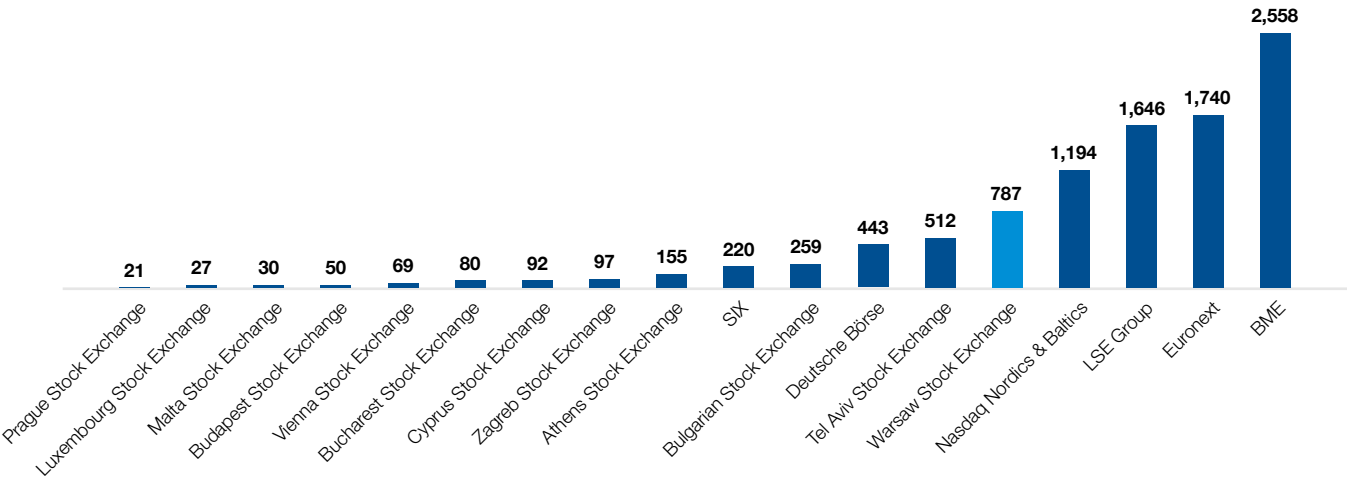
share of incumbent exchanges in total turnover typically shrinks. Trade in Polish equities has been offered for several years among others by the London-based venue Turquoise (owned by the London Stock Exchange) and by CBOE Europe N.V. Polish stocks were traded on certain trading days on both of these venues in 2021 but their share in total turnover was negligible.

Number of listed companies

There were 16 new listings on the GPW Main Market and 32 new listings on the NewConnect alternative market in 2021. The value of Initial Public Offerings (IPOs) was PLN 9.184 billion on the Main Market and PLN 178 million on NewConnect. According to PwC's IPO Watch report, the value of IPOs on European exchanges in 2021 stood at EUR 75 billion, an increase of 269% year on year (EUR 20.3 billion in 2020). There were 422 IPOs in Europe in 2021 vs. 135 IPOs in 2020.

According to FESE, all European exchanges listed 9,980 domestic companies at the end of 2021. The Spanish exchange BME had the biggest number of listings (2,558 companies). GPW was a leading listing venue in Europe with 787 domestic companies.

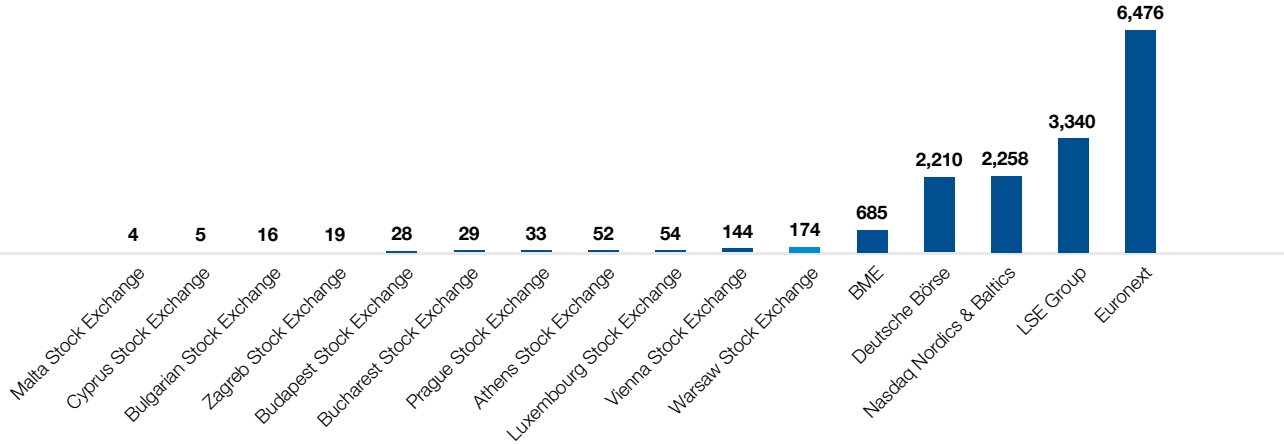
Figure. Number of domestic companies listed on European exchanges at 2021 YE



Stock market capitalisation

According to FESE, Europe's biggest exchanges as measured by capitalisation as at the end of 2021 included the Euronext Group (which operates regulated markets in Belgium, France, Ireland, the Netherlands, Portugal, Norway and the UK), LSE and Nasdaq Nordics&Baltics. GPW was CEE's biggest market (PLN 174 billion).

Figure. Capitalisation of domestic companies on European exchanges at 2021 YE [billion]



Equity turnover

According to FESE, the European exchange industry is dominated by several large operators as measured by the value of equity turnover. The European leader in 2021 was the Euronext Group (EUR 2.49 trillion) followed by Deutsche Boerse (EUR 1.69 trillion). According to FESE statistics, the value of turnover in stocks on the electronic order book on GPW was EUR 70.0 billion in 2021 (vs. EUR 70.1 billion in 2020). GPW remained the CEE leader by the value of turnover in shares in 2020, ahead of Vienna, Budapest, Prague and Bucharest.

Figure. Value of turnover in shares on the electronic order book on European exchanges in 2021 [EUR billion]



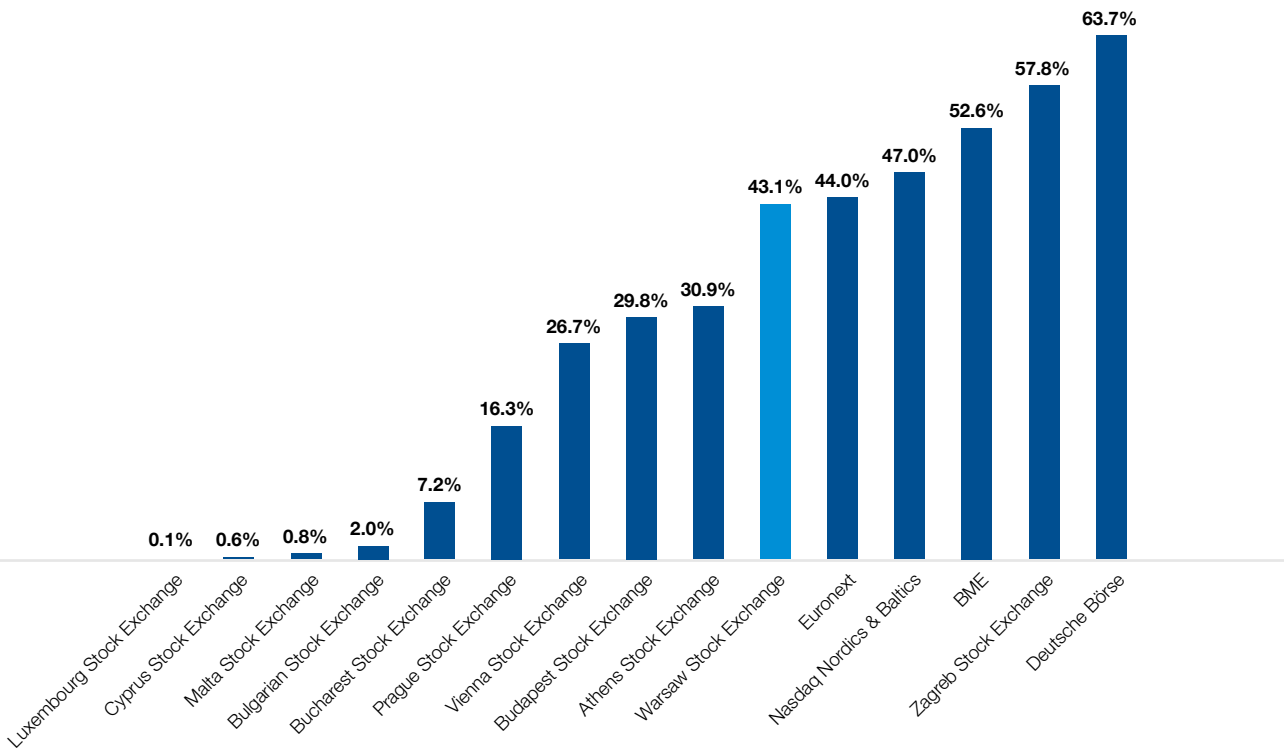
Source: FESE (monthly statistics, December 2021)



Velocity ratio

The velocity ratio measures turnover in relation to average monthly capitalisation on an exchange. FESE statistics present velocity by month. On average in 2021, domestic equity trading velocity was the highest on the Deutsche Boerse (63.7%). GPW's average velocity was 43.1%, one of the highest in Europe.

Figure. Velocity* on European exchanges in 2021



Source: FESE

* Velocity measured as turnover in 2021 to average capitalisation at the end of each month on exchanges

Commodity market

Electricity market and gas market

Trade in electricity on the exchange decreased while trade in gas increased significantly in 2021. The year-on-year increase in trading volumes was reported for all markets with the exception of the electricity forward market. Each of the markets which recorded an increase relative to 2020 set historical records for annual trading volumes.

The decrease in electricity trade was driven by developments on the forward market (Electricity Forward Market on the Organised Trading Facility since May 2020). The share of the forward market in total electricity trade dropped below 85% for the first time since 2017 and stood at 83.9% while the nominal volume of trade was 188.9 TWh in 2021, a decrease of 9.3% over the record-high 2020. The decrease was mainly driven by the conditions prevailing in the early months of the year and the effect of the high base of 2020, when the pandemic caused sharp changes in forecast electricity consumption levels. Electricity trading on the forward market dropped in H1 2021 by 26.3% year on year. Fundamental factors such as sharp increases in the price of CO₂ emission allowances, earlier announcements of the abolition of the obligation to trade on the exchange in 2021, as well as dramatic increase in natural gas prices impacting prices on the Polish market were important factors of change in trading strategies of trading participants.

2021 was a record year for the spot electricity market. The year-on-year increase in turnover was 11.3% for the Intraday Market and 3.5% for the Day-Ahead Market. Turnover on the Intraday Market stood at 2.35 TWh, which represents a nearly 6.5% share in the entire electricity spot market operated by TGE, 0.43 percentage points higher than in 2020. The Day-Ahead Market saw transactions with a record volume of 33.9 TWh, i.e., 0.15 TWh higher than the record year 2019. In addition to the increase in domestic electricity demand, this was also driven by transmission capacity of the connections with Germany, the Czech Republic and Slovakia made available for trading on the Day-Ahead Market in June 2021, as well as dynamically increasing export volumes of electricity produced in Poland in the second half of the year. Overall, trading volumes on the entire spot electricity market increased by nearly 1.4 TWh, i.e., 4.0%.

Natural gas trading volumes increased by 10.8% on the spot market compared to 2020, with volumes reaching a record 28.6 TWh by the end of 2021. This record was mainly driven by significantly lower temperatures in the early months of the year compared to the same period of 2020. This translated into a year-on-year increase in turnover by 35.9% in H1 2021.

The highest growth among the electricity and gas markets operated by TGE was recorded on the Gas Forward Market at 21.4% compared to the record year 2020. Annual turnover on this market stood at 152.2 TWh, nearly 26.9 TWh more than the turnover on the forward market in 2020. Similar to the electricity forward market, the high base effect in H1 2021 resulted in a year-on-year decrease. The situation on the gas market changed in May, and monthly turnover by the end of Q3 reached its highest level since 2014 at over 20 TWh.

Property rights

Trade in green and blue certificates on the Property Rights Market reached approximately 25.9 TWh in 2021. The 4% decrease in volume compared to 2020 was due to the termination of the support scheme in the form of certificates for some of participants of Register of Certificates of Origin as well as the migration of participants to the auction system for which the Energy Regulatory Office is responsible.

The trading volume of white certificates decreased by 43.5% in 2021 due to the termination of trade in tender certificates (PMEF) as of 30 June 2021 and a lower volume of issued certificates. PMEF_F certificates with no fixed term and annual certificates (PMEF-2020, PMEF-2021) were in trading in 2021. Annual equivalents of PMEF-2021 certificates will be issued in the following years, provided that the Energy Regulatory Office receives relevant applications.

Membership in organisations and participation in initiatives

GPW is a member of the following organisations:

World Federation of Exchanges*



Federation of European Securities Exchanges



Capital Market Union



Sustainable Stock Exchange



United Nations Global Compact Network Poland



FIX Trading Community



* In January 2022, GPW was granted the status of an affiliate exchange of the World Federation of Exchanges

GPW is a member of the following Polish organisations:

- » SBR Polska Association;
- » Union of Entrepreneurs and Employers;
- » Business & Science Poland.

GPW Group companies are members of the following organisations and initiatives:

TGE and IRGiT

- » Association of Futures Markets;
- » South-East European Gas Initiative (SEEGAS).

TGE

- » Europex;
- » Association of Power Exchanges.

IRGiT

- » European Association of CCP Clearing Houses (EACH);
- » Global Association of Central Counterparties (CCP12).

BondSpot

- » ACI Poland;
- » Union of Entrepreneurs and Employers.



Key financial and non-financial results



Table. Consolidated statement of comprehensive income, earnings per share and EBITDA

	Data for the year ending December 31			
	2021	2020	2021	2020
	PLN'000		EUR'000 ^[1]	
Sales revenue	407 571	403 959	89 235	90 884
Operating expenses	(229 367)	(206 150)	(50 218)	(46 380)
Gains on reversed impairment of receivables/(Losses) on impairment of receivables	1 746	(950)	382	(214)
Other revenue	3 007	4 212	658	948
Other expenses	(3 016)	(11 691)	(660)	(2 630)
Operating profit	179 941	189 380	39 397	42 607
Financial income	997	6 166	218	1 387
Financial expenses	(11 559)	(21 220)	(2 531)	(4 774)
Share of profit/(loss) of entities measured by the equity method	24 376	15 748	5 337	3 543
Profit before tax	193 755	190 074	42 421	42 763
Income tax expense	(32 479)	(37 804)	(7 111)	(8 505)
Net profit for the period	161 276	152 270	35 310	34 258
Basic/Diluted earnings per share ^[2] (PLN, EUR)	3,84	3,63	0,84	0,82
EBITDA ^[3]	215 186	225 597	47 113	50 755

^[1] At the incremental average exchange rate EUR/PLN for twelve months published by the National Bank of Poland (1 EUR = 4.5674 PLN in 2021 and 1 EUR = 4.4448 PLN in 2020).

^[2] Based on net profit.

^[3] EBITDA = operating profit + depreciation/amortisation.

Table. Selected figures from the consolidated statement of financial position

	Data for the year ending December 31			
	2021	2020	2021	2020
	PLN'000		EUR'000 ^[1]	
Non-current assets:	603 573	592 110	131 229	128 307
Property, plant and equipment	91 887	97 333	19 978	21 091
Right-to-use assets	9 084	13 984	1 975	3 030
Intangible assets	264 022	253 200	57 404	54 867
Investment in entities measured by the equity method	230 825	220 395	50 186	47 758
Other non-current assets	7 755	7 198	1 686	1 560
Current assets:	807 115	773 362	175 483	167 583
Trade receivables and other receivables	177 077	55 229	38 500	11 968
Financial assets measured at amortised cost	277 322	305 131	60 295	66 120
Cash and cash equivalents	349 324	411 018	75 950	89 065
Other current assets	3 392	1 984	737	430
TOTAL ASSETS	1 410 688	1 365 472	306 711	295 890
Equity	967 857	918 131	210 431	198 954
Non-current liabilities:	44 206	288 947	9 611	62 613
Liabilities on bond issue	-	244 738	-	53 033
Lease liabilities	4 170	9 493	907	2 057
Other liabilities	40 036	34 716	8 705	7 523
Current liabilities:	398 625	158 394	86 669	34 323
Liabilities on bond issue	246 278	1 167	53 546	253
Lease liabilities	5 393	5 396	1 173	1 169
Other liabilities	146 954	151 831	31 951	32 901
TOTAL EQUITY AND LIABILITIES	1 410 688	1 365 472	306 711	295 890

^[1] At the average exchange rate EUR/PLN of the National Bank of Poland as at 31.12.2021 (1 EUR = 4.5994 PLN) and as at 31.12.2020 (1 EUR = 4.6148 PLN).

