



FactSheet 2026

Sustainable Development

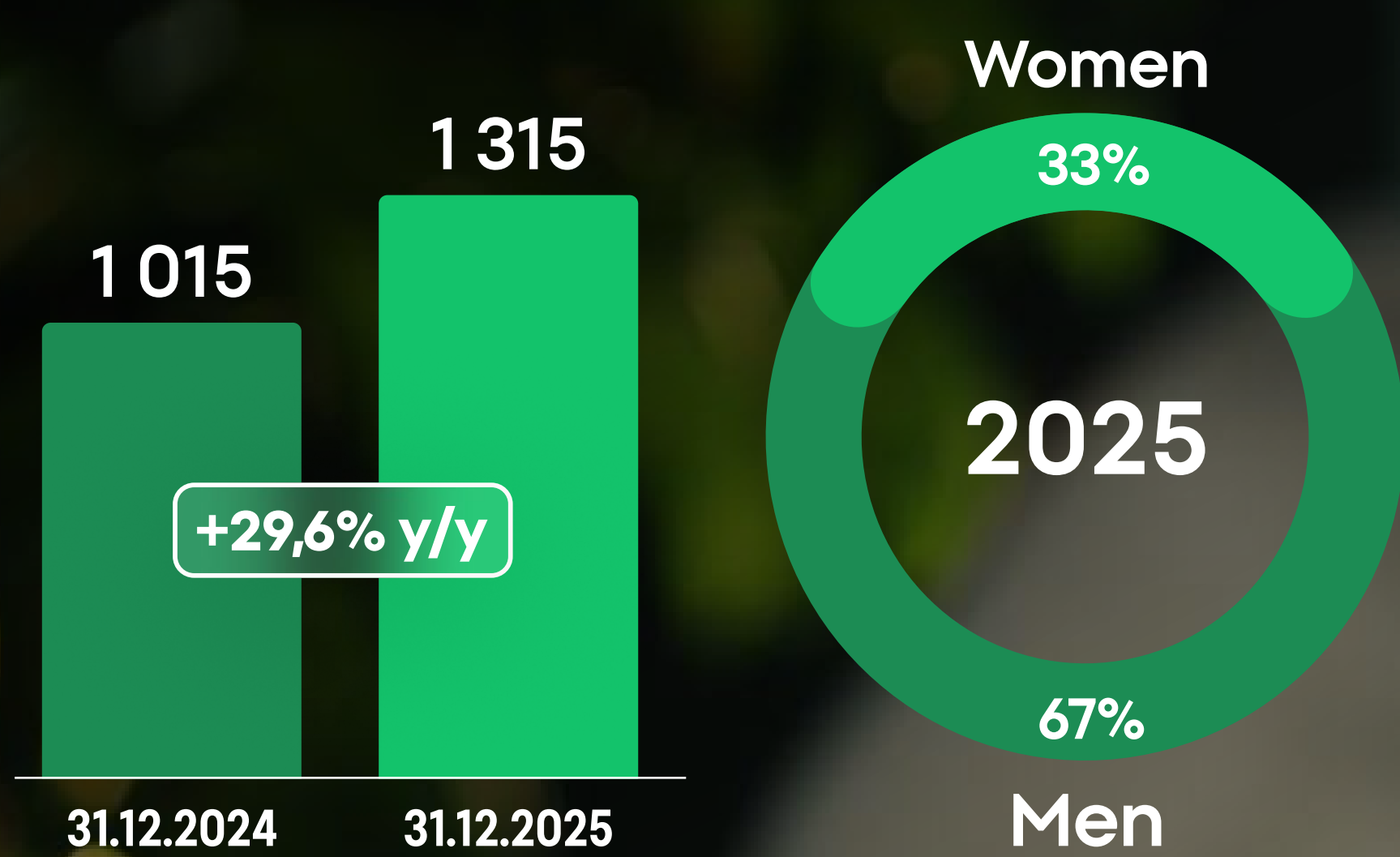
20+ years on the market

15 markets worldwide: operating across Europe and globally

regulated by **7** financial authorities

XTB is a financial institution with Polish origins and a global footprint. Through the mobile application and online platform, we offer over 2 million clients worldwide instant access to international financial markets. We have been reporting ESG since 2020.

