

↘Our ambitions

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

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

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

Providing affordable energy to households and businesses.

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



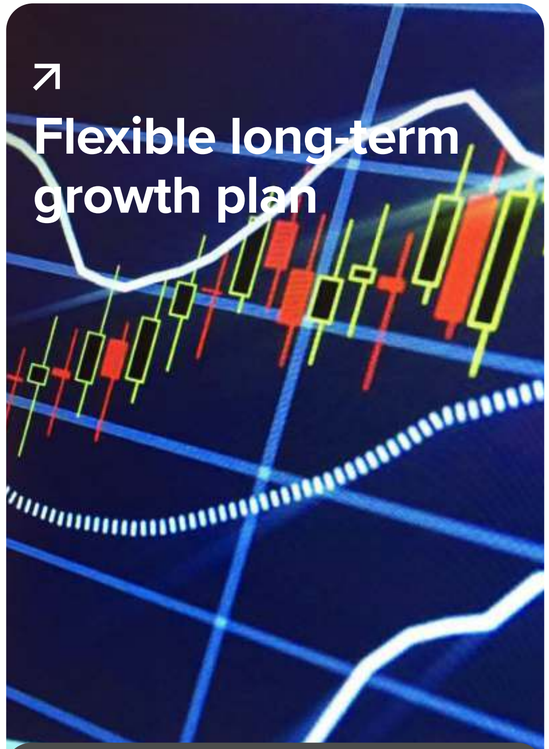
Care for the environment

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

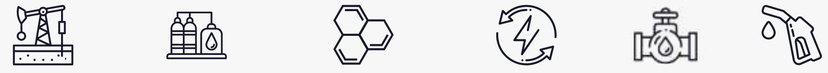
Revenue
PLN 277.6bn

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 CO_2
emissions stored annually

Petrochemicals
25%
share of speciality petrochemicals in the portfolio

Recycling
>300 kt
installed recycling capacity

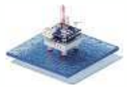


ENERGY

Renewables
>9 GW
installed generation capacity

Renewable hydrogen
>130 kt
annual renewable H_2 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

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

2030 targets [1]

2050 targets



1. Base year: 2019.
2. Emissions volume in the Refining, Petrochemicals and Upstream segments, measured as $MtCO_2e$, for Scope 1 and Scope 2 GHG emissions.
3. Carbon intensity in the Energy segment, measured as $kgCO_2e/MWh$, for Scope 1 GHG emissions.
4. Carbon intensity of energy products sold, measured as gCO_2e/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

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.

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.



↘Our plans and initiatives

The ORLEN Group Sustainability Strategy is based on five pillars

Climate

↘ **Action to minimise climate impact**

Environment

↘ **Environment and biodiversity protection**

Employees

↘ **Occupational safety and well-being**

Communities

↘ **Relations with stakeholders and communities**

Governance

↘ **Responsible governance**

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

Climate

↘
Action to minimise climate impact

1. Decarbonisation
2. Green transition
3. Climate change adaptation

Environment

↘
Environment and biodiversity protection

4. Biodiversity protection
5. Water and wastewater management
6. Circular economy, pollution reduction

Employees

↘
Occupational safety and well-being

7. Health and safety standards
8. Process safety
9. Employees' healthcare
10. Well-being

Communities

↘
Relations with stakeholders and communities

11. Engagement with local communities
12. Just transition
13. Education to raise sustainability awareness

Governance

↘
Responsible governance

14. Sustainable value chain
15. Cybersecurity
16. Respect for human rights
17. Diversity and inclusion (D&I)
18. Ethics, compliance and anti-corruption


Climate

	2026	2030	Commitment
1. Decarbonisation[1]	• Deploy the LDAR system across the ORLEN Group's upstream assets. • Develop guidelines to set decarbonisation targets for the ORLEN Group's key suppliers.	• 25% reduction of absolute Scope 1 and Scope 2 GHG emissions from Refining, Petrochemicals and Upstream. • 40% reduction of carbon intensity in Energy segment ($kgCO_2e/MWh$). • 15% reduction of Net Carbon Intensity (NCI (gCO_2e/MJ)). • Zero Routine Flaring and Zero Venting.	**Net Zero by 2050**
2. Green transition[1]	• Launch Baltic Power, the pioneer offshore wind project with a capacity of 1.2 GW (developed jointly with Northland Power). • ca. 30 H_2 refuelling stations. • Roll out a public network of EV chargers.	• 45% share of Taxonomy-aligned CapEx. • >9 GW of installed renewable generation capacity. • >130 kt/y of renewable H_2. • >70 kt/y of synthetic fuels. • >1 bcm of biogas and biomethane. • >100 H_2 refuelling stations. • >10,000 of EV charging points in Central Europe.	**Coal phase-out by 2035**
3. Climate change adaptation[2]	• Prepare adaptation plans addressing key threats relevant to the ORLEN Group's assets.	• Implement and regularly update adaptation plans addressing key threats relevant to the ORLEN Group's assets.	**Climate change adaptation and mitigation[3]**

7.1 7.2 7.3 | 9.4 9.5 | 11.6 | 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-H_2.

