# Human and intellectual capital



4853
employees

28
%
are women

71
%
of all employees participated in training courses



Employees are the major group of our stakeholders.



All of the Capital Group companies offer pension plans to their employees within the so called third pillar. The ‘Pogodna Przyszłość’ plan covers all employees with at least one year of service at the Company. In 2019 that referred to 45% of headcount, including 84% at the EPS and 78% at the FPS. At the ASS it is only 5% due to the fact that a few years ago the programme was closed. In the second half of 2019, the companies launched a new pension plan, based on the Act on Employee Capital Plans (PPK) passed by the Parliament on 4 October 2018 and binding since 1 January 2019. The payments to the PPK account come from the employer, the employee, and the state. As many as 36% of the EPS employees accessed the plan, 37% at the FPS, and 33% at the ASS.



An essential element of the company development is learning and experience gaining by the employees. That contributes not only to work quality and effectiveness improvement but also enables extension of responsibility and, in consequence, individual development and promotion.

**The companies define development objectives, and the employees are encouraged to learn and extend their knowledge. Training is organised in various forms: external and internal training courses, either in traditional lecture or workshop form, or by way of e-learning. The subjects cover engineering issues as well as soft skills.**

In order to achieve progress, feedback regarding the results obtained is needed. Employees receive such feedback within their daily duties, whereas once a year, during assessment meetings, the superior and the employee sum up the results and a thorough analysis accompanies that process. On that basis, we develop plans for another year.

A detailed description of the indicators may be found in the report of the Management Board of Grupa Kęty S.A. on the operations of the Company and the Capital Group in 2019, pages 39–46.