

Total Recordable Rate (TRR)

| | 2019 | 2018 |
|--|------|------|
| Combined Total Recordable Rate (TRR) for employees and contractors¹⁾ | 0.90 | 1.03 |

1) Calculated as the total number of accidents at work involving employees and contractors of ORLEN Group companies and resulting in the injured person taking sick leave in a given period x 1,000,000 / number of man-hours worked by the employees and contractors in this period.

TRR for ORLEN Group employees²⁾

| 2019 | | |
|-------|-------|------|
| Total | Women | Men |
| 1.29 | 0.70 | 1.51 |

| 2018 | | |
|-------|-------|------|
| Total | Women | Men |
| 1.17 | 0.41 | 1.44 |

2) Total number of accidents at work involving employees of ORLEN Group companies and resulting in the injured person taking sick leave in a given period x 1,000,000 / number of man-hours worked by the employees in this period.

| REGIONS ³⁾ | Total | Poland | Czech Republic | Lithuania | Germany |
|-----------------------|-------|--------|----------------|-----------|---------|
| 2019 | 1.29 | 1.35 | 1.47 | 0 | 6.48 |
| 2018 | 1.17 | 1.08 | 1.71 | 0.68 | 0 |

| |
|---------------|
| |
| Canada |
| 0 |
| 0 |