

# CORPORATE SOCIAL RESPONSIBILITY REPORT OF ENEA CAPITAL GROUP 2012

**ENEA Capital Group CSR REPORT 2012**

compliant with newest GRI G4 guidelines  
available online



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## CALENDAR OF EVENTS 2012

### January 2012

- Elektrownia "Kozienice" S.A. ("Kozienice power plant) and Kopalnia LW "Bogdanka" S.A. ("Bogdanka" coal mine) conclude a long-term contract for the supply of coal for the new power block being constructed in Elektrownia "Kozienice" S.A. The agreement was concluded until the end of 2036.
- ENEA S.A. registered office in Poznań moves from Nowowiejskiego 11 str., to Górecka 1 str.

### February 2012

- Approval to KDPW (Central Securities Depository of Poland) and admission to trading 30,981,380 of ENEA S.A. B series „employee shares”.

### March 2012

- Debut of employee shares on the Giełda Papierów Wartościowych w Warszawie S.A. (Warsaw Stock Exchange).
- ENEA is a partner of the VI National Forum of the Management Boards of the WSE Listed Companies.

### April 2012

- ENEA S.A. acquires 100% of Windfarm Polska shares becoming the owner of a wind farm in Bardy. The wind farm will generate approximately 150 000MWh of electricity per year.

### May 2012

- "Kozienice" power plant changes its name to ENEA Wytwarzanie as a part of the integration project of Generation Area.
- A consortium of Polimex-Mostostal and Hitachi Power Europe wins the tender for the construction of a new power block No. 11 at ENEA Wytwarzanie.
- ENEA Operator receives a special award of the 15 edition of the National Competition Benefactor of the Year for the program "First Aid – premedical rescue".

### June 2012

- ENEA Wytwarzanie receives a certificate confirming the compliance of the implemented in the Company, Integrated Management System for Quality, Environmental, Occupational Safety and Health with the requirements of ISO 9001, ISO 14001, PN 18001 and OHSAS 18001 standards within generation, trading of electricity and generation, transmission and distribution of heat.
- The agreement on the rules for the implementation of the new structure of the ENEA Capital Group in the "generation" area is signed in Białystok.
- ENEA S.A. signs a Programme Agreement with five banks, setting conditions of Bond Issuance Programme of a total value up to PLN 4 billion. The program is intended to meet the investment needs of the Capital Group for the next 10 years.

### July 2012

- Signing of a Framework Agreement with PGNiG S.A., KGHM Polska Miedź S.A., PGE S.A. and Tauron Polska Energia S.A on a joint exploration and extraction of carbohydrates from shale.

## August 2012

- Listing of 556 603 ENEA S.A. employee shares.

## September 2012

- ENEA S.A., PGE S.A., KGHM Polska Miedź S.A. and Tauron Polska Energia S.A. signed a letter of intent aiming to establish arrangements for cooperation in the construction of the first Polish nuclear power plant.
- Signing by ENEA Wytwarzanie and a consortium of Hitachi Power Europe GmbH and Polimex - Mostostal S.A. a contract for the construction of a new power block in Świerże Górne (Kozienice district).
- Signing by ENEA S.A. and ENEA Wytwarzanie agreement, under which ENEA S.A. becomes the owner of 100% of ELKO Trading shares.

## October 2012

- Handing over of the construction site for the new power unit in Świerże Górne (Kozienice district) to the general contractor.
- ENEA S.A. concludes a Loan Agreement of PLN 950 million for 15 years with the European Investment Bank.
- ENEA S.A. provides an application ENEA IR for Investor Relations on the Android Tablet.

## November 2012

- The Supervisory Board of ENEA S.A. adopts a resolution to appoint with 1 January 2013 Mr Krzysztof Zamasz for the position of the President of the Management Board of ENEA S.A.
- Publication of the first-ever comprehensive Report of Corporate Social Responsibility of ENEA Capital Group in 2011.

## December 2012

- Creation of a holding managed by ENEA Wytwarzanie within the integration process of Generation Area.
- ENEA Capital Group is the winner of the 100 Percent Employee Volunteering Awards in the Debut category.

## JANUARY 2013

- Krzysztof Zamasz becomes a President of ENEA S.A. Management Board.

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## 1. ENEA CAPITAL GROUP

ENEA Capital Group is the third largest energy group in Poland which plays one of the key roles in the development of the national economy. It's operations are based on electricity trading, generation and distribution. The leading idea behind ENEA Capital Group operations is paying attention to providing Customers with the highest quality of service, providing employees with secure employment and decent work, building trusting relationships with shareholders and development, while respecting the natural environment.

3 177.698 MW	total generation capacity of ENEA Capital Group
16.0 TWh	total sales within energy trading
14.9 TWh	sales to retail customers
2.1 mln	number of individual clients
0.3 mln	number of institutional clients
10 096 032 thsd PLN	total net sales revenues
20%	of the country covers ENEA Operator network
109 thsd km	of power lines which belong to ENEA Operator distribution network

ENEA Capital Group consisted of 24 companies in 2012 of which ENEA S.A. with registered office in Poznań is a company managing the entire Capital Group.

ENEA S.A. is engaged in wholesale trading and sale of electricity to end users. It has sales offices in Szczecin, Gorzów Wielkopolski, Bydgoszcz, Zielona Góra. Office which supports ENEA S.A. Management Board Office in Poznań is located in Warsaw. The Capital Group is mainly connected with the region of north-western Poland, although companies are located all over the country including, among others, Świerże Górne (Kozienice district), Białystok or Warsaw.

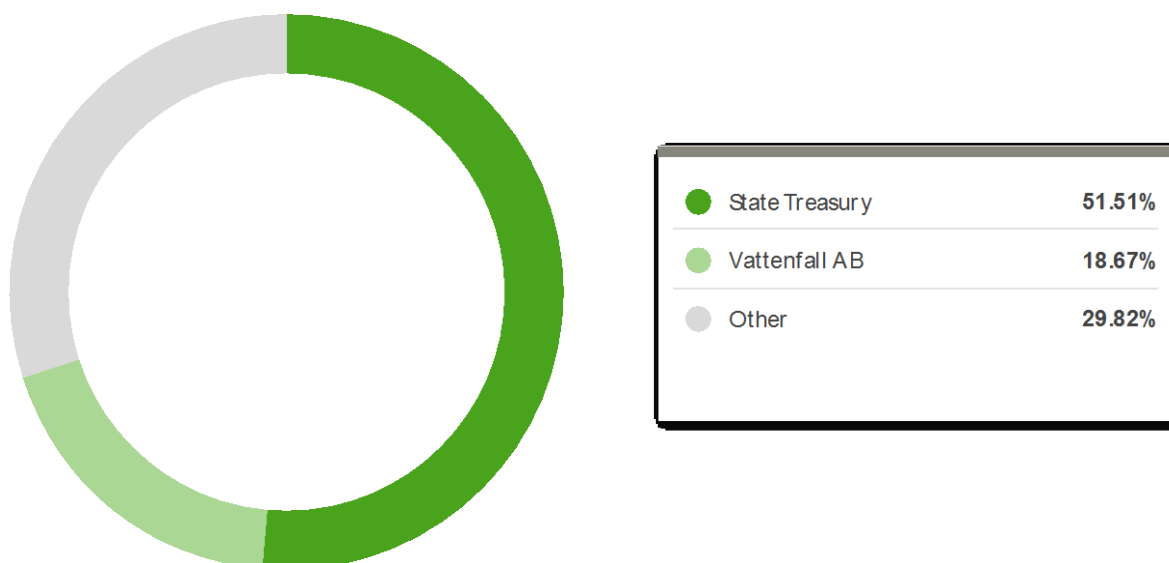
ENEA Operator Company, an independent distribution network operator is responsible for the distribution of electricity. The distribution network of the Company covers 20% of the country (area 58 213 km<sup>2</sup>) and reaches more than 2.42 million customers. The Company operates in the following voivodeships: wielkopolskie, zachodnio-pomorskie, lubuskie, kujawsko-pomorskie and part of dolnośląskie and pomorskie. ENEA Operator distribution branches are located in Poznań, Gorzów Wielkopolski, Szczecin and Zielona Góra. These branches are engaged, among others, in expansion,

modernization and maintenance of the distribution network and are responsible for the distribution network traffic. ENEA Operator Distribution Network has 109 thousand kilometres of power lines (over 127 thousand including connections) and 35 thousand of power stations.

THE COMPANIES OF ENEA CAPITAL GROUP EMPLOY OVER 10 000 PEOPLE.



### Shareholding structure of ENEA Capital Group



ENEA S.A. is listed on the Warsaw Stock Exchange. The Company is part of, among others, such indexes like: mWIG40, WIG-ENERGIA and WIG-30 which has been launched in 2013.



**Odpowiada  
Inwestorom**

## 1.1 Structure of the Capital Group

The ENEA Capital Group consisted of 24 companies in 2012. As at 30 June 2013, the Capital Group consisted of the parent company: ENEA S.A., 15 direct subsidiaries, 7 indirect subsidiaries and 1 associated company.

### Structure of the ENEA Capital Group as at 31 December 2012

ENEA CAPITAL GROUP		
Company	Basic scope of business activity	Direct and indirect share of ENEA S.A. in the company's share capital %
<b>TRADE SEGMENT</b>		
<b>ENEA S.A.</b> with registered office in Poznań.	<b>ENEA S.A.</b> is a dominant entity in ENEA Capital Group. The Company is operating within trade of electric energy.	
<b>DISTRIBUTION SEGMENT</b>		
<b>ENEA Operator Sp. z o.o.</b> (hereafter: "ENEA Operator") with registered office in Poznań.	Distribution of electricity is conducted since 1 July 2007 on the basis of a licence issued by the President of the Energy Regulatory Office (ERO) as at 28 June 2007 for the period from 1 July 2007 to 1 July 2017. Simultaneously, on 30 June 2007 the President of the ERO designated ENEA Operator as the operator of an electrical energy distribution system for the life of the licence.	100 %
<b>Annacond Enterprises Sp. z o.o.</b> with registered office in Warsaw	The Company is being prepared for commencement of operating activities in energy distribution.	61%
<b>GENERATION SEGMENT</b>		
<b>ENEA Wytwarzanie S.A.</b> (hereafter: "ENEA Wytwarzanie") with registered office in Swierze Górne. Until 25 May 2012 the Company operated as Elektrownia "Kozienice" S.A.	Generation of electricity and heat co-generated with electricity.	100%
<b>Elektrownie Wodne Sp. z o.o.</b> (hereafter: "Elektrownie Wodne") with registered office in Samociażek	Generation of electricity and services within operation of water turbine plants and development of activity within generation of electricity coming from renewable sources through realisation of projects of wind farms and biogas power plants.	100%*
<b>Windfarm Polska Sp. z o.o.</b> (hereafter: "Windfarm Polska") with registered office in Koszalin.	Generation of electricity from renewable energy sources.	100%*



<b>DOBITT ENERGIA Sp. z o.o.</b> with registered office in Gorzestaw (hereafter: "DOBITT ENERGIA").	The company leads an investment of biogas plant construction with a capacity of 1.6 MW.	100%*
<b>Elektrociepłownia „Białystok” S.A.</b> (hereafter: „Elektrociepłownia Białystok”) with registered office in Białystok	Generation, transmission and distribution of heat.	99,996%*
<b>Przedsiębiorstwo Energetyki Ciepłej Sp. z o.o.</b> (hereafter: "PEC Oborniki") with registered office in Oborniki.	Generation, transmission and distribution of heat.	93,99%*
<b>Miejska Energetyka Ciepła Piła Sp. z o.o.</b> (hereafter: "MEC Piła") with registered office in Piła	Generation, transmission and distribution of heat and generation of combined heat and power energy using cogeneration units.	65,03%*
<b>OTHER BUSINESS ACTIVITY</b>		
<b>ENEA Centrum S.A.</b> with registered office in Poznań (hereafter: "ENEA Centrum").	Provision of Client service on behalf and for ENEA S.A.	100%
<b>ENEA Trading Sp. z o.o.</b> (hereafter: "ENEA Trading") with registered office in Świerże Górne. Until 30 October ELKO Trading Sp. z o.o.	Portfolio management and electricity trading for "generation" and "trade" segments.	100%
<b>Energetyka Poznańska Przedsiębiorstwo Usług Energetycznych ENERGOBUD Leszno Sp. z o.o.</b> (hereafter: "ENERGOBUD Leszno") with registered office in Gronówek.	Design, construction, modernisation and operation of electric power grids and associated equipment.	100%
<b>Eneos Sp. z o.o.</b> with registered office in Poznań (hereafter: "Eneos")	Operation and maintenance of street lighting.	100%
<b>Energomiarski Sp. z o.o.</b> with registered office in Poznań (hereafter: "Energomiarski").	Maintenance, assembly, legalisation and standardisation of electricity meters, production of astronomical clocks, readings of electricity consumption and remote-control power services	100%

<b>BHU S.A.</b> with registered office in Poznań (hereafter: "BHU").	Trade in electrical power equipment, tools and materials.	92,62%
<b>Hotel EDISON Sp. z o.o.</b> with registered office in Baranów (hereafter: "Hotel EDISON")	Hotel, restaurant, training, sports and recreation business.	100%
<b>Energetyka Poznańska Zakład Transportu Sp. z o.o.</b> with registered office in Poznań (hereafter: "EP Zakład Transportu").	Road transport and vehicle maintenance services.	100%
<b>ENTUR Sp. z o.o.</b> with registered office in Szczecin (hereafter: "ENTUR"). Entity in liquidation.	Recreation, hotel, tourism and restaurant services, as well as healthcare.	100%
<b>ITSERWIS Sp. z o.o.</b> with registered office in Zielona Góra (hereafter: "ITSERWIS").	Landline and wireless telecommunications and IT and computer services, as well as wholesale and retail selling of electronic and telecommunications equipment, computers and software.	100%
<b>Ecebe Sp. z o.o.</b> with registered office in Augustów (hereafter: "Ecebe").	Indirect subsidiary through shares in Elektrociepłownia Białystok Company. Hotel services, services related to the organization of meetings, conferences and trade fairs.	99,99%**
<b>Niepubliczny Zakład Opieki Zdrowotnej Centrum Uzdrowiskowe ENERGETYK Sp. z o.o.</b> (hereafter: „NZOZ Centrum Uzdrowiskowe ENERGETYK”) with registered office in Inowrocław.	Health resort services and services within health and rehabilitation.	99,94%
<b>Energo-Tour Sp. z o.o.</b> with registered office in Poznań (hereafter: "Energo-Tour").	Hotel and restaurant services, organizes vacations, recreational and youth camps, provides tourism and healthcare services.	99,92%
<b>Energo-Invest-Broker S.A.</b> with registered office in Toruń.	ENEA Wytwarzanie associated Company. Insurance broker, business consulting to companies from industry, trade and services sectors.	***

\* Indirect subsidiary through shares in ENEA Wytwarzanie company. In 28.12.2012 integration of generation area took place. % share indicates share of ENEA Wytwarzanie.

