

Useful information

## Useful information

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2014



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## Calendar of important events 2014

9  
january  
2014



### LOTOS takes off at the Katowice Airport

LOTOS-Air BP Polska begins operations at the Katowice Pyrzowice International Airport as a supplier of aviation fuels 'at the wing-tip'.

9  
january  
2014



### Top Brand award for LOTOS

LOTOS is recognised as the Top Brand 2013 in the engine oils category, the most prestigious distinction granted in the nationwide 'Consumer Laurel 2013' competition.

10  
january  
2014



### LOTOS partners with ENACTUS

Grupa LOTOS becomes a partner of the ENACTUS programme, which mobilises students to pursue business projects to the benefit of local communities.

10  
january  
2014



### Self-service LPG refuelling

The chain of LOTOS service stations begins to offer self-service LPG refuelling facilities, with the SP320 located in Gdynia-Redłowo at Al. Zwycięstwa 165 as the first such service station in the Gdynia-Gdańsk-Sopot agglomeration.

16  
january  
2014



### Towing of the 'Petrobaltic' oil rig

Following completion of work on the B3 field next to the unmanned PG-1 oil rig (so-called jacket), the 'Petrobaltic' oil rig is towed to the B8 field to drill the B8-6K directional well with a target length of 2,370 metres, vertical depth of 2,257 metres, and deviation from the vertical of 627.5 metres.

30  
january  
2014

### New LOTOS licences on the Norwegian Shelf

LOTOS Exploration and Production Norge is awarded two new exploration licences on the Norwegian Continental Shelf.

5  
february  
2014



### LOTOS Serwis' high qualifications confirmed

A representative of the Office of Technical Inspection's certifying body presents the Czechowice-Dziedzice Branch of LOTOS Serwis with a certificate authorising it to operate a UDT-CERT Welders Examination Centre for the PN-EN 287-1: 2011 standard. A welder who passes such examination is authorised to modernise and repair pressure equipment under the purview of the Office of Technical Inspection.

7  
february  
2014



### Tenth anniversary of LOTOS Kolej in the south of Poland

In 2004, LOTOS Kolej launched its operations in southern Poland through its new branches in Czechowice-Dziedzice and Jasło. Initially, their primary role was to provide railway services to LOTOS southern refineries; over time, they have taken over a number of other functions, including single-car freight services or international railway services.

10  
february  
2014



### Kamil Stoch, sponsored by Grupa LOTOS, becomes the Winter Olympic Games Champion

Kamil Stoch outperforms the competition and wins the Gold medal in the Men's Ski Jumping Normal Hill at the Olympic Winter Games in Sochi.

13  
february  
2014



### Justyna takes the Gold

After a phenomenal performance in the women's 10 km classic cross-country skiing race, Justyna Kowalczyk wins the Olympic Gold Medal despite a fractured foot. Justyna's is the second Gold medal for Poland at the Olympic Winter Games in Sochi, and also the second Gold won by an athlete sponsored by LOTOS.

14  
february  
2014



### LOTOS-Air BP Polska awarded 'Wings of Success'

LOTOS-Air BP receives an award for the 'Most significant event on the ground handling services market at Warsaw Chopin Airport in 2013'.

15  
february  
2014



### Double Gold for Stoch

Kamil Stoch, sponsored by Grupa LOTOS, makes history as he completes a gold medal sweep in the ski jumping competition at the Sochi Winter Olympic Games.

17  
february  
2014



### Launch of the 'Kierunek Bałtyk' ('Headed for the Baltic') online platform

The environmental awareness platform 'Kierunek Bałtyk' ('Headed for the Baltic') is officially launched. In addition to the overall shared goals, the environmental institutions involved in the project cooperate with Grupa LOTOS in delivering our CSR programmes.

<http://www.kierunekbaltyk.pl> <<http://www.kierunekbaltyk.pl>>

<http://www.facebook.com/kierunekbaltyk> <<http://www.facebook.com/kierunekbaltyk>>

18  
february  
2014



### LOTOS Jazz Festival

The 16th 'Bielska Zadymka Jazzowa' ('Bielsko Jazz Blizzard') festival is on. Grupa LOTOS has been the patron of the event for the past eleven years – which is why the festival is known under two names: LOTOS Jazz Festival - Bielska Zadymka Jazzowa.

See video » <<https://www.youtube.com/watch?v=1hO1zCklhYI>>

24  
february  
2014



### Crude oil discovered in LOTOS Norge licence area

Following the drilling of an exploration well in the Trell prospect, presence of crude oil is confirmed in the PL 102F licence area. This marks the first time oil has been discovered in a Polish-held Norwegian licence area.

24  
february  
2014

### New Lechia Gdańsk Football Academy centre in Kokoszki

In the Municipal Office of Gdańsk, a letter of intent to open a Lechia Gdańsk Football Academy centre in the Kokoszki housing estate in Gdańsk is officially signed. In total, ten Lechia Gdańsk Football Academy centres have already been opened in the province of Gdańsk as part of the 'Biało-zielona przyszłość z LOTOSEM' ('White and Green Future with LOTOS') project.

See video » <<https://www.youtube.com/watch?v=Xb4ekwfjNsg>>

26  
february  
2014



### LOTOS' new offshore platform now in the Baltic

A new offshore platform purchased by LOTOS Petrobaltic, the sole company conducting hydrocarbon exploration and production work in the Polish zone of the Baltic Sea, arrives in Poland. Financing for the project was provided by Agencja Rozwoju Przemysłu S.A. and Nordea Bank Polska S.A.

See video » <<https://www.youtube.com/watch?v=VnNKAhGfM9w>>

3  
march  
2014



### Enter the DRAGON at LOTOS Kolej

LOTOS Kolej puts into operation the first of five DRAGON locomotives it has ordered. Manufactured by NEWAG Gliwice S.A., the DRAGON is a modern six-axle electric locomotive, the first of its kind to be manufactured in Poland in some 25 years.

11  
march  
2014



### Tenth anniversary of LOTOS Serwis

An event marking the tenth anniversary of LOTOS Serwis is held at the Hilton Hotel in Gdańsk. Gold medals are presented by Michał Owczarczak, Deputy Governor of the Province of Gdańsk, and Paweł Olechnowicz, President of the Board of Grupa LOTOS.

See video » <<https://www.youtube.com/watch?v=SXRB3k6poME>>

14  
march  
2014



### LOTOS named the '2013 Patron of Gdańsk Culture'

Grupa LOTOS receives the '2013 Patron of Gdańsk Culture' title for its support, as a strategic partner, of projects run by the Baltic Opera House in Gdańsk.

20  
march  
2014





### '2014 Consumer Laurel' awarded to LOTOS

The LOTOS brand is named 'Leader of the Decade' in the nationwide 'Consumer Laurel' ('Laur Konsumenta') competition in the engine oils category.

27 - 29  
march  
2014



### Nationwide Finals of the E(x)plory Science Competition

Under the auspices of Grupa LOTOS, the Nationwide Finals of the E(x)plory Science Competition are held at the Pomeranian Science and Technology Park. During the event, young scientists present their innovative projects, including a new pancreatic cancer treatment method, a steam-powered car, and a waste sorting machine.

1  
april  
2014



### LOTOS recognised for its Best Practices

Four Grupa LOTOS initiatives are highlighted in the latest publication by the Responsible Business Forum (FOB) on best CSR practices.

4  
april  
2014



### 'LOTOS for Drivers' mobile application is launched

With the 'LOTOS dla kierowcy' ('LOTOS for Drivers') application, drivers are able to locate the nearest

service station offering a specific service, gain access to the LOTOS Navigator loyalty programme account, or check special offers currently available at hundreds of LOTOS service stations.

<http://dlakierowcy.lotos.pl> <<http://dlakierowcy.lotos.pl>>

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9  
april  
2014

### Grupa LOTOS at the Job Fair

Grupa LOTOS takes part in the International Pomeranian Metropolitan Job and Entrepreneurship Fair, organized by the County Job Centre and the Provincial Job Centre of Gdańsk.

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14  
april  
2014



### 'Lotos Petrobaltic' starts drilling operations

The 'LOTOS Petrobaltic' platform launches exploration drilling on the B27 prospect located in the Gotland licence area.

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24  
april  
2014



### LOTOS Serwis partners with Polski Rejestr Statków S.A. (Polish Shipping Register)

LOTOS Serwis and Polski Rejestr Statków S.A. (Polish Shipping Register) sign a letter of intent in which they declare their intention to cooperate and use each other's services in supervision over the construction and repairs of offshore units, periodic inspections of such units, or preparation of technical expert reports.

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25  
april  
2014



### Improved reliability and safety of the LOTOS refinery

Grupa LOTOS is the first in Poland to introduce an RBI system for pressure equipment at the refinery in Gdańsk, having signed a relevant agreement with the Office of Technical Inspection (UDT). With the new system in place, the period of the refinery's uninterrupted operation may be extended from four to five or six years.

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28  
april  
2014





### Grupa LOTOS on top of the 8th Responsible Companies Ranking

In this year's Responsible Companies Ranking, held by the Responsible Business Forum and PwC, Grupa LOTOS ranks first in the 'Fuel, Energy and Mining' industry category.

6  
may  
2014

### Diagnostic video ultrasonography equipment for a hospital in Gdańsk-Zaspa

With the support of Grupa LOTOS, the Specialist St. Adalbert Hospital in Gdańsk acquires state-of-the-art video sonography equipment.

See video » <<https://www.youtube.com/watch?v=IEfsGiZ-V3A>>

10  
may  
2014

### 'White and Green Future with LOTOS' opens its eleventh academy

An eleventh branch of the Lechia Gdańsk Football Academy opens in Elbląg as part of the 'Biało-zielona przyszłość z LOTOSEM' ('White and Green Future with LOTOS') project.

See video » <[https://www.youtube.com/watch?v=6YI\\_f4s0SZw](https://www.youtube.com/watch?v=6YI_f4s0SZw)>

12  
may  
2014



### LOTOS and PGNiG partner in Norway

LOTOS Exploration & Production Norge and PGNiG Upstream International sign a letter of intent for collaboration in projects on the Norwegian Continental Shelf. Under the letter, the companies will jointly secure new acquisitions and enter licensing rounds held by the Norwegian Petroleum and Energy Ministry.

14  
may  
2014



### LOTOS wins the 'Golden CSR Leaf'

For the second consecutive year, Grupa LOTOS wins the 'Golden CSR Leaf' in a ranking organized under the auspices of the *Polityka* weekly and PwC.

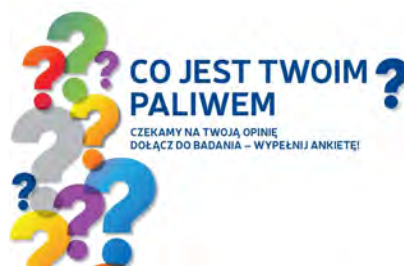
19  
may  
2014



### LOTOS Kolej signs a contract with PCC Intermodal

LOTOS Kolej and PCC Intermodal sign an agreement on intermodal rail transport services. The contract, valid until March 31st 2016, sets out the terms of cooperation and transport rates for intermodal rail services.

19  
may  
2014



### Opinion poll at Grupa LOTOS

An opinion poll is launched across the LOTOS Group. We are determined to work together towards a positive and stimulating work environment to the benefit of us all; to that end, we must gain an insight into the needs and expectations of our staff.

20  
may  
2014



### LOTOS among the most environmentally-friendly refineries

The switchover to natural gas as the key fuel at the LOTOS refinery has driven carbon emissions down to levels seen only at the best European refineries.

