


ORLEN Group Sustainability Strategy for 2024-2030

December 18th, 2023



↴ **Our ambitions**


Challenges faced by the energy sector necessitate a sustainable approach to energy transition



↗

Sustainable energy


Production and supply of low- and zero-carbon energy amid growing regional demand.



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Energy security

Development underpinned by energy security considerations, including efforts to diversify sources and directions of supply.



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Affordable price

Providing affordable energy to households and businesses.

Our commitment to the region’s energy transition boosts the ORLEN Group value



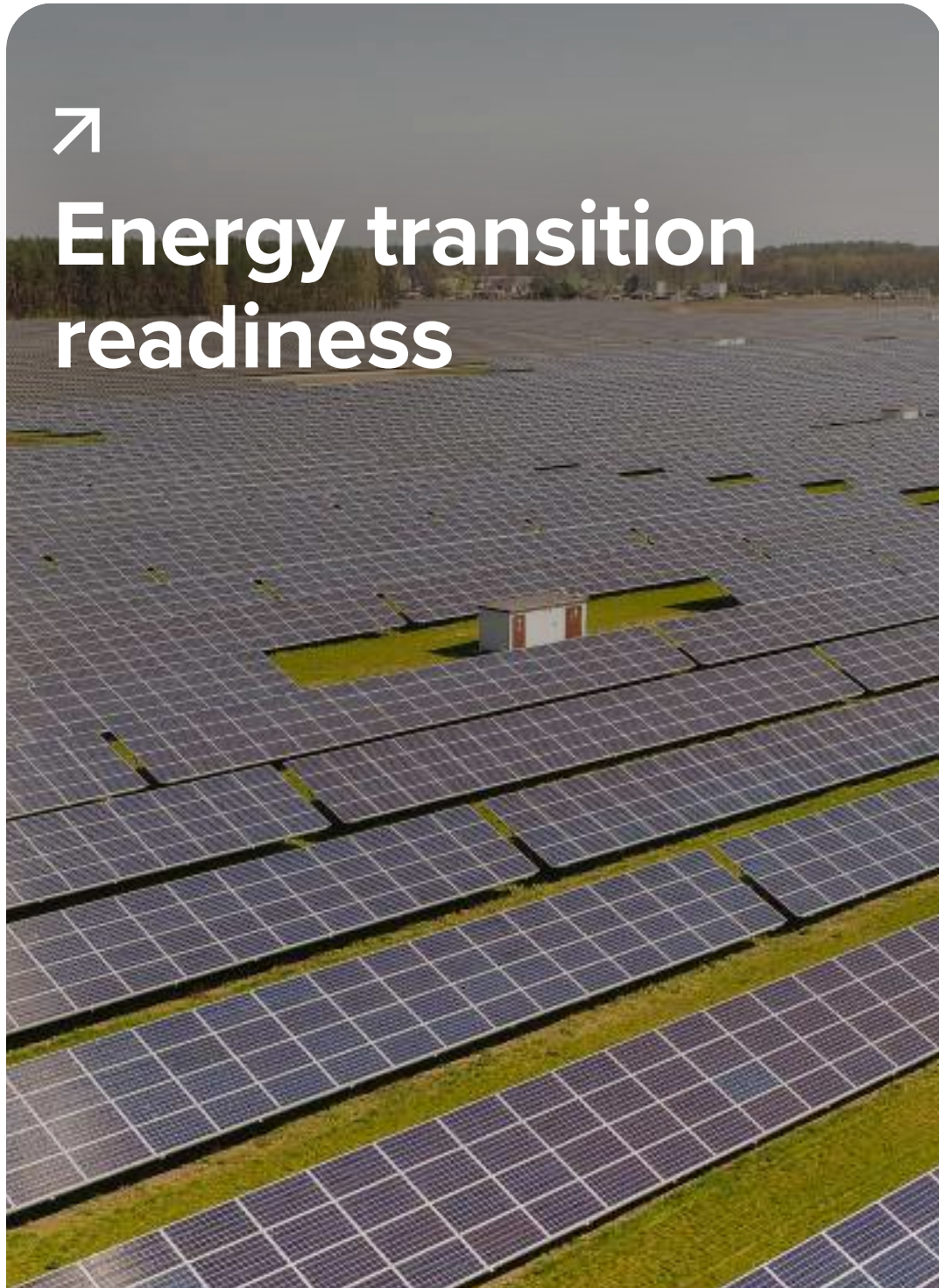
Care for the environment



Recognising challenges posed by climate change. Realigning the Group’s operations to mitigate adverse impacts on climate and the environment.



