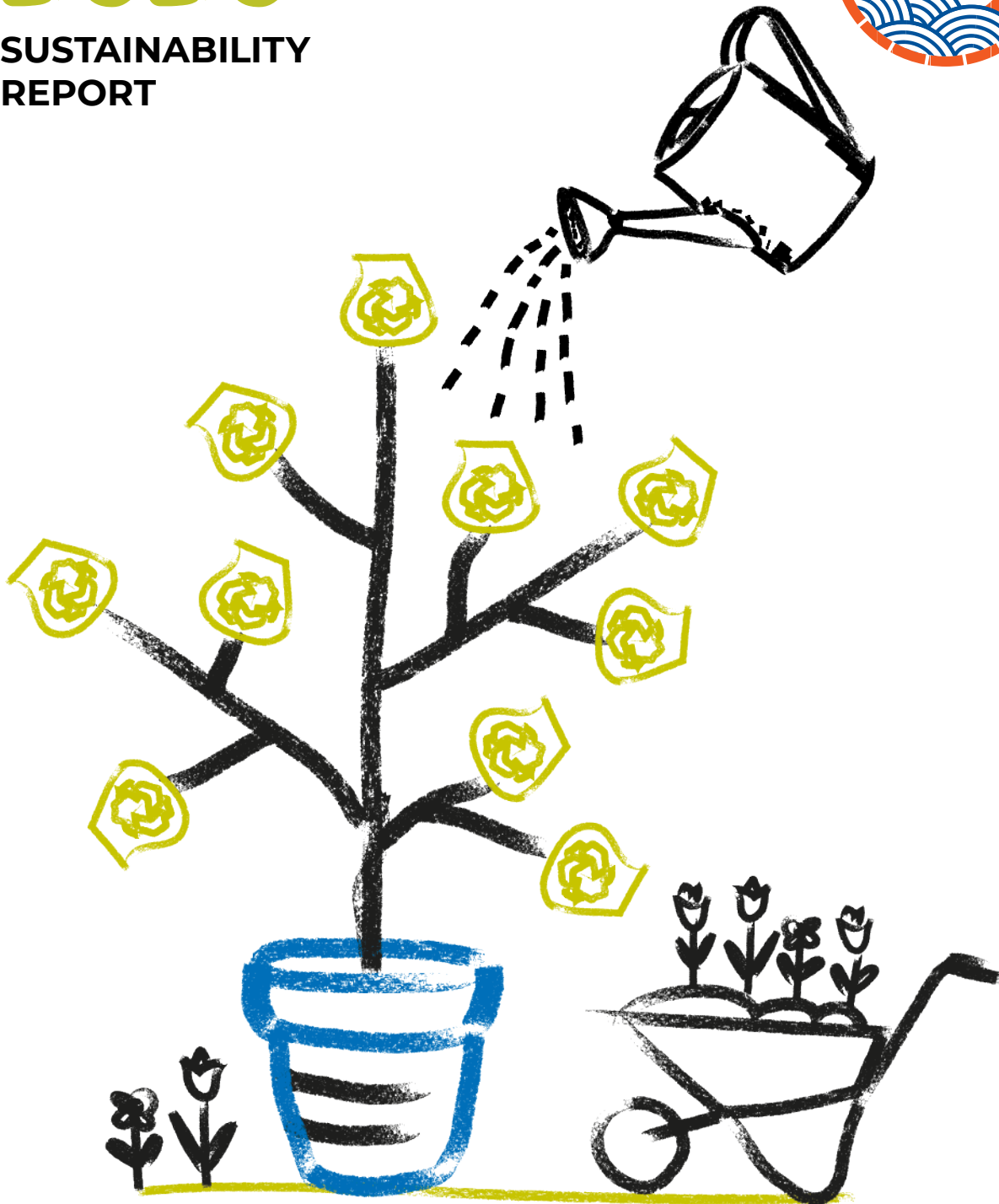


GÓRKA CEMENT

2020

SUSTAINABILITY
REPORT



MESSAGE TO OUR STAKEHOLDER



2020 was an unprecedented year, almost entirely dominated by the **Covid-19 pandemic** that overwhelmed Italy and the entire world, changing the priorities and challenging not only on all countries' healthcare systems, but also on their economic framework.

This change of perspective has required exceptional responsiveness and flexibility from companies and institutions, a digital acceleration that could represent an epochal leap for our country, both from a technological and cultural point of view, towards the **sustainable development**.

In this challenging context Mapei, that is not unprepared, is firmly convinced that the path towards the sustainability goes through research and innovation. Thanks to **investments in our plants, digitalisation and training**, we have been able to maintain a high level of efficiency, safety and quality, even in the new configurations imposed by the pandemic.

Despite the difficult situation at global level, we are proud of the results achieved thanks to the company's well-established strategy based on **Internationalisation, Specialisation, Research & Development, and Sustainability**: indispensable features of an efficient production and commercial system.

This has enabled Mapei to continue to be an active member of the community and to offer its solidarity contribution in support of numerous hospitals, placing itself at the side of health personnel and anyone who has found itself, and still finds itself every day, on the front line in the battle against the virus.

Special thanks are due to all the members of the great **"Mapei Family"** for the seriousness and dedication they have always shown and for the commitment and support that are allowing us to continue our work even in this particular situation.

Mapei, which in 2020 has more than **10,600 employees worldwide and revenues for 2.8 billion euro**, did not stop because of the pandemic and continued to operate and produce in complete safety, not only to support all its subsidiaries and to guarantee supplies to customers all over the world, but also to avoid the interruption of important work sites and strategic national infrastructure works.

In this difficult moment for our Countries and for the whole world, the virus has not prevailed against **passion, commitment, transparency, talent and competitiveness**, or rather the values that have always distinguished us and made us the perfect teammates for each of our stakeholders: from customers, to suppliers, to all the people and the organisations we work with.

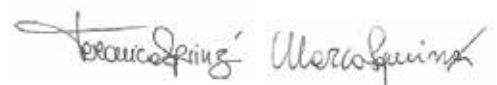
Indeed, for over eighty years, Mapei has been working to guarantee **“continuous quality”** for the market, for clients, for the environment and for its own employees.