24  
may  
2014



### Campaign for the 'Mewia Łacha' bird reserve

Volunteers from the LOTOS Group, along with their families and friends, gather in Świbno to work together for the sake of the 'Mewia Łacha' bird reserve. Over a weekend morning, they collect more than twenty 120-litre bags of rubbish, plastics, bottles, and even a refrigerator.

24  
may  
2014



### Paweł Olechnowicz named the Business Person of the Last 25 Years

The Judging Panel of the 20th edition of the 'Business Person of the Year in the Pomerania Region' competition awards the 'Business Person of the Last 25 Years (1989 – 2014) in the Pomerania Region' titles to six business people whose achievements have gained the highest rating - including Paweł Olechnowicz, President of the Grupa LOTOS Board.

25  
may  
2014



### LOTOS opens new service stations on A4 and A2 motorways

The month of May sees the opening of three new LOTOS service stations in Motorway Service Areas located on A4 and A2 motorways.

25  
may  
2014



### LOTOS Petrobaltic at the Baltic Science Festival

'How crude oil formed under the Baltic Sea' – is the theme of an exhibition showcased by the LOTOS Petrobaltic staff at the 12th edition of the Baltic Science Festival.

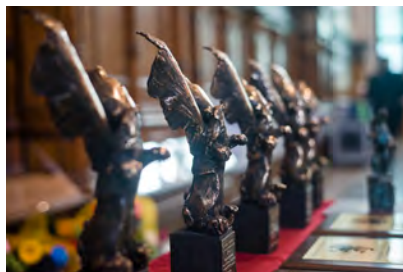
27  
may  
2014



### 'LOTOS protects the Baltic Sea wildlife'

The 'LOTOS protects the Baltic Sea's wildlife' programme is run by Grupa LOTOS, the Foundation for the Development of the University of Gdańsk and the Marine Station in Hel. As part of the initiative, the Company supports conservation of the most endangered animal species in the Baltic Sea. This time, three young seals from the Hel Seal Centre are released into the sea.

27  
may  
2014



### **'Griffin' award for LOTOS**

For the fifteenth time, the Pomeranian business community recognises the best companies in the region. In recognition of our consistent and regular sponsorship and patronage of cultural projects in the region, Grupa LOTOS receives the special 'Pomeranian Griffin' award.

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28  
may  
2014



### **Grupa LOTOS names the safest company**

The safest company of the LOTOS Group and the safest plant of Grupa LOTOS in 2013 are selected. The titles are awarded to LOTOS Biopaliwa and the Railcars Loading Complex, respectively.

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28  
may  
2014



### **'Super Leader' award for Grupa LOTOS**

Grupa LOTOS receives the 'Super Leader' award at the 10th Congress of the National Association for the Protection of Classified and Business Information and Personal Data.

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29  
may  
2014



### Tenth anniversary of LOTOS Straż

The refinery fire services celebrate the tenth anniversary of their company, with many of the firemen receiving high honours awarded by the Polish State.

31  
may  
2014

### LOTOS Kolej for kids

The 'Railway Technology Days' event is held on the premises of LOTOS Kolej in Gdańsk on the Children's Day. Kajetan Kajetanowicz, the four-time champion of the Polish Rally Championships, pays an unexpected visit to the event.

2  
june  
2014



### Launch of the LOTOS Kids platform

LOTOS launches kids.lotos.pl – an online games platform for the youngest passengers on board.

4  
june  
2014

### LOTOS named 'Sports Patron of Independent Poland'

Grupa LOTOS wins the title of 'Sports Patron of Independent Poland'. The award is collected on behalf of the Company by Paweł Olechnowicz, President of the Grupa LOTOS Board, during the 'Sporting Success at the 25th Anniversary of Poland's Independence' gala event held on June 2nd.

4  
june  
2014

### New Lechia Gdańsk Football Academy centre in Kokoszki

A twelfth branch of the Lechia Gdańsk Football Academy opens in Kokoszki as part of the 'Biało-zielona przyszłość z LOTOSEM' ('White and Green Future with LOTOS') programme, offering an alternative training location to Gdańsk. Adam Nawalka, the coach of Poland's national football team, and Kajetan Kajetanowicz, the LOTOS Rally Team driver, both make an appearance at the event.

See video » <<https://www.youtube.com/watch?v=g62YS1NV138>>

4  
june  
2014



### Opening of the Freedom Motorway

At an official event at the LOTOS service station in Brwinów near Warsaw, President of the Republic of Poland Bronisław Komorowski and President of Germany Joachim Gauck unveil a memorial plaque and open the Warsaw-Berlin A2 motorway.

5  
june  
2014



### LOTOS wins two Superbrands awards

LOTOS receives two prestigious Superbrands awards for the strongest and most recognisable brands in Poland.

10  
june  
2014



### Launch of the 'LOTOS Safety Belt Champions' programme

Grupa LOTOS launches a new CSR project in association with the National Road Traffic Safety Centre and the fotelik.info website. The 'LOTOS - Mistrzowie w pasach' ('LOTOS Safety Belt Champions') prevention and awareness programme focuses on the correct fastening of seat belts and child safety seats. Kajetan Kajetanowicz has agreed to become the ambassador of the programme.

10  
june  
2014



### Partnership with the Communications School Complex in Gdańsk

LOTOS Serwis signs an agreement with the Zespół Szkół Łączności (Communications School Complex) in Gdańsk, taking one of the classes under its patronage.

12  
june  
2014



### 25. Conference at the AGH University of Science and Technology

The International Scientific and Technical Conference DRILLING-OIL-GAS AGH 2014 is one of most important gatherings of researchers and practitioners in the field of hydrocarbon exploration and production. Lectures and presentations delivered by LOTOS Petrobaltic representatives attract much attention from conference participants.

16  
june  
2014





### Growing sales of bitumens by LOTOS Asfalt

After the first five months of the year, LOTOS Asfalt more than doubles its domestic sales of bitumens, reporting a four-fold growth in the sales of advanced modified bitumens.

18  
june  
2014

### Final round of the 'Jasło Science League with LOTOS'

The Jasło Cultural Centre hosts the final round of the first edition of the 'Jasło Science League with LOTOS' competition.

See video » <[https://www.youtube.com/watch?v=\\_fQvPxiFFss](https://www.youtube.com/watch?v=_fQvPxiFFss)>

21  
june  
2014

### First event under the 'LOTOS Safety Belt Champions' programme

A large-scale child safety seat and safety belt inspection campaign takes place at the Przymorze Shopping Mall in Gdańsk, the first such event under the 'LOTOS - Mistrzowie w pasach' ('LOTOS Safety Belt Champions') programme. The programme ambassador, Kajetan Kajetanowicz, makes an appearance as a special guest.

See video » <[https://www.youtube.com/watch?v=OHs\\_b5T6A88](https://www.youtube.com/watch?v=OHs_b5T6A88)>

22  
june  
2014

### LOTOS Junior Cup 2014 finals

The football stadium in Traugutta Street in Gdańsk hosts the LOTOS Junior Cup 2014 finals. Gdańsk wins in the tournament, having beaten Starogard Gdański at 1:0. At the award ceremony, the most talented participants of the 'Biało-zielona przyszłość w LOTOSEM' ('White and Green Future with LOTOS') project are also awarded scholarships.

See video » <<https://www.youtube.com/watch?v=eR5QdFmA8QQ>>

24  
june  
2014



### Recap of the 2013/2014 'Pomeranian Talent' project

The 'Zdolni z Pomorza' ('Pomeranian Talent') programme offers support to Pomerania's teachers and nearly 1,200 pupils exceptionally gifted in mathematics, physics, and IT. The most talented of them are covered by mentoring programmes run by academic staff.

25  
june  
2014



### Modern fuel depot in Poznań

The new fuel depot is located in a critical spot near the A2 motorway junction and in the area where both Grupa LOTOS and other fuel companies have the largest number of service stations.

25  
june  
2014

### Recap of the spring round of cruises under the Maritime Education programme

The spring round of the Maritime Education programme cruises is now over, and participants meet with Mateusz Kusznierewicz — the Olympic Champion and mastermind behind that project, and also Ambassador for Maritime Affairs of the City of Gdańsk.

See video » <https://www.youtube.com/watch?v=tvhMzZpseMw>

26 - 29  
june  
2014

### 71st LOTOS Rally Poland

The 71st LOTOS Rally Poland hits the roads of Poland and Lithuania; the rally is also the 7th round of the FIA World Rally Championship. Grupa LOTOS is involved in the event both as the titular sponsor and also as the official partner of Robert Kubica, who competes in the rally.

26  
june  
2014



### Launch of the 'Emotions to the Full' ('Emocje do pełna') website

The [www.emocjedopelna.pl](http://www.emocjedopelna.pl) website presents all information and updates on sports events, coming from various social media sources. From now on, fans of all sports teams sponsored by Grupa LOTOS will be able to stay up to date and cheer on their favourite athletes.

30  
june  
2014

### Appointment of Supervisory Board for the ninth term of office

The Annual General Meeting of Grupa LOTOS appoints Supervisory Board members for the ninth term of office. The following members are reappointed: Wiesław Skwarko as Chairman, Małgorzata Hirszel, Agnieszka Trzaskalska, Oskar Pawłowski, and Michał Rumiński. A new member, Magdalena Bohusz-Boguszewska, is also appointed to serve on the Supervisory Board as the representative of the Ministry of State Treasury.

5  
july  
2014

### 'LOTOS Safety Belt Champions' in Koszwały

As part of the 'LOTOS - Mistrzowie w pasach' ('LOTOS Safety Belt Champions') programme, road safety experts attend an event organized at the Grupa LOTOS service station in Koszwały near Gdańsk. All customers can have their safety belts and child safety seats inspected for free.

See video » <https://www.youtube.com/watch?v=7DCRUi-QBG4>

9  
july  
2014



### LOTOS wins a prestigious gold

Having defeated nine other teams, the LOTOS team takes the gold medal in the Lechia Gdańsk Prestige Cup tournament held at PGE Arena in Gdańsk.

12  
july  
2014



### Gold Medal of the Polish Success Academy for Paweł Olechnowicz

The Polish Success Academy awards a Gold Medal and grants membership to Paweł Olechnowicz, President of the Grupa LOTOS Board, in recognition of his innovative business projects.

15  
july  
2014

### LOTOS Kolej with a new locomotive

The new locomotive is the first 6Dg unit at LOTOS Kolej, with two more such locomotives to appear on the Gdańsk railway siding in July. The new shunting locomotive is a former SM42 diesel unit upgraded by Newag.

See video » <https://www.youtube.com/watch?v=WGiCD3nKokQ>

16  
july  
2014



## Motorcycle Rider Card Navigator and more

The LOTOS service station chain introduces a dedicated loyalty card for motorcycle owners. As a bonus to fuel purchase, they will receive disposable wipes to clean their motorcycle helmets, and special helmet hangers will be installed in toilets at the LOTOS service stations.

See video » <<https://www.youtube.com/watch?v=wslNySvZovc>>

17  
july  
2014



## 'LOTOS Optima' – three years on the market

With 158 economy service stations opened in just three years and effective management of its service station chain, LOTOS has markedly strengthened its position in the retail market.

21 - 23  
july  
2014



## LOTOS Polish Open 2014

The International Men's Polish Open Championships are held at the Sand Valley Golf & Country Club in Pasłęk near Elbląg. The champion title is claimed by Berni Reiter of Austria, who was a favourite from round one.

