



*Polska Grupa
Energetyczna*

*Energy for a safe
future.
Flexibility.*



Letter from the president of the management board

Ladies and Gentlemen,

As a leader of sustainable energy transition in Poland, PGE Polska Grupa Energetyczna S.A. remains fully committed to ensuring the reliable supply of electricity and district heating to millions of customers. The year 2024 was a period of intense effort for our Group, marked by the pursuit of ambitious objectives amid a dynamically evolving market and regulatory environment.

We focused on several key areas that will shape the future of Poland's energy sector in the context of energy security and achieving climate neutrality. Above all, recognising the need to decarbonise the Polish energy sector, we invested substantial financial resources in technologies that reduce our carbon footprint. The first effects of this approach are already visible — in 2024 we launched two combined-cycle gas turbine (CCGT) units at the Gryfino power plant, capable of supplying electricity to 5% of households in Poland. We also began construction of the country's largest CCGT unit in Rybnik, scheduled to commence operations at the turn of 2026 and 2027. These investments enable the Group to effectively respond to rising electricity demand, while significantly diversifying the energy mix with sources not based on coal.

The year 2024 also saw intensified efforts to develop wind energy, culminating at the beginning of 2025 in a final investment decision and the securing of financing for the Baltica 2 project — the largest offshore wind farm located in the Polish part of the Baltic Sea. This project represents a major milestone in increasing the share of renewable energy in Poland's energy mix. At the same time, successful capacity market auctions for energy storage facilities in Żarnowiec — where the tender for construction has already been awarded—and in Gryfino will enable efficient management of electricity surpluses, significantly improving the country's energy security.

As in previous years, in 2024 we also invested in the modernisation and expansion of the power infrastructure, knowing that a modern distribution network—serving nearly 6 million of our customers and key rail infrastructure—is vital to securing electricity supply. **We will continue these activities in 2025, especially as the current geopolitical situation highlights the growing importance of energy security and supply stability.**

Within our distribution investments, we focused on enhancing service reliability by developing infrastructure and implementing digital solutions, including the replacement of electricity meters and the development of smart grid metering systems. We are also continuing preparations for the deployment of a dedicated LTE450 communications network.

Recognising the key environmental and social role we play, we have for the first time expanded our Management Board Activities Report to include a Sustainability Statement, in line with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). With the help of a double materiality assessment conducted in cooperation with our key stakeholders, we identified the impact of our operations on the environment and the associated ESG risks. The results of this analysis provide a foundation for our continued improvement in the area of sustainable development.

In light of the challenges facing the energy sector, in 2025 the PGE Group will intensify its efforts to diversify energy generation sources and enhance the resilience of the national critical infrastructure. Our goal is to reduce energy prices for end users in the future through investments in modern generation capacities, energy storage and smart grids.

I am confident that our joint efforts to build a modern and secure energy sector will further strengthen PGE Group's position as a leader of the energy transition—and as a trusted partner.

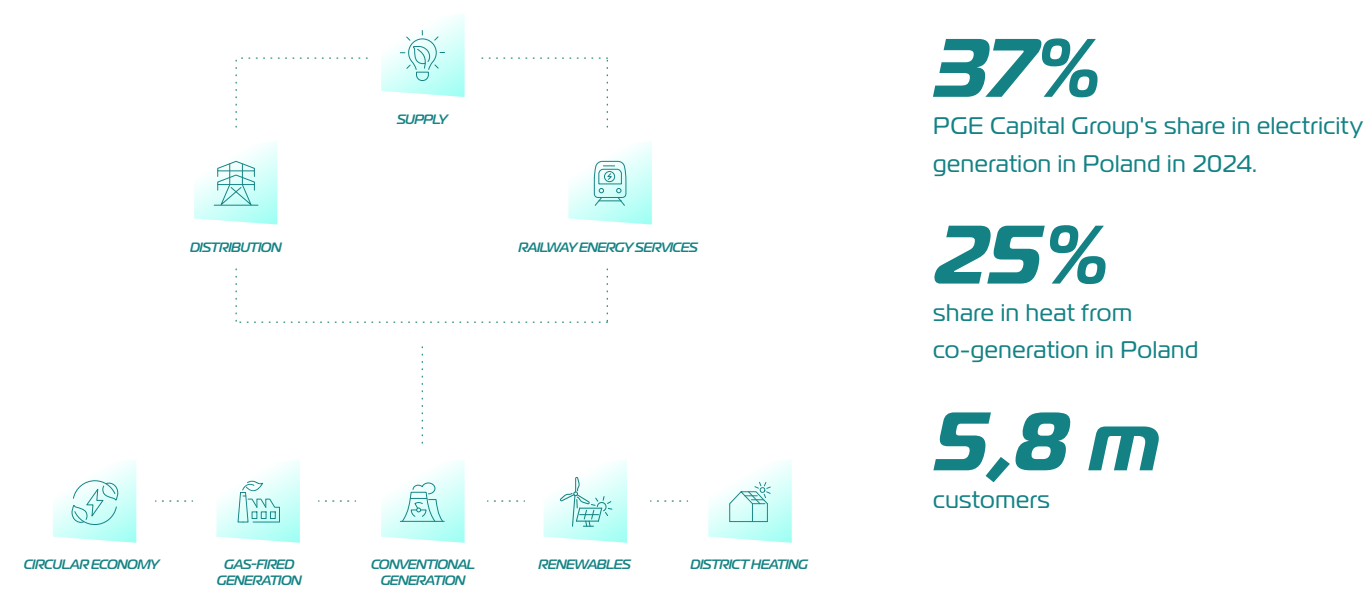
Dariusz Marzec
Chief Executive Officer
PGE Polska Grupa Energetyczna S.A.