Table. Indicators

	Data for the year ending December 31	
	2021	2020
EBITDA margin (EBITDA/Sales revenue)	52.8%	55.8%
Operating profit margin (Operating profit/Sales revenue)	44.1%	46.9%
Return on equity (ROE) (Net profit for last 12 months/Average equity at the beginning and at the end of the 12-month period)	17.1%	17.1%
Debt to equity (Lease liabilities and liabilities under bond issue/Equity)	26.4%	28.4%
Cost / income (GPW Group operating expenses / GPW Group sales revenue (for a 12-month period))	56.3%	51.0%



ESG results

327

GPW employees*

586

GPW Group employees*

170

GPW Group employees with a seniority
of more than 10 years

20.4

training hours per GPW employee on average

12.09 %

GPW employee turnover

290,000

participants of the GPW Foundation's flagship
educational project, the Online School Exchange
Game, in all editions of the project97.71 CF [t CO₂e/year]

GPW Group Scope 1 emissions

36.6 million PLN

in taxes paid to the State Treasury

700

participants of the Financial Education Day
conference

* Number of persons employed in GPW and in GPW Group, either full-time or part-time, regardless of employment status as at 31 December 2021

Outlook 2022+

In the short term, the GPW Group plans to continue to implement strategic initiatives under the Strategy #GPW2022. The year 2022 is also a time to review the implementation status of the current Strategy and to start drafting a new development plan for the coming years. It is the objective of the Group to improve the key business pillars of the GPW Group (stock market, debt market, derivatives market, commodity market, market data) and to develop new areas of activity with a special focus on technology development in the GPW Group. The Company plans to invest in organic growth but also to monitor the market for potential M&A transactions. Being aware of its corporate responsibility, the Company intends to contribute to promoting initiatives aimed at promoting ESG factors among issuers and investors. It also plans to further develop its product offering integrating ESG factors and to enhance cooperation in the CEE region.

The conditions prevailing on GPW in 2022 will also depend on the macroeconomic environment and developments on external markets, i.e., the US, Western European, and Asian stock exchanges. Any change in sentiment on these markets may potentially impact the conditions on the Warsaw trading floor. The macroeconomic environment, in particular inflation, interest rates and economic growth, will be the key external drivers of investor sentiment. The Russia-Ukraine conflict may also have an impact on conditions on GPW. Therefore, the Group is cautious when describing the long-term outlook and focuses on the pursuit of the strategic objectives described in the section **Business strategy**.

Selected external factors which may impact the Group's outlook in the short and medium term

Competition of Multilateral Trading Facilities (MTF)

Competition of financial instrument trading venues in Europe has increased over the past few years following the implementation of EU Directives MiFID I and MiFID II.

Operators of regulated markets compete for new issuers, investors, liquidity and trade. Another challenge for exchanges is posed by OTC markets and multilateral trading facilities (MTF). Trading in Polish equities has been offered by the London-based venue Turquoise since October 2015 and by CBOE Europe Equities since 5 November 2018. The volume of trade on both platforms was negligible in 2021. However,

alternative trading platforms may grow their share in trading in stocks listed on GPW in the future. Other similar platforms may also offer trade in Polish stocks.

Capital Market Development Strategy (SRRK)

The Polish Government adopted the Capital Market Development Strategy (SRRK) on 11 October 2019. The Strategy aims to improve access to financing for Polish companies, in particular small and medium-sized enterprises which generate approximately three-fourths of Poland's GDP. The objective is to reduce the average cost of capital, contributing to long-term growth of the Polish economy. The GPW Group actively participates in the implementation of Strategy initiatives as a member of task forces dedicated to thematic modules.

Final shape of the pension system reform in Poland: Open-ended Pension Funds (OFE)

On 2 March 2021, the Council of Ministers approved a draft law on the transfer of funds from the Open-ended Pension Funds (OFE) to Individual Pension Accounts (IKE), which is similar to the draft which was being processed by the government in early 2020 before the outbreak of the coronavirus pandemic. Considering the existing OFE investment (allocation) in shares of domestic companies, the draft law provides that the allocation of the pension subfund in shares of domestic companies must respect specific limits. The OFE reform will have a significant impact on further development of the capital market in Poland, mainly through privatisation of funds invested in OFEs and liquidation of the scheme which shifts funds from private insurance funds to the public security system as the insured approaches retirement age (for more information, see the Management Board's Activity Report available on the Company's website).

According to the Polish Financial Supervision Authority, OFEs had 15.175 million members as at 31 December 2021 and their total assets under management stood at PLN 186.6 billion. Total allocation on the stock market was 91.9% of assets under management as at 31 December 2021, including 81.9% in Polish shares and 10.1% in foreign shares. The total value of shares in OFE portfolios stood at PLN 171.5 billion as at 31 December 2021, including PLN 152.9 billion in Polish shares and PLN 18.7 billion in foreign shares. Allocation on the debt market was 6.5%. The value of debt instruments stood at PLN 12.1 billion. OFEs' total cash stood at PLN 2.9 billion as at 31 December 2021. The share of cash in assets under management was 1.6%.

Employee Capital Plans (PPK)

Employee Capital Plans (PPK) are a universal voluntary long-term employee savings scheme developed by the government in partnership with the Polish Development Fund (PFR), employer organisations and trade unions. PPK assets increasingly bolster the long-term potential of the Polish capital market. Institutions which operate PPKs are required to set up at least 5 target-date funds. The investment portfolio of each fund should be designed in such a way as to gradually reduce investment risk depending on PPK members' age. As at 31 December 2021, the PPK assets amounted to PLN 7.7 billion and the participation rate was 30.80% (almost 45% in the largest companies with more than 250 employees). Further inflows of PPK funds will be an important growth driver for GPW in the coming years.

Selected internal factors which may impact the Group's outlook in the short and medium term

GPW Group's Strategy

The development strategy #GPW2022 is based on building shareholder value through the development of existing business lines as well as new segments while maintaining profitability and discipline in risk management. The year 2022 is a time of reviewing the strategic initiatives implemented to date and defining further directions of development for the coming years.

Initiatives for Investors

Maintaining interest in the capital market and making it more attractive for all groups of investors in the changing environment is one of the key goals of the Company's activity. In the coming years, GPW will continue activities aimed at expanding its product offer, raising standards on all markets it operates, developing analytical tools available to the investment community, promoting financing of companies' growth on the equity market, and acquisition of new clients on the financial and commodity markets.

ESG support and development on the Polish capital market

In the coming years, GPW will continue efforts to support issuers and investors in developing sustainable business and raising the ESG reporting standards. GPW is also planning to further expand its product offer integrating ESG factors and to establish cooperation in Central and Eastern Europe in order to develop new solutions in this area. The GPW Group is also working to implement the ESG Strategy adopted in December 2021.

Technological development and diversification of revenues

With the adoption of the development strategy #GPW2022, the Company put emphasis on the development of new business lines, above all focusing on technological development. Several technology projects are underway, leading to improvements in internal operations, cost optimisation, diversification of the Company's revenue base, including expansion of the Company's commercial offer. One of the most important projects is the development of a new trading platform, which is scheduled to be launched on GPW in Q1 2024.

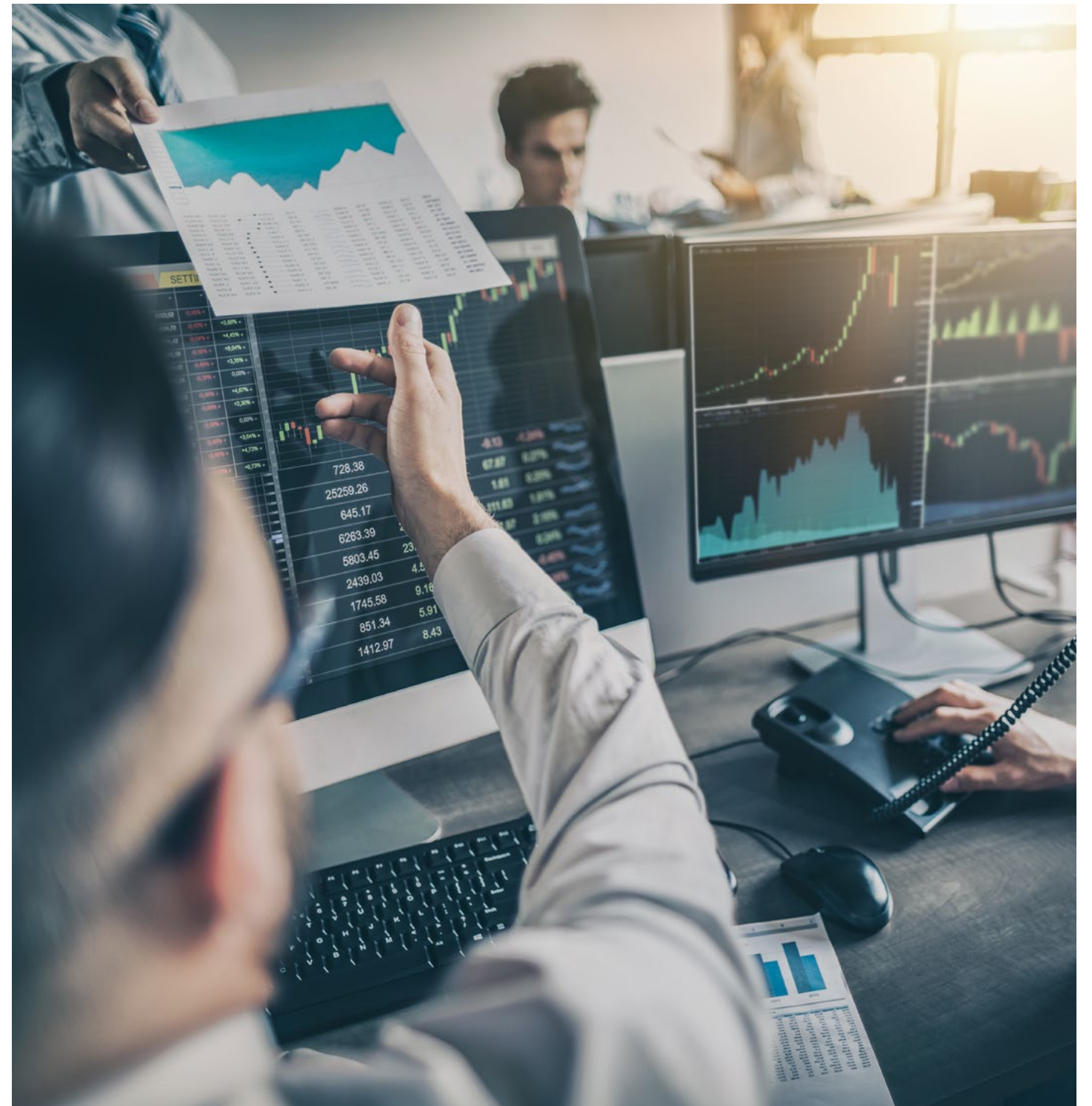
Maintaining an attractive dividend policy

GPW's shareholders are a priority for the Company, which is why the dividend policy will be pursued with determination in the coming years. The work on the new Strategy will be accompanied by a review of the drivers of the recommended dividend payout to make sure that it remains attractive.

Section 2

CORPORATE GOVERNANCE AND ETHICS

Authorities and governance structure
 ESG governance framework
 Corporate governance principles
 Ethics and anti-corruption
 Compliance
 Protection of personal data and cyber security
 Remuneration policy



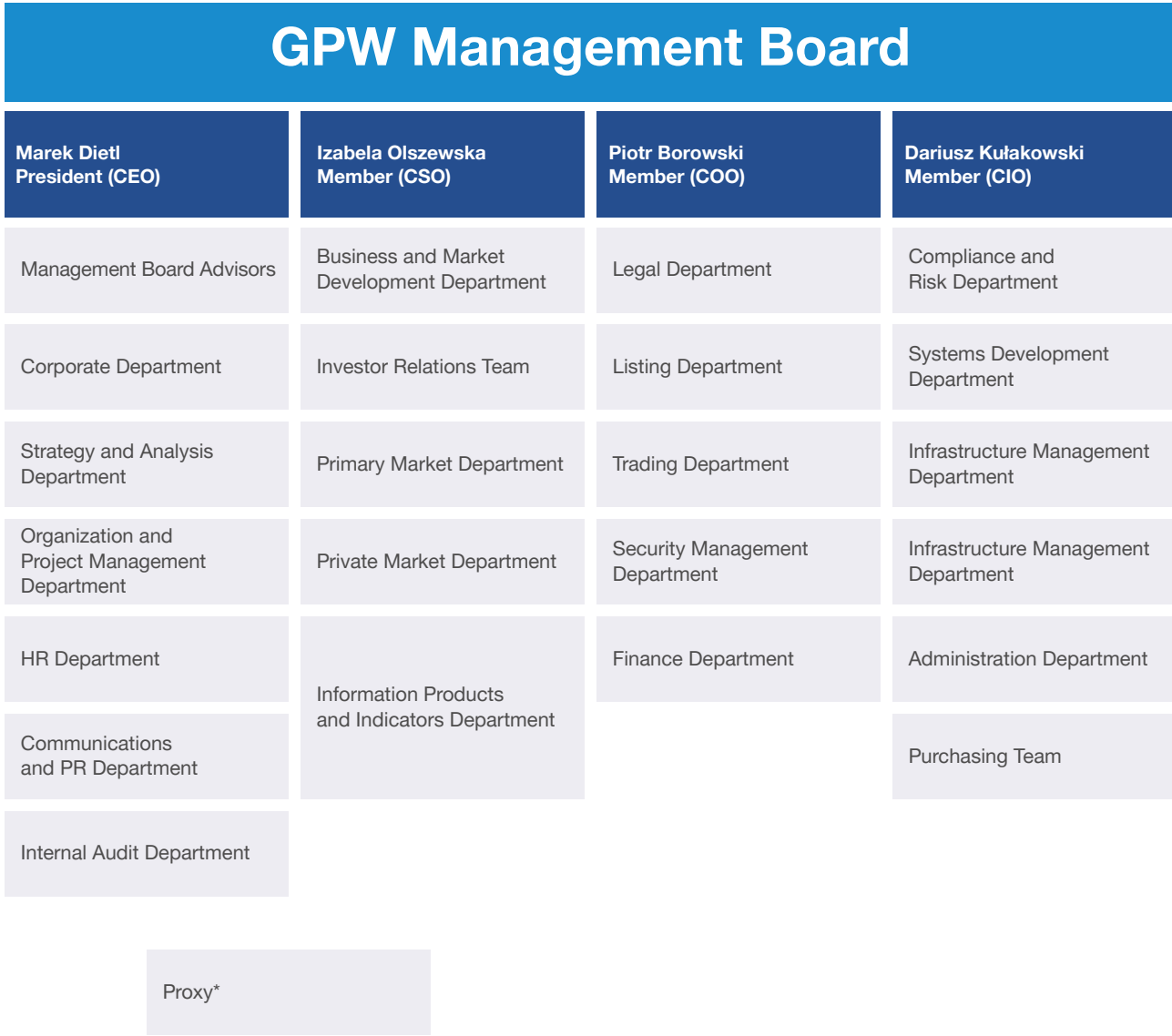
Authorities and governance structure

The entity authorised to manage the Company's affairs and assets and represent it is the Management Board. As at 31 December 2021, the GPW Management Board was composed of the following members:

Table. Composition of the GPW Management Board as at 31 December 2021

GPW Management Board	
Name	Function
Marek Dietl	President
Izabela Olszewska	Member
Piotr Borowski	Member
Dariusz Kułakowski	Member

Figure. GPW's organisational structure as at 31 December 2021 is as follows:

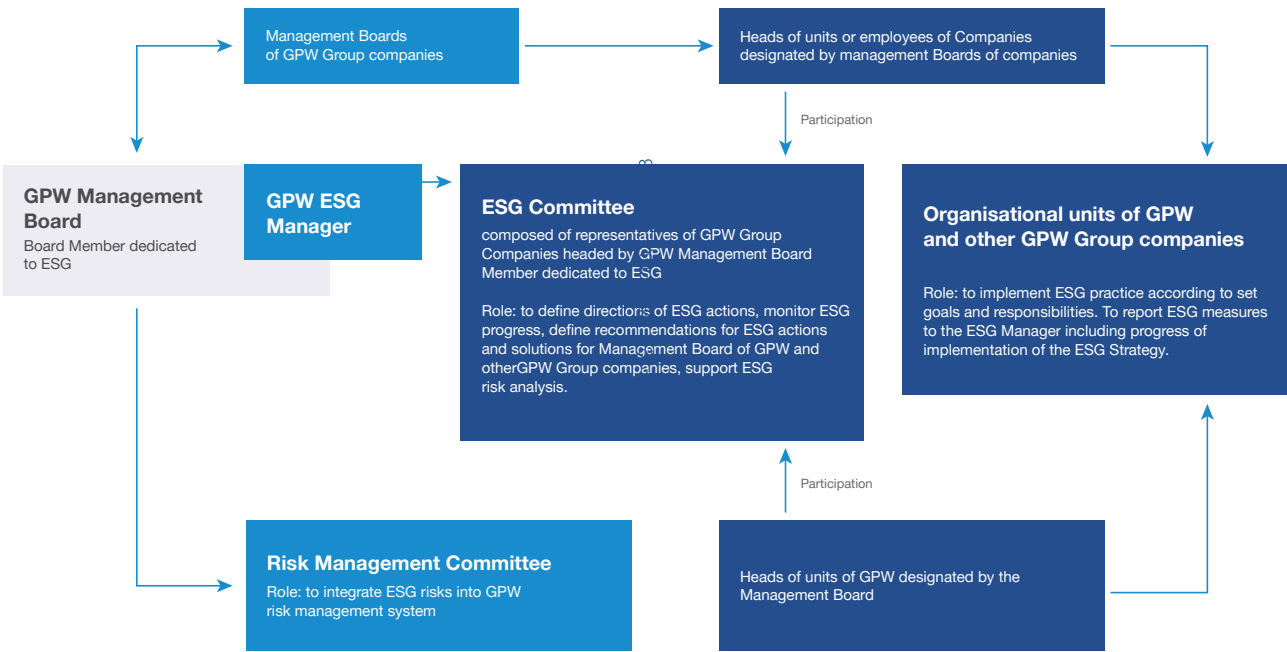


The rules for the appointment and dismissal of Members of the Management Board are described in the Management Board's Report on the Activity of the Parent Entity and the Warsaw Stock Exchange Group for 2021, page 112, which is available [HERE](#).

