

Employees

We employ over 10 thousand people and we are one of the major employers in the Wielkopolska region. We revise structure of companies, which causes changes in employment. As an employer, we especially take care for the safety and health of employees. Our employees also benefit from a number of privileges and benefits. We provide development opportunities in strategic directions for the entire Enea Group.

Workplace management

Work rules in individual companies are governed by the Labour Code and internal documents.

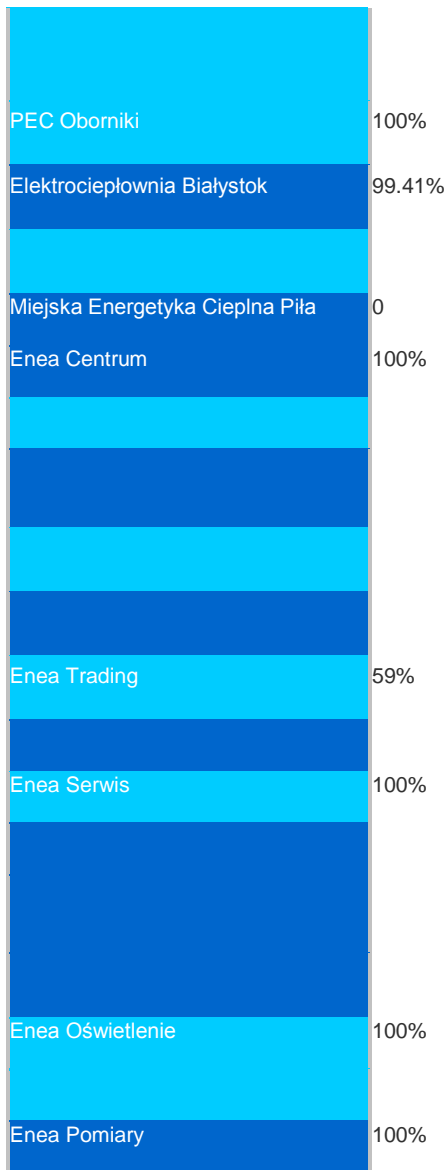


Cooperation with trade unions

Trade unions operate in our companies. Therefore, collective agreements are binding in the Group.

Table 3. Percentage of employees covered by collective bargaining agreements in 2014 and trade unions in which the company's employees were associated in 2014.

Company	Percentage of employees covered by collective bargaining agreements in 2014	Trade unions in which the company's employees were associated in 2014
Enea SA	100%	<p>NSZZ Solidarity Enea Inter-enterprise Organization</p> <p>Inter-enterprise Employee Organization of Enea Capital Group</p> <p>Trade Union of Engineers and Technicians – Inter-enterprise Trade Organization in Enea SA</p>
Enea Operator	100%	<p>Enea NSZZ Solidarity Enea Inter-enterprise Organization</p> <p>Inter-enterprise Employee Organization of Enea Capital Group</p> <p>Inter-enterprise Trade Union of Continuous Maintenance Employees of Enea SA Energy Group</p> <p>Trade Union of Engineers and Technicians – Inter-enterprise Trade Organization in Enea SA</p> <p>Kadra' Inter-enterprise Trade Union of Enea SA Energy Group Employees</p>
Enea Wytwarzanie	99.87%	<p>Independent Self-Governing Trade Union "Solidarity" Organization in Enea Wytwarzanie Sp. z o.o.</p> <p>Inter-enterprise Trade Union of Power Engineers in Enea Wytwarzanie Sp. z o.o.</p> <p>Trade Union of Shift Employees in ENEA Wytwarzanie Sp. z o.o.</p> <p>Inter-enterprise Trade Union of Continuous Maintenance Employees of Enea SA Energy Group Enea Wytwarzanie Organization</p> <p>Kadra' Inter-enterprise Trade Union of Enea SA Energy Group Employees</p>



Independent Trade Union of Engineering, Technical, Administrative and Support Employees of Elektrociepłownia Białystok

The National Union of Heat Engineers, (60% of employees are associated)

NSZZ Solidarity Inter-enterprise Organization at MPEC Sp. z o.o. in Białystok

The National Union of Heat Engineers at MPEC Sp. z o.o. in Białystok

The National Union of Heat Engineers

NSZZ Solidarity Enea Inter-enterprise Organization

Inter-enterprise Employee Organization of Enea Capital Group

Trade Union of Engineers and Technicians – Inter-enterprise Trade Organization in Enea SA

Kadra' Inter-enterprise Trade Union of Enea Capital Group Employees

Inter-enterprise Trade Union of Power Engineers in Enea Wytwarzanie Sp. z o.o.

