

# GRI Index

GRI index	Disclosure	Links
<b>Organizational profile</b>		
GRI 102-1	Name of the organization	<ul style="list-style-type: none"> <li>• <a href="#">Structure and management</a></li> <li>• <a href="#">Contact</a></li> <li>• <a href="#">Education and sharing of knowledge</a></li> <li>• <a href="#">Education and sharing of knowledge</a></li> <li>• <a href="#">Contact</a></li> <li>• <a href="#">Structure and management</a></li> </ul>
GRI 102-2	Activities, primary brands, products, and services	<ul style="list-style-type: none"> <li>• <a href="#">Structure and management</a></li> <li>• <a href="#">Structure and management</a></li> </ul>
GRI 102-3	Location of the organization's headquarters	<ul style="list-style-type: none"> <li>• <a href="#">Contact</a></li> <li>• <a href="#">Contact</a></li> </ul>
GRI 102-4	Location of operations	<ul style="list-style-type: none"> <li>• <a href="#">Structure and management</a></li> <li>• <a href="#">Structure and management</a></li> </ul>
GRI 102-5	Nature of ownership and legal form	<ul style="list-style-type: none"> <li>• <a href="#">Structure and management</a></li> <li>• <a href="#">Structure and management</a></li> </ul>
Custom index 1	Energy Consumption Points (number of customers - Trading Segment)	<ul style="list-style-type: none"> <li>• <a href="#">Customers and products</a></li> <li>• <a href="#">Customers and products</a></li> </ul>
Custom index 2	Installed generation capacity	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Development directions</a></li> </ul>
Custom index 3	Increase in electricity generation as compared to previous year	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Development directions</a></li> </ul>
GRI 102-6	Markets served	<ul style="list-style-type: none"> <li>• <a href="#">Structure and management</a></li> <li>• <a href="#">Structure and management</a></li> </ul>

GRI index	Disclosure	Links
GRI 102-7	Scale of the organization:	<ul style="list-style-type: none"> <li>• <a href="#">Structure and management</a></li> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Customers and products</a></li> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Customers and products</a></li> <li>• <a href="#">Structure and management</a></li> </ul>
Custom index 4	Hard coal consumption index for own needs	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Development directions</a></li> </ul>
Custom index 5	Technical characteristics of the network facilities: Total length of lines in conversion to one track in km, of high-voltage, medium-voltage, low-voltage lines; total length of connections and number of connections (in items); number of substations (in items)	<ul style="list-style-type: none"> <li>• <a href="#">Efficient power supply network</a></li> </ul>
Custom index 6	Increase in sales of electricity and gaseous fuel to end users as compared to previous year	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Development directions</a></li> </ul>
GRI 102-8	Information on employees and other workers, including: <ul style="list-style-type: none"> <li>• Total number of employees by gender and contract type</li> <li>• Total number of employees by contract type (full-time or part-time)</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Employment</a></li> </ul>
GRI 102-9	Supply chain	<ul style="list-style-type: none"> <li>• <a href="#">Supply chain</a></li> </ul>
GRI 102-10	Any significant changes during the reporting period regarding the organization's size, structure and ownership	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-11	Explanation whether and how the precautionary approach or principle is addressed by the organization	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> </ul>
GRI 102-12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	<ul style="list-style-type: none"> <li>• <a href="#">Partnerships and cooperations</a></li> </ul>
GRI 102-13	Memberships of associations (such as industry associations) and national or international advocacy organizations	<ul style="list-style-type: none"> <li>• <a href="#">Partnerships and cooperations</a></li> </ul>
<b>Strategy</b>		
GRI 102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> <li>• <a href="#">Foreword from the President</a></li> </ul>
GRI 102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> <li>• <a href="#">Foreword from the President</a></li> </ul>

GRI index	Disclosure	Links
<b>Ethics</b>		
GRI 102-16	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	<ul style="list-style-type: none"> <li>• <a href="#">Ethics</a></li> </ul>
<b>Governance</b>		
GRI 102-18	Governance structure of the organization, including committees of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Structure and management</a></li> <li>• <a href="#">Structure and management</a></li> </ul>
<b>Stakeholder engagement</b>		
GRI 102-40	List of stakeholder groups engaged by the reporting organization	<ul style="list-style-type: none"> <li>• <a href="#">Map of stakeholders</a></li> </ul>
GRI 102-41	Employees covered by collective bargaining agreements	<ul style="list-style-type: none"> <li>• <a href="#">Workplace management</a></li> <li>• <a href="#">Workplace management</a></li> </ul>
GRI 102-42	The basis for identification and selection of stakeholders	<ul style="list-style-type: none"> <li>• <a href="#">Map of stakeholders</a></li> </ul>
GRI 102-43	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	<ul style="list-style-type: none"> <li>• <a href="#">Map of stakeholders</a></li> </ul>
GRI 102-44	Key topics and problems raised by stakeholders and the response from the organisation, including by reporting them	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
<b>Reporting practice</b>		
GRI 102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-47	All the material topics identified in the process for defining report content	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-48	Explanations which relate to effects of any restatements of information provided in previous reports, and the reasons for such restatement and their influence (eg, mergers, acquisitions, change of base years/periods, nature of business, measurement methods)	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>