\*\* An indirect subsidiary through shares in Elektrociepłownia Białystok

\*\*\* Associated Company to ENEA Wytwarzanie

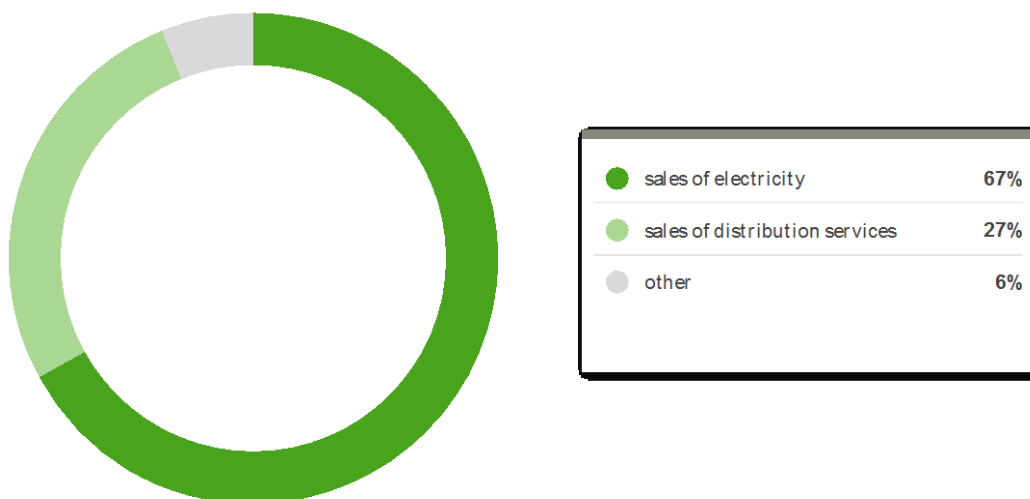
### THE MOST IMPORTANT STRUCTURAL CHANGES IN 2012:

- Accomplishment of the „Integration of Generation Area in the ENEA Capital Group” project and creation of a holding structure in the “generation” area.
- Disposal of Towarowa Giełda Energii S.A. shares.
- Disposal of Przedsiębiorstwo Produkcji Strunobetonowych Żerdzi Wirowanych WIRBET shares.
- Disposal of EXATEL S.A. shares.
- Merger of two companies: Elektrownie Wodne and Elektrownie Wiatrowe—ENEA Centrum Spółka Akcyjna Spółka Komandytowa.
- Disposal of Auto-Styl Sp. z o.o. shares.
- Elektrownia “Kozienice” name was changed to ENEA Wytwarzanie in the National Court Register on 25 May 2012.
- Acquisition of Windfarm Polska Sp. z o.o (investments in RES).
- ENEA S.A. purchased in total 985 shares of the Elektrociepłownia Białystok Company.
- Consolidation of PEC Oborniki shares.
- Acquisition by ENEA S.A. shares in ELKO Trading.
- ELKO Trading changed its name to ENEA Trading (30.10.2012).

## 1.2 Financial results

Net sales revenues of ENEA Capital Group in 2012 increased by 4% and amounted to PLN 10 096 032 thousand.

### Structure of sales revenues



In 2012, revenues **from sales of electricity** amounted to PLN 6 768 335 thousand which is a 4% increase compared to 2011. It resulted from an increase in revenues from sales of electricity to end users by PLN 173 231 thousand. Revenues from sales of electricity in ENEA Wytwarzanie also increased by PLN 66 545 thousand.

Revenues from **sales of distribution services** in 2012 amounted to PLN 2 813 446 thousand which is an increase by about PLN 171 336 thousand compared to 2011. This increase resulted, in particular,

from the increase of the amount of electricity supplied to end users by 102 GWh and 4.8% increase in the average selling price of distribution services.

As at 31 December 2012 the total amount of ENEA Capital Group assets amounted to PLN 14 710 462 thousand.

🔗 Current financial data of the Company is available at: <http://www.ir.enea.pl/>. Detailed financial information for 2012 is available in the Report of the Management Board on the operations of ENEA Capital Group in 2012, the report is available at: [http://www.ir.enea.pl/en/stock\\_market\\_reports/interim\\_reports/enea\\_capital\\_group\\_consolidated\\_annual\\_report\\_for\\_2012/](http://www.ir.enea.pl/en/stock_market_reports/interim_reports/enea_capital_group_consolidated_annual_report_for_2012/)

## Corporate governance

ENEA S.A. manages all the companies that are part of the ENEA Capital Group. The Company is listed on the Warsaw Stock Exchange, and its main shareholder is the State Treasury, which holds a 51.51% stake in the Company.

The Company is managed by the Management Board, whose members are appointed for a joint three-year term. The Supervisory Board is the supervisory body.

## The Management Board

The Management Board is responsible for coordinating issues related to the overall activities of the Company and the Capital Group. Evaluation of the Management Board members depends on the financial performance of the ENEA Capital Group as well as the level of implementation of the corporate strategy of ENEA Capital Group.

Krzysztof Zamasz	President of the Management Board
Dalida Gepfert	Member of the Management Board for Financial Affairs
Grzegorz Kinelski	Member of the Management Board for Commercial Affairs
Paweł Orlof	Member of the Management Board for Corporate Affairs

*(as at 28.10.2013)*

## The Supervisory Board

The Supervisory Board of ENEA S.A. is responsible for supervising the Company's operations in all areas of business activity. The Management Board, among others, assess the Report of the Management Board on the Company's operations and submits an annual report on the evaluation to the General Meeting of Shareholders. According to the Statute of ENEA S.A. The Supervisory Board may consist of 6 to 15 members appointed by the General Meeting, the Company's employees and the State Treasury - the main shareholder of ENEA S.A.


Wojciech Chmielewski	Chairman
Jeremi Mordasewicz	Vice-chairman
Michał Kowalewski	Secretary
Sławomir Brzeziński	Member
Przemysław Łyczyński	Member

Sandra Malinowska	Member
Tadeusz Mikłosz	Member
Małgorzata Niezgoda	Member
Torbjörn Wahlborg	Member

(as at 28.10.2013)

Duties, powers and rules of the Management Board and the Supervisory Board are primarily defined in:

- *Code of Commercial Companies*
- *Statute of ENEA S.A.*
- *Rules of the Management Board of ENEA S.A.*
- *Rules of the Supervisory Board of ENEA S.A. in Poznań*
- ENEA S.A. include in its business principles rules of corporate governance as attachment to Resolution No. 20/1287/2011 of the Warsaw Stock Exchange on 19 October 2011, as amended. d., under the name of *Best Practices for WSE Listed Companies*.

 **More information is available in the Report of the Management Board on the operations of ENEA Capital Group in 2012:**  
[http://www.ir.enea.pl/en/stock\\_market\\_reports/interim\\_reports/enea\\_capital\\_group\\_consolidated\\_annual\\_report\\_for\\_2012/](http://www.ir.enea.pl/en/stock_market_reports/interim_reports/enea_capital_group_consolidated_annual_report_for_2012/)

## Changes in the composition of the Management Board and the Supervisory Board in 2012

In 2012, changes in the composition of the ENEA S.A. Management Board and Supervisory Board took place. On 1 January 2012, the Management Board of ENEA S.A. consisted of the following persons:

- Maciej Owczarek - President of the Management Board,
- Hubert Rozpędek - Member of the Management Board of Economic Affairs,
- Krzysztof Zborowski – Member of the Management Board for Generation.

As a result of a dismissal and resignation of individual members of the Management Board, the composition of this body in 2012 and in the beginning of 2013 has changed.

As at 1 January 2012, the Supervisory Board of ENEA S.A., VII term of office consisted of nine members:

- Wojciech Chmielewski - Chairman of the Supervisory Board,
- Jeremi Mordasewicz,
- Michał Kowalewski,
- Małgorzata Aniołek,
- Agnieszka Mańkowska,
- Tadeusz Dachowski,
- Paweł Lisiewicz,
- Mieczysław Pluciński,
- Graham Wood.

During 2012 Mr Sławomir Brzeziński was appointed to the Supervisory Board. In addition, VIII term of office of the Supervisory Board began in mid-year. It's composition was expanded to 10 persons.

## 1.4 Ethics

Preparations for the development and implementation of the Code of Conduct have been commenced in 2012. These works are continued in 2013 as part of the charting and implementation of the code of ethics project applicable in the entire ENEA Capital Group.

Issues related with the area of anti-corruption in the workplace in the majority of companies are regulated by Labor Regulations and the Capital Group companies does not have separate procedures in this regard. In ENEA S.A. *An internal policy of conduct in the case of notification or discovery of unacceptable behavior in ENEA S.A.* was adopted in 2012. From the other hand, in ENEA Operator Company *Code of Good Practices ENEA Operator* is applicable.

### CODE OF GOOD PRACTICES ENEA OPERATOR

The Company has implemented the *Code of Good Practices* in 2011, which is a formal set of principles, values and standards of ethical behavior, defining the treatment and behavior and relationships in the company's micro-world, as well as with the external environment – especially with Customers and partners.

The Code is designed to increase the involvement of employees, develop appropriate attitudes of employees, and to strengthen identification with the workplace. Commitment to a particular code of conduct has been grouped into five main categories:

- internal relations
- relationships with Clients
- relationships with business partners
- relationships with media representatives
- relationships with local communities.

☞ Code of Good Practices is available at: <http://www.operator.enea.pl/29/o-nas/kodeks-dobrych-praktyk-1062.html>.

In none of the ENEA Capital Group companies cases of corruption were confirmed in 2012.

## 1.5 CSR Strategy

The notions from within the corporate responsibility were made more detailed in the *Strategy of Corporate Social Responsibility of ENEA Capital Group* being implemented from 2010. CSR was also included as one of 3 strategic pillars of the business strategy of ENEA Capital Group realized in 2012.

### ENEA CAPITAL GROUP STRATEGY OF CORPORATE SOCIAL RESPONSIBILITY:

#### Goal 1.

Ensuring well-balanced human resource management.

#### Goal 2.

Ensuring a dialogue with stakeholders and the local community and taking their voice into account in business operations.

#### Goal 3.

Promoting pro-environmental practices and behaviours.

CSR objectives included in the strategy are implemented by each company accordingly to individually established operational plans. Companies report to the Manager for Corporate Social Responsibility at ENEA S.A. the level of implementation of these plans for a given year.

Thanks to the implemented strategy and reporting in 2012, ENEA S.A. was awarded for the communication and transparency of non-financial data, such as environmental, social issues and corporate governance within the project "Analysis of ESG data in Poland", implemented by the Association of Stock Exchange Issuers. ENEA S.A. was among the 30 awarded companies listed on the stock exchange.



Since 2011 ENEA S.A. is the member of the international UN initiative Global Compact - the world's largest, voluntary initiative for corporate responsibility and sustainable development. Global Compact was inaugurated by the UN Secretary General Kofi Annan in 2000.

The Initiative is based on respecting 10 rules in the areas of human rights, labour, natural environment, anti-corruption and promoting corporate social responsibility. ENEA S.A. by joining the initiative obliged itself to respect these principles.

#### CASE STUDY

##### **ENEA S.A. partner of the publication "How to gain responsibility"**

In 2012, ENEA S.A. and the Stock Exchange in Warsaw took over the patronage of the publication on the importance of CSR strategies of the publicly traded companies. The publication published by the training and consulting company CSRinfo and the Association of the Stock Exchange Issuers presented best practices from the area of corporate responsibility and sustainable development.

