

## Initiatives in 2015

### Management

2015 year has been proclaimed 'Year of the Enea Capital Group values'. It means that we shall be accomplishing actions and initiatives that contribute to a better understanding of the most significant values.

Enea Centrum, which is the heart of "shared services" in the Capital Group and is to improve management for the benefit of Customers and employees has taken over tasks related to purchases at the beginning of the year.

### Employees

5.5 thousand employees and their families will be able to benefit from specialized medical services in hospitals of Ministry of Internal Affairs, thanks to the signed agreement.

'Power of Innovation' is a competition for employees with innovative ideas. We wish to award those employees who have great ideas of improving daily activities. This will allow us to work faster and easier.

### Customers

ENERGY + is a new offer for Customers that gives them more benefits, such as insurance or a bank account. ENERGY + Savings package allows for reimbursement of 15% of costs for paid energy bills and 5% of costs for non-cash purchases with 0 PLN account in Getin Bank. For more information check [www.energiaplus.pl](http://www.energiaplus.pl).

### Environment

Enea Oświetlenie will build four photovoltaic power plants with a total capacity of 200kW on the roofs of public buildings, including City Sports, Recreation and Rehabilitation Centre in Szczecin.

27.7 million PLN was spent on the installation, which recovers heat from exhaust gases from the combustion of biomass in CHP Białystok. This is the first installation of this scale in the country.

## Communities

Enea is engaged in sponsoring projects supporting sport and culture. Involvement in the development of Polish triathlon, basketball clubs sponsoring or patronage of the Grand Theatre in Poznan are an example.

Together with the Department of Prevention Department of Provincial Headquarters in Poznań and State Forests we have started patrols consisting of police officers, foresters and power engineers. Patrols monitor people and vehicles in the woods or staying in the vicinity of power lines.