



# ORLEN Group Sustainability Strategy for 2025-2035

WARSAW 2025







» **Our ambitions**

# Challenges faced by the energy sector require a sustainable approach to energy transition



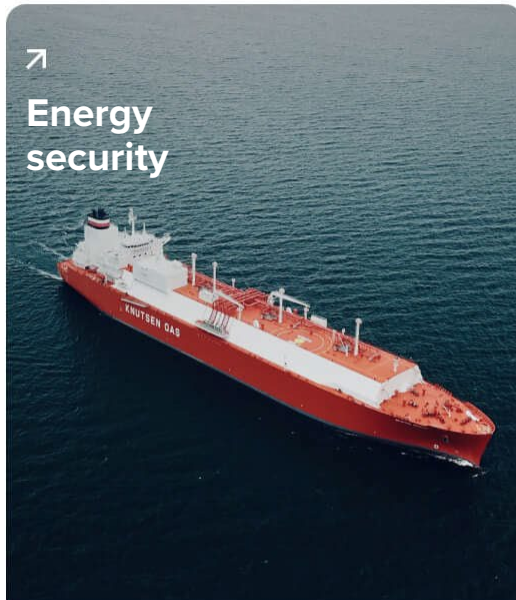
## Sustainable energy



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



## Energy security



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



## Affordable price



**Providing affordable energy to households and businesses.**



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



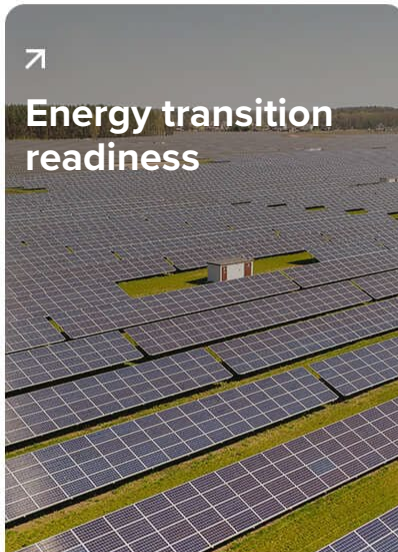
## Care for the environment



**Awareness of climate challenges. Adapting the Group's operations to the changing environment to minimize negative climate and environmental impacts.**



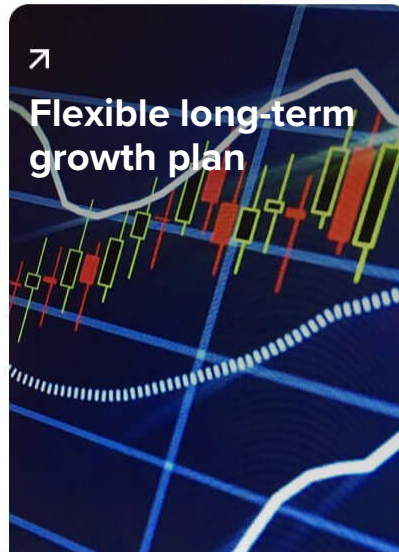
## Energy transition readiness



**Ability to leverage energy transition opportunities and resilience to regulatory and climate risks.**



## Flexible long-term growth plan



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



## Effective investments



**Enhanced efficiency in existing business areas and investments in new growth areas that ensure returns for shareholders.**

# We are one of the largest energy suppliers in the Central European region

## 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 2024.  
Rankings and ratings data for 2024.

### Europe



Upstream  
& Supply



Downstream



Energy



Consumers  
& Products

### Canada



### Pakistan



## Strong asset base

**6.1 GW**  
of installed electricity generation  
capacity

**1.5 GW**  
of existing RES capacity

**~3,500**  
retail outlets

**7 refineries**  
integrated with petrochemicals

**216,000 boe/d**  
of oil and gas production

Data for 2024.

# Sustainability-driven investment in the energy transition

## Selected transition targets of the ORLEN Group's 2035 Strategy\*



### ENERGY

#### RES

**12.8 GW**  
of installed capacity

#### Energy storage (BESS)

**1.4 GW**  
of installed capacity

#### SMR

**0.6 GW**  
of installed capacity

#### CCGT

**4.3 GW**  
of installed capacity



### DOWNSTREAM

#### Fuel mix

**26.1 %**  
share of renewables  
in the fuel mix

#### biomethane

**0.24 billion m<sup>3</sup>**  
secured supply from  
offtake agreements  
and own production

#### low-carbon hydrogen

**0.9 GW**  
of own production capacity

#### petrochemicals

**10%**  
of sales of products  
based on renewable  
and circular raw materials

#### biofuels

**4x**  
increase in production  
capacity

**210,000 tons**  
for refinery production



### UPSTREAM & SUPPLY

#### CCUS

**4m tons**  
establishment of the value chain for carbon capture,  
utilization, and CO<sub>2</sub> storage



### CONSUMERS & PRODUCTS

#### electromobility

**over 1 TWh**  
of energy supplied to EVs

**6,000**  
charging points in Poland



# Net Zero 2050

\* For details, see the [ORLEN 2035 Strategy](#).

# Our path to Net-Zero by 2050 takes into account the socio-economic conditions of the region



Baseline year: 2019

1. The amount of emissions in the Upstream & Supply and Downstream segments, measured as Mt CO<sub>2</sub>e for scope 1 and 2 of GHG emissions.
2. Emission intensity in the Energy segment measured as kg CO<sub>2</sub>e/MWh for scope 1 of GHG emissions.
3. Emission intensity from produced energy products measured as g CO<sub>2</sub>e/MJ for scope 1 and 2, and category 11 of scope 3 GHG emissions. Emissions from petrochemical production (non-energy products) are not included in the NCI indicator.
4. Our ambition to reduce emissions aligns with the roadmap to limit global warming to 1.5°C by 2050. Achieving our long-term goals is contingent upon technological development and the regulatory and legal context. These factors may either facilitate or hinder the energy transition and can accelerate or restrict the pace of implementing our strategy.