About PGE Group

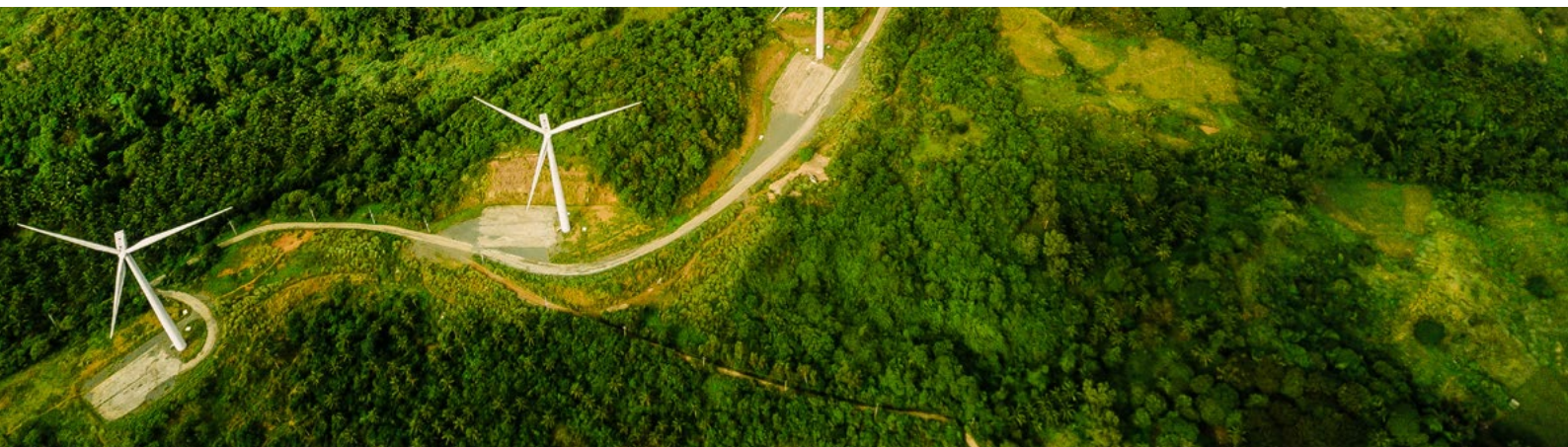
PGE Group is the largest vertically integrated producer and supplier of electricity and the largest producer of district heating in Poland. The Group’s activities span the entire value chain: from lignite mining at own mines, through generation of electricity and heat, to distribution and sales thereof.

Current business model of PGE Capital Group



PGE Group’s generating assets account for approx. 37% of electricity output in Poland in 2024. Conventional Generation segment share account for approx. 29% of gross generated electricity, District Heating and Renewables segments generated respectively 5% and 2% of electricity in Poland while Gas-fired Generation segment above 1%.

Renewables segment is involved in the generation of electricity from renewable sources and in pumped storage power plants. Assets in the segment include: 21 wind farms, 49 photovoltaic power plants, 29 run-of-river hydro power plants, 4 pumped-storage power plants, including 2 with natural flow.



Offshore energy

Conventional installations are based on lignite from PGE Group’s own mines as well as hard coal, gas and biomass from external suppliers. Renewable sources are also used in electricity generation: wind, water and sun.

Generating units belonging to District Heating segment hold approx. 25% share in heat from co-generation in Poland.

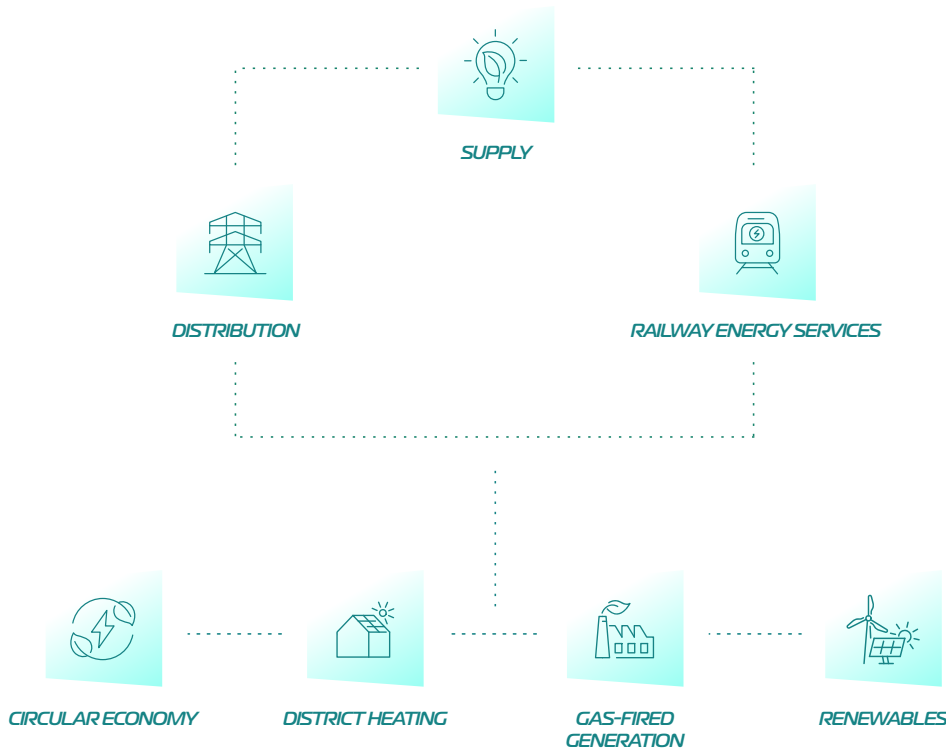
Using its 323 thousand km of power lines, PGE Group distributes electricity to customers over an area encompassing approx. 40% of Poland’s territory and to railway infrastructure throughout the country.