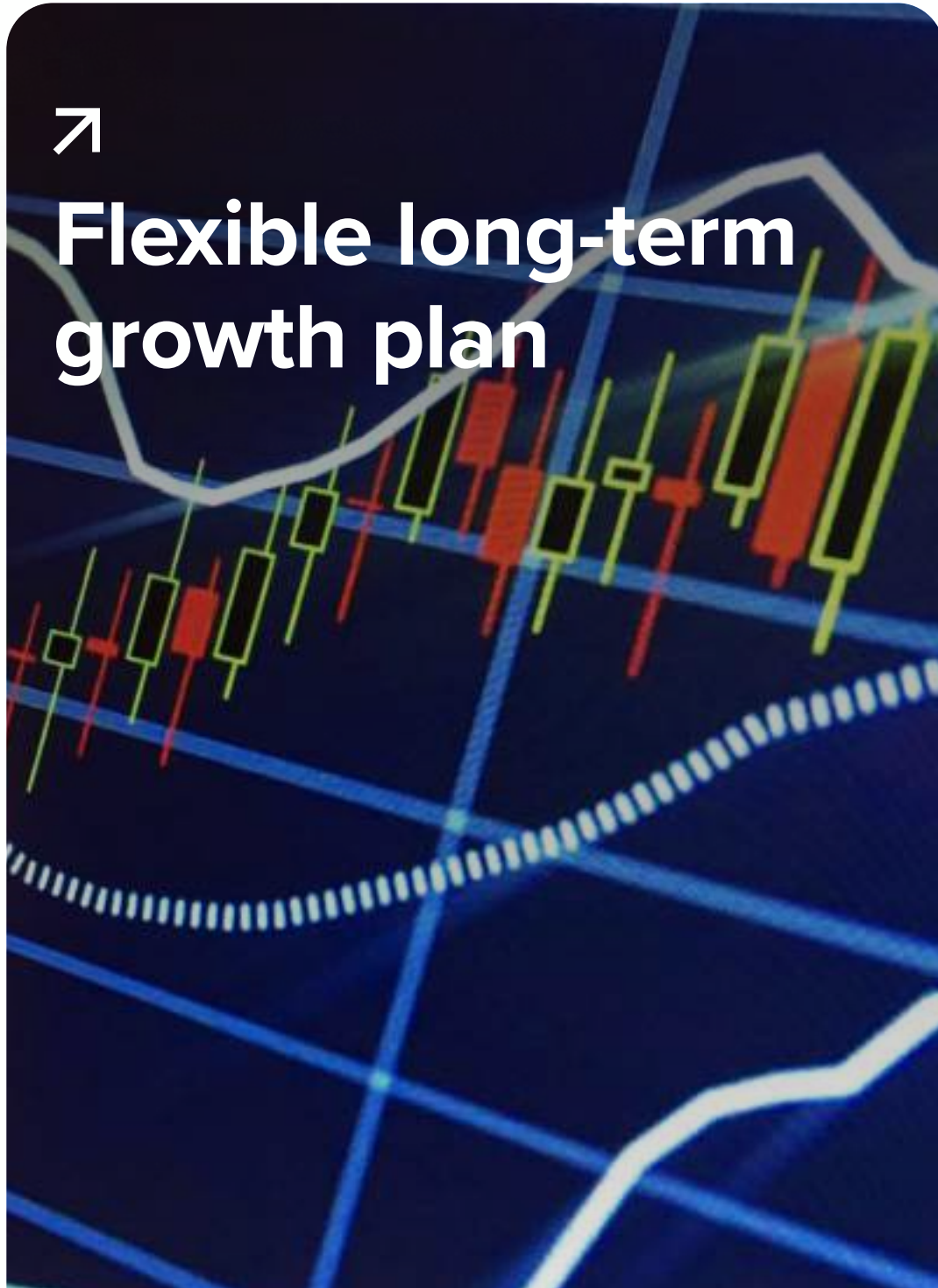
Energy transition readiness



Leveraging opportunities presented by energy transition while ensuring the organisation’s resilience to policy and climate risks.



Flexible long-term growth plan



Ambitious long-term growth strategy for the Group, tailored to navigate market fluctuations and volatility in the energy sector.








Viable investment



Enhancing efficiency within existing business lines and investing in new growth areas to ensure shareholder returns.

We are the Central Europe’s largest energy company





ORLEN Group

-  Ranking **216th** in the world and **44th** in Europe according to **Fortune 500**
-  Revenue **PLN 277.6bn**
-  CapEx **PLN 19.7bn**
-  Employees **ca. 65,000**
-  Investment-grade credit rating **BBB+ with a stable outlook (Fitch), A3 with a stable outlook (Moody's)**

Financial data for 2022.
Rankings and ratings data for 2023.



Market environment

-  Population **ca. 158m**
-  GDP per capita **ca. EUR 32,000**
-  Electricity generation volume **ca. 938 TWh**
-  Vehicle fleet **ca. 89m**

Including data for: Austria, the Czech Republic, Lithuania, Germany, Poland, Slovakia, and Hungary.
Source: Eurostat, 2021.

Sustainability-driven investment in the energy transition

Selected transition targets business of the ORLEN Group's 2030 Strategy



REFINING

Biofuels

>3m tonnes

annual biofuel production volume

Synthetic fuels

>70 kt

annual synthetic fuel production volume



PETROCHEMICALS

CCUS

ca. 3m tonnes of CO₂

emissions stored annually

Petrochemicals

25%

share of speciality petrochemicals in the portfolio

Recycling

>300 kt

installed recycling capacity



ENERGY

Renewables

>9 GW

installed generation capacity

Renewable hydrogen

>130 kt

annual renewable H₂ production volume

SMR

300 MW

installed generation capacity



UPSTREAM

Zero Routine Flaring
and **Zero Venting**



GAS

Biogas and biomethane

>1 bcm

biogas production volume



RETAIL

E-mobility

>10,000

EV charging points in Central Europe

45%

Taxonomy-aligned CapEx in 2030



Net Zero 2050

Net Zero

ORLEN Group’s decarbonisation targets confirm our commitment to achieving Net Zero by 2050

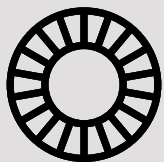
2030 targets¹

2050 targets



1. Base year: 2019.
 2. Emissions volume in the Refining, Petrochemicals and Upstream segments, measured as MtCO₂e, for Scope 1 and Scope 2 GHG emissions.
 3. Carbon intensity in the Energy segment, measured as kgCO₂e/MWh, for Scope 1 GHG emissions.
 4. Carbon intensity of energy products sold, measured as gCO₂e/MJ, for Scope 1, Scope 2 and Scope 3 Category 11 GHG emissions.
 5. Our ambition to reduce emissions is aligned with the goal of limiting climate warming to 1.5°C by 2050. Achievement of our long-term targets will depend on technology advances, as well as the regulatory and legal context. These factors may create more or less favourable conditions for the energy transition and accelerate or reduce the pace of delivering our strategic vision.

Our sustainability plans are developed in line with the regulatory framework



UN Sustainable Development Goals

The 17 UN Sustainable Development Goals provide a framework for the energy transition, pointing out the strategic direction for the ORLEN Group. Our strategy addresses specific goals of the 2030 Agenda.



EU Taxonomy

The share of our Taxonomy-aligned CapEx has been steadily growing, which proves that our strategic direction is well-chosen. The objective is not only to reorient capital flows towards sustainable investment, but also to build an organisation ready to embark on an energy transition.



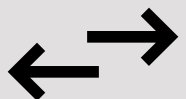
TCFD and TNFD

Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) guide our detailed analyses and disclosures of our strategy's resilience to various climate change scenarios. Alongside guidelines from the Task Force on Nature-Related Financial Disclosures (TNFD) and the Global Biodiversity Framework (GBF), they serve as a blueprint for realigning our business to address the most pressing challenges of climate crisis, biodiversity loss and other sustainability aspects. When making further strategic plans for the ORLEN Group, we also consider the global ISSB standards.



CSRD/ESRS

We regard the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) as a new opening in transparency and stakeholder dialogue. The ESRS provide us with a complete list of topics that have been assessed as material and, therefore, subject to disclosure.



Double materiality

We assess material topics not only in terms of our own impact on the world at large (from the environmental, social and economic perspectives), but also in terms of each topic's implications for our business, including financial impact.