# Regulatory guidelines and requirements serve as a reference point for our sustainable growth plans



## UN Sustainable Development Goals and the Ten UNGC principles

By aligning our strategy with the UN Sustainable Development Goals and the Ten Principles of the UN Global Compact, we commit to upholding human rights, maintaining the highest labor standards, combating corruption, and protecting the natural environment.



## TCFD and TNFD

TNFD's guidelines, along with the Global Biodiversity Framework(GBF), as well as the Nature Restoration Law regulation (NRL) serve as our guideposts for detailed analysis and adaptation of our activities to the biggest challenges related to the climate crisis, loss of biodiversity, and other aspects of sustainable development. When planning further development activities of the ORLEN Group, we also take into account the ISBB's global standards.



## Double materiality & stakeholder mapping

By conducting a double materiality analysis and mapping our stakeholders, we have identified key topics both from the perspective of our impact on the environment and the influence of external factors on our business, including financial aspects.



## CSRD/ESRS

The CSRD Directive and ESRS standards serve as a guide for us in maintaining a transparent dialogue with stakeholders. ESRS standards also provide a concrete set of guidelines that allow us to thoroughly assess our actions and plan new initiatives supporting sustainable development.



## EU Taxonomy

We are consistently increasing the share of investment expenditures aligned with the EU Taxonomy, demonstrating the right direction for our growth. This not only facilitates the flow of capital toward sustainable investments but also strengthens our organization's energy transition readiness.



# The goals defined in our strategy directly align with UN guidelines and ESRS reporting standards.

## UN Sustainable Development Goals



By joining the UN Global Compact in 2024, ORLEN has committed to incorporating and adhering to the **Ten Principles of the UNGC** and the **United Nations Sustainable Development Goals** in its business operations, strategy, and corporate policies, with particular emphasis on the following areas:



### Human Rights

1. Support and respect for human rights recognized by the international community.
2. Elimination of all instances of human rights violations by the company.



### Labour

3. Respect for the freedom of association.
4. Elimination of all forms of forced labor.
5. Abolition of child labor.
6. Effective measures to combat discrimination in employment.



### Environment

7. Preventive approach to environmental protection.
8. Initiatives aimed at promoting ecological responsibility.
9. Adoption and dissemination of environmentally friendly technologies.



### Anti-corruption

10. Prevention of corruption in all its forms, including extortion and bribery.

## ESRS Reporting Standards

ESRS E1 Climate change

ESRS E2 Pollution

ESRS E3 Water and marine resources

ESRS E4 Biodiversity and ecosystems

ESRS E5 Resource use and circular economy

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



➤ **Our plans and initiatives**

**We based the ORLEN Group's Sustainable Development Strategy on five pillars, detailing them into strategic streams, which enables precise definition of the goals of our actions.**







Climate



## By 2026

## By 2030

## 2035+ Ambitions

1. Decarbonization<sup>1</sup>

- Implementation of systems for measuring emissions of unregulated methane, e.g., LDAR, on the extraction assets operationally managed by ORLEN.
- Development of guidelines for setting decarbonization targets for key suppliers of the ORLEN Group.

- 13% reduction of absolute emissions in scope 1 and 2 in the refinery, petrochemical and Upstream.
- 40% reduction in emission intensity in the energy sector.
- 10% reduction in Net Carbon Intensity.
- Zero routine flaring and near-zero methane emissions on Upstream assets operationally managed by ORLEN.
- Coal phase-out in energy production.

- 25% reduction of absolute emissions in scope 1 and 2 in the refinery, petrochemical and Upstream.
- 55% reduction in emission intensity in the energy segment.
- 15% reduction in Net Carbon Intensity (NCI).
- Coal phase-out by 2035.
- Net Zero by 2050.<sup>2</sup>

2. Energy Transition<sup>1</sup>

- Launch Baltic Power, the pioneer offshore wind project with capacity of 1,2 GW (developed jointly with Northland Power).
- Roll out a public network of EV chargers.

- 9 GW of installed capacity in RES.
- 2,700 fast EV charging points in Poland.
- 0.8 GW of installed capacity in energy storage systems (BESS).
- 21.1% share of RES in the fuel basket.

- 12.8 GW of installed capacity in RES.
- 1.4 GW of installed capacity in energy storage systems (BESS).
- 6,000 fast EV charging points in Poland.
- 0.6 GW of installed capacity in SMR.

## 3. Climate change adaptation

- Development of adaptation plans addressing key threats to the ORLEN Group's assets.

- Implementation and systematic updating of adaptation plans for key threats to the ORLEN Group's assets.

- Development of a comprehensive climate resilience system, including infrastructure projects and innovative technologies that minimize the impacts of climate change on operational activities and local communities.



ESRS E1 Climate change

<sup>1</sup> For details, see the [ORLEN 2035 Strategy](#).<sup>2</sup> In accordance with the Paris Agreement.

# In 2020, we declared the goal of achieving carbon neutrality by 2050.

## Selected initiatives



### Renewable Energy Sources (RES)



Development of offshore and onshore wind farms, as well as photovoltaic projects in Poland and in foreign markets, is a key activity for the decarbonization of both ORLEN and the energy sector in the region.

- By 2035, 12.8 GW of installed capacity in renewable energy sources.



### Methane and flaring emissions reduction

ORLEN is taking measures to decrease GHG emissions from its upstream activities by eliminating routine flaring and minimizing the release of methane into the atmosphere.

- By 2030, Zero Routine Flaring and Near Zero Upstream Methane Emissions.



### Hydrogen

Hydrogen is an important element of decarbonization, primarily in the refining and chemical industries, as well as for transport. ORLEN is developing renewable hydrogen production through electrolysis powered by RES and Waste-to-H<sub>2</sub> technology.

- By 2035, implementation of hydrogen production projects through electrolysis with a total capacity of 0.9 GW.



### Electromobility

The goal of the ORLEN Group is to become a leader in electromobility in Poland and the Czech Republic, as well as to establish a strong market position in Germany and other retail markets.

- By 2035, 6,000 EV charging points in Poland and further development in the region.



### SMR

Small modular reactors will be significant for decarbonizing Poland's energy mix, which is still largely based on high-emission energy sources.