With a combination of own lignite resources, generation assets and distribution grids, PGE Group provides safe and reliable supplies of electricity

to more than 5.8 million customers in Distribution and Railway Energy Services segments, including households, businesses and institutions, and Supply and Railway Energy Services segments sell electricity to more than 5.7 million customers, in practice this means that it supplies almost a third of electricity consumers in Poland. PGE Group is also the leader in district heating production.

According to the binding PGE Group’s strategy, a change to the PGE Group’s business model is planned, including the carve-out of coal assets from the Group. However, the continuation of the project, as well as its final shape and work schedule depend on government decisions. As at the date of preparation of this report, no further arrangements have been made regarding coal assets of the Conventional Generation segment.

Planned target business model of the PGE Group in accordance with the current Group’s



2024 Key Metrics

ENVIRONMENTAL:

22 380 mln PLN
Turnover (EU Taxonomy-eligible)

9 244 mln PLN
CapEx (EU Taxonomy-eligible)

746 mln PLN
Total value of OpEx from EU Taxonomy-eligible activities

648,3 MW
Total capacity of connected residential PV systems

55 473 tys. t CO_{2e}
Gross Scope 1 GHG emissions

1 699 tys. t CO_{2e}
Gross Scope 2 GHG emissions

26 790 tys. t CO_{2e}
Total indirect Scope 3 GHG emissions

OPERATIONAL:

10 878 mln PLN
Recurring EBITDA

-4,4 mld PLN
Debt reduction in 2024

10 689 mln PLN
CapEx

56,16 TWh
Net electricity generation

2,77 TWh
Total renewable generation

40,55 TWh
Electricity distribution volume

33,70 TWh
Retail electricity sales

SOCIAL:

7 819,2
Average number of employees

67 %
Unionization rate in the PGE Group

21,3
Average number of training hours

-10,7 %
Gender pay gap (base salary)

PGE – the climate conscious company

The PGE Capital Group is aware of the impact of its operations on the climate, as well as the threats resulting from climate change for the Group's operations. This interdependence generates both risks and opportunities for development. Therefore, the expectations of stakeholders in terms of reporting the impact of activities on the climate as well as dependence on it are understandable, recognising climate risk management as a key element of strategic management, with a direct impact on financial aspects.

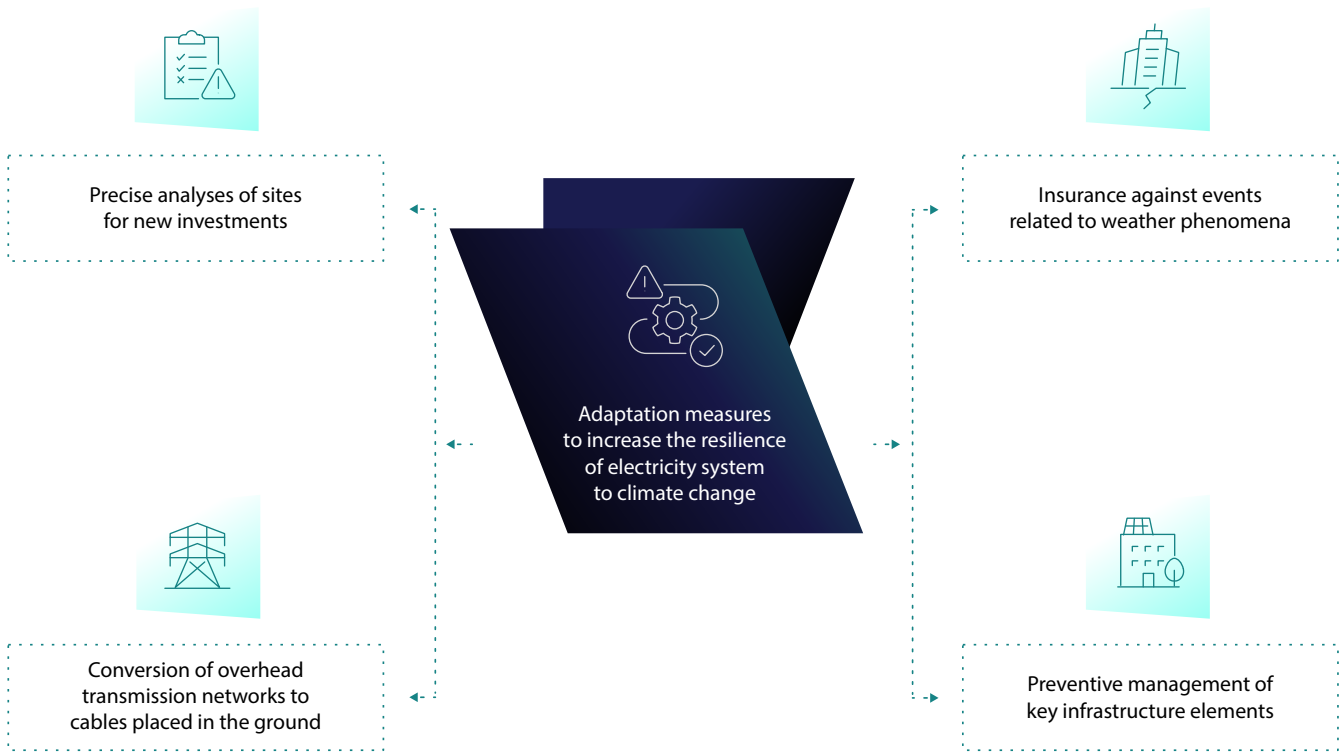
The PGE Capital Group focuses not only on risks, but also on opportunities to ensure resilience to threats and increase the Group's sustainable revenues. PGE Capital Group undertook a number of actions aimed at achieving climate neutrality in 2050.