Inter-enterprise Trade Union of Power Engineers in Enea Trading

NSZZ Solidarity Enea No. 2 Organization in Poznań

NSZZ Solidarity Enea Inter-enterprise Organization

Inter-enterprise Employee Organization of Enea Capital Group

Inter-enterprise Trade Union of Continuous Maintenance Employees of Enea SA Energy Group

Kadra' Inter-enterprise Trade Union of Enea Capital Group Employees

NSZZ Solidarity Enea Inter-enterprise Organization

Inter-enterprise Trade Union of Enea Capital Group Employees

NSZZ Solidarity Enea Inter-enterprise Organization

Enea Logistyka	65,97%	NSZZ Solidarity
Hotel EDISON	Not applicable	NSZZ Solidarity Enea Inter-enterprise Organization
Centrum Uzdrawiskowe ENERGETYK	Not applicable	MZZP of Enea Capital Group
Energ-Tour	83%	MZZP Trade Union of the ENEA Capital Group in Bydgoszcz
		NSZZ Solidarity Enea Inter-enterprise Organization
		Inter-enterprise Employee Organization of Enea SA Capital Group
		NSZZ Solidarity

Employment

Table 4. Number of employees employed on a contract of employment by gender in 2014 (as at 31.12.2014).

Company	Total number of employees	Number of women	Number of men
Enea SA	288	158	130
Enea Wytwarzanie	2348	306	2042
MEC Piła	140	21	119
PEC Oborniki	35	3	32
MPEC Białystok	448	55	393
Enea Operator	4276	517	3759
Enea Trading	79	31	48
Enea Centrum	1274	956	318
Enea Serwis	623	127	496
Enea Logistyka	144	38	106
Enea Oświetlenie	120	30	90

Enea Pomiary	172	46	126
Hotel Edison	21	15	6
Szpital Uzdrowskiowy ENERGETYK	75	63	12
Energo-Tour	18	14	4

Table 5. Number of employees employed on a contract of employment broken down into posts and gender (as at 31 December 2014).

Company	Top management		Directors		Middle level managers		Operational employees		Office personnel	
	No. of women	No. of men	No. of women	No. of men	No. of women	No. of men	No. of women	No. of men	No. of women	No. of men
Enea SA	0	0	4	8	15	23	0	0	139	99
Enea Wytwarzanie	0	2	1	12	22	105	145	1591	142	328
MEC Piła	0	0	0	2	1	8	8	89	12	20
PEC Oborniki	0	0	1	1	0	0	0	27	2	4
MPEC Białystok	0	1	0	4	7	19	1	321	47	48
Enea Operator	0	1	3	42	49	437	25	2130	440	1149
Enea Trading	0	0	0	4	5	7	0	0	26	37
Enea Centrum	0	0	6	22	68	33	0	0	882	263
Enea Serwis	2	0	1	13	12	64	50	361	62	58
Enea Logistyka			2	6	9	21	14	69	13	10
Enea Oświetlenie	0	0	0	2	3	15	0	46	27	27
Enea Pomiary	1	0	1	4	6	17	25	102	13	3

Hotel Edison	0	0	0	0	3	0	5	6	7	0
Szpital Uzdrowskiowy ENERGETYK	1	1	0	0	3	2	52	8	7	1
Energo-Tour	0	1	0	0	1	1	0	0	13	2

Table 6. Number of employees employed on a contract of employment broken down by type of employment contract in 2014 (as at 31 December 2014).

