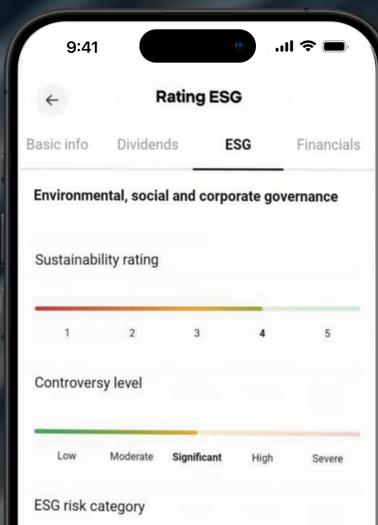




Fact sheet

Sustainable Development

[DOWNLOAD THE 2025 ESG STATEMENT ↓](#)



XTB is a financial institution with Polish roots and an international reach. Through the XTB mobile app and online platform, we provide over 1.5 million clients worldwide with instant access to financial markets.

In business for over

20 years

Foreign branches

7

Companies in the Group

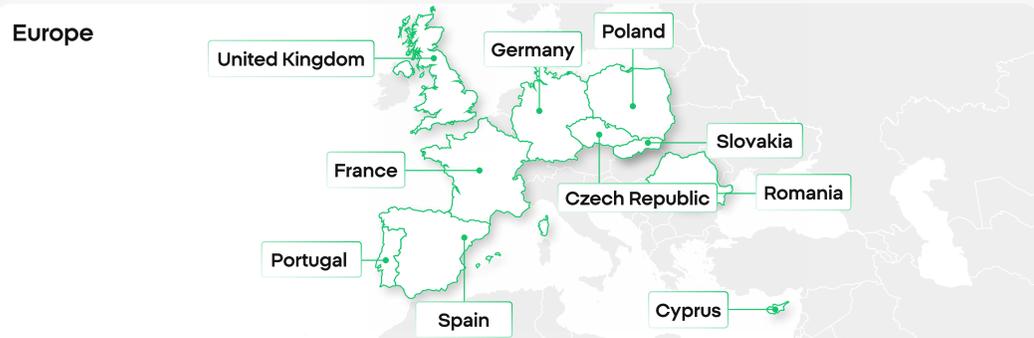
13

We are regulated by

9

capital and financial market regulators

XTB's Global Operations



The Management Board of XTB S.A.



Omar Arnaout
CEO



Filip Kaczmarzyk
Member of the Management Board for Trading



Jakub Kubacki
Member of the Management Board for Legal Affairs

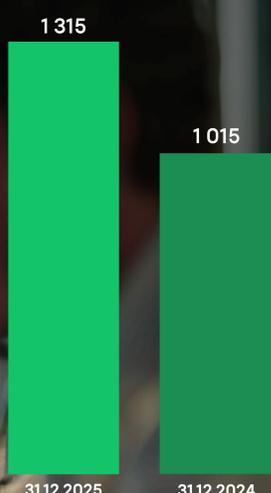


Paweł Szejko
Member of the Management Board for Finance

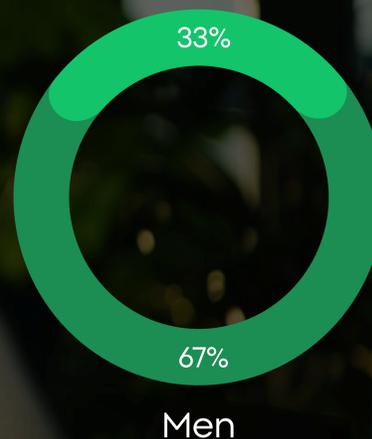


Bartosz Osieński
Member of the Management Board for Risk Management

Number of employees



Women



Selected financial products offered by XTB

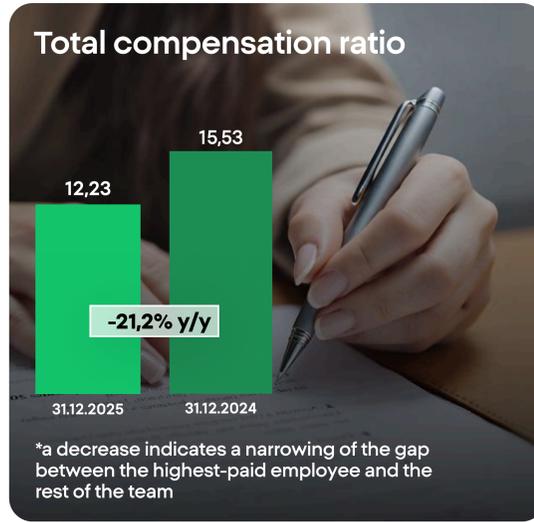
[DISCOVER XTB'S OFFERINGS](#)