▾ **Our plans and initiatives**

The ORLEN Group Sustainability Strategy is based on five pillars



Each strategic pillar has been divided into distinct streams to enable precise goal setting

<div></div> <div>Climate</div>	<div></div> <div>Environment</div>	<div></div> <div>Employees</div>	<div></div> <div>Communities</div>	<div></div> <div>Governance</div>
<div>⌵</div> <div>Action to minimise climate impact</div>	<div>⌵</div> <div>Environment and biodiversity protection</div>	<div>⌵</div> <div>Occupational safety and well-being</div>	<div>⌵</div> <div>Relations with stakeholders and communities</div>	<div>⌵</div> <div>Responsible governance</div>
<div>1. Decarbonisation</div> <div>2. Green transition</div> <div>3. Climate change adaptation</div>	<div>4. Biodiversity protection</div> <div>5. Water and wastewater management</div> <div>6. Circular economy, pollution reduction</div>	<div>7. Health and safety standards</div> <div>8. Process safety</div> <div>9. Employees' healthcare</div> <div>10. Well-being</div>	<div>11. Engagement with local communities</div> <div>12. Just transition</div> <div>13. Education to raise sustainability awareness</div>	<div>14. Sustainable value chain</div> <div>15. Cybersecurity</div> <div>16. Respect for human rights</div> <div>17. Diversity and inclusion (D&I)</div> <div>18. Ethics, compliance and anti-corruption</div>



Climate

	2026	2030	Commitment
1. Decarbonisation ¹	<ul style="list-style-type: none">Deploy the LDAR system across the ORLEN Group’s upstream assets.Develop guidelines to set decarbonisation targets for the ORLEN Group’s key suppliers.	<ul style="list-style-type: none">25% reduction of absolute Scope 1 and Scope 2 GHG emissions from Refining, Petrochemicals and Upstream.40% reduction of carbon intensity in Energy segment (kgCO₂e/MWh).15% reduction of Net Carbon Intensity (NCI (gCO₂e/MJ)).Zero Routine Flaring and Zero Venting.	Net Zero by 2050
2. Green transition ¹	<ul style="list-style-type: none">Launch Baltic Power, the pioneer offshore wind project with a capacity of 1.2 GW (developed jointly with Northland Power).ca. 30 H₂ refuelling stations.Roll out a public network of EV chargers.	<ul style="list-style-type: none">45% share of Taxonomy-aligned CapEx.>9 GW of installed renewable generation capacity.>130 kt/y of renewable H₂.>70 kt/y of synthetic fuels.>1 bcm of biogas and biomethane.>100 H₂ refuelling stations.>10,000 of EV charging points in Central Europe.	Coal phase-out by 2035
3. Climate change adaptation ²	<ul style="list-style-type: none">Prepare adaptation plans addressing key threats relevant to the ORLEN Group’s assets.	<ul style="list-style-type: none">Implement and regularly update adaptation plans addressing key threats relevant to the ORLEN Group’s assets.	Climate change adaptation and mitigation ³

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7.1 7.2 7.3

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9.4 9.5

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11.6

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13.1 13.3

ESRS E1 Climate change

¹ For details, see the [ORLEN 2030 Strategy](#).
² For details, see the [ORLEN Group Climate Policy](#).
³ In accordance with the Paris Agreement.

In 2020, we were the region’s first energy company to announce a commitment to the Net Zero target by 2050.

Selected initiatives



Renewables



Development of offshore and onshore wind as well as solar assets in Poland and abroad is the key pathway towards a decarbonised future for ORLEN and the whole energy sector.

- ✓ **Targeting >9 GW of installed renewable generation capacity by 2030.**



Reduction of methane emissions and flaring

ORLEN will reduce the amount of greenhouse gases emitted in its upstream operations by putting an end to routine flaring and methane venting.

- ✓ **Zero Routine Flaring and Zero Venting by 2030.**



Hydrogen

Hydrogen is a crucial part of delivering Net Zero, mainly in the refining, chemical and transport sectors. ORLEN is developing its own production of renewable hydrogen through renewables-powered electrolysis and Waste-to-H₂.

- ✓ **Stepping up renewable hydrogen production capacity to 130 kt annually by 2030.**



Electromobility

The ORLEN Group aims for the lead in electric mobility on the Polish and Czech markets by 2030, seeking also to secure a strong position in Germany and its other retail markets.

- ✓ **Targeting 10,000 EV charging points by 2030.**



SMR

Small modular reactors (SMRs) will play an important part in decarbonising Poland’s energy mix, still largely based on carbon-intensive sources.

- ✓ **Launch of the first SMR unit with a total installed capacity of 300 MW in collaboration with Synthos by 2030.**



CCUS

ORLEN implements carbon capture, utilisation and storage (CCUS) projects on its own assets, and as a commercial service.

- ✓ **Targeting >3 Mt CCUS annual capacity by 2030.**

Zoom in: Baltic Power



Project objective

Construction of the Baltic Power offshore wind farm stands as one of the ORLEN Group’s key projects in pursuit of its strategic objective to achieve 9 GW of installed renewable energy capacity by 2030.

Baltic Power will have the capacity to generate enough clean and affordable energy to power more than 1.5m Polish households, helping to avoid an estimated 2.8 Mt CO₂e annually.



About the project

The project aims to construct the first offshore wind farm operating in Polish waters of the Baltic Sea. Designed to add nearly 1.2 GW of renewable capacity to the power system starting from 2026, Baltic Power is a collaborative project between the ORLEN Group and Northland Power. Baltic Power involves not only the construction of the offshore wind infrastructure, but also service facilities in Łeba, to support the farm’s operation and maintenance throughout its service life, i.e. for at least 25 years.



Project status

In May 2023 work began to construct the onshore infrastructure, and in August 2023 the Final Investment Decision (FID) milestone was reached, marking the start of the entire project. The foundation laying is scheduled to commence in 2024, with the farm expected to comprise 76 Vestas wind turbines with a unit capacity of 15 MW by 2025.

Location: 

Project partner: Northland Power

Project implementation: 2026



↘ **Environment**

2026		2030	Commitment
4. Biodiversity protection	<ul style="list-style-type: none">Develop a Biodiversity Action Plan (BAP) for the ORLEN Group, including:<ul style="list-style-type: none">calculation of ORLEN S.A.'s biodiversity footprint;integration of biodiversity protection into the ORLEN Group's internal strategic decision-making processes.	<ul style="list-style-type: none">Implement BAP across the ORLEN Group.Further action to halt biodiversity loss and offset the ORLEN Group's biodiversity impacts.Avoid locating new projects within areas covered by special protection measures.	Net-positive biodiversity impact for new assets by 2050
5. Water and wastewater management	<ul style="list-style-type: none">Optimise fresh water consumption and wastewater management, e.g. through:<ul style="list-style-type: none">calculation of ORLEN S.A.'s water footprint;development of the ORLEN Group Water and Wastewater Policy.	<ul style="list-style-type: none">Calculate the ORLEN Group's water footprint.Improve efficiency of the operational use of fresh water and management of wastewater based on the Water and Wastewater Policy.Develop plans to replenish water resources in water stress areas where we operate.	Protection of water resoruces
6. Circular economy, pollution reduction	<ul style="list-style-type: none">50 kt of mechanical recycling capacity.Develop the ORLEN Group Circular Economy Policy.Secure ISCC+ certification for key petrochemicals.Develop plans for a closed loop water system, including rainwater retention.Launch a programme to reduce food waste within the retail chain.Maximise utilisation of combustion by-products in the ORLEN Group's Energy segment (i.e. slag and ash).	<ul style="list-style-type: none">300 kt installed mechanical and chemical recycling capacity.Develop a sustainable petrochemical portfolio.Disposal and management of hazardous waste, including:<ul style="list-style-type: none">construction of a dedicated facility to dispose of hazardous substances (including waste of medical and veterinary origin);construction of a facility to recycle waste energy storage units, wind turbines and PV panels.Optimise SO₂, NO_x, particulate matter (PM) and other pollutant emissions of ORLEN Group.	Consistently adopt the circular economy model