<b>GRI index</b>	<b>Disclosure</b>	<b>Links</b>
GRI 102-50	Reporting period	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-51	Date of most recent report	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-52	Claims of reporting in accordance with the GRI Standards (Core or Comprehensive)	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-53	Contact point	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-54	Claims of reporting in accordance with the GRI Standards (Core or Comprehensive)	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-55	GRI content index	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>
GRI 102-56	Organization's policy and current practice with regard to seeking external assurance for the report	<ul style="list-style-type: none"> <li>• <a href="#">About Reporting Process</a></li> <li>• <a href="#">About Reporting Process</a></li> </ul>

#### Topic-specific standard disclosure

#### Key aspect of reporting: Investments and their impact on the environment

GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Investments and modernisations</a></li> <li>• <a href="#">Investments and modernisations</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Investments and modernisations</a></li> <li>• <a href="#">Investments and modernisations</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Investments and modernisations</a></li> <li>• <a href="#">Investments and modernisations</a></li> </ul>
Custom index 7	List of key investments that reduce the scale of the organization's impact on the natural environment	<ul style="list-style-type: none"> <li>• <a href="#">Investments and modernisations</a></li> <li>• <a href="#">Investments and modernisations</a></li> </ul>

#### Materials

GRI 301-1	Materials used by weight or volume	<ul style="list-style-type: none"> <li>• <a href="#">Water and raw materials</a></li> </ul>
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GRI index	Disclosure	Links
<b>Key aspect of reporting: Energy</b>		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Energy efficiency</a></li> <li>• <a href="#">Development directions</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Energy efficiency</a></li> <li>• <a href="#">Development directions</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Energy efficiency</a></li> <li>• <a href="#">Development directions</a></li> </ul>
GRI 302-1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>• <a href="#">Energy efficiency</a></li> </ul>
Custom index 8	Key actions implemented to reduce energy consumption and increase energy efficiency	<ul style="list-style-type: none"> <li>• <a href="#">Energy efficiency</a></li> </ul>
<b>Key aspect of reporting: Water - caring for water resources</b>		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Water and raw materials</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Water and raw materials</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Water and raw materials</a></li> </ul>
GRI 303-2	Total water withdrawal by source	<ul style="list-style-type: none"> <li>• <a href="#">Water and raw materials</a></li> </ul>
Custom index 9	Key actions implemented to reduce water consumption and protect water resources	<ul style="list-style-type: none"> <li>• <a href="#">Water and raw materials</a></li> </ul>
<b>Key aspect of reporting: Emissions</b>		

<b>GRI index</b>	<b>Disclosure</b>	<b>Links</b>
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Emissions</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Emissions</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Environmental impact management</a></li> <li>• <a href="#">Emissions</a></li> </ul>
GRI 305-1	Direct GHG emissions (Enea Wytwarzanie, Enea Elektrownia Połaniec)	<ul style="list-style-type: none"> <li>• <a href="#">Emissions</a></li> </ul>
GRI 305-7	NOx, Sox and other significant air emissions as per type and weight.	<ul style="list-style-type: none"> <li>• <a href="#">Emissions</a></li> </ul>
<b>Waste</b>		
GRI 306-2	Total weight of waste by type and disposal method	<ul style="list-style-type: none"> <li>• <a href="#">Water and raw materials</a></li> </ul>
<b>Environmental Compliance</b>		
GRI 307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<ul style="list-style-type: none"> <li>• <a href="#">Environmental impact management</a></li> </ul>
<b>Environmental topics</b>		
<b>Key aspect of reporting: Ensuring continuity of energy supply</b>		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Efficient power supply network</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Efficient power supply network</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Efficient power supply network</a></li> </ul>
Sector EU index 28	SAIFI - Frequency of interruptions in energy supplies	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Efficient power supply network</a></li> <li>• <a href="#">Development directions</a></li> </ul>

GRI index	Disclosure	Links
Sector EU index 29	SAIDI - Average duration of interruptions in energy supplies	<ul style="list-style-type: none"> <li>• <a href="#">Development directions</a></li> <li>• <a href="#">Efficient power supply network</a></li> <li>• <a href="#">Development directions</a></li> </ul>