 The publication is available at:

[http://www.csrinfo.org/images/stories/Publikacje2012/jak\\_zyskac\\_na\\_odpowiedzialnosci\\_csrinfo.pdf](http://www.csrinfo.org/images/stories/Publikacje2012/jak_zyskac_na_odpowiedzialnosci_csrinfo.pdf)

## 1.6 Key investments

The priority for ENEA Capital Group's development is the realization of strategic goals. The business strategy in force in 2012 was based on three pillars: development of operations, improvement of operating efficiency and building a socially responsible business. The companies realized these strategies through numerous investments, e.g. in the extension and modernization of the infrastructure, in new generating capacities and renewable energy sources.

During the subsequent years activities within this field will be developed pursuant to the guidelines of a new, adopted in H2 2013, "Corporate Strategy of ENEA Capital Group for the period 2014 – 2020". In accordance with the new strategy the superior idea of the Group operations is building a value for shareholders and ensuring energy supply safety for customers.

In the "generation" segment the main objective for the coming years is a construction of a new coal-fired power block of a total capacity of 1 075 MW gross in Koźienice. The new investment will be put into operation in 2017. It shall be constructed by a consortium of Hitachi Power Europe GmbH and Polimex - Mostostal S.A. Capital provided for the investment is approximately 5.1 billion PLN (net without financing costs). Simultaneously, the Capital Group invests in the modernization of the remaining blocks 200 and 500 MW operating within ENEA Wytwarzanie.

Capital expenditures of ENEA Capital Group related with **renewable energy sources** exceeded PLN 355 million in 2012. In April ENEA S.A. acquired all the shares of the Windfarm Polska company engaged in the production of electricity. Belonging to the Company wind farm is located in Bardy in the zachodnio-pomorskie voivodeship and consists of 25 wind turbines. It shall generate approximately 150 thousand MWh of electricity per year. Further investments in green energy are also planned. By 2020 ENEA Wytwarzanie is to achieve 250-350 MW of installed capacity in wind. The Company is also investing to increase its generating capacities in biogas.

**In the "distribution" segment** ENEA Operator Company suffered in 2012 capital expenditures of approximately PLN 868 755 thousand gross, which is around 102% of the planned expenditure. New investments are to ensure an appropriate level of network reliability, secure the required quality of electricity supply and allow for the implementation of obligations under the Energy Law for connecting energy consumers and producers to the distribution network.

The main directions of ENEA Operator investments included in the investment plan for 2012 are related to network investments, for which almost 90% of the expenditure layout was spent in 2012. Furthermore, investments were also connected with information and communication technologies as well as infrastructure to support business.

Network investments included, among others, connections of new Customers and new sources, and thus the construction of new networks and modernization works associated with improvement of service quality.

The most important network investments carried out by ENEA Operator in 2012 include:

- construction of 110/15 kV station in the villages Niwa, Piastowice, Gądko, Włoszakowice and Babimost,
- construction of 110 kV overhead power line Środa - Kromolice (in the first stage Środa - Słupia Wielka)
- modernization of 110 kV overhead power line Kamień Pomorski - Reclaw,
- modernization of 110 kV overhead power line Kamień Pomorski - Gryfice,
- modernization of 110 kV overhead power line Morzyczyn - Drawski Młyn,
- modernization of 110 kV overhead power line Kluczewo - Barlinek.



ENEA S.A. concluded a framework agreement on the **exploration and extraction of carbohydrates from shale** on 4 July 2012. The following companies joined the agreement: ENEA S.A., PGNiG S.A., KGHM Polska Miedź S.A, PGE S.A. and Tauron Polska Energia S.A. Estimated expenditures for prospecting, exploration and gas production in the first three locations Kochanowo, Częstkowo and Tępcz pads amount to PLN 1.72 billion.

ENEA Capital Group also plans to participate in the construction of the Polish nuclear power plant. ENEA S.A., KGHM Polska Miedź S.A., PGE S.A. and TAURON Polska Energia S.A. signed a letter of intent in September 2012 to take steps to establish the principles of cooperation in the construction of the **first Polish nuclear power plant**.

## 1.7 Awards

<b>Ranking of 100 Most Valuable Companies by Newsweek 2011</b>	ENEA Capital Group took twelfth place. The ranking indicates increase in the Company's value by 12% compared to 2010. The ranking includes 100 most successful Polish companies employing more than 250 employees.
<b>European TOP 500, Rzeczpospolita daily</b>	ENEA Capital Group was 19 <sup>th</sup> on the list. The ranking took into account such factors like sales revenues and generated profit.
<b>Great Pearl of the Polish Economy 2012, Polish Market</b>	Awards granted to ENEA S.A. for the biggest progress in the usage of three factors of production: capital, fixed assets and work.
<b>Trusted Brand Gold Award European Trusted Brands</b>	Award granted to ENEA brand in the "Electricity Provider" category. The award is granted on the basis of the results of European Trusted Brands research, involving 27,000 respondents from 15 European countries.
<b>"Benefactor of the Year", Academy for the Development of Philanthropy in Poland</b>	ENEA Operator Award received an award granted to companies that set new trends in social commitment. The award was given for innovative employee volunteer program - education in the first aid.
<b>ENEA Capital Group winner of the 100 Percent Employee Volunteering Awards, Volunteer Center</b>	Award in the category of "Program Debut" for the comprehensive management of employee volunteering program in different companies of the ENEA Capital Group. In the first edition of 100 Percent Employee Volunteering Awards, 36 initiatives were reported.
<b>Award in the competition of advertising industry "Idea Awards" for television commercial "In contact with nature"</b>	TV commercial of ENEA S.A. "In contact with nature," won the prestigious award in the category "Products and services – television". During the 21 edition the Internet users and the international jury evaluated over 500 commercials.
<b>ENEA S.A. among the 30 best stock exchange listed companies for reporting non-financial data</b>	The award was given for the communication and transparency in the field of non-financial data: environmental, social and governance (ESG) in the project "ESG data analysis in Poland."
<b>Business Innovation Awards</b>	Institute for Eastern Studies and the Polish Market magazine awarded ENEA Capital Group for inspiring the university teaching and learning processes for the development of innovation in the energy sector.
<b>Integration Foundation Certificate "User Friendly Website for People with Disabilities "</b>	ENEA SA received certificate as the first company in Poland. It was granted for adapting website to the needs of users with disabilities. Service was tested for accessibility to several user groups, including people with different disabilities. Introduced modifications take account of international web accessibility standards WCAG 2.0.
<b>ENEA S.A. and ENEA Operator in the Report "Responsible Business in Poland in 2011. Good Practices" issued by the Responsible Business Forum (RBF)</b>	Two examples of responsible actions conducted by ENEA S.A. are presented in the report for the second year in a row. Educational program for children "Electricity is not so terrible" was presented under the "Commitment and community development" and project of environmental education "In contact with nature" was presented under the "Natural Environment". The report also presented social activities undertaken by the ENEA Operator Company: "Academy of a Safe Kindergarten Pupil", "Code of Good Practices", "Live-line working 2010+" project and employee volunteering "First Aid - premedical rescue".

<b>Statuette "Friend of the Enchanted Bird" Anna Dymna Foundation and Telewizja Polska S.A.</b>	ENEA SA received the award for supporting vocally talented young people with disabilities.
<b>Energotest award for ENEA Wytwarzanie engineers.</b>	The Company received an award from the Energotest Company for professionalism, knowledge, engineering and technical capabilities of ENEA Wytwarzanie employees. On its 20th anniversary, the Energotest Company awarded companies which contributed to the development of the most innovative engineering solutions.
<b>IQMS Certificate for ENEA Wytwarzanie</b>	In June 2012 the Company received a certificate confirming the implementation of the Integrated Quality Management System, Environmental, Health and Safety requirements of the following standards: ISO 9001, ISO 14001, PN 18001, OHSAS 18001 within the generation and trading of electricity as well as generation, transmission and distribution of heat.
<b>Prestigious certificates "Highest quality" for BHU and Eneos companies</b>	BHU Company received certificate for the second time. In addition, individual prize and the title of the "Best Quality Manager" have been awarded to Piotr Koczorowski, President of the Eneos Management Board.

## 1.8 Membership in organizations

The ENEA Capital Group companies belonged to the following organizations in 2012:

COMPANY	ORGANIZATION
<b>ENEA S.A.</b>	Institute of Internal Auditors IIA
	Polish Association of Energy Traders
	Polish Association of Stock Exchange Issuers
	Polish-Spanish Chamber of Commerce
	Business Centre Club
	Wielkopolska Chamber of Commerce and Industry
	CEEP Central Europe Energy Partners
<b>ENEA Wytwarzanie</b>	Chamber of Commerce for Energy and Environmental Protection
	Economic Society Polish Power Plants
	The Power Plant Employers Union
	Polish Red Cross, Kozienice Management Board
	Polish Club POLLAB Laboratories
	Association of Polish Electrical Engineers, Branch in Radom
	Business Centre Club
<b>ENEA Operator</b>	Izrael-Poland Chamber of Commerce
	Wielkopolska Employers Association
	Wielkopolska Capital Club Sp. z o.o.
	Partner Club of University of Economics in Poznań
	Lubuskie Association for Energy Development
	Energy Employers Association in Warsaw
	Association of Polish Electricians
<b>ENERGOMIAR</b>	Polish Power Transmission and Distribution Organisation
	EDSO for Smart Grids
<b>ENERGOBUD Leszno</b>	Polish Power Transmission and Distribution Organisation
<b>ENERGOBUD Leszno</b>	STELLEN Association
<b>Energio-Tour</b>	Wielkopolska Chamber of Commerce and Industry
	Employers Organization
<b>Elektrociepłownia Białystok</b>	The Combined Heat and Power Station Association of Employees
	Chamber of Commerce for Energy and Environmental Protection
	Polish Association of System Heat and Power Plants
	Association of Polish Electrical Engineers
	Polish Chamber of Commerce of Heat Engineering
<b>Elektrownie Wodne</b>	Polish Hydropower Association
	Energy Employers Association
	Polish Wind Energy Association
<b>MEC Piła</b>	Polish Chamber of Commerce of Heat Engineering
	Heat Engineering Employers Association
	Chamber of Commerce of Northern Wielkopolska
<b>PEC Oborniki</b>	Polish Chamber of Commerce of Heat Engineering
<b>Eneos</b>	Energy Employers Association
<b>Hotel Edison</b>	Poznań Local Tourist Organization

## MAP OF ENEA CAPITAL GROUP STAKEHOLDERS

ENEA Capital Group analyzes its business surrounding i.e. stakeholders and their expectations. For the first time we had analyzed the map of our stakeholders and engaged them in order to learn on their expectations and opinions during the creation of the CSR Strategy of ENEA Capital Group. In subsequent years we involved stakeholders in the reporting process.

"Ensuring dialogue with stakeholders, including local communities and taking into account their voice in the business operations" objective is one of the three key areas established by the CSR Strategy of ENEA Capital Group.

The quality of stakeholder relations has a direct impact on our business not only in the context of maintaining the Customer base, but also within planned and ongoing investments and operation of the existing infrastructure.

STAKEHOLDERS	WE COMMUNICATE WITH THEM BY MEANS OF:
<b>Investors</b>	<ul style="list-style-type: none"> <li>• Investor Relations Office</li> <li>• Face-to-face meetings with investors</li> <li>• Meetings, such as road shows, participation in conferences, events and lectures</li> <li>• Applications for investor relations, available on appliances iPhone / iPad and Android smartphones</li> <li>• Website</li> <li>• Current and quarterly reports</li> <li>• Annual report</li> <li>• CSR report</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Employee satisfaction research</li> <li>• Meetings, trainings, team building</li> <li>• Cooperation with trade members</li> <li>• Intranet</li> <li>• Newsletters</li> <li>• TOP 300 meetings and newsletters</li> <li>• Broadcasting system</li> <li>• Employee volunteer program</li> <li>• Annual report</li> <li>• CSR report</li> <li>• Community engagement report</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>• Direct contact with the Client Service Office</li> <li>• Customer Hotline</li> <li>• Customer satisfaction research</li> <li>• Special website tabs at <a href="http://www.enea.pl">www.enea.pl</a> dedicated to different Customers, such as "Energy for Home," "Energy for Business"</li> <li>• Customer Forum at <a href="http://www.enea.pl">www.enea.pl</a>, chats, blogs</li> <li>• Channel ENERGA NEWS at <a href="http://www.elko.com.pl">www.elko.com.pl</a></li> <li>• Customers environmental education through actions such as "In contact with nature," and dedicated educational and social portal <a href="http://www.wkontakcieznatura.pl">www.wkontakcieznatura.pl</a></li> <li>• Meetings and events organized for key business Customers</li> <li>• Annual report</li> <li>• CSR Report</li> </ul>

