

A woman wearing a bright orange raincoat is lying on her back in a lush forest filled with green ferns. She has her eyes closed and a peaceful smile on her face, with her arms raised above her head. The scene is captured from a high angle, looking down at her. The background is a dense carpet of green ferns. In the top left corner, there is a solid orange rectangular shape. In the bottom right corner, there is a large blue triangular shape that contains the report's title.

emitel

**Social
Engagement
Report**

2019



EMITEL



3

Ladies and Gentlemen,

Our latest report presents the most important events and initiatives concerning environmental protection, social responsibility and corporate governance carried out by our Company throughout 2019.

We conduct our business in a responsible manner. We know that we are an important participant of the Polish economy, because we have been accompanying Poles in their everyday lives for more than 50 years now. Thanks to us, all Polish homes can receive TV signal and people can listen to their favourite radio stations while travelling by car. We design and install state-of-the-art wireless communication systems; we participate in the creation of smart cities and join in the work on the deployment of 5G network. We are aware of our impact on the environment and our surroundings, which is why we treat social trust as capital and are constantly working to strengthen it.

Satisfied employees, who proudly speak about their company, are its best ambassadors. I also believe that external tokens of recognitions in the form of prizes and awards confirm that we are heading in the right direction. The year 2019 was particularly abundant in various awards from institutions, which have appreciated our approach to our Staff. These included, among others: Human Capital Investor Award, Employee-Friendly Employer Award, Human Resource Management Leader Award, Trustworthy Employer Award and the Investor in Human Capital emblem. We have also joined the certification process to be awarded the Top Employer title.

Our responsible approach can be seen in our open dialogue both with people living in the vicinity of the broadcasting stations and with the local community of Wilanów – the district where Emitel's headquarters are located. That is why we get involved in local initiatives, such as supporting the "Sedno Sportu" Foundation, which organises local football games for children and youth. We have also donated funds to the "Ecclesia Villanovensis" Foundation, which safeguards, maintains and renovated the local historic church of St Anne. Once again, we also supported the Royal Festival of Light organised by the Wilanów District Office.

Another crucial aspect of Emitel's activity concerns supporting key national social and charity events, in which we have been involved for years. We cooperate with numerous organisations, including the Foundation for the Development of Radiocommunication and Multimedia Technologies at the Warsaw University of Technology, which we help with implementing development and scholarship programmes. The organisers of the Meeting Tent, created on the occasion of the March of the Living, during which the participants visit the Auschwitz Museum and take part in the ceremonies commemorating the victims of the Holocaust, could also count on our help. We are also supporting the formation of civic attitudes. Last year, Emitel became a partner of the "Zwolnieni z Teorii" competition – a project aimed at developing the competences of secondary school students in the area of teamwork, communication and creative thinking. In line with our Christmas tradition, the Management Board of Emitel also supported the Caritas Foundation by donating the equivalent of the amount auctioned by the Employees during the annual charity auction.

Since the US-based Alinda Capital Partners fund has become the company's main shareholder, Emitel has been building its strategy on the foundation of sustainable development principles to an even greater extent than ever before. We want to become leaders in this area, since we understand that in the long term this will be a factor determining our company's development prospects. For several years now, Emitel has been participating in an annual independent audit in the field of environmental protection, social responsibility and corporate governance. The audit concludes with ranking lists, which enable us to compare ourselves to similar companies worldwide. According to the 2019 audit results, our company was ranked second among all the participating infrastructure companies in Europe.

Last year, when I announced the 2018 Report, I wrote that the position of the leader in the industry is an obligation, which is why Emitel keeps looking for unobvious solutions in the field of social activities. I considered it to be a promise made for another year and I have a feeling that we have managed to deliver on it. Our company is ready for dialogue with all stakeholders. I hope you'll agree after reading this report.

Enjoy the reading!

A handwritten signature in black ink, appearing to be "Janusz Szlachetka". The signature is fluid and cursive, written on a white background.



We carry out all activities in a responsible manner, keeping in mind our stakeholders, local communities and the business environment, as well as the environment – the protection of the latter remains our top priority. We want to inspire the market environment with the positive results and outcomes of the activities we undertake. Our high score proves that Emitel is constantly striving to improve its standards regarding social responsibility and sustainable development. We carry out numerous projects in the field of environmental protection, and during preparatory phases of our investments, we observe all relevant standards.

Aleksander Skoźyński
Financial Director – Member of the Management Board of Emitel

The evaluation of each company in the GRESB survey consists of the following elements:



Each of these categories is surveyed by means of a bespoke questionnaire, followed by an assessment and evaluation carried out by independent experts affiliated with GRESB.