See video » <<https://www.youtube.com/watch?v=Mqe6FUApdN0>>

24  
july  
2014



## Contract for the construction of a Hydrogen Recovery Unit is signed

The Hydrogen Recovery Unit, a new installation at Grupa LOTOS, is expected to add to the Gdańsk refinery's total output a further 100 thousand tonnes of LPG, 9 thousand tonnes of hydrogen and 25 thousand tonnes of naphtha per year. The project is to be launched in the spring of 2015 and completed by the American company AMCS Corporation on a turn-key basis.

24  
july  
2014



### LOTOS Geonafra turns fifty

Nearly 150 guests from Lithuania, Poland, Germany, Norway and the USA gather in the courtyard of the Michał Ogiński Palace in Plungiany (Plunge) to celebrate the 50th anniversary of LOTOS Geonafra.

9  
august  
2014



### Transshipment at open sea

On the B3 oil field, a third open-sea transshipment operation in the history of LOTOS Petrobaltic takes place. Crude oil extracted from the B3 field is loaded from Icarus III to the Solando tanker and transported to the Gdańsk port and ultimately to the Grupa LOTOS refinery.

14  
august  
2014



### Pit Stop at the Baltic Opera

A special Pit Stop is set up at the LOTOS service station near the Baltic Opera in Gdańsk as part of the 'LOTOS Safety Belt Champions' campaign. About 50 motorists and passengers opt for an inspection, owing to which three of them avoid a certain death.

25  
august  
2014

### First transaction by Polskie Inwestycje Rozwojowe

A special purpose vehicle, wholly-owned by LOTOS Petrobaltic, enter into agreements with Polskie Inwestycje Rozwojowe, Bank Gospodarstwa Krajowego and Bank Pekao S.A. for the financing of development of the B8 field in the Baltic Sea. The transaction is the first production project in Central Europe to be funded on a project finance basis.

See video » <https://www.youtube.com/watch?v=OwixF48E8w4>

25  
august  
2014

## **Włodzimierz Karpiński, Minister of the State Treasury, visits the 'LOTOS Petrobaltic' offshore rig**

Włodzimierz Karpiński, Minister of the Polish State Treasury, and Rafał Baniak, Under-Secretary of State at the Ministry of State Treasury, visit one of the four LOTOS Petrobaltic's drilling rigs operating in the Baltic Sea.

See video » <<https://www.youtube.com/watch?v=IMpzszaXXao>>

27  
august  
2014



## **New crude oil unloading railway terminal**

As of 2015, the LOTOS refinery will process crude oil extracted by PGNiG (primarily from its new production site in Lubiatów). First, however, crude oil must be transported and unloaded; to that end, a new railway unloading terminal, with a capacity of more than 500 thousand tonnes per year, will be built at the refinery.

1  
september  
2014



## **Thirteenth 'White and Green Future with LOTOS' centre**

A new branch of the Lechia Gdańsk Football Academy is officially opened in Słupsk. More than 160 young football players of the KS Gryf Słupsk football club have joined the 'Biało-zielona przyszłość z LOTOSEM' ('White and Green Future with LOTOS') project.

See video » <[https://www.youtube.com/watch?v=77JJoOHR9\\_U](https://www.youtube.com/watch?v=77JJoOHR9_U)>

4  
september  
2014



## **First contract under the EFRA Project**

Grupa LOTOS and LOTOS Asphalt sign a contract with Fluor S.A. for the design and support related to contracting, procurement, and construction site management, in connection with the integration of newly built facilities with the refinery. It is the first contract under the EFRA Project related to the construction of a coking unit.

8  
september  
2014

## **Green light given to LOTOS share issue**

The Extraordinary General Meeting of Grupa LOTOS approves an increase of the Company's share capital by issuing new shares. The proceeds will be used to finance the Company's strategy, which envisages further investments to increase the Gdańsk refinery's complexity and step up hydrocarbon production.



11  
september  
2014



### 'Top-Quality Human Resources' Certificate awarded to Grupa LOTOS

Grupa LOTOS receives a 'Top-Quality Human Resources' Certificate from the Polish Human Resources Management Association, in recognition of its implementation of the organization's business strategy through creating an engaging workplace.

17  
september  
2014



### LOTOS Oil - Ambassador of the Polish Economy

In the fourth edition of the Ambassador of the Polish Economy award, LOTOS Oil wins in the 'Partner of Foreign Companies' category. The company is distinguished in this prestigious competition for the third time running.

23  
september  
2014

### LOTOS Kolej at the InnoTrans 2014 fair

The InnoTrans fair in Berlin has grown into a meeting point for all major industry players and the venue of choice for the majority of world premieres. This year, the Berlin fair hosts demonstrations of as many as 145 vehicles, including the E6ACT Dragon made by NEWAG Gliwice and used by LOTOS Kolej on a daily basis.

See video » <<https://www.youtube.com/watch?v=amJtGI4i8cw>>

25  
september  
2014



### Five million cubic metres of oil extracted from the B3 field

The volume of crude oil produced from the B3 field has exceeded 5 million cubic metres. The Baltic Beta platform crew celebrate this milestone together with the Management Board of LOTOS Petrobaltic.

27  
september  
2014

### A new branch of the Lechia Gdańsk Football Academy opens in Malbork

the fourteenth branch opened as part of the 'Biało-zielona przyszłość z LOTOSEM' ('White and Green Future with LOTOS') programme in just two years.

See video » <<https://www.youtube.com/watch?v=uiFKIjqQx5U>>

5  
october  
2014

## LOTOS Petrobaltic helps recover Douglas A-20 wreck from the Baltic Sea bottom

Research vessel St. Barbara raises the wreck of a Douglas A-20 plane from the bottom of the Baltic Sea, bringing the recovery operation, carried out by the Ministry of Culture and National Heritage and the National Maritime Museum in Gdańsk in collaboration with the Polish Navy and LOTOS Petrobaltic, to a successful conclusion.

See video » <<https://www.youtube.com/watch?v=zCWG2rIPJlQ>>

10  
october  
2014



## New image-building campaign at LOTOS

Grupa LOTOS launches a new image-building project, based on a TV spot and a wide-ranging campaign on the Internet, including the [www.lotostory.pl](http://www.lotostory.pl) website with an interactive image-building spot.

See video » <<https://www.youtube.com/watch?v=e6ed27h7NGM>>

15  
october  
2014



**KARTA DUŻEJ RODZINY**  
[rodzina.gov.pl](http://rodzina.gov.pl)

## LOTOS becomes a partner of the Large Family Card project

LOTOS is the first service station chain to join the 'Karta Dużej Rodziny' ('Large Family Card') scheme.

15 october 2014



## The State Treasury to subscribe for new shares of Grupa LOTOS

Acting as the State Treasury's representative, the Minister of State Treasury enters into an agreement with Grupa LOTOS for assistance in the form of non-public aid of up to PLN 530m to finance the construction of a Delayed Coking Unit (DCU) and auxiliary installations ('EFRA Project'). Under the Agreement, the State

17  
october  
2014



### Another 'Best Annual Report' award for Grupa LOTOS

For the third consecutive time, Grupa LOTOS is included in the group of companies whose annual reports are rated as most useful to shareholders and investors. Having stated that the '2013 Integrated Annual Report of Grupa LOTOS' exemplifies a publication based on which investment decisions can be made at a relatively minimal risk, the jury of the ninth edition of the contest ranks our company in the third place in the 'Main Prizes for Large Companies' category.

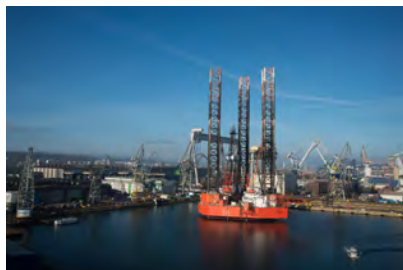
21  
october  
2014



### LOTOS' high technical safety standard awarded

The Ministry of Economy and the Office of Technical Inspection have decided to award enterprises leading in terms of business initiative, growth and technical safety. A recognition certificate and statuette 'In Recognition of High Technical Safety Standard' are awarded to Grupa LOTOS.

30  
october  
2014



### Polish shipyards to convert the Petrobaltic platform

LOTOS Petrobaltic signs a contract for the conversion of its drilling rig into a production unit. The consortium of the project's contractors consists of companies controlled by Polska Grupa Zbrojeniowa S.A. (Energomontaż – Północ Gdynia and Nauta Shiprepair Yard) and a domestically-owned shipyard, Crist.

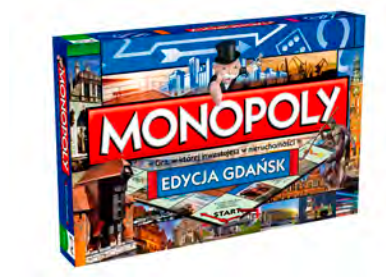
See video » <https://www.youtube.com/watch?v=hlnhbA8UovA>

4 november 2014

### LOTOS' high safety standard awarded

A recognition certificate and statuette 'In Recognition of High Technical Safety Standard' are awarded to Grupa LOTOS.

15 november 2014



### Grupa LOTOS on the Monopoly gameboard

Gdańsk is Poland's and CEE's first city to have its own version of the popular Monopoly game. The Grupa LOTOS refinery and office building are obvious choices to feature on the gameboard, both being the city's landmarks welcoming all those travelling to Gdańsk from Elbląg and Warsaw.

17 november 2014

### Great LOTOS Paliwa Fuel Lottery is on

All LOTOS and LOTOS Optima service stations hold a nationwide sales promotion. The Great Lottery is a remarkable project in terms of the number and value of prizes, with the prize pool including six Ford Ka passenger cars, 100 Samsung Galaxy Alpha smart phones, and 260 thousand discount coupons redeemable at service stations.

20 november 2014



### 'Diamonds of the Polish Chemical Industry' awarded to LOTOS

The 'Diamonds of the Polish Chemical Industry' awards are presented at the Chemical Industry Forum. Two equal ranking 'CSR Leader' titles are granted to Grupa LOTOS and BASF Polska.

20 november 2014



### Two years of the 'White and Green Future with LOTOS' programme

The PGE Arena in Gdańsk hosts a press conference to recap the two years of the 'Biało-zielona przyszłość z LOTOSEM' ('White and Green Future with LOTOS') programme.

25 november 2014



### **LOTOS named 'A Well-Perceived Company'**

Grupa LOTOS is declared 'A Well-Perceived Company' in the fifth edition of a contest organized by the Business Centre Club.

26 november 2014



### **Tenth anniversary of the LOTOS Academy**

LOTOS Academy is a comprehensive staff education project highly valued in the world of science and business.

See video » <[https://www.youtube.com/watch?v=Gbw0DXMG\\_KM](https://www.youtube.com/watch?v=Gbw0DXMG_KM)>

28 november 2014

### **LOTOS makes it to the Most Valuable Polish Brands Ranking**

In the 11th 'Most Valuable Polish Brands' Ranking, the LOTOS brand is valued at PLN 1,245.3m, and Grupa LOTOS entrenches its position among Poland's top ten most valuable brands.

28 november 2014



### **Final gala of the pilot 'LOTOS Safety Belt Champions' programme**

Two and a half thousand kids take part in the fun&learn event at the Arena Gdynia centre at the final gala of the awareness programme run by Grupa LOTOS and the National Road Traffic Safety Centre. The 'LOTOS - Mistrzowie w pasach' ('LOTOS Safety Belt Champions') project promotes the correct fastening of seat belts as well as optimum selection and fastening of child safety seats.