* the function assists the Management Board in representing GPW

ESG governance framework

Figure. GPW Group's ESG governance framework



Actions which bring us closer to achieving the goals set out in the GPW Group's ESG Strategy 2025 are defined in annual operational plans for its implementation.

The annual operational plans 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 factors into the organisation's everyday operations.

Some ESG issues are addressed in the GPW Group companies through relevant policies. These include climate, ethics, anti-corruption, diversity management.

Progress in the implementation of the strategy is regularly evaluated and reported:

- » internally – in the GPW Group's ESG management system;
- » externally – in GPW Group's annual integrated reports.

The integration of ESG factors in the Group is supervised by Izabela Olszewska, Member of the Management Board of GPW. The remuneration of the Management Board Member responsible for ESG is linked to ESG performance. According to the remuneration policy, the remuneration of GPW Management Board Members comprises a basic part and a variable part which represents supplementary remuneration (variable remuneration) and depends on the degree of achievement of management objectives. The Exchange Supervisory Board sets the Management Board's objectives in detail by defining criteria concerning the restructuring of the Exchange, an increase in the value of the Exchange and an improvement of the economic and financial indicators of the Group, as well as contribution to the protection of the environment, consideration of interests of the general public, measures aimed at preventing and mitigating adverse social impact of the Group's activity.



GPW Group's ESG Project: team and regulations

We have set up a team responsible for implementation of the ESG integration project in the GPW Group. The Group companies have appointed persons responsible for coordinating ESG implementation in their organisations. The project includes development and implementation of an ESG Strategy, implementation of ESG policies and regulations, and development of a process for reporting ESG performance.

We have established and updated policies and procedures which form the basis for managing ESG performance. The Management Boards of the GPW Group companies were involved in the process of establishing those policies from the very beginning.

Policies in force in GPW:

- » GPW Diversity Policy;
- » Diversity Policy for GPW Management Board Members;
- » Code of Ethics;
- » GPW Anti-Corruption and Anti-Fraud Policy;
- » GPW Anti-mobbing Policy;
- » GPW procedure for reporting violations;
- » GPW procedure for handling complaints.

These regulations have also been implemented in the subsidiaries by implementing them into the internal policy system through appropriate resolutions of the relevant management and supervisory bodies.

In addition, at the level of the GPW Group, our policy towards suppliers and clients concerning ESG factors and climate issues has been regulated by establishing policies applicable at GPW and all its subsidiaries:

- » Policy towards Suppliers and the Supply Chain with Respect to Human Rights, Ethical and Environmental Issues in the GPW Group;
- » Policy governing relations with clients in the GPW Group;
- » GPW Group climate policy.

Corporate governance principles

GPW accepted the corporate governance principles laid down by the Warsaw Stock Exchange as trading organiser as of the date of admission of the Company's shares to trading on the regulated market on 5 November 2010. From 1 January 2016, we followed the Best Practice for GPW Listed Companies 2016.

In 2021, we drafted the **Best Practice of GPW Listed Companies 2021** (Best Practice 2021) which came into force on 1 July 2021. The Best Practice applies to all companies listed on the GPW Main Market.

The Regulation and Corporate Governance Committee of the Exchange Supervisory Board submits recommendations to the Exchange Supervisory Board on issues related to the implementation of the corporate governance principles by GPW and listed companies and disclosure obligations in this regard.



In line with our commitment to ESG and market expectations, the new Best Practice covers among others climate protection, sustainable development, diversity in the corporate boardroom, and equal remuneration.



Ethics and anti-corruption



GPW is a SuperEthical Company and a multiple-time winner of the Ethical Company competition

Our organisational culture is based among others on principles of ethics followed in our activities and relations with stakeholders. The Code of Ethics applicable in the companies of the GPW Group defines a set of values and principles to be followed by every employee of the GPW Group.

The GPW Code of Ethics defines the role of ethical values applicable in all aspects of GPW's activity, describes the established rules of conduct, disseminates and promotes the culture of compliance with applicable laws, decision-making based on ethical criteria and respect for the rights of suppliers, customers, employees and competitors. The Code of Ethics also includes the declaration to support and respect the protection of human rights included in the Convention for the Protection of Human Rights and Fundamental Freedoms ("European Convention on Human Rights") and to ensure that GPW's activities do not make it an accomplice to human rights violations. The Code of Ethics establishes the function of GPW **Ethics Officer** held by the Compliance Officer, Head of the Compliance Department, whose role is to uphold the principles of the Code of Ethics and to assist in resolving ethical issues. The Ethics Officer also has an advisory role in ethics-related matters, in particular by providing guidance and advice on ethical issues, promoting the organisation's ethical standards and assisting in designing and implementing information campaigns.

In 2021, we updated the Code of Ethics, adding provisions on the protection of human rights and compliance with the Code. The new version of the regulation has been adopted and is applied by all GPW subsidiaries.

Conflict of interest prevention

One of our employees' responsibilities is to protect the reputation of GPW. Employees at all levels should avoid cases where a conflict of interest may arise.

GPW has established transparent rules to manage, identify, monitor and manage conflicts of interest where they arise to ensure that GPW operates in a sound manner. They ensure that our actions in this area are fair and transparent.

The Compliance and Risk Department is the organisational unit designated by the GPW Management Board to provide support to employees in identifying circumstances or situations which constitute a conflict of interest and in interpreting the provisions of the rules.

The Group companies have established and follow internal regulations regarding the prevention of conflicts of interest.

Anti-corruption and anti-fraud policy

The GPW Group follows the principle of zero tolerance for any fraud. This area is managed under the **GPW Anti-Corruption and Anti-Fraud Policy** established in 2021 and implemented by all subsidiaries. The Policy requires the employees of the Group not to engage in or tolerate any form of corruption, extortion or embezzlement.

We do not accept any unethical practices in relations with suppliers, subcontractors and business partners, as laid down in the **"Policy towards Suppliers and the Supply Chain with Respect to Human Rights, Ethical and Environmental Issues in the GPW Group"** adopted in 2021. The **"GPW Group Procurement Procedure"** defines anti-corruption standards in the procurement process.

Anti-corruption is addressed during regular induction training and other training on ethical topics. An online training course on compliance, including developing an ethical culture and reporting violations, was held in 2021. It was addressed to all GPW employees and Management Board Members.

80%

of GPW employees (including Management Board Members) are trained in fostering an ethical culture and reporting violations.

Following the approval of the Anti-Corruption and Anti-Fraud Policy and other ESG regulations, the Compliance and Risk Department (BCR) of Towarowa Gielda Energii S.A. discussed it at a staff meeting with the Company's Management Board. The BCR regularly reviews contracts with business partners (covered by the GPW Group Procurement Procedure) to insert provisions on anti-corruption standards and declarations of compliance.

In 2021, there were no confirmed cases of corruption in the GPW Group, no incidents where employees were dismissed or disciplined for corruption, and no cases of termination or non-renewal of contracts with business partners due to breaches related to corruption.



There were no corruption lawsuits pending against Group companies.

All our companies maintain records of incidents of corruption and other wrongdoing, as well as records of penalties and their amounts and non-monetary sanctions.

A financial penalty of PLN 20 thousand was imposed on Towarowa Gielda Energii S.A. by decision of the Polish Financial Supervision Authority of 17 December 2021 for failure to carry out in due time an audit of compliance with the Act of 5 July 2018 on the National Cyber Security System. The deadline was exceeded by 1 month. The penalty was paid by the company.

No significant penalties or non-financial sanctions were imposed on other Group companies for non-compliance with laws and regulations.

Whistleblowing policy

In the GPW Group, the regulations concerning the mechanism of reporting violations apply in all companies on the basis of the same catalogue of rules introduced in the companies.

According to the GPW Violation Reporting Procedure, which was updated in 2021:

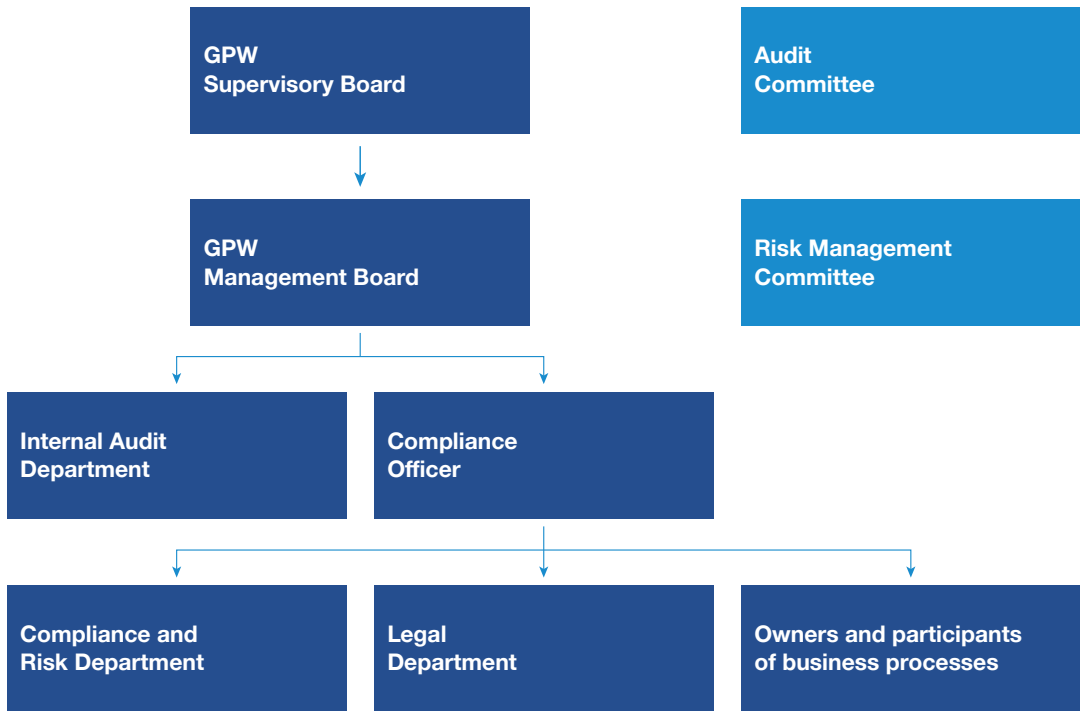
- » reports may be made anonymously by an individual who has an employment relationship with GPW or has a commission relationship with GPW or performs activities for GPW under another civil law agreement;
- » according to the Procedure for Handling Complaints, trading participants may file complaints against GPW relating in particular to activities in connection with the organisation of trading;
- » complaints may concern, among others, non-performance, negligence, or undue performance of obligations by GPW. The method of handling complaints is set out in the Procedure for Handling Complaints, an extract of which is available on the GPW website;
- » GPW does not take retaliatory action against parties filing reports. Violations may be reported to the Compliance Officer by e-mail, by telephone, in person or in writing. Reports may also be filed with the President of the Exchange Management Board or a member of the Exchange Supervisory Board.

Compliance

The Compliance and Risk Department has been active within GPW’s organisation since 2015. The objective of compliance management in GPW is to ensure compliance with laws, internal regulations and standards adopted for use, in particular:

- » GPW’s compliance management system is a set of processes, organisational solutions and documented rules designed to ensure that GPW complies with laws, regulations, accepted ethical standards and codes of conduct, and to manage compliance risk;
- » preventing GPW from engaging in illegal activities;
- » improving the quality of internal regulations by identifying gaps and inconsistencies with the law;
- » raising awareness among employees on compliance risk and its importance for the GPW.

Figure. GPW’s compliance management organisation



The activities performed during the reporting period did not reveal any non-compliance of GPW with the law, guidelines of the supervisory authorities or standards. There were also no material compliance incidents during the period under review which would result in legal sanctions, financial loss or loss of reputation due to non-compliance with or breach of law by GPW.

Protection of personal data and cyber security

We comply with all legal obligations concerning personal data protection. We manage this area in GPW based on the **“GPW Personal Data Security Policy”**.

GPW’s cyber security regulations include the **“Information Security Policy”**. Other companies have their own policies in this area and are working to ensure the highest cyber security standards.

GPW has appointed a **Data Protection Officer** who monitors compliance with the relevant regulations and serves as the point of contact for matters relating to personal data. Other Group companies have also appointed Data Protection Officers or that function is performed by the Security Officer.

In 2021, we took many initiatives in this area:

- » raising employee awareness through training and meetings on cyber security and data protection;
- » ensuring development of competences of the team responsible for cyber security through participation in industry meetings and training, including external events;
- » developing and implementing new technological solutions in the area of cybersecurity and preventing cyber risks;
- » improving the information security management system through monitoring, audits, reviews and updates of policies, procedures and instructions. Such measures are taken on a regular basis, each year;

- » reviewing the security area to meet the requirements of external regulations.

In 2022, we plan to continue all the actions taken during the reporting period and to improve the security management system by means of all available solutions and technologies.

The subsidiaries have established security policies which are in principle consistent with GPW’s regulations; in addition, they have their own procedures for specific areas of data protection.

In BondSpot, the area of data protection is covered by the following regulations:

- » “BondSpot S.A. Personal Data Security Policy” with appendices: “Procedure for handling requests from data subjects”, “Procedure for data protection by design and default data protection”, “Procedure for verifying data processors”;
- » „BondSpot S.A. Personal Data Retention Policy”;
- » BondSpot S.A. Register of Personal Data Processing Activities;
- » BondSpot S.A. Risk Assessment Procedure for Personal Data Processing.



GPW Benchmark delivered cyber security and personal data protection training and improved its information security management system by reviewing and extensively updating policies, procedures and instructions.

Since 2021, the security service is provided by a dedicated GPW cyber security team under a service agreement with GPW. The company has appointed a Data Protection Officer who monitors compliance with personal data protection regulations and serves as a contact person in matters related to personal data processing. The Data Protection Officer is supported by an internal coordinator: the Compliance Officer.

IRGiT completed checks of access to the company’s information resources, tested IT infrastructure vulnerability and system security, and hardened its systems. Employees were trained in GDPR and information security.

TGE appointed a Personal Data Protection Coordinator who cooperates with the Data Protection Officer. The company maintains a register of personal data processing activities. Training on personal data protection and information security is delivered with a view to raising employee awareness. The information security management system is improved through monitoring, audits, reviews and updates of internal regulations. A risk assessment of personal data processing was carried out in 2021.

Since December 2021, the security service is provided by a dedicated GPW security team under a service agreement.

The GPW Group companies maintain registers of complaints. In 2021, the complaint registers of the GPW Group companies did not record any substantiated complaints about breaches of customer privacy or data loss.



Remuneration policy

The incentive remuneration system for employees and managers in place in 2021 consists of the following components: a fixed part (basic remuneration), a variable part (including the annual bonus and discretionary awards), as well as fringe benefits. Basic remuneration in GPW depends on:

- » professional qualifications, expertise and experience required in the job position;
- » responsibility for HR management;
- » type and complexity of contacts with colleagues and third parties in the job position, complexity of responsibilities in the job position;
- » impact of the job position on the results of the company.