6

SDG 6: CLEAN WATER AND SANITATION

6.3

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

12.2 12.3 12.4 12.5 12.6

14

SDG 14: LIFE BELOW WATER

14.1 14.3

15

SDG 15: LIFE ON LAND

15.3 15.5 15.A 15.B

ESRS E2 Pollution

ESRS E3 Water and marine resources

ESRS E4 Biodiversity and ecosystems

ESRS E5 Resource use and circular economy

We actively engage in biodiversity and environmental protection initiatives across all segments of the ORLEN Group’s business.

Selected initiatives



Restoration of combustion waste landfill sites

PGNiG Termika S.A., an ORLEN Group company, is actively restoring combustion waste landfill sites in Warsaw to recuperate its ecological properties and enhance biodiversity.

- ✔ **Transforming 40 hectares of industrial land into green areas by 2025 to enhance biodiversity and attain additional benefits.**



Esters and glycerine from waste materials

We are launching the production of advanced esters and glycerine derived from waste materials, including used cooking oils, to transform them into second-generation biocomponents for fuels.

- ✔ **Targeting annual biocomponent production of 30,000 tonnes by 2030.**



ITPON

We are in the process of constructing an incineration plant dedicated to hazardous medical and veterinary waste (ITPON) with a minimum capacity of 50,000 tonnes per year.

- ✔ **Supporting the eradication of illegal dumping grounds for hazardous substances in Poland.**



Green ORLEN service stations – pilot programme

At ORLEN service stations, we adopt green solutions that mimic natural ecosystems, incorporating features such as rainwater irrigation, wildflower meadows, insect hotels, shade trees, and bioactive car parks.

- ✔ **Project evaluation by 2025.**



Fairtrade coffee served in eco-friendly cups

We proudly stand as Poland’s largest Fairtrade-certified coffee retailer. We minimise the use of non-recyclable disposable cups by promoting the adoption of reusable alternatives.

- ✔ **Reducing the number of disposable cups by 1.5m by 2025.**



Blue Bridge



In collaboration with the City of Płock, we work towards reducing the consumption of process water and the volume of wastewater, progressively implementing a closed loop water system at our Płock production plant.

- ✔ **Reducing the consumption of fresh process water at the Płock production plant by 25%.**



Protection of aquatic organisms

At PGNiG Termika S.A., we protect fish populations through initiatives like the STOPfish project, alongside other endeavours such as fish stocking and the construction of fish ladders on rivers in Poland and the Czech Republic.

- ✔ **Protecting wild fish populations and enhancing their size in line with scientific advice.**



ORLEN’s eco-friendly car washes

We consistently reduce water and electricity consumption in automatic car wash facilities at ORLEN service stations.

- ✔ **Targeting a 30–60% reduction in water consumption and a 20% decrease in chemicals usage by 2030.**

Zoom in: Blue Bridge



Project objective

Preserving water resources by minimising the withdrawal from surface water and groundwater body areas, and mitigating the impact of treated wastewater discharged into surface water through circular economy solutions and the reuse of treated wastewater.

The project will facilitate a symbiotic relationship between the City of Płock and industry to establish a closed loop water system, fostering a resource-efficient economy in alignment with the principles of the EU Green Deal, EU Blue Deal, and circular economy.



About the project

The project envisions recovery of water from municipal wastewater through the additional treatment of effluent discharged from the municipal waste treatment plant owned by Wodociągi Płockie Sp. z o.o., with the aim of utilising it as process water at ORLEN S.A.'s Płock production plant. The initiative is expected to decrease the consumption of fresh water for industrial processes by approximately 25%. The Blue Bridge project will also contribute to improving the biodiversity and general amenity of areas adjacent to the Vistula river and to lowering the water and environmental footprints in Płock.



Project status

Analyses were conducted to test the treated wastewater stream and raw water from the Vistula river. Pilot studies on water recovery units were undertaken, confirming the anticipated reduction of pollutants in the treated wastewater. Additionally, potential routes for the treated wastewater pipeline were examined. Efforts are in progress to develop a programme and spatial concept and to secure environmental permits for the project.

Location: 

Project partner: Wodociągi Płockie



Employees

2026		2030	Commitment
7. Health and safety standards	<ul style="list-style-type: none">Stabilise and consistently reduce TRIR to achieve a target of ≤0.34.Enhance occupational safety systems for employees and contractors within ORLEN Group companies.	<ul style="list-style-type: none">Consistently reduce the TRIR target level to ≤0.31.Implement the Occupational Health and Safety segmental management policy across the ORLEN Group.	Prioritising occupational safety
8. Process safety	<ul style="list-style-type: none">Implement the guidelines outlined in the Declaration on Prevention of Major Industrial Accidents across the entire ORLEN Group.	<ul style="list-style-type: none">Advance and fine-tune the Occupational Health and Safety (OHS), fire safety, and process safety segmental management system within the ORLEN Group.	Industry leader in safety standards
9. Employees' healthcare	<ul style="list-style-type: none">Include all ORLEN Group employees in health programmes covering both physical and mental well-being:<ul style="list-style-type: none">Implement a psychoeducational programme and provide psychological support to employees;Expand the range of disease prevention projects.	<ul style="list-style-type: none">Further develop health promotion activities, tailor projects to current needs of ORLEN Group employees.	ORLEN as a responsible employer
10. Well-being	<ul style="list-style-type: none">Grow employee satisfaction/engagement levels.Expand the employee development training portfolio.Expand the mentoring programme for employees.Expand the selection of non-pay benefits for employees.	<ul style="list-style-type: none">Continuously evolve initiatives to align with the current needs of our employees.	ORLEN as the region's top employer



People are the most valuable asset of the ORLEN Group, and we actively implement initiatives that support their well-being and the development of their professional skills and passions. We prioritise the highest standards of safety and human rights.

