



Relational capital

Relations are one of the most important assets of each organisation. At the Grupa Kęty S.A. Capital Group we apply utmost effort to establish dialogue within the Company and outside of it.

Our business relations are based on the values set forth in the [Code of Ethics](#). The several-thousand group of defined stakeholders obliges us to apply due diligence within relational capital.

Stakeholders

Each organisation with aware approach to management is focused on broad dialogue and feedback from the stakeholders as regards its actions, investments made, or products marketed.

Our organisation focuses on main stakeholders: employees, customers, suppliers, shareholders and supervisory authorities, namely the groups which have the greatest impact on the creation of the business value of the organisation.



The table below presents the individual groups of stakeholders and the method of communicating with them:

Stakeholders map



Issuers organisations

Communication method

Participation in the works of the Polish Association of Listed Companies

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Corporate governance principles

In-house trade unions

Communication method

Face-to-face meetings

Frequency (at least)

Once in 6 months or more frequently, as needed by the stakeholders

Key topics raised by stakeholders

Employment conditions, current activities of the Company, Company strategy

Competitors

Communication method

Trade fairs, industry meetings

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Market conditions, business environment, business issues

Mass media

Communication method

Press conferences, face-to-face meetings

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Current activities of the Company, Company strategy

Shareholders and potential shareholders**Communication method**

Face-to-face meetings, General Meetings, stock-exchange disclosures, website: www.grupakety.com

Frequency (at least)

Annually or more frequently, as needed by the particular groups of stakeholders

Key topics raised by stakeholders

Dividend policy, corporate governance, development strategy, current activities of the Company

Supervisory Board**Communication method**

Face-to-face meetings, stock-exchange disclosures

Frequency (at least)

On a quarterly basis

Key topics raised by stakeholders

Risk management, corporate governance, development strategy, current activities of the Company

Local communities**Communication method**

Participation in local sports and social events, face-to-face meetings, e.g. with the educators from children's homes

Frequency (at least)

Annually or more frequently, as needed by the particular groups of stakeholders

Key topics raised by stakeholders

Support for local initiatives, support for children from children's homes, sports development

Local authorities**Communication method**

Face-to-face meetings

Frequency (at least)

Once in 6 months

Key topics raised by stakeholders

Support for local initiative, development of the local labour market

Business organisations**Communication method**

Membership of and engagement in selected business organisations

Frequency (at least)

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Engagement in joint projects

Employees

Communication method

Intranet, Aluway Express newsletter, notice boards, periodical meetings with managers, team-building meetings

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

OHS, remuneration policy, additional support processes and schemes, social projects

Suppliers

Communication method

Face-to-face meetings, telephone calls, trade fairs

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Transparent cooperation conditions, Codes of Ethics

Customers

Communication method

Face-to-face meetings, newsletters, telephone calls, trade fairs

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Quality of products and services, product innovation, R&D activities, production safety, social projects

Polish Financial Supervision Authority

Communication method

Disclosures, face-to-face meetings

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Legal compliance

Warsaw Stock Exchange

Communication method

Disclosures, face-to-face meetings

Frequency (at least)

On an ongoing basis

Key topics raised by stakeholders

Legal compliance, corporate governance principles

Running business compliant with the current activities of the Capital Group companies is based on constant, broadly understood dialogue. The dialogue is simply the day-to-day life of the organisation – everyday work, business and team-building meetings, telephone calls. Our business plans, the development plans of our organisation and our impact on local communities and environment are confronted with the stakeholders' expectations. Stakeholders, among other groups of people, affect the company development directions. This happens by changes in legal requirements, the needs of new employee generations, or challenges posed by the care for climate issues. Processes are constantly adjusted to the challenges the business faces in the 21st century. We strive for introducing climate-friendly solutions, caring for the business culture and strongly emphasising human rights in the contemporary world.

The Capital Group of Grupa Kęty S.A. maintains high standards of communication. For years now, the Company has been perceived by market participants as a recognised brand and a credible partner. The Company's social activities are reported on external portals such as www.grupakety.com/odpowiedzialny_biznes; www.dziecipodbeskidzia.pl; and on the [Facebook page of the 'Grupa Kęty for the Children of the Podbeskidzie Region' Foundation](#). Grupa Kęty has a [Facebook](#) account, a [LinkedIn](#) account, and a dedicated [Youtube](#) channel. Ongoing communication with the employees is maintained through meetings, the Intranet, newsletters and notice boards.

The Company actively supports and engages in local initiatives together with other companies and the local community, creating the future of the region. Each year, the reporting process is consulted on an ongoing basis with the selected groups of stakeholders.

An important process was the development of the Strategy for the years 2021–2025. Engaged in preparing it was a broad group of stakeholders, including employees, local communities (by way of consultations), and supervisory authorities.

The Company on the capital market

Shares and shareholders

The Company shares have been quoted on the Warsaw Stock Exchange since 16 January 1996. At present, the shares are quoted as part of the mWIG40 index. As at 31 December 2020, there were the total of 9,569,947 shares of Grupa Kęty S.A. issued, of the nominal value of PLN 2.50 each. The list of shareholders with more than 5% of shares as at 31 December 2020 and 31 December 2019 is as follows:

	Number of shares as at 31.12.2020	Percentage of capital	Number of shares as at 31.12.2019	Percentage of capital
Nationale Nederlanden OFE	1,858,073	19.30%	1,829,832	19.12%
OFE AVIVA Santander	1,297,681	13.48%	1,735,302	18.13%
OFE PZU ZŁOTA JESIEŃ	847,272	8.80%	943,654	9.86%
AEGON PTE	692,995	7.20%	694,474	7.26%
MetLife OFE	542,834	5.64%	534,584	5.58%
PTE Allianz Polska	503,871	5.23%	489,576	5.12%
Others	3,886,631	40.36%	3,342,525	34.93%

Share quotations at the Warsaw Stock Exchange

In 2020 (on the basis of closing prices):

- the average share price amounted to PLN 408.50 (increase by 24% as compared to the preceding year);
- the lowest price amounted to PLN 290 (on 13 March) and the highest price equalled PLN 500 (on 30 December);
- the price change throughout the year (between 30 December 2019 and 31 December 2020) equalled +46%; in the same period, the WIG index dropped by 1% and the mWIG40 index grew by 2%;
- the average turnover per session in 2020 amounted to PLN 2.6 million, as compared to PLN 0.6 million in 2019.