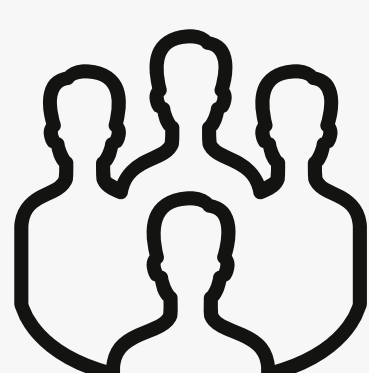
Number of employees



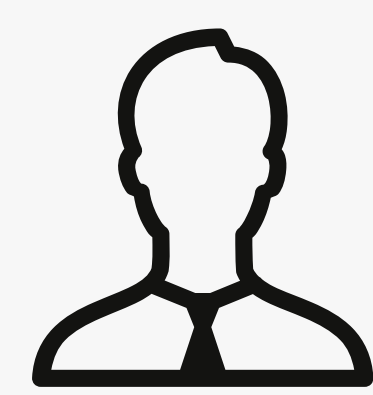
ESG management and oversight



Supervisory Board
and Audit Committee of
XTB S.A.



Management Board of
XTB S.A.



Member of the
Management Board for
Finance



XTB Foundation



Sustainability Team



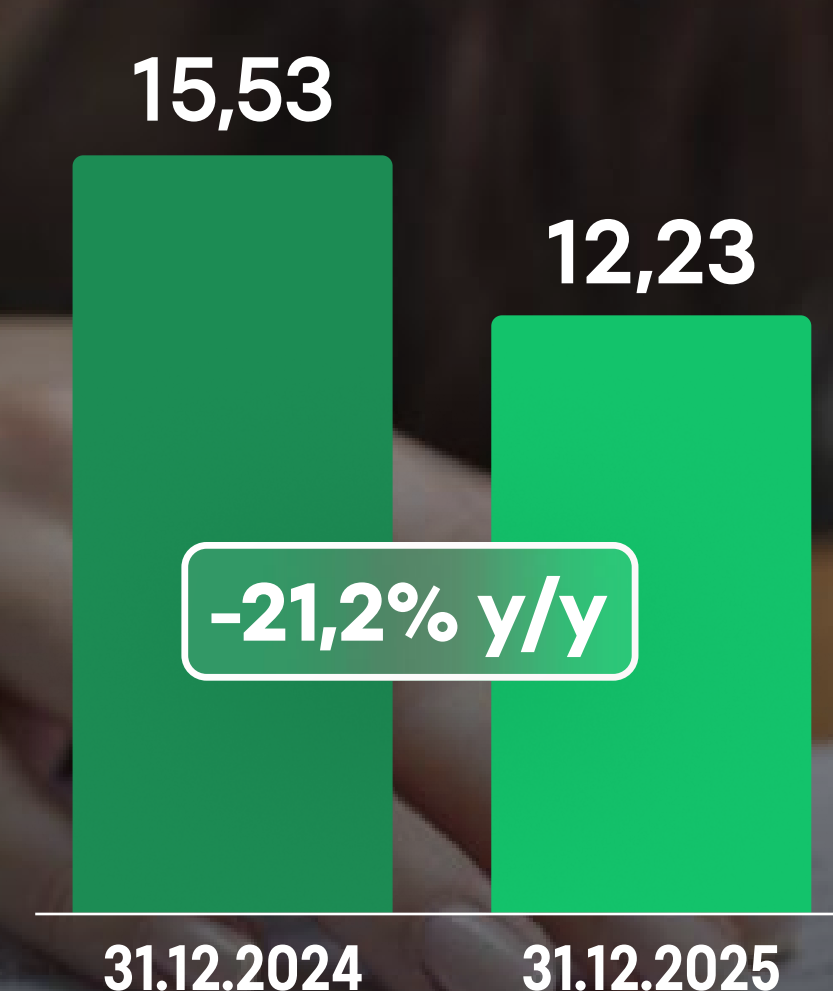