- By 2035, 0.6 GW of installed capacity in SMR.



### CCUS

ORLEN is implementing projects for capturing, utilizing, and storing CO<sub>2</sub> on the ORLEN Group's assets, as well as providing Carbon Management service to third parties.

- By 2035, ensuring the capacity to capture, transport, and store 4 mln tons of CO<sub>2</sub> annually.





## Zoom in: Baltic Power



### Project objective

The construction of the Baltic Power offshore wind farm is one of the key projects of the ORLEN Group aimed at achieving the strategic goal of >9 GW of installed capacity in renewable energy by 2030. Baltic Power will be able to produce clean and affordable energy, powering over 1.5 million households in our country. This will help avoid emissions of approximately 2.8 million tons of CO<sub>2</sub> annually.



### About the project

The project involves the construction of the first offshore wind farm in Polish waters of the Baltic Sea. The investment, which will integrate nearly 1.2 GW of renewable power into the grid by 2026, is being implemented by the ORLEN Group in collaboration with the Canadian company Northland Power. The construction of the Baltic Power offshore wind farm involves not only the creation of the infrastructure itself but also the establishment of a service base in Łeba, which will serve as the operation and maintenance center for the farm during its operational period, which will last for a minimum of 25 years.



### Project status

Construction of the onshore part of the farm's infrastructure began in May 2023. In the same year, the project - as the first in the history of offshore wind energy development in Poland - obtained the Final Investment Decision and financing in a project finance model. In early 2025, the offshore installation campaign began, which will conclude in 2026. The farm will consist of a total of 76 Vestas turbines with a unit capacity of 15 MW.

**Location:****Cooperation:** Northland Power**Project implementation:** 2026



➤ **Environment**

By 2026

By 2030

2035+ Ambitions

4. Biodiversity protection

- Development of a Biodiversity Action Plan (BAP) for the ORLEN Group, including:
  - Calculation of ORLEN S.A.'s biodiversity footprint;
  - Systematic integration of biodiversity protection into the internal strategic and decision-making processes of the ORLEN Group.

- Implementation of the BAP in the ORLEN Group companies.
- Avoiding the location of new infrastructure projects in specially protected areas (SPAs).
- Development and implementation of a Net Zero Deforestation Policy within the ORLEN Group.

- Digitalization of environmental monitoring at key assets and further minimizing negative environmental impact.
- Periodic evaluation of the BAP and continued efforts to combat biodiversity loss and promote its regeneration.
- Net-positive biodiversity for new assets by 2050.

5. Water and wastewater management

- Optimization of freshwater consumption and wastewater management, including:
  - Calculation of ORLEN S.A.'s water footprint.
  - Development of the ORLEN Group's Water and Wastewater Policy.

- Calculation of the ORLEN Group's water footprint.
- Improvement of operational efficiency in the use of freshwater and wastewater management based on data from the Water and Wastewater Policy.
- Development of water replenishment plans in areas affected by water scarcity where we operate.

- Protection of water resources in the areas of operation.

6. Circular economy, pollution reduction

- Systematic increase in mechanical and chemical recycling capacity.
- Development of the ORLEN Group's Circular Economy Policy.
- Obtaining ISCC+ certification for key petrochemical products.
- Development of water circularity plans, including rainwater retention.
- Launch of a program to reduce food waste in the retail sales network.
- Maximization of the utilization of by-products from combustion in the ORLEN Group's energy segment.

- Increase in mechanical and chemical recycling capacity to 150,000 tons.
- Sales of products based on renewable and circular economy resources at a level of 8%.
- Disposal and management of hazardous waste, including:
  - Construction of a specialized facility for the disposal of hazardous substances (including medical and veterinary waste);
  - Construction of a facility for the management of used energy storage systems, wind turbines, and photovoltaic panels.
- Optimization of emissions indicators for SO<sub>2</sub>, NO<sub>x</sub>, dust, and other pollutants in the ORLEN Group.

- Sales of products based on renewable and circular economy resources at a level of 10%.
- Increase in mechanical and chemical recycling capacity to 250,000 tons.



6.3



12.2 12.3 12.4 12.5 12.6



14.1 14.3



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 implement actions for biodiversity and environmental protection across all segments of the ORLEN Group's activities.

## Selected initiatives

### Restoration of combustion waste landfill sites

ORLEN Termika S.A. is restoring combustion waste landfill sites in Warsaw to recuperate its natural value and increase biodiversity.

- By 2025, the transformation of 40 hectares of industrial land into green space to enhance biodiversity.

### Complex of 2G Bioethanol Production Facilities

The goal of the project is to produce advanced bioethanol (up to 30 kt/year) using non-food raw materials. The project will include a main facility for bioethanol production, a cogeneration plant, and supporting infrastructure.

- Contribution to increasing the share of renewable energy in the ORLEN fuel basket: 21.1% by 2030 and 26.1% by 2035.  
\*Calculated according to RED III methodology.

### Used oil recovery

A new collection point for used oils has opened at the refinery in Trzebinia, allowing for an increase in the volume of raw materials obtained and greater utilization of the Used Oil Regeneration Installation in Jedlicz. The facility owned by ORLEN Południe allows used oils to undergo a full regeneration process in accordance with circular economy principles.

- Increasing the volume of recovered used oils.

### ORLEN Service stations closer to nature

We are implementing green solutions at ORLEN stations based on natural ecosystems, including rainwater irrigation, flowering meadows, insect houses, shading trees, and bioactive parking lots.

- Evaluation of the project by 2025.

### Fairtrade coffee served in reusable cups

We are the largest seller of Fairtrade coffee in Poland. We are reducing the use of non-recyclable disposable cups and introducing reusable cups.

- By 2025, a reduction of 1.5 million disposable cups.

### MultiEnergy Cogeneration Units at Fuel Stations

We are testing a solar-powered system for producing heat and cooling, which allows for the recovery of thermal energy. This energy is then used for heating water in bathrooms and car washes or for air conditioning.

- Conducting tests at 10 fuel stations.

### Protection of aquatic organisms

We protect fish, among others, through the STOPfish project at ORLEN Termika S.A. and through fish stocking and the construction of fish ladders in rivers in Poland and the Czech Republic.