<b>Local authorities</b>	<ul style="list-style-type: none"> <li>• Direct meetings, participation in local events</li> <li>• Representatives of ENEA S.A. take an active part in the working group appointed by the governor of Wielkopolska. Its goal is to identify the essential social needs and planning measures for their implementation.</li> <li>• Channel ENERGY NEWS <a href="http://www.elko.com.pl">www.elko.com.pl</a></li> <li>• Website</li> <li>• Conferences</li> <li>• Community engagement report</li> <li>• CSR Report</li> </ul>
<b>Local communities, public opinion</b>	<ul style="list-style-type: none"> <li>• Direct meetings and cooperation with representatives of the local communities</li> <li>• Communication with local and national media</li> <li>• Participation of ENEA Capital Group and ENEA S.A. employees in activities for the sake of local communities within Employee Volunteer Program</li> <li>• <a href="http://www.enea.pl">www.enea.pl</a> website, including extensive website tab dedicated to corporate social responsibility, ENEA S.A. strategic goals in that respect and their implementation</li> <li>• Profile on Facebook dedicated to environmental education</li> <li>• Lectures and participation in industry events and events dedicated to corporate social responsibility</li> <li>• Community engagement report</li> <li>• CSR Report</li> </ul>
<b>Non-governmental organizations, beneficiaries, social partners, scientific institutions</b>	<ul style="list-style-type: none"> <li>• Website</li> <li>• Application form for beneficiaries</li> <li>• Direct contact</li> <li>• Dialog during the implementation of shared projects</li> <li>• Community engagement report</li> <li>• CSR Report</li> </ul>
<b>Contractors and suppliers</b>	<ul style="list-style-type: none"> <li>• Direct communication with dedicated people from individual companies of the Capital Group appointed for cooperation</li> <li>• Website</li> <li>• Competitions and tenders</li> <li>• Industry meetings, trade fairs</li> <li>• Annual report</li> <li>• CSR Report</li> </ul>
<b>Industry organizations</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Trade fairs</li> <li>• Membership in organizations</li> <li>• Participation in working groups, authorities, industry organizations</li> <li>• Annual report</li> <li>• CSR report</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>• Press office and communication</li> <li>• Contact by the dedicated e-mail</li> <li>• Website</li> <li>• Meetings with media representatives</li> <li>• Community engagement report</li> <li>• CSR Report</li> </ul>
<b>Public administration</b>	<ul style="list-style-type: none"> <li>• Reports</li> <li>• Annual report</li> <li>• CSR Report</li> <li>• Direct meetings</li> <li>• Conference</li> </ul>
<b>Natural environment</b>	<ul style="list-style-type: none"> <li>• We communicate our impact on environment through statements and reports sent to government entities dedicated to environment protection and through the CSR Report.</li> </ul>

## 2 Clients

- 2.1. Development plans
- 2.2. Communication with Clients
- 2.3. Client satisfaction surveys
- 2.4. Privacy policy

## 2. CLIENTS

Companies of ENEA Capital Group deliver its services to more than 2.4 million customers. In accordance with *Corporate Strategy of ENEA Capital Group for the period 2010 - 2015 with a perspective to 2020*, the *Capital Group* priorities include activities aimed to improve quality of Client service and efficiency of provided services.

Trading, generation and distribution of electricity is the core business of ENEA Capital Group. Companies which constitute to the Capital Group are also involved in the supply of services in the field of power engineering, Client service and related, supporting activities.

ENEA S.A. is engaged in wholesale trading and sale of electricity to retail and institutional clients. The Company has sales offices in Bydgoszcz, Gorzów Wielkopolski, Poznań, Szczecin and Zielona Góra. ENEA S.A. also sells electricity to Customers connected to the network of other operators than ENEA Operator. The Company sold to such customers about 3.1 TWh of energy in 2012. ENEA Centrum Company is responsible for individual Client service in the name and on behalf of ENEA S.A.

### 2.1 million individual Clients

### 0.3 million institutional Clients (including companies, governments)

ENEA Operator delivers electricity to more than 2.4 million Customers in western and north-western Poland. The Company operates on the area of 58 213 km<sup>2</sup>, in six voivodeships: wielkopolska, zachodnio-pomorskie, lubuskie, kujawsko-pomorskie and in a smaller extent dolnośląskie and pomorskie.

### ENEA OPERATOR PROGRAM OF COMPLIANCE

As the ENEA Operator is the independent distribution system operator it needs to fulfil special responsibilities. Therefore, in accordance with Article 9d paragraph 4 of the Energy Law, we have developed and applied the Program of Compliance.

The objective of adopted by us Program of Compliance is to ensure equal and non-discriminatory treatment of the current and potential users of the distribution system. The Program of Compliance is valid from 30.06.2011. It was adopted by the resolution of ENEA Operator Management Board dated 21.03.2011, and then approved by the President of ERO with decision No. DPK-7124-9 (5) 2011/MiKo as at 30.03.2011.

Areas in which ENEA Operator Sp. z o.o. guarantees equal treatment and non-discrimination:

- connection to the distribution network,
- provision of distribution services and change of the services provider,
- complaints handling,
- elimination of disruptions and failure,
- provision of measurement data used for settlements, balancing, and settlement of the system users imbalance,
- protection of sensitive information,
- provision of information to current and potential system users.

 Full text of the program is available at [www.operator.enea.pl](http://www.operator.enea.pl)

ENEA Capital Group did not record any significant penalties resulting from non-compliance in 2012.

## 2.1 Development plans

ENEA Capital Group ambition is to be a leader in the energy sector in the retail and Client service, including the service quality of individual and institutional Clients. This objective is related with the launch of a number of processes to increase the efficiency of the ENEA Capital Group companies in this area and is associated with significant investments.

In September 2012, ENEA S.A. adopted *a Sales strategy of ENEA S.A. in retail area for years 2013-2016*. The strategy envisages further expansion of retail sales outside the historic area of the Company and improvement of efficiency, client service and efficiency of wholesale trade.

### PILLARS OF ENEA S.A. SALES STRATEGY IN RETAIL AREA FOR YEARS 2013-2016

1. Expansion of retail sales (acquiring new Customers outside the historical area, maintaining and recovery of Clients in the historical area and development of competences within gas trading).
2. Effectiveness of Client service (development of new channels of Clients service and acquisition, improvement of Client service and its efficiency, cost optimization).
3. Efficiency in wholesale trade (improvement of: purchasing efficiency in the wholesale market, forecasting and risk and portfolio management).

In the area of Client service, a so-called: The Program of Client Service Model Change was accomplished in 2012. Within its framework, the following projects and initiatives were conducted to achieve key objectives:

- increase of the effectiveness of Clients' acquisition and maintaining
- increase in the level of Client service quality
- reduction of the unit cost of Client service.



## 2.2. Communication with Clients

ENEA Capital Group companies offer to their Customers a variety of communication forms appropriate to possibilities and Clients' needs.

Main communication channels used by the ENEA Capital Group's Clients:

- **Means of online contact**, i.e. companies websites, online contact forms, email, online Client service OCS.
- Direct contact through the **Client Service Office** CSO (including CSO ENEA Operator, ENEA S.A., BHU S.A.), points of sale and sales offices (ITSERWIS)
- **Direct contact** through seminars, trade fairs, trainings and conferences organized by companies (e.g. Eneos) or other entities.
- **Contact by phone**, traditional mail and leaflets, brochures and printed materials.

### Contact with the Customer in selected companies of the ENEA Capital Group

COMPANY	MAIN COMMUNICATION CHANNELS WITH THE CUSTOMER
ENEA S.A.	Client Service, Sales Offices, call center, website, advertisements and announcements in local newspapers, business Clients specialists, satisfaction surveys of business and individual Customers.
ENEA Operator	Online Client Service OCS, Call Center, website and contact forms on the website, email, newsletter, direct contact by means of Client Service Office (CSO).
Elektrociepłownia Białystok	Traditional post, e-mail, phone, a survey of customer satisfaction survey, meetings with key Customers during the periodic meetings of dispatcher and maintenance services. Cooperation with key Customers is assessed periodically during meetings of dispatcher and maintenance services.
Elektrownie Wodne	Contact by phone, traditional post and e-mail, corporate intranet, direct meetings.
MEC Piła	Website <a href="http://www.mecpila.pl">www.mecpila.pl</a> , Client Service Office, surveys during direct meetings
BHU	Client Service Offices in the Company's branches, website, online shop: <a href="http://www.e-bhu.pl">www.e-bhu.pl</a> , Original Quality Management System with the procedure of Client satisfaction measurement.
Eneos	Organization of trade fairs and conferences, websites: <a href="http://www.eneos.pl">www.eneos.pl</a> and <a href="http://www.eneakomfort.pl">www.eneakomfort.pl</a> , traditional post, e-mail, direct meetings with Clients, Eneos participation in conferences, trade shows, seminars, media (press, radio, TV), Client satisfaction surveys, telemarketing.
EP Zakład Transportu	Client Service Office CSO, website, email, client satisfaction survey.
Energomiar	Website, Client satisfaction survey, sales department - direct contact with sales specialists.
ENERGOBUD Leszno	Website, email, Client satisfaction surveys, trainings and conferences.
ITSERWIS	Website, eleven Points of Sale, two Trade Offices, e-mail, phone, direct contact, trainings and business conferences for key Clients.
Energio-Tour	Website, email, advertisements in press.
Hotel Edison	Website, direct contact.
NZOZ Centrum Uzdrowiskowe ENERGETYK	Website, Client satisfaction surveys, direct contact with the Customer.

## CASE STUDY

### "More Light" Fairs 2012

The Eneos Company organized in Międzyzdroje on 10 - 11 of May fairs at which representatives of governments, including the Company's Customers were able to learn how to illuminate the district in a modern and efficient way. It is one of the key initiatives of the market and Clients education in the field of efficient lighting modernization led by Eneos.

Also ENEA S.A., ENEA Operator and Energomiar participated in the "More Light" fairs . The event was attended by lighting manufacturers, a large group of representatives from local governments and energy companies. Fairs allowed for presentation of innovative solutions related to the lighting of roads and public spaces. The event was also accompanied with a series of presentations, allowing to expand knowledge of fair's participants about technical and formal - legal issues on lighting.

## 2.3. Client satisfaction surveys

Client satisfaction surveys are one of the important channels of communication with the Client. In 2012 Client satisfaction surveys were carried out by such companies like: ENEA S.A., ENEA Centrum, Eneos, Elektrociepłownia Białystok, ITSERWIS, NZOZ Centrum Uzdrowiskowe ENERGETYK, Energormiar, EP Zakład Transportu, BHU. Also ENERGOBUD Leszno analysed Customer evaluation of service quality and satisfaction with the sales and after-sales service. Average Clients evaluation of this company was "good".

In the Client satisfaction surveys ENEA S.A. compared how the analysed indicators translate into Clients satisfaction and Clients of competitive companies. The Client satisfaction level was examined, among others, in the areas of an account manager, operations and employees of Client Service Offices (CSO) and Sales Offices, functioning of a Call Centre, website, complaint procedures and billing, price-performance ratio, the quality of services and products, brand perception.

Survey results indicate a high level of ENEA S.A. Client satisfaction. It is accompanied by positive feedback from Customers about the brand - both among business and individual Clients. The Client satisfaction is built, beyond the rational factors of product and price, by Customer orientation and brand image.

#### CASE STUDY

##### **The scope of Client service quality standards by ENEA Operator.**

ENEA Operator is required to:

- accept, twenty-four hours, notifications and complaints about the provision of electricity,
- promptly remove all distortions in the supply of electricity,
- provide, at the client request, information about the expected date of delivery of electricity supply interrupted due to the network failure,
- notify customers - at least five days in advance - on the dates and duration of planned interruptions in the supply of electricity in the form of newspaper advertisements, radio announcements or other customary means (for example, advertisements in buildings),
- provide, free of charge, information on the settlement rules and introduced tariffs,
- examine customer requests or complaints regarding billing and to give answer not later than 14 days from the date of the request or complaint, unless the contract specifies another date, with the exception of matters concerning the control of technical parameters which the Company is required to conduct at the request of the recipient,
- give a discount upon examination of the request and the recognition of its legitimacy in the amount specified in the tariff.

## 2.4 Privacy policy

One of the important aspects of social responsibility in the area of relations with the Clients is privacy policy for ENEA Capital Group, including personal data of Customers. Companies of the ENEA Capital Group companies are guided in this respect by the Polish legal requirements.

Information security management system based on standard ISO27001: 2005 includes an Integrated Management System implemented in the ENEA S.A. Company. Furthermore, Information Security Management System (ISMS) has been also implemented by the ENERGOBUD Leszno Company. The ENEA Capital Group companies did not record any substantiated complaints regarding breaches of customer privacy and losses of personal data in 2012.

### 3 Environment

#### 3.1. Environmental impact management

#### 3.2. Emissions

#### 3.3. Water and raw materials

#### 3.4. Energy

#### 3.5. Effluents and waste

#### 3.6. Renewable energy sources

## 3. ENVIRONMENT

Interaction between the natural environment and the business operations of ENEA Capital Group, especially companies of the "generation" and "distribution" segments have a bearing on the scale and nature of the Company. As such they are also included in the Company's strategy.

### Priority aspects in the environmental area of the ENEA Capital Group:

- emissions of carbon dioxide, energy and its usage,
- water - the scale of its usage and responsibilities associated with the minimization of potential negative impacts on water resources,
- waste management,
- raw materials - mainly used in the main activities of the ENEA Capital Group, i.e. for energy production,
- compliance with the laws in the area of impact on the environment and its protection.

Furthermore, internal analysis of the Company, opinions and expectations of its stakeholders identified **other important issues**. The first one relates to the activities and plans of the Company in the field of renewable energy sources. The second issue concerns the emission of gases other than carbon dioxide and having a significant impact on the environment.

ENEA Capital Group evaluates its impact on the environment, in accordance with Polish law. Then reports information in this field to the relevant regulators and government entities. Moreover, the Capital Group also obeys the international directives and guidelines.