In 2020, convinced that we want to make our contribution to a better environment, we are strongly committed to reduce environmental impacts from a Circular Economy perspective, limiting the incoming raw materials consumption and maximising the recovery and reuse of produced waste. In this context, the **Circular Economy** topic gained further importance with the annual update of the Group’s materiality matrix, not only as proof of the growing interest shown by our stakeholders in this theme, but above all as confirmation of the strong commitment made by Mapei in this direction and of the important results obtained.

Lastly, 2020 is also the year in which Mapei has decided to expand its sustainability reporting by supporting some European countries, chosen as pilots, in the production of their own local Sustainability Report, which will be added to the annual Sustainability Report for Italy published by the Group.

According to this, it is therefore with great pride that we present to you **our first Gorka Sustainability Report**.

Veronica and Marco Squinzi



PREFACE



With the aim of fostering a more transparent and open communication towards its own stakeholders, GÓRKA CEMENT Sp. z o.o. (Hereinafter also “Company” or GÓRKA CEMENT or GÓRKA) has decided to publish its first Sustainability Report.

This choice is part of a wider sustainability path undertaken by Mapei Group, to which GÓRKA CEMENT belongs. Starting from 2017, Mapei annually publishes its Sustainability Report at Italian level, sharing with all stakeholders the main results and performances related to sustainability for the parent company and all subsidiaries located on the national territory. The Report describes the main activities carried out to monitor and reduce the environmental impacts related to Mapei’s products and operations and the initiatives in place to value and support its people, as well as the communities in which the Group operates, while continuing to preserve economic performance and make economic results growing .

In line with Mapei Italia Sustainability Report, this document begins with an introductory section followed by four chapters, each one of them dedicated to a specific ingredient of Mapei’s successful recipe: research and development, people centrality, production system efficiency and closeness to the surrounding community.

SUSTAINABILITY HIGHLIGHTS

39



MILLIONS OF VALUE
DISTRIBUTED TO
STAKEHOLDERS DURING
2020

97%



OF EMPLOYEES
WITH A PERMANENT
CONTRACT

0.2

MILLION
SPENT
ON R&D
ACTIVITIES
DURING
2020



3.818

HOURS OF
TRAINING GIVEN TO
EMPLOYEES IN 2020



3.1

INJURIES
FREQUENCY
RATE



-3%

EMPLOYEE TURNOVER
RATE



49,307

EUROS SPENT ON
SOCIAL INITIATIVES*

* This contribution includes both
donations and sponsorships.



SUSTAINABLE DEVELOPMENT GOALS - SDGs

Unanimously approved on September, 2015 by the 193 countries members of the General Assembly of the United Nations, the 17 Sustainable Development Goals - SDGs are part of the 2030 Sustainable Development Agenda ambitious action plan aimed to bring peace and prosperity to the people and the planet. These goals are based on the integration between the 3 dimensions of the sustainable development (environmental, social and economic) and affect several development areas, such as inequalities suppression, natural resources safeguard and urban development.



Mapei Group shares, supports and promotes the 2030 Agenda and the SDGs. In particular, it has identified four goals (SDG 3, SDG 4, SDG 8, SDG 9, SDG 11 and SDG 12) that are close to its values and commitments and on which it can significantly provide its contribution through its activities, in line with the priorities defined by the Group and the identified material topics: Product Sustainability and LCA perspective, Employee care and training, Product quality and safety, Relationships with the communities (including sponsorships), Customer centricity, Innovation and Research&Development, Buildings sustainability and certifications.



Ensure healthy lives and promote well-being for all at all ages.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

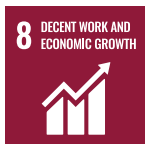


Make cities and human settlements inclusive, safe, resilient and sustainable.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

In addition, Gorka supports also the following two SDGs:



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Ensure sustainable consumption and production patterns.



MAPEI GROUP: A PASSION BECAME HISTORY

“Think big and expand into the world without losing the characteristics of a family business.”

Giorgio Squinzi

Mapei Group in 2020



89

SUBSIDIARIES IN
57 DIFFERENT
COUNTRIES



31

MAIN
RESEARCH
CENTER IN 21
COUNTRIES



81

PRODUCTION
SITES IN 5
CONTINENTS IN
36 DIFFERENT
COUNTRIES



2.8

BILLIONS EUROS
OF CONSOLIDATE
TURNOVER AT
DECEMBER,
31ST 2020



OVER
10,600

EMPLOYEES

Quality and innovation, skills and knowledge, efficiency and durability represent the strengths for which Mapei Group is known worldwide. Thanks to them and to a rooted **internationalization** strategy, Mapei Group has grown from a family-run small Company in Milan outskirts to a world leader Group in the production of adhesives, sealants and chemical products for the building industry.

The Group expansion at a geographical level over time is tightly connected to a progressive growth in the systems and solutions offered on the market, which currently cover all the building industry's sectors, starting from small civil buildings to major infrastructure projects, as well as new architectural structures and restoration activities.