- Protection of wild fish populations and increasing their numbers in accordance with scientific advices.

### ORLEN's eco-friendly car washes

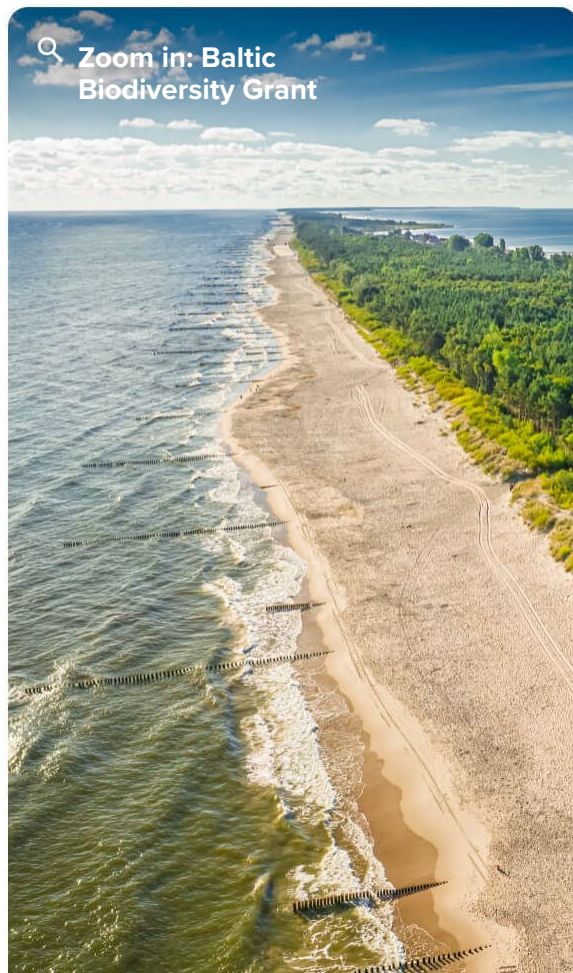
We are systematically reducing water and electricity consumption in automatic car washes at ORLEN fuel stations.

- By 2030, a reduction of 30-60% in water consumption and 20% in chemical agents.

### ORLEN for Science - Programs for Nature Conservation

We implement projects for nature conservation, such as the Baltic Biodiversity Grant, the Birds of Prey Protection Program in cooperation with UNEP/GRID, and the protection of the Golden eagle in the Magura National Park area.

- Implementation of programs supporting science and the protection of the natural environment.



### Project objective

The goal of the Baltic Biodiversity Grant program is to protect and preserve the biodiversity of the Baltic Sea by supporting initiatives that minimize the negative impact of human activities on the marine ecosystem. The program promotes sustainable development, environmental education, and scientific research that helps identify threats and develop strategies for ecosystem protection. It also supports innovative technological and methodological solutions for the protection of the Baltic.



### About the project

The Baltic Biodiversity Grant is a grant program aimed at non-governmental organizations, scientific institutions, local government units, and selected legal entities that work for environmental protection and ecological education. The program supports research projects, educational initiatives, and innovative solutions aimed at protecting the marine environment. The 2025 budget for the program is 4 mln PLN.



### Project status

The first pilot edition of the grant program will take place in 2025. We received nearly 70 applications, of which 10 of the highest-rated projects were selected for funding.

Location: 

Project implementation: 2025





» **Employees**



## By 2026

## By 2030

## 2035+ Ambitions

## 7. Health and safety standards

- Stabilization and systematic reduction of the TRIR to <0.2.
- Improvement of safety systems for employees and contractors in the ORLEN Group companies.

- Continued reduction of the TRIR target level.
- Implementation of the OHS Management Policy across the ORLEN Group.

- Continuous enhancement of workplace safety standards and adapting them to dynamic technological changes and energy transition processes.
- Implementation of advanced hazard prediction systems based on artificial intelligence to minimize the risk of workplace accidents.
- Ongoing improvement of safety culture through educational programs for employees and contractors, supporting awareness and a proactive approach to OHS.

## 8. Process safety

- Implementation of the principles from the Declaration on the Prevention of Major Accidents across the ORLEN Group.

- Development and enhancement of the segmental fire safety and process safety management system within the ORLEN Group.

- Maintenance of global standards in the area of process safety, integrating modern risk monitoring tools.
- Supporting innovative technologies for accident prevention and minimizing their impacts throughout the value chain.
- Building a collaboration network with external partners to exchange knowledge and best practices in process safety.

## 9. Employees' healthcare

- Enrolling all ORLEN Group employees in health programs (physical and mental health), including:
  - Implementation of a psychoeducational program and psychological support for employees.
  - Development of a range of health prevention projects.

- Further development of health-promoting activities and adaptation of projects to the current needs of ORLEN Group employees.

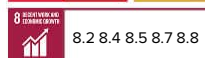
- Constant comprehensive support for employee well-being, encompassing health initiatives, mental health support, and a holistic approach to work-life balance.
- Further implementation of personalized health prevention programs tailored to the changing demographic needs of employees.

## 10. Well-being

- Increase in employee satisfaction/engagement levels.
- Development of a range of professional development training for employees.
- Development of a mentoring program for employees.
- Expansion of the non-wage benefits for employees.

- Continued development of activities and adaptation to the employee's current requirements.

- Maintaining the status of the employer of choice through the development of flexible work models tailored to the individual needs of employees.
- Ongoing investments in employee skill development, including through modern training and mentoring programs.



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

# People are the most valued resource of the ORLEN Group, which is why we implement initiatives that support their well-being and the development of professional skills and passions. We also ensure the highest standards of safety and human rights.

## Selected initiatives

### One ORLEN

We strengthen the sense of belonging and help build a positive attitude among employees by promoting collaboration and engagement.

- ✓ **Integration and building lasting connections among employees.**

### Pink October

We promote cancer prevention among employees and their families through screening, workshops, and volunteer initiatives.