### 3.1. Environmental impact management

Environmental issues affect the shape and implementation of the strategic objectives pursued in 2012 by ENEA Capital Group such as: "Development and diversification of generation capacity", "Development and modernization of distribution networks" and "Provision of technical and technological development." They have been described in the business strategy of ENEA Capital Group realized in 2012.

The Capital Group analyses risks related with the impact on the environment in the context of its business operations. Information about key risks identified by the Capital Group are communicated in the Report of the Management Board on the operations of ENEA Capital Group in 2012 (pages 78-93), including the risks associated with environment protection (page 91).

📄 The Report is available in the Investor Relations tab of ENEA S.A. website:

[http://www.ir.enea.pl/en/stock\\_market\\_reports/interim\\_reports/enea\\_capital\\_group\\_consolidated\\_annual\\_report\\_for\\_2012/](http://www.ir.enea.pl/en/stock_market_reports/interim_reports/enea_capital_group_consolidated_annual_report_for_2012/)

*Strategy of corporate social responsibility of ENEA Capital Group* is also a strategic document. One of its three objectives is "promotion of environmentally-friendly practices and behaviours."

Each of the ENEA Capital Group companies differ in terms of the scale and nature of their operations. Often, these differences are very significant. Therefore, they implement separate systems for monitoring and management of the environmental impact.

#### IMPLEMENTED MANAGEMENT SYSTEMS

- ENEA S.A. - Environmental Policy
- ENEA Wytwarzanie - Integrated Quality Management System, Environmental, Health and Safety in accordance with the requirements of BS-EN ISO 9001:2009, ISO 14001:2005, PN-N-18001:2004, OHSAS 18001:2007, within: generation and trade of electricity, generation, transmission and distribution of heat
- Elektrownie Wodne - Integrated Quality and Environmental Management based on ISO 9001 and ISO 14001
- Eneos - ISO 9001:2008 norm
- ITSERWIS - ISO 9001:2009 norm
- MEC Piła - ISO 14001 norm
- Elektrociepłownia Białystok - ISO 14001:2004 norm on environmental management.
- ENERGOBUD Leszno - Quality Management System norm according to PN-EN ISO 9001:2001 and PN-EN ISO 14001:2005 norm

## 3.2. Emissions

ENEA Capital Group is operating on the basis of the Polish and EU regulations on emissions. The main regulations include, among others:

- Directive 2003/87/EC of 13 October 2003 establishing a scheme for greenhouse gas emission allowances,
- Commission Decision 2004/156/EC of 29 January 2005 establishing guidelines regarding the monitoring and reporting of greenhouse gas emissions,
- Act of 28.04.2011 on the greenhouse gas emission allowance trading scheme (Journal of Laws No. 122, item. 695).

### Emissions of carbon dioxide

In accordance with applicable legal requirements, monitoring of carbon emissions is carried out in four entities:

1. Elektrociepłownia Białystok,
2. ENEA Wytwarzanie,
3. PEC Oborniki,
4. MEC Piła.

## Emission of carbon dioxide in the companies from "generation" segment" [Mg]

COMPANY	2011	2012
ENEA Wytwarzanie	10 299 069,00	9 925 556,00 (without biomass)
Elektrociepłownia Białystok	485 047,00	331 614,00 (without biomass)
PEC Oborniki	12 420,79	14 859,90
MEC Piła	86 081,00	82149,00

## Emission rate of carbon dioxide in ENEA Wytwarzanie [kg/MWh] in 2010-2012

2010	2011	2012
880	866	839

## Emissions of sulfur oxides and nitrogen

The priorities of the "generation" segment companies, using conventional methods of energy production, is also minimization of the emissions of sulfur and nitrogen oxides. This is due to the need to adapt to the new, more stringent requirements associated with the introduction of industrial Emissions Directive (IED) in 2016.

## Emission of sulfur and nitrogen oxides in the companies from "generation" segment" [Mg]

COMPANY	2011		2012	
	SO <sub>2</sub>	NO <sub>x</sub>	SO <sub>2</sub>	NO <sub>x</sub>
ENEA Wytwarzanie	31 279.00	20 375.00	32 488.00	18 203.00
Elektrociepłownia Białystok	1 353.42	1 389.42	801.00	939.00
PEC Oborniki	65.30	26.94	61.80	29.70
MEC Piła	161.00	73.00	160.43	74.73

### CASE STUDY

#### ENEA Wytwarzanie activities to reduce emissions of sulfur and nitrogen oxides:

- construction of flue gas denitrification system (FGD)
- modernization of pulverized coal burners
- modernization of the electrostatic precipitators of unit 3
- investment in retrofitting refrigerating units in air conditioning systems from refrigerating factor R22 to MO59-21. Thanks to the retrofitting, ENEA Wytwarzanie reduces the use of substances that deplete the ozone layer.

The Company's **plans** related with the expected industrial Emissions Directive (IED), concerns building the fourth desulphurization system and buildings for catalytic denitrification installation in all power units.

### 3.3. Water and raw materials

#### Water

All companies of ENEA Capital Group benefit from water, the natural resource. However, there is a different scale of its use.

In its core business, the companies of “generation” segment use the biggest amount of water. As such they have the greatest impact on the water resources of Poland. In addition, they are the most responsible for protecting its quality. The main source of water supply for the companies is the urban network.

#### Total water withdrawal in the companies of ENEA Capital Group [m3]

COMPANY	2011	2012
ENEA S.A.	5791.28	1969.31
ENEA Operator	93 327.00	111 084.70
ENEA Wytwarzanie	5 222 986.00	7 874 767.00
Elektrociepłownia Białystok	911 536.00	554 571.00
MEC Piła	5 663.00	8 417.70
Elektrownie Wodne	3 726.00	3 599.00*
PEC Oborniki	2 389.00	3 066.50
ENERGOBUD Leszno	1 090.00	2 750.00**
BHU	1 158.00	1 433.64
NZOZ Centrum Uzdrowiskowe ENERGETYK	25 800.00	30 716.00
Energo-Tour	3 523.00	3 628.00
Energomiar	839.00	1 102.00
Eneos	1 219.00	952.38
EP Zakład Transportu	715.00	675.00
ENEA Centrum	no data ***	no data ***
ITSERWIS	936.00	498.00
Hotel EDISON	2000.00	2000.00
Windfarm Polska	-	no data ****

\* data for Płoty, Koronowo and Jastrowie branches. No data for Poznań and Gorzów Wielkopolski branches.

\*\* incomplete data. No data for part of facilities, due to the lack of information from the administrator of rented office spaces.

\*\*\* Not applicable. Settlement based on administrative agreements with ENEA Operator and ENEA S.A.

\*\*\*\* Not applicable. Information included in the water consumption of ENEA Wytwarzanie.

ENEA Capital Group did not record significant penalties related with the environmental impact and its management by the Company in 2012.

## Raw materials

The vast majority of the ENEA Capital Group providers are companies operating on the Polish market. Companies have individual purchasing policies and build, in accordance with them, relations with the suppliers. Suppliers of raw materials for the generation of electricity and heat are key elements of the supply chain from the ENEA Capital Group perspective, scale of orders and environmental impact. Suppliers of "distribution" segment are also significant, including suppliers of equipment and machinery used in the implementation of new projects and renovation of the existing distribution network.

**Hard coal** is the main raw material used by the "generation" segment in the ENEA Capital Group.

ENEA Wytwarzanie consumed 4 716 370.30 tonnes of hard coal in 2012. Furthermore, Białystok CHP used 157 453 tonnes of that raw material in 2012. MEC Piła and PEC Oborniki consumed in total 42 429 tonnes of coal dust. The Capital Group expects that in the coming years hard coal consumption in ENEA Wytwarzanie shall increase. It will be the result of the planned construction of a new power unit with a capacity of 1075 MW.

Lubelski Węgiel „Bogdanka” S.A. is the main supplier of hard coal to ENEA Wytwarzanie. It delivered about 3.3 million tonnes of that raw material in 2012. ENEA Wytwarzanie has also signed an agreement for the supply of coal from suppliers in Upper Silesia, i.e. with Katowicki Holding Węglowy S.A., Jastrzębska Spółka Węglowa S.A. and KHW S.A.

Over 90% of the hard coal supply is delivered to ENEA Wytwarzanie by **rail carrier** PKP Cargo S.A.

ENEA Wytwarzanie also purchased 6985 tonnes of fuel oil in 2012. PEC Oborniki consumed 711,628 of natural gas. Liszkowo biogas power plant consumed around 28 000 tonnes of substrates for biogas production.

Moreover, ENEA Wytwarzanie purchased 294,962.42 thousand of biomass for renewable energy generation. The Company generates energy through the combustion of biomass. These are mainly pellets and briquettes from sawdust and sunflower hulls. ENEA Wytwarzanie had contracts with 15 suppliers of biomass in 2012. 294,658.65 tonnes was consumed from the purchased biomass. Furthermore, Białystok CHP used 279,500 tonnes of biomass in 2012.

### Amount of biomass used by ENEA Wytwarzanie [Mg]

2009	2010	2011	2012
116 736.10	176 510.70	219 302.80	294 658.65

## 3.4. Energy

ENEA Capital Group companies monitor their energy consumption to be more energy efficient. Modernizations and investments in networks operated by ENEA Operator are the major investments in energy efficiency. Value of investment expenditure incurred by ENEA Operator amounted to PLN 895.67 million in 2012.



## Total electricity consumption (MWh)

COMPANY	2011	2012s
ENEA S.A.	1392.280	1058.000
ENEA Operator	34521.324	1599203.000*
Elektrociepłownia Białystok	75632.265	65313.000
Elektrownie Wodne	1811.900	2067.900**
ENEA Wytwarzanie	894047.038	922984.671
MEC Piła	3341.400	3905.000
PEC Oborniki	783.203	766.750
Windfarm Polska	-	7601.988
BHU	541.32***	683.579***
EP Zakład Transportu	80.511	46.560
Energomiar	244.800	260.200
ENERGOBUD Leszno	780.000	740.000***
NZOZ Centrum Uzdrowiskowe ENERGETYK	490.000	483.964
ITSERWIS	0.360	0.395
Energo-Tour	422.694	450.780
Eneos	190,849	177.073
ENEA Centrum	19.130	no data****
Hotel Edison	72.000	72.000

\* 1 558 967 MWh are Company's network losses and 40 236 MWh is used for the Company's own needs.

\*\* No data for Gorzów Wielkopolski branch.

\*\*\* Incomplete data. A part of the Company facilities does not receive a detailed energy consumption data from the administrator of rented facilities, and electricity costs are included in the rent as a flat rate.

\*\*\*\* Settlement on the basis of administrative agreements with ENEA Operator and ENEA S.A.

### CASE STUDY

#### Examples of activities that enable Customers ENEA Capital Group save energy

Eneos: Improvement of the quality and efficiency of street lighting in municipalities: Oborniki Wielkopolskie, Dębno, Opalenica, Słońsk, Goleniów, Kozielice, Ośno Lubuskie, Sulęcín, Gryfice. Modernization of street lighting in Szczecin and Poznań. Photovoltaic installation on the roof of Eneos Szczecin Branch.

Energomiar: Investment in the Integrated Management System-Helios Road Lighting project as a IT platform for intelligent and complex management of roads, streets, cities and municipalities lighting.

### 3.5. Waste

The Company gives away hazardous waste to authorized companies. In addition, ENERGOBUD Leszno recycles transformer oil. Thanks to that, 390 tonnes of oil was recycled in 2012.

#### Waste by type of waste [Mg]

COMPANY	2011		2012	
	Hazardous waste	Other than hazardous waste	Hazardous waste	Other than hazardous waste
ENEA S.A.	-	-	0	64.140
ENEA Operator	-	-	556.000	4604.000
Elektrociepłownia Białystok	0.817	35637.500	0.400	29 736.000
Elektrownie Wodne	3.496	132.711	5.474	23.232
ENEA Wytwarzanie	87.091	1 042 287.200	87.241	1 042 077.300
MEC Piła	0.700	6 493.860	1.720	7 849.321
PEC Oborniki	-	-	1 090.271	no data
BHU	-	-	6.343	9.244
EP Zakład Transportu	-	-	3.007	3.228
Energomiar	-	-	0.0076	144.048
ENERGOBUD Leszno	-	-	589.000	787.000
NZOZ Centrum Uzdrowiskowe ENERGETYK	-	-	0.050	27.500
ITSERWIS	-	-	0.500	0.294
Energio-Tour	-	-	no data	no data
Windfarm Polska	-	-	0	0
Eneos	-	-	3.703	124.599*
ENEA Centrum	-	-	0	no data
Hotel Edison	-	-	0	20.000

*In 2011, "generation" segment data were reported. In 2012, reporting was expanded by other companies.*

*\* Data in accordance with the Waste Transfer Note. Moreover, the Company estimates that it generated municipal waste in quantities of 190 300 liters (estimated on the basis of volume of containers and the frequency of their disposal).*

### 3.6. Renewable energy sources

ENEA Capital Group obeys in its operations binding in Poland guidelines and laws for the sale of energy from renewable energy sources (RES) and cogeneration. A continuation of signing a long-term contracts is planned, for the purchase of certificates confirming generation of electricity from renewable energy sources and cogeneration, from third parties.

ENEA Capital Group plans to increase generation capacities based on renewable energy sources. According to the implemented in 2012 strategy, the Capital Group aims to achieve 250-350 MW of installed generation capacity in wind by 2020. Further investments in generation capacity based on biogas are also planned.