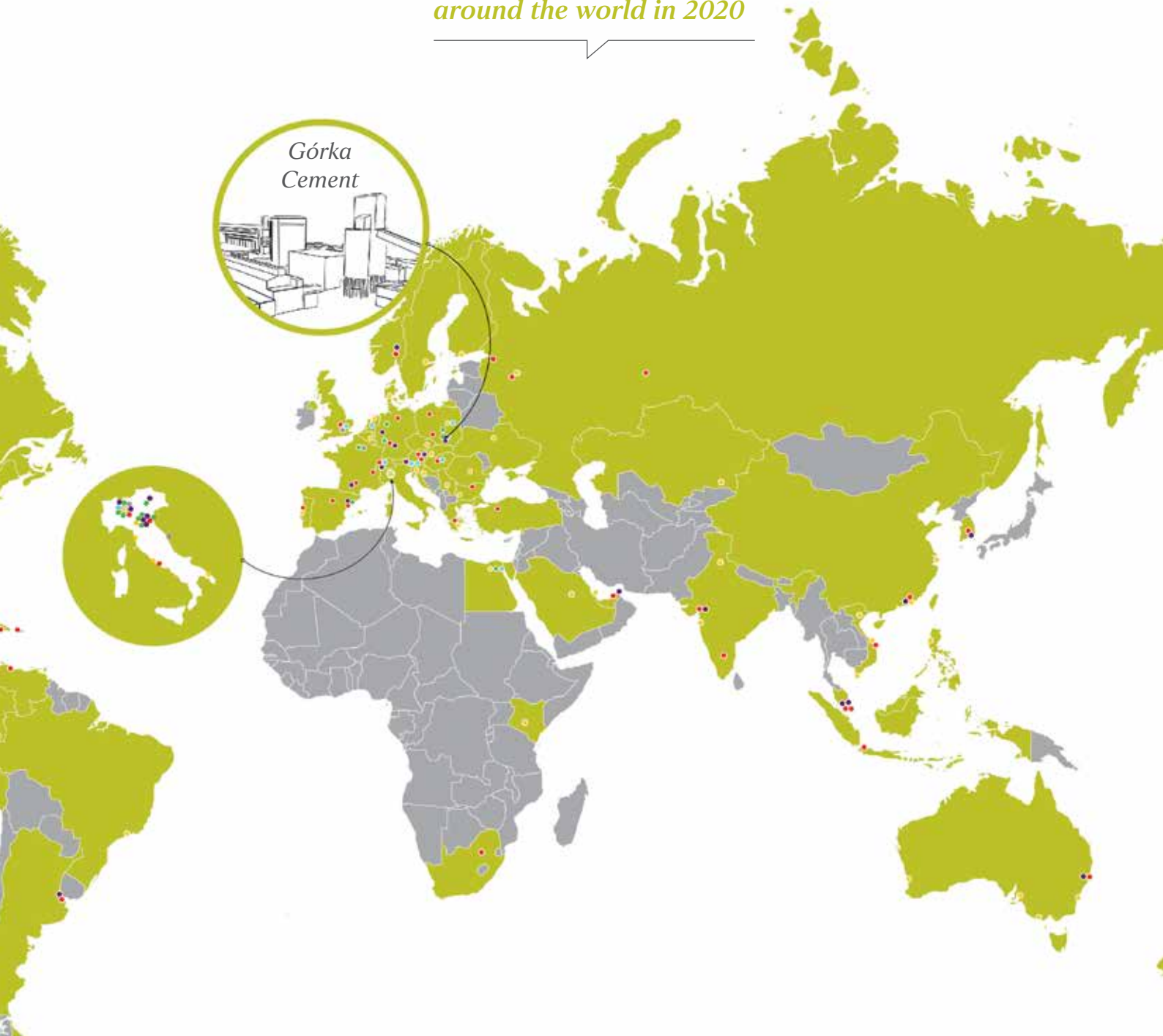
This wide level of **specialization** is a fundamental feature of the Group's way of doing business and it has been reached thanks to a continuous and well-structured **Research and Development** activity, a **qualified technical assistance** and the Group teams' professional **experience**, creative genius and passion.

Especially in these difficult times linked to the Covid-19 pandemic spreading, it's crucial to have the opportunity to rely on people who are joined together by a strong sense of responsibility and by a deep group spirit: this allowed, and still permit, Mapei to act without making any compromise on the offered products and services quality.

There are two additional successful and distinctive details that complete the Group profile: the commitment on **sustainability** in all its dimensions – including the development of **healthy** and **environmentally safe** products – and the **transparent communication** of its own performance aimed at keeping alive, authentic and deep the relationship that links the Group to its customers and collaborators.



*The Mapei Group
around the world in 2020*



-  Headquarters of the Mapei Group
-  Mapei offices and factories
-  Research & Development Centers
-  Mapeiworld Specification Centers
-  Commercial branches of other companies
-  Headquarters and factories of other companies
-  Mapei commercial branches

1.1 An international group with an Italian soul

GÓRKA CEMENT is the producer of **top quality calcium aluminate and high alumina cements**. Our heritage dates back 110 years when in a site located in Trzebinia city, we started transforming raw materials into cement in rotary kilns. Our products, brand name GÓRKAL, are giving special features to construction chemistry and building materials as well as are popular in refractory mortars, where resistance to high temperature is needed. The good performance of our GÓRKAL cements in building products was one of the reasons why we were invited to Mapei Family.

Looking back we can say that last century was very dynamic in history of Poland and Europe – Company was sailing through very stormy waters. Some milestones you can find in our calendar: please note especially year **2000 when Mapei Company**, namely Marco Squinzi, **decided to purchase the GÓRKA shares**. We can call this moment as the re-birth of the Company. Mapei, in one time owner and the biggest Customer, arrived with clear vision and strong motivation to create world-class producer of aluminates cements.

Today the Company is almost at the end of a huge investment program which started in 2001: all the projects put together in 2020 are worth more than € 50 million. Among them, here are just a few lately finished positions: classifier for white line, improving milling process, burner to our kilns gives good efficiency of burning process, but also helps to save energy/environment by low emission of dusts and CO. Speaking about future investments shortly, we hope to accomplish new warehouse for finished products

and soon we start the construction of raw materials storage.

As the part of the program, GÓRKA upgraded significantly capabilities of Laboratory – nowadays we are able to examine raw materials and finish products, but also to supervise the production process using X-ray fluorescence and X-ray diffraction methods, keeping in house all traditional methods. Increased knowledge about products and technology linked to decision made 3 years ago, about creation of Research and Development Department.

Thanks to investment and product development we are able to serve customers in more than **65 countries** worldwide. Latest activity is **start-up of GÓRKA CEMENT US Corp** entity as a clear communication to our North American Partners: “we have been here for 10 years and we have just become stronger”.

All these changes wouldn't be possible without the engagement of our team. Today the Company has 190 people, and as GÓRKA employees, we are strongly committed to create the safe workplace with respect to the environment and local society needs. This approach was very important on tough Covid-19 times, when GÓRKA implemented safety rules that allowed to continue production (and deliveries) activities without any interruption. We also support local medical services and city hospital.