Selected initiatives

<div><div><div><div><div><div></div><div>One ORLEN</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>We enhance the sense of belonging and foster a positive attitude among our employees by encouraging collaboration and engagement.</div><div><div></div><div>Team-building and fostering lasting relationships among employees.</div></div></div></div></div></div>	<div><div><div><div><div><div></div><div>Pink October</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>We actively promote cancer prevention among employees and their families through screening, workshops, and volunteering campaigns.</div><div><div></div><div>Sustaining health protection efforts and enhancing awareness among employees.</div></div></div></div></div></div>	<div><div><div><div><div><div></div><div>Promoting mental well-being</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>Employees of the ORLEN Group and their families have the opportunity to access support from the Occupational Psychology Centre and a full-time psychologist free of charge and anonymously.</div><div><div></div><div>Expanding the accessibility of psychological support for employees.</div></div></div></div></div></div>
<div><div><div><div><div><div></div><div>Human Rights Day</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>We engage in regular communication drives with the goal of educating our employees about human rights, particularly in observance of International Human Rights Day on December 10th.</div><div><div></div><div>Sustaining good practices and educational initiatives in the field of human rights.</div></div></div></div></div></div>	<div><div><div><div><div><div></div><div>Training Centre</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>We provide training for our employees, interns, and students from partner universities, covering various fields, including technologies available at ORLEN Unipetrol's process units.</div><div><div></div><div>Enhancing competencies among current and future employees.</div></div></div></div></div></div>	<div><div><div><div><div><div></div><div>ORLEN Passion</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>We foster the development of employee passions by co-financing individual and team activities, such as tournaments, equipment purchases and participation in courses.</div><div><div></div><div>Supporting the personal development of employees.</div></div></div></div></div></div>
<div><div><div><div><div><div></div><div>Employee Volunteering Programme</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>We actively support local communities through our Employee Volunteering Programme.</div><div><div></div><div>Implementing volunteer projects involving 3,000 employees and benefitting 25,000 recipients.</div></div></div></div></div></div>	<div><div><div><div><div><div></div><div>Office wellness in action</div></div></div><div><div></div><div></div><div></div></div></div><div><div><div></div><div>We organise workplace sports activities for our employees. The pilot programme is attracting strong interest among our staff.</div><div><div></div><div>Enhancing the well-being of ORLEN Group employees, promoting disease prevention, and encouraging physical activity.</div></div></div></div></div></div>	

Zoom in: Pink October



Project objective

The primary goal of the programme is to champion disease prevention among ORLEN Group employees. The Screening Matters campaign is inspired by international initiatives like Pink October and Movember. During October and November, the ORLEN Foundation actively raises awareness about the prevention of women’s and men’s cancers, as well as lifestyle diseases. Moreover, it advocates for screening and the adoption of a healthy lifestyle.



About the project

Every year in October and November, the ORLEN Foundation conducts an awareness-raising campaign to emphasise the significance of various screenings, including mammography, breast ultrasound, cytology, dermatoscopy, PSA, and sugar level testing, for our employees. The Foundation supports employees with workplace screenings in Płock, Warsaw, and two locations in Gdańsk. Starting in 2023, certain screening tests have also been made available to our employees in Wrocław. Through ORLEN’s collaboration with the National Institute of Oncology, employees have access to consultations with a dietician, dermatologist, and oncologist, as well as spirometry testing. Beyond testing assistance, the Foundation organises accompanying events like workshops on disease prevention for men and women, covering topics such as proper self-examination of breasts or testicles, relaxation exercises, employee volunteering for oncology patients, and a collection of worn bras for recycling, with proceeds intended for organisations dealing with cancer prevention. In 2023, the ORLEN Foundation joined the nationwide Bieg Kobiet Zawsze Pier(w)si running event, organising races for employees in Gdańsk, Płock and Warsaw.



Project status

The project is a recurring event, and the number of employees interested in health protection increases annually. Both the number of screening tests and participants in accompanying events are on the rise.

Location: 

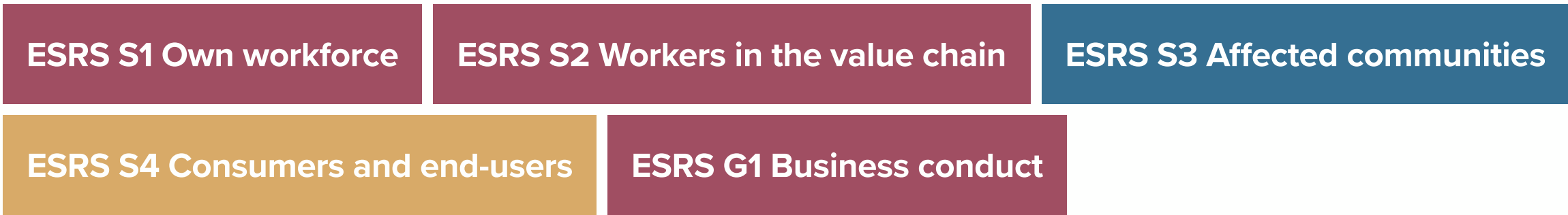
Partnerships: National Institute of Oncology,
University Clinical Centre in Gdańsk

Project implementation: 2020



» **Communities**

	2026	2030	Commitment
11. Engagement with local communities	<ul style="list-style-type: none">Implement a comprehensive local community engagement system, which includes:<ul style="list-style-type: none">appointing a Local Community Relations Officer;implementing a local community feedback management system;implementing a local community relations policy at the ORLEN Group.Establish a new programme called ORLEN as a Good Neighbour.	<ul style="list-style-type: none">Standardise the comprehensive local community engagement system across the ORLEN Group.Review the various channels of local community dialogue at ORLEN Group companies.Implement a coherent local community engagement system and a local community feedback management system for ORLEN Group companies.Roll out the ORLEN as a Good Neighbour programme across the ORLEN Group.	Supporting local community development and dialogue
12. Just Transition	<ul style="list-style-type: none">Develop a Just Transition Programme by:<ul style="list-style-type: none">analysing and identifying the social needs of residents in areas affected by the transition to a zero-carbon economy;developing a programme framework for three areas requiring urgent action, including a reskilling programme for employees engaged in operations that are being phased-out or transformed during the transition.	<ul style="list-style-type: none">Implement the Just Transition Programme:<ul style="list-style-type: none">executing the programme in at least 3 regions requiring urgent action;expanding the programme in selected locations where ORLEN Group companies operate.	Integrating communities into the Just Transition process
13. Education to raise sustainability awareness	<ul style="list-style-type: none">Run campaigns promoting sustainability among customers, employees, children and young people, and local communities.Implement an environmental protection programme involving collaboration between corporate foundations with representatives of communities in areas of high natural value.	<ul style="list-style-type: none">Run campaigns advocating for sustainable lifestyles, incorporating social contribution projects that expand existing inclusivity practices.Implement an environmental conservation programme, which includes forging partnerships to support the cause.	ORLEN as a leader in education and action for environmental protection and sustainability



At the ORLEN Group, we place a special emphasis on CSR, demonstrating our commitment to local communities.

Selected initiatives



ORLEN as a Good Neighbour

We actively support local communities through grant and scholarship programmes, engaging in charitable activities and volunteering campaigns. Additionally, we prioritise safety, culture, and the preservation of national heritage.