The base salary is also linked to key competences identified by GPW:

- » embracing change / invention;
- » knowledge and development;
- » action orientation;
- » leadership;
- » cooperation and communication;
- » the employees’ performance.

As an important part of GPW’s incentive scheme, the bonus system aims to create a motivating work environment which supports on-going improvement of employees’ competences and engagement in pursuit of their targets, and which fosters awareness-raising and a sense of responsibility for work in all job positions.

The bonus system covers all GPW employees other than the Exchange Management Board Members. It provides a simple and clear mechanism of calculating the annual bonus.

The bonus system includes an annual employee appraisal at the end of the year, which covers the employee’s overall performance in the bonus year.

Managers assess employees according to the GPW key competences. Employees’ strengths and areas for improvement are identified. Development targets are set to support employees in the development of key competences. Overall, the annual appraisal includes an evaluation of both performance and competences.

GPW provides employees with a wide range of fringe benefits including health care, life insurance, the Employee Pension Scheme, a cafeteria plan. GPW employees can use loans including housing and medical loans, as well as payments from the Company Social Benefits Fund.

Remuneration policy for GPW Management Board members

Pursuant to the Articles of Association, the power to determine the rules of remuneration of the Members of the Exchange Management Board is vested in the General Meeting and the power to determine the terms of contracts and the remuneration of the Members of the Exchange Management Board is vested in the Exchange Supervisory Board.

GPW has established the Warsaw Stock Exchange Management Board and Supervisory Board Member Remuneration Policy approved by the General Meeting in Resolution No. 31 of the Annual General Meeting of the Warsaw Stock Exchange of 22 June 2020. The Warsaw Stock Exchange Management Board and Supervisory Board Member Remuneration Policy is attached to the Resolution and published on the company’s website.

The Exchange Management Board Members Remuneration Rules remain in force as defined in Resolution No. 36 of the Annual General Meeting of the Warsaw Stock Exchange of 17 June 2019 concerning approval of the Warsaw Stock Exchange Management Board Members Remuneration Rules.

The remuneration system for Members of the Exchange Management Board includes a basic part (fixed remuneration) and a variable part which constitutes supplementary remuneration (variable remuneration). Since August 2019, under Resolution No. 36 of the Annual General Meeting of 17 June 2019, in addition to fixed and variable remuneration, Members of the Exchange Management Board are entitled to fringe benefits (health care, participation in the Employee Pension Plan, life insurance) determined by the Exchange Supervisory Board.

The monthly fixed remuneration of each Member of the Exchange Management Board ranges from 4 times to 8 times the average monthly remuneration in the enterprise sector net of profit bonuses for the fourth quarter of the previous year, as announced by the President of the Central Statistical Office (GUS).

The variable remuneration depends on the performance of management targets and it cannot be more than 100% of the fixed remuneration in the previous financial year. The management targets include growth of the Company value and improvement of its financial indicators. The Exchange Supervisory Board defines specific management targets and their weights as well as objective and measurable criteria (indicators) of their performance. Other management targets on which variable remuneration depends include: (1) development and application of rules of remuneration of members of management and supervisory authorities in

accordance with the provisions of the Act, and (2) performance of the obligations defined in Articles 17-20, Article 22 and Article 23 of the Act of 16 December 2016 on Management of State Assets, in the subsidiaries.

In addition to the foregoing, the Company has no incentive or bonus schemes based on the issuer's equity (including schemes based on bonds with pre-emptive rights, convertible bonds, subscription warrants, or stock options).

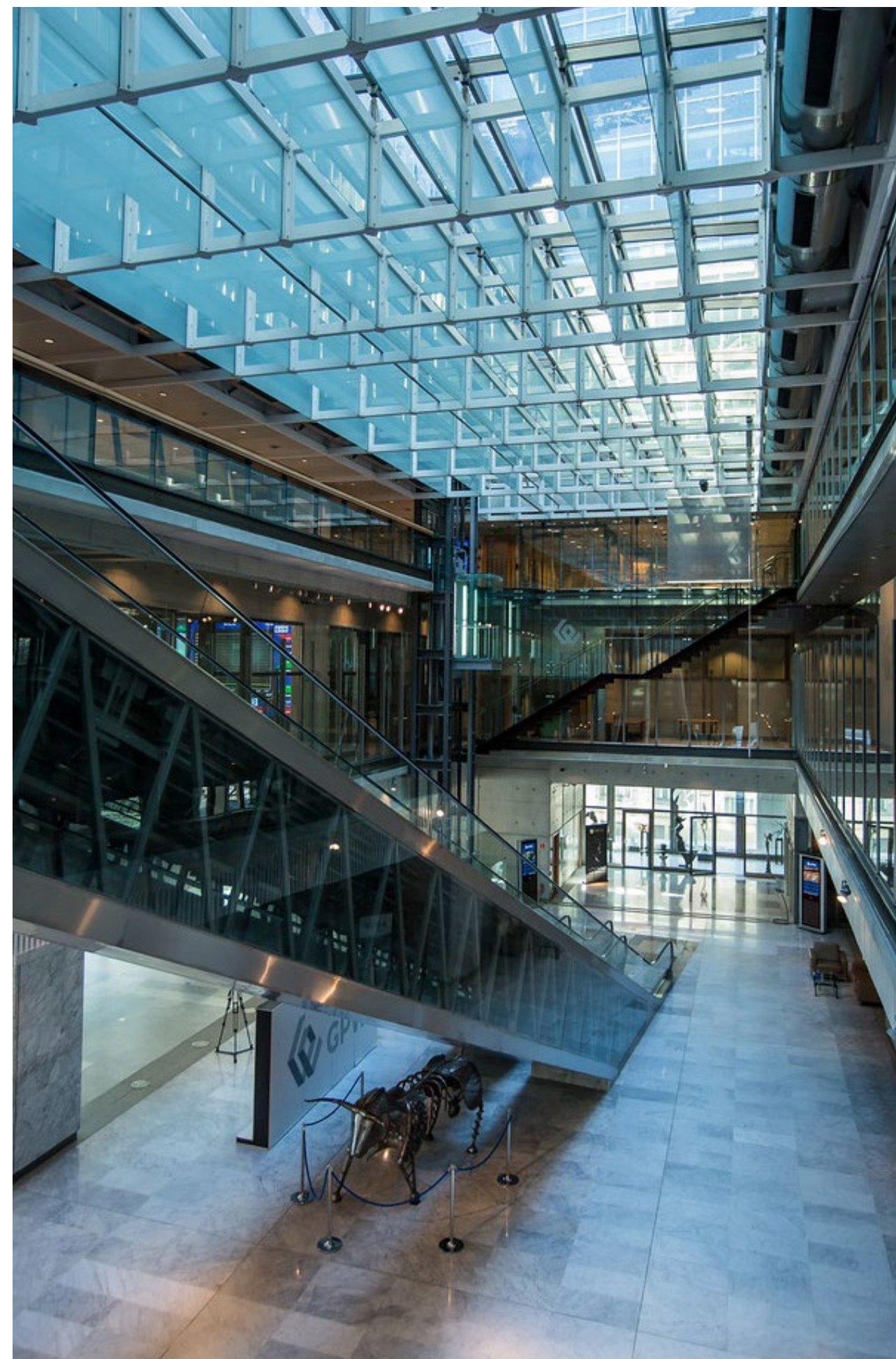
Table. Remuneration and benefits of Members of the GPW Management Board paid in 2021 [PLN thousand]

Management Board Member	Basic remuneration	Variable remuneration	Bonus – one-off payment	Bonus – bonus bank	Bonus – phantom shares	Other benefits	Benefits after termination	Total
Piotr Borowski	402	407	-	-	-	66	-	876
Marek Dietl	423	423	-	-	-	64	-	909
Jacek Fotek	-	136	-	-	-	10	-	145
Dariusz Kułakowski	394	407	-	-	-	74	-	875
Izabela Olszewska	395	390	-	-	-	73	-	858
Total	1,613	1,763	-	-	-	286	-	3,663

Table. Benefits in kind of GPW Management Board Members paid in 2021 [PLN]

Name	Benefits in kind					Total
	Company car	PPE	Health care	PZU	Business travel insurance	
Piotr Borowski	4 737	56,998	4,320	270	-	66,325
Marek Dietl	-	59,187	4,320	270	64	63,841
Jacek Fotek	-	9,500	0	0	-	9,500
Dariusz Kułakowski	13,683	56,998	2,976	270	-	73,927
Izabela Olszewska	12,442	55,811	4,320	270	-	72,842
Total	30,862	238,493	15,936	1,080	64	286,435

The tables above do not include social security contributions paid by the employer. In addition, Members of the GPW Management Board received no remuneration for their functions on the supervisory authorities of subsidiaries in 2017-2021.



Section 3

SOCIAL IMPACT

Workplace management
Top quality of service
WIG-ESG
Stock market and financial education
Social engagement



Priorities of social impact management

The GPW Group manages social impact in line with the directions and objectives defined in the GPW Group's ESG Strategy 2022-2025.

Social pillar 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.

Creating a friendly and inclusive workplace.

S2.

Supporting the development of key competences of employees by providing access to expert knowledge and implementing solutions supporting the educational ambitions of our staff in order to ensure retention of GPW's key employees.

S3.

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

Strategic goals – GPW Group's ambitions:

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

In our social engagement, we follow the guidelines set out in the **Best Practice of GPW Listed Companies 2021** (Best Practice 2021) among others by taking and planning measures to ensure gender equality, sound working conditions, respect for employees' rights, dialogue with local communities, and customer relations.

The key social regulations implemented in 2021 included the diversity policy packages established in our companies.

Each package consists of three documents relating to the different levels of employment: employees, Management Board Members, and bodies appointed by the general meetings of companies.

By responsibly managing employee relations, client relations and market relations and by developing educational initiatives of the GPW Group and the GPW Foundation, we are contributing to the achievement of the Sustainable Development Goals:



Workplace management

Employees: GPW Group's key stakeholders

In managing the HR area, two directions set out in the **GPW Group ESG Strategy 2022–2025** are the key:

- » we create a friendly and inclusive workplace;
 - » we support the development of key competences of employees by providing access to expert knowledge and implementing solutions supporting the educational ambitions of our staff.
- Our objectives include:
- » high employee engagement;
 - » growing employee satisfaction;
 - » becoming an attractive place to work, attracting employees with key competencies for GPW.

A responsible human resources management policy was one of the four pillars of the CSR strategy we followed in 2021.

Human and intellectual capital form the basis for achieving our short-term and long-term goals. We identified these issues as priorities in the new **Best Practice of GPW Listed Companies** and in the **ESG Reporting Guidelines** published by GPW in 2021.

We value our employees' unique qualifications, commitment and professionalism, even in the face of the challenges posed to our team by the COVID-19 pandemic. We take care to develop our employees' competencies to ensure they are prepared for the tasks facing business and the economy, especially the transition towards a low-carbon economy. We implement measures to prevent talent loss and unwanted employee turnover.

Employees are among the key stakeholders of the GPW Group as they directly impact the implementation of our mission and growth strategy. We offer them stability of employment: **nearly 36% of the GPW staff have been with the Company for more than 10 years and the turnover rate was 12.09% in 2021. In total, 170 employees across the GPW Group have been with us for more than a decade.**

The HR area in the GPW Group is covered mainly by the following regulations:

- » Code of Ethics applicable to all employees of the GPW Group, which sets out the values and principles to be followed by everyone employed by the Group to ensure that it operates in a lawful, fair and ethical manner;
- » Diversity Policy introduced and updated in 2021;
- » GPW's Anti-mobbing Policy;
- » Work Regulations which set out the rights and obligations of employees;
- » Policy for Relations with Clients of GPW Group Companies.

The issues addressed by these policies are managed at company level. The companies implemented the above documents by the end of 2021. Other HR issues are governed by separate policies established internally by the Group companies. In addition, GPW has put in place:

- » GPW Employee Selection Policy;
- » GPW Training Procedure;
- » GPW Talent Development Programme Rules;
- » Employee Remuneration Rules.

Freedom of association and collective bargaining is respected in all the companies of the GPW Group. Over 53% of GPW employees are members of the Trade Union of Exchange Employees, the only trade union active in the Company since 2005. No collective bargaining agreement is in force in GPW.

According to the law, the Trade Union represents the rights of all employees of the Exchange to the extent of collective rights and interests. In accordance with its Statute, the Trade Union represents its members vis-à-vis the employer to the extent of individual rights and interests.

GRI 2-7, GRI 2-8

The mission of the Trade Union is in particular to protect the rights and interests of employees and to participate in creating favourable working, pay and leisure conditions for Exchange employees.

Table. Number of members of the Trade Union of Exchange Employees as at 31 December 2021

Employee category	2021
Number of GPW employees*	279
Number of Trade Union members	172
including GPW employees	149
including retired former employees	23
number of employees who are members of the Trade Union as % of total number of GPW employees	53.41%

* Employees under an employment agreement.

Goals in managing the employee area in the GPW Group for 2021 and beyond:

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

Headcount

Table. Number of employees of GPW and the GPW Group by type of employment, as at 31 December 2021

Number of persons employed under:	GPW			GK GPW		
	Women	Men	Total	Women	Men	Total
employment agreement – full-time	109	146	255	169	257	426
employment agreement – part-time	8	16	24	27	22	49
employment agreement – converted into FTEs	163.96	250.70	270.45	182.66	268.70	451.36
contracts other than an employment agreement	14	34	48	24	87	111

* “Contracts other than an employment agreement” include short-term work contracts, contracts of appointment (Management Board, Supervisory Board), IFT and the employment of persons holding functions on the Exchange Court and examination boards.

The average length of service in GPW is 10.34 years. There are 117 employees of GPW with seniority of more than 10 years and 170 employees in the GPW Group.

GRI 3-3 for the material reporting topic: Responsible procurement policy

Table. Employee turnover in GPW and the GPW Group in 2021

Indicator	GPW	GPW Group
Total number of employees who were hired during the reported financial year, including:	52	82
women	17	33
men	35	49
Total number of employees who left the organisation during the reported financial year, including:	32	59
women	13	19
men	19	40

Table. Employee turnover in GPW and the GPW Group in 2021

Indicator	GPW	GPW Group
Employee turnover (total)*	12.09%	12.13%
women	4.91%	4.12%
men	7.18%	8.02%
Voluntary employee turnover** (total)	10.95%	10.62%
Non-voluntary employee turnover (total)	1.13%	1.52%%

* Equal to the number of employees who left in 2021 (voluntary or non-voluntary) to the average number of all employees in 2021.
** Voluntary staff turnover includes retirements. In 2021, 1 person retired from the GPW Group.

Human rights policy

We have established a Group-wide policy of respect for human rights. It is based on:

- » Code of Ethics;
- » Policy for Relations with Clients of GPW Group Companies;
- » Policy towards Suppliers and the Supply Chain with Respect to Human Rights, Ethical and Environmental Issues in the GPW Group.

In accordance with our “Code of Ethics”, we support and respect the protection of human rights as enshrined in the Convention for the Protection of Human Rights and Fundamental Freedoms, and we strive to ensure that our activities do not make us complicit in human rights violations. We strongly oppose all forms of child labour, forced or compulsory labour and all forms of slavery, including modern forms of slavery and human trafficking.

Respect for human rights in the value chain

We have implemented the **Policy towards Suppliers and the Supply Chain with Respect to Human Rights, Ethical and Environmental Issues in the GPW Group** which covers all suppliers of the Group companies. According to the Policy:

- » its principles apply to all suppliers of the Group companies, including suppliers of materials, services, tangible and intangible assets;
- » we expect suppliers and subcontractors to comply with applicable labour law, including standards protecting employees against discrimination and mobbing in the workplace, and to respect employees’ right of association.
- » we expect suppliers we contract to read and understand the policy and sign a declaration of acceptance of the policy provisions.

Anti-mobbing

Our activities are guided by the principles of equal treatment and prevention of all forms of mobbing and discrimination. We consider any form of mobbing to be highly reprehensible and condemnable, and we do not accept any form of mobbing. We do not take any retaliatory action against those who report mobbing. This approach is common to all Group companies, and compliance with these principles is an obligation of every employee at all levels of employment.

In 2021, we established an Anti-Mobbing Policy at GPW, which was subsequently implemented by our subsidiaries.

By implementing the Policy, we strengthen the organisational culture based on the principle of respecting the dignity and other personal goods of employees, the principle of respect towards every employee, and good practice of responsible business as defined, among others, in the Best Practice of GPW Listed Companies 2021 and in the Ten Principles of the UN Global Compact.