As interesting initiatives, we can point out coordination of mask delivery from GÓRKA Taiwanese Agent to our Spanish Partners.

Generating value for stakeholders

The economic value generated¹ by GÓRKA CEMENT Sp. z o.o. shows a slightly decreasing trend during the three-year period, registering a -1.2% between 2018 and 2020 (€ 46.1 million in 2018, € 48.3 million in 2019, € 45.6 million in 2020) mostly due to the pandemic issue.

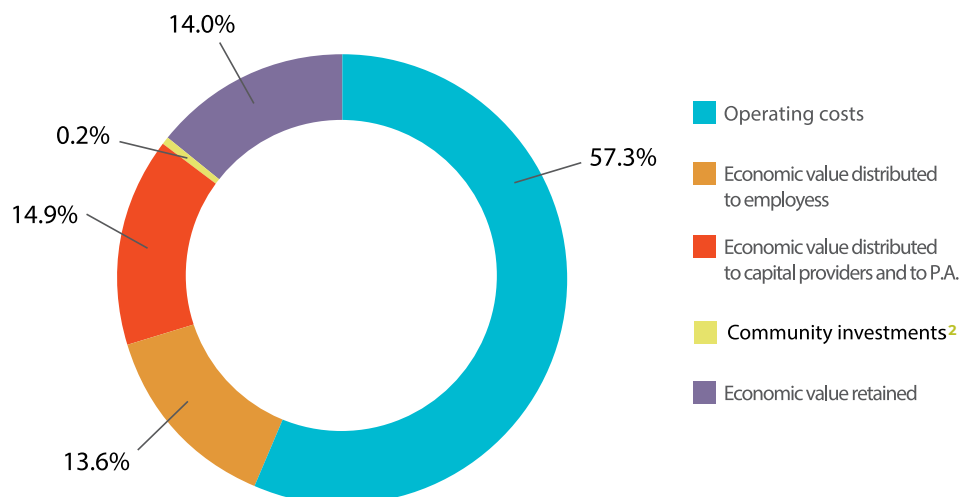
€ 39 million, equal to the 86% of the economic value generated in 2020, has been distributed to stakeholders as represented below.

During the three-year period, the economic value distributed to the community increased by 18%, the economic value distributed to employees increased by 16% while the

operating costs were reduced by 9% and the value distributed to capital providers and to P.A. decreased by 17%.

¹ The economic value generated by GÓRKA CEMENT Sp. z o.o. and its distribution among stakeholders has been calculated based on GRI Standards and data shared with Mapei Corporate for the drafting of the Consolidated Financial Report.

Direct economic value generated and distributed



² This contribution includes: donations, sponsorships and membership fees

1.2 Ethics and transparent communication

GÓRKA CEMENT is directly and 100% owned by Mapei S.p.A., parent company of the Mapei Group.

The Board of Directors of GÓRKA is made up of four members: Marco Squinzi (President), Veronica Squinzi, Luciano Longhetti and Dario V. Cipriani.

The General Manager of the company, not belonging to the Board of Directors, is Jerzy Szymanski.

A distinctive feature of GÓRKA CEMENT and of Mapei Group as a whole is the continuous commitment to guarantee a transparent and direct communication to all stakeholders, both internal and external, in order to preserve a solid relationship with all of them.

A first crucial instrument to communicate both internally and externally its commitment is the **Code of Ethics**, which drafting allowed Mapei to state and organize its own ethical values. This document expresses the principles of conduct that the Company is bound to observe when doing business, as well as the responsibilities and obligations assumed by all the people that work for or on behalf of the Company. The Code of Ethic promotes virtuous behavior, “characterized by the highest transparency, integrity and loyalty standards” and without conflicts between corporate and personal interests. The Code of Ethics represents the corporate landmark even in terms of anti-corruption, and it is hence being communicated to all employees and commercial partners.

Mapei believes that the contribution that the Company can give to the chemical world and

to the building sector is one of its “**ethical and scientific duties**”, carried on through Trade Associations and the national and international bodies of which Mapei is part.

GÓRKA is supporting member of **Stowarzyszenie Producentów Materiałów Ogniotrwałych (Polish Refractory Producers Association)**. SPMO is a non-profit organization with headquarters in Gliwice, Poland. SPMO via European regional structure (European Refractories Producers, PRE) is member of **World Refractory Association** (WRA, www.worldrefractories.org). WRA is a forum to debate regulatory issues affecting global trade, circulate aggregated industry statistics and promote the interests of the worldwide refractory industry. It also serves as a counterpart to other world industry organizations.

The WRA consists at the moment of 6 major refractory industry associations and 16 multinational companies. The secretariat is held by the European Refractories Producers Federation, PRE.

It is important to mention GÓRKA CEMENT US Corp. is also a member of **The Refractory Institute** (TRI, www.refractoriesinstitute.org), a American manufacturers trade association established in 1951 to promote the interests of the refractories industry.

GÓRKA CEMENT is also a member of **Stowarzyszenie Producentów Cementu (Polish Cement Association)**, www.polskicement.com.pl) national structure of Cembureau (cembureau.eu). The European Cement Association based in Brussels is the representative organization of the cement



industry in Europe. Currently, its Full Members are the national cement industry associations and cement companies of the European Union (except for Malta and Slovakia) plus Norway, Switzerland, Turkey and the United Kingdom. Croatia and Serbia are Associate Members of CEMBUREAU. Cooperation agreements have been concluded with Vassiliko Cement in Cyprus and UKRCEMENT in Ukraine. The Association acts as spokesperson for the cement industry before the EU institutions and other public authorities and communicates the industry's views on all issues and policy developments regarding technical, environmental, energy, employee health and safety and sustainability issues. In addition to the EU, permanent dialogue is maintained with other international organizations (e.g. OECD, IEA), the Global Cement and Concrete Association (GCCA) and sister associations in other parts of the world.