- ✔ **Fostering the development of our neighbour communities.**



Good Energy Houses

Energa Obrót employees contribute to sustainability efforts by installing solar photovoltaic panels on the roofs of care and educational facilities and orphanages, resulting in a significant reduction of electricity costs—up to 90% in some cases.

- ✔ **Providing a continued supply of clean energy to selected foster care and educational facilities.**



ORLEN for Firefighters

Over the past 20 years, we have provided grants to support Volunteer and State Fire Service units for the purchase of equipment, including trucks, drones, and fire suits. In total, we have granted PLN 21m in support for two thousand units.

- ✔ **Supporting firefighters.**



Just Transition Programme

We support communities in areas affected by the transition to a zero-carbon economy. We organise awareness-raising training, meetings and workshops.

- ✔ **Supporting local communities in areas affected by the energy transition.**



Sponsoring children and youth sports

Our companies implement sports programmes, which annually engage 300,000 children from all over Poland. We actively support school sports clubs, youth clubs, and national teams in various sports such as athletics, football, or carting.

- ✔ **Continued sports sponsorship support for children and youth.**



Bona Fide scholarships

The programme facilitates higher education of outstanding students enrolled in universities listed in the top 50 Shanghai Ranking. Over the past six years, we have supported 59 students who initiated their careers with the ORLEN Group after graduation.

- ✔ **Continued support to the education of the future ORLEN Group employees.**



H2 Academy

In collaboration with universities and transport companies, we educate future experts in the hydrogen industry through initiatives like the H2 Academy. The first edition of the H2 Academy involved 30 students, with the top performers securing internships at the ORLEN Group.

- ✔ **Promoting the advancement of a hydrogen economy and expanding expert resources for the energy transition.**



My Place on Earth

Since 2018, we have actively supported social and local initiatives, particularly in rural areas. Nearly 1,300 organisations have received grants, totalling PLN 11m. Our support extends to local festivals, farmers' wives associations, and educational projects.

- ✔ **Ongoing grant support for initiatives led by local communities.**



Barrier-free ORLEN service stations

Since 2018, we have proudly been signatories to the Partnership for Accessibility. We continue to enhance facilities for individuals with disabilities, seniors, and parents with young children at ORLEN service stations. These include features like the 'call an attendant' option via the VITAY app.

- ✔ **Ensuring accessibility for everyone at ORLEN service stations.**

Zoom in: H2 Academy



Project objective

The primary goal of the project is to provide training opportunities to develop highly skilled professionals in innovative hydrogen technologies, as well as their practical application in various business contexts. In collaboration with universities, institutions of science and industrial plants, we foster competencies in the rapidly expanding field of hydrogen technologies. The ORLEN Group is committed to investing PLN 7.4bn in the development of hydrogen technologies by 2030.



About the project

The H2 Academy is an educational programme designed for students in their third, fourth or fifth year of studies, as well as graduates. The initiative was created as part of the Mazovian Hydrogen Valley project initiated by ORLEN. This year's edition is partnered by automotive companies, such as Toyota and Solaris, rolling stock manufacturers like PESA Bydgoszcz, and universities including Cracow University of Technology and Gdańsk University of Technology.



Project status

The top performers of the first edition of the H2 Academy secured internships with the ORLEN Group. The second edition of the programme is due to start in February 2024.

Location:

Project partners: PESA, Toyota, Solaris

Project implementation: 2023



▾ **Governance**

	2026	2030	Commitment
14. Sustainable value chain	<ul style="list-style-type: none">Implement a supply chain due diligence system (CSDDD).Evaluate key suppliers in terms of compliance with the Supplier Code of Conduct in their sustainability practices.Conduct sustainability training for key stakeholders.	<ul style="list-style-type: none">Consistently refine the supply chain due diligence process.Develop and implement a sustainability certification system for suppliers.	Actively supporting our business partners
15. Cybersecurity	<ul style="list-style-type: none">Implement a centralised cybersecurity management model at the ORLEN Group strategic companies.	<ul style="list-style-type: none">Implement a centralised cybersecurity management model within the ORLEN Group’s value chain.	Achieving cyber immunity
16. Respect for human rights	<ul style="list-style-type: none">Implement a human rights due diligence system across the ORLEN Group.Implement a Human Rights Policy across all ORLEN Group companies and foster employee awareness of human rights protection.	<ul style="list-style-type: none">Continuous collaboration with partners to minimise adverse impacts of human rights infringements.	Ensuring respect for human rights throughout the Group’s value chain
17. Diversity and inclusion (D&I)	<ul style="list-style-type: none">Ensure a 40% participation of women in management positions.Promote education on the prevention of workplace mobbing and discrimination.Implement Diversity Policy supporting programmes, including an employee mentoring programme, age management programme, disabled inclusion programme, support programme for parents returning to work after parental leave.	<ul style="list-style-type: none">Consistently expand and promote diversity, equity and inclusion.	Firm commitment to social cohesion and equality
18. Ethics, compliance and anti-corruption	<ul style="list-style-type: none">Implementation of a policy for reporting violations of the law and for protecting the reporting persons, including whistleblowers, in the whole ORLEN Group.Implement an anti-corruption awareness programme.Implement a trading partner ethical compliance assessment process.Ongoing implementation of a coherent Compliance System at the ORLEN Group, along with an employee awareness programme.	<ul style="list-style-type: none">Ensure uniform anti-corruption standards throughout the ORLEN Group.Implement a Responsible Communication Code at the ORLEN Group.	ORLEN as an exemplar of business ethics



1NO POVERTY

1.4 1.5



2ZERO HUNGER

2.3



3GOOD HEALTH AND WELL-BEING

3.9



4QUALITY EDUCATION

4.3 4.4



5GENDER EQUALITY

5.5



6CLEAN WATER AND SANITATION

6.3



8DECENT WORK AND ECONOMIC GROWTH

8.2 8.4 8.5 8.7 8.8



10REDUCED INEQUALITIES

10.2



16PEACE, JUSTICE AND STRONG INSTITUTIONS

16.2 16.5 16.B

ESRS S1 Own workforce

ESRS S2 Workers in the value chain

ESRS S3 Affected communities

ESRS S4 Consumers and end-users

ESRS G1 Business conduct

As part of our corporate governance policy, we prioritise transparent stakeholder relations. We adhere to a transparent disclosure policy for investors, analysts, and other capital market participants.

Selected initiatives



Certification of ORLEN suppliers

Sustainability in the supply chain is our top priority. We aim to instil strong sustainability practices among our suppliers and establish a sustainability certification system.

- ✔ Developing a sustainability certification system for our suppliers.



Workshops with anti-corruption coordinator

Regular training sessions for employees focus on increasing their awareness of anti-corruption measures and the significance of transparency in business processes.

