

# GRI table

102-55

## Organisational profile

GRI 102: Organisational profile

Disclosure number	Disclosure name	Reporting level	Position in the report
102-1	Name of the organization	Comprehensive	Value chain
102-2	Activities, brands, products, and services	Comprehensive	Products and services
102-3	Location of headquarters	Comprehensive	About the Report
102-4	Location of operations	Comprehensive	Products and services
102-5	Ownership and legal form	Comprehensive	About the Report
102-6	Markets served	Comprehensive	Products and services
102-7	Scale of the organization	Comprehensive	Financial highlights Products and services
102-8	Information on employees and other workers	Core	Workforce structure
102-9	Supply chain	Comprehensive	Ethical supply chain
102-10	Significant changes to the organisation's size, structure, ownership, or supply chain in the reporting period	Comprehensive	Value chain
102-11	Precautionary Principle or approach	Comprehensive	Risk management
102-12	External initiatives	Comprehensive	Membership of industry associations and CSR
102-13	Membership of associations	Comprehensive	Membership of industry associations and CSR
102-14	Statement from senior decision-maker	Comprehensive	Letter from the President of the Management Board
102-15	Key impacts, risks, and opportunities	Comprehensive	LOTOS Group's macroeconomic environment in 2019
102-16	Values, principles, standards, and norms of behavior	Comprehensive	Ethics and anti-corruption
102-17	Mechanisms for advice and concerns about ethics	Comprehensive	Ethics and anti-corruption
102-18	Governance structure	Comprehensive	Governance structure
102-40	List of stakeholder groups	Comprehensive	People as top priority

102-41	Collective bargaining agreements	Comprehensive	Remuneration and employee benefits
102-42	Identifying and selecting stakeholders	Comprehensive	Relations with social environment
102-43	The organisation's approach to stakeholder engagement	Comprehensive	Relations with social environment
102-44	Key topics and concerns raised	Comprehensive	About the Report
102-45	Entities included in the consolidated financial statements	Comprehensive	Corporate Governance
102-46	Defining report content and topic Boundaries	Comprehensive	About the Report
102-47	List of material topics	Comprehensive	About the Report
102-48	Effect of any restatements of information given in previous reports, the reasons for such restatements and their impact	Comprehensive	About the Report
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	Comprehensive	About the Report
102-50	Reporting period	Comprehensive	About the Report
102-51	Date of most recent report	Comprehensive	About the Report
102-52	Reporting cycle	Comprehensive	About the Report
102-53	Contact point for questions regarding the report	Comprehensive	About the Report
102-54	Claims of reporting in accordance with the GRI Standards	Comprehensive	About the Report
102-55	GRI content index	Comprehensive	— —
102-56	Policy and current practice for external assurance of the report	Comprehensive	About the Report

## Specific disclosures

### Social topics

#### Economic performance

Disclosure number	Disclosure name	Reporting level	Position in the report
103-1	Explanation of the material topics and their Boundaries	Comprehensive	Financial results and operational achievements Waste
103-2	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Financial results and operational achievements Waste

<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Financial results and operational achievements Waste
<b>201-1</b>	Direct economic value generated and distributed	Comprehensive	Financial results and operational achievements
<b>201-3</b>	Defined benefit plan obligations and other retirement plans	Comprehensive	Financial results and operational achievements
<b>Proprietary indicator 1</b>	Business strategy, growth forecasts for the LOTOS Group in the coming years	Comprehensive	— —

#### Climate impacts

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Strategy towards climate change
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Strategy towards climate change
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Strategy towards climate change
<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	Comprehensive	Strategy towards climate change
<b>Proprietary indicator 2</b>	Effect of the company on climate	Comprehensive	— —

#### Indirect economic impacts

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	We are driven by sustainable development
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	We are driven by sustainable development
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	We are driven by sustainable development
<b>203-2</b>	Significant indirect economic impacts, including their scale	Core	We are driven by sustainable development

Procurement practices

Disclosure number	Disclosure name	Reporting level	Position in the report
103-1	Explanation of the material topic and its boundary	Comprehensive	Ethical supply chain
103-2	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Ethical supply chain
103-3	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Ethical supply chain
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	Comprehensive	We are driven by sustainable development

Anti-corruption

Disclosure number	Disclosure name	Reporting level	Position in the report
103-1	Explanation of the material topic and its boundary	Comprehensive	Ethics and anti-corruption
103-2	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Ethics and anti-corruption
103-3	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Ethics and anti-corruption
205-1	Operations assessed for risks related to corruption	Comprehensive	Ethics and anti-corruption
205-2	Communication and training about anti-corruption policies and procedures	Comprehensive	Ethics and anti-corruption

Environmental topics

Materials

Disclosure number	Disclosure name	Reporting level	Position in the report
103-1	Explanation of the material topic and its boundary	Comprehensive	Raw materials
103-2	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Raw materials

<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Raw materials
<b>301-1</b>	Materials used by weight or volume	Comprehensive	Raw materials

Energy

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Energy production and consumption
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Energy production and consumption
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Energy production and consumption
<b>302-1</b>	Energy consumption within the organization	Comprehensive	Energy production and consumption
<b>302-3</b>	Energy intensity	Comprehensive	Energy production and consumption
<b>302-4</b>	Reduction of energy consumption	Comprehensive	Energy production and consumption