2

RESEARCH AND CONTINUOUS INNOVATION WITH GROWING ATTENTION TO SUSTAINABILITY

"The path towards sustainability has to include investments in research and development and innovation."

Marco Squinzi



Behind all Mapei Group products and solutions there are intense research and development (R&D) activities.

The strong commitment in this field is handled by a team of passionate professionals and it is testified by the total amount spent in R&D activities³. In particular, during the three-year period, the investments made in these activities by GÓRKA CEMENT amount to € 549,710, of which € 210,803 only in 2020. Resulting from many concepts, innovation and initiatives, which were born in organization, GÓRKA decided to create a dedicated **Research and Development Department**. Before the department creation, the functions connected with innovation were accomplished by multidiscipline work-group with members from different departments, constituted to follow the particular topic. But this way of working, even if giving a chance to cooperate to people from different departments, became insufficient. GÓRKA R&D team became fully operational early spring 2018.

As main focus we need to mark continuous development of **finished products** (very often with close collaboration with GÓRKA

Customers), but also strong support of production technology development. In case of the technology, the key goal was limiting the impact on environment by, for example, co-development with Production Department technology of usage of by-products as **raw materials**. The result of this research was the possibility of limiting the consumption of virgin raw materials.

Some of the initiatives wouldn't be accomplished without the usage of synergy, knowledge coming from other Mapei R&D departments. GÓRKA R&D is also collaborating with external scientific bodies like Universities and Research Institutes, such as AGH University of Science and Technology in Cracow and Institute of Refractory Materials in Gliwice.

Particularly valuable are the projects where GÓRKA can collaborate with its Customers to deliver unique and specific solution for our Partners.

³ These expenses include R&D personnel costs, eventual consultations, equipment's depreciation costs and the costs of the materials used in the laboratories.



The key projects of GÓRKA R&D activities in 2020

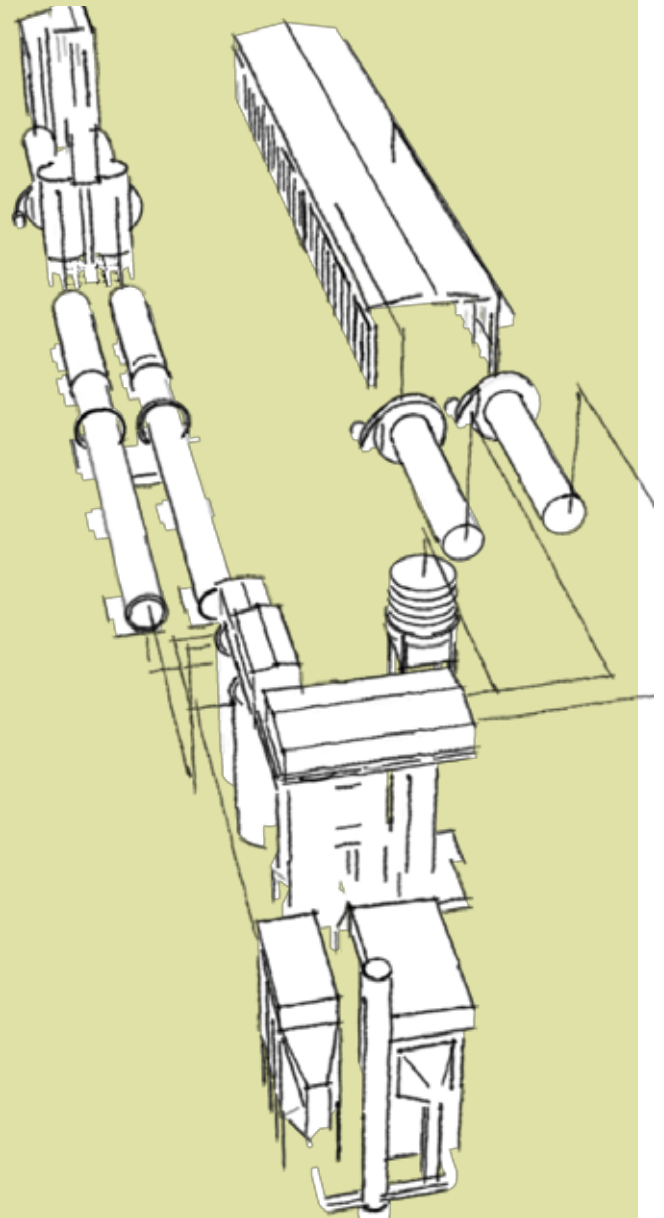
QUALIFICATION OF RAW MATERIALS FOR TWO LINES OF PRODUCTS

1

Calcium aluminates – new bauxite has been qualified. The aim was to achieve better flexibility of deliveries and extend the suppliers list in the situation of limited availability of raw bauxites. The qualified raw material is one of the components of raw mix for 40 grade clinker production. The industrial tests were carried out: then, the product has been sent to be validated by the customer, and the result of the validation was positive.

2

High aluminates – two alumina rich alternative, recycled raw materials were selected. They were tested as the substitute of pure metallurgical grade alumina for the high aluminate clinkers production process. The industrial tests were carried out and no negative impact on clinker properties has been noticed. The reduction of approximately 20% of pure aluminas has been achieved, reducing the environmental impacts.



The last three years initiatives to reduce energy consumption

2018



Installation of heat recovery from compressors - 2x90 kW thermal power - heat supply of the production building (administration and cloakroom) and the main electric substation building.

2019



Replacement of an old worn out 225 kW oil boiler with two modern 2 x 90 kW condensing gas boilers in the administration building.



2018-2019

Replacement of external lighting with LED - 55 pieces of 400 W sodium lamps with 100 W LED lamps.

2020



Purchase of a motor to mill drive - SUfr 630 motor with a capacity of 800 kW compliant with PN-EN 60034-1:2011.

2018-2020

Replacement of eleven coolers of kiln No. 2. The new modern coolers have higher efficiency of heat exchange between clinker and secondary air, so temperature of clinker is lower by 80oC and fuel is saved.



2019



Purchase and installation a Gyro - Therm burner in rotary kiln No. 2. The different principle of construction and operation results in a 6% lower specific gas consumption and a 16% lower NOx emission, compared to traditional burner.