See video » <<https://www.youtube.com/watch?v=GciCFrLVvCM>>

28 november 2014

### **First screening of 'Dynamic people - the Process Operator'**

The film is a new information tool developed by the Human Resources Office of Grupa LOTOS. From now on, it will be used to support the process of recruitment of candidates for this extremely challenging job, which is also of key importance to the refinery.

See video » <<https://www.youtube.com/watch?v=3tGQPeNJr8>>

1 december 2014

### **LOTOS Trefl Gdańsk volleyball team at the Gdańsk refinery**

The team, coaching staff and managers of LOTOS Trefl Gdańsk, the sensation of the current volleyball season, pay a visit at Grupa LOTOS. After a site tour and meeting with the LOTOS Straż staff, those with no fear of heights or low temperatures decide to take a bird's-eye view of the refinery from the fire truck's cherry picker.

See video » <[https://www.youtube.com/watch?v=sOHSjXT\\_GHc](https://www.youtube.com/watch?v=sOHSjXT_GHc)>

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3 december 2014



### Maritime Education Programme with the 'EKO Inspiracja 2014' award

The Maritime Education Programme, with Grupa LOTOS as one of the partners, receives the 'EKO Inspiracja 2014' award in the 'Partnership' category.

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9 december 2014

### Grupa LOTOS recognised for sports sponsorship in Gdańsk

Grupa LOTOS is awarded at the 12th Gdynia Sports Gala as the sponsor of the Lechia Gdańsk football team and the LOTOS Trefl volleyball team, and organizer of the 'Biało-zielona przyszłość z LOTOSEM' ('White and Green Future with LOTOS') initiative sponsoring of a number of training centres for young football players.

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9 december 2014



### Authorised Economic Operator status for LOTOS

Grupa LOTOS takes the first steps to adjust the Company's organizational structure to receive an AEO Certificate, under which a company is assigned the Authorised Economic Operator status and may enjoy certain privileges in accordance with the EU customs law.

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10 december 2014



### Grupa LOTOS public share offering successfully completed

Shareholders of Grupa LOTOS will acquire all the Company new shares on a pre-emptive basis. Thanks to the successful public offering, the Company has been able to raise its target gross proceeds of PLN 995.5m.



10 december 2014



### Grupa LOTOS signs the 'Call to Action on Anti-Corruption' initiative

The 'Call to Action on Anti-Corruption' is an initiative uniting businesses in a concerted effort to fight corruption. The official signing of the document takes place in New York, and is the highlight of celebrations marking the 10th Anniversary of the 10th Principle of the UN Global Compact.

10 december 2014



### Paweł Olechnowicz as the Man of the Decade

At the grand gala event of the 10th edition of the Nafta/Chemia Conference, the 'Man of the Decade – who Changed the Polish Oil and Chemical Industry' titles are awarded, with Paweł Olechnowicz, President of Grupa LOTOS Board, as one of this year's honorees.

11 december 2014



### Grupa LOTOS as a socially responsible company

For the third time, Grupa LOTOS is a regional partner of the 'CSR Academy. Towards Responsible Business' conference organized by the *Puls Biznesu* daily newspaper in Gdańsk. The event is another opportunity to share our best CSR practice with micro, small and medium-sized businesses of the Pomerania region.

14 december 2014



## Paweł Olechnowicz among Poland's top 20 managers

*BloombergBusinessweek Polska* recognises Poland's top CEOs with the most successful track records. The top 20 managers ranking is based on a survey, with the final rank depending on the overall number of votes cast in favour of a candidate.

18 december 2014



## Grupa LOTOS in the RESPECT Index again

Once again, Grupa LOTOS is included in the RESPECT Index of the most socially responsible companies, in the project's eighth edition.

21 december 2014



## LOTOS named the 'Patron of Culture' in Jasło

LOTOS Infrastruktura receives one of the three 'Patron of Culture 2014' awards. The statuettes are awarded by Ryszard Pabian, the Mayor of Jasło, during a Christmas meeting at the Jasło Cultural Centre.

1 january 2015



## LOTOS-Air BP launches operations in Lublin

As of the beginning of 2015, LOTOS-Air BP Polska starts offering aircraft refuelling services at the Lublin airport. The airport authorities decide to introduce the new company-recommended fuel sales management system, which is an innovation on the Polish aviation fuel market.

8 january 2015

## Polish crude oil from Lubiátów reaches the LOTOS refinery

36 tankers with 1,500 tonnes of crude oil from the PGNiG production site in Lubiátów reach the LOTOS refinery in Gdańsk in early January, the first delivery under a 5-year contract signed with an intention of diversifying the Company's crude oil supply sources. Under the contract, the refinery will receive 25

thousand tonnes high-quality low-sulfur crude oil per month.

See video » <https://www.youtube.com/watch?v=-iMqJ6k86qQ>

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9 January 2015



### Joint PGNiG and LOTOS Petrobaltic exploration project in north-eastern Poland

LOTOS Petrobaltic and PGNiG sign a joint operations agreement concerning the Górowo-Ilaweckie licence in north-eastern Poland.

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30 January 2015



### Grupa LOTOS as a 'Friendly Recruitment Zone'

Grupa LOTOS, as a member of the Coalition for Friendly Recruitment, receives a 'Friendly Recruitment Zone' certificate in recognition of its candidate-friendly recruitment processes and compliance with the Code of Good Recruitment Practices.

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2 February 2015



### Stronger cooperation between LOTOS Kolej and PGNiG

Under contracts signed by PGNiG and LOTOS Kolej for the provision of end-to-end railway siding services

on PGNiG's side tracks leading to Barnówko (in the province of Szczecin) and Wierzbno (in the province of Zielona Góra), LOTOS Kolej will deploy four SM30 shunting locomotives (dubbed 'Duckies' by the railway personnel).

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12 february 2015

### Award for LOTOS Asfalt

Piotr Przyborowski, the CEO of LOTOS Asfalt, receives the 'Personality of the Year 2014 in the Construction Industry' award and LOTOS Asfalt is recognised as the 'Construction Company of the Year 2014', both awards granted by the publisher of the *Builder PWB Media* monthly.

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16 february 2015



### Meeting with the authorities of the town of Władysławowo and county of Puck

LOTOS Petrobaltic, CalEnergy and their subsidiaries are actively at work on a project related to the development of the B4 and B6 gas fields (Baltic Gas Project). Gas produced from these fields will be transported to shore, to Energobaltic in Władysławowo.

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17 february 2015



### Grupa LOTOS becomes the Major Sponsor of the Polish National Football Team

An agreement is signed at the National Stadium in Warsaw appointing Grupa LOTOS the Major Sponsor of the Polish national football team. The contract between Grupa LOTOS and the Polish Football Association will remain in force until December 31st 2018.

Zobacz video » <<https://www.youtube.com/watch?v=Dlk10nsfjKs>>

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19 february 2015



### LOTOS as the capital market leader

On the back of the largest public offering of shares, Grupa LOTOS makes it to the list of leaders of the Polish capital market in 2014. Paweł Olechnowicz, President of Grupa LOTOS Board, accepts the award from Paweł Tamborski, President of the Warsaw Stock Exchange Management Board at the official gala ceremony.

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23 february 2015



### Fuel quality at LOTOS service stations approved by UOKiK

Inspections carried out by the Office of Competition and Consumer Protection (UOKiK) in 2014 covered 71 LOTOS service stations located all around the country. The quality of fuels at all the LOTOS services stations inspected by UOKiK is in line with the standards.

23 february 2015



### 17. LOTOS Jazz Festival – Bielska Zadymka Jazzowa

Over the seven festival days, Poland's jazz stars and world-class jazz artists appear on the stage to present a medley of styles and trends in jazz music. For the first time ever, the festival reaches out of Bielsko-Biala to locations such as Katowice and Kaunas. Grupa LOTOS has sponsored the event since 2004.

23 february 2015



### Baby seals at the Hel Seal Centre

Unda Marina, one of the three pregnant grey seals due to deliver pups this year at the Hel Seal Centre of the Marine Station of the Gdańsk University's Institute of Oceanography, gives birth to a male pup named Neptune. The other two females, Ania and Agata, are still waiting for the birth of their pups.

26 february 2015

### Strong performance after one year of operating DRAGON locomotives

One year after putting the new DRAGON locomotives in service, both the manufacturer (NEWAG S.A.) and the client (LOTOS Kolej) are proud to report excellent results. Over the past year, the DRAGONs have covered more than 850 thousand kilometres with an average reliability ratio at 99.3%, meeting world-class standards.

See video » <https://www.youtube.com/watch?v=gtkNOD2wE-4>

28 february 2015



### **Bronze medal for Poland in Falun**

Kamil Stoch, Piotr Żyła, Klemens Murańka and Jan Ziobro win the Bronze medal in the ski jumping team event at the Nordic World Ski Championships in Falun.

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3 march 2015



### **LOTOS Trefl Gdańsk in the semi finals!**

After a 3:1 win over Transfer Bydgoszcz, the LOTOS Trefl volleyball team advance to the semi finals of the PlusLiga play-offs, for the first time in the club's history. In the semis, they will face the defending champion PGE Skra Bełchatów.

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5 march 2015



### **Launch of the second edition of the 'LOTOS Safety Belt Champions' programme**

During an event at Warsaw's Torwar, visitors find out more about the correct fastening of seat belts and child safety seats. Kajetan Kajetanowicz, multiple Polish rally champion and the programme ambassador, makes an appearance at the event.

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10 march 2015



### **'LOTOS Petrobaltic' is back at the shipyard after workover of the B3-5 well**

Workover of the B3 field's B3-5 well is successfully completed. Designed to enable continued production from the well, the project was of particular importance, as the B3-5 well accounted for approximately 20% of the field's total production in the past.

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13 march 2015





### 'Golden Quality Laurel' for LOTOS Asfalt

LOTOS Asfalt receives a 'Golden Quality Laurel' in the Pomeranian Quality Award Competition, which recognises Pomeranian companies that achieve their business goals through continuous improvement and raising the bar on quality management standards.

17 march 2015



### Launch of official partnership between Grupa LOTOS and Centrum Kształcenia Zawodowego i Ustawicznego (Vocational and Lifelong Learning Centre No. 2)

The 'Gdański Tydzień Zawodowca' ('Gdańsk Professionals Week') provides an excellent opportunity for the official signing of a cooperation agreement between Grupa LOTOS and Centrum Kształcenia Zawodowego i Ustawicznego (Vocational and Lifelong Learning Centre No. 2). The history of partnership between LOTOS and the former Zespół Szkół Przemysłu Spożywczego i Chemicznego w Gdańsku (Food and Chemical Industry School Complex in Gdańsk), currently the Vocational and Lifelong Learning Centre No. 2, dates back to the 1970s.

18 march 2015



### Grupa LOTOS awarded in the 'Gdańsk Vocational School-Friendly Employer' competition

Grupa LOTOS is recognised for outstanding achievements in the promotion and sponsorship of the vocational education and successful cooperation in the field of education to the benefit of the local labour market. LOTOS Serwis has also made it to the short list of the competition, receiving a diploma for its successful partnership with the Zespół Szkół Łączności (Communications School Complex).

20 march 2015



## 'White and Green Future with LOTOS' starts to bear fruit

Two young football players born in 2001, Marcin Wiśniewski and Mariusz Czajkowski, who have so far trained in the branch training centres in Starogard (KP Starogard Gdański) and in Bytów (U-2 Bytów), have moved to Lechia Gdańsk and will wear the club's white-and-green jerseys in the C2 First Provincial League, starting in the spring round of the 2014/15 season.