- ✓ **Continuing health prevention efforts and increasing awareness among employees.**

### Promoting mental well-being

Employees of the ORLEN Group and their immediate family members can benefit from free and anonymous psychological support through the Psychological Research and Support Workshop, as well as through the shifts of permanently employed psychologists.

- ✓ **Increased availability of psychological assistance for employees.**

### Human Rights Protection

We conduct regular communication and educational activities for employees regarding human rights protection, also in connection with the International Human Rights Day (December 10).

- ✓ **Continuation of good practices and educational activities related to human rights.**

### Training Center

We train employees, interns, and students from partner universities in areas such as technologies available at ORLEN Unipetrol installations.

- ✓ **Enhancing competencies among current and future employees.**

### ORLEN Passion

We develop employees' passions by providing funding for individual and team activities, such as participation in competitions, purchasing equipment, and attending courses.

- ✓ **Support for employees' personal development.**

### Employee Volunteering Programme

We support local communities by carrying out activities under the Employee Volunteering Program.

- ✓ **Conducting volunteer activities involving 3,000 employees for the benefit of 25,000 beneficiaries.**

### Office wellness in action

We conduct sports activities for employees in the workplace. This is a pilot program that is already attracting significant interest.

- ✓ **Improving the health of the ORLEN Group employees, focusing on prevention and physical fitness.**

### Safe working environment

We conduct educational programs and practical training for employees to continuously reduce the number of workplace accidents.

- ✓ **Systematic reduction of the TRIR to <0.2.**



## 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 November. 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**

## 11. Engagement with local communities

### By 2026

- Implementation of a comprehensive communication system with local communities, including:
  - Development of the Local Community Relations Officer function;
  - Development and promotion of a management system for feedback from local communities;
  - Update of the Policy for Managing Relationships with Local Communities within the ORLEN Group.
- Development of programs such as ORLEN for Science, ORLEN for Culture, ORLEN for Sports, and ORLEN as a Good Neighbour.

## 12. Just transition

- Development of the Just Transition program by:
  - Conducting an analysis and identifying social needs related to energy transformation activities;
  - Developing the principles of the Just Transition program for key areas requiring action: employees, local communities, business partners, and customers.
- Building an offer for the transformation of Polish cities and local governments - ORLEN for Cities.

## 13. Education to raise sustainability awareness

- Implementing sustainable development principles into key programs aimed at customers, employees, children, youth, and local communities.
- Conducting dedicated campaigns promoting sustainable development principles.
- Implementing environmental protection programs, including collaboration between corporate foundations and representatives of communities in areas of high natural value.

### By 2030

- Standardization of the comprehensive communication system with local communities within the ORLEN Group.
- Conducting an analysis of the forms of dialogue with local communities in ORLEN Group companies.
- Implementation of a coherent communication system with local communities and a process for managing feedback for ORLEN Group companies.
- Continuation and adaptation of programs to changing social needs: ORLEN for Science, ORLEN for Culture, ORLEN for Sports, and ORLEN as a Good Neighbour.

- Implementation of the Just Transition program, including:
  - Execution of the program for key areas requiring action: employees, local communities, and business partners and customers;
  - Expansion of the program in selected locations where ORLEN Group companies operate.
- Development of guidelines for reskilling and upskilling programs and supporting competence centers for future jobs related to energy transformation.
- Further expansion of the ORLEN for Cities offer to local needs.

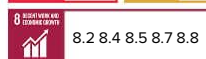
- Carrying out campaigns promoting sustainable lifestyles, including the development of social projects that expand existing practices for including marginalized individuals.
- Implementing nature conservation programs, including building partnerships to achieve this goal.
- Developing educational programs at every stage - from preschool to higher education - incorporating the study of sustainable development and future technologies.

### 2035+ Ambitions

- Full implementation of a unified system for managing relationships with local communities across the entire ORLEN Group, including international markets.
- Regular evaluation and adaptation of social programs to the dynamically changing needs and expectations of local communities, including building lasting partnerships and promoting good dialogue practices.

- Further development of comprehensive reskilling and upskilling programs and competence centers for professions of the future related to energy transformation.
- Continued development of the Just Transition program, taking into account intersectoral cooperation.

- Enhancing collaboration with national and international educational institutions to create innovative study programs related to the circular economy and energy transformation.
- Building digital educational platforms promoting knowledge of sustainable development, globally accessible to employees, stakeholders, and local communities.



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

# At ORLEN Group, we place particular importance on activities that support communities.

## Selected initiatives



### Orlen for Cities

We support local governments in the energy transformation process, including low and zero-emission transport, decarbonization of heating, energy efficiency measures, and offering products such as electricity, renewable energy installations, energy storage, heat pumps, and municipal energy-efficient LED lighting

- ✔ **Support for the sustainable development of cities and local governments.**



### Good Energy Houses

Employees of Energa Obrót install photovoltaic panels on the roofs of care and educational facilities and family children's homes. As a result, electricity costs in the facilities involved in the initiative can decrease by up to 90%.

- ✔ **Continuation of clean energy supply to selected care and educational facilities.**



### ORLEN. We Are Together



We support Volunteer and State Fire Service units with grants for purchasing equipment, financing training, and mental health support programs. The program responds to the needs of the firefighting community, taking into account recommendations from professional and volunteer fire service units.

- ✔ **Support for Fire Service units.**



### Just Transition Program

We support communities in areas undergoing the transition from a high-emission to a zero-emission economy. We build the investment attractiveness of areas undergoing transformation. We organize training, meetings, and workshops that raise participants' awareness.

- ✔ **Support for communities in energy transformation areas.**



### Eco-Active

A grant program aimed at teachers and students in grades 7-8 of primary schools. Its goal is to promote local ecological initiatives and encourage young people to take action for sustainable development.

- ✔ **Grant support for initiatives in the area of sustainable development.**



### Bona Fide scholarships

This program supports higher education for outstanding students at universities ranked in the top 50 of the Shanghai Ranking. Over six years, we have helped 59 students, who started working at the ORLEN Group after graduation.

- ✔ **Continuation of the program to educate future employees of the ORLEN Group.**



### H2 Academy

Together with universities and companies in the transport sector, we educate future experts in the hydrogen industry. The second edition of the H2 Academy graduated 30 students, with the best among them starting internships at the ORLEN Group.

