

## Table of indicators

Overview of key information used in the report and its compliance with applicable standards.

Index number	Index title	Page/pages in the report	Type of index	WEF <sup>42</sup> publication	SDG and UNGC principles
<b>2016 profile indices<sup>41</sup></b>					
<b>Organisation Profile</b>					
102-1	Name of the organisation	24	CORE		
102-2	Activities, brands, products and/or services	22-23	CORE		
102-3	Location of headquarters	24	CORE		
102-4	Location of operations	24	CORE		
102-5	Ownership and legal form	24	CORE		
102-6	Markets served	8	CORE		
102-7	Scale of the organisation	8-11, 86, 99	CORE		
102-8	Information on employees and other workers	86-89	CORE		SDG 8, 10.
102-9	Description of the supply chain	98-99	CORE		
102-10	Significant changes to the organisation and its supply chain	8-11	CORE		
102-11	Precautionary principle or approach	92	CORE		UNGC 7
102-12	External declarations, principles and other initiatives of economic, environmental and social nature adopted or supported by the organisation	72-73	CORE		
102-13	Membership in associations and organisations	72-73	CORE		

<sup>41</sup> Year of publication of GRI indices

<sup>42</sup> WEF, <https://www.weforum.org/reports/measuring-stakeholdercapitalism-towards-common-metrics-and-consistentreporting-of-sustainable-value-creation>

Index number	Index title	Page/pages in the report	Type of index	WEF publication	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Strategy</b>					
102-14	Statement from senior decision-maker	4-5	CORE		
102-15	Key impacts, risks, and opportunities	92-95		☑	
<b>Ethics and integrity</b>					
102-16	Values, principles, standards, and norms of behavior.	21 and 81	CORE		SDG 16
102-17	Internal and external mechanisms for advice and concerns about behavior in ethics-related and legal issues, as well as in cases related to organisational integrity	92		☑	SDG 16
<b>Governance</b>					
102-18	Governance structure of the organisation, including committees subordinate to the top-level governance body	22-25	CORE		
<b>Stakeholder engagement</b>					
102-40	List of stakeholder groups engaged by the reporting organisation	102-105	CORE		
102-41	Collective bargaining agreements		CORE		SDG 8 UNGC 1,3
<b>No collective bargaining agreements are in effect within the Group.</b>					
102-42	Identifying and selecting stakeholders	102	CORE		
102-43	Approach to stakeholder engagement, including frequency of engagement, by stakeholder type and group	102-105	CORE	☑	
102-44	Key topics and concerns raised by stakeholders and response from the organisation, including by reporting such concerns	102-105	CORE		

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Reporting practice</b>					
102-45	Entities included in the consolidated financial statements	102	CORE		
102-46	Defining report content and topic boundaries	102-103	CORE		
102-47	List of material topics	103	CORE	☑	
102-48	Restatements of information included in previous reports, with the statement of reasons behind their introduction and with the presentation of their impact		CORE		
<p><b>Due to the change in reporting methodologies, the following 2019 disclosures are subject to adjustment:</b>  <b>GRI 302-1: Total energy consumption within the organisation amounted to 45,201 MWh.</b>  <b>GRI 302-2: Energy consumption outside the organisation amounted to 338,602 MWh.</b>  <b>GRI 302-3: Energy intensity equaled 44.7 MWh / PLN 1 million in revenues</b></p>					
102-49	Changes in reporting	102-103	CORE		
102-50	Reporting period	102	CORE		
102-51	Date of most recent report (if published)	102	CORE		
102-52	Reporting cycle	102	CORE		
102-53	Contact point for questions regarding the report	156	CORE		
102-54	Claims of reporting in accordance with the GRI Standards (Core or Comprehensive)	102	CORE		
102-55	GRI content index	160-169	CORE		
102-56	Policy and current practice with regard to seeking external assurance for the report	102	CORE		