PLAC
2



PEOPLE CENTRALITY IN THE GREAT MAPEI FAMILY

“As a company, Mapei is helped by a long-term vision. We are a fantastic team which, working together, has to reach a goal.”

Veronica Squinzi



As well as the entire Mapei Group, GÓRKA CEMENT after joining Mapei in 2000 continues to identify people as the key element for the Company success and continuous growth. That's why the Company strongly believes in its employees and collaborators and strives to increase and enhance their talent, proactivity and team spirit and to preserve their safety and well-being.

This is the philosophy that distinguishes the Company itself and the entire Group, even during the most difficult times, as the recent health emergency linked to the Covid-19 pandemic.

4.1 People wellbeing and safety as a priority

One of the GÓRKA CEMENT targets is to ensure employees a comfortable and safe workplace, keeping in mind their personal needs and guaranteeing them a general condition of well-being.



Family picnics



Among many **benefits** and **initiatives** put in place by the Company, it is worthwhile to mention the followings:

- private medical care;
- multisport cards;
- Christmas bonus;
- St. Nicholas 'Day packages for employees' children;
- Employee Pension Plan;
- safety bonus (for safe work and no accidents);
- evaluation bonuses;
- training for employees;
- integration events.

For several years, we have also organized **events** for our employees and their families, building a positive image of the Company among the local community.

In November 2020 we symbolically celebrated **20 years of GÓRKA** together with Mapei.

Unfortunately, due to the Covid-19 the picnic for employees and their families planned for this occasion did not take place. All employees of our company were invited to a cake and were presented with small gifts.

2020 was a difficult year due to the emergence of the coronavirus epidemic. Due to the pandemic, we did not carry out several planned events for employees, but as a company we tried to support our employees by:

- enabling remote work - wherever possible;
- providing essential food items before Easter and Christmas so that employees do not have to expose themselves when shopping for holidays;
- people who were sent to quarantine

received catering with food;

- employees were provided with disposable masks, disinfectants, etc.;
- supporting people in quarantine through telephone calls, etc.

Together with people's well-being, it is essential for GÓRKA CEMENT to ensure a healthy workplace, where employees and collaborators can carry out their tasks in the safest possible manner.

For this reason, the Company has always been committed to reduce as much as possible the chance that an injury may occur.

The safety of our employees and all persons staying and working on the premises of our plant is our priority. This is expressed in our **policy**, in which we have declared our goal to be "0 accidents". The key to achieving

WORK-RELATED INJURIES FOR EMPLOYEES	UNIT OF MEASURE	2018	2019	2020
Total number of injuries	n.	0	0	1
of which with high-consequence work-related injuries*	n.	0	0	0
Employee worked hours	hours	306.522	326.182	321.745
Rate of total injuries	-	0	0	0
Rate of high-consequence work-related injuries	-	0	0	3.1

* Injury with more than 6 months of absence or that led to a permanent and irreversible damage to the injured person

this goal is to increase the awareness and personal commitment of management and employees to safety.

We regularly review whether our Safety, Health and Environment (SHE) standards are being strictly adhered to.

Our regular activities promoting health and safety education bring tangible results: for example, in the reporting period we had only one injury among our employees and zero injuries among contractors. The annual increase in the number of near-miss reports proves that employees are very aware of their involvement. Thanks to these reports, we are able to recognize threats to health and life in time and act proactively in the field of safety.

In 2018, we introduced the **LOTO system** for switching off machines and systems before repair, cleaning, maintenance or servicing, as well as switching them to completely energy-

free ("lock out"), clearly marking them ("tag out") and checking that they are energy-free ("try out"). This lets maintenance and modification work be carried out without risk.

Of course, we do not forget about technical solutions aimed at improving safety conditions: this is why we have modernized the mills to meet the safety standards included in the European Union directives.

2020 presented additional challenges for everyone: the pandemic requirements and recommendations were quickly and efficiently implemented, and employees' understanding of the pandemic prevention measures prevented the disease from spreading to the site.

A good example are the employees of the sales department who themselves rearranged the workplace to minimize direct contact with people outside the plant.

4.2 Diversity and inclusion: important strong points

On 31st December 2020, GÓRKA CEMENT Sp. z o.o. counts **190 employees**, of which **25% women and 75% men**.

The number of women and men has been at a similar level for many years. The disproportion between the number of women and men is related to the specific nature of the company's operations. Górka Cement Sp. z o.o. is a manufacturing company, that produces cement. Of course, where it is possible, women are employed, but when it comes to the production itself,

men predominate.

Regarding the professional categories, GÓRKA workforce is made up of blue collars (71.6%), white collars (22.1%), Managers (4.2%) and Executives (2.1%).

In 2020, employees' contracts are mainly **permanent terms** (97%), while the remaining part consists in 3% of fixed-time ones. The **part-time contract** option covered 4 employees and it's used only by women (100%).

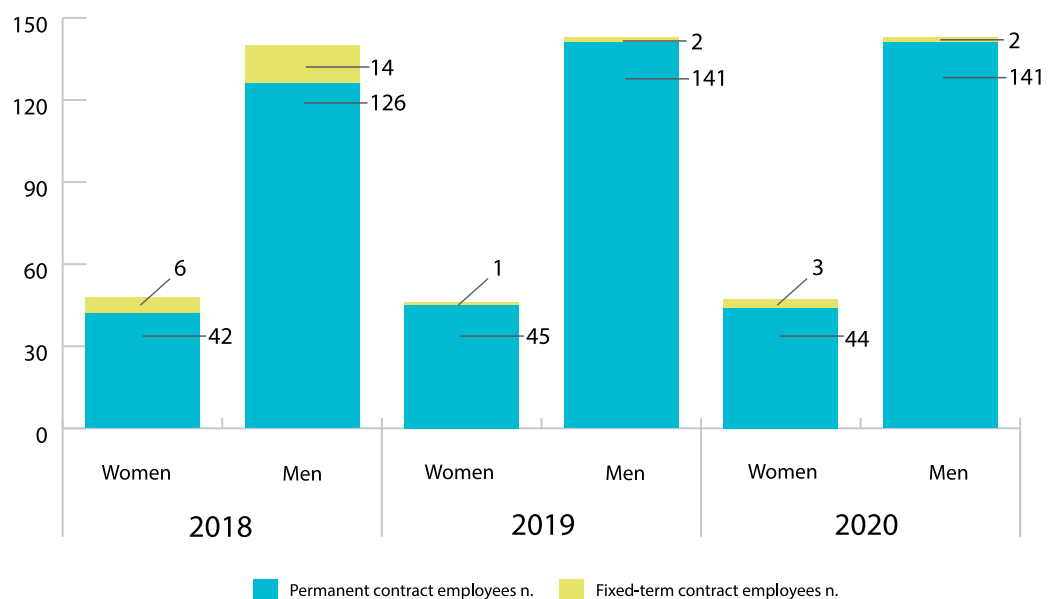
During 2020, the Company family has also seen the involvement of **fixed outside contractors**, for a total amount of 58 people.