- ✔ **Support for the development of the hydrogen economy and the creation of expert base essential for the energy transition.**



### ORLEN Sports/ ORLEN Cultural

We implement programs that support the development of children and youth through sports and culture. By supporting local sports clubs and cultural centers, we create a space for physical and cultural activities, fostering passions and interests, and building relationships with peers.

- ✔ **Support for the development of children and adolescents through ORLEN Sports and ORLEN Cultural programs.**



### Barrier-free ORLEN service stations

Since 2018, we have been signatories of the "Partnership for Accessibility". We are introducing further conveniences at ORLEN stations for people with disabilities, seniors, and parents with small children, such as calling an assistant at the station through the VITAY app.

- ✔ **ORLEN fuel stations accessible to everyone.**



## Zoom in: ORLEN. We Are Together



### Project objective

The ORLEN. We Are Together program supports fire service units by funding equipment, training, and activities that enhance the effectiveness of rescue operations. The program addresses the needs of the firefighting community, taking into account the recommendations of professional and volunteer fire service units.



### About the project

ORLEN. We Are Together is a new edition of a cyclical grant program supporting fire service units. In addition to funding equipment, the program encompasses specialized training, including for drivers, and insurance for the equipment held. The program offers two ways to obtain support. The first path is intended for units belonging to the National Firefighting and Rescue System (NFRS) and units operating in the locations of the ORLEN Group. The second path is aimed at units planning to join the NFRS, enabling the financing of necessary equipment and training that meet the system's requirements.



### Project status

The program is cyclical. The 2024 edition was concluded, with support awarded to 211 units from across Poland.

Location: 

Project implementation: 2024



➤ **Governance**

## By 2026

## By 2030

## 2035+ Ambitions

14. Sustainable  
value chain

- Development of a due diligence system in the supply chain (CSDDD).
- Verification of key suppliers regarding compliance with the Supplier Code of Conduct on sustainability.
- Training on sustainability for key stakeholders.

- Continuous improvement of the due diligence process in the supply chain.
- Development and implementation of a risk management system for collaboration with suppliers.

- Fostering sustainability principles among internal and external stakeholders.

## 15. Cybersecurity

- Implementation of a centralized cybersecurity management model in selected strategic companies of the ORLEN Group.

- Implementation of a centralized cybersecurity management model in the value chain of the ORLEN Group.

- Consistent enhancement of cybersecurity of the Group's assets and increasing the effectiveness of managing the centralized cybersecurity model of the ORLEN Group.

16. Respect for human  
rights

- Implementation of a due diligence system for human rights protection within the ORLEN Group.
- Implementation of the Human Rights Protection Policy across all companies in the ORLEN Group and raising employee awareness regarding human rights and children's rights (Children's Rights in Business Charter).

- Continuous collaboration with partners to minimize the negative impacts of human rights violations.
- Ongoing cooperation with ORLEN Group companies regarding the implementation of the Human Rights Protection Policy and employee education in this area.

- Systematic efforts to uphold human rights and ethical standards in all aspects of operations and throughout the value chain.

17. Diversity  
and inclusion  
(D&I)

- Strengthening the position of women in business, including leadership positions in the ORLEN Group, through:
  - Development and implementation of a career development program for employees at ORLEN S.A. - ORLEN Women Forward - Strength in Diversity.
  - Development and implementation of a gender balance policy in the supervisory and management boards of ORLEN Group companies.
- Education on preventing bullying and discrimination.
- Employee education on diversity management, inclusion, and equal treatment.

- Further systematic strengthening of the position of women in business, including leadership positions in the ORLEN Group, through:
  - Implementing employee career development programs, taking parity into account, within the ORLEN Group.
- Consistent development and promotion of the principles of diversity, equality, and inclusion.

- Promoting a culture of diversity and inclusion by creating a work environment that fosters equal opportunities and respect for all.

18. Ethics, compliance  
and anti-corruption

- Implementation of the Policy on reporting of legal violations and protection of whistleblowers in the ORLEN Group.
- Implementation of an anti-corruption awareness program.
- Implementation of a process for assessing the compliance of contractors with ethical standards.
- Continuation of the implementation of a cohesive Compliance System in the ORLEN Group along with a program to increase awareness among employees.
- Implementation of a uniform Code of Ethics in the companies of the ORLEN Group.

- Ensuring uniform anti-corruption standards in the ORLEN Group.
- Implementation of the Code of Responsible Communication in the ORLEN Group.
- Ongoing collaboration with ORLEN Group companies regarding the application of the Code of Ethics and employee education in this area.

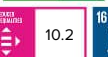
- Deepening transparent communication with stakeholders by expanding the scope of non-financial reporting.

HUMAN  
RIGHTS

LABOUR



ANTI-CORRUPTION

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 ensure transparent relationships with stakeholders.

## Selected initiatives



### Supplier collaboration risk management system

A sustainable supply chain is a priority for us. We aim to implement the best sustainability practices among our suppliers and develop a supplier collaboration risk management system.

- Development of a supplier collaboration risk management system.



### Workshops with an anti-corruption coordinator

We conduct regular training sessions for employees to raise awareness about anti-corruption and the role of transparency in business processes.

- Fostering employees' competencies in the area of transparent and fair business practices.



### IT/OT Cybersecurity

We are implementing a centralized model for managing cybersecurity, effective cyber protection, and corporate governance of cybersecurity.

- Implementation of the cybersecurity management model, including CYBERSEC ONE GOVERNANCE



### Diversity, Equity and Inclusion Champion

We promote diversity, equity, and inclusion throughout the organization. The program includes identifying Champions of DEI (Diversity, Equity, and Inclusion) among employees to spread knowledge about DEI.

- Building role models and authority in the area of DEI.



### Code of Responsible Communication

We are developing a communication code with clear guidelines for responsible information sharing, without the risk of exposing ourselves to greenwashing, both within the organization and externally.

- Familiarity with the principles of responsible communication among all employees.



