

CERTIFIED TRANSLATION FROM THE POLISH LANGUAGE

[content in square brackets, in italics, has been added by the sworn translator]

[logo:] ORLEN

Integrated Management System Policy

Polski Koncern Naftowy ORLEN S.A. is committed to providing customers with products and services of the highest quality, while striving to achieve the highest possible environmental neutrality, energy efficiency and high safety standards. We are guided by the principles of corporate social responsibility, which means that in implementing our business strategy we take into account the conditions of our surroundings and strive for sustainable and responsible use of resources. Operating within the ORLEN Capital Group, we are pursuing a strategy of building a concern capable of operating effectively in an increasingly competitive market. Maintaining our position as a leader, reliable and professional partner, operating on the basis of the Integrated Management System, we are committed to acting in accordance with the Values we have adopted:

RESPONSIBILITY

- We apply the precautionary principle: we prevent industrial accidents and minimise the negative impact on the environment, human health and life, and respond appropriately should they occur.
- We achieve compliance with applicable standards and laws and comply with other obligations assumed by PKN ORLEN S.A:
- We ensure proper external and internal communication, taking into account the views of stakeholders.
- Using a risk-based approach, we operate on the basis of best functioning standards and practices.
- We aim to continuously improve the energy performance of the processes we carry out, in particular by concentrating our efforts on energy efficiency, in line with the adopted Energy Policy.
- We provide access to information on the environmental impact of the Company's activities and information on the actions taken to improve the safety of the working environment and health protection and the implementation of the good practices of the Responsible Care Programme.
- We ensure the food safety of our catering offer in accordance with the adopted Food Safety Policy.

DEVELOPMENT

- We monitor development directions in the technological, performance and pro-environmental characteristics of manufactured products with a view to ensuring a closed-loop economy as far as possible. We take measures to take into account the expectations of customers and other stakeholders in this regard.
- We manage opportunities and threats to ensure that optimal business benefits are realised.
- We enhance operational excellence by consistently improving key indicators of the processes in place and taking effective corrective action.
- We focus on innovation, knowledge transfer to the Company, the search for new developments, cooperation with scientific institutions and investment in new technologies.

PEOPLE

- We ensure that we enhance staff skills, develop awareness and promote attitudes that increase commitment to meeting the expectations of key stakeholders, protecting the environment, improving working conditions and security in the broadest sense, including the information processed.



- We implement ergonomic solutions to reduce nuisance at workplaces and occupational risks.
- We are committed to raising standards of occupational health and safety, fire protection, process safety and improving methods of recognising and protecting against hazards, preventing work-related injuries, fires and health problems and emergency incidents.
- We promote health and wellbeing at work and conduct research in this area.
- We involve employees in consultation and participation processes in Management Systems.

ENERGY

- We create the conditions for innovative, safe, energetic and enthusiastic performance of tasks.
- We are dynamically involved in new lines of business which, through mutual synergy, increase the company's competitiveness and stimulate further activities.
- We are expanding the range of services we provide at service stations, adapting our offer to customers' preferences in order to best meet their needs.
- We develop cooperation with Suppliers bearing in mind the need for continuity of supply of raw materials and services.

RELIABILITY

- We monitor changes and ensure business continuity in the processes implemented and the information systems that support them.
- We apply the highest standards of information security and cyber security awareness and cyber threat prevention.
- We work with Contractors and Suppliers who have the competences indicated by the Company and who meet certain standards regarding quality, environmental protection, energy consumption, health and safety, fire safety, process safety and information security.

We translate the Company's strategy into existing and future development programmes and other activities based on the Integrated Management System in accordance with the requirements of ISO 9001, AQAP 2110, ISO 14001, ISO 45001, ISO/IEC 27001, ISO 50001, Codex Alimentarius, ISO/IEC 17025, ISCC, KZR INiG and the implemented requirements of ISO 22301. We declare to continue our activities aimed at increasing the effectiveness, harmonising and improving the functioning of the Integrated Management System in the ORLEN Capital Group.

Warsaw / Płock / Gdańsk, on *[hand-written:]* 2 September 2022

/-/ illegible signature
President of the Management Board - Chief Executive Officer
Daniel Obajtek

Repertory No. 164/2023

I, the undersigned, Izabela Zhiznevskaya, a sworn translator of the English language registered in the list of sworn translators of the Ministry of Justice under number TP/103/15, hereby certify that the above text is a true, accurate and complete translation of the scan of a Polish document presented to me. Number of characters and pages (1125 characters per page): 5251 characters (5 pages)

Warsaw, 30 January 2023