In 2024 PGE Group once again participated in an international study on the company's environmental impact i.e. the Carbon Disclosure Project – CDP, an international study on corporate environmental impact. The Group responded to enquiries from

global investors about the impact of its operations on climate, water and forest resources and analysed both risks and opportunities related thereto.

In 2024 the PGE Group once again carried out an assessment of key physical (material) climate risks that may have a negative impact on its operations, supporting adaptation to climate change and increasing resistance to climate threats. Climate factors, primarily temperature, precipitation and wind, were assessed and their negative impact on key activities in the Group was examined.

The assessment of the risk related to climatic physical threats in PGE Capital Group in 2024 was carried out in the current and long-term perspective using scientific models describing possible climate scenarios. The assessment carried out showed a low or medium impact of risks related to physical climatic hazards on the key activities of the Capital Group in 2024. An important role in the assessment process is played by e.g. implementation of adaptive measures developed in the PGE Capital Group.



ESG in the 2025–2035 strategy

The PGE Group's strategy until 2035 takes a comprehensive approach to ESG (Environmental, Social, Governance) aspects, treating them as the foundation for responsible energy transition and long-term value creation.

In June 2025, the PGE Group announced a new strategy for 2035, under the motto is 'Energy for a Secure Future. Flexibility.' It provides for investments in smart energy grids, new large-scale and flexible gas-fired power plants, renewable energy sources, storage facilities and integrated district heating systems.

One of the key areas of the new strategy is also ESG and climate neutrality goals. The strategy maintains the goal of achieving climate neutrality for the PGE Group by 2050, while CO₂ emissions should be reduced by 75% as early as 2035.



ESG goals in the PGE Strategy 2025–2035:

(E) ENVIRONMENT

Minimising the negative impact of operations on the environment and implementing initiatives contributing to environmental protection



New dispatchable generating units



Expansion of the RES portfolio



Grid modernisation enabling more RES connections and less re-dispatching



Implement biodiversity conservation and water management policy objectives



Implement circular economy principles and reduce resource consumption

- **Net Zero by 2050**
- **-75% CO₂ emissions by 2035**
- **-76% NO_x emissions by 2035**

(S) SOCIETY

Support for the responsible transition of the Polish economy, care for employees and relations with communities



Reducing the risk of energy price increases and strengthening security of supply



Stable working conditions and a partnership based approach to local communities



Engaging local authorities in planning a responsible transformation



Supporting employee development and fostering their commitment

- **<5% Gender Pay gap**
- **Aspiration and Zero accidents policy**

(G) CORPORATE GOVERNANCE

Standards of organisational management



Organisational resilience and transparency



Management of processes and organisational culture



Principles of responsible ESG-compliant corporate governance



Recognition of minority shareholders' Rights

- **>30% variable remuneration for the Management Board depending on the achievement of ESG targets**
- **>90% anti-corruption training for particularly exposed job positions**

You can read more about the PGE Group Strategy until 2035 [here](#).

PGE's strategic aspirations



1. Energy from RES

- development of renewable energy sources (RES): offshore and onshore wind farms, photovoltaics and hydropower
- 28 TWh of clean energy for a competitive economy

2. Flexible gas capacity

- construction of new gas units, replacing coal with gas
- gas units supporting RES (backup for unstable sources)
- 100% readiness to switch to zero-emission fuels

3. Energy storage

- construction and development of energy storage systems ensuring, among other things, the effective use of RES

4. Energy distribution

- ensuring the stability of the energy system to enable the development of renewable energy sources
- digitalisation and automation of the grid (smart grids) – efficient energy management and integration of distributed sources

5. Responsible transformation

- responsible approach to changing the generation mix while respecting the role of employees (including responsible HR policy, career continuity, retraining, protection programmes) and local communities
- Circular economy (reclamation, partnerships and new technologies, effective waste management, UPS management, responsible consumption, net RecEx = PLN 0)
- Low- and zero-emission large-scale projects
- Electrification based on clean energy
- Decrease in CO₂ emissions

6. Clean district heating

- transformation of generation assets (decommissioning of coal-fired heating units)
- 60% reduction in CO₂ emissions by 2035
- reduction in NO_x emissions and water consumption

7. Offer for Business Partners

- facilitating rational use of energy and distribution services by customers
- supporting customers in managing energy storage facilities, PV installations and heat pumps
- consulting on energy transition planning