### Festival of Diversity

We support diversity as a key resource for our organization, contributing to its growth and the collective achievement of business goals. The festival includes numerous training sessions and thematic lectures.

- Gradual implementation of the DEI principle within the ORLEN Group.



### Ethics Days

We promote the values of the ORLEN Group regarding ethics and human rights through webinars, workshops, and competitions.

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



### Project Management Day

We organize an annual event that brings together the project community of the ORLEN Group. We share knowledge and experiences in managing various projects.

- Reinforcing the competence of project managers.



### ORLEN Women Forward

The program promotes equality and diversity at all career levels by developing competencies in key strategic areas for the company.

- Increase in the number of women in managerial and strategic positions within the ORLEN Group.

## Zoom in: ORLEN Women Forward – The power of diversity



### Project objective

The Women Forward program promotes equality and diversity at all career levels by developing competencies in key strategic areas for the company. Our goal is to increase the number of women in managerial and strategic positions and to build a supportive community for women within the organization. This will help us strengthen a culture that enhances employee engagement and loyalty.



### About the project

The program is implemented in three streams:

- AspireHER: a program designed to prepare women who are at the beginning of their careers as leaders and those aspiring to leadership roles.
- LeadHER: strengthening the strategic and leadership competencies of female leaders to prepare them for roles at the management level or as members of supervisory boards.
- BalanceHER: a program supporting the maintenance of work-life balance and improving the mental and physical well-being of women in the organization, regardless of their career stage or position.



### Project status

The launch of the Program took place in March 2025, in the form of an inaugural gala. In the next steps, we will assess the needs of women in a broad context and launch development programs in three streams: AspireHER, LeadHER, and BalanceHER. We plan to conclude the first edition of the Program in the first quarter of 2026.

Location:



Project implementation: 2025



▾ **Delivery path**



# We implement our sustainability plans and goals in collaboration with numerous partners of the ORLEN Group.

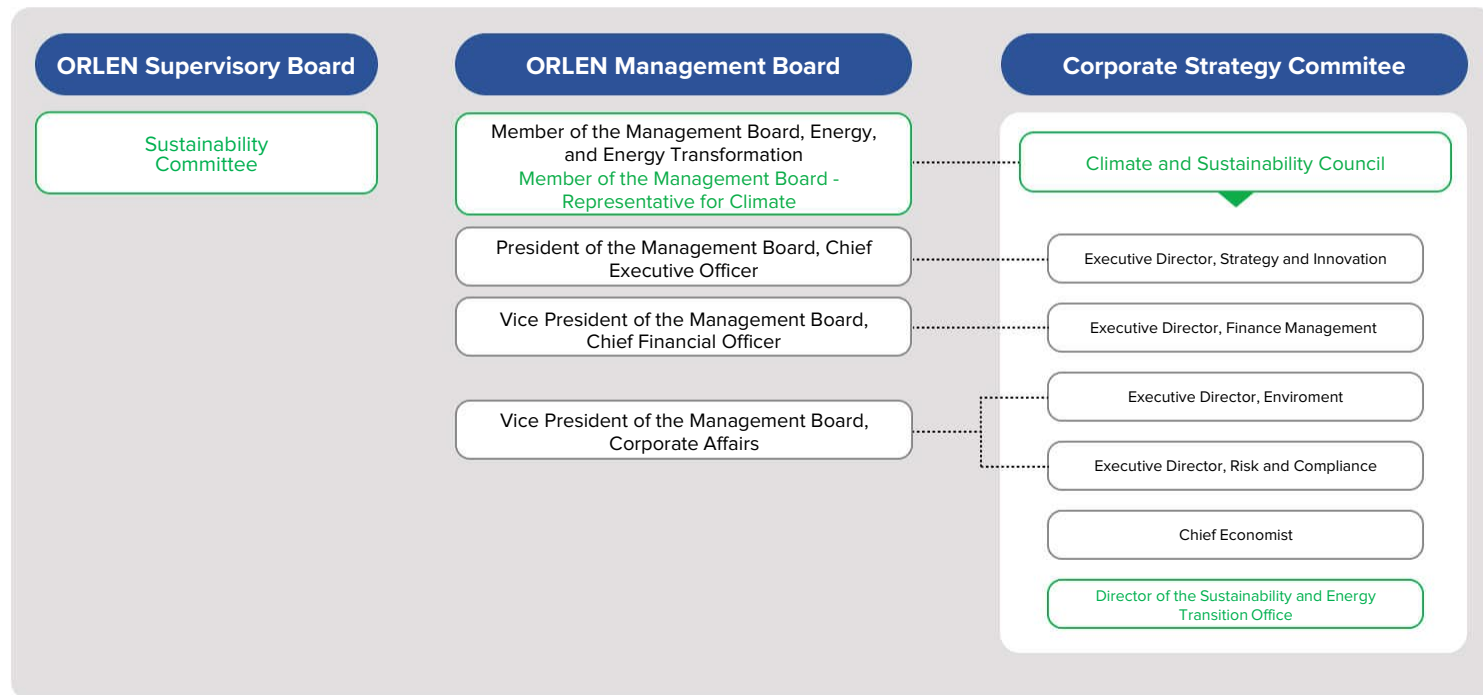
In the pursuit of our Sustainability Strategy, we work closely with business partners, NGOs, central and local government units, and scientific institutions of science. We will establish more partnerships to strengthen and accelerate the achievement of our strategic goals.