25 - 28 march 2015



### E(x)plory 2015

The Nationwide Finals of the E(x)plory Science Competition 2015 are held at the Pomeranian Science and Technology Park. Of the 27 short-listed projects, the judging panel composed of 16 representatives of Poland's scientific and business community has selected winners of this year's competition.

#### RELATED CONTENT:

#### Awards and distinctions

According to the Chapter of the ninth edition of 'The Best Annual Report' contest, the 2013 Integrated Annual Report of Grupa LOTOS exemplifies a publication based on which investment decisions can be made at a relatively minimal risk.

Go to the page » <http://raportroczny.lotos.pl/en/the-organization-and-its-report/awards-and-distinctions>

## GRI and UN Global Compact Content Index

The Table below can prove helpful in finding the exact place where specific information or result data required by the Global Reporting Initiative as well as resulting from the adoption and implementation of ten principles of the United Nations Global Compact by Grupa LOTOS has been published in the Report.

Reporting application level indicators:

+ full + / - partial - none

Global Reporting Initiative (GRI) Indicator	Reporting Application Level	Chapter of The 2013 Annual Report	Comments	Un Global Compact Principles	Assurance
<b>Strategy and Analysis</b>					
1.1. Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy.	+	The Organization and its Report [1]			
1.2. Description of key impacts, risks, and opportunities.	+	Risks and opportunities [1]			
<b>Organizational Profile</b>					
2.1. Name of the organization.	+	The Organization and its Report [1]			
2.2. Primary brands, products, and/or services.	+	Business strategy and model [1]			
2.3. Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	+	The Organization and its Report [1]			
2.4. Location of organization's headquarters.	+	The Organization and its Report [1] Useful information [2]			
2.5. Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	+	The Organization and its Report [1]			
2.6. Nature of ownership and legal form.	+	The Organization and its Report [1] [2]			
2.7. Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries.	+	Business strategy and model [1]			
2.8. Scale of the reporting organization.	+	Business strategy and model [1]			
2.9. Significant changes during the reporting period regarding size, structure, or ownership.	+	The Organization and its Report [1]			

2.10. Awards received in the reporting period.	+	The Organization and its Report [1] Useful information [2]
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## Report Parameters

Report Profile		
3.1. Reporting period.	+	The Organization and its Report [1]
3.2. Date of most recent previous report.	+	The Organization and its Report [1]
3.3. Reporting cycle.	+	The Organization and its Report [1]
3.4. Contact point for questions regarding the report or its contents.	+	Useful information [1]
3.5. Process for defining report content, including: <ul style="list-style-type: none"> <li>Determining materiality;</li> <li>Prioritizing topics within the report; and</li> <li>Identifying stakeholders the organization expects to use the report.</li> </ul>	+	The Organization and its Report [1]
3.6. Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	+	The Organization and its Report [1]
3.7. State any specific limitations on the scope or boundary of the report.	+	The Organization and its Report [1]
3.8. Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	+	The Organization and its Report [1]
3.9. Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	+	The Organization and its Report [1]
3.10. Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	+	The Organization and its Report [1]
3.11. Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	+	The Organization and its Report [1]
GRI Content Index		
3.12. Table identifying the location of the Standard Disclosures in the report.	+	GRI and UN Global Compact Content Index

## Assurance

<b>3.13.</b> Policy and current practice with regard to seeking external assurance for the report.	+	The Organization and its Report <a href="#">[1]</a> <a href="#">[2]</a>
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## Governance, Commitments, and Engagement

### Governance

<b>4.1.</b> Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	+	Ethics and corporate governance <a href="#">[1]</a> <a href="#">[2]</a> <a href="#">[3]</a>
<b>4.2.</b> Indicate whether the Chair of the highest governance body is also an executive officer.	+	Ethics and corporate governance <a href="#">[1]</a>
<b>4.3.</b> For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	+	Ethics and corporate governance <a href="#">[1]</a> <a href="#">[2]</a>
<b>4.4.</b> Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	+	Ethics and corporate governance <a href="#">[1]</a>
<b>4.5.</b> Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	+	Ethics and corporate governance <a href="#">[1]</a> <a href="#">[2]</a>
<b>4.6.</b> Processes in place for the highest governance body to ensure conflicts of interest are avoided.	+	Ethics and corporate governance <a href="#">[1]</a> <a href="#">[2]</a>
<b>4.7.</b> Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	+	Ethics and corporate governance <a href="#">[1]</a>
<b>4.8.</b> Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	+	Business strategy and model <a href="#">[1]</a>
<b>4.9.</b> Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and	+	Ethics and corporate governance <a href="#">[1]</a>

social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.

<b>4.10.</b> Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	+	Ethics and corporate governance [1]
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#### Commitments To External Initiatives

<b>4.11.</b> Explanation of whether and how the precautionary approach or principle is addressed by the organization.	+	Risks and opportunities [1] [2] [3] Business strategy and model [4]
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<b>4.12.</b> Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	+	Ethics and corporate governance [1]
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<b>4.13.</b> Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"><li>• Has positions in governance bodies;</li><li>• Participates in projects or committees;</li><li>• Provides substantive funding beyond routine membership dues;</li><li>• Views membership as strategic.</li></ul>	+	The Organization and its Report [1]
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#### Stakeholder Engagement

<b>4.14.</b> List of stakeholder groups engaged by the organization.	+	Results and prospects [1]
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<b>4.15.</b> Basis for identification and selection of stakeholders with whom to engage.	+	Results and prospects [1]
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<b>4.16.</b> Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	+	Results and prospects [1]
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<b>4.17.</b> Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	+	Results and prospects [1]
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#### Management Approach and Performance Indicators

<b>Economy</b>	+	Results and prospects [1]
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<b>Environment</b>	+	Business strategy and model [1]
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<b>Labor Practices &amp; Decent Work</b>	+	Business strategy and model [1] < <a href="http://raportroczny.lotos.pl/en/business-strategy-and-model/employees">http://raportroczny.lotos.pl/en/business-strategy-and-model/employees</a> > Results and prospects [2] < <a href="http://raportroczny.lotos.pl/en/results-and-prospects/sustainable-development/safe-workplace">http://raportroczny.lotos.pl/en/results-and-prospects/sustainable-development/safe-workplace</a> >
<b>Human Rights</b>	+	Business strategy and model [1] Results and prospects [2]
<b>Society</b>	+	Business strategy and model [1] Results and prospects [2]
<b>Product Responsibility</b>	+	Business strategy and model [1]

## Performance Indicators

### ECONOMIC PERFORMANCE INDICATORS

#### Aspect: Economic Performance

<b>EC1.</b> Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community Investments, retained earnings, and payments to capital providers and governments.	+	GRI and UN Global Compact Content Index The Organization and its Report [1] < <a href="http://raportroczny.lotos.pl/en/the-organization-and-its-report/key-data-2014">http://raportroczny.lotos.pl/en/the-organization-and-its-report/key-data-2014</a> > Consolidated statement of comprehensive income [2] < <a href="http://raportroczny.lotos.pl/en/financial-information/consolidated-financial-statements-for-2014/consolidated-statement-of-comprehensive-income">http://raportroczny.lotos.pl/en/financial-information/consolidated-financial-statements-for-2014/consolidated-statement-of-comprehensive-income</a> >	In 2014, Grupa LOTOS paid PLN 10,900,341 thousand in taxes to the Polish state (including corporate income tax, value added tax, excise tax, fuel charge and property tax). In 2014, the LOTOS Group paid PLN 11,403,606 thousand in taxes to the states in which it operates taxes (including corporate income tax, value added tax, excise tax, fuel charge and property tax).
<b>EC2.</b> Financial implications and other risks and opportunities for the organization's activities due to climate change.	+	Risks and opportunities [1] [2]	
<b>EC3.</b> Coverage of the organization's defined benefit plan obligations.	+	Results and prospects [1]	
<b>EC4.</b> Significant financial assistance received from government.	+	GRI and UN Global Compact Content Index Consolidated Financial Statement [1] [2]	

Grupa LOTOS	2012	2013	2014
			PLN '000

Grants received in the year	2,186	5,196	-
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Grants settled in the year	733	720	720
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Carrying amount of grants at the end of the year	25,033	29,509	28,789
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Grants are mainly licences received free of charge.

LOTOS Group	2012	2013	2014
			PLN '000

Grants received in the year	2,186	5,196	1,238
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Grants settled in the year	2,059	2,075	1,889
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Carrying amount of grants at the end of the year	39,448	42,569	41,918
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Grants are mainly licences received free of charge and grants received from EcoFund for the use of waste gas from the offshore oil production

facility for heating purposes. Moreover, the LOTOS Group makes use of government assistance, as regulated by IAS 20 concerning "Accounting for Government Grants and Disclosure of Government Assistance".

Until April 30th 2011, Grupa LOTOS was a beneficiary of tax relief available to producers of biocomponents, under the Act of February 15th 1992, Corporate Income tax (consolidated text: Dz.U. of 2011, No 74, item 397) - Art. 19a. The public assistance granted within the quoted regulations was approved by the decision of the European Commission No. N 57/08 of September 18th 2009, concerning authorisation for state operated assistance in the area of biofuels. This relief has enabled biofuel producers to deduct from their payable income tax up to 19% of the surplus value of their produced biofuels, over the value of their produced liquid fuels of the same calorific value, calculated at average prices. European Commission approval for the tax relief expired on April 30th 2011, and the unsettled amount of the relief is accounted for in current prepayments for corporate income tax. The deferred tax resulting from the biocomponent relief was presented in Note 10.3 and its tax effect in Note 10.2 of Additional information and clarifications to the LOTOS Group's Consolidated Financial Statement for the year 2014.

The LOTOS Group is also taking advantage of the relief for acquiring new technologies under the Act of February 15th 1992 on corporate income tax (consolidated text: Dz. U. of 2011, No. 74, item 397) - Art. 18b. This enables the LOTOS Group to deduct from payable income tax no more than 50% of its expenditure on the purchase of new technologies. The effect of this relief for the LOTOS Group's Consolidated Financial Statements for the year 2014 was insignificant.

#### Aspect: Market presence including local content

**EC5.** Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation. + Results and prospects [\[1\]](#)

**EC6.** Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. + Results and prospects [\[1\]](#)

**EC7.** Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. + Results and prospects [\[1\]](#)

#### Aspect: Indirect economic impacts

**EC8.** Development and impact of infrastructure + Results and prospects [\[1\]](#) [\[2\]](#)

investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.

**EC9.** Understanding and describing significant indirect economic impacts, including the extent of impacts.

+

Results and prospects [1] [2]

#### Aspect: Reserves

**OG1.** Volume and type of estimated proved reserves and production.

+

Results and prospects [1]

#### ENVIRONMENTAL PERFORMANCE INDICATORS

#### Aspect: Materials

**EN1.** Materials used by weight or volume.

+

Results and prospects [1]

8



**EN2.** Percentage of materials used that are recycled input materials.

-

GRI and UN Global Compact Content Index

The specific operations of Grupa LOTOS allow us to use recycled products to only a marginal degree. Each LOTOS Group entity involved in the production business is required by law to submit used materials for recycling, through third-party Recovery Organizations. However, even under this framework, the potential for reuse of recycled products is negligible. The related GRI indicator is therefore not reported.

8

#### Aspect: Energy

**EN3.** Direct energy consumption by primary energy source.

+

Results and prospects [1]

8



**OG2.** Total amount invested in renewable energy.

-

GRI and UN Global Compact Content Index

LOTOS Group did not invest in renewable energies in 2014. This indicator is therefore not reported.