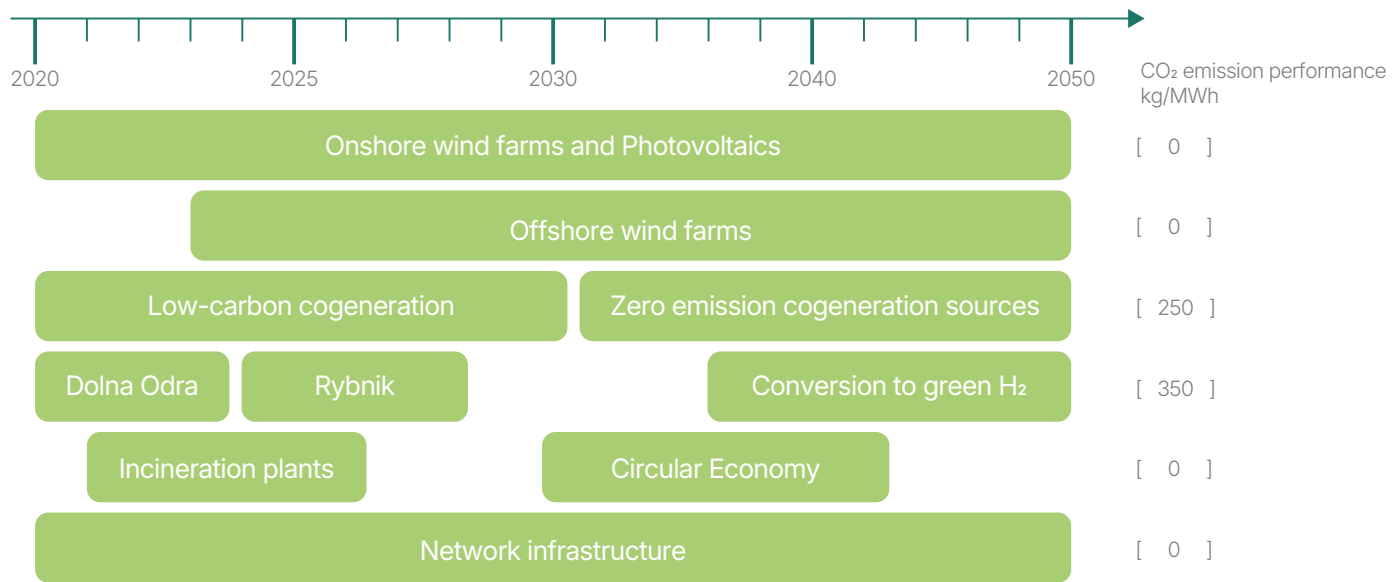
8. Quality of customer service

- energy and energy-related offer (green energy – the option to choose electricity and heat from renewable sources; virtual prosumer – a platform enabling participation in renewable energy production without the need to physically own an installation; customer applications enabling consumption tracking, report generation and presentation of recommended actions to achieve savings)
- opportunity to participate in the flexibility market – participation in the energy transition by supporting system stability (aggregated portfolio of individual customers)

Investing in sustainable energy

Investments of the PGE Group are focused on the development of renewable energy, transition of district heating and grid infrastructure. There will be no new coal investments (both mining and generation). It was assumed that between 2021 and 2030, approximately 50% of the investment will go into the development of renewable energy sources (offshore wind farms, onshore wind farms and photovoltaics). Another key important area of spending is regulated activity, including grid infrastructure and low-emission cogeneration sources.

