

## ABOUT THE REPORT

**We act in a responsible and consistent manner to achieve the goals of sustainable development. From year to year, we set increasingly ambitious plans. For the seventh time we are sharing the results in the field of corporate social responsibility.**

### About the reporting process

Corporate Social Responsibility Report (CSR) was prepared on the basis of the Global Reporting Initiative GRI STANDARDS guidelines at the CORE application level. This is the seventh report of the Group and presents data for the period from January 1, 2018 to December 31, 2018. The report summarizes the results in the area of economic, environmental, social, labour, human rights and counteracting corruption and bribery.

The report covers all companies forming the Enea Group, with the exception of the companies belonging to the LW Bogdanka Group. LW Bogdanka reports sustainability issues separately.

In addition, non-financial data covering all companies of the Enea Group, including companies not included in this Report, were reported in the "Statement on non-financial information of the Enea Capital Group for 2018", which is a separate part of "Report of the Management Board on the activities of Enea SA and Enea Group in 2018".

This year's report does not contain any significant changes regarding the scope, scope or methods of measurement with relation to the report for the previous year or any corrections to the information contained in the previous report. At the same time, it has not been subjected to additional external verification.

In order to exercise due diligence, the preparation of the content of the report was preceded by an audit of the expectations of Stakeholders of the Enea Group.

The survey was conducted as an on-line survey from 26 to 30 November 2018. The questionnaire was addressed to Employees, contractors, Clients, social partners, representatives of the managerial staff and institutional investors of the Enea Group and included questions related to environmental, social, employee aspects, human rights and counteracting corruption and bribery. The construction of the report content directly involved a group of over 40 Employees of the Enea Group, who took part in workshops allowing identification of actions undertaken relating to significant non-financial aspects. The appointed group was also charged with coordinating the process of collecting and aggregating data among companies participating in the reporting process.

The survey of expectations of Stakeholders' following important aspects of reporting emerged from the following:

Important aspects of reporting	The importance of the aspect		Impact of the aspect	
	Medium	High	within the Group	outside the Group
<b>ECONOMIC AND STRATEGIC AREA</b>				
- Enea Group's influence on the development of national economy and position of Poland in global economy	•		•	•
- actions contributing to ensuring the country's energy security		•	•	•
- ensuring technological progress and creating new areas for electricity use,		•	•	•
- adaptation of the organisation in view of challenges related to technological revolution	•		•	•
<b>SOCIAL AREA</b>				
- charitable activities and influence on local communities		•	•	•
- activities aimed at developing student talents and facilitating their entry onto the labour market,	•		•	•
- activities building civic sensitivity in society		•	•	•
- fulfilling and anticipating customer expectations through products services offered		•	•	•
<b>LABOUR AREA</b>				
- activities contributing to the safety and comfort in place of work,		•	•	•
- development of skills and providing highly specialized training courses for employees		•	•	•
- activities aimed at strengthening the sense of belonging to the company among employees,		•	•	•
- activities contributing to the quality of communication and strengthening relationship between partners		•	•	•
<b>HUMAN RIGHTS AREA AND ANTI-CORRUPTION AND ANTI-BRIBERY AREA</b>				
- activities enabling to ensure that all employees have the same access to trainings and development of skills,	•		•	•
- activities contributing to building an ethical work culture and preventing discrimination,		•	•	•
- improving purchasing practices applied to providers ensuring transparency in cooperation	•		•	•
- activities contributing to developing an organizational culture based on respect and mutual trust between employees, partners and superiors		•	•	•
<b>ENVIRONMENTAL AREA</b>				
- investments in research and development contributing to the reduction of negative impact on environment		•	•	•
- practices and activities for environmental protection,		•	•	•
- activities enabling to reduce exploitation of natural environmental resources		•	•	•
- showing citizens good practices concerning responsible use of the natural environment in everyday life		•	•	•

## Index of indicators

INDICATOR	GRI GUIDELINES	COMMENT / DESCRIPTION
<b>Organization Profile</b>		
GRI 102-1	Name of the organization	Business model, Contact
GRI 102-2	Activities, brands, products, and services	Business model
GRI 102-3	Location of headquarters	Contact
GRI 102-4	Location of operations	Group structure
GRI102-5	Ownership and legal form	Group structure
Custom index 1	Number of Energy Consumption Points, i.e. the number of Clients Rotation Segment	Customers and products
Custom index 2	Installed production capacity	Business model
Custom index 3	Increase of electricity produced in relation to the previous year	Business model
GRI 102-6	Markets served	Group structure
GRI 102-7	Scale of operations	Group structure
Custom index 3	Coal consumption for own needs	Business model
GRI 102-8	Information about Employees and other persons providing work for the organization, including: <ul style="list-style-type: none"> <li>• Total number of Employees, by gender and type of employment;</li> <li>• Total number of Employees by type of employment (full or part-time)</li> </ul>	Employment
GRI 102-9	Supply chain	Supply chain
GRI 102-10	Significant changes in the reporting period regarding size, structure, ownership form or value chain	About the reporting process
GRI102-11	Whether and how the organization applies the Precautionary Principle or approach	Approaches to environmental management
GRI102-12	External initiatives, externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Our approach to sustainable development
GRI102-13	Membership of associations	Cooperation with organizations
<b>Strategy</b>		

