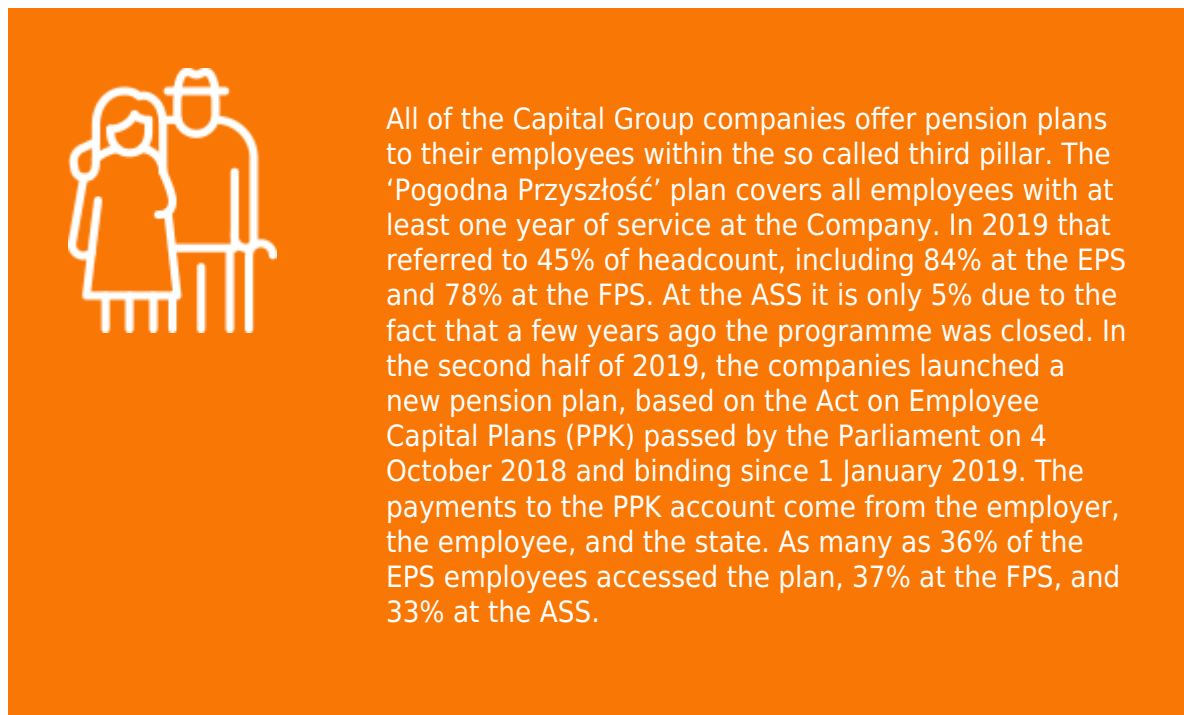


Human and intellectual capital





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.](#)