Water

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Water and effluents
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Water and effluents
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Water and effluents
<b>303-1 2016</b>	Water withdrawal by source	Comprehensive	Water and effluents

Biodiversity

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
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<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Biodiversity
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Biodiversity
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Biodiversity
<b>304-1</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Comprehensive	Biodiversity

#### Emissions

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Greenhouse gas emissions
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Greenhouse gas emissions
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Greenhouse gas emissions
<b>305-1</b>	Direct (Scope 1) GHG emissions	Comprehensive	Greenhouse gas emissions
<b>305-2</b>	Indirect GHG emissions	Comprehensive	Greenhouse gas emissions
<b>305-4</b>	GHG emissions intensity	Comprehensive	Greenhouse gas emissions
<b>305-5</b>	Redukcja emisji gazów cieplarnianych	Comprehensive	Greenhouse gas emissions
<b>305-6</b>	Emissions of ozone-depleting substances to air	Comprehensive	Other air emissions (other than greenhouse gases)
<b>305-7</b>	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Comprehensive	Other air emissions (other than greenhouse gases)

#### Effluents and waste

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Water and effluents

<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Water and effluents
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Water and effluents
<b>306-1</b>	Total water discharge by quality and destination	Comprehensive	Water and effluents

#### Waste

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>OG5</b>	Volume and disposal of formation or produced water	Comprehensive	Water and effluents
<b>OG6</b>	Volume of flared and vented hydrocarbon	Comprehensive	Water and effluents
<b>OG7</b>	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	Comprehensive	— —

#### Environmental compliance

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Our approach to sustainable development
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Our approach to sustainable development
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Our approach to sustainable development
<b>307-1</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Comprehensive	Our approach to sustainable development

#### Social topics

##### Employment

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	HR policy

<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	HR policy
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	HR policy
<b>401-1</b>	Total number and rate of new employee hires during the reporting period, by age group, gender and region	Core	Workforce structure
<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation (insurance, health care, etc.)	Comprehensive	Remuneration and employee benefits

#### Occupational health and safety

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>103-1</b>	Explanation of the material topic and its boundary	Comprehensive	Occupational health and safety
<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Occupational health and safety
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Occupational health and safety
<b>403-1 2018</b>	Health and safety at work management systems	Comprehensive	Occupational health and safety
<b>403-2 2018</b>	Hazard identification, risk assessment, and accident investigation	Comprehensive	Occupational health and safety
<b>403-3 2018</b>	Occupational health services	Comprehensive	Occupational health and safety
<b>403-5 2018</b>	Worker training on occupational health and safety	Comprehensive	Occupational health and safety
<b>403-6 2018</b>	Promotion of worker health	Comprehensive	Occupational health and safety
<b>403-7 2018</b>	Prevention and mitigation of occupational health and safety impacts	Comprehensive	Occupational health and safety
<b>403-8 2018</b>	Workers covered by an occupational health and safety management system	Comprehensive	Occupational health and safety
<b>403-9 2018</b>	Work-related injuries	Core	Occupational health and safety
<b>403-10 2018</b>	Work-related ill health	Core	Occupational health and safety

#### Training and education



Disclosure number	Disclosure name	Reporting level	Position in the report
103-1	Explanation of the material topic and its boundary	Comprehensive	Development and education
103-2	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Development and education
103-3	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Development and education
404-1	Average hours of training per year per employee by gender, and by employee category	Comprehensive	Development and education
404-2	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Comprehensive	Remuneration and employee benefits
404-3	Percentage of total employees by gender and by employee category who received a regular performance and career development review	Core	Development and education

#### Diversity and equal opportunity

Disclosure number	Disclosure name	Reporting level	Position in the report
103-1	Explanation of the material topic and its boundary	Comprehensive	Diversity management
103-2	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Diversity management
103-3	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	Diversity management
405-1	Percentage of individuals within the organisation's governance bodies and employees in each of the following diversity categories: gender; age group; minority groups and other disclosures of diversity	Comprehensive	Governance structure Diversity management

#### Local communities

Disclosure number	Disclosure name	Reporting level	Position in the report
103-1	Explanation of the material topic and its boundary	Comprehensive	Initiatives for local communities

<b>103-2</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	<a href="#">Initiatives for local communities</a>
<b>103-3</b>	The management approach and its components in the environmental, social, human rights, anti-corruption and HR areas, with an indication of material topics in each area	Comprehensive	<a href="#">Initiatives for local communities</a>
<b>413-1</b>	Percentage of operations with local community engagement, impact assessments, and development programmes	Core	<a href="#">Initiatives for local communities</a>
<b>Proprietary indicator 3</b>	Sponsorship and charitable initiatives	Comprehensive	— —
<b>Proprietary indicator 4</b>	LOTOS Foundation	Comprehensive	— —

Asset integrity and process safety

<b>Disclosure number</b>	<b>Disclosure name</b>	<b>Reporting level</b>	<b>Position in the report</b>
<b>OG13</b>	Number of process safety events, by business activity	Comprehensive	<a href="#">Process safety</a>