All XTB Group employees

Selected social indicators for 2025

% of employees on permanent contracts

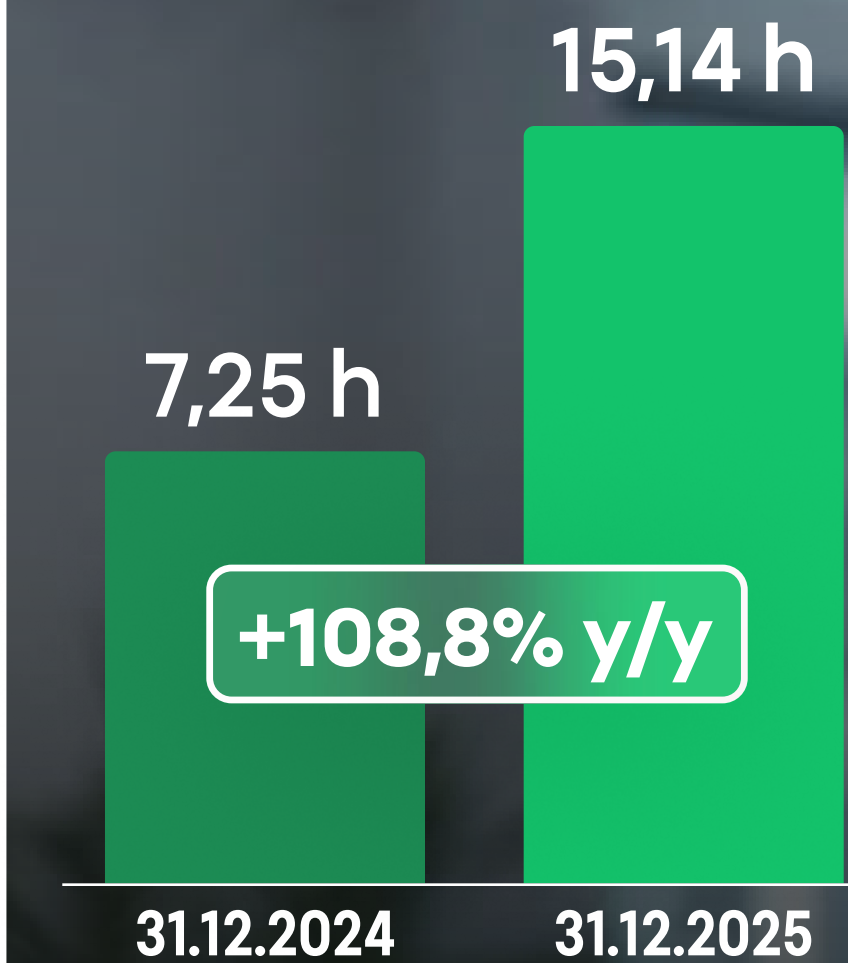


Total compensation ratio



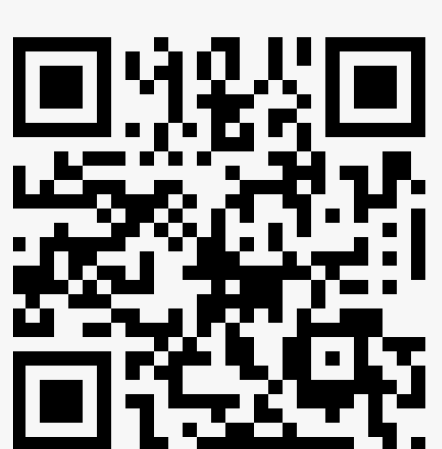
*a decrease indicates a narrowing of the gap between the highest-paid employee and the rest of the team