**OG3.** Total amount of renewable energy generated by source.

-

GRI and UN Global Compact Content Index

LOTOS Group does have any renewable energy sources (RES) connected to its energy network, so no renewable energy was generated in 2014. This indicator is therefore not reported.

**EN4.** Indirect energy consumption by primary source.

+

Results and prospects [1]

8



**EN5.** Energy saved due to conservation and efficiency improvements.

+ / -

Results and prospects [1]

9

**EN6.** Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.

+

Results and prospects [1]

9

**EN7.** Initiatives to reduce indirect energy consumption and reductions achieved.

+

Results and prospects [1]

8

#### Aspect: Water

**EN8.** Total water withdrawal by source.

+

Results and prospects [1]

8



**EN9.** Water sources significantly affected by withdrawal of water.

+

Results and prospects [1]

<b>EN10.</b> Percentage and total volume of water recycled and reused.	+	Results and prospects [1]		
<b>Aspect: Ecosystem services, including biodiversity</b>				
<b>EN11.</b> Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	+	Results and prospects [1]	8	
<b>EN12.</b> Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	+	Results and prospects [1]	8	
<b>EN13.</b> Habitats protected or restored.	+	Results and prospects [1]	8	
<b>EN14.</b> Strategies, current actions, and future plans for managing impacts on biodiversity.	+	Results and prospects [1]	8	
<b>EN15.</b> Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	+	Results and prospects [1]		
<b>OG4.</b> Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	+	GRI and UN Global Compact Content Index	The refinery in Gdańsk is the only significant operating site for Grupa LOTOS. In 2014, a comprehensive wide-area survey of wildlife commissioned on the premises of the refinery and its vicinity helped us assess the risk to biodiversity presented by our operations.	8
<b>Aspect: Emissions, effluents and waste</b>				
<b>EN16.</b> Total direct and indirect greenhouse gas emissions by weight.	+	Results and prospects [1]	8	✓
<b>EN17.</b> Other relevant indirect greenhouse gas emissions by weight.	+	Results and prospects [1]	8	
<b>EN18.</b> Initiatives to reduce greenhouse gas emissions and reductions achieved.	+	Results and prospects [1]	8	
<b>EN19.</b> Emissions of ozone-depleting substances by weight.	+	Results and prospects [1]	8	
<b>EN20.</b> NOx, SOx, and other significant air emissions by type and weight.	+	Results and prospects [1]	8	✓
<b>EN21.</b> Total water discharge by quality and destination.	+	Results and prospects [1]	8	✓
<b>OG5.</b> Volume of formation or produced water.	+	Results and prospects [1]		✓
<b>EN22.</b> Total weight of waste by type and disposal method.	+	Results and prospects [1] [2]	8	✓
<b>EN23.</b> Total number and volume of significant spills.	+	Results and prospects [1]	8	✓
<b>OG6.</b> Volume of flared	+	Results and prospects [1]	8	✓

and vented hydrocarbon.

<b>OG7.</b> Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.	+	Results and prospects [1]	8	✓
<b>EN24.</b> Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	+	Results and prospects [1]	8	✓
<b>EN25.</b> Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	+	Results and prospects [1]	8	
<b>Aspect: Products and services</b>				
<b>EN26.</b> Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	+	Results and prospects [1]	7, 8, 9	
<b>OG8.</b> Benzene, lead and sulfur content in fuels.	+	Results and prospects [1]		✓
<b>EN27.</b> Percentage of products sold and their packaging materials that are reclaimed by category.	+	GRI and UN Global Compact Content Index	In accordance with applicable regulations, the LOTOS Group companies have engaged recycling contractors for recovery and recycling of packaging introduced to the domestic market. The aggregate recovery rates for packaging waste were in line with the statutory requirements.	8
<b>Aspect: Compliance</b>				
<b>EN28.</b> Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	+	GRI and UN Global Compact Content Index	In 2014, no significant fines or non-monetary sanctions were imposed on any of the LOTOS Group companies for legal or regulatory non-compliance regarding environmental protection.	8
<b>Aspect: Transport</b>				
<b>EN29.</b> Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	+	Results and prospects [1]	8	
<b>Aspect: Overall</b>				
<b>EN30.</b> Total environmental protection expenditures and investments by type.	+	Results and prospects [1]	8	✓
SOCIAL PERFORMANCE INDICATORS				
LABOR PRACTISES AND DECENT WORK				
<b>Aspect: Employment</b>				
<b>LA1.</b> Total workforce by employment type, employment contract,	+	Business strategy and model [1]	6	✓

and region, broken down by gender.

<b>LA2.</b> Total number and rate of new employee hires and employee turnover by age group, gender, and region.	+	Results and prospects [1]	6	
<b>LA3.</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	+	Results and prospects [1]	6	
<b>LA15.</b> Return to work and retention rates after parental leave, by gender.	+	Results and prospects [1]		
<b>Aspect: Labor/management relations</b>				
<b>LA4.</b> Percentage of employees covered by collective bargaining agreements.	+	Results and prospects [1]	3	
<b>LA5.</b> Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	+	Results and prospects [1]	3	
<b>Aspect: Occupational health and safety</b>				
<b>LA6.</b> Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	+	Results and prospects [1]	6	
<b>LA7.</b> Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	+	Results and prospects [1]	6	✓
<b>LA8.</b> Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	+	Results and prospects [1]	6	
<b>LA9.</b> Health and safety topics covered in formal agreements with trade unions.	+	Results and prospects [1]	3	
<b>Aspect: Training and education</b>				
<b>LA10.</b> Average hours of training per year per employee by gender, and by employee category.	+	Results and prospects [1]	6	✓
<b>LA11.</b> Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	+	Results and prospects [1]	6	
<b>LA12.</b> Percentage of employees receiving regular performance and career development reviews, by gender.	+	Results and prospects [1]	6	✓



**Aspect: Diversity and equal opportunity**

<b>LA13.</b> Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	+	Ethics and corporate governance [1] Results and prospects [2]	6	✓
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**Aspect: Equal remuneration for women and men**

<b>LA14.</b> Ratio of basic salary and remuneration of women to men by employee category.	+	Results and prospects [1]	6	
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**HUMAN RIGHTS****Aspect: Investment and procurement practices**

<b>HR1.</b> Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	+	Results and prospects [1]	1, 2	
<b>HR2.</b> Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken.	+	Results and prospects [1]	1, 2, 3, 4, 5, 6	
<b>HR3.</b> Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	+	Results and prospects [1]	1, 2, 3, 4, 5, 6	

**Aspect: Non-discrimination**

<b>HR4.</b> Total number of incidents of discrimination and corrective actions taken.	+	GRI and UN Global Compact Content Index	In 2014, there were no instances of discrimination against employees of the LOTOS Group on account of their race, colour, sex, religion, political leanings, national origins or social background.	6
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**Aspect: Freedom of association and collective bargaining**

<b>HR5.</b> Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	—	GRI and UN Global Compact Content Index	Grupa LOTOS has no tools with which to review suppliers in terms of risks posed to the right to exercise freedom of association, and does not identify any such risks in its environment. This indicator is therefore not reported.	
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**Aspect: Child labor**

<b>HR6.</b> Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	—	GRI and UN Global Compact Content Index	Grupa LOTOS advocates the worldwide abolition of child labor. The Company does not report this GRI Performance Indicator because it is not involved in any such activity. In 2014, like in previous years, in the LOTOS Group there were no operations deemed as involving significant risk for incidents of child labor.	5
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**Aspect: Forced and compulsory labor**

<b>HR7.</b> Operations and significant suppliers	—	GRI and UN Global Compact Content Index	Grupa LOTOS advocates the elimination of all forms of	4
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identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.

forced or compulsory labor. In 2014, like in previous years, in the LOTOS Group there were no incidents of forced or compulsory labor.

#### Aspect: Security practices

<b>HR8.</b> Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	+	Results and prospects [1]	1, 2
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#### Aspect: Indigenous rights

<b>HR9.</b> Total number of incidents of violations involving rights of indigenous people and actions taken.	-	GRI and UN Global Compact Content Index	Grupa LOTOS advocates and observes human rights. The Company does not report this GRI Performance Indicator because the problem of violations of rights of indigenous people does not apply to it.	1, 2
<b>OG9.</b> Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place.	-	GRI and UN Global Compact Content Index	LOTOS Group has not identified any groups in its operating territory whose identity differs from the mainstream society's. This indicator is therefore not reported.	

#### Aspect: Assessment

<b>HR10.</b> Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	-	GRI and UN Global Compact Content Index	LOTOS Group does not consider observance of human rights as a criterion in locating its facilities, because it does not operate in areas where increased risk of human rights violations is present. The indicator is therefore not reported.	
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#### Aspect: Remediation

<b>HR11.</b> Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	-	GRI and UN Global Compact Content Index	In 2014, LOTOS Group did not identify any risk of grievances concerning the impact of its operations and decisions on human rights. This indicator is therefore not reported.	
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#### SOCIETY

#### Aspect: Local communities

<b>SO1.</b> Percentage of operations with implemented local community engagement, impact assessments, and development programs.	+	Results and prospects [1]		
<b>SO9.</b> Operations with significant potential or actual negative impacts on local communities	+	Results and prospects [1]		
<b>SO10.</b> Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	+	Results and prospects [1]		
<b>OG10.</b> Number and description of significant disputes with local communities and indigenous peoples.	-	GRI and UN Global Compact Content Index	In 2014, the LOTOS Group was not involved in any significant disputes related to environmental protection with the local community.	
<b>OG11.</b> Number of sites	+	GRI and UN Global Compact Content Index	In 2014, geological	

that have been decommissioned and sites that are in the process of being decommissioned.

examinations showed that there was no significant hydrocarbon potential within the Sambia W licence. As LOTOS Petrobaltic did not take any action to extend the Sambia W licence, on December 14th 2014 the relevant licence for exploration and appraisal of oil and natural gas deposits in the Sambia W area expired.

#### Aspect: Corruption

<b>SO2.</b> Percentage and total number of business units analyzed for risks related to corruption.	+	Ethics and corporate governance [1]		10
<b>SO3.</b> Percentage of employees trained in organization's anti-corruption policies and procedures.	+	Ethics and corporate governance [1]		10
<b>SO4.</b> Actions taken in response to incidents of corruption.	+	Ethics and corporate governance [1]		10

#### Aspect: Public policy

<b>SO5.</b> Public policy positions and participation in public policy development and lobbying.	+	Risks and opportunities [1] [2] Results and prospects [3]		10
<b>SO6.</b> Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	+	GRI and UN Global Compact Content Index	In accordance with the LOTOS Group's Code of Ethics, we are apolitical, which is evidenced by the fact that we do not support any political groups.	10

#### Aspect: Anti-competitive behavior

<b>SO7.</b> Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	+	GRI and UN Global Compact Content Index Integrated Annual Report 2010/Consolidated non-financial statement/Social performance/Public policy/Anti-competitive behaviour [1]	In 2014, Grupa LOTOS was a party to proceedings described in greater detail in the 2010 Annual Report (link), initiated following a petition filed in 2001 by PETROECCO JV Sp. z o.o., in which PETROECCO JV Sp. z o.o. sought to be awarded PLN 6,975 thousand, together with statutory interest from May 1st 1999, as compensation for damage it had allegedly suffered as a result of the Company's monopolistic practices, which involved selling BS base oils in a manner favouring some customers, whose orders were executed to a disproportionately higher extent than the orders of PETROECCO JV Sp. z o.o. On February 22nd 2013, PETROECCO JV's action was dismissed entirely. On June 26th 2013, PETROECCO JV Sp. z o.o. lodged an appeal against this sentence. Grupa LOTOS sent its reply to the appeal on March 11th 2014. The Appellate Court in Gdańsk, in its verdict of August 28th 2014, dismissed the appeal of the plaintiff and awarded to Grupa LOTOS legal costs from the plaintiff. On January 2015, PETROECCO JV Sp. z o.o. appealed to the court of cassation. The case is pending.	10
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#### Aspect: Compliance

<b>SO8.</b> Monetary value of	+	GRI and UN Global Compact Content Index	In 2014, neither Grupa	
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significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.