- **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.**

	2026	2030	Commitment
4. Biodiversity protection	• Develop a Biodiversity Action Plan (BAP) for the ORLEN Group, including: • calculation of ORLEN S.A.'s biodiversity footprint; • integration of biodiversity protection into the ORLEN Group's internal strategic decision-making processes.	• 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	• Optimise fresh water consumption and wastewater management, e.g. through: • calculation of ORLEN S.A.'s water footprint; • development of the ORLEN Group Water and Wastewater Policy.	• 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	• 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).	• 300 kt installed mechanical and chemical recycling capacity. • Develop a sustainable petrochemical portfolio. • Disposal and management of hazardous waste, including: • 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 SO_2, NO_x, particulate matter (PM) and other pollutant emissions of ORLEN Group.	**Consistently adopt the circular economy model**



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.**



↘Employees

	2026	2030	Commitment
7. Health and safety standards	• Stabilise and consistently reduce TRIR to achieve a target of ≤0.34. • Enhance occupational safety systems for employees and contractors within ORLEN Group companies.	• 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	• Implement the guidelines outlined in the Declaration on Prevention of Major Industrial Accidents across the entire ORLEN Group.	• 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	• Include all ORLEN Group employees in health programmes covering both physical and mental well-being: • Implement a psychoeducational programme and provide psychological support to employees; • Expand the range of disease prevention projects.	• Further develop health promotion activities, tailor projects to current needs of ORLEN Group employees.	**ORLEN as a responsible employer**
10. Well-being	• 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.	• Continuously evolve initiatives to align with the current needs of our employees.	**ORLEN as the region's top employer**

1.4 1.5 | 2.3 | 3.9 | 4.3 4.4 | 5.5 | 6.3

8.2 8.4 8.5 8.7 8.8 | 10.2 | 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**

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

One ORLEN

We enhance the sense of belonging and foster a positive attitude among our employees by encouraging collaboration and engagement.

- **Team-building and fostering lasting relationships among employees.**

Pink October

We actively promote cancer prevention among employees and their families through screening, workshops, and volunteering campaigns.

- **Sustaining health protection efforts and enhancing awareness among employees.**

Promoting mental well-being

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.

- **Expanding the accessibility of psychological support for employees.**

Human Rights Day

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.

- **Sustaining good practices and educational initiatives in the field of human rights.**

Training Centre

We provide training for our employees, interns, and students from partner universities, covering various fields, including technologies available at ORLEN Unipetrol's process units.

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

ORLEN Passion

We foster the development of employee passions by co-financing individual and team activities, such as tournaments, equipment purchases and participation in courses.

- **Supporting the personal development of employees.**

Employee Volunteering Programme

We actively support local communities through our Employee Volunteering Programme.

- **Implementing volunteer projects involving 3,000 employees and benefitting 25,000 recipients.**

Office wellness in action

We organise workplace sports activities for our employees. The pilot programme is attracting strong interest among our staff.

- **Enhancing the well-being of ORLEN Group employees, promoting disease prevention, and encouraging physical activity.**



↘Communities

	2026	2030	Commitment
11. Engagement with local communities	• Implement a comprehensive local community engagement system, which includes: • 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.	• 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	• Develop a Just Transition Programme by: • 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.	• Implement the Just Transition Programme: • 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	• 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.	• 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**



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 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.**



↘Governance

	2026	2030	Commitment
14. Sustainable value chain	• 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.	• Consistently refine the supply chain due diligence process. • Develop and implement a sustainability certification system for suppliers.	**Actively supporting our business partners**
15. Cybersecurity	• Implement a centralised cybersecurity management model at the ORLEN Group strategic companies.	• Implement a centralised cybersecurity management model within the ORLEN Group's value chain.	**Achieving cyber immunity**
16. Respect for human rights	• 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.	• 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)	• 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.	• Consistently expand and promote diversity, equity and inclusion.	**Firm commitment to social cohesion and equality**
18. Ethics, compliance and anti-corruption	• 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.	• 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**



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.**


↘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

Consortia and joint ventures to deliver key energy transition projects, including Baltic Power (with Northland Power) and SMR (with Synthos)

Partnership with Horisont Energi to build carbon storage facilities in Norway



Project financing provided by ORLEN VC

Pilot projects and partnerships within the ORLEN Skylight accelerator

NGOs



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

Public administration

Engagement with administrative governmental departments, including Ministry of Climate and Environment, Ministry of Education and Science, or Ministry of Development and Technology

Mazovian Hydrogen Valley established as a collaborative project with several partners, incl. the Industrial Development Agency

Safe Future on the Road educational campaign and training platform, in partnership with the Płock's Police Dept.