GÓRKA CEMENT recognized that people are the crucial asset of the Company. We believe that skilled and well-motivated team is able to achieve any goal. As Company, GÓRKA CEMENT is very focused to create a safe working environment not only for its crew, but also for all the involved parties, such as contractors, drivers and guests. The safety culture is based on trainings, external safety system assessment and program of internal audits. All activities are supervised and monitored by Safety Steering Committee (SSC) – a group of managers and representation of the unions. SSC, during monthly meetings, evaluate the actual situation and decides about further steps. We are particularly proud of our internal audit program: at beginning, evaluation was made

by manager together with operators, while nowadays after several training session we are able to create some leaders and crew members which can conduct audits on their own. The taking program involves also third parties workers, which are coming to GÓRKA site are also trained by our personnel. Special “1-minute-lesson” – published in paper form – is distribute to all drivers approaching our facility.

Nobody is excluded or isolated, this is a distinctive cornerstone of the whole Mapei Group, that want to be like a family for its people. According to this, GÓRKA CEMENT constantly follows the principles of inclusion and equality and appreciation of the differences and peculiarities of each individual.

Employees by contract type

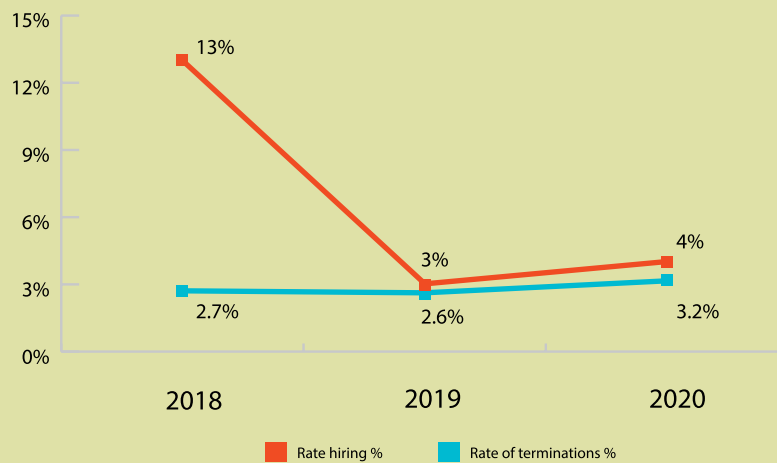


HIRING AND TERMINATIONS IN GÓRKA CEMENT

Compared to 2019, the number of actual employees is stable. A total of 7 people were hired during 2020 (2 women - 29% and 5 men - 71%) and 6 contracts terminated (50% of women and 50% of men). During 2019, 1 woman (17%) and 5 men (83%) were hired (in 2018, 8 women - 32% and 17 men - 68%), while the employees terminations concerned 2 women (40%, only 1 in 2018 - 20%) and 3 men (60%, 4 in 2018 - 80%).

During the last three years, the rate of terminations remains at a constant level of about 3% (mainly due to retirements).

In 2018, the high rate of hiring (13%) was due to the increase in production, that is to say working for two furnaces. In the two following years, instead, the hiring rate has kept almost the same pace of the termination rate.



HIRING AND TERMINATIONS BY AGE GROUP (N.)

Age group	Hiring			Terminations		
	2018	2019	2020	2018	2019	2020
< 30 years old	10	2	4	0	0	1
Between 30 and 50 years old	15	4	2	3	0	1
> 50 years old	0	0	1	2	5	4
Total	25	6	7	5	5	6

4.3 The professional growth as a result of continuous training

The training activities provided by GÓRKA are related to several subject areas and include:

- language training
- substantive training (accounting, HR, payroll etc.);
- training related to the acquisition of licenses (railway, energy, gas, forklift service, etc.);
- soft training (competence development, communication, code of ethics, etc.);
- GDPR-related training.

The training hours provided by the Company during 2020 amount to 3,818, registering a -26% during the three-year period.

The decrease in the number of training hours in 2020 was due to the coronavirus epidemic

and the inability to organize external training.

Due to Covid-19, the “trainings planned” for 2020 did not take place as planned. Only the necessary stationary training took place and some of the trainings took place online. During 2020 we have conducted 23 trainings, in which took part employees of various departments.

In 2020 the following training sessions took place:

- English training
- several trainings related to the introduction of the new ISO standards,
- trainings in the field of VAT, TAX, Labor Code,
- trainings on the powers of the G1, G2, G3 and periodic instruction related to rail traffic,

AVERAGE TRAINING HOURS	2018	2019	2020
Average training hours per employee	27.41	30.37	20.09
By gender			
Average training hours per female	27.31	33.57	21.13
Average training hours per male	27.45	29.31	19.76
By employee categories			
Average training hours per executives	21.00	36.25	46.00
Average training hours per managers	90.63	92.88	68.50
Average training hours per white collars	49.51	54.35	38.21
Average training hours per blue collars	16.66	18.77	10.89

- workshops for internal auditors of the Integrated Management System etc.