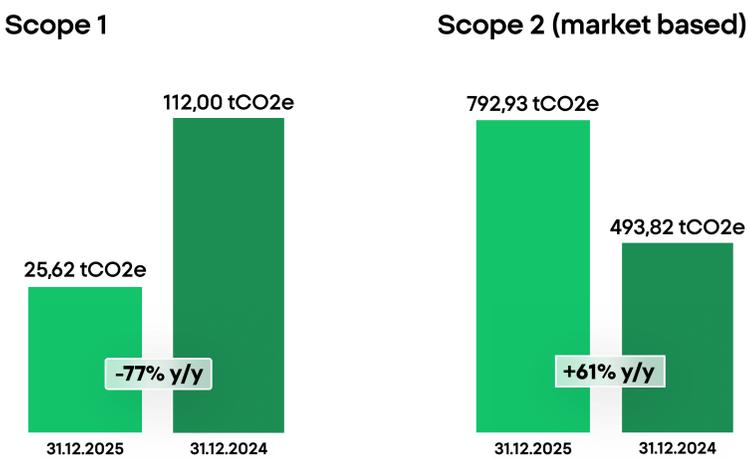
Tax-advantaged products



Selected social indicators for the XTB Group for 2025

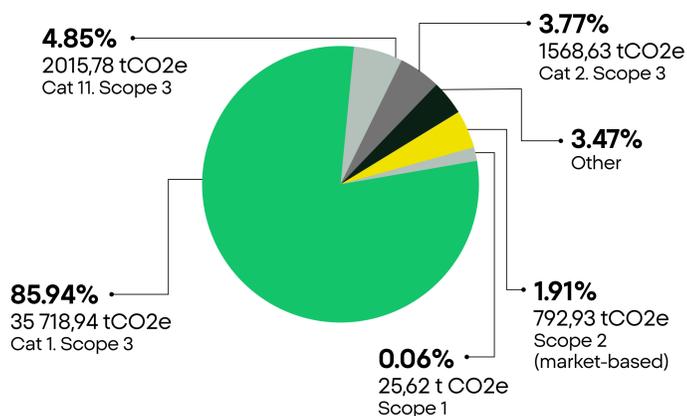


Selected environmental indicators for the XTB Group for 2025

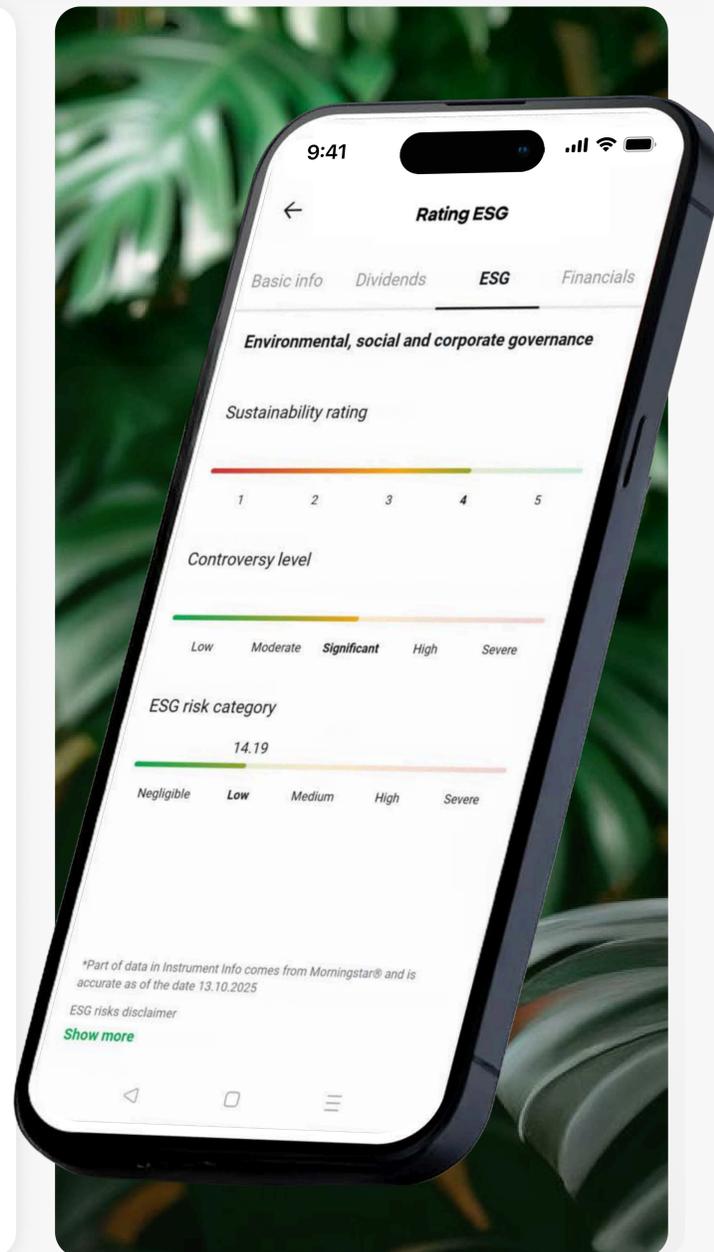


- The decrease in Scope 1 emissions is due to lower fuel consumption in XTB vehicles and the absence of refrigerant leaks
- The increase in Scope 2 emissions is due to higher consumption of electricity and district heating, as well as a change in the carbon emissivity of electricity at one of the data centers
- Scope 2 emissions (location-based) for 2025 amounted to 909.07 tCO2e (+25% y/y)
- Scope 1 emissions constitute 0.06% and Scope 2 emissions (market-based) constitute 1.91% of the total carbon footprint of the XTB Group

XTB Group's Carbon Footprint for 2025



- the XTB Group's total carbon footprint (market-based) was 41,564.22 tCO2e
- Scope 3 emissions amounted to 40,745.7 tCO2e and accounted for 98.03% of the XTB Group's total emissions
- GHG emissions related to purchased goods and services accounted for 85.94% of the total carbon footprint
- typically for the XTB Group, the use of sold products (cat. 11, Scope 3) are emissions related to the use of the XTB investment application, accounting for 4.85% of the XTB Group's carbon footprint
- other Scope 3 categories (chart: Other), i.e.:
 - Fuel and energy related activities (Scope 3 cat.3)
 - Upstream transportation and distribution (Scope 3 cat. 4)
 - Waste generated in operations (Scope 3 cat. 5)