- ✔ Enhancing employees' competence in business ethics and transparency.



IT/OT cybersecurity

We are implementing a centralised cybersecurity management model to ensure effective cybersecurity and corporate governance in cybersecurity.

- ✔ Implementing a cybersecurity management model, incorporating CYBERSEC ONE GOVERNANCE.



Diversity Equity and Inclusion Champion

We actively promote diversity, equity and inclusion (DEI) across the organisation. The programme involves selecting DEI Champions among employees to disseminate knowledge in the field of DEI.

- ✔ Establishing best practices and role models in DEI (Diversity, Equity, and Inclusion).



Women managers' workshops

At ORLEN Deutschland, we conduct workshops, networking sessions, and coaching sessions specifically for women managers in collaboration with expert partners. We are committed to supporting the development of women leaders and fostering a culture of equality.

- ✔ Increasing the representation of women in managerial positions.



Festival of Diversity

Recognising diversity as a key resource, we believe it contributes to the organisation's growth and collective achievement of our business goals. Numerous training sessions and thematic lectures are held as part of the event.

- ✔ Ensuring the consistent implementation of DEI policies across the ORLEN Group.



Ethics Days

We actively promote the ethics and human rights values of the ORLEN Group through webinars, workshops, and a contest in which employees select the Ethics Champion.

- ✔ Enhancing awareness of the ORLEN Group's values among employees.



Project Management Day



We host an annual event that gathers the ORLEN Group's project community. We facilitate the exchange of knowledge and experience from various projects.

- ✔ Strengthening the competencies of project managers.



Project objective

The Project Management Office, in collaboration with Human Resources and business areas, aims to develop the project managers community and the project management standards throughout the ORLEN Group. The goal is to champion professional management practices, enhance the competencies of project teams, and optimise the value and operational efficiency of projects.



About the project

As part of the annual Project Management Day, the ORLEN Group’s project community engage in the exchange of experiences and best project management practices. The event includes workshops, lectures, motivation sessions, presentations on trends, and case studies with external partners. The event also features the Project of the Year competition, which evaluates and recognises the best projects lasting at least 6 months across categories such as Value Maximisation, Strategic Development, People and Modern Management Methods, Investing in the Future and Innovation.



Project status

The Project Management Day event has been held nine times, and for the past seven years has been accompanied by the Project of the Year competition. Numerous ORLEN Group companies from Poland and abroad, including ORLEN S.A., ORLEN Unipetrol, Anwil, ORLEN Deutschland, ORLEN Lietuva, Energa, and ORLEN Południe, were involved in the 2023 edition of the event.

Location: 

Project implementation: 2015



» **Delivery path**

Our sustainable development plans and goals are pursued together with an extensive network of partners

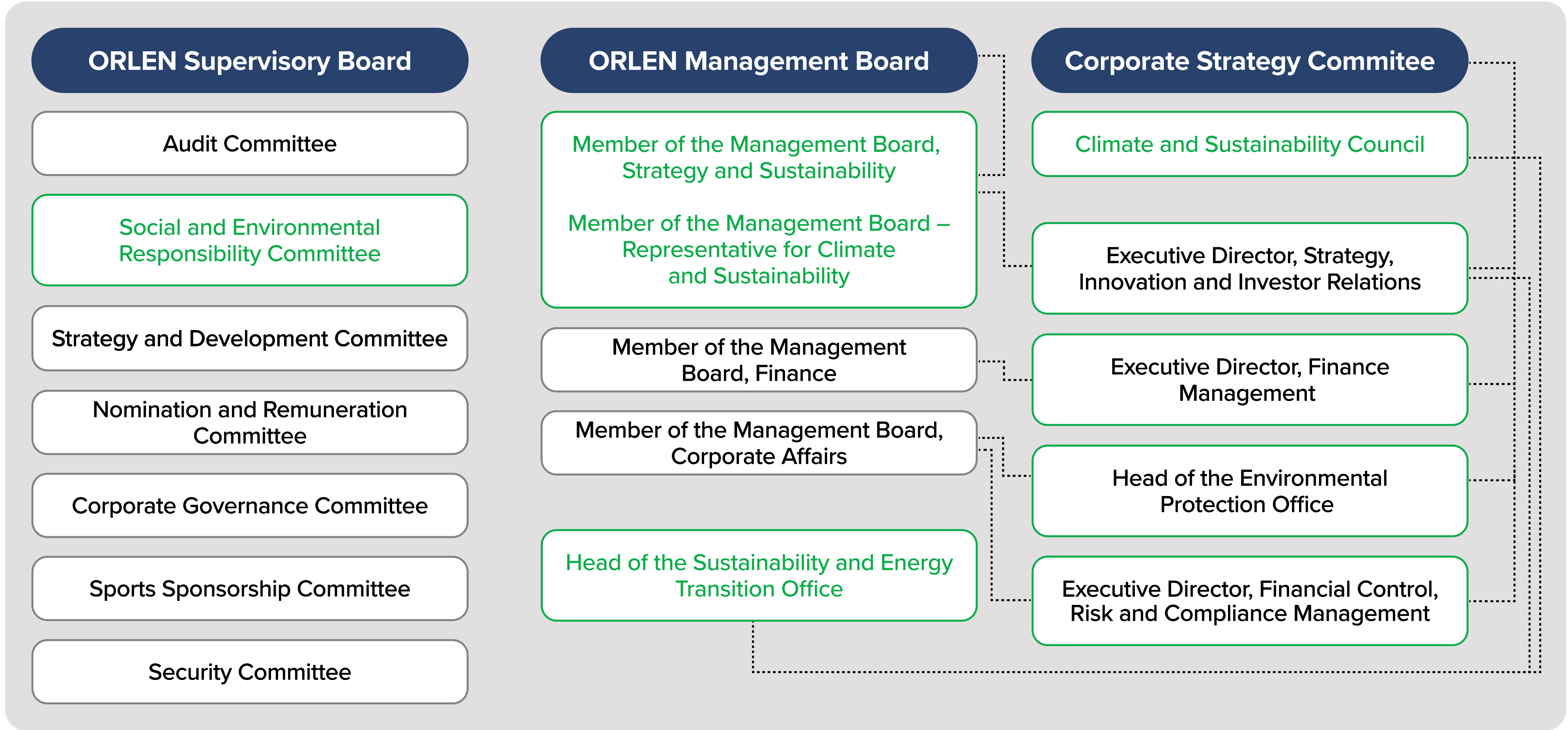
In the pursuit of our Sustainability Strategy, we work closely with business partners, NGOs, central and local government units, and scientific institutions of science. We will establish more partnerships to stranghten and accelerate the achievement of our strategic goals.