GRI102-14	Statement from senior decision-maker	Letter from the President of the Management Board
GRI102-15	Key impacts, risks, and opportunities	Letter from the President of the Management Board
<b>Ethics</b>		
GRI 102-16	Values, principles, code of ethics, status standards and standards of behaviour	Values of the Enea Group Employee rights
<b>Management</b>		
GRI102-18	Organizational supervisory structure with committees under the highest supervisory body Management	Management Culture
<b>Stakeholder involvement</b>		
GRI102-40	List of stakeholder groups engaged by the organization.	Stakeholders of the Group
GRI102-41	Percentage of total Employees covered by collective bargaining agreements	Managing the potential of Employees
GRI102-42	The basis for identifying and selecting stakeholders with whom to engage by the organization	Stakeholders of the Group
GRI102-43	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group,	Stakeholders of the Group
GRI102-44	Key topics and concerns raised by stakeholders	About the reporting process
<b>Reporting</b>		
GRI102-45	Entities included in the report	About the reporting process
GRI102-46	Process of defining report content	About the reporting process
GRI102-47	Important topics identified in the process for defining report content.	About the reporting process
GRI102-48	Changes and corrections in relation to the previous report (e.g. mergers, acquisitions, change of base year / period, nature of operations, measurement methods)	About the reporting process
GRI102-49	Significant changes from previous reporting periods	About the reporting process
GRI102-50	Reporting period	About the reporting process

GRI102-51	Date of most recent report	About the reporting process
GRI102-52	Reporting cycle	About the reporting process
GRI102-53	Contact person	About the reporting process
GRI102-54	Claims of reporting by GRI (optional core)	About the reporting process
GRI102-55	GRI content Index	Index of indicators
GRI102- 56	Policy and current practice in external verification of the report (no external verification of the report)	About the reporting process
<b>DETAILED INDICATORS</b>		
<b>ECONOMIC TOPICS</b>		
<b>Key aspect of reporting: Impact on national economy development</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	<b>Impact on the economy</b> Strategy and development directions
GRI 103-2	The management approach and its components	<b>Impact on the economy</b> Strategy and development directions
GRI 103-3	Evaluation of management approach	<b>Impact on the economy</b> Strategy and development directions
GRI 203-1	Significant indirect economics	<b>Impact on the economy</b> Strategy and development directions
Custom index 26	Indicators of effectiveness in strategy implementation	Strategy and development directions
Custom index 27	Key market indicators	Capital market
<b>ENVIRONMENTAL TOPICS</b>		
<b>Key aspect of reporting: Investments and their impact on the environment</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Approach to environmental management  Investments and innovations

GRI 103-2	The management approach and its components	Approach to environmental management Investments and innovations
GRI 103-3	Evaluation of management approach	Approach to environmental management Investments and innovations
Custom index 22	Total amount for investments in the area of environment a natural	Approach to environmental management
Custom index 7	List of key investments that reduce the scale of the organization's impact on the environment	Investments and innovations
<b>Raw materials</b>		
GRI 301-1	Raw materials by weight or volume	Materials and raw materials
<b>Key aspect of reporting: Energy</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Approach to environmental management Impact on the economy Continuity of energy supply Our approach to sustainable development
GRI 103-2	The management approach and its components	Approach to environmental management Impact on the economy Continuity of energy supply Our approach to sustainable development
GRI 103-3	Evaluation of management approach	Approach to environmental management Impact on the economy Continuity of energy supply Our approach to sustainable development
GRI 302-1	Energy consumption in the organization	Materials and raw materials

Custom index 8	Key actions are implemented to reduce energy consumption and energy efficiency.	Impact on the economy. Continuity of energy supply.
Custom index 23	Total amount spent on investments in the area of energy efficiency and energy security.	Continuity of energy supply
Custom index 24	Production of energy from renewable sources. Energy	Renewable energy sources.
<b>A key aspect of reporting: Water</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Approach to environmental management  Water
GRI 103-2	The management approach and its components	Approach to environmental management -  Water
GRI 103-3	Evaluation of management approach	Approach to environmental management -  Water
GRI 303- 3	Total water consumption by source	Water
<b>Key aspects of reporting: Emissions</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Approach to environmental management -  Emissions  Management of identified risks
GRI 103-2	The management approach and its components	Approach to environmental management -  Emissions  Management of identified risks
GRI 103-3	Evaluation of management approach	Approach to environmental management -  Emissions  Management of identified risks
GRI 305-1	Direct GHG emissions	Emissions
GRI 305-7	Emissions to the atmosphere	Emissions