The Policy defines:

- » clear rules on how to deal with cases of mobbing;
- » rules on confidential reporting of reasonable suspicions of mobbing

and ensures that employees’ reports are dealt with in a confidential manner and with due care.

Rules for reporting violations:

Any employee who believes that they have been subjected to mobbing, or who has observed such a situation in relation to another employee, may report it:

- » electronically to the GPW Ethics Officer by sending the report to the dedicated e-mail address;
- » in writing to the GPW Ethics Officer by submitting the report personally or via the Exchange Secretariat,
- » to the President of the GPW Management Board by sending the report to the President’s business email address.

Mobbing may also be reported in writing and sent by snail mail to the GPW address care of one of the following persons: GPW Ethics Officer or a Member of the Exchange Supervisory Board or the President of the GPW Management Board (with the following note: “personal delivery”). Mobbing may be reported anonymously and the company will not seek to identify the person filing the report.

Within five working days of receiving a report, GPW is required to establish a committee to clarify whether the report is justified and to develop recommendations as to how to proceed. The committee is chaired by the head of the organisational unit responsible for internal audit. The investigation and the committee’s activities are confidential. After hearing the explanations of the aggrieved party and/ or the reporting party, the alleged perpetrator(s) of mobbing and, in justified cases, also witnesses, and after the completion of the evidentiary proceedings, the committee assesses the legitimacy of the mobbing report. On the basis of the committee’s opinion, the Exchange Management Board takes measures with respect to the perpetrator(s) of mobbing or other appropriate steps.

Diversity

All GPW Group companies attach special importance to equal treatment and equal opportunities of employees in professional development and promotion regardless of gender, age, disability, health status, race, nationality, ethnicity, religion or lack of religious belief, political opinion, union membership. We follow this approach in all our business relationships and in the implementation of our employment policy, starting with recruitment.

In 2021, we adopted a **diversity regulatory package** in GPW including:

- » „Diversity Policy, which was subsequently updated in November and has been in force to date in this revised form. The policy will be periodically reviewed;
- » Diversity Policy for Members of the GPW Management Board.

The approach to managing and promoting diversity is common to all Group companies. In 2021, the package of the diversity policies was adopted by the subsidiaries of the GPW Group taking into account the structure of the respective company to ensure that the policies apply to employees at all levels of employment.

Results of implementation of diversity policies in GPW and the GPW Group

Table. Number of persons employed under an employment agreement in GPW and the GPW Group by gender as at 31 December 2021

Category	GPW	GPW Group
Managers		
women	13	27
men	21	52
Other staff		
women	104	169
men	141	227

Table. Number of persons employed under an employment agreement in GPW and the GPW Group by age as at 31 December 2021

Category	GPW	GPW Group
Managers		
under 30 years	1	1
30-50 years	25	62
over 50 years	46	16
Other staff		
under 30 years	26	63
30-50 years	173	268
over 50 years	8	65

Table. Number of persons employed under a contract other than an employment agreement in GPW and the GPW Group by gender as at 31 December 2021

Category	GPW	GPW Group
Managers		
women	1	3
men	3	15
Other staff		
women	13	21
men	31	72



GRI 405-1

Table. Number of persons employed under a contract other than an employment agreement in GPW and the GPW Group by age as at 31 December 2021

Category	GPW	GPW Group
Managers		
under 30 years	0	0
30-50 years	1	11
over 50 years	3	7
Other staff		
under 30 years	8	8
30-50 years	23	53
over 50 years	13	32

Table. Diversity in supervisory and management bodies of GPW and the GPW Group as at 31 December 2021

Indicator	GPW	GPW Group
Share of women on the Management Board (%)	25	16.7
Share of women on the Supervisory Board (%)	14.3	16.7
Share of women in senior management [%]	28.6	30.2
Share of women in middle management [%]	50	26.1

Table. Number of persons with disabilities employed under an employment agreement in GPW and the GPW Group as at 31 December 2021

Indicator	GPW	GPW Group
Number of persons with disabilities	2	6

Table. Number of persons employed under an employment agreement in GPW and the GPW Group by education as at 31 December 2021

Number of employees with:	GPW	GPW Group
vocational education	0	0
secondary education	30	57
tertiary education	249	418

Initiatives in support of diversity

On 8 March 2021, GPW took part in the “Ring the Bell for Gender Equality” event for a seventh time. On the occasion of the International Women’s Day, at 9 a.m. sharp, the bell of the Warsaw Stock Exchange was rung to draw attention to the problem of inequality between women and men on the labour market and in society.

The event was organised in partnership with the UN Global Compact Network Poland. The theme of the 2021 edition was “Women in leadership: Achieving an equal future in a COVID-19 world”. A report by Tomasz Wiśniewski of the Warsaw Stock Exchange entitled “Women in Listed Companies” and a report by CFA Society Poland entitled “Women’s Participation in Corporate Governance and Company Effectiveness” were presented during the event.

Training and development

Each of the Group companies pursues a separate training policy. However, investing in the development of all employees, both full-time and part-time, is an important part of the HR policy in all companies.

Training courses addressed to all Group employees in 2021 which were available on the e-learning platform:

- » GDPR training for GPW Group employees;
- » Personal data protection for GPW Group employees;
- » Identification and reporting of tax schemes;
- » Cyber security for GPW Group employees.

Employees of companies involved in the ESG implementation project in the GPW Group and the Management Board Members attended a workshop on ESG factors.

In 2021, the GPW Group:

- » delivered many training sessions to equip employees with knowledge and skills necessary for their positions (e.g., training on the tax reform Polski Ład, training for managers on how to manage a team and handle difficult conversations);

- » organised trainings and webinars on soft skills, such as organising remote work or taking care of mental wellbeing during the pandemic;

- » enabled employees to take part in conferences, courses and webinars organised by the GPW Group;

- » funded participation in third party courses and postgraduate programmes at the request of employees.

Acquisition of ESG knowledge by managers

Members of the Management Boards of GPW Group companies improved their ESG competences by participating in conferences, trainings, working group meetings, and other events dedicated to ESG. They shared their knowledge and promoted ESG, e.g., by participating as panellists in debates on sustainable development. The events they took part in included the European Financial Congress, ESG Warsaw 2021, ESG Poland Power of Business Congress, Chamber of Brokerage Houses Conference, TOGETAIR Climate Summit, and the 590 Congress.

Table. Average number of hours of training received in 2021 (data refers to clock hours) per employee (in total) employed under an employment agreement in the GPW Group and by gender

Average number of hours of training per:	GPW	BondSpot	Benchmark	IRGiT	TGE	InfoEngine
Employee (all)	20.4	6.48	13.59	63.50	12.60	7.14
Woman	15.53	7	11.64	66.60	8.19	2
Man	21.20	5.60	15.26	60.40	14.7	9.20

Table. Average number of hours of training received in 2021 (data refers to clock hours) per employee (in total) employed under an employment agreement in the GPW Group and by category of employment

Average number of hours of training per:	GPW	BondSpot	Benchmark	IRGiT	TGE	InfoEngine
Manager	38.18	9.30	0*	101.70	14	5.50
Other employee	18.01	4.30	13.59	51.20	9	50

* There are no employees in the company who employed under an employment agreement would be counted as management.

GPW Ventures and GPW Tech did not provide training to employees in 2021.

GRI 2-17, GRI 404-1, GRI 404-2

Remuneration

The remuneration policy is described in detail [HERE](#).

Table. GPW annual remuneration index in 2021

Indicator	GPW
Annual total remuneration of the highest paid person in the organisation to median annual total remuneration of all employees (excluding the highest paid person)	2.60
Percentage increase in annual total remuneration of the highest paid person in the organisation to the median percentage increase in annual total remuneration of all employees (excluding the highest paid person)	10.66%

The indicators are based on total cash remuneration: all components of remuneration which are paid to the employee in 2021 and are the employer's expense. Persons on parental leave are included.

Table. Gender Pay Gap Ratio in GPW in 2021

Pay grade: other than IT		Score	Pay grade: IT		Score
1	11%	M/W*	1***	N/A	N/A
2	12%	M/W	2	100%	M
3	1%	M/W	3	27%	M/W
4	7%	M/W	4	100%	M
5	1%	W/M**	5	8%	M/W
6	5%	W/M	6	100%	M
7	100%	M	7***	N/A	N/A

*M/W - men earn more (by as many % as indicated in the left-hand column)

**W/M - women earn more (by as many % as indicated in the left-hand column)

***No employees in the pay grade. The minimum and maximum remuneration for each job position is set out in GPW's pay grades. Each position is assigned to a specific pay grade group. There are seven pay grades in GPW.

GPGR (Gender Pay Gap Ratio) according to the following formula under Best Practice 2021:

GPGR =[(APW/APM)-1]x100%,

where:

APW - average monthly pay of women in the Company in 2021

APM - average monthly pay of men in the Company in 2021

The analysis shows that persons with the same competences and responsibilities are remunerated at comparable levels in GPW, and that the differences are not related to the gender of employees but stem from other factors, such as annual performance appraisals.



Occupational health and safety policy

We have not implemented an occupational health and safety management system in any of the Group companies. At GPW, the OHS policy is implemented in the work regulations in the chapter on OHS and fire protection and is coordinated by a person employed as an OHS and Fire Protection Specialist/Ergonomist.

- Initiatives completed in the area of occupational health and safety and health promotion in 2021:
- » induction training in occupational health and safety;
 - » periodic training including the ergonomics of remote working;
 - » online physical exercise;
 - » subsidies for the purchase of ergonomic materials needed for remote working;
 - » training in health-related issues;
 - » e-mail campaigns on occupational health and safety and health protection;
 - » reporting.

All Group companies fulfil their statutory obligations to ensure occupational health and safety and manage OHS in accordance with the required legal provisions.

 In 2021, there were no fatalities or injuries of employees and supervised contractors in the GPW Group.

Support to employees during the COVID-19 pandemic

- To ensure the physical and psychological safety of our staff, we implemented procedures to reduce the risks associated with the SARS-CoV-2 virus.
- We maintained the option of working from home office; as a result, approximately 90% of our employees carried out their tasks remotely. Work at the office was carried out on a rotating basis, in compliance with health and safety rules and measures. Thanks to efficient management, all processes in the Group were carried out without interruption.
- Initiatives for the benefit of employees included:
- » Payment of a **hybrid allowance** of PLN 200 gross per month. The allowance was paid to subsidise the costs of hybrid work to everyone employed in the Group under an employment agreement.
 - » Addition to the health package of **consultations with a psychologist and a psychiatrist** (4 visits per year with each of these specialists).
 - » Launching the **Employee Desktop**, a tool providing employees with convenient access to the remuneration slip, PIT-11 tax return, concluded agreements, etc.
 - » Holding a **workshop on self-management in a crisis** moderated by Armen Mekhakyán, a business psychologist, psychotherapist, negotiator and court mediator. The workshop was attended by 197 participants and the topics covered included how to constructively cope with emotions and take care of the work-life balance.
 - » Organisation of the campaign **“Take up the challenge. Let’s for move together 15 minutes”** involving **joint physical activity** by GPW employees. A total of 19 meetings were held as part of the campaign.

GRI 401-2



- » A **new cafeteria platform** for employees. Importantly, 99.9% of the benefits available for selection through MOTIVIZER are available online.
 - » Organisation of the webinar “**Log Your Brain Out for Christmas**” hosted by Dr Ewa Hartman, a certified trainer specialising in mental wellbeing, energy management and dealing with stress and emotions. Employees learned practical techniques to support mental and physical regeneration.
 - » Conducting an **employee satisfaction survey**.
 - » **Development training courses** made available on the Dolineo platform including:
 - » Good practice of working with emails. Example of MS Outlook;
 - » Manage Yourself in Time - a game;
 - » Proactivity is a demanding attitude, but it is worth working on. Why?
 - » Resolutions. How to keep them?
 - » life insurance;
 - » Employee Pension Plan;
 - » Employee Loan Scheme;
 - » holiday subsidies for employees and their children;
 - » Company Social Fund benefits, e.g., one-off Christmas benefit.
- All fringe benefits are available to persons employed under an employment agreement, whether full-time or part-time.

Phantom shares

On the occasion of the Company’s 30th anniversary, the Management Board introduced a Phantom Share Scheme which will be in force at least until 2031. The scheme covers all GPW employees in active employment as at 16 April 2021. Pursuant to the scheme, each employee is entitled to a specific number of phantom shares for the period from the date of commencement of employment with the Company until 16 April 2021. In addition, GPW will grant 4 phantom shares to each participant in each subsequent year of the scheme.

Benefits

GPW Group employees have broad access to fringe benefits which include:

- » MOTIVIZER cafeteria plan;
- » private medical care;

Top quality of service

Figure. GPW Group's priorities

Consistent implementation of financial goals	Improved liquidity	Higher investor protection
Increase in innovation and efficiency	Expansion of the product offer	Strengthening the position of a leader in the CEE region
Value creation process	Raising corporate governance standards	Continuous work on the value chain
Concentration of electricity and gas markets	Creating a reference price on the commodity market	Guarantee of safe trade and settlements

The objective of our Strategy #GPW2022 is to support the growth momentum through a number of initiatives to enhance and deliver economic and social value for all clients and shareholders of the Company in the long term. The Group’s competences are a catalyst for business growth, which is why the quality of the services provided is key for all our stakeholders. It is a core value of the priorities we have set. In line with our mission, we understand it broadly: from the development of efficient mechanisms supporting the flow of capital and goods, through the provision of exchange and clearing services which are competitive in terms of quality and price, to the expansion of our offer, improvement of standards, and increase in innovation.

The companies of the GPW Group operate in compliance with applicable laws and internal regulations with due diligence. Our employees have qualifications and many years of experience in their functions, ensuring the highest standards of performance. Quality is also guaranteed by our training policy which puts an emphasis on updating skills and extending knowledge necessary for a given position.

Quality assurance services and priorities

As an operator of a regulated market and an alternative trading system, GPW complies with many regulatory requirements, which ensures the safety of trading, a key value in building quality on the Exchange.

To ensure quality of service, GPW delivers responsibilities under the Best Practice applicable to issuers of shares listed on the regulated market and in the alternative trading system and the Best Practice for Authorised Advisers.

GRI 3-3 for the material reporting topic: Quality of services provided to the market, GPW indicator: Key principles and activities for quality assurance, GPW indicator: Key actions taken during the reporting period to develop good practices of sustainable development in the supply chain

Efficient and effective quality management is facilitated by a clear structure of the units responsible for particular functions in GPW; quality and high competences are a priority for all of them. Below is a description of the responsibilities of the units which have the closest contact with external stakeholders.

The functions of the **Listing Department** include:

- » to deliver functions related to the admission of securities to trading on a regulated market and in an alternative trading system;
- » to handle and supervise legal compliance of issuers whose securities are listed on markets organised by GPW;
- » to organise examinations for candidates for Certified Advisors, support and supervise Certified Advisors;
- » to ensure functional administration of the system used by issuers for reporting current and periodical information required by stock exchange regulations;
- » to review compliance by issuers with obligations under the above-mentioned codes of best practice.

The **Primary Market Department** is responsible for the following services for issuers and potential issuers:

- » to hold meetings with potential issuers of shares and bonds;
- » to organise conferences for institutional investors (road shows) where listed companies have the opportunity to meet foreign and domestic investors;
- » to organise conferences for individual investors (e.g., GPW Innovation Day);
- » to organise training and workshops for listed companies on investor relations and green bond issues;
- » to promote the capital market in the media, including the programme "It's Worth Being Listed".

The **Information Product and Benchmark Development Department** is committed to providing the highest quality of service and communication to stakeholders such as banks, investment funds, brokerage houses, news agencies and internet portals. The Department communicates directly and through all available tools:

- » it communicates regularly with stakeholders in order to ensure complete information on current market events and announcements of future events, e.g., concerning its information product offer and the terms and conditions of commercial cooperation;

- » it is always at the disposal of clients in emergency situations, such as incidents involving the improper provision of information services.

The **Market Development Department** aims to ensure high quality of communication with market participants – members of the Warsaw Stock Exchange. Its functions include:

- » to organise periodic meetings with selected Exchange members (quarterly and mid-year) to provide updates on new trends, products and development initiatives;
- » to hold annual meetings with Exchange members to summarise their participation in programmes organised by the Exchange, such as the Analytical Coverage Support Programme;
- » to ask members' opinions and comments on development projects affecting external stakeholders. The Department collects suggestions for possible solutions through surveys and in direct consultations.

Trading Department

GPW operates markets in financial instruments: equities, debt instruments (bonds), derivatives (futures, options), investment certificates, ETFs, structured products. The markets operated by GPW are a key part of the Polish capital ecosystem for many groups of stakeholders: individual investors, professional investors (banks, insurers, open-ended pension funds, investment fund managers), issuers of financial instruments: listed companies, local governments (bond issuers), and data vendors.