Chart: PGE Group investments until 2050



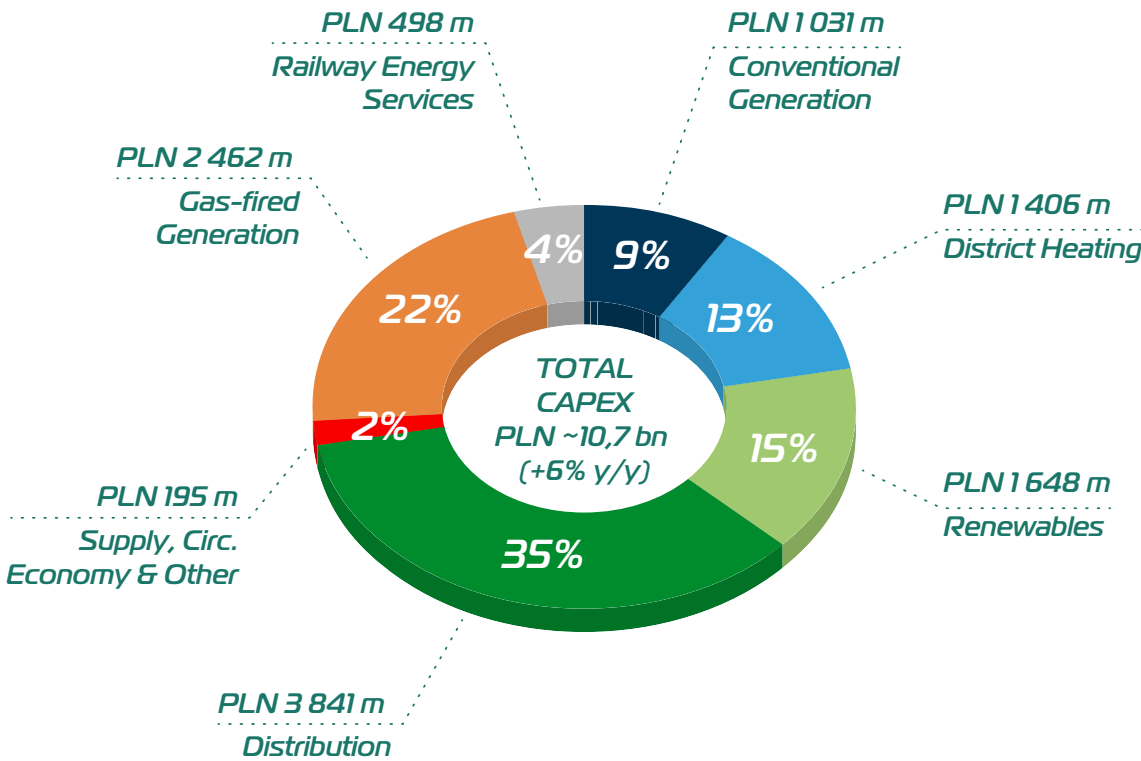
Capital expenditures in 2024



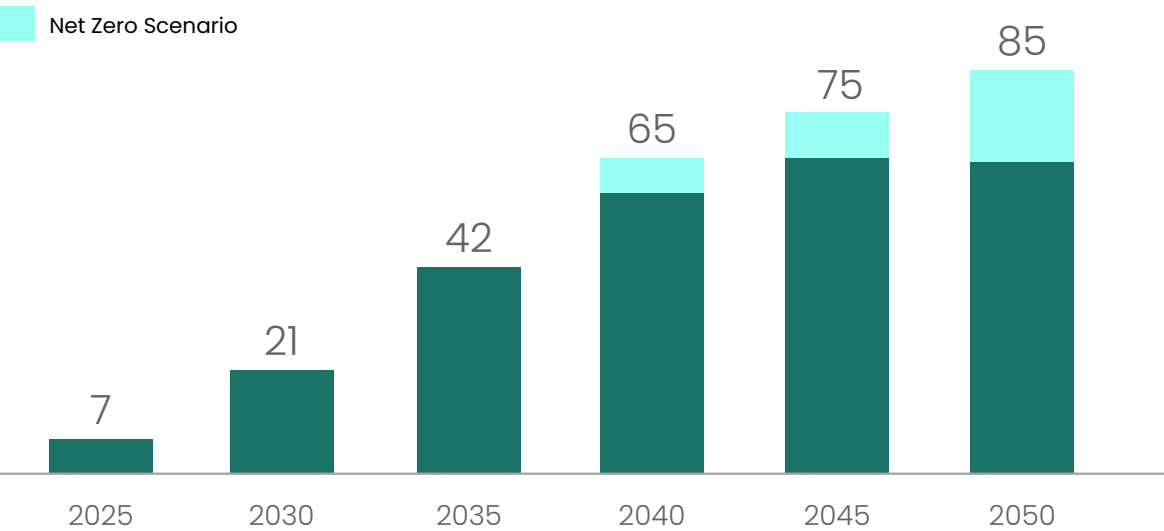
CAPEX in Conventional Generation, District Heating, Renewables and Gas-fired Generation (generating capacities), Distribution and Railway Energy Services

- Capacities in Gas-fired Generation – construction of new units in PGE Gryfino Dolna Odra (commissioned) and Rybnik 2050
- Distribution – expenditures amounting to almost PLN 1.6 bn incurred for connection of new off-takers
- Renewables – PLN 1.3 bn for development projects

Capital expenditures in 2024



Share of RES in the production of the PGE Group [%]



Offshore wind farms

Renewable energy sources are key to the PGE Group's energy transformation and ensuring access to competitively priced energy for the economy. Offshore wind energy plays a special role in this process, as it will be one of the key business segments. By 2035, the Group plans to build, in cooperation with partners, wind farms with a capacity of at least 4 GW, which will provide clean energy for 7.5 million households and reduce CO₂ emissions by 11 million tons.

Baltica 1

approx. 0.9 GW

Baltica 1 project is in the early preparation phase. In 2024, steps were taken to obtain the Environmental Permit, including submission of the environmental report for the Offshore Wind Farm area and the transboundary impact report within the Espoo procedure to the Regional Directorate for Environmental Protection. Geotechnical surveys and a post-validation campaign of wind measurements were also conducted.

Baltica 2

approx. 1.5 GW

Baltica 2 project (approx. 1.5 GW) is currently in the implementation phase. Key agreements for construction and installation works and component supplies have already been concluded. In 2024, works under the agreement for the construction of the onshore power evacuation system were carried out, for which the notice to proceed was issued on 28 June 2024. The Final Investment Decision was made on 29 January 2025, thereby officially transitioning the Project into the execution phase. It is assumed that the first electricity will be generated in the first half of 2027, and commissioning of the entire project is planned for the second half of 2027.

Baltica 3

approx. 1 GW

Baltica 3 project is in the preparation phase. In 2024, preliminary and intermediate geotechnical surveys were completed, and the geotechnical documentation of the ground substrate was developed. Simultaneously, environmental studies on migratory birds and bats were conducted in the so-called buffer zone, along with project optimisation works. Construction of an operations and maintenance base at the Port of Ustka – In 2024, demolition works were carried out on the site of the future operations and maintenance base in Ustka, and tendering procedures for selecting the General Contractor and Contract Engineer were conducted. The agreement with the Contract Engineer – SWECO – was concluded in December 2024. The agreement with the General Contractor is planned to be signed at the beginning of 2025.