In line with corporate strategy implemented in 2012 ENEA Capital Group also invested in modernization of the acquired thermal power stations turning them into heat and power plants. These use, among others, biomass and generate electricity from cogeneration.

**ENEA Capital Group installed capacity in renewable energy sources is 198.5 MW. Out of which 78.5 MW is biomass. Capital expenditures of ENEA Capital Group, associated with renewable sources, exceeded 355 million PLN in 2012.**

## Energy generated from RES and cogeneration in MWh

SPECIFICATION	2010	2011	2012
Energy generated from RES, for which Hydropower plants receive green certificates of origin	155 239.305	160 479.361	151 209.813
Amount of production and number of certificates of origin from the biogas plant Liszkowo	7 451.976	6 175.880	1 826.680
Gross electricity generated by the biogas plant Liszkowo for which DOBITT Energy has received green certificates of origin	-	-	2,636.088
Energy generated by the Wind Farm Darżyno for which the Company Elektrownie Wodne received green certificates of origin	-	12 918.996	16 410.336
Electricity generated in RES generation unit of Elektrociepłownia Białystok	114 027.455	194 269.865	160 000.671
Electricity generated in cogeneration CHP unit of Elektrociepłownia Białystok	461 385.110	464 440.926	391 532.895
Electricity generated from RES in ENEA Wytwarzanie thanks to installation of biomass co-firing (Green certificates)	319 150.283	393 078.915	518 565
Electricity generated in ENEA Wytwarzanie from cogeneration (Red certificates)	65 982.939	55 601	61 077
Gross electricity generation by wind farm belonging to the Windfarm Polska.	-	-	121 914.344

ⓘ Detailed information on the obligations of companies in the energy industry within obtaining certificates of origin is enclosed in the Management Board on the operations of ENEA Capital Group in 2012 (p. 69-72): [http://www.ir.enea.pl/en/stock\\_market\\_reports/interim\\_reports/enea\\_capital\\_group\\_consolidated\\_annual\\_report\\_for\\_2012/](http://www.ir.enea.pl/en/stock_market_reports/interim_reports/enea_capital_group_consolidated_annual_report_for_2012/)

Electricity from renewable sources is generated by the following companies:

- ENEA Wytwarzanie, biomass co-firing with conventional fuel (hard coal),
- Elektrociepłownia Białystok, cogeneration of electricity from biomass,
- Elektrownie Wodne (21 hydropower plants, Darżyno wind farm)
- Dobitt Energia (Liszkowo biogas power plant belongs from October 2012 to Dobitt Energia company)

- Windfarm Polska (Bardy wind farm).

**Elektrociepłownia Białystok** completed conversion of the other coal-fired boiler to fluidized-bed boiler type BFB - powered by biomass in 2012. It significantly boosted its generation capacity based on renewable energy sources.

Currently, in Białystok CHP generation capacity from renewable energy sources amounts to: thermal energy generated from renewable energy sources - 98.4 MWt, energy generated from renewable energy sources - 56.6 MWe.

To maximize energy generation from renewable energy sources, Białystok CHP uses the so-called condensing turbine TZ4. It is powered by bleeding steam turbine CHP TZ1 of a pressure of 1.0 MPa.

**Elektrownie Wodne** company is responsible for the development of projects in the field of wind energy. In February 2013 Elektrownie Wodne received permission to build a wind farm Baczyzna of 15 MW. The new plant is scheduled for the first quarter of 2014.

Remaining 27.5 MW in a group of own projects managed by Elektrownie Wodne, is a Choszczno wind farm. Its construction is planned for 2014.

The Company is also developing a pilot photovoltaic farm with a capacity of 1 MW, located in Jastrów. Its commissioning is scheduled for the end of 2015.

The Company is also interested in Złotów wind farm with a capacity of 12 MW. Its launch is expected in 2014.

25 wind turbines with a total capacity of 50 MW are the basic units of electricity generation from renewable sources in the **Windfarm Polska** company. Windfarm Polska commenced generation of energy from a licensed source on 29 February 2012.

## Generation by ENEA Capital Group of electricity (net) from renewable energy sources [GWh]

	2011	2012	CHANGE [%]
Biomass co-firing	392	519	32.1%
Biomass firing	102	131	28.4%
Hydropower plants	158	149	- 5.7%
Wind farms	13	100	669.2%
Biogas power plants	6	2	- 66.7%

An important role is played by an independent operator - **ENEA Operator** Company in the development of renewable energy sources in Poland.

According to the Energy Law, ENEA Operator is required to conclude agreements for connection to the distribution network of entities applying for such connection. Meeting the technical and economic conditions of connection is required. Entities applying for the connection must also meet the conditions for connection and acceptance of energy.

Network availability for all current and potential users of the distribution network and the scale of connecting renewable energy sources depends on the efficiency of ENEA Operator activities.

ENEA Operator plans to spend more than PLN 600 million for connecting renewable energy sources to the distribution network of ENEA Operator.

🔗 Detailed information about investments carried out by ENEA Operator and investments subsidized by EU funds within RES connections to the distribution network are available at ENEA Operator website: <http://www.operator.enea.pl/22/info-o-sieci/inwestycje-unijne-1063.html>.

## 4 Employees

### 4.1. Employment

### 4.2. Safety in workplace

### 4.3. Trainings and education

## 4. EMPLOYEES

“Ensuring well-balanced human resource management” is one of the key objectives of *Corporate Social Responsibility Strategy of ENEA Capital Group*. In addition, employment and occupational safety and health are key aspects of ENEA Capital Group functioning, let alone training and education which are also an important aspect.

Issues related with the employment and workplace management, including occupational safety and health, are regulated by legislations such as the Labour Code and other regulations, detailed procedures and instructions of individual companies. *Collective Labour Agreement (CLA)* is also an important document in this respect.

Companies that manage workplace issues, including occupational safety and health, as part of the Integrated Management System are as follows: ENEA Wytwarzanie, MEC Piła, ENEA S.A. and Elektrociepłownia Białystok. Furthermore, Elektrociepłownia Białystok has implemented ISO 18001:2007 concerning management of occupational safety and health.

Employees have influence on the ENEA Capital Group management, among others :

- by regular elections of a staff representative to the Supervisory Board of ENEA S.A.
- through elections of a staff representative on the Management Board of ENEA Operator,
- through activities of Trade Unions operating in the entire ENEA Capital Group.

Around 65 % employees of ENEA Wytwarzanie, 77 % employees of ENEA Operator and 43% of ENEA S.A. are united in Trade Unions.

## Percentage of employees of particular companies covered by collective bargaining agreements in 2012

PERCENTAGE OF EMPLOYEES COVERED BY THE COLLECTIVE BARGAINING AGREEMENT	
ENEA S.A.	100%
ENEA Operator	89%
ENEA Wytwarzanie	83%
Elektrociepłownia Białystok	100%
Elektrownie Wodne	100% *
MEC Piła	doesn't apply
PEC Oborniki	97.37%**
ENERGOBUD Leszno	78%
BHU	69.32%
ENEA Centrum	no data
Eneos	76%
Energomiar	90.55%
EP Zakład Transportu	84%
NZOZ Centrum Uzdrowiskowe ENERGETYK	doesn't apply
ITSERWIS	doesn't apply
Energo-Tour	100,00%
Windfarm Polska	doesn't apply
Hotel Edison	no data

\* 3 people excluded from the Collective Bargaining Agreement only as regards remuneration.

\*\* Collective Bargaining Agreement in the Company covers all employees with the exception of the Management Board.

## 4.1. Employment

ENEA Capital Group is one of the largest companies in the energy industry. Therefore it has an influence, as an employer, on the quality of life of more than 10 000 people employed in all companies of the Capital Group and their families. Practices in the area of workplace management, especially occupational health and safety, also affect contractors and subcontractors performing for companies, among others, modernizations and construction works. For the same Elektrociepłownia Białystok works related with new investments were carried out by approximately 1,200 subcontractors' employees.

ENEA Capital Group reporting companies employed on a contract of employment 10,044 employees in total, including 2,388 women and 7,656 men. 89.04% of persons employed on a contract of employment are employed on a full-time basis. 95.9% of employment contracts are contracts for indefinite period of time.

### Number of employees employed on a contract of employment by gender in 2012

COMPANY	TOTAL NUMBER OF EMPLOYEES	NUMBER OF WOMEN	NUMBER OF MEN
ENEA S.A.	401	227	174
ENEA Operator	5253	1173	4080
ENEA Wytwarzanie	2321	345	1976
Elektrociepłownia Białystok	190	48	142
Elektrownie Wodne	166	23	143
MEC Piła	162	28	134
PEC Oborniki	39	4	35
ENERGOBUD Leszno	610	142	468
BHU	166	46	120
ENEA Centrum	157	118	39
Eneos	119	28	91
Energomiar	191	55	136
EP Zakład Transportu	60	8	52
NZOZ Centrum Uzdrowiskowe ENERGETYK	78	64	14
ITSERWIS	86	47	39
Energ-Tour	22	17	5
Hotel Edison	22	15	7
Windfarm Polska	1	0	1



## Number of employees employed on a contract of employment broken down into posts and gender

COMPANY	TOP MANAGEMENT		DIRECTORS		MIDDLE MANAGERS		LEVEL	OPERATIONAL EMPLOYEES		OFFICE PERSONNEL	
	No. of women	No. of men	No. of women	No. of men	No. of women	No. of men	No. of men	No. of women	No. of men	No. of women	No. of men
ENEA S.A.	0	0	5	7	23	40	0	0	199	127	
ENEA Operator	0	3	8	64	102	449	31	2318	1032	1246	
ENEA Wytwarzanie	1	4	0	11	20	88	124	1523	200	350	
Elektrociepłownia Białystok	1	0	0	4	6	12	34	126	7	0	
Elektrownie Wodne	1	2	0	5	4	12	2	113	16	11	
MEC Piła	0	1	0	2	2	8	13	101	13	22	
PEC Oborniki	0	1	0	1	1	0	2	30	1	3	
ENERGOBUD Leszno	2	2	1	15	11	62	63	297	65	92	
BHU	0	2	2	6	9	26	18	10	17	76	
ENEA Centrum	0	0	1	2	5	2	0	0	112	35	
Eneos	0	2	7	2	0	15	1	51	20	21	
Energomiar	1	1	1	4	6	10	31	113	16	8	
EP Zakład Transportu	1	1	0	0	0	3	0	44	7	4	
NZOZ Centrum Uzdrawiskowe ENERGETYK	1	1	0	0	3	1	57	9	7	5	
ITSERWIS	0	1	2	1	7	10	32	26	6	1	
Energio-Tour	1	1	0	1	3	2	2	1	11	0	
Hotel Edison	0	1	1	0	2	0	3	6	9	0	
Windfarm Polska	0	2	0	0	0	0	0	0	0	1	

## Number of employees employed on a contract of employment broken down by type of employment contract in 2012

COMPANY	TOTAL NUMBER OF EMPLOYEES	NO. OF EMPLOYEES IN DIVISION TO TYPE OF EMPLOYMENT CONTRACT			NO. OF EMPLOYEES IN DIVISION TO WORKING TIME	
		Trial	Fixed-Term	Indefinite	Full Time	Part Time
ENEA S.A.	401	11	12	378	391	10
ENEA Operator	5253	0	69	5184	4233	20
ENEA Wytwarzanie	2321	0	148	2173	2319	2
Elektrociepłownia Białystok	190	3	3	184	188	2
Elektrownie Wodne	166	0	3	163	163	3
MEC Piła	162	0	11	151	162	0
PEC Oborniki	39	0	3	36	39	0
ENERGOBUD Leszno	610	6	51	553	565	45
BHU	166	0	33	133	163	5
Eneos	119	0	4	115	116	3
ENEA Centrum	157	0	19	138	154	3
Energomiar	191	1	0	190	186	5
EP Zakład Transportu	60	0	2	58	59	1
NZOZ Centrum Uzdrowiskowe ENERGETYK	78	0	6	72	78	0
ITSERWIS	86	2	6	78	84	2
Energ-Tour	22	0	0	22	21	1
Hotel Edison	22	0	10	12	22	0
Windfarm Polska	1	0	0	1	1	0

In addition, companies employed under civil-law agreements more than 260 people. Persons employed under civil-law agreements perform work, in majority, for Energomiar company. These include services such as gas and electricity meter reading, delivering invoices to Customers, emergency replacement of meters, legalization exchange of meters, debt collection or sealing.

## Number of employees employed on a contract of employment or under civil-law in 2012

COMPANY	NUMBER OF EMPLOYEES EMPLOYED ON A CONTRACT OF EMPLOYMENT	NUMBER OF EMPLOYEES EMPLOYED UNDER CIVIL-LAW AGREEMENT
ENEA S.A.	401	no data
ENEA Operator	5253	0
ENEA Wytwarzanie	2321	19
Elektrociepłownia Białystok	190	6
Elektrownie Wodne	166	14
MEC Piła	162	0
PEC Oborniki	39	0
ENERGOBUD Leszno	610	60
BHU	166	1
Eneos	119	16
ENEA Centrum	157	18
Energomiar	191	137
EP Zakład Transportu	60	3
NZOZ Centrum Uzdrowiskowe ENERGETYK	78	1
ITSERWIS	86	2
Energio-Tour	22	3
Hotel Edison	22	0
Windfarm Polska	1	2

ENEA Capital Group is a stable employer and it didn't record high churn rate in any of the companies. In 2012, a total of 371 new employees were recruited and 504 employees left from work in the reporting companies. Churn rate for employees of all companies is 5.02%.