Business partners	NGOs	Public administration	Local governments	Science and research partners
<p>Consortia and joint ventures to deliver key energy transformation investments, including Baltic Power (with Northland Power) and SMR blocks (with Synthos)</p> <p>Partnership with Horisont Energi in the construction of CO2 storage facilities in Norway and CCS technology in Poland with Equinor</p> <p><b>HySPARK</b> project with 17 international partners</p> <p>Project financing provided by ORLEN VC</p> <p>Pilot projects and partnerships within the ORLEN Skylight accelerator</p>	<p>Collaboration with organizations and initiatives supporting sustainable development</p> <p>Membership in industry organizations and associations: in the fields of refining, petrochemicals, energy, and new streams of development at both the national and global levels, including: OGDC - Oil &amp; Gas Decarbonization Charter, UNGC - UN Global Compact, Hydrogen Europe, CEFIC - European Chemical Industry Council, EPCA - The European Petrochemical Association, POPIH - Polish Organization of the Petroleum Industry and Trade, PSEW - Polish Wind Energy Association, PSAA - Polish Alternative Fuels Association</p>	<p>Collaboration with government administration including, among others, the Ministry of Climate and Environment, the Ministry of Science and Higher Education, and the Ministry of Development and Technology</p> <p>HySPARK - A project implemented in a consortium for the production of hydrogen vehicles and their testing for the needs of Chopin Airport and Warsaw's public transportation</p> <p>Safe Future on the Road educational campaign and training platform, in partnership with the Płock's Police Dept.</p> <p>Partnership with <b>GovTech</b> and organisation of hackathons</p>	<p>ORLEN for Poland, best manifested through measures aimed to curb gas and electricity price rises</p> <p>ORLEN for Płock – health promotion project for residents of Płock county</p> <p><b>ORLEN for Pomerania</b> supporting social outreach, education, culture and sports</p> <p>Partnership for Climate – joint initiative between ORLEN Termika S.A. and the Capital City of Warsaw</p>	<p><b>ORLEN's own R&amp;D base:</b> Research and Development Center in Płock</p> <p>NEON grant programme for researchers and scientific consortia run jointly with the National Centre for Research and Development</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>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 corporation that has a significant impact on its surroundings - on the environment, climate, and people. Awareness of this impact obliges us to implement changes so that sustainable development guides all our actions. We must build flexible structures capable of responding quickly to current challenges. We have established the Sustainability and Energy Transition Office and appointed a member of the ORLEN Management Board as the Climate Commissioner. We have also created a Climate and Sustainability Council within the ORLEN Group.





» **Appendices**



## List of terms and acronyms (1 of 2)

BESS	Battery Energy Storage System
CCUS	Carbon Capture and Utilization or Storage
CO <sub>2</sub> e	Greenhouse gases converted to CO <sub>2</sub> equivalent
CSDDD	Corporate Sustainability Due Diligence Directive
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
EU Blue Deal	An initiative at the level of European Union institutions for the establishment of the European Blue Deal, which is a package of political initiatives for sustainable water policy
EU Green Deal	European Green Deal is a package of political initiatives aimed at putting the EU on a path to green transformation to achieve climate neutrality by 2050.
ESG	Environment, Social and Governance (factors related to the environment, society, and corporate governance that contribute to the non-financial assessment of an organization)
ESRS	European Sustainability Reporting Standards Standards for sustainability reporting that complement the Corporate Sustainability Reporting Directive (CSRD) adopted at the end of 2022.
Global Biodiversity Framework	Global Biodiversity Framework (GBF), adopted at COP-15 in 2022, sets global goals and actions to reverse biodiversity loss by 2030
GOZ	Circular Economy
GW, MW	Gigawatts, megawatts of installed electric and thermal capacity
ISCC+	International Sustainability and Carbon Certification Plus (a voluntary certification system applicable to the bioeconomy and circular economy concerning, among others, chemicals, plastics, packaging, and textiles)
ISSB	International Sustainability Standards Board (The International Board for Sustainability Standards, responsible for developing global standards for sustainability-related disclosures)
LDAR	Leak Detection And Repair (the process of detecting leaks and repairing their sources to reduce methane emissions or other volatile organic compounds (VOCs))
NRL	Nature Restoration Law (Regulation of the European Parliament and the Council concerning the restoration of natural resources)
NCI	Net Carbon Intensity
Net Positive Impact on Biodiversity	Achieved through the protection and restoration of ecosystems, including biodiversity conservation projects in the same region where activities are conducted

## List of terms and acronyms (2 of 2)

Net Zero	The elimination of greenhouse gas emissions generated by human activities, achieved through emission reduction and the implementation of carbon dioxide absorbtion methods
Renewable hydrogen	Hydrogen including liquid renewables and gaseous fuels of non-biological origin (RFNBO), fuels from recycling carbon fuels (RCF); gaseous fuels produced from biomass.
OGDC	Oil & Gas Decarbonization Charter. An organization aimed at accelerating the decarbonization of the oil and gas sector.
UN	United Nations
RES	Renewable Energy Sources
Kunming-Montreal Agreement	The agreement concluding the 15th UN Conference on Biodiversity in 2022 (COP-15) in Montreal, where the Global Biodiversity Framework (GBF) was agreed upon.
Paris Agreement	The agreement concluding the 21st UN Conference on Climate Change in 2015 (COP-21) in Paris, where an action plan was agreed upon to limit the increase in the average global temperature to below 2°C compared to pre-industrial levels.
SDG	UN Sustainable Development Goals
SMR	Small Modular Reactor
EU Taxonomy	Common name for the EU legal act, namely Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020, on the establishment of a framework to facilitate sustainable investments.
TCFD	Task Force on Climate-related Financial Disclosures (an organization established to develop a set of recommended disclosures regarding financial risks arising from climate change)
TNFD	Task Force on Nature-related Financial Disclosures (an organization established to develop a set of recommended disclosures regarding impacts on biodiversity and ecosystems)
TRIR	Total Recordable Incident Rate (number of workplace accidents resulting in medical leave during a given period per 200,000 hours worked in that period))
TWh	Terawatt-hours of electricity and thermal energy
UNGC	United Nations Global Compact (UN initiative aimed at promoting responsible business practices)
Zero Routine Flaring	Elimination of routine gas flaring during normal oil extraction operations, which occurs when there are insufficient facilities or appropriate geology to reinject the produced gas, utilize it on-site, or allocate it for sale.
Near zero methane emissions	Minimizing the direct release/venting of methane into the atmosphere at various stages of the oil and gas extraction process.

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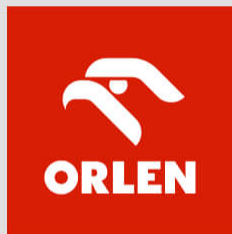
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The energy of tomorrow  
starts today