**Key aspect of reporting: Customer satisfaction**

GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Quality of service</a></li> <li>• <a href="#">Quality of service</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Quality of service</a></li> <li>• <a href="#">Quality of service</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Quality of service</a></li> <li>• <a href="#">Quality of service</a></li> </ul>
Custom index 10	Actions implemented to ensure the safety of customers' personal data	<ul style="list-style-type: none"> <li>• <a href="#">Data security</a></li> </ul>
Custom index 11	Communication channels with customers	<ul style="list-style-type: none"> <li>• <a href="#">Map of stakeholders</a></li> <li>• <a href="#">Customer innovations</a></li> <li>• <a href="#">Customer innovations</a></li> </ul>
Custom index 12	Level of customers satisfaction	<ul style="list-style-type: none"> <li>• <a href="#">Customer innovations</a></li> <li>• <a href="#">Customer innovations</a></li> </ul>
Custom index 13	Main activities to improve customers satisfaction and to ensure continuity in service delivery	<ul style="list-style-type: none"> <li>• <a href="#">Customer innovations</a></li> <li>• <a href="#">Customer innovations</a></li> </ul>

**Key aspect of reporting: Employment scale and conditions**

GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Employment</a></li> <li>• <a href="#">Workplace management</a></li> <li>• <a href="#">Workplace management</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Employment</a></li> <li>• <a href="#">Workplace management</a></li> <li>• <a href="#">Workplace management</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Employment</a></li> <li>• <a href="#">Workplace management</a></li> <li>• <a href="#">Workplace management</a></li> </ul>
GRI 401-1	<p>"Total number and percentage of new employees and the total number of departures in the reporting period, including:"</p> <ul style="list-style-type: none"> <li>• Total number and percentage of newly hired employees, by gender, age and region</li> <li>• Total number and percentage of employees who left the organisation, by gender, age and region</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Generation gap management</a></li> <li>• <a href="#">Generation gap management</a></li> </ul>
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>• <a href="#">Support and Benefits</a></li> </ul>

GRI index	Disclosure	Links
<b>Key aspect of reporting: Tackling the generation gap</b>		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Generation gap management</a></li> <li>• <a href="#">Generation gap management</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Generation gap management</a></li> <li>• <a href="#">Generation gap management</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Generation gap management</a></li> <li>• <a href="#">Generation gap management</a></li> </ul>
<b>Key aspect of reporting: Occupational safety and health</b>		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Health and safety</a></li> </ul>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Health and safety</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Health and safety</a></li> </ul>
GRI 403-2	Type and rate of work-related injuries	<ul style="list-style-type: none"> <li>• <a href="#">Health and safety</a></li> </ul>
Custom index 14	Examples of activities and solutions for increasing workplace safety and employee education in this area	<ul style="list-style-type: none"> <li>• <a href="#">Health and safety</a></li> </ul>
<b>Training and Education</b>		
GRI 404-1	Average hours of training per year per employee by employee category	<ul style="list-style-type: none"> <li>• <a href="#">Training and education</a></li> <li>• <a href="#">Training and education</a></li> </ul>
GRI 404-2	Programs for upgrading employee skills	<ul style="list-style-type: none"> <li>• <a href="#">Training and education</a></li> <li>• <a href="#">Training and education</a></li> </ul>
<b>Non-discrimination</b>		
GRI 406-1	Incidents of discrimination and corrective actions taken (Not identified this type of cases reported in 2017)	
<b>Key aspect of reporting: Compliance</b>		
GRI 103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• <a href="#">Ethics</a></li> <li>• <a href="#">Environmental impact management</a></li> </ul>



<b>GRI index</b>	<b>Disclosure</b>	<b>Links</b>
GRI 103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• <a href="#">Ethics</a></li> <li>• <a href="#">Environmental impact management</a></li> </ul>
GRI 103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• <a href="#">Ethics</a></li> <li>• <a href="#">Environmental impact management</a></li> </ul>
GRI 412-2	Employee training on human rights policies or procedures	<ul style="list-style-type: none"> <li>• <a href="#">Ethics</a></li> </ul>
Custom index 15	The total fee imposed on the companies in the Enea Group for non-compliance with the law and /or external regulations	<ul style="list-style-type: none"> <li>• <a href="#">Customers and products</a></li> <li>• <a href="#">Customers and products</a></li> </ul>
<b>Social engagement</b>		
Custom index 16	Total amount allocated by Enea Group to social engagement (including donations and employee volunteering)/year	<ul style="list-style-type: none"> <li>• <a href="#">Social investments</a></li> <li>• <a href="#">Social investments</a></li> </ul>
Custom index 17	Number of employees - volunteers engaged in employee volunteering activities in the reported year	<ul style="list-style-type: none"> <li>• <a href="#">Employee volunteering</a></li> <li>• <a href="#">Employee volunteering</a></li> </ul>
Custom index 18	Number of beneficiaries of employee volunteering activities including participants of action/training and other employee volunteering activities (without taking into account mass events)	<ul style="list-style-type: none"> <li>• <a href="#">Employee volunteering</a></li> <li>• <a href="#">Employee volunteering</a></li> </ul>
Custom index 19	Total number of hours spent by employees on employee volunteering in 2017	<ul style="list-style-type: none"> <li>• <a href="#">Employee volunteering</a></li> <li>• <a href="#">Employee volunteering</a></li> </ul>