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Management approach (2016)</b>					
103-1	Explanation of materials topics and their boundaries	103	CORE		
103-2	Management approach and its components	39-41, 44-45, 50-51, 59-61, 66-67, 74-75, 81-83, 90-91, 100-101, 109-111, 120-121	CORE		
103-3	Evaluation of the management approach	39-41, 44-45, 50-51, 59-61, 66-67, 74-75, 81-83, 90-91, 100-101, 109-111, 120-121	CORE		
<b>Profile indices (2016)</b>					
<b>Economic topics</b>					
<b>Economic performance (2016)</b>					
201-1	Direct economic value generated and distributed (taking into account revenues, operating expenditures, employee remuneration, subsidies and other investments benefiting the community, undistributed profits, and payments to capital owners and state institutions)			☑	SDG 8, 9
<p><b>Revenues* in 2020 = PLN 10.2 billion, in 2019 = PLN 8.6 billion</b>  <b>Costs* in 2020 = PLN 9.6 billion, in 2019 = PLN 8.1 billion</b>  <b>Retained economic value* in 2020 = PLN 0.4 billion, in 2019 = PLN 0.2 billion</b></p> <p>* Net revenues on sales, from contracts with customers and financial revenues  ** Operating costs, other operating costs and financial costs (without interest on loans from related entities)</p>					
<b>Market presence (2016)</b>					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage			☑	SDG 1, 5, 8
<b>The ratios amounted to 1.46 for males and 1.16 for females.</b>					
202-2	Proportion of senior management hired from the local community				SDG 8
<b>The proportion amounted to 100%.</b>					
<b>Indirect economic impacts (2016)</b>					
203-1	Infrastructure investments and services supported	76-77	CORE		SDG 5, 9, 11 UNGC 8,9

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Economic topics</b>					
<b>Indirect economic impacts (2016)</b>					
203-2	Significant indirect economic impacts	62-65 and 70-71			SDG 1, 3, 8
<b>Procurement practices (2016)</b>					
204-1	Proportion of spending on local suppliers	9			SDG 8
<b>Anti-corruption (2016)</b>					
205-1	Operations assessed for risks related to corruption	92			SDG 16 UNGC 10
205-2	Communication and training about anti-corruption policies and procedures	92			SDG 16 UNGC 10
205-3	Confirmed incidents of corruption and actions taken	92			SDG 16
<b>Anti-competitive behavior (2016)</b>					
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	92			SDG 16
<b>Environmental topics</b>					
<b>Materials (2016)</b>					
301-2	Recycled input materials used in production		CORE		SDG 8, 12
<b>The share equaled 12.4%</b>					
301-3	Reclaimed products and their packaging materials, by material category	120			SDG 8, 12

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Environmental topics</b>					
<b>Energy (2016)</b>					
302-1	Energy consumption within the organisation, by type of raw material	115			SDG 7, 8, 12, 13
302-2	Energy consumption outside the organisation	115			SDG 7, 8, 12, 13
302-3	Energy intensity	115			SDG 7, 8, 12, 13
302-4	Reduction of energy consumption	108, 115 and 117			SDG 7, 8, 12, 13 UNGC 8, 9
<b>Water and effluents (2018)</b>					
303-3	Water withdrawal				SDG 6, 8, 12
<b>Consumption of water from the municipal network at the headquarters and Logistics Centers: 23,745 m³</b>					
<b>Biodiversity (2016)</b>					
304-2	Significant impacts of activities, products and services on biodiversity	72			SDG 6, 14, 15 UNGC 8
<b>Emissions (2016)</b>					
305-1	Direct (Scope 1) GHG emissions	110-114		☑	SDG 3, 12, 13, 14, 15
305-2	Energy indirect (Scope 2) GHG emissions	110-114		☑	SDG 3, 12, 13, 14, 15
305-3	Other indirect (Scope 3) GHG emissions	110-113 and 116		☑	SDG 3, 12, 13, 14, 15
305-4	GHG emissions intensity	116		☑	SDG 13, 14, 15