LOTOS nor any LOTOS Group company paid any significant fines, nor were significant non-monetary sanctions imposed on any of them for legal or regulatory non-compliance.

#### Aspect: Involuntary resettlement

<b>OG12.</b> Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process.	+	GRI and UN Global Compact Content Index	No involuntary resettlement took place in 2014 as a result of operations carried out by the LOTOS Group.
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#### Aspect: Asset integrity and process safety

<b>OG13.</b> Number of process safety events, by business activity.	+	Risks and opportunities [1] [2] Results and prospects [3] [4] [5] [6]
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#### PRODUCT RESPONSIBILITY

#### Aspect: Customer health and safety

<b>PR1.</b> Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	+	Results and prospects [1] 2013 Integrated Annual Report/Value growth strategy/Relationship capital/Value chain [2]	This subject was widely covered in the 2013 Integrated Annual Report.
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<b>PR2.</b> Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	+	GRI and UN Global Compact Content Index	In 2014, no incidents of non-compliance with regulations, legal provisions and codes concerning health and safety impact of a product were recorded in the LOTOS Group companies from the marketing segment.	1
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#### Aspect: Product and service labelling

<b>PR3.</b> Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	+	2013 Integrated Annual Report/Value growth strategy/Relationship capital/Value chain [1]	In 2014, no incidents of non-compliance with regulations and voluntary codes concerning product labelling and information on products and services were recorded in the LOTOS Group companies from the marketing segment.	10
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<b>PR4.</b> Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	+	GRI and UN Global Compact Content Index	In 2014, no incidents of non-compliance with regulations and voluntary codes concerning product labelling and information on products and services were recorded in the LOTOS Group companies from the marketing segment.
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<b>PR5.</b> Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	+	Results and prospects [1]
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#### Aspect: Marketing communications

<b>PR6.</b> Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	+	Results and prospects [1]
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<b>PR7.</b> Total number of incidents of non-compliance with regulations and	+	GRI and UN Global Compact Content Index	In 2014, no incidents of non-compliance with regulations and voluntary codes concerning marketing
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voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.

communications, including advertising, promotion, and sponsorships, were recorded in the LOTOS Group companies from the marketing segment.

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**Aspect: Customer privacy**

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<p><b>PR8.</b> Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.</p>	<p>+</p>	<p>GRI and UN Global Compact Content Index</p>	<p>In 2014, no complaints regarding breaches of customer privacy and no leak, theft or loss of customer data were reported in the LOTOS Group.</p>
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**Aspect: Compliance**

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<p><b>PR9.</b> Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.</p>	<p>+</p>	<p>GRI and UN Global Compact Content Index</p>	<p>In 2014, no significant fines for non-compliance with laws and regulations concerning the provision and use of products and services were reported in the LOTOS Group.</p>
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**Aspect: Fossil fuel substitutes**

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<p><b>OG14.</b> Volume of biofuels produced and purchased meeting sustainability criteria.</p>	<p>+</p>	<p>Results and prospects <a href="#">[1]</a></p>
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## Glossary of industry terms

### A

#### ACEA

European Automobile Manufacturers' Association; it establishes quality criteria for engine oils, applicable across Europe. ACEA European Oil Sequences 2008 are the published quality criteria for all engine oils on the European market, including the requirements to be met by engine oils for new cars. The document categorises oils and specifies all physical and chemical parameters, as well as engine tests for each quality category. ACEA requires that any claims for oil performance to meet the ACEA standards must be based on credible data and controlled tests in accredited test laboratories.

#### APC

(Advanced Process Control) is a computerized manufacturing process control system in place in the Gdańsk Refinery since 2001. APC simultaneously controls a large number of technological process parameters at the industrial plant. With the help of this system, one can optimize the plant operations, increasing the yield of the desired products and keep the plant working safely.

#### ARA

the market with its territory delineated by the ports of Antwerp – Rotterdam – Amsterdam.

#### Atmospheric distillation

a physicochemical process used to separate component products of a mixture, using differences in the boiling point temperatures of individual components. In the process of atmospheric distillation, individual fractions of gases, benzene, paraffin and diesel oils become separated. Heavier hydrocarbons constitute so-called atmospheric remnants. Atmospheric distillation is a process carried out at a pressure close to atmospheric pressure.

#### Audit recertifying the Integrated Management System (renewal)

an audit aimed at assessing the compliance of the management system with the requirements of the standards. A recertifying audit is carried out in the period determined by the certifying entity to extend the validity or issue a new IMS certificate.

### B

#### B3 Oil Field

a marine natural gas and oil field located about 73 km north of Rozewie. In operation since 1992, it hosts the Marine Oil Mine (Morska Kopalnia Ropy). It is the main source of crude oil produced by LOTOS Petrobaltic.

#### B8 Oil Field

a marine natural gas and oil field located about 68 km northeast of Rozewie.

#### B100

B100 (fuels) - a determination of fuels produced solely from a biocomponent.

#### Barrel

(of crude oil) - a primary unit of measure used in crude oil production. One barrel encompasses around 159 litres.



## Base oil

unrefined oil, without improvers, obtained in the processing of crude oil. It represents the base raw material in the manufacture of lubricant oils.

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## BAT

Best Available Technique is, within the meaning of the definition contained in Directive 96/61/EC, the most effective and advanced stage in the development of activities and their methods of operation which indicate the practical suitability of particular techniques for providing in principle the basis for emission limit values designed to prevent, and where that is not practicable, generally to reduce emissions and their impact on the environment as a whole.

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## Biocomponent

an additive used in fuel production made in biomass processing of e.g. oil plants or corn.

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## Biofuel

fuel manufactured by adding more than 7% biocomponents to gasoline or diesel oil.

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## BREF

(BAT Reference Notes) - BAT guidelines developed by the European IPPC (Integrated Pollution Prevention and Control) Bureau in Seville, Spain. They are not binding legal regulations, but guidelines to be followed in the assessment of applications for integrated permits and issuance of integrated permits.

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# C

## CD Process

(Continuous Deglycerolization Process) - a manufacturing process of fatty acid methyl esters used at the installation located in Czechowice-Dziedzice.

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## CDU/VDU

(installation) - a basic installation system used for crude oil processing comprising a Crude Distillation Unit (CDU) and Vacuum Distillation Unit (VDU).

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## Ceresin

product of deoiling of heavy slack waxes. Ceresin is a complex mixture of n-paraffin hydrocarbons with a solidification point of approximately 73°C. It may be used as feedstock in the production of lubricants, proofing and protective products in the chemical industry and, after a purifying process, in the cosmetics and pharmaceutical industries.

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## CLP Regulation

Classification, Labelling and Packaging Regulation - regulation under which a new system for the classification, labelling and packaging of substances and mixtures has been implemented in the European Union, based on the Globally Harmonised System of Classification and Labelling of Chemicals created by the United Nations in 2003. The CLP Regulation supplements the REACH Regulation and replaces the system provided for in Directives 67/548/EEC and 1999/45/EC. The Regulation took effect on January 20th 2009 and is binding directly, without the need to be implemented into Polish law.

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## CODO stations

(company-owned, dealer-operated) - stations owned by LOTOS Paliwa and managed by external companies.

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## Component for bitumen production

usually a heavy vacuum distillate fraction obtained from crude oil, which can be further processed on the installation for bitumen

manufacture.

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### Confirmed resources

the volume of oil production that may be estimated based on geological analyses and engineering data with reasonable certainty as commercially available for production since a specific date, from the known deposit horizons and in specific economic conditions, using the defined operational methods and based on determined administrative regulations.

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### Conversion

conversion processes usually involve technological cracking processes. In such processes, components with high boiling temperatures (heavy distillates) are used to manufacture light products used for fuel production. The most common conversion processes are thermal cracking, catalytic cracking and hydrocracking.

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### Crude oil

naturally occurring liquid, recovered from beneath Earth's surface. It consists mainly of hydrocarbons with various molecular weights and various chemical structure with minor quantities of organic compounds of nitrogen, oxygen, sulphur and some other elements. Crude oil is a main feedstock for oil refineries and is processed towards fuels and other hydrocarbon based products.

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## D

### DAO

(De-Asphalted Oil) - oil produced with an SDA installation used as a raw material for further refining. It may be the basis for producing base oils or an input for a cracking process.

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### DODO stations

(dealer-owned, dealer-operated) - stations operating under the logo of the Gdańsk Refinery under patronage contracts.

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### DOFO stations

(dealer-owned, franchise-operated) - stations operating under the LOTOS brand within trading partnership under long-term franchise agreements.

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## E

### ETBE

(Ethyl Tert-Butyl Ether) - the name of a high-octane biocomponent used in gasoline production. It is manufactured in petrochemical complexes with ethanol and isobutylene.

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### Ethanol

ethyl alcohol used e.g. as a biocomponent for producing fuels and biofuels used in cars with ignition engines.

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### European Chemical Agency

the EC agency responsible for the implementation of the REACH (Registration, Evaluation and Authorisation of Chemicals) Regulation as regards the establishment and administration of a registration system, assessment of, issuance of authorisations for, and imposition of restrictions in the use of, chemical substances at the EU level. Its main task is to manage the database of chemicals submitted for registration: initial registration of a substance (the process already completed) and proper registration of a substance. Under the European Council's decision of 2004, the registered office of the European Chemicals Agency (ECHA) is located in Helsinki, Finland.

# F

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## FAME

(Fatty Acid Methyl Ester) - such esters are biocomponents used to manufacture fuels and biofuels for diesel engine vehicles. FAME is manufactured by the transesterification of oil with methanol in the presence of a catalyst.

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## Forties Blend

a type of crude oil from the North Sea. Forties Blend is light petroleum with a low content of sulphur and a high potential in gasoline production.

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## Furfurol extraction

a technology applied to increase the quality of base mineral oils. During the process unfavourable aromatic hydrocarbons are separated, which increases the so-called viscosity index.

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# G

## Gasoline isomerisation

a refining process that creates a higher octane number of the gasoline fraction by changing the chemical structure of particles.

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## Gasoline natural gas

natural gas that contains, apart from methane and ethane, a certain quantity of heavier hydrocarbons.

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## Gasoline reforming

a refining process that involves a reaction with a catalyst creating high-octane aromatic hydrocarbons and hydrogen.

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## General nitrogen

the content of nitrogen for nitrogen bound in all possible chemical forms.

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# H

## HDS

(Hydrodesulphurisation Diesel Unit) - a system for the hydrodesulphurization of diesel oils.

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## Heavy fuel oil

an oily liquid representing a residue from the distillation of crude oil. Heavy fuel oil finds its use in industrial installations of large manufacturing or processing facilities, as well as in combined power plants. It is also used as bunker fuel for ships.

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## HGU

(Hydrogen Generation Unit) - a system for hydrogen production.