Local governments

ORLEN for Poland, best manifested through measures aimed to curb gas and electricity price rises

ORLEN for Płock – health promotion project for residents of Płock county



Partnership for Climate – joint initiative between PGNiG Termika and the Capital City of Warsaw

Science and research partners



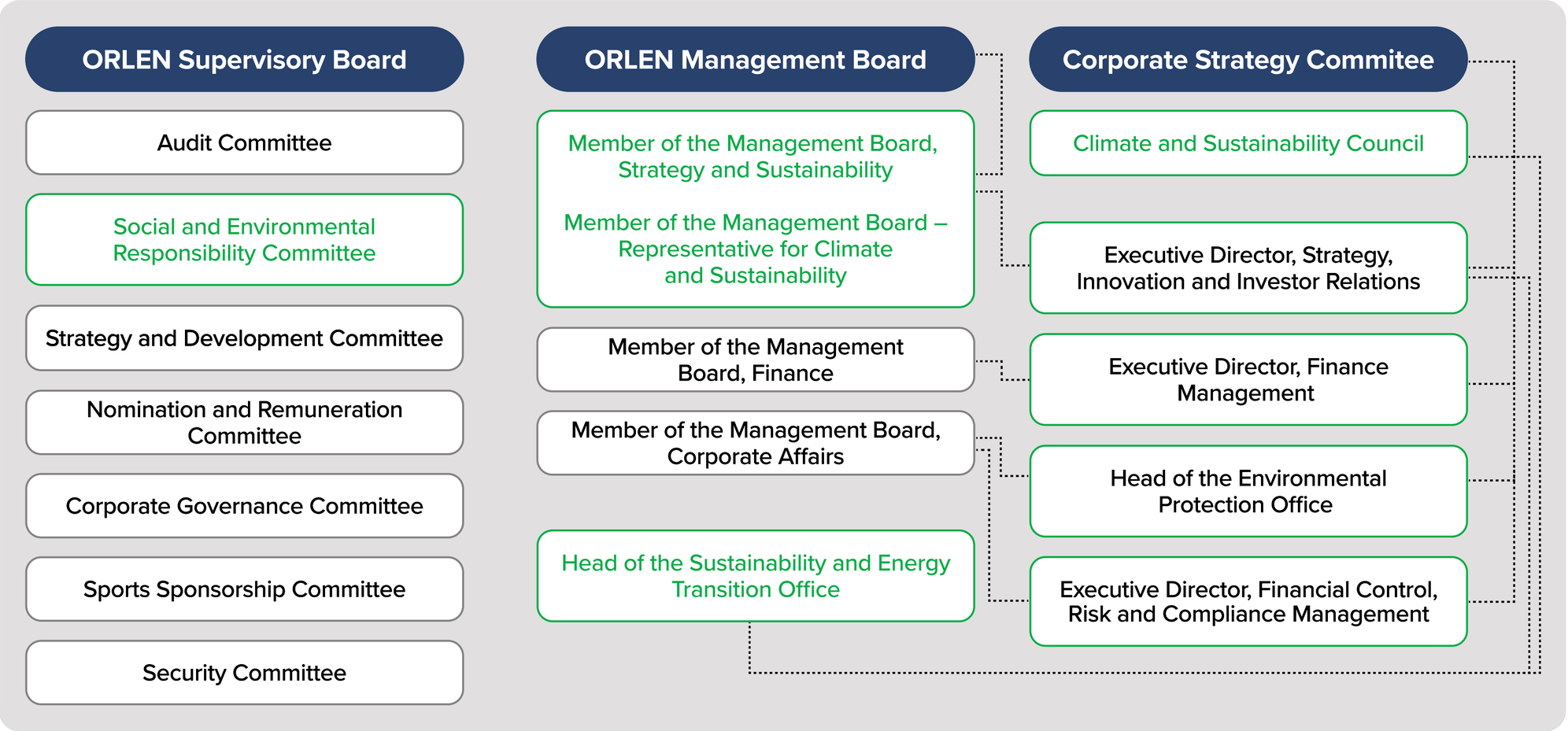
NEON grant programme for researchers and scientific consortia run jointly with the National Centre for Research and Development

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)

Ordered fields of study at technology universities and doctoral programmes for ORLEN employee

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

ESRS E1 Climate change
Climate

ESRS E2 Pollution
Environment

ESRS E3 Water and marine resources
Environment

ESRS E4 Biodiversity and ecosystems
Environment

ESRS E5 Resource use and circular economy
Environment

ESRS S1 Own workforce
Employees
Communities
Governance

ESRS S2 Workers in the value chain
Employees
Communities
Governance

ESRS S3 Affected communities
Employees
Communities
Governance

ESRS S4 Consumers and end-users
Employees
Communities
Governance

ESRS G1 Business conduct
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_2e	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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