 - Business travel (Scope 3 cat. 6)
 - Employee commuting (Scope 3 cat. 7)
 are responsible for a total of 3.47% of the XTB Group's carbon footprint
- for a full analysis of the XTB Group's carbon footprint, please check the 2025 Statement



Key events for the XTB Group and the XTB Foundation

- Continuation of the "Academy of Tomorrow. Finance with Class" program, providing financial education for young people
- Cancer prevention screenings for HQ employees and first aid training
- Cleaning the banks of the Narew River as part of the "Clean River" campaign
- Participation in the 10th Wizz Air Night Prague Half Marathon and the Prague 5K Run'25
- Launch of a website dedicated to cybersecurity
- Support for entrepreneurs affected by the flood and a selected family in need as part of the "Szlachetna Paczka" campaign
- Beach cleanup in Limassol and tree planting in Vouni, Cyprus, to rebuild the ecosystem after the fires
- Introduction of the "To the Moon" ambassador program for Headquarters employees

Awards and Recognitions

- Invest Cuffs' "Best ESG Company of 2024" award
- "Great Place To Work" certification for XTB's headquarters and German branch
- "Capital Market Heroes 2025" award in the category: "Best Dividend Policy among WIG20 and mWIG40 Companies"
- Recognition for participation in the "Two Hours for the Family" campaign organized by the Humanites Institute



For more information, please check the [XTB Group's 2025 Sustainability Report](#)



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