Support for the Sustainable Development Goals

At the strategic level, the PGE Group incorporates sustainability by, among other things, aligning with the United Nations 2030 Agenda for Sustainable Development. The initiatives undertaken, the processes implemented, and the investments made in support of the Sustainable Development Goals are directly linked to the Group's core business activities. As the largest integrated producer and supplier of electricity and heat in Poland, PGE has an impact on both the natural environment and the communities in which it operates. The PGE Group Strategy identifies four key Sustainable Development Goals:



Affordable and clean energy



Sustainable cities and communities



Responsible consumption and production



Climate action

Key elements of the PGE Group Strategy and their link to the activities of core segments supporting the Sustainable Development Goals:

- Climate neutrality by 2050 – The Group has committed to achieving climate neutrality by 2050. This target will be reached through the expansion of renewable energy sources such as offshore wind farms, onshore wind farms, photovoltaic farms, and energy storage facilities. Increasing the share of installed RES capacity in the generation mix will allow for a reduction in the use of fossil fuels in the production of electricity and heat for end users. Additionally, the Group is implementing a Decarbonisation Plan for the District Heating Segment, which foresees a complete phase-out of coal combustion in heating and CHP plants by the end of 2030.
- PGE Group segments whose operations and the products and services they offer are key to achieving this goal: Renewables and District Heating; in terms of supporting customers in participating in the energy transition: Supply (including the PRO-EKO offering) and Distribution (e.g. RES connections, network modernisation, and strengthening local balancing capacity).
- Just transition of coal regions – PGE S.A. emphasises the importance of supporting coal sector employees and investing in new jobs in zero- and low-emission technologies.
- PGE Group segments whose operations and the products and services they offer are key to achieving this goal: Conventional Generation and Gas Energy (in the scope of investment realisation in the locations of current coal-fired power plants). From the perspective of transitioning coal regions and phasing out traditional methods of energy production, social support will be essential to achieving the Group's sustainability ambitions.
- Development of new employee competencies and support for local communities.
- PGE Group segments whose operations and the products and services they offer are key to achieving this goal: all segments.
- Environmental protection and circular economy – Through its strategy, the PGE Group has committed to increasing the waste recycling rate by over 65% by 2035 and reducing the volume of landfilled waste by 10% by the same year.
- PGE Group segments whose operations and the products and services they offer are key to achieving this goal: all segments, particularly Circular Economy.

E – Environment

The PGE Capital Group (PGE CG) is implementing an Investment Plan under which development investments in new low- or zero-emission generation sources are carried out. This Plan is a detailed implementation of the PGE Group Strategy until 2030. The main development directions included in the Investment Plan for 2024–2028 comprise, among others, investments undertaken within the Group in the area of climate change mitigation. These include:

- construction of offshore wind farms,
- construction of electricity storage facilities,
- construction of photovoltaic farms,
- construction of onshore wind farms,
- decarbonisation of district heating through the construction of generation units such as: gas engines, biomass, gas and electrode hot water boilers; heat pumps; solar collectors, etc.,
- increase in connection capacity.

As part of its management of material impacts, opportunities, and risks related to climate change mitigation and adaptation, the PGE CG acts in accordance with legal regulations and internal policies, including in particular:

- Environmental Policy, including the Declaration on environmental policy,
- Environmental Management System Model in PGE CG,
- PGE Group Strategy until 2030,
- Strategic Management Regulations,
- Environmental Context and Planning in PGE CG.



Environmental Policy

Within the PGE Capital Group, the highest authority responsible for implementing policies related to climate change adaptation, mitigation and energy is the Management Board of PGE S.A. The Management Board plays a key role in decision-making concerning the development and implementation of strategy, sustainable development actions, and environmental regulations aimed at climate change mitigation and adaptation. The main objectives of the Environmental Policy focus on:

- defining the general principles, powers and responsibilities in the area of environmental protection at PGE CG,
- identifying processes and activities carried out within PGE CG that are of key importance for environmental protection, assigning key roles defined in the environmental management process to the appropriate levels of the organisational structure within PGE CG,
- identifying environmental processes in the individual segments, taking into account the specificity of each segment covered by this Policy,
- continuously raising employee awareness within PGE CG regarding environmental protection.

Do stosowania zasad określonych w Polityce ochrony środowiska zobowiązane są wszystkie Jednostki organizacyjne w GK PGE uczestniczące w Procesie ochrony środowiska realizowanym w GK PGE. Za stosowanie wymagań niniejszej Polityki odpowiedzialne są Zarządy Spółek.

Carbon footprint

The process of calculating the carbon footprint in PGE CG has been carried out since 2021 in accordance with the adopted general procedure for calculating the carbon footprint within the PGE Capital Group.

The calculation of greenhouse gas emissions in PGE CG is conducted based on the guidelines of The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition, GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Greenhouse gas emissions [t CO ₂ e]	2024	2021 (base year)
Gross Scope 1 GHG emissions	55 472 854	70 986 410
Gross Scope 2 GHG emissions (location-based method) ²	1 698 928	2 183 836
Gross Scope 2 GHG emissions (market-based method)	1 698 928	2 183 395
Total indirect Scope 3 GHG emissions ³	26 7910 201	24 722 424

S – Social

The implementation of a just transition in coal regions is a key component of PGE CG's Strategy, aimed at reducing negative environmental impacts, though it may affect the Group's own workforce. As a preventive measure, an agreement has been concluded on stable and secure working and wage conditions for employees in anticipation of changes resulting from the transformation of the power and mining sectors.

In line with the Strategy, PGE CG's business profile will evolve towards activities that require lower labour intensity and a shift in key workforce competencies. Employment planning, new career development paths, the development of competencies and qualifications, and succession planning are among the measures used to manage the risks and opportunities arising from changes to the business model. The transition to a low-emission and climate-neutral economy requires the dissemination of new qualifications, which also presents an opportunity to develop new competencies. This, in turn, enables the retraining and reskilling of existing employees, capitalising on their experience and supporting them with the new skills needed in an evolving labour market.

PGE CG is aware of the scale of its operations and the potential for a positive impact on its own workforce. In every area, this impact is pursued in response to the actual needs of employees. For example, in the area of Occupational health and safety, numerous training sessions and educational initiatives are carried out to maximise the protection of the health and lives of both the Group's own workforce and value chain workers on PGE CG premises. A tangible positive impact on Secure employment is achieved through the use of open-ended employment contracts as the standard form of employment.