In order to ensure the highest quality of service and reliability of processes, GPW's Trading Department maintains an advanced IT infrastructure, employs a professional team, conducts regular training and tests, e.g., tests of the Business Continuity Plan.

As part of the process of listing new issuers on the stock market, we provide an additional service of processing the allocation of shares as part of the sale of shares to individual investors. We completed 14 such operations in 2021.

The Trading Department also monitors the activities of trading participants for potential market manipulation. In the event of suspicion of market manipulation, reports are prepared and forwarded to the Polish Financial Supervision Authority, which is authorised to investigate the reported cases further.

To address market demand and stakeholder expectations, we have introduced the following products and services:

Analytical Coverage Support Programme 3.0

for 2021-2023; the new edition started on 1 July 2021 and covered 65 companies listed on the Main Market (59 issuers) and NewConnect (6 issuers).

The companies represent 24 sectors of the economy, more than half of all sectors represented on the Warsaw Stock Exchange.

In the Programme, investment firms provide research financed by GPW. The goal of the Programme is to increase the availability of research on less liquid companies and thus to enable investors to take informed investment decisions based on a reliable, independent source of information about issuers.

The new edition of the programme is based on a new framework aiming to increase the number of covered companies and research providers and make the rules of selecting companies for the programme more flexible.

Łukasiewicz INNOVATOR Index

On 1 April 2021, we published the list of participants in a new index as well as the detailed index methodology. The Łukasiewicz INNOVATOR Index is a joint promotional project of the Łukasiewicz Research Network and GPW. It presents and promotes listed companies which develop their potential in cooperation with the Polish research sector represented by the Łukasiewicz Network. Index quotations according to the model are published daily since 12 April 2021.

The Index portfolio includes companies listed on the GPW Main Market and on NewConnect which cooperate with the Łukasiewicz Network. The weights of companies participating in the Index are equal as at the date of the periodic review. The list of index participants will be updated four times a year: after the last trading session in March, June, September and December.

The Łukasiewicz INNOVATOR Index is calculated in a single-price system. The Łukasiewicz INNOVATOR Index quotations are made available by GPW Benchmark to authorised news agencies in the same way as other stock indices.

Trading Technologies provides access to GPW via the TT® platform

Trading Technologies International, Inc. (TT) is a global provider of premium professional trading software, infrastructure and data solutions. TT's global clients now have access to GPW-listed derivatives. Our cooperation with TT improves the liquidity of derivatives listed on the Warsaw Stock Exchange and makes the Polish market more attractive for investors. TT's proprietary infrastructure provides access to markets on six continents with the highest standards of security and efficiency. TT's solutions include a wide range of flexible tools which support a variety of investment strategies, from manual order entry to automated high-frequency trading.

In 2021, **GPW Benchmark** ceased the provision of the WIG-telecom index and announced that the WIG.GAMES index was renamed WIG.GAMES5. WIG.GAMES5 will continue to measure the performance of the five most liquid companies participating in the indices WIG20, mWIG40 and sWIG80. GPW Benchmark is adding two new indices of the Exchange Index Family to address the needs of capital market participants: WIG140 and WIG-games.

Planned solutions and innovations for the stock market

GPW Data

This project aims to develop an innovative system using artificial intelligence to support the investment decisions of capital market participants. The key element of the system will be a repository of a wide catalogue of



structured stock exchange data. Such information will be used to develop tools supporting investments in the capital market based on classical and innovative analysis models.

GPW Private Market

It is one of GPW's technology initiatives. Its objective is to offer new investment opportunities. The newly created market would first allow trading in non-financial assets, such as works of art and precious metals, whose value would be digitised and reflected in tokens. The second pillar of the GPW Private Market would cover tokenised financial assets: shares and bonds. The project is also expected to facilitate crowdfunding by small and medium enterprises and start-ups.

The GPW Private Market is being developed on the basis of blockchain technology. In addition, the project will result in the creation of a decentralised regional European exchange co-developed with partner exchanges from countries in this part of Europe.

The GPW Private Market is to become a place where companies get a comprehensive service in all aspects of their operations. Moreover, the GPW Private Market is yet another initiative to strengthen the position of the Warsaw Stock Exchange as a hub for the SME sector.

The **New Trading System** (WATS - Warsaw Automated Trading System) is a project aiming to develop a new trading platform of high reliability and security and superior technical parameters.

Thanks to the modular and flexible architecture of the platform, it will be possible to use it for trading in various financial instruments. The implementation of the Trading Platform will provide the following benefits:

- » financial benefits (diversification of revenue through the sale of the Platform and potential savings thanks to its implementation in all companies of the Group);
- » addition of new functionalities to the system to expand the GPW offer and make it more attractive to capital market participants;
- » enhancement of GPW's reputation and potential strategic partnerships with other stock exchanges;
- » the product can be customised to meet GPW's own needs and those of third-party buyers;
- » independence from foreign third-party system vendors.

The development project of the new system is co-financed with a grant from the National Centre for Research and Development of nearly PLN 30 million. The platform is to be ready by the end of 2023. The project work has been divided into eight stages including industrial research and development. In 2021, the project was at the stage of industrial research, which started in September 2019 and is scheduled to end in the first half of 2022.

Software development and the preparation of documentation will be carried out in parallel with the preparation of client migration to the new system. GPW has provided all stakeholders with details of the planned migration schedule.

In November 2021, we launched a series of education and workshop meetings for entities which will participate in the migration. So far, two educational and workshop meetings have been held (in November 2021 and February 2022) The launch of the WATS system, i.e., the replacement of the legacy system UTP, is planned for Q1 2024.



WIG-ESG

About WIG-ESG

GPW has for many years promoted the highest ESG standards (Environment, Social, Governance) among listed companies. **In 2009, we launched the RESPECT Index**, the first socially responsible index (SRI) in Central and Eastern Europe. The RESPECT Index covered Polish and foreign companies listed on the GPW Main Market which set the highest standards of corporate governance, disclosure and investor relations, and which took into account environmental, social and governance factors (ESG) in their business. The participating companies were subject to a three-stage verification process by GPW and the Polish Association of Listed Companies to check their compliance with the criteria as well as an audit performed by Deloitte, a partner in the project since its first edition.

The RESPECT Index served an educational function throughout 10 years in operation. In August 2019, we launched a new stock index, WIG-ESG. We published WIG-ESG and RESPECT Index simultaneously until the end of 2019, and only the new index as of 1 January 2020.

WIG-ESG covers **60 biggest and most liquid securities listed on GPW** and participating in the blue-chip index WIG20 and the mid-cap index mWIG40, i.e., the biggest companies listed on GPW. The shares (weights) of individual

companies from the underlying market in the WIG-ESG portfolio are determined on the basis of the number of free-float shares adjusted with the results of:

- » ESG ranking, based on scoring by independent research institution Sustainalytics (www.sustainalytics.com); and
- » Best Practice Ranking, based on GPW data.

WIG-ESG is a total return index, which means that its calculation includes both the prices of transactions and dividend income. The participation of any one company in the index is capped at 10% while the aggregate participation of companies whose share exceeds 5% each is capped at 40%. Index information is published every minute, from the start to the end of the trading session.

Purpose of the index

WIG-ESG comes in response to the dynamic development of the socially responsible finance market. Many investors on today's financial markets attach great importance to the ESG performance of their portfolios. Their growing needs in this respect prompted the asset management industry to launch numerous ESG funds. The main purpose of the WIG-ESG index is to draw the attention of companies and investors to environmental, social and governance factors. We expect that ESG will in the coming years have an increasing impact both on the weights of individual index participants and on the index composition. WIG-ESG is primarily intended to draw the attention of companies and potential investors to ESG criteria in the investment decision-making process.

WIG-ESG based product

With the launch of publication of WIG-ESG, NN Investment Partners TFI added to its offer an open-ended investment fund for which the index is the underlying instrument. The fund portfolio is built on the basis of a list of companies participating in the WIG-ESG index, taking into account their weightings. In addition, GPW offers trade in structured products issued by Raiffeisen Centrobank based on the WIG-ESG index.

Stock market and financial education

We believe that our educational activities are one of the pillars of trust in the capital market and its participants. We encourage Poles to invest their savings on the capital market and invite businesses to raise capital on the market. We plan to further develop the educational initiatives of the GPW Group and the GPW Foundation addressed to various stakeholder groups, in particular investors and the young generation.



One of the objectives of the Strategy #GPW2022 is to expand GPW's educational offer for small and medium-sized companies.

Promoting ESG standards and practices

We have developed solutions which provide guidance to companies listed on the Warsaw Stock Exchange. We support them in implementing the ESG strategy in many ways.

- » We have published the Corporate Governance Committee Guidance on Compliance with the Best Practice of GPW Listed Companies 2021 and delivered the **Best Practice Scanner**, a tool facilitating issuers' reporting on compliance with the corporate governance principles; both resources are available [HERE](#). We also provide ongoing support in the area of corporate governance, for instance by answering questions from companies and their stakeholders and providing technical assistance when issuers use the EIB system (contact address: DobrePraktyki@gpw.pl).
- » In cooperation with the European Bank for Reconstruction and Development, we have published the **ESG Reporting Guidelines - Guide for issuers**, which summarises recommendations for non-financial reporting. The document is available [HERE](#).
- » We have published the **Review of Market Practice of Integrated Reporting**, a review of best practice in Poland based on the latest international guidelines of the International Integrated Reporting Council (IIRC).

GPW Group's educational initiatives

We engage in comprehensive planning and implementation of financial education in Poland.

- » We have been involved in the project **“Developing a national strategy for financial education”** with the participation of the Ministry of Finance, the Ministry of Education and Science, the National Bank of Poland, the Polish Financial Supervision Authority, the Office of Competition and Consumer Protection, the Bank Guarantee Fund, the Central Securities Depository of Poland, and the Financial Ombudsman. The initiative aims to jointly develop a plan to increase citizens' financial literacy and skills, the first document of its kind in Poland.
- » We have co-organised the survey **“Poles' Financial Literacy 2021”** commissioned by the Warsaw Banking Institute and the GPW Foundation. The survey results are available [HERE](#).

Educating issuers

GPW's Listing Department regularly conducts educational activities concerning the Best Practice of GPW Listed Companies, the Best Practices of NewConnect Listed Companies, the Best Practices of Authorised Advisers, as well as regulations applicable to companies listed on the GPW Main Market and in the Alternative Trading System and authorised advisers.

In 2021, we implemented the following educational initiatives targeted at issuers:

- » We conducted 7 workshop sessions for companies listed on the GPW Main Market which represented a comprehensive programme of support in the correct interpretation of the principles of the Best Practice 2021 and the drafting of the corporate governance statement of compliance. Each of the seven workshop sessions was attended by approximately 250 representatives of companies listed on GPW.
- » We organised a seminar devoted to disclosure obligations resulting from participation in the Alternative Trading System for companies listed on NewConnect and in ATS Catalyst as well as authorised advisers. The seminar was attended by approximately 300 participants.

» We distributed letters to issuers and authorised advisers concerning interpretations of legal provisions or a reminder of the provisions in force together with their interpretation. In 2021, we distributed 5 educational letters concerning among others changes in the segmentation of the New-Connect market, amendments to the Commercial Companies Code, annual reports published by companies and amendments to MAR (Market Abuse Regulation).

» We continued GPW's flagship project, the GPW Growth Academy, a comprehensive growth support programme for small and medium-sized companies addressed to CEOs, board members and directors responsible for the implementation of key corporate objectives. The two editions of the GPW Growth Academy attracted a total of 43 participants from 31 companies.

The third edition of the GPW Growth Academy launched in October 2021, including 110 hours of workshops and lectures as well as many other events.



The company Bioceltix S.A. was newly listed on the NewConnect market on 8 November 2021. The company's CEO and co-owner is a graduate of the GPW Growth Academy.

We also conducted **awareness-raising activities on compliance and ethics**. We organised a **public online conference “Effective whistleblowing. The challenges of compliance”**.

In 2021, GPW Benchmark's priorities in the area of education included the **promotion of stock indices, among others in weekly video commentaries**, and cooperation in the organisation of a new edition of the **Interest Rate Benchmark Congress**.

We are an expert in investment education and promotion of economic topics. Representatives of GPW Group companies, including Management Board Members,



regularly take part in conferences, expert panels, debates, seminars, webinars and other industry events on regulatory, economic and ESG topics. We often get involved in such events as co-organisers or partners. We also act as an expert through our media presence, which includes:

- » the [gpw.pl](#) website and the websites of the Group companies which present news about the Exchange, the financial markets and the economy;
- » presence in the social media. We regularly publish the GPW Video Commentary on YouTube, where representatives of the GPW Group comment on stock market events and discuss important economic topics. We have a profile on Facebook: GPW / Giełda Papierów Wartościowych w Warszawie / Warsaw Stock Exchange, on Instagram: [gpw.wse](#), and on Twitter;
- » representatives of the GPW Group give interviews and share comments with the traditional and online media.

Examples of industry events in 2021 which we organised or co-organised:

- » Second Three Seas Stock Exchanges Conference;
- » four editions of the GPW Innovation Day;
- » Warsaw Passive Investment Conference.

Our educational activities on environmental topics are described in the section [Supporting the green transition](#).

GPW Foundation

In search of an appropriate tool to increase the reach and effectiveness of their educational initiatives, the GPW Group companies established the GPW Foundation. The mission of the GPW Foundation is to develop and adapt the educational offer of the Group. The GPW Foundation pursues its statutory objectives among others by delivering training and education projects for school and university students and by supporting university students and alumni in relations with the labour market.

Projects completed in 2021:

» Online School Exchange Game (SIGG)

The final stage of the 19th edition of the Online School Exchange Game organised by the Warsaw Stock Exchange and the GPW Foundation took place in April and the first stage of the 20th anniversary edition of the project started in October 2021.

Online School Exchange Game in numbers since inception:

19

completed editions,
20th edition opened in
2021 and is scheduled to
close in April 2022

290,000

SIGG participants in 19
editions of the project

19th edition of SIGG in numbers:

13

weeks of
competition

643

participating schools in
16 regions

13,000

participating
students and
teachers

27

regional co-ordinators
working with the
organisers

» The 5th edition of the investment game for Polish and international students **Index Investment Challenge**. The project is a nationwide investment competition and aims to promote the Polish capital market and active ways of investing money. The 2021 competition attracted 3,989 students from 167 science clubs.

- » A new edition of the **Stock Exchange School**. The classes were taught by leading capital market experts. A total of 18 online courses were held as part of the Stock Exchange School in 2021 with 650 participants.
- » The **Stock Exchange Summer School** organised by the GPW Foundation and the Association of Individual Investors took place between June and August. The project comprised 10 webinars, each dedicated to a different topic related to investing in the stock market. In 2021, 2,836 online participants were trained following 6,585 enrolments.
- » The educational outdoor game **Za głosem giełdy** (Follow the Voice of the Stock Exchange) organised in October by the GPW Foundation and GPW was one of the initiatives on the 30th anniversary of the Exchange and the first game of its kind dedicated to the stock exchange and the capital market. Nearly 450 people downloaded the game application during the project, more than 250 took part in the game and 226 reached the last point on the route.
- » The 8th edition of the **competition for the best thesis** with an award of the President of the Management Board of the Warsaw Stock Exchange. A total of 69 theses were submitted in 2021, including 27 MA theses and 42 BA theses.
- » The programme **Go4Poland** encourages Poles studying abroad and members of the Polish diaspora studying in Poland to choose a career in domestic companies and institutions. In 2021, the project attracted 90 new participants, 22 business partners, 9 mentors. Five student events were organised. The GPW Foundation and its partners organised 25 two-month internships. For more information, visit go4poland.pl.
- » **Financial Education Day** (14 October). The project had over 20 partners and patrons, and the online broadcast of the event reached over 700 people from all over Poland. We recorded nearly 1,800 views of selected lectures and the debate on the GPW Foundation's YT channel.

To find out more about these projects, visit the [GPW Foundation website](https://www.gpw.pl/foundation).

The GPW Foundation offers **school visits** to the GPW head office for students of secondary schools and senior students of primary schools. An educational visit lasts approximately 75 minutes and includes an introduction next to the stock market bull, a film screening, a short presentation, and time for questions from the young visitors. Due to the COVID-19 pandemic, visits were only organised from October 2021 onwards. By the end of the year, around 20 groups of young people visited GPW.

Due to the inability to receive groups for school visits at GPW until October, the GPW Foundation recorded a virtual visit to GPW which is made available to schools.

Social engagement

The main focus of the social engagement of the GPW Group companies is to promote financial and stock market education; however, we also take other initiatives for the common good.

Last year was filled with cultural events and other initiatives organised as part of the celebrations marking the 30th anniversary of the Warsaw Stock Exchange. The extensive programme of the anniversary celebrations and the accompanying events are described on the dedicated website www.30latgpw.pl.