Business partners	NGOs	Public administration	Local governments	Science and research partners
<p>Consortia and joint ventures to deliver key energy transition projects, including Baltic Power (with Northland Power) and SMR (with Synthos)</p>	<p>Engagement with organisations and initiatives advocating sustainable development</p>	<p>Engagement with administrative governmental departments, including Ministry of Climate and Environment, Ministry of Education and Science, or Ministry of Development and Technology</p>	<p>ORLEN for Poland, best manifested through measures aimed to curb gas and electricity price rises</p>	<p>ORLEN's own R&D base: Research and Development Center in Płock and UniCRE in Litvínov (Czech Republic)</p>
<p>Partnership with Horisont Energi to build carbon storage facilities in Norway</p>		<p>Mazovian Hydrogen Valley established as a collaborative project with several partners, incl. the Industrial Development Agency</p>	<p>ORLEN for Płock – health promotion project for residents of Płock county</p>	
<p>Collaboration with PESA to develop hydrogen-powered rail vehicles</p>	<p>Membership of industry associations:representing the refining, petrochemical and energy sectors or newly emerged business areas at the national or European levels, including Hydrogen Europe, CEFIC – the European Chemical Industry Council, EPCA – the European Petrochemical Association, POPIHN – the Polish Oil Industry and Trade Organisation, PSEW – the Polish Wind Energy Association, PSAA – the Polish Alternative Fuels Association</p>	<p>Safe Future on the Road educational campaign and training platform, in partnership with the Płock's Police Dept.</p>	<p>ORLEN for Pomerania supporting social outreach, education, culture and sports</p>	<p>NEON grant programme for researchers and scientific consortia run jointly with the National Centre for Research and Development</p>
<p>Project financing provided by ORLEN VC</p>		<p>Partnership with GovTech and organisation of hackathons</p>	<p>Partnership for Climate – joint initiative between PGNiG Termika and the Capital City of Warsaw</p>	<p>Partnership with universities to support technologies for energy transition: SMR (e.g. AGH University), Baltic Power (Gdynia Maritime University, Gdańsk University of Technology), H2 Academy (Warsaw University of Technology, Polish Academy of Sciences)</p>
<p>Pilot projects and partnerships within the ORLEN Skylight accelerator</p>				<p>Ordered fields of study at technology universities and doctoral programmes for ORLEN employee</p>

Sustainability and management of aspects related to climate change and environmental protection are ingrained in the ORLEN Group’s governance structures

We are a large and mature business organisation with a huge impact on the world around us: on the environment, on climate, and on people. Recognising this impact, we feel obliged to read just our operations to make sure sustainability is a guiding principle behind our every action. We must build flexible structures capable of quickly responding to any emerging challenges. We have set up a separate Sustainability and Energy Transition Office, appointed a Representative for Climate and Sustainability from among our Management Board members and established a Climate and Sustainability Council for the ORLEN Group.





Appendices











By linking our strategic pillars with the UN Sustainable Development Goals and ESRS standards, we fully address existing challenges with our actions

Sustainable Development Goals

 Employees Communities Governance	 Employees Communities Governance	 Employees Communities Governance	 Employees Communities Governance	 Employees Communities Governance	 Environment
 Climate	 Employees Communities Governance	 Climate	 Employees Communities Governance	 Climate	 Environment
 Climate	 Environment	 Environment	 Employees Communities Governance	 Partnerships*	

*Partnerships represent a way in which we work towards each of the five pillars defined by the ORLEN Group Sustainability Strategy for 2024-2030 rather than a separate strategic pillar.

ESRS

 Climate	 Employees Communities Governance
 Environment	 Employees Communities Governance
 Environment	 Employees Communities Governance
 Environment	 Employees Communities Governance
 Environment	 Employees Communities Governance

List of terms and acronyms (1 of 2)

CapEx	Capital expenditures
CCUS	Carbon capture and utilisation or storage
CE	Circular economy
CO ₂ e	Greenhouse gases converted to CO ₂ equivalent
CSDDD	Corporate Sustainability Due Diligence Directive
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
ESG	Environment, Social and Governance (factors relevant to a non-financial assessment of an organisation’s ESG performance)
ESRS	European Sustainability Reporting Standards, supplementing the provisions of the CSRD adopted at the end of 2022
EU Blue Deal	Initiative taken by EU institutions to create a package of policy initiatives for a sustainable water policy
EU Green Deal	Package of policy initiatives aimed to steer the EU towards a green transition with the overarching aim of achieving climate neutrality by 2050
EU Taxonomy	The customary name for Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment
Global Biodiversity Framework	Global Biodiversity Framework (GBF) adopted during the fifteenth meeting of the Conference of the Parties COP-15 in 2022 (featuring global targets and actions to be implemented by 2030 to halt and reverse the biodiversity loss)
GW	Gigawatt of installed electricity or heat capacity
ISCC+	International Sustainability and Carbon Certification Plus – a voluntary sustainability certification system applicable to the bioeconomy and circular economy, covering chemicals, plastics, packaging, textiles, etc.
ISSB	International Sustainability Standards Board
Kunming-Montreal Agreement	Agreement reached during the United Nations Biodiversity Conference COP-15 in Montreal, where the Global Biodiversity Framework (GBF) was agreed
LDAR	Leak Detection and Repair – a system of procedures to locate and repair leakages with a view to reducing the amount of methane or other volatile organic compounds emitted by leaking equipment
NCI	Net carbon intensity
Net Positive biodiversity impact	Net positive impact on biodiversity achieved through the conservation and restoration of ecosystems, e.g. by way of biodiversity protection projects carried out in the regions where we operate
Net Zero	Elimination of man-made greenhouse gas emissions, achieved by reducing emissions and implementing carbon sequestration methods

List of terms and acronyms (2 of 2)

Paris Agreement	Agreement reached during the 2015 United Nations Climate Change Conference (COP-21) in Paris, where an action plan was agreed to keep the rise in mean global temperature to below 2°C relative to pre-industrial levels
Renewables	Renewable energy sources
Renewable hydrogen	Hydrogen including the following categories: renewable liquid and gaseous fuels of non-biological origin (RFNBO), recycled carbon fuels (RCF);gaseous fuels produced from biomass
SDG	United Nations Sustainable Development Goals
SMR	Small Modular Reactor
TCFD	Task Force on Climate-Related Financial Disclosures
TNFD	Task Force on Nature-Related Financial Disclosures
TRIR	Total Recordable Incident Rate (TRIR) = number of workplace injuries resulting in days lost in a period 200,000 / number of man-hours worked in the period
TWh	Terawatt-hour of electricity or heat capacity
Zero Routine Flaring	Elimination of routine gas flaring during normal oil extraction operations, which takes place in the absence of adequate facilities or geological conditions enabling re-injection of the extracted gas into the field, its on-site use or sale
Zero Venting	Elimination of direct methane venting into the atmosphere at multiple stages of the oil and gas extraction process

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Sustainably.