PGE CG has a significant positive impact on its own workforce in the area of Social dialogue. Regular social dialogue with employees, including through trade unions, is conducted in many of the Group companies. Freedom of association within trade unions and works councils is respected throughout PGE CG. Employers maintain ongoing social dialogue with union organisations, which represent the collective interests

of employees and ensure the enforcement of statutory rights related to their operation within the workplace. As of 31 December 2024, there were 153 individual trade union organisations operating within PGE CG, bringing together nearly 28,800 employees, resulting in a unionisation rate of 67%.

Diversity Policy

The aim of the Diversity Policy at PGE CG is to define the strategic directions for creating a friendly and inclusive workplace that embraces diversity in all its forms. The Policy emphasises the importance of promoting equal opportunities and upholding non-discrimination principles in the work environment. Key areas of the Policy include:

- Diversity Declaration –recognises the impact of diversity on knowledge exchange and perspective-building, development, market advantage, and positioning as a transformation leader through an efficient and effective organisation.
- Diversity Standards – these include compliance with non-discrimination principles, zero tolerance for disrespectful behaviour, implementation of anti-discrimination and anti-mobbing standards, respect for diversity, upholding equal opportunity and fairness in evaluation, supporting work-life balance, and promoting internships, mentoring and knowledge transfer.
- Diversity Communication Standards

In 2024, activities were implemented at the level of individual companies in accordance with the declarations of the Diversity Policy within PGE CG. Companies shape their actions in the spirit of respect for diversity, adapting initiatives to their own specific nature, capabilities and business environment. As part of the compliance programme, some companies conducted an analysis in 2024 of the possibilities for implementing diversity and inclusion measures. The results of this analysis will serve as a basis for planning initiatives in the coming years.



E – Governance

Business conduct policies and corporate culture

- PGE Capital Group Code of Ethics
- Compliance Management Regulations in the PGE Capital Group
- Code of Conduct for Business Partners of PGE Capital Group Companies
- Procedure for Internal Reporting and Whistleblower Protection
- General Procedure – Reporting and Handling Reports of Suspected Non-Compliance Incidents in the PGE Capital Group and Protection of Reporting Persons
- PGE CG Anti-Corruption Policy
- General Procedure for Anti-Corruption Measures in PGE CG
- Regulations on Inspection and Investigative Procedures in PGE S.A. and PGE CG

PGE CG establishes its corporate culture to support compliance with the law, ethical principles, and actions consistent with the principles of sustainable development, as defined in the PGE CG Code of Ethics and the PGE CG Compliance Management Regulations.

The development and promotion of corporate culture within the Group is carried out, among other means, through:

- educational activities in the form of training and communications on compliance with laws, internal regulations, and ethical conduct;
- support for the implementation of transparent processes that enable the identification, clarification, and prompt resolution of non-compliance and breaches of principles, as well as actions to prevent future occurrences.

In 2024, numerous communication activities were carried out to promote adherence to the values and principles of the Code of Ethics, using channels such as:

- articles in Pod Parasolem magazine,
- intranet publications.

A campaign was also conducted to promote a culture of ethics and integrity under the slogan ‘enerGETYCZNI ludzie!’ (a play on words combining ‘ethical’ and ‘energy people’), including a competition among PGE CG employees for artistic expressions on the theme of acting with integrity.

Management of relationships with suppliers

PGE CG’s approach to building business partnerships is defined in the PGE Capital Group Code of Ethics. Based on this, the Code of Conduct for Business Partners of PGE Capital Group Companies was developed. Every supplier cooperating with PGE CG is obliged to be familiar with and comply with this document. Each potential supplier uses a dedicated tool – the purchasing platform – where, upon registration, they confirm having read the Code and acknowledge that each potential contract will include an obligation to comply with the provisions of the Code.

PGE CG builds relationships with potential suppliers through:

- organising information meetings aimed at gathering information to verify the potential of Polish and foreign suppliers, e.g. in the construction of offshore wind farms, building a base of Polish suppliers for offshore wind farm development, identifying the needs of stakeholders in the offshore wind energy sector,
- building the supply chain of companies active in the offshore wind energy sector,
- building a positive image through relationships with suppliers.

While conducting procurement procedures, PGE CG strives to achieve maximum tangible benefits, without losing sight of the values set out in the PGE CG Code of Ethics, namely: Partnership, Development, Responsibility.

In doing so, the Group aims for the broadest possible involvement in social and environmental matters, also within the scope of its procurement procedures. To this end, PGE CG ensures:

- Occupational health and safety – PGE CG requires suppliers and their subcontractors to comply with occupational health and safety standards in selected procurement procedures.
- Social engagement – PGE CG seeks the widest possible involvement of suppliers in social issues. In selected procurement procedures, it supports the labour market, small and medium-sized enterprises, local market and community development, as well as the activation of socially excluded persons and persons with disabilities.

- Innovation and development – PGE CG organises technical dialogues with potential suppliers in order to raise awareness and expand horizons in the search for optimal solutions. As requirements increase, PGE CG promotes suppliers offering the most technologically advanced and innovative solutions. In selected procurement procedures, in addition to economic bid evaluation criteria, PGE CG includes additional criteria promoting the innovativeness of the applied technologies.
- Environmental protection – PGE CG promotes environmentally friendly solutions by requiring suppliers, in selected procurement procedures, to conduct business with respect for environmental protection standards.