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## Hydrocracking

a refining process used to produce high quality fuel components during the reaction of vacuum distillates with hydrogen with a catalyst. Hydrocracking processes usually take place at a very high pressure and provide components that are free of sulphur and contaminations.

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## Hydrotreating (of slack wax)

a process of purifying paraffin during the reaction with hydrogen in a catalyst.

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## **I** ISO

International Organization for Standardization.

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## **J** Jet A1

aviation fuel for jet and turbine engines.

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## **K** KAS

(installation) - an amine-sulphur complex of installations for purifying refining gases of hydrogen sulphide and for the production of liquid sulphur.

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## **L** LCA

(Life Cycle Assessment) - the assessment of a product life aimed at determining the environmental impact (emission of greenhouse gases during individual stages of production, processing and transport). LCA also determines the environmental impact resulting from obtaining biomass, transport and its processing into biofuels vs. the impacts that occur in the life cycle of fossil fuels.

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## **Light fuel oil**

a product obtained in crude oil processing characterized by a lower sulphur content and density than heavy heating oil. The light fuel oil is mainly used in household boiler rooms, in SMEs and institutions. It is also successfully used as the heating fuel in the boiler rooms of residential estates.

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## **LPG**

(Liquefied Petroleum Gas) - a liquefied gas, being a mixture of propane and butane, obtained in the processing of crude oil. Among its other applications, LPG is used as engine fuel or as fuel for household gas stoves.

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## **LPG amine washing installation**

a system for removing hydrogen sulphide from the liquid gas fractions.

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## **Lubricant oils**

a composition of base oil and improvers. The quantity, type and relative proportions of these components are decisive for the class of the oil manufactured. Their main task is to reduce friction between the surfaces of the movable parts of mechanical devices that touch each other and work together. Lubricant oils are used in the automotive industry and for industrial applications.

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## **M** Mechanical Completion (MC)

completing building-assembly work by signing a protocol between the ordering party and the contractor, which confirms that all work has been completed in compliance with the design and applicable regulations.

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## **MHC**

(Mild Hydrocracking) - a hydrocracking installation that operates in slightly milder conditions than a standard hydrocracking system.

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## Modified asphalts

asphalts characterized by improved quality parameters, thanks to the interaction between asphalt and an applied modifier.

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## MTBE

(Methyl Tert-Butyl Ether) - a high-octane component used for gasoline production. Unlike ETBE, it is not a biocomponent.

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# N

## Naphtha

a fluid fraction of crude oil composed of hydrocarbons whose particles contain 9-16 atoms of carbon. Naphtha can be processed into aviation fuel and diesel oils.

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## National Index Target

a minimum share of biocomponents in the total volume of liquid fuels and liquid biofuels used during a calendar year in transport, calculated according to the caloric value.

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# O

## Oil transesterification

a chemical reaction resulting in the formation of fatty acid methyl esters. The transesterification reaction of oils is a reaction of oil with methanol in the presence of a catalyst.

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# P

## Paraffin

a mixture of solid saturated hydrocarbons, separated from the fractions of crude oil. It is used, among others, to manufacture candles, as a floor polish and as an insulation material.

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## Paraffin fraction

unreacted oil from hydrocracking of a mixture of vacuum distillates and oil from the solvent de-asphalting process of heavy residue. Paraffin fraction is a mixture of n-paraffin, iso-paraffin and cyclic saturated hydrocarbons. It has a low sulphur content (below 100 mg/kg) and may be used as feedstock in the production of oil bases, or in catalytic cracking or hydrocracking yielding additional volumes of fuels.

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## Plasticizers

plasticizing improvers added to polymer products. Grupa LOTOS manufactures hydrocarbon plasticizers for the rubber industry.

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## Ppm

(parts per million) - a popular measuring method used to express the concentration of extremely diluted solutions of chemical compounds. This measure tells how many particles of a chemical compound are to be found among one million particles of the solution.

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# R

## REACH

Regulation of the European Parliament and Council concerning the safe application of chemicals through their registration and assessment and in some cases granting commercial permits and restrictions as regards the application. It came into force on 1 June 2007 and replaces several dozen previous community legal acts, both regulations and directives introduced into Polish legislation with the Act of 11 January 2001 on chemical substances and preparations.

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## Ready For Start Up (RFSU)

the condition of readiness for start-up achieved by the system (introduction of production media).

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## REBCO

(Russian Export Blend Crude Oil) - a commercial name of Russian crude oil from the Ural.

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## Red chemicals

are those which have pollution category Y and are on the list of chapter 17 of the IBC Code or on MEPC.2/Circ. currently in force. These chemicals are deemed to present a hazard to marine resources or human health or cause harm to amenities or legitimate uses of the sea.

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## Reformate

high-octane number component, with octane number of 96–100, used in the manufacture of engine gasolines. Reformate is a product of catalytic reforming of desulphurised naphtha.

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## ROSE

(Residual Oil Supercritical Extraction) - a technology used at the Gdańsk Refinery in the SDA installation.

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# S

## SDA

(Solvent Deasphalting) - an installation used to separate vacuum remnants after crude oil processing into lighter fractions, i.e. deasphalted oil (DAO) and heavier fractions, namely a bitumen component.

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## Shale gas

refers to natural gas that is trapped within shale formations. Shales are fine-grained sedimentary rocks that can be rich resources of petroleum and natural gas. Sedimentary rocks are rocks formed by the accumulation of sediments at the Earth's surface and within bodies of water. Common sedimentary rocks include sandstone, limestone, and shale.

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## Slack wax

a semi-product received in crude oil processing. It is used to produce wax.

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## Stakeholder

A person or entity interested in the operation of a firm and incurring various types of risks related to its business or the persons or entities that are affected by a firm through its activities. Unlike shareholders, who are primarily interested in the profits of the company, stakeholders include a much wider group, e.g. employees, customers, creditors, suppliers, government administration and, in a wider context, local communities, the natural environment and public opinion. The term was first introduced by the Stanford Research Institute in 1963.

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## Stock ticket service

service consisting in the creation and maintenance of mandatory reserves of fuels on behalf of customers. A customer using the service meets the legal requirements without stocking its own fuels.

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# T

## Troll Blend

a type of crude oil from the North Sea. The Troll Blend is an average crude oil with a low sulphur content and a high potential within the production of diesel oils.





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### **Vacuum distillate**

a fraction of hydrocarbons separated from a more complex mixture with distillation under a reduced atmospheric pressure. Vacuum distillates produced from crude oil are usually used to produce base oil, and also as input for cracking processes.

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### **Vacuum distillation**

a process analogical to the process of atmospheric distillation, conducted, however, at a reduced ambient pressure. It uses a physical property, whereby the boiling point decreases as the ambient pressure is reduced. It makes it possible to separate vacuum distillates in the atmospheric residuals. Heavy remnants of the distillation process are so-called vacuum residuals.

## Glossary of social terms

### B

#### **Business ethics**

Taking account of the moral aspect in business, i.e. applying solutions that combine moral requirements with the strategic interests of a firm. Business ethics determines ethical standards of behaviour, norms and values as well as conduct in a business.

### C

#### **Code of ethics**

A set of rules that regulate moral life. A code of ethics in business indicates specific 'behaviours' of an organization, in addition to general guidelines concerning reliability and integrity required in business and actions that are conducive to social development and not contradictory to moral standards and collective customs.

#### **Corporate community involvement**

Involvement of a firm in social issues and participating in solutions of social problems. This concept is narrower than corporate social responsibility and it refers to different activities of a company in a community. It includes various forms of involvement, such as financial support, material assistance and voluntary work of employees. Community involvement makes a firm more reliable in the eyes of the general public and builds a positive image.

#### **Corporate social responsibility**

The strategy that provides for a firm to take account voluntarily of social interests while trying to achieve its economic aims, taking decisions and actions. CSR includes the consideration for ethical rules, rights of employees and human rights as well as the social and natural environment. It is assumed that the corporate social responsibility should be an integral part of the business policy, together with its economic objectives.

#### **Corporate volunteering**

This involves employees of a firm in voluntary work for social organizations. Employees (volunteers) perform various types of work for those in need, by using their skills and abilities and developing their talents in such areas. A firm supports its employees in such actions and, depending on its organizational culture, appoints employees to work as volunteers during working time or provides material assistance or logistic and financial support.

### D

#### **Donation**

A form of an agreement by which a donor undertakes to provide free-of-charge performance with its assets. A donation may be granted by individuals or corporations. The subject matter of the donation may include real properties, movables, money as well as rights or may involve free provision of services.

### G

#### **Global Compact**

The world's largest initiative of the Secretary General of the United Nations for corporate responsibility and sustainable development. The Polish Global Compact Local Network is coordinated by the United Nations Development Programme (UNDP) Project Office. Since it was launched in 2000, over 9,000 members from 135 countries have joined the initiative. Global Compact calls on companies to embrace in their activities ten principles in the areas of: human rights, labor rights, environmental protection, counteracting corruption and promoting corporate social responsibility.

The Global Reporting Initiative (GRI) is an independent institution with its seat in the Netherlands that develops and promotes so-called Sustainability Reporting Guidelines. GRI Guidelines are applied all over the world. They may be used by all companies that are ready to submit comprehensive reports on their economic, environmental and social activity. Since 2006, the third version of the GRI Guidelines applies, so-called G3. The organization has introduced a three-level system of applications: from the highest that includes the largest scope of revealed information, i.e. about 80 reporting indexes (A, A+), to the smallest, with less than 40 indexes (C, C+). A plus before each level means the external verification of the report by an independent certifying authority.

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## H

### **Human capital**

Employees of a firm who contribute to its operation and development and have specific knowledge, skills and talents.

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## L

### **Local community**

The group of people who live in the area and are connected by social bonds, common tradition and culture. A local community is formed by inhabitants of villages, towns, cities or municipalities.

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## M

### **Mission**

A set of fixed aims and targets of a firm. It contains values that are upheld by the management board and are the basis for determining its actions. The mission determines the identity of a firm and its organizational culture.

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## N

### **Non-governmental organization (NGO)**

A voluntary organization that operates independently of state or political structures and whose operation is not profit oriented. It works for social issues and development. Its operation is based mostly on voluntary work.

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## O

### **Organizational culture**

Organizational culture A set of standards, values, forms of behaviour, attitudes, premises and symbols that determine the mode of thinking and acting in a company and define standards of communication and conduct.

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## S

### **Social dialogue**

The exchange of information and presentation of positions concerning social problems and issues between parties that may be public institutions, entrepreneurs or NGOs. It is a form of representing the interests of parties. The source of success is reliable information exchanged between the parties and cooperation.

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### **Social programme**

Planned actions aimed at solving or counteracting a specific social problem. They may be implemented jointly or independently by public institutions, businesses or social organizations.

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### **Social report**

A report issued by a firm that presents its whole strategy and social policy. It takes account of economic, social and ecological aspects of its operations.

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### **Sponsoring**

Joint obligations of two parties – a sponsor and a sponsoree. A sponsor provides funds, material assistance or services to the sponsoree in return for promotion. Sponsoring is a planned and conscious act aimed at creating a positive image of a firm. It is often a part of the long-term marketing strategy of a business.

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## **Sustainable development**

The path of social and economic development that is in harmony with the natural environment. The idea of sustainability provides for the skilful use of resources (social, human and natural), so that they can be used in the future.

## Contact

Additional information about the economic activity as well as the social and environmental aspects of the LOTOS Group's activities are available on the Grupa LOTOS website - [www.lotos.pl/en](http://www.lotos.pl/en)



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