Company	Total number of employees employed on a contract of employment	No. of employees in division to type of employment contract			No. of employees in division to working time	
		Trial	Fixed-term	Indefinite	Full time	Part time
Enea SA	288	0	24	264	279	9
Enea Wytwarzanie	2348	0	63	2285	2337	11
MEC Piła	140	0	7	133	140	0
PEC Oborniki	35	2	0	33	35	0
MPEC Białystok	448	4	0	444	445	3
Enea Operator	4276	0	63	4213	4260	16
Enea Trading	79	1	5	73	76	3
Enea Centrum	1274	0	39	1235	1265	9
Enea Serwis	623	0	48	575	589	34
Enea Logistyka	144	0	11	133	142	2
Enea Oświetlenie	120	0	11	109	118	2
Enea Pomiary	172		1	171	167	5

Hotel Edison	21	0	12	9	21	0
Szpital Uzdrowskiowy ENERGETYK	75	0	0	75	75	0
Energo-Tour	18	0	0	18	18	0

Table 7. Number of employees employed on a contract of employment and under civil-law in 2014 (as at 31 December 2014.)

Company	Number of employees employed on a contract of employment	Number of employees employed under civil-law agreement
Enea SA	288	10
Enea Wytwarzanie	2348	24
MEC Piła	140	0
PEC Oborniki	35	0
MPEC Białystok	448	3
Enea Operator	4276	8
Enea Trading	79	0
Enea Centrum	1274	2
Enea Serwis	623	61
Enea Logistyka	144	2
Enea Oświetlenie	120	7
Enea Pomiar	172	0
Hotel Edison	21	1

Szpital Uzdrawiskowy ENERGETYK	75	26
Energo-Tour	18	0

Table 8. Number of employee leaves and churn broken down by gender in 2014

Company	Total number of leaves	Churn of all employees	Number of women leaves	Women churn	Number of men leaves	Men churn
Enea SA	169	58.68%	111	70.25%	58	44.62%
Enea Wytwarzanie	298	12.69%	117	5.00%	181	8.86%
MEC Piła	18	12.86%	5	23.81%	13	10.92%
PEC Oborniki	5	14.29%	1	33.33%	4	12.50%
MPEC Białystok	74	16.52%	17	30.91%	57	14.50%
Enea Operator	999	23.36%	666	128.82%	333	8.86%
Enea Trading	10	12.66%	8	25.81%	2	4.17%
Enea Centrum	68	5.34%	49	5.13%	19	5.97%
Enea Serwis	64	10.27%	28	22.05%	36	7.26%
Enea Logistyka	12	8.33%	4	10.53%	8	7.55%
Enea Oświetlenie	13	10.83%	4	13.33%	9	10.00%
Enea Pomiar	19	11.05%	10	22.22%	9	7.14%
Hotel Edison	9	42.86%	6	40.00%	3	50.00%
Szpital Uzdrawiskowy ENERGETYK	1	1.33%	0	0.00%	1	8.33%
Energo-Tour	6	33.33%	4	28.57%	2	50.00%

Table 9. Number of employee leaves and churn broken down by age in 2014.

Company	Employees leaves till 29 years old	Churn of employees below 30 years old	Employees leaves from 30 till 50 years old	Churn of employees from 30 till 50 years old	Employees leaves above 50 years old	Churn of employees above 50 years old
Enea SA	24	8.00%	117	41%	28	10%
Enea Wytwarzanie	11	0.4%	109	4.00%	178	7.00%
MEC Piła	1	0.69	1	0.69	16	11
PEC Oborniki	0	0	1	2.6%	4	10.5%
MPEC Białystok	2	2.7%	10	13.51%	62	83.79%
Enea Operator	49	19.7	462	19.7	488	29
Enea Trading	2	2.5%	7	8.75%	1	1.25%
Enea Centrum	12	14.8	33	4.3	23	5.4
Enea Serwis	2	3.78%	17	5.06%	45	19.23%
Enea Logistyka	0	0	5	0.06	7	0.12
Enea Oświetlenie	1	0.83%	5	4.17%	7	5.83%
Enea Pomiary	1	11.11	3	2.86	15	25.86
Hotel Edison	3	0.5	3	0.3	3	0.6
Szpital Uzdrowskiwsky ENERGETYK	0	0	1	2.08	0	0
Energo-Tour	0	0	2	0.11	4	0.22

Table 10. Number of new employees hired, broken down by age groups and gender in 2014