Custom index 25	List of key investments that affect the reduction of emissions	Investments and innovations
<b>Waste</b>		
GRI 306-2	Total waste weight by type of waste and methods of waste management	Materials and raw materials
<b>Compliance with environmental regulations</b>		
GRI 307-1	The amount of significant penalties and non-financial sanctions for non-compliance with laws and regulations regarding environmental protection	Approach to environmental management
<b>SOCIAL TOPICS</b>		
<b>Key aspects of reporting: Ensuring continuity of energy supply</b>		
GRI103-1	Explanation of the topics identified as significant with indication of restrictions	Continuity of energy supply
GRI 103-2	The management approach and its components	Continuity of energy supply
GRI 103-3	Evaluation of management approach	Continuity of energy supply
Sector indicator. EU 28	SAIFI - frequency of power off.	Continuity of energy supply
EU sector index 29	SAIDI - average duration of power off	Continuity of energy supply
<b>Key aspect of reporting: Customer Satisfaction</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Comfort and safety at work
GRI 103-2	The management approach and its components	Comfort and safety at work
GRI 103-3	Evaluation of management approach	Comfort and safety at work
Custom index 10	Actions implemented to ensure the security of personal data of Clients	Cyber security
Custom index 11	New channels of communication with Clients	Communication with Clients Stakeholders of the Group
Custom index 12	level of Customer satisfaction - examples of surveys of Clients and their results	Communication with Clients
Custom index 13	Main activities for Customer satisfaction and ensure continuity of service provision	Afore-mentioned Customer Expectations Continuity of energy supply



<b>Key aspect of reporting: Scale and conditions employment</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Employment
GRI 103-2	The management approach and its components	Employment Managing the potential of Employees
GRI103-3	Evaluation of management approach	Employment Managing the potential of Employees
GRI 401-1	Total number and percentage of new Employees and the total number of departures in the reporting period, including: <ul style="list-style-type: none"> <li>• Total number and percentage of newly hired Employees, by gender, age and region (company)</li> <li>• Total number and percentage of Employees who have left the organization by gender, age and region (company)</li> </ul>	Managing the generation gap
GRI 401-2	Benefits provided to full-time Employees	Support and benefits
<b>Key aspect of reporting: generation gap</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Managing the generation gap
GRI 103-2	The management approach and its components	Managing the generation gap
GRI 103-3	Evaluation of management approach	Managing the generation gap
<b>Key aspect of reporting: Occupational health and safety</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Comfort and safety at work
GRI 103-2	The management approach and its components	Comfort and safety at work
GRI 103-3	Evaluation of management approach	Comfort and safety at work
GRI 403-2	Type and rate of work-related injuries	Comfort and safety at work
Custom index 14	Examples of actions and solutions to increase safety in the workplace and Employee education in this area	Comfort and safety at work
<b>Training and education</b>		

GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Managing the potential of Employees
GRI103-2	The management approach and its components	Managing the potential of Employees
GRI103-3	Evaluation of management approach	Managing the potential of Employees
GRI404-2	Employee skills improvement programs	Managing the potential of Employees
<b>Anti-discrimination</b>		
GRI 103-1	Explanation of the topics identified as significant with indication of restrictions	Values of the Enea Group The Code of Ethics
GRI103-2	The management approach and its components	Values of the Enea Group The Code of Ethics Our Approach to Sustainable Development Management of identified risks
GRI 103-3	Evaluation of management approach	Values of the Enea Group The Code of Ethics
<b>Key aspect of reporting: Compliance - Compliance with law and regulations</b>		
GRI103-1	Explanation of the topics identified as significant with indication of restrictions	Compliance
GRI 103-2	The management approach and its components	Compliance
GRI 103-3	Evaluation of management approach	Compliance
GRI 412-2	Training for employees and managerial staff devoted to anti-corruption policies and procedures	Compliance
<b>Social involvement</b>		
Custom index 16	Total amount earmarked by Enea Capital Group for all social involvement activities (incl. for donations and Employee volunteering) / year	Society Support
Custom index 17	Number of Employee-volunteers involved in Employee volunteering projects in the reported year.	Employee initiatives and volunteering

Custom index 18	Number of beneficiaries of Employee volunteering activities (including participants of actions / trainings and other activities carried out under Employee volunteering) / year (excluding mass events)	Employee initiatives and volunteering
Custom index 19	Total number of hours allocated by Employees for Employee volunteering in 2017	Employee initiatives and volunteering
Custom index 20	Initiatives supporting development of passions and talents	Talent Development
Custom index 21	Charity initiatives supporting society.	Employee initiatives and volunteering