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Economic topics</b>					
<b>Emissions (2016)</b>					
305-5	Reduction of GHG emissions	116-117	CORE		SDG 13, 14, 15 UNGC 8, 9
<b>Waste (2016)</b>					
306-2	Waste by type and disposal method	125			SDG 3, 6, 11, 12
307-1	Value of fines and total number of non-monetary sanctions for non-compliance with environmental laws and/or regulations				SDG 16
<b>A single monetary penalty in the amount of PLN 73,377.30 was imposed for placing advertising billboards in violation of the Landscape Resolution of the city of Gdańsk.</b>					
<b>Social topics</b>					
<b>Employment (2016)</b>					
401-1	New employee hires and employee turnover	85-86	CORE		SDG 5, 8, 10
401-2	Additional benefits provided to full-time employees that are not available to temporary or part-time workers	85		☑	SDG 3, 5, 8
<b>Labor/management relations (2016)</b>					
402-1	Minimum notice periods regarding operational changes, including information whether such periods are defined in collective agreements				SDG 8
<b>As per Labor Code regulations.</b>					
<b>Occupational health and safety (2018)</b>					
403-9	Work-related injuries				SDG 3, 8, 16
<b>22 work-related accidents - 21 light and 1 serious - were reported. The total of 22 persons were injured - 19 males and 3 females.</b>					

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Social topics</b>					
<b>Occupational health and safety (2018)</b>					
403-10	Occupational diseases				SDG 3, 8, 16
<b>None were reported.</b>					
<b>Training and education (2016)</b>					
404-1 <sup>43</sup>	Average hours of training per year per employee	88			SDG 4, 5, 8, 10
404-2	Programs for upgrading managerial skills and lifelong learning that supports the continuity of employment and facilitates the retirement process	88-89			SDG 8, 10 UNGC 6
<b>We do not offer any programs facilitating the retirement process.</b>					
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	88			SDG 5, 8, 10
<b>Diversity and equal opportunity (2016)</b>					
405-1	Diversity of governance bodies and employees, by employee category, gender, age and other diversity-related factors	87 and 89		☑	SDG 5, 8 UNGC 1, 6
<b>Management Board make-up*:</b>					
<b>1. By gender:</b>					
<b>males - 50%, females - 50%</b>					
<b>2. By age:</b>					
<b>&lt;30 - 0%, 30-50 - 83%, &gt;50 - 17%</b>					
<b>*As at the end of May 2021.</b>					
<b>Non-discrimination (2016)</b>					
406-1	Incidents of discrimination and corrective actions taken				SDG 5, 8 UNGC 1, 2, 6
<b>No cases of discrimination have been reported.</b>					

<sup>43</sup> Partial disclosure.

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Social topics</b>					
<b>Child labor (2016)</b>					
408-1	Operations and suppliers at significant risk for incidents of child labor, as well as activities undertaken to eliminate such cases	99		☑	SDG 8, 16 UNGC 1, 2, 5
<b>Forced or compulsory labor (2016)</b>					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor, as well as activities undertaken to eliminate such cases	99		☑	SDG 8 UNGC 1, 2, 4
<b>Local communities (2016)</b>					
413-1	Operations with local community engagement, impact assessments and development programs				UNGC 8
<b>6,927 business units (100%).</b>					
<b>Participation in public life (2016)</b>					
415-1	Total financial and in-kind value of donations to political parties, politicians and institutions of a similar character, by country				
<b>No such donations have been made.</b>					
<b>Customer health and safety (2016)</b>					
416-1	Assessment of the health and safety impacts of product and service categories				SDG 16 UNGC 9
<b>The percentage share of significant product and service categories subject to assessment amounted to 100%</b>					
<b>Marketing and labeling (2016)</b>					
417-1	Internal requirements for product and service information and labeling	96			SDG 12, 16

Index number	Index title	Page/pages in the report	Type of index	Stakeholder Capitalism	SDG and UNGC principles
<b>Profile indices (2016)</b>					
<b>Social topics</b>					
<b>Customer privacy (2016)</b>					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	92			SDG 16 UNGC 1, 2
<b>Socioeconomic compliance (2016)</b>					
419-1	Non-compliance with laws and regulations in the social and economic area				SDG 16
<b>No cases of non-compliance have been reported.</b>					
G4-FP1	Percentage share of suppliers meeting the organisation's requirements				
<b>The share amounted to 100%.</b>					