Charity initiatives and employee volunteering

The Management Boards of the GPW Group companies appreciate the social engagement of their employees and support their social and charity initiatives. In 2021, as part of the campaign "30 Good Deeds on the 30th Anniversary of GPW", the Group's staff took the initiative in support among others of children in orphanages, Warsaw insurgents, refugees from Afghanistan, and paramedics, including:

- » OddajMYkrew;
- » PomóżMYbezdolnikom;
- » House of Warsaw Insurgents;
- » Sharing the Fruit.

On the initiative of GPW employees, starting in March 2020, we donated fruit to 36 Warsaw ambulance stations where paramedics were fighting the pandemic. Every day from Monday to Friday, we donated 60 kg of fruit we used to buy for GPW employees. We changed the system as of 14 February 2022: we now donate 2/3 of the fruit to the House of Warsaw Insurgents as part of the project "30 Good Deeds on the 30th Anniversary of GPW" and 1/3 goes to GPW employees.

Sponsorships and donations

GPW's sponsorship initiatives are governed by the Rules of Sponsoring Activity Conducted by the Warsaw Stock Exchange and the Warsaw Stock Exchange's Procedure for Granting Donations.

In 2021, sponsorship expenditure was mainly disbursed to support events dedicated to capital market issues.

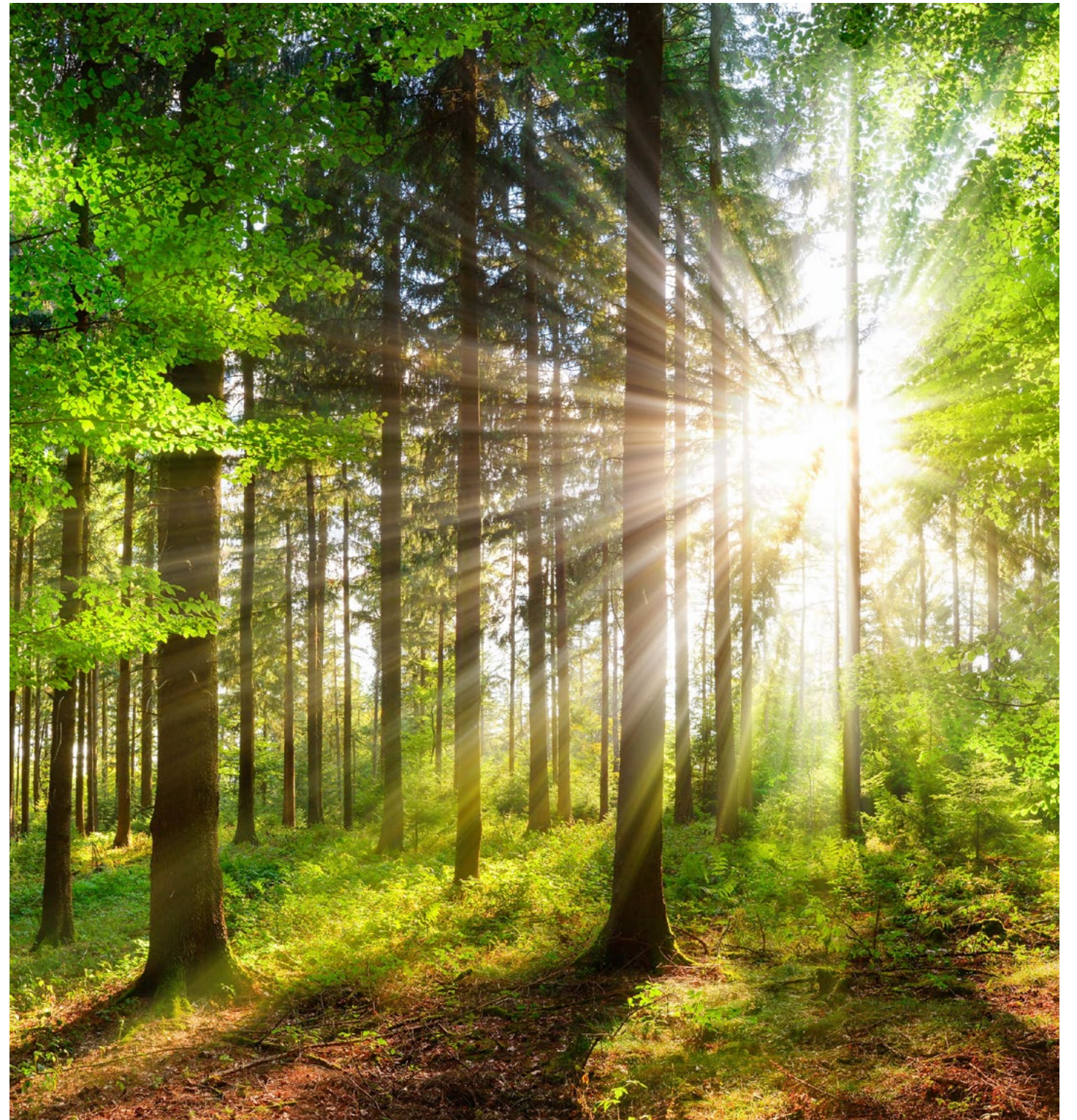
GPW's donations in 2021 stood at PLN 2,131.1 thousand including PLN 1,520.0 thousand to the GPW Foundation for its statutory mission, in accordance with the donation plan. The funds were used for the implementation of educational projects addressed to school and university students, teachers of economic subjects, potential stock exchange investors, and for the current activity of the GPW Foundation.



Section 4

ENVIRONMENTAL IMPACT

Environmental impact management
Supporting the green transition



Environmental impact management

The GPW Group manages its environmental impacts in line with the directions and objectives set out in the GPW Group's ESG Strategy 2022-2025.

Environmental pillar

E – ENVIRONMENT

The GPW Group supports the transition to a low-carbon economy.

Strategic directions

- E1.**
Reduce GPW Group's greenhouse gas emissions
- S2.**
Develop environmentally sustainable solutions in the GPW Group's portfolio of services and products.

Strategic goals – GPW Group's ambitions:

- ☒ 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.

Strategic performance measures

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

Additional measures of strategic ambitions

- ☒ Numerical and descriptive indicators referring to GPW's ESG Reporting Guidelines and the TCFD guidelines.

By implementing the strategic objectives of the environmental pillar of our ESG Strategy, we make a positive contribution to the achievement of the Sustainable Development Goals:



The **GPW Group's Climate Policy** adopted in 2021 applies to all Group companies. Under the Policy:

- » we strive to reduce greenhouse gas emissions in our activity, in particular by improving the management of environmental aspects and raising environmental awareness among our stakeholders, in particular the employees of the GPW Group;
- » we act as a promoter of best practice including mitigation of the negative impact of business activity on the climate and transparent reporting on climate issues by GPW-listed companies;
- » we improve the processes of monitoring greenhouse gas emissions resulting from the activities of the companies of the GPW Group and systematically, on an annual basis, publish data on their carbon performance.

We follow the guidelines of the **Best Practice of GPW Listed Companies 2021**, which require us to integrate ESG factors in our business strategy, including environmental factors, such as metrics and risks related to climate change.

The GPW Group supports the transition to a low-carbon economy.

It is our ambition to **reduce greenhouse gas emissions** of the Group **by 50% by the end of 2025** with a zero-emission target by the end of 2030.

Climate risk management is an integral part of the GPW Group's risk management system. The GPW Group companies identify risks and opportunities of climate change within the areas in which they manage financial and non-financial risks (compliance risk, operational risk, business risk, reputation risk). Climate risk was assessed as part of the operational risk assessment. Based on the data collected by the owners of the areas where climate risks have been identified, an analysis is carried out at least once a year in each of the companies of the GPW Group. The conclusions of the analyses will be reviewed by the ESG Committee and presented to the Exchange Supervisory Board and the Group Supervisory Board.

The analysis identified among others risks associated with the impact of extreme weather events which could cause damage to infrastructure or interruptions in energy supply, etc.

GPW's operational risk management is a continuous process and its stages are defined in the Warsaw Stock Exchange Risk Management Strategy which provides that risk is mitigated by risk owners in risk management plans and their implementation is monitored by the Risk Management Team.

Pro-environmental measures taken in the Group companies to limit the use of commodities and reduce waste production

- » We communicate by e-mail and save documents as scans. We use electronic signatures, which also helps reduce the printing of documents. GPW uses an electronic document flow system which ensures that internal administrative and HR matters, receipt of letters and generation of internal and external orders are handled paperlessly. Remote working has significantly reduced paper consumption.
- » We segregate waste: there are waste bins for waste segregation in our office premises.
- » GPW enables employees to buy electronic equipment, e.g., second-hand telephones, which reduces the quantity of electronic waste.
- » GPW donates second-hand furniture instead of having it rendered.
- » Since July 2021, GPW Benchmark has switched from ordering water in plastic bottles to water in glass bottles.
- » TGE has eliminated single-use plastic packaging.
- » Due to the pandemic, the GPW Group's business travel has been reduced to the necessary minimum. The GPW Group strives to reduce the environmental impact of business travel: it rationalises and reduces unnecessary business travel with online meetings and video calls.

GPW E-P1, GPW E-P2, GPW E-S2, GPW E-S3, GPW E-S6, GPW ES-3, GPW E-S6, GRI 301-1, GRI 302-1, GRI 302-2, GRI 302-3, GRI 303-3, GRI 305-1, GRI 305-2, GRI 306-3, GRI 307-1

GPW Group’s environmental performance

Table. GPW Group’s car fleet as at 31 December 2021

Drive	Number
Gasoline	30
Diesel	1
Hybrid/electric	0

Table. GPW Group’s fuel consumption in 2021

Consumption	Unit	2021
Diesel	litre	4,865.39
Gasoline	litre	36,103.10
Gas*	kg	3.2

* Gas R 410 A. GHG emission source: AC cooling.

Table. GPW Group’s paper consumption in 2021

Indicator	GPW	BondSpot	Benchmark	IRGiT	TGE	InfoEngine	Total
Paper consumption (sheets)	115,602	41,000	4,320	7,000	32,000	4,153	204,075

Office and administrative services for GPW Ventures and GPW Tech are provided by GPW, hence the number of sheets used by them is included in GPW's consumption.

Table. Waste produced by the GPW Group in 2021

Indicator	GPW Group
Total waste [tonnes]	11.5320
including hazardous waste [tonnes]	0
including other waste [tonnes]	11.532
waste for recycling [%]	100%

Fuel and energy consumption and greenhouse gas emissions

Centrum Gieldowe, which houses most of the GPW Group companies, has in place advanced solutions which reduce energy consumption.

Offices are equipped only with lamps whose energy consumption is lower than that of traditional light bulbs and halogen lamps. The operation of lifts is optimised and the underground car park is heated with air pumped out of offices. Our head office is equipped with a Building Management System (BMS) which controls systems within the building and consequently optimises the consumption of heat and power and the operation of ventilators. BMS

supports programming of lighting in offices and corridors, which is automatically switched off at 8 p.m. throughout the building. In 2020, CG installed new evacuation lighting using energy-efficient LED technology.

In 2021, CG replaced a set of automatic sliding entrance doors with a revolving door which significantly reduced the amount of heat lost. The pumps of the central heating system have been replaced, which improved their efficiency and performance.

GPW's car fleet only includes vehicles which conform to the Euro-6 emission standards. According to legal requirements, GPW pays environmental fees (for business cars).

GPW Group’s energy consumption (indirect CO₂ emissions) in 2021

Consumption	Unit	2021
Electricity	kWh	3 565 735.48
Heat	GJ	4 725.22

Table. GPW Group’s direct greenhouse gas emissions in 2021 (Scope 1)

Source of GHG emissions	Unit	Emissions Scope 1
Cars (gasoline)	CF [t CO ₂ e/year]	79.19
Cars (diesel)	CF [t CO ₂ e/year]	12.22
AC	CF [t CO ₂ e/year]	6.30
TOTAL	CF [t CO ₂ e/year]	97.71

Table. GPW Group’s indirect emissions (Scope 2)* of greenhouse gases in 2021

Source of GHG emissions	Unit	Emissions Scope 2
Electricity location-based	CF [t CO ₂ e/year]	2 488.88
Electricity market-based	CF [t CO ₂ e/year]	2 916.85
Heat	CF [t CO ₂ e/year]	465.91
TOTAL Scope 2 market-based	CF [t CO ₂ e/year]	3 382.76
TOTAL Scope 2 location-based	CF [t CO ₂ e/year]	2 954.79

* Scope 2 includes two scores: location-based on the basis of emission factors used for Poland, at 2,954.79 t CO2e/2021, and market-based on the basis of emission factors adopted for specific electricity suppliers.

Greenhouse emissions are calculated under the Greenhouse Gas Protocol:

- » The GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition);
- » GHG Protocol Scope 2 Guidance.

The data on which the calculations are based originate from the company’s internal records.

Sources of emission factors:

- » transport according to the DEFRA 2021 database;
- » average emission factor for electricity in Poland according to the National Centre for Emissions Management KOBIZE, converted to comply with GHG Protocol requirements;
- » average factor for heat according to the Energy Regulatory Office.

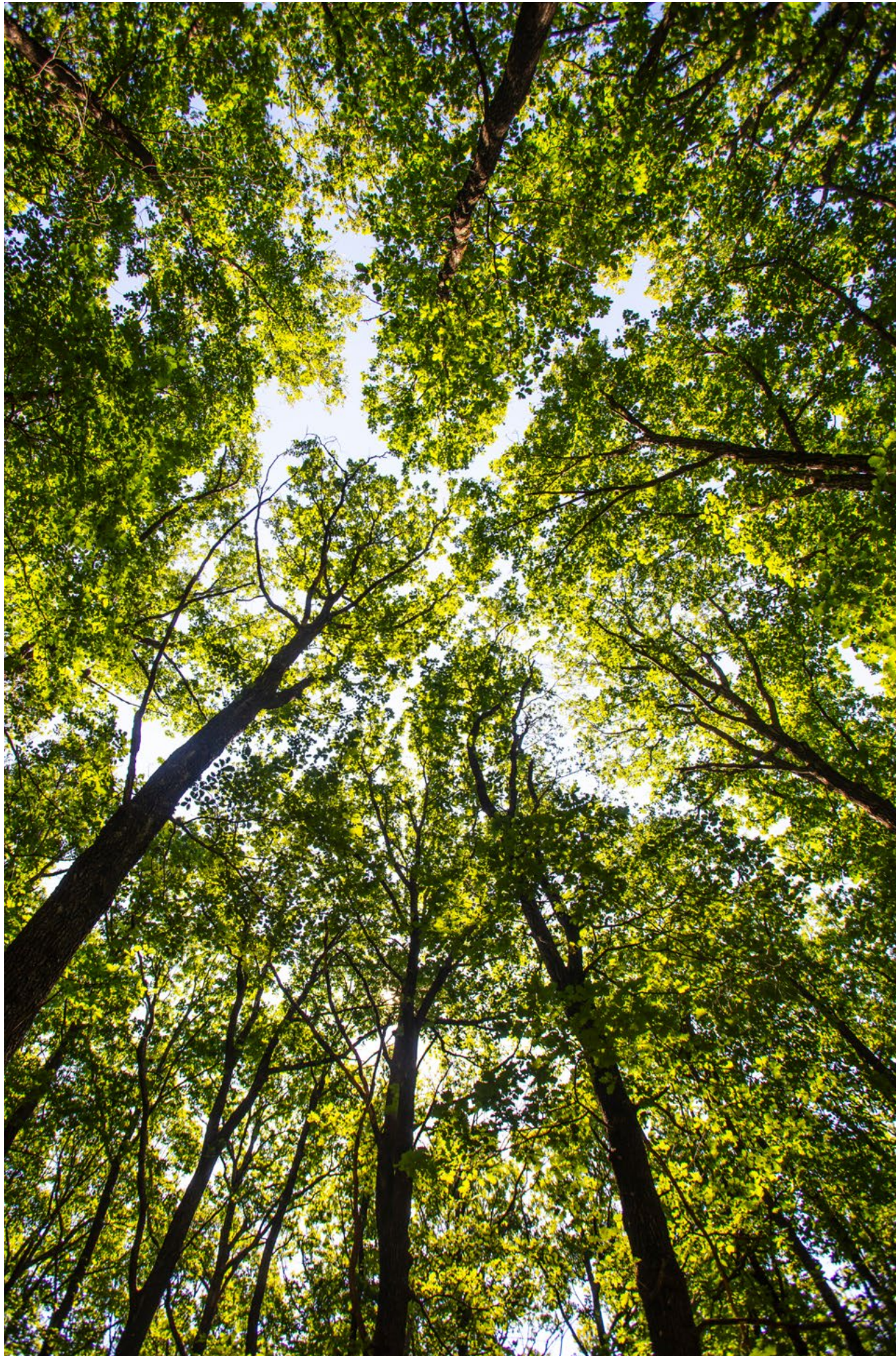


In 2021, GPW CG companies did not pay any penalties for non-compliance with environmental laws and regulations.