Training hours per employee



*the increase is due to the improvement of the process of monitoring the exact duration of training and the increase in the number of training courses compared to 2024

For more information, please check the XTB Group's 2025 Sustainability Report



Visit our
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Download
the 2025 ESG
statement

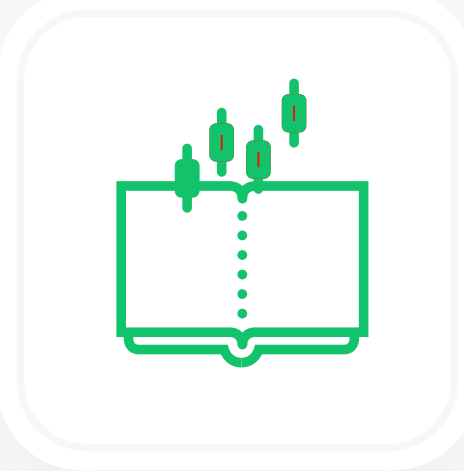




The foundation of XTB's ESG strategy lies in its social and corporate governance pillars, which reflects into the transparent management of over 1,500 employees worldwide and strengthening the trust of more than 2 million clients and investors.

The driver behind these commitments is a two-pronged financial education initiative:

- **XTB S.A.** develops the skills of active investors through specialized programs, such as the XTB Masterclass.
- **The XTB Foundation** builds foundational financial literacy through targeted community outreach aimed at reducing economic exclusion. It conducts activities in the field of financial education and investment awareness, particularly through programs aimed at equalizing educational opportunities (including the "Academy of Tomorrow. Finance with Class" program).



"Academy of Tomorrow. Finance with Class" educational project



Cooperation with the Polish Economic Society in the field of teacher education, youth support, and young talents