## Number of employee leaves and churn broken down by gender in 2012

COMPANY	TOTAL NUMBER OF LEAVES	CHURN OF ALL EMPLOYEES	NUMBER OF WOMEN LEAVES	WOMEN CHURN	NUMBER OF MEN LEAVES	MEN CHURN
ENEA S.A.	32	7.98%	12	2.99%	20	4.99%
ENEA Operator	227	4.32%	71	1.35%	156	2.97%
ENEA Wytwarzanie	125	5.39%	27	1.16%	98	4.22%
Elektrociepłownia Białystok	2	1.05%	0	0	2	1.05%
Elektrownie Wodne	8	4.81%	1	0.60%	7	4.22%
MEC Piła	5	3.07%	1	0.62%	4	2.47%
PEC Oborniki	0	0	0	0	0	0
ENERGOBUD Leszno	17	2.78%	3	0.49%	14	2.29%
BHU	19	11.45%	3	1.80%	16	9.64%
Eneos	12	10.08%	2	1.68%	10	8.40%
ENEA Centrum	15	9.55%	10	6.36%	5	3.18%
Energomiary	14	7.32%	6	3.14%	8	4.19%
Energetyka Poznańska Zakład Transportu	2	3.33%	1	1.66%	1	1.66%
NZOZ Centrum Uzdrowiskowe ENERGETYK	3	3.85%	3	3.85%	0	0
ITSERWIS	21	24.41%	13	15.11%	8	9.30%
Energio-Tour	0	0	0	0	0	0
Hotel Edison	2	9.09%	1	4.54%	1	4.54%
Windfarm Polska	0	0	0	0	0	0
SUMA	504	-	154	-	350	-

## Number of employee leaves and churn broken down by age in 2012

COMPANY	EMPLOYEES LEAVES TILL 29 YEARS OLD	CHURN OF EMPLOYEES BELOW 30 YEARS OLD	EMPLOYEES LEAVES FROM 30 TILL 50 YEARS OLD	CHURN OF EMPLOYEES FROM 30 TILL 50 YEARS OLD	EMPLOYEES LEAVES ABOVE 50 YEARS OLD	CHURN OF EMPLOYEES ABOVE 50 YEARS OLD
ENEA S.A.	9	0	19	0	4	1.00%
ENEA Operator	16	0.31%	48	0.91%	163	3.10%
ENEA Wytwarzanie	7	3.76%	22	1.91%	96	9.76%
Elektrociepłownia Białystok	0	0.02%	1	2%	1	0.01%
Elektrownie Wodne	0	0	0	0	8	0
MEC Piła	2	1.23%	-	-	3	1.84%
PEC Oborniki	0	0	0	0%	0	0
BHU	2	1.20%	12	7.23%	5	3.02%
Eneos	3	2.52%	3	2.52%	6	5.04%
ENEA Centrum	9	0	6	0	0	0
ENERGOBUD Leszno	3	3.50%	4	1.24%	10	4.98%
Energomiar	2	1.03%	5	2.56%	7	3.59%
Energetyka Poznańska Zakład Transportu	0	0	1	0	1	0
NZOZ Centrum Uzdrowskie ENERGETYK	0	0	2	4.08%	1	4%
ITSERWIS	6	6.80%	13	14.74%	2	2.27%
Energio-Tour	0	0	0	0	0	0
Hotel Edison	0	0	0	0	2	0
Windfarm Polska	0	0	0	0	0	0
SUMA	59	-	136	-	309	-

## Number of recently hired employees broken down by age groups and gender

COMPANY	NUMBER OF EMPLOYEES HIRED IN 2012					
	Total	Women	Men	Age category up to 29 years of age	Age category from 30 to 50 years of age	Age category above 50 years of age
ENEA S.A.	38	21	17	18	19	1
ENEA Operator	103	38	65	58	37	8
ENEA Wytwarzanie	118	36	82	48	59	11
Elektrociepłownia Białystok	6	1	5	3	2	1
Elektrownie Wodne	10	2	8	7	3	0
MEC Piła	3	1	2	1	1	1
PEC Oborniki	0	0	0	0	15	24
ENERGOBUD Leszno	26	6	20	12	13	1
BHU	10	1	9	2	6	2
Eneos	7	7	3	4	3	0
ENEA Centrum	26	19	7	14	11	1
Energomiar	2	1	1	1	1	
Energetyka Poznańska Zakład Transportu	2	1	1	1	1	0
NZOZ Centrum Uzdrowiskowe ENERGETYK	1	1	0	1	0	0
ITSERWIS	16	10	6	8	8	0
Energo-Tour	0	0	0	0	0	0
Hotel Edison	2	2	0	1	1	0
Windfarm Polska	1	0	1	0	0	1
SUMA	371	147	227	179	180	51

## 4.2. Safety in workplace

Safety in workplace is one of the key aspects from the perspective of risk minimization and management of companies from the energy sector. ENEA Capital Group companies prioritize issues of safety and security in the workplace and apply in this regard to the provisions of applicable law. Furthermore, occupational safety and health issues are also a part of the Collective Labour Agreement (CLA).

### Total number of injuries and injury rate in ENEA Capital Group in 2012

COMPANY	TOTAL NUMBER OF INJURIES	INJURY FREQUENCY RATE *
ENEA S.A.	1	2.52
ENEA Operator	45	8.57
ENEA Wytwarzanie	4	1.73
Elektrociepłownia Białystok	1	5.26
Elektrownie Wodne	2	12.04
MEC Piła	1	6.17
PEC Oborniki	0	0
BHU	3	18.07
Eneos	1	8.40
ENEA Centrum	4**	25.48
ENERGOBUD Leszno	9	14.75
Energomiar	1	0.52
Energetyka Poznańska Zakład Transportu	1	16.70
NZOZ Centrum Uzdrowiskowe ENERGETYK	0	0
ITSERWIS	1	11.62
Energo-Tour	0	0
Hotel Edison	1	45.40
Windfarm Polska	0	0

\* Accident frequency rate is calculated as a number of accidents multiplied by 1000 and divided by the number of employees employed on a contract of employment by the Company.

\*\* Including one accident on a way to work.

Among employees of ENEA Capital Group there are no cases of occupational diseases. Still employees of some companies are highly vulnerable to accidents at work related with its nature (live-line working, operation of electrical equipment), hence the emphasis on the implementation of occupational safety and health rules in the "generation" segment companies, ENERGOBUD Leszno, Eneos or ENEA Operator. In 2012 there was one fatal accident in ENEA Operator.

**Social labour inspectors** are elected by employees in ENEA Capital Group. Some companies in "generation" and "distribution" segments conduct extensive projects to promote occupational safety and health rules and educate employees in this field. Employees of all companies may, among others, take part in annually organized and enjoying great popularity, multiphase OSH competition of ENEA Capital Group.

From the other hand, ENEA Operator fitters compete in the organized by the Company "Live-line working 2010+" competition. The competition is a part of the implemented since 2010, project "Live-

line working 2010+", which concerns the implementation of live-line working on overhead lines, cable lines and distribution systems up to 1 kV .

In addition to the compulsory OSH trainings, the companies train employees in first-aid. ENEA Capital Group employees with instructor qualifications in this field contribute through volunteering in first-aid education.

#### CASE STUDY

##### **Premedical rescue in ENEA Operator**

ENEA Operator pays great importance to training and education of employees in first-aid. Within the periodic OSH trainings organized by ENEA Operator also first-aid classes are held. Premedical Rescue Teams operate in the Company. Nearly all employees of the Company (5,000 people) were trained in first-aid. Premedical Rescue Coordinators passed state examinations of Qualified First-Aid and are certified instructors to conduct training in the Company. Everyone involved in the project take part in regular trainings and various exercises, simulations and emergency manoeuvres.

### 4.3. Trainings and education

ENEA Capital Group companies seek to develop competences of its employees and adjust the scope of trainings, including highly specialized trainings to current needs and development plans of a given company. This aspect is one of the strategic areas included in the *Corporate Social Responsibility Strategy of ENEA Capital Group*.

A long-term program implementation of live-line working (LLW) carried out by ENEA Operator is particularly significant from the point of view of the Capital Group of ENEA and the quality of services offered to Clients. LLW is a modern way of exploiting networks and electrical equipment. For its effective implementation a series of professional trainings for employees is required. Average number of trained personnel in ENEA Operator in relation to the LLW Training Plan is 0.99.

"Comprehensive ENEA Management System" is another example of educational projects carried out by ENEA S.A in developing core competencies of employees. Trainings focused on the principles of project management, monitoring of key projects in the ENEA Capital Group, risk management and cost control. Participating employees after passing the exam received a certificate "Associate's Certificate in Project Management".

English classes organized by ENEA S.A. and ENERGOBUD Leszno are among the additional educational activities directed to employees. In ENERGOBUD Leszno company 120 employees benefited from lessons in 2012. Companies, among others: ENEA S.A. ENEA Centrum and ENEA Operator also lead extensive training in first-aid for employees.



## Average number of training hours in total and broken down by gender and types of employees

COMPANY	AVERAGE NUMBER OF TRAINING HOURS PER:							
	Total employees	Women	Men	Top management	Directors	Middle level managers	Operational employees	Office personnel
ENEA S.A.	56.5	53.32	60.64	0	110	64	no data	53.04
ENEA Operator	0.77	1.04	0.99	no data	no data	no data	no data	no data
ENEA Wytwarzanie	9.67	9.32	9.73	60	29.91	21.09	6.57	15.41
Elektrociepłownia Białystok	no data	no data	no data	no data	no data	no data	no data	no data
Elektrownie Wodne	22.64	41.48	19.38	68.66	9.6	49.06	8.43	45.63
MEC Piła	11	6	12	73	54	24	11	10
PEC Oborniki	10	12	9.77	no data	no data	no data	no data	no data
BHU	10	10	10	30	20	17	27	8
Eneos	11.34	11	11.45	6	24,22	21.07	11.96	5.71
ENEA Centrum	21.96	21.42	23.59	0	21.33	51.53	Nd	10.52
Energetyka Poznańska Zakład Transportu	3.25	24.75	3.74	99	0	66	3.81	18
ENERGOBUD Leszno	12*	14	10	no data	no data	no data	no data	no data
Energomiar	15.46	11.05	17.24	40	51.2	30.5	13.01	10
NZOZ Centrum Uzdrowiskowe ENERGETYK	no data	no data	no data	no data	no data	no data	no data	no data
ITSERWIS	14.5	4.5	10	0.2	0.82	3.08	9.22	1.18
Energo-Tour	16	16	16	16	16	16	16	16
Windfarm Polska	0	0	0	0	0	0	0	0
Hotel Edison	4	2	0	0	0	2	0	2

\*Without English lessons hours for 120 employees of the company.

## 5. Community

### 5.1. Co-operation with local authorities

### 5.2. Employee volunteering

### 5.3. Pro-environmental activities

## 5. COMMUNITY

Activities carried out in ENEA Capital Group for the community sake are managed on the basis of a comprehensive *Corporate Social Responsibility Strategy of ENEA Capital Group*, implemented in 2011. It is supplemented by the *ENEA Capital Group Policy of Social Engagement*. Both documents specify two development directions of social commitment activities: **Environment and Community**. Companies of ENEA Capital Group can support various community initiatives if they are in accordance with those directions.

**"Environment" direction** - includes all activities promoting environmental protection. ENEA Capital Group companies operate for the sake of environment through own educational projects directed to stakeholders such as "In contact with nature" and by supporting projects carried out by social partners, such as "Clothes in motion" by Anna Dymna "After all" Foundation.

In accordance with the *ENEA Capital Group Policy of Social Engagement* companies have an opportunity to support ecological activities through financial or in kind donations, provision of services free of charge, as well as provision of logistic or factual support.

**"Community" direction** - includes initiatives aimed at supporting development of local communities, where ENEA Capital Group companies operate. Companies accomplish their own projects and co-operate with social partners-associations, schools, universities, orphanages, social centres, hospitals and other institutions for the public good. ENEA Capital Group supports projects and activities aimed at local development, safety improvement, health and promotion of a healthy lifestyle.

Potential partners and beneficiaries have an opportunity to apply for support of community initiatives, among others, by filling in the application form placed on the ENEA S.A. website. According to the *Rules for granting donations by the ENEA S.A. Management Board* the following issues are taken into account during the evaluation of applications: experience of the submitting organization in the accomplishment of social projects, statutory objectives, level of initiative cohesion with the directions of social engagement of ENEA Capital Group, number of direct beneficiaries and benefits the project shall bring to the involved parties.

Information on the rules for granting donations are available in the CSR section on the ENEA S.A. website. The total amount of donations made by the reporting companies of ENEA Capital Group amounted to **PLN 1 239 720.74** in 2012.

## 5.1. Co-operation with local authorities

One of the main objectives of the *Corporate Social Responsibility Strategy of ENEA Capital Group* is to develop a dialogue with stakeholders, including local communities, and taking into account their voice in the business operations. Long-term and based on mutual trust relationships with the citizens of areas where the companies of the Capital Group operate are built through the activities for the sake of local communities.