Table. GPW Group’s water consumption in 2021

Total volume of water withdrawal by source [m³] in 2021	GPW Group
Water from the municipal network [m3]	2 466.81
Water from other sources	N/A

GRI 302-1, GRI 307-1



Supporting the green transition

Importance of the WIG-ESG index

We can see the growing importance of sustainable finance in global markets and a rising need for green products which incorporate ESG factors by design. This is why ESG-based stock indices, including WIG-ESG, are an important part of the overall transition towards a greener economy.

ESG indices are an increasingly important tool in the work of equity fund managers. Given the direction of EU regulatory work, green indices will in the coming years be a key factor considered when making investment decisions. Interest in sustainable finance is gradually growing also on the Polish market, hence the great importance of the WIG-ESG index.

For more details about the index, see the section [WIG-ESG Index](#).

Register of Guarantees of Origin

All certificates of origin issued by the Energy Regulatory Office are entered in the Register of Certificates of Origin maintained by TGE. The Register is an integral element of the support scheme for producers of electricity from RES and the system of energy efficiency certificates granted for investments reducing energy consumption.

Initiatives in support of environmental protection in the financial sector

ESG Leaders competition

The first edition of the ESG Leaders competition opened in September 2021. The initiative is addressed to companies with outstanding ESG strategies, offering innovative products and services with a positive impact on the environment, as well as running effective information and promotional campaigns in the field of sustainable development. For more information on the initiative co-organised by GPW, visit www.liderzyesg.pl.

Green Finance Group

We actively participate in the Green Finance Group established by the UN Global Compact Network Poland at the request of the Minister of Finance and the Minister of Economic Development. The mission of the Group is to maintain an active dialogue between representatives of the financial sector and the administration at the European, national and local government levels in the face of challenges related to the climate crisis, energy transition and decarbonisation, as well as the European Green Deal.

Educational and promotional activities in the area of green bonds

In cooperation with the International Finance Corporation, we completed a series of activities to promote and support the development of the green bond market. The activities included an intensive course covering the process of issuing green bonds, as well as a Green Bond Framework Programme implemented in partnership with Clifford Chance to identify companies which will be offered comprehensive support to issue green bonds (advisory, funding for a Second Party Opinion). The finalists of the first edition of the Green Bond Framework Programme included three companies listed on the GPW markets. The next edition of the Programme is planned in 2022.

See also the section [Promoting ESG standards and practices](#).

Section 5

ABOUT THIS REPORT



Materiality of ESG reporting topics

Materiality of ESG reporting topics

As a result of a multi-step materiality analysis, we identified 11 priority topics for the GPW Group's ESG reporting for the period from 1 January 2021 to 31 December 2021. In the process, we followed the double materiality principle. This means that when determining the materiality of ESG topics for the GPW Group, we took into account multiple factors from two perspectives:

- 1. the business, social and environmental impact of the GPW Group's operations on the environment;
- 2. the impact of the environment (including environmental and social factors) on the GPW Group's business.

This approach is consistent with the ESG reporting guidelines developed by GPW and with the GRI Standards reporting principles.

The analysis of the materiality of ESG reporting topics took into account the conclusions of consultations and workshops with GPW Group management and employees held in 2021 as part of the work on the GPW Group's ESG Strategy 2025. The results of surveys and interviews with key stakeholders as well as consultations with ESG and sustainability experts supporting the GPW Group in the development of the strategy and subsequent ESG reporting were an important input to the determination of the materiality of the reporting topics for 2021.

Criteria for assessing the materiality of ESG topics included:

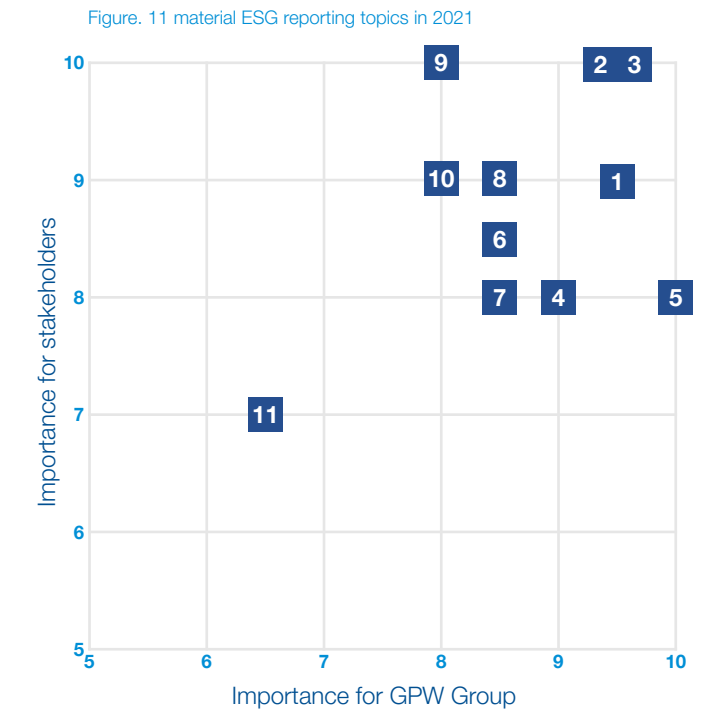
- » conclusions from stakeholder surveys and a series of meetings and internal workshops with GPW Group management and employees;
- » analysis of trends including developments in ESG regulation and ESG practices of stock exchanges in Europe and globally;
- » analysis of the global 2030 Sustainable Development Goals set by the UN and national targets in this area;
- » analysis of the GPW Group's impact on social and environmental factors, as well as the impact of social and environmental factors on the GPW Group's targets and performance;
- » materiality of ESG topics from the point of view of the mission, business strategy and ESG strategy.

The analysis of stakeholder opinions and expectations took into account:

- » an employee survey;
- » an external stakeholder perception survey covering among others investors and shareholders, issuers, regulators, business and social partners, brokerage houses, industry and international organisations;
- » an additional survey addressed to GPW shareholders supplemented by individual telephone interviews.

As a result of the double materiality analysis, the following key ESG reporting topics were identified:

- 1 Fair working conditions
- 2 Anti-corruption and ethical conduct
- 3 Exemplary corporate governance
- 4 Diversity and gender equality
- 5 Employee competences and development
- 6 Climate and environmental footprint
- 7 Contributing to a sustainable economy
- 8 Stock market education
- 9 Data security (including client data, personal data)
- 10 Quality of services provided to the market
- 11 Responsible procurement policy



Report parameters

The GPW Group's Integrated Report covers the activities of all Group companies in the period from 1 January 2021 to 31 December 2021. The GPW Group reports on an annual basis.

The ESG content of the report was prepared with the participation of the GPW management team and the support of CSRinfo, a company specialising in ESG and sustainability. The independent experts ensured among others the correct reporting process and the selection of ESG indicators in line with the reporting principles according to the GPW guidelines and the GRI Standards, as well as the calculation of Scope 1 and Scope 2 greenhouse gas emissions resulting from the GPW Group's activities. The ESG indicators have not been subject to an additional external audit.

The company's financial results for 2021 have been audited by an independent audit firm. The non-financial data have not been audited by an auditor.

Table. List of indicators according to the ESG Reporting Guidelines - Guide for issuers

Indicator code	Indicator name	Page number
E-P1	GHG Emissions	86
E-P2	Energy Consumption	86
E-P3	Climate Risks & Opportunities	28, 84
E-S2	Emissions Management	84, 86
E-S3	Water Consumption	86
E-S5	Biodiversity Impacts	The GPW Group's activities have a negligible impact on biodiversity. The GPW Group's ESG Strategy 2025 identifies other environmental impacts as priorities.
E-S6	Waste Management	86
S-P1	Board Diversity	48
S-P2	Gender Pay Gap	70
S-P3	Employee Turnover	65
S-P4	Freedom of Association and Collective Bargaining	63
S-S1	Employee Health and Safety	71
S-P5	Human Rights Policy	65
S-P6	Human Rights Due Diligence	54, 65, 66
G-P1	Board Composition	48
G-P2	Business Ethics Standards	52
G-P3	Anti-corruption Policy	52
G-P4	Whistle-blower Mechanism	52, 66
G-S1	Data Security Policy	55

List of GRI Standards 2021 indicators

Indicator code	GRI Standard	Indicator name	Page number	Notes
I. PROFILE DISCLOSURES [General Disclosures 2021]				
1. The organisation and its reporting practices				
GRI 2-1	GRI 2. General Disclosures 2021	Organizational details	6	
GRI 2-2	GRI 2. General Disclosures 2021	Entities included in the organization's sustainability reporting	93	
GRI 2-3	GRI 2. General Disclosures 2021	Reporting period, frequency and contact point	93, 99	
GRI 2-4	GRI 2. General Disclosures 2021	Restatements of information	93	
GRI 2-5	GRI 2. General Disclosures 2021	External assurance	93	
2. Activities and workers				
GRI 2-6	GRI 2. General Disclosures 2021	Activities, value chain and other business relationships	6	
GRI 2-7	GRI 2. General Disclosures 2021	Employees	64	
GRI 2-8	GRI 2. General Disclosures 2021	Workers who are not employees	64	
3. Governance				
GRI 2-9	GRI 2. General Disclosures 2021	Governance structure and composition	48	
GRI 2-10	GRI 2. General Disclosures 2021	Nomination and selection of the highest governance body	48	
GRI 2-11	GRI 2. General Disclosures 2021	Chair of the highest governance body	48	
GRI 2-12	GRI 2. General Disclosures 2021	Role of the highest governance body in overseeing the management of impacts	49	
GRI 2-13	GRI 2. General Disclosures 2021	Delegation of responsibility for managing impacts	49	
GRI 2-14	GRI 2. General Disclosures 2021	Role of the highest governance body in sustainability reporting	92	
GRI 2-15	GRI 2. General Disclosures 2021	Conflicts of interest	52	
GRI 2-16	GRI 2. General Disclosures 2021	Communication of critical concerns	52	
GRI 2-17	GRI 2. General Disclosures 2021	Collective knowledge of the highest governance body	16, 69	
GRI 2-18	GRI 2. General Disclosures 2021	Evaluation of the performance of the highest governance body	49	
GRI 2-19	GRI 2. General Disclosures 2021	Remuneration policies	57	
GRI 2-20	GRI 2. General Disclosures 2021	Process to determine remuneration	57	
GRI 2-21	GRI 2. General Disclosures 2021	Annual total compensation ratio	70	

Indicator code	GRI Standard	Indicator name	Page number	Notes
4. Strategy and practices				
GRI 2-22	GRI 2. General Disclosures 2021	Statement on sustainable development strategy	2	
GRI 2-23	GRI 2. General Disclosures 2021	Policy commitments	16	
GRI 2-24	GRI 2. General Disclosures 2021	Embedding policy commitments	16, 28	
GRI 2-25	GRI 2. General Disclosures 2021	Processes to remediate negative impacts	52	
GRI 2-26	GRI 2. General Disclosures 2021	Mechanisms for seeking advice and raising concerns	52	
GRI 2-27	GRI 2. General Disclosures 2021	Compliance with laws and regulations	54	
GRI 2-28	GRI 2. General Disclosures 2021	Membership associations	39	
5. Stakeholder engagement				
GRI 2-29	GRI 2. General Disclosures 2021	Approach to stakeholder engagement	31, 92	
GRI 2-30	GRI 2. General Disclosures 2021	Collective bargaining agreements	63	
II. MATERIAL TOPICS				
GRI 3-1	GRI 3. Material topics 2021	Process to determine material topics	92	
GRI 3-2	GRI 3. Material topics 2021	List of material topics	92	
Reporting topic: Climate and environmental footprint				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	84	
GRI 307-1	GRI 307. Environmental Compliance 2016	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	86, 87	
GRI 302-1	GRI 302. Energy 2016	Energy consumption within the organization	86, 87	
GRI 305-1	GRI 305. Emissions 2016	Direct (Scope 1) GHG emissions	86	
GRI 305-2	GRI 305. Emissions 2016	Energy indirect (Scope 2) GHG emissions	86	
GRI 301-1	GRI 301. Materials 2016	Materials used by weight or volume	86	
GRI 306-3	GRI 306. Waste 2020	Waste by type and disposal method	86	
GRI 303-3	GRI 303. Water and Effluents 2018	Water withdrawal	86	
Reporting topic: Contributing to a sustainable economy				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	84	
GPW indicator		Key activities and initiatives supporting the sustainable economy model and their results	89	

Indicator code	GRI Standard	Indicator name	Page number	Notes
Reporting topic: Employee competences and development				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	63	
GRI 404-1	GRI 404. Training and Education 2016	Average hours of training per year per employee	69	
GRI 404-2	GRI 404. Training and Education 2016	Programs for upgrading employee skills and transition assistance programs	69	
Reporting topic: Fair working conditions				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	63	
GRI 401-1	GRI 401. Employment 2016	New employee hires and employee turnover	65	
GRI 401-2	GRI 401. Employment 2016	Benefits provided to full-time	72	
GRI 403-5	GRI 403. Occupational Health and Safety 2018	employees that are not provided to temporary or part-time employees	71	
GRI 403-6	GRI 403. Occupational Health and Safety 2018	Promotion of worker health	71	
GRI 403-9	GRI 403. Occupational Health and Safety 2018	Work-related injuries	71	
GPW indicator		Employee support during the COVID-19 pandemic	71	
Reporting topic: Diversity and gender equality				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	66	
GRI 405-1	GRI 405. Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees (Composition of supervisory bodies and staff by gender, age, minority and other indicators of diversity)	67, 68	
GRI 405-2	GRI 405. Diversity and Equal Opportunity 2016	Ratio of basic salary and remuneration of women to men	70	
Reporting topic: Stock market education				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	78	
GPW indicator		Key educational programmes and activities and their results	78, 80	
Reporting topic: Quality of services provided to the market				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	73	
GRI 201-1	GRI 201. Economic Performance 2016	Direct economic value generated and distributed	40	
GPW indicator		Key principles and actions for quality assurance	73	
Reporting topic: Exemplary corporate governance				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	51	
GRI 419-1	GRI 419. Compliance	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations	52	

Indicator code	GRI Standard	Indicator name	Page number	Notes
Reporting topic: Anti-corruption and ethical conduct				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	52	
GRI 205-2	GRI 205. Anti-corruption 2016	Communication and training about anti-corruption policies and procedures (reported in part)	52	
GRI 205-3	GRI 205. Anti-corruption 2016	Confirmed incidents of corruption and actions taken	53	
Reporting topic: Data security (including client data, personal data)				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	55	
GRI 418-1	GRI 418. Customer Privacy 2016	Substantiated complaints concerning breaches of customer privacy and losses of customer data	55	
Reporting topic: Responsible procurement policy				
GRI 3-3	GRI 3. General Disclosures 2021	Management of material topics (identified as material in the topic materiality matrix)	65	
GPW indicator		Key actions taken during the reporting period to develop good practices of sustainable development in the supply chain	73, 77, 78	



Table. List of indicators under the ESG Reporting Guidelines. Manual for GPW Listed Companies

UN Global Compact principles		Page number
Businesses should:		
1	Support and respect the protection of internationally proclaimed human rights;	16,17, 39, 63, 65,66, 68
2	Make sure that they are not complicit in human rights abuses;	
3	Uphold the freedom of association and the effective recognition of the right to collective bargaining;	
4	Uphold the elimination of all forms of forced and compulsory labour;	
5	Uphold the effective abolition of child labour;	2, 17, 62, 63, 66, 67, 68, 70
6	Uphold the elimination of discrimination in respect of employment and occupation;	
7	Support a precautionary approach to environmental challenges;	
8	Undertake initiatives to promote greater environmental responsibility;	2, 16, 17, 51, 77, 84, 85, 86, 87, 89
9	Encourage the development and diffusion of environmentally friendly technologies;	
10	Work against corruption in all its forms, including extortion and bribery.	52, 53

Table. TCFD climate reporting guidelines

Area	Disclosure	Page number
Governance	Disclose the organization's governance around climate-related risks.	16-18, 28-29
	Describe management's role in assessing and managing climate-related risks and opportunities.	18
Strategy	Greenhouse gas emission reduction targets	16-17, 84-85
Risk Management	Describe how processes for identifying climate-related risks are integrated into the organization's overall risk management and mapping.	28-29, 85
Metrics and Targets	Greenhouse gas emission reduction targets	16-17, 84-85
	GPW Group's greenhouse gas emission indicators	86-87

Contact details

Head office of the Warsaw Stock Exchange

4 Książęca Street
00-498 Warsaw

GPW recommends the following contact channels for stakeholders:

» by email at the dedicated address ir@gpw.pl.