For comparison (years before Covid-19) : in 2019 were organized 37 trainings and a total of about 380 people were trained in the GÓRKA and in 2018 were organized 38 trainings and a total of 461 people were trained (different people participated in various trainings).

The procedure for employee training in GÓRKA CEMENT has been modified: new provisions have been introduced to it regarding working time and training, as well as conversations between managers and employees before training, paying attention to the effectiveness of training, evaluation of implemented training outcomes.

Already in 2016, in GÓRKA the Regulations for the Annual Assessment of Employees were introduced, and every year there are evaluation interviews with employees. We

have different evaluation sheets for each employee category: it is different for directors and managers, as well as for specialists and blue collar workers (each group of employees has specific evaluation criteria).

Employees who worked less than 6 months (new employees), employees with a large number of sick leaves or employees who are on long-term sickness or maternity leave were not assessed.

For 2020, 180 employees out of 190 were assessed, for a rate of 94.7%. In 2019, 181 employees out of 189 were assessed, for a rate of 95.7% and for 2018, 175 employees out of 188 were assessed, for a rate of 93%.

A photograph of three workers in a tunnel. One worker in the center is wearing a black jacket and a yellow hard hat, and is holding a yellow tripod-mounted device. Two other workers, wearing orange safety vests and white hard hats, are standing on either side of the central worker. The tunnel walls are made of rough, textured concrete. The scene is lit from above, creating a bright circular area around the workers.

THE TRAINING
HOURS IN 2020
AMOUNT TO

3,818

THE COMPANY BOND WITH THE
COMMUNITY AND THE TERRITORY

Tradition and excellence

Team



SPORT



Social
awareness

Talent



CULTURE



Heritage

SOLIDARITY



Know-how

Closeness

Worldwide



YOUNGSTERS

School / Work / Territory

CITY

Development



Upgrading

5

THE COMPANY BOND WITH THE COMMUNITY AND THE TERRITORY

“To grow it is necessary not only to reach economic results but also being responsible towards all the communities to which we belong.”

Adriana Spazzoli

GÓRKA CEMENT is aware of the great impact that it can have on the local communities, generating economic value within its surroundings and taking on an active role in the community life.

For this reason, the Company, just like the Mapei Group as a whole, constantly commits to keep alive its relationship with the communities in which it operates through numerous initiatives, based on key elements such as tradition and excellence, passion for sport, love of arts and culture, care for others and closeness to new generations.

In particular, during 2020, GÓRKA CEMENT provided a contribution of about € 49,307* through all the initiatives supported and implemented.

In the following pages, the most significant initiatives put in place during the three-year period are reported.

For many years GÓRKA has been actively working for the local community, supporting sports clubs, helping to organize cultural events and supporting schools and organizations helping people on a daily basis.



* This contribution includes both donations and sponsorships.

5.1 Sport

City Hall Sport Club Górnik Siersza and **City Hall Sport Club Trzebinia** are clubs with which we have been cooperating for many years. The clubs bring together young and slightly older football players, and every year we sign sponsorship agreements with them. In these clubs, local residents, our employees and their families explore the secrets of football. The players play in T-shirts with the Górnika logo, which also appears on advertising banners, stadiums, posters and tickets.

They have their achievements even in national competitions.

In addition to football clubs, we actively support a slightly different field of sport, which is chess. For many years, we have been signing sponsorship agreements with the School Sport Club HETMAN associated with the city Trzebinia. Our banners, logos are displayed on posters advertising the event and they were displayed during the chess tournament, in chess tournament which is organized by the club in which took part the children of our employees too.

The club has many achievements both in national and European competitions. One of the contestants became the runner-up in Europe U16: every year, the International Tournament of Young Talents in Active Chess is organized, which gathers players from all over Poland, as well as England, the Czech Republic, Ukraine, Hungary, Russia and many other countries. UKS "Hetman" Trzebinia received on May 13, 2000 the highest honorary distinction of the Polish Chess Association - Hetman 1999 for organizing the best chess competition in Poland in 1999 - the Final of the Individual Polish Women's and

Men's Championships under 20. The club's motto is the Latin maxim "Gens una sumus" which in Latin means "we are one family".

According to the motto, the club is open to everyone who wants to improve their chess skills, regardless of gender, age, skin color, etc.

Why do we sponsor a chess? Read and you will start.



WHY PLAYING CHESS IS GREAT
ESPECIALLY FOR KIDS

- It improves intellectual abilities;
- It teaches determination and discipline;
- Improves arithmetic skills;
- It sharpens language skills;
- It educates the skill of critical thinking;
- Supports the development of emotional intelligence and psychosocial skills;
- It has therapeutic values.

5.2 Culture

For many years, Górka has been actively involved in cultural sponsoring. Thanks to our help, many cultural events are organized for the local community, such as concerts, open-air cinema, operas and operettas, and every year we are one of the sponsors of the “**Days of Trzebinia**”. We are present at all events through posters advertising the events with Gorka logo, banners with Gorka logo etc.

We also actively support institutions that help social locality. For many years, we have sponsored the activities of the **Fire Brigade**, which, thanks to our help, was provided with the equipment needed to help.



5.3 Solidarity

Górka employees are also committed to help those most in need (completely dependent on us - animals) - a charity collection for an animal shelter was organized, the campaign was very successful in our company, below are photos and thanks.

2020 was a very difficult year due to the coronavirus epidemic. GÓRKA supported the local hospital by making a donation in the form of masks, disinfecting liquids, disposable gloves and also bought the hospital a respirator necessary to save human lives.

The scale of our commitment is evidenced by the many thanks we receive for the help provided by the organizers of the initiatives.



5.4 Young people

GÓRKA is also present on a daily basis in many kindergartens and schools, as well as in other sports and cultural events in Trzebinia. Sometimes we subsidize sports competitions, sometimes we sponsor awards in various competitions. Thanks to our help, students at schools receive scholarships, schools buy teaching aids, and students go to language courses.

In 2020 GÓRKA CEMENT was laureate of the “**Trzebińska Gala Talent 2020**” (award of the Mayor of the City of Trzebinia) in the Culture category and was nominated for the “Sponsor of the Year”.

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