Number of employees hired in 2014

Company	Total	Women	Men	Age category		
				up to 29 years of age	from 30 to 50 years of age	above 50 years of age
Enea SA	46	26	20	19	27	0
Enea Wytwarzanie	57	17	40	25	22	10
MEC Piła	2	0	2	1	1	0
PEC Oborniki	2	0	2	1	0	1
MPEC Białystok	7	2	5	5	0	2
Enea Operator	105	34	71	58	37	10
Enea Trading	10	5	5	7	3	0
Enea Centrum	1163	870	293	69	690	404
Enea Serwis	21	5	16	2	14	5
Enea Logistyka	4	2	2		3	1
Enea Oświetlenie	16	5	11	7	7	2
Enea Pomiar	1	1	0	0	1	0
Hotel Edison	9	6	3	5	3	1
Szpital Uzdrawiskowy ENERGETYK	0	0	0	0	0	0
Energo-Tour	0	0	0	0	0	0

Health and safety

Employees safety and health

In our business, safety and health at work is very important. We operate in accordance with external regulations, such as laws and regulations relating to



health and safety. We also have internal guidelines.

Each company in our Group manages occupational health and safety issues separately. Dedicated specialists who usually work in specially established for that purpose departments are responsible for those issues. Company's Social Labour Inspectors operate in selected companies such as MEC Piła.

Examples:

- Central Processing Unit of Health and Safety Service in Enea Serwis,
- Labour Protection Office in which Senior OHS Inspector supported by OHS Specialist are employed in Enea Oświecienie,
- Manager of Labour Protection Office in Enea Operator.

Find out what are health and safety activities and learn about our results

Our activities on the one hand result from the requirements of applicable law and on the other hand from our own initiatives. As such, the most important activities in the field of occupational health and safety include:

- hazards identification and occupational risk assessment,
- monitoring of working conditions,
- corrective and preventive actions in the health and safety area,
- health and safety trainings,
- internal communication in the health and safety area,
- identification and implementation of legal requirements and other external, health and safety, requirements (Labour Code and Rules of Procedure).

From trainings to competitions, our health and safety initiatives

Scale and number of our actions taken in 2014 clearly shows that safety and health of our employees is of particular importance to us.

- **Workplaces:** attention to ergonomic workplaces (i.e. replacement of worn out office chairs in Enea Centrum), renovations, freshening up individual workplaces, inspections and maintenance jobs, modernization of the control room in the Kosice boiler house (MEC Piła)
- **Equipment:** provision of Enea Operator employees with high-quality equipment and tools for live-line working, equipping brigades of electricians with protective equipment that improves safety and purchase of additional first –aid kits, issuing to employees repellents in a period of increased insect activity; introduction of 181 sets of equipment for electricians in Enea Serwis, equipment of a workshop with welding table with exhaust system (MPEC Białystok)
- **Control:** verification of equipment technical condition, measuring of the fire protection effectiveness and equipment insulation (Szpital Uzdrowskiwowy ENERGETYK), verification of first-aid kits (Enea Serwis), 143 controls within compliance with the terms and conditions of health and safety on construction sites (in Enea Serwis)
- **Drawing up instructions and analysis of legal changes:** ‘Instructions of live-line working on high voltage systems’ in Enea Operator and a central register of non-compliance in order to facilitate employees to report observed non-compliance in Enea Wytwarzanie
- **Trainings:** initial and periodic health and safety, first aid, fire trainings (i.e. training with fire extinguishers attended by about 300 employees in Enea Centrum)
- **Trial evacuation:** i.e. at Enea Centrum at Dziadoszańska Str. and at Enea SA seat at Górecka 1 Str. in Poznań
- **Actions and competitions:** Energy Knowledge Competition ‘1 of 10,000’ after Paweł Balcerowski - edition 2014, ‘Spring inspection of protecting equipment against falls from heights’ action carried out by Enea Serwis, leaflets issue informing visitors and employees of external companies about

the possibility of risks in the company (Enea Wytwarzanie), Competition "1 of 10,000" for employees of the entire Capital Group concerning labour law, health and safety, first aid and energy industry itself (Enea SA)

- **Health care:** organization by the company's clinic health screening action (Enea Wytwarzanie), providing employees with opportunities for active leisure, i.e. football team of Enea Logistyka employees.

