



We follow together every day towards your goal.

COMMUNICATION ON PROGRESS 2022

United Nations Global Compact



Dear Stakeholders,

I am pleased to confirm that Dom Inwestycyjny Xelion sp. z o.o. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Krzysztof Prasał'.

Krzysztof Prasał
President of the Dom Inwestycyjny Xelion sp. z o.o.

WHO WE ARE

Dom Inwestycyjny Xelion sp. Z o.o. (“DIX” or the “Company”) has been present on the financial market since 2003 and has operated under the licence issued by the Polish Financial Supervision Authority. We have been fully concentrated on providing Clients with top quality investment solutions ever since.

As a brokerage house, DI Xelion currently holds a licence to provide broker services:

- receiving and transmitting orders to purchase or sell financial instruments,
- providing investment advisory services,
- preparing investment analyses, financial analyses and other recommendations
- of general nature concerning transactions that involve financial instruments,
- offering financial instruments,
- safekeeping and recording changes in the financial instruments held (maintaining the sponsor account) and maintaining accounts (for settlements relating to the financial instrument purchases or disposals via Xelion),
- executing orders concerning financial instruments for the account of the person placing the order.

DI Xelion also operates as an insurance agent.

We are present in: Białystok, Bielsko-Biała, Biłgoraj, Częstochowa, Gdańsk, Katowice, Kraków, Krosno, Lublin, Łódź, Poznań, Rzeszów, Szczecin, Tarnów, Warsaw and Wrocław.



administers Clients' assets
worth nearly
4,5 billion PLN



cooperates
with **25** financial institutions
in Poland and other countries



provides services via more than
180 Xelion Partners

OUR VALUES

The core values that guide us in our work:



PARTNERSHIP

we build an equal partnership in our relationships with Clients



COMMITMENT

we operate with passion and commitment



COMMUNICATION

we promote open communication



GROWTH

we care about growth

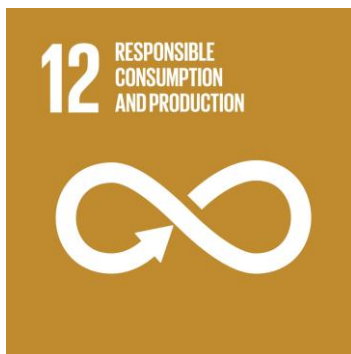
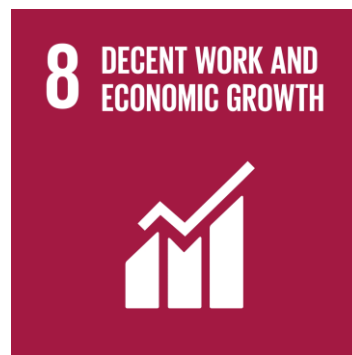
UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Developments Goals (“SDGs”) are a collection of 17 interlinked global goals that form the basis of the 2030 Agenda adopted by all 193 UN member states and define the most important challenges of our time.

As one of the leading independent financial institutions in Poland, DIX Xelion feels obliged to support the implementation of the SDGs, which will be a part of the upcoming business strategy of the Company for 2023-2025.

DIX’s commitment to the SDGs

CSR activities



Pro-development activities



OUR COMMUNICATION ON PROGRESS IN 2022

DI Xelion joined the United Nations Global Compact pact on 28 September 2020 to fully embrace and promote the idea of sustainable development within the organization and in Poland.

The Ten Principles of the UNGC are an important set of recommendations that should ultimately be followed by all companies and institutions in Poland and across the world.

Dom Inwestycyjny Xelion makes every effort to comply with them and serves as a good example for other firms in this regard.

Human Rights

[Principle 1:](#) Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2:](#) make sure that they are not complicit in human rights abuses.

Labour

[Principle 3:](#) Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4:](#) the elimination of all forms of forced and compulsory labour;

[Principle 5:](#) the effective abolition of child labour; and

[Principle 6:](#) the elimination of discrimination in respect of employment and occupation.

Environment

[Principle 7:](#) Businesses should support a precautionary approach to environmental challenges;

[Principle 8:](#) undertake initiatives to promote greater environmental responsibility; and

[Principle 9:](#) encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

[Principle 10:](#) Businesses should work against corruption in all its forms, including extortion and bribery.

Human Rights

We treat all people with respect and dignity, respecting both national and international laws as well as complying with the highest standards and practices to protect human rights remain our top priorities in all our business relationships.

Equal opportunities for all our employees and business partners regardless of gender, ethnicity, religion or beliefs are at the core of our values and principles.

Labour

DI Xelion pursues a compensation policy harmonized with its strategy and values.

In accordance with the internally and externally applicable provisions of the labor law, employees are treated equally in the scope of establishing or employing termination of employment, employment conditions, promotion and access to training to improve professional qualifications. The Company has internal regulations specifying the rules for granting bonuses at various employment levels.

Environment

As a brokerage house, DI Xelion mainly provides services for its Clients in the field of collecting and transmitting orders regarding financial instruments to entities who execute them.

In order to ensure environmental protection by reducing paper consumption, we have introduced a program of digitization of all processes carried out between us, our clients and companies executing orders.

Anti-Corruption

The DI Xelion activity is a subject to external legal regulations and market standards. There is a unit in the company named The Control and Supervision Office which is responsible for the compliance of the company's operations with the law, market standards and internal regulations. In order to ensure an appropriate level of independence, the manager of this unit reports directly to the President of the Management Board of DI Xelion.

One of the elements solidifying the proper organization within DI Xelion is a hierarchical system of its internal regulations. The Company does not tolerate corruption in any shape or form and actively counteracts it – for this purpose, numerous internal regulations have been adopted and must be observed by all DI Xelion employees.

In order to prevent conflicts of interest and dishonesty, DI Xelion has introduced appropriate mechanisms, which are reflected in relevant internal procedures (e.g. Conflict of Interest Policy). Their goal is to manage actual or potential situations that may lead to a conflict of interests of the Company with the personal interests of its employees, in particular when the latter conflict or could conflict with the proper performance of corporate duties. All DI Xelion employees are obliged to report any

actual or potential conflict of interest when performing activities related to both investment or purchasing processes.

In order to verify whether employees are comply with the internal rules and regulations, a dedicated internal controls are carried out in accordance with the annual internal control plan.