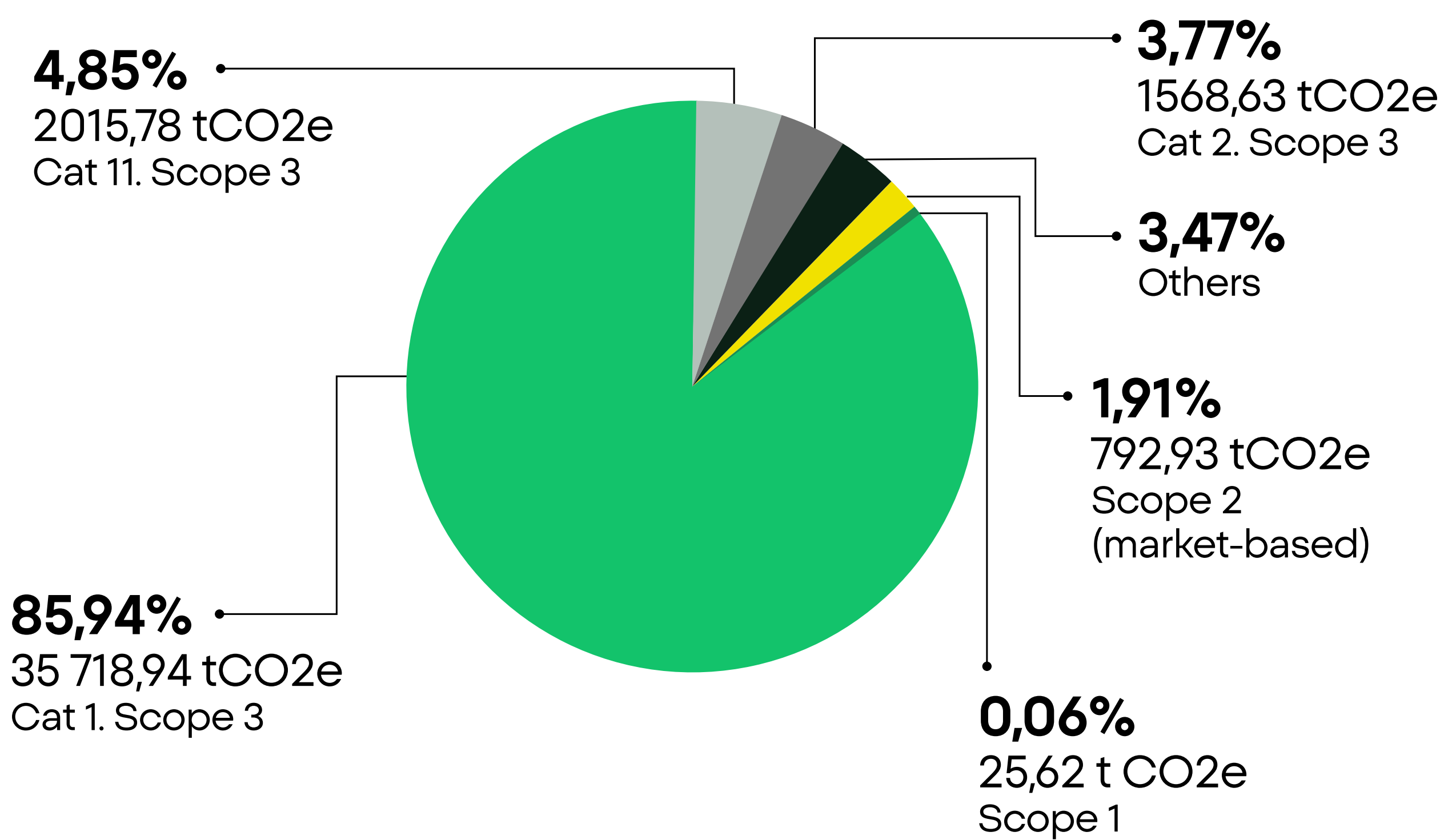


Patronage of events in the area of financial education for youth

Carbon Footprint for 2025

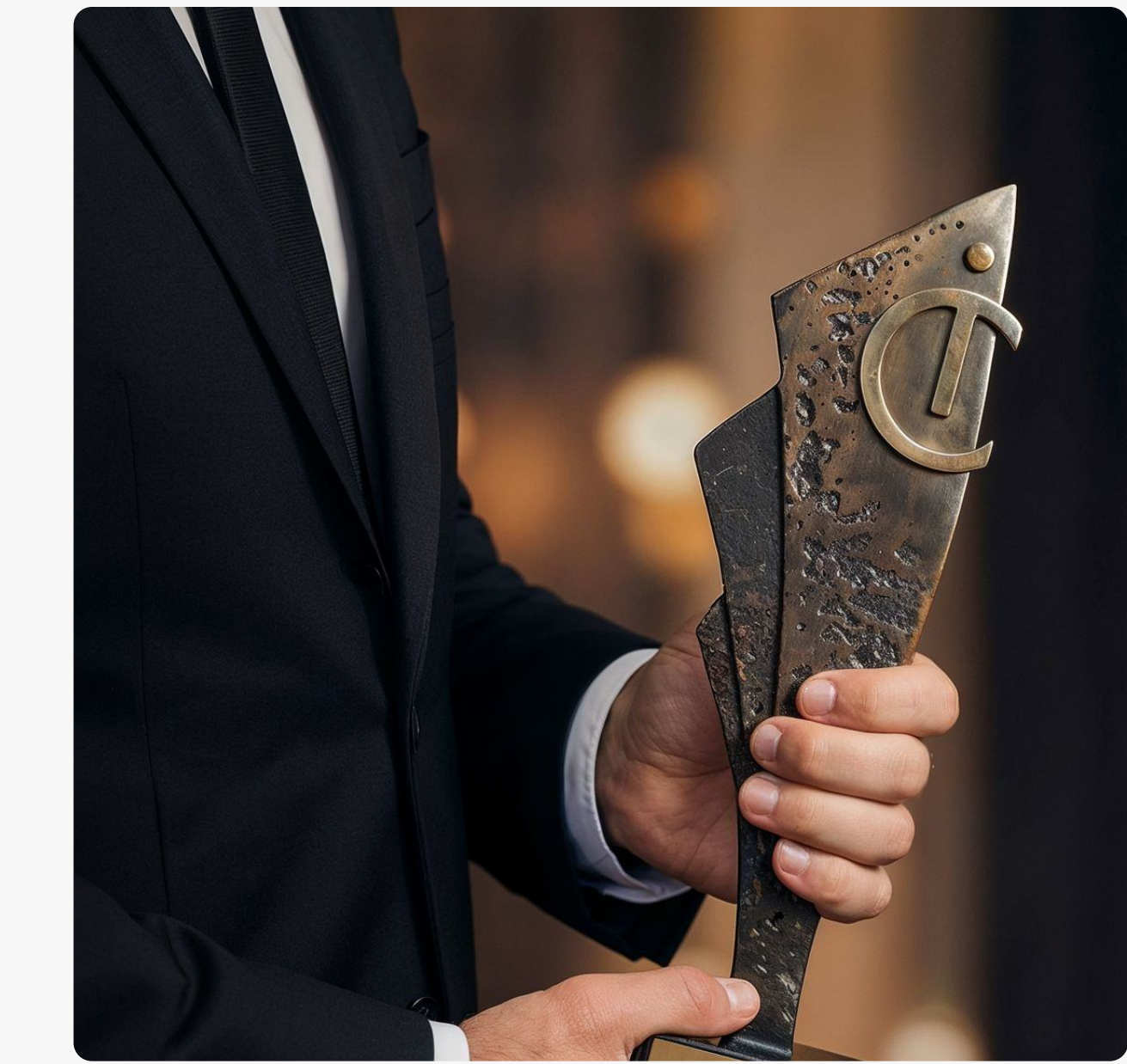
- the XTB Group's total carbon footprint (market-based) was **41,564.22 tCO2e**
- Scope 3 emissions amounted to **40,745.7 tCO2e** and accounted for **98.03%** of the XTB Group's total emissions
- GHG emissions related to purchased goods and services accounted for **85.94%** of the total carbon footprint
- 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 carbon footprint, please check [the 2025 Statement](#)



Key events

- Preventive **cancer screenings and first aid training** for XTB HQ staff
- Cleaning the banks of the Narew River as part of Poland's "**Clean River**" campaign
- Participation in the "**10th Wizz Air Night Praski Half Marathon**" and the "**Praska 5K Run'25**" in Warsaw
- Launch of a [public website](#) dedicated to **cybersecurity awareness**
- Financial support for flood-affected entrepreneurs in Poland athrough the "**Pocztówki z powodzi**" initiative, and a direct material aid to low-income family via the "**Szlachetna Paczka**" charity campaign
- Beach cleanups in Limassol and tree planting in Vouni, **Cyprus region affected with wildfires**
- Introduction of the "**To the Moon**" ambassador program to drive employee engagement and brand advocacy



Awards and Recognitions

- Named "**Best ESG Company of 2024**" at the regional "Invest Cuffs" financial industry awards
- Achieved "**Great Place To Work**" certification for both XTB's HQ and the German branch
- Received the "**Capital Market Hero 2025**" award for "Best Dividend Policy" among top-tier companies listed on the Warsaw Stock Exchange
- Recognized by the Humanites Institute for the commitment to "**Two Hours for the Family**" campaign
- Awarded "**Listed Company of the Year 2024**" awarded by a national business and economic daily newspaper "Puls Biznesu"