Table 11. Total number of injuries and injury rate in the companies of ENEA Capital Group in 2014

Company	Number of injuries	Injury frequency rate*
Enea SA	1	3.65
Enea Wytwarzanie	5	2.13
MEC Piła	1	7.14
PEC Oborniki	0	0
MPEC Białystok	9	19.2
Enea Operator	34	8.02
Enea Trading	0	0
Enea Centrum	6	4.63
Enea Serwis	11	17.66
Enea Logistyka	2	13.9
Enea Oświetlenie	1	8.55
Enea Pomiary	1	5.5
Hotel Edison	0	0
Szpital Uzdrawiskowy ENERGETYK	3	40
Energo-Tour	0	0

Support and benefits

Working in Enea gives, very often, a possibility of using benefits and support. Additional benefits to our employees vary depending on the company and are the result of the employees needs and the company's possibilities.

Employees' support	Preventive care	Cheaper electricity	Other benefits
<ul style="list-style-type: none"> • Monetary or material assistance to employees in a difficult situation • Financing or subsidizing holidays for children and young people, funding children's Christmas gifts • Support of sport, recreation, culture and education activities • Employee Pension Program • Social benefits and loans fund 	<ul style="list-style-type: none"> • Subscriptions in medical facilities • Preventive treatment in a sanatorium • Influenza vaccination • Tumor markers tests 	<ul style="list-style-type: none"> • Preferential conditions for use of electricity. According to the Collective Bargaining Agreement employees are entitled to a reduced fee for electricity for household needs in an amount up to 3,000 kWh a year. 	<ul style="list-style-type: none"> • Award on the occasion of the Power Engineer's Day, jubilee awards • Annual, mandatory bonus • Subsidizing employees travel to work • Subsidizing catering • Allowance for working in conditions harmful to health, particularly arduous or dangerous

Trainings and education

We provide our employees with opportunities for development through a system of training and benefits in the form of subsidies to learn English, studies or law applications.

Training that we organize for our employees, are associated with the directions of our development:

Menegerial competences	Better service of our Customers	Project management	Vocational education
<ul style="list-style-type: none"> • Example: • Psychological skills workshops that were supplemented by individual meetings with the coach. Workshops were attended by Enea SA managers. 	<ul style="list-style-type: none"> • Example: • Sales department employees development program which was attended by 82 employees (Enea SA) • ‘BHU sales academy’ 	<ul style="list-style-type: none"> • Example: • A series of trainings for representatives of the Sales Department and the Department of Portfolio and Products Management 	<ul style="list-style-type: none"> • Example: • 2014 balance (Enea Logistyka) • Studies in the field of energy, electrical engineering, smart power grids - intelligent power networks (Enea Operator)

We have commenced initial activities in implementing human resources development program based on career paths, mentoring and coaching program for electricians in Enea Operator in 2014. Strategic activities related to the emergence and training mentors shall be continued in 2015.

We cooperate with universities and industry organizations. Cooperation of Enea Wytwarzanie with Warsaw University of Technology and Wroclaw University of Technology is an example and includes activities such as:

- organization of scientific - technical conferences or seminars,
- organization of educational trips for students, internships of full-time / part-time students,
- training of Enea technical staff on postgraduate and doctoral studies.

Table 12. Average number of training hours per year per employee according to the employment structure in 2014

Company	Average number of training hours per:							
	Total employees	Women	Men	Top management	Directors	Middle level managers	Operational employees	Office personnel
Enea SA	31.39	24.61	39.63	0	32	41.13	0	29.63
Enea Wytwarzanie	36.49	21.26	35.03	60.09	54.79	42.73	28.88	28.94
MEC Piła	15.3	16.2	13.2	0	49.5	15.1	12	12.4
PEC Oborniki	11.4	16	11	0	16	0	8	22.6
MPEC Białystok	4520	595	3925	27	31	262	3051	1149
Enea Operator	34.14	23.9	35.5	48	25.95	25.81	41.3	13.34
Enea Trading	5.85	4.26	6.88	0	12	7.5	0	5.14
Enea Centrum	8.53	7.75	9.51	0	22.29	10.61	0	7.6
Enea Serwis	21	13	21	16	27	19	18	15
Enea Logistyka	1328	352	976	40	0	336	760	0
Enea Oświetlenie	18.4	18.7	18.3	36	36	34.89	13.3	14.98
Enea Pomiar	11.87	12.17	11.76	64	35.2	27.83	7.34	14.38
Hotel Edison	0	0	0	0	0	0	0	0
Szpital Uzdrawiskowy ENERGETYK*	no data	no data	no data	no data	no data	no data	no data	no data

Energo-Tour

0

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* Company doesn't carry statistics in the above-mentioned range