Development of local communities is also affected by long-term investments made by individual companies. For example ENEA Wytwarzanie has begun construction of a new power block no. 11 with a capacity of 1075 MW in 2012. It is the largest energy investment in Poland crucial for the country's energy security. Its construction will take approximately five years and shall increase the power capacity by as much as 30%. Construction of the new unit is an opportunity for economic development of the region. Nearly 2,500 people will work during the construction and nearly 300 shall be employed permanently.

Co-operation with the Foundation for Talents Development

The Foundation for Talents Development supported by ENEA S.A. organized workshop to develop social skills directed to high school students, entitled: "The future is in your hands."

500 hundred students from Mosina district, Secondary School in Tarnów Podgórny and International School of Poznań took part in individual and group classes. Young people learnt, among others, methods of work organization and communication techniques.

These same students participated in the second part of workshops in September during which their individual predispositions were diagnosed. Secondary school students got to know methods supporting learning process and the most important factors influencing the choice of their future education.

*Purpose of the "Future is in your hands" Program is a diagnosis of predispositions and development of pupils. When knowing their 'talents' students make better, more conscious education decisions, and through workshops develop skills needed in the labour market. Involvement of such companies like ENEA S.A. in social programs enable us to provide students with the knowledge and skills which are necessary in adult life, both personal and professional.*

Anna Korzeniewska

Founder of the Foundation for Talents Development

### "Five senses. PAUSE" Program

ENEA S.A. is involved in activities to counteract social exclusion due to disability. The Company has supported educational and cultural project "Five senses. PAUSE" in September 2012. It was organized by the Educational Association MCA and More Than One Production agency. The aim of the project was to activate the environment of the deaf and hearing impaired to actively participate in cultural life.

The program consisted of theoretical and practical music workshops led by musicians, musicologists and specialists in sign language. Workshops were held, among others, by *Amadeus Chamber Orchestra of Polish Radio* conducted by Agnieszka Duczmal. During workshops deaf people prepared a song that will be presented on 14 November 2012, during the final concert.

*"Five senses. Pause" allowed deaf people to participate in educational and cultural events, to which they did not have access previously. Its uniqueness is to provide our participants with certain areas of cultural life, which had previously been entirely excluded. The project was a trip into the unknown for*

*the deaf and its effect was to arise interest in music and organise similar events not only in Poznań, but nationwide.*

*Paweł Gogołek , More Than One Production*

## Anna Dymna "After all" Foundation

The Supervisory Board of ENEA S.A. adopted a resolution on establishing long-term cooperation with the Anna Dymna "After all" Foundation. The Company submitted within the project "Our energy in the Valley of the Sun" financial support for the implementation of the statutory activities of the Centre for Rehabilitation and Therapy "Valley of the Sun" in Radwanowice, caring for people with intellectual disabilities.

ENEA S.A. was also one of the main sponsors of the Marek Grechuta Enchanted Song Festival organized by the Foundation in 2012. The Company has funded two major awards for vocally talented, disabled persons. The winners received their prizes from ENEA S.A. brand ambassador - Actor Michał Żebrowski.

*Every day we are helping adults with intellectual disabilities who are not able to ask for support themselves. Problems of their daily lives and they themselves are often pushed to the margins of society. We are encouraged that ENEA S.A. decided to help them. ENEA S.A. has supported us in our activities related to overcoming barriers and stereotypes. The Company has decided to join the Foundation's three projects through the involvement of its employees and financial support. Our charges were given specific and material assistance. We are aware that this was possible only thanks to the sensitivity of the Management Board of the Company, professionalism and exceptional commitment of its employees.*

*Michael Serwiński, Head of Fund raising  
Anna Dymna "After all" Foundation.*

## Cooperation with the public sector and universities

In order to support local development and promote innovation, companies belonging to the Capital Group cooperate with local governments and universities. Energomiar company presented in 2012 reports addressed to local authorities on the quality and cost-effective operation of street lighting for rational spending budgets of cities and districts.

ENEA Operator in cooperation with the Institute of Electrical Power Engineering of Poznań University of Technology organized in the academic year 2011/2012, a postgraduate program for the employees of the company and the local government. Studies related to local energy planning and energy management at local government units. The program included, among others, subject of sustainable development, including methods of reduction of energy consumption in the areas administered by local authorities. Studies at the beginning of 2012 have been begun by 38 persons.

In February 2012, ENEA Wytwarzanie and authorities of the Wrocław University of Technology signed a letter of intent initiating a long-term scientific cooperation. Employment of trained specialists is essential for the development of the Company. Students will have the opportunity to gain work

experience during placement in Kozienice power plant. Previously, the Company entered into a similar collaboration with the Warsaw University of Technology.

ENEA Capital Group companies also conduct activities to improve safety. For example, ENEA Wytwarzanie supported statutory activities of the Volunteer Fire Department in Stanisławice financing the purchase of equipment of watchtower in 2012. It also donated funds for statutory activities of Association of Voluntary Fire Brigades in Kozienice.

## Cooperation with cultural institutions

ENEA S.A. continues activities related with restoring the splendour of the Royal Łazienki Museum in Warsaw through the "Proud of Heritage" program. The Company wishing to express its commitment in the Polish culture and its place in the minds of people all over the world, became the patron of the famous palace complex in 2011. Until the end of 2013 the electrical system will be replaced. Furthermore, works under the effective lighting of buildings shall be completed. EneoS company is responsible for the completion of all above mentioned works.

As a result of the on-going works, among others, Belvedere Pond, Myśliwiecki Palace, and the Temple of Diana were illuminated in June 2012. Furthermore, works under the illumination of the Palace on the Island were completed. All works are supervised by the preservation officer.

Elektrociepłownia Białystok was one of the ENEA Capital Group companies that conducted activities aimed at supporting culture. The Company gave financial donations to the *Leon Schiller National Higher School* of Film, Television and Theatre in *Łódź*, to the "Music of the Orthodox Church" Foundation in Hajnówka to support XXXI International Festival of Orthodox Music "Hajnówka 2012" and for the development of Białystok Fine Arts Society.

### CASE STUDY

#### NEW FORMS OF COMMUNICATION WITH LOCAL STAKEHOLDERS

##### Reporting in accordance with the GRI standard

Both: sustainability report for the year 2011 and this report for the year 2012 have been prepared on the basis of friendly to stakeholders, international reporting standard, the Global Reporting Initiative (GRI). Data in reports are presented in such a way to allow stakeholders learn on the full picture of the Capital Group operations, including those for the environment and local communities.

##### ENEA Wytwarzanie in a local TV

A thirty minute program about ENEA Wytwarzanie, its current affairs, accomplishment investments and employees activities were broadcast in the "Kozienice Chronicle" on a local cable channel in Kozienice. "ELKO News" was broadcast on the last weekend of the month from December 2011 to December 2012. The program was a response to the interest of employees and local community with events taking place in the power plant.

##### Integration Foundation Certificate

ENEA S.A. adapted its website to the requirements of users with disabilities in December 2012. For this action the Company was the first one in Poland to receive the Integration Foundation Certificate "Website disabled friendly to people with disabilities."

## 5.2. Employee volunteering

General outline of rules for supporting employee volunteering integral with the *ENEA Capital Group Policy of Social Engagement* were adopted in 2011.

Employees who wish to personally involve in social activities may report to the designated volunteer coordinators. Volunteers operate in accordance with the *Volunteer Ethics Code* available for download on the ENEA S.A. website in the section *Employee Volunteering of ENEA Capital Group*.

Volunteer activities focused in 2012 on the main educational programs: "Electricity is not so terrible" and "First Aid - premedical rescue".

Effectiveness of the Employee Volunteer Program of ENEA Capital Group and the scale of impact on local communities are measured on the basis of the beneficiaries number, volunteers carrying out projects, hours devoted to volunteering and assisted institutions.

253 employees involved in volunteering  
 48% increase of employees involved in volunteering compared to 2011  
 1 444 total number of hours spent on voluntary actions  
 26 085 number of beneficiaries who received support

Voluntary activities of the Capital Group are valued in competitions. ENEA Capital Group has been awarded 100 Percent Employee Volunteering Awards, organized by the Volunteer Centre in December 2012. The prize was granted in the debut category. The jury appreciated the comprehensive approach to the management of the program in the Capital Group, which merges employee volunteer activities carried out within the dispersed units.

ENEA Operator received a special award during the 15 edition of the National Competition for the title Benefactor of the Year, for the "First Aid – premedical rescue". Furthermore, ENEA S.A. received Friend of the Benefactor of the Year Competition title.

### Employee volunteering in ENEA Capital Group

CATEGORY	2011	2012	Change % y/y	In total from the beginning of Employee Volunteering
Number of active volunteers	171	253	+48%	253
Number of beneficiaries	14 141	26 085	+84%	40 226
Number of beneficiaries <i>"Electricity is not so terrible"</i>	7 345	11 264	+53%	18 609
Number of beneficiaries <i>First Aid...</i>	5 293	10 204	+93%	15 497
Number of schools and kindergartens	127	295	+117%	422

In accordance with the *ENEA Capital Group Policy of Social Engagement*, all initiatives undertaken by the companies should engage stakeholders and contribute to a positive change in communities in which they operate. These assumptions are achievable through the implementation of original projects, involving employee volunteers and the cooperation with NGOs.

#### **Volunteers teach that "Electricity is not so terrible"**

How to safely handle electricity? How to save energy? Elementary school pupils learn the answers to these and other questions related with the safe and rational use of electricity during special classes conducted by ENEA volunteers. The program has been developed in collaboration with teachers, educationalists and received the patronage of the Ministry of Education, Wielkopolska School Superintendent, Wielkopolska Province Governor and the Mayor of Poznań. 11 264 students benefited from the program in 2012.

#### **Knowledge that saves lives**

Young people during the classes "First Aid - premedical rescue" learn about how important and necessary is knowledge of first aid. Classes are held by trained volunteers – rescuers from ENEA Operator. Instructors teach young people what to do when they witness an accident and how to help a victim while waiting for an ambulance. 10 204 students participated in classes in 2012.

### **5.3. Pro-environmental activities**

One of the main objectives set out in the *Corporate Social Responsibility Strategy of ENEA Capital Group* is to promote practices and behaviour for environment protection. ENEA Capital Group companies pursue this goal, among others, through educational activities directed to the stakeholders.

#### **"In contact with nature"**

ENEA S.A. conducted the second edition of action and competition: "In contact with nature" in 2012 - a nationwide environmental education project. On the [Wkontakcieznatura.pl](http://Wkontakcieznatura.pl) website users may have submitted their own environmental initiatives and present them through blogs, photos and videos. In the second edition of the competition in 2012, 53 initiatives were reported. Authors of five most interesting received 10 000 PLN to be spent on pro-environmental activities.

#### **"Natural sciences on the stage"**

ENEA S.A. supported the implementation of a nationwide festival "Natural sciences on the stage" for the third time. The project is targeted to high school students from across the Poland. The festival was organized in 2012 at the Faculty of Physics of Adam Mickiewicz University in Poznań. The festival promotes achievements of science among young people: physics, chemistry, astronomy, biology, ecology and mathematics. In each edition more than 300 students take part.

#### **Charity recycling**

ENEA S.A. joined charity and ecological action in 2012 "Clothes motion" organized by the 3R Recycling Solutions company. In the ENEA S.A. offices located in n Poznań, special containers were placed, where one could dispose of unwanted clothing and shoes. The material from which things are made will be re-used. Part of the proceeds from the sale of used clothing will be donated to charges of Anna Dymna "After all" Foundation.

### Printers in good hands

ENEA SA donated 67 used laser printers to schools and non-profit organizations from vicinity of Szczecin, Wrocław and Poznań. The equipment was sent to three umbrella organizations: *Foundation* of Support for NGOs "*Umbrella*" from Wrocław, the Association "Polites" from Szczecin and Wielkopolska Coordinating Council of NGOs Association from Poznań. They provided printers to the organizations most in need, including the 23 sites identified by the ENEA Capital Group employees.

*In-kind, financial or service assistance offered by the Company to organizations which support NGO, such as our foundation, translate into development of many local organizations. Thanks to the incubators, many of them take advantage of a comprehensive, professional infrastructure and factual support. Printers allowed for the improvement of the current work and reduction of IT costs spent on professional printing.*

Beata Partyka  
Wrocław Centre for NGO Support Section 3  
*Foundation of Support for NGOs "Umbrella"*

*Szczecin NGO Support Centre Sector 3 announced a competition "The Magic of Cooperation", in which a number of NGOs have decided to undertake joint actions to be able to receive the printer. With the ENEA S.A. support several organizations have been equipped with valuable printers, for the purchase of which they could not afford. Printers went to organizations that handle a variety of activities: sports, cultural, for the animals and activating local communities.*

Wojciech Spychała - President of the POLITES Association  
Szczecin Centre for NGO Support Section 3

### Environmental education of employees

ENEA Capital Group pays a great importance to environmental education of employees – its key stakeholders. EP Zakład Transportu Company conducted training for employees of the Capital Group in the field of safe and eco-driving in 2012. Furthermore, ENEA S.A. Company has introduced measures to reduce paper consumption in office buildings. Printers were set for two-sided printing. The Company's employees are also encouraged to segregate waste paper and used batteries. Special containers for waste segregation are located in the office buildings.