On the following pages of this Report, we present and showcase the activities undertaken by Emitel, concerning:

- 01** Environment and protection of natural resources **Pg. 6**
- 02** Social responsibility and employee initiatives **Pg. 34**
- 03** Ethics and corporate governance **Pg. 54**

Emitel in the GRESB survey

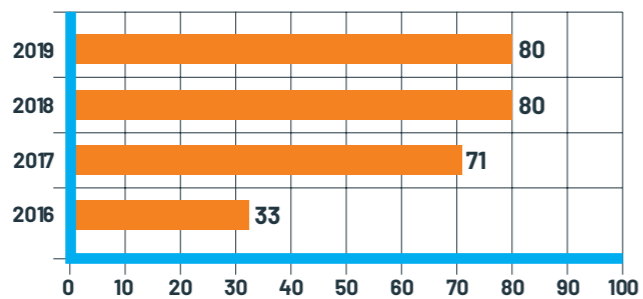


For several years now, Emitel has been taking part in the international GRESB survey, improving its score every year and scoring more and more points. In 2016 we scored 33 points out of a total of 100, but just a year later, we managed to get 71 points. In 2018 and 2019, we managed to get and maintain an impressive score of 80 points, which allowed us to take the 1st place in the category in which Emitel's social and corporate responsibility were evaluated.

This survey, which has been conducted by independent experts for more than a decade now, analyses infrastructure enterprises in terms of their environment, social responsibility and corporate governance activities. The GRESB survey is an independent study of social responsibility and sustainable development of companies, serving as a benchmark for American investment funds.

It is worth noting that the average score of the surveyed organisations was 48 points. Emitel not only exceeded this average by more than half, but – even more importantly – managed to get a result that put the company on the 1st place in its category and among the top 10% of more than 170 surveyed infrastructure companies in Europe.

The results of this survey are considered a key benchmark for funds that invest in infrastructure companies worldwide. GRESB BV – the company conducting the survey – is a subsidiary of Green Business Certification Inc., a non-profit organisation registered in the United States.



Emitel's scores in the GRESB survey in 2016-2019 (points)

The result obtained by Emitel in 2019 is particularly pleasing, since the GRESB audit is an independent survey of the social engagement and sustainable development of the companies invested into by the largest investment funds worldwide.

ESG serves as the framework for the analysis of the company, which enables their assessment and comparison with other players in the given sector, on the basis of specific indicators in the three main areas – environmental(E), social(S)and corporate governance(G).

Environment and protection of natural resources

01



At Emitel, we focus in particular on environmental protection, striving to use energy-efficient materials and environmentally friendly solutions in our operations. We regularly assess the impact of our activities on the environment, and compliance with all relevant environmental standards is one of our top priorities.

*Jerzy Godek
Head of Technology - Member of the Management Board of Emitel*

positive energy and enthusiasm for action

seeking simple solutions

sense of urgency

willingness to grow and curiosity of the world



We have identified the main environmental aspects, which we focus on in particular in our responsible business operations:



Educational campaigns on ecology

We are aware of the fact that we can achieve our objectives only if we have a thorough and full understanding of our impact on the environment, which is why in 2019 we once again decided to focus on increasing the environmental awareness of our Staff. We deliberately focused our activities on showcasing the impact of our work and home life on the environment.

We have carried out an information campaign related to environmental protection, in which we showed how to reduce the negative impact on the environment. As part of the campaign, we have prepared a number of thematic educational materials and films addressed to the individual recipient as well as to our Staff.

We added the "Sustainability" section to our website, where we publish information and videos about:



As part of the educational campaign addressed to our Staff, we provided them with information articles and internal communications on a regular basis. Additionally, in order to reinforce and amplify our message, we decided to synchronise our activities and campaigns with worldwide events and holidays. For example, on the World Autism Awareness Day, we organised educational workshops concern-

ing electromagnetic fields in the Centre for Autism and Developmental Disabilities.

Moreover, as part of the internal campaign "Protect the environment, start with yourself", we have designed an EKO-TIME calendar for our Staff, where we marked the most important events related to environmental protection.

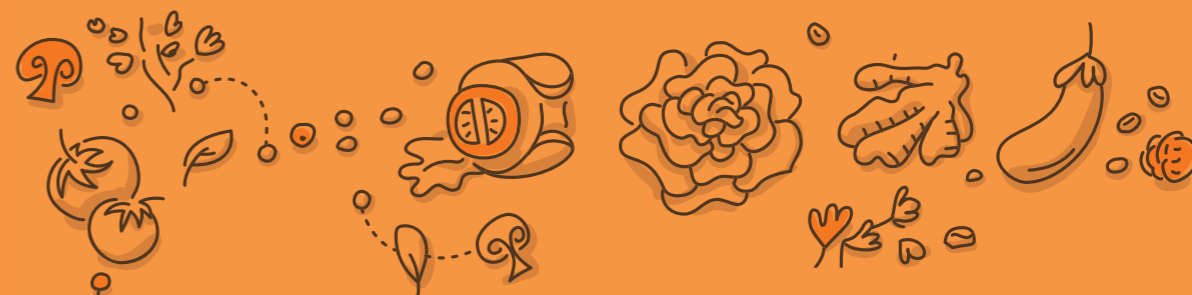
Each marked day was accompanied by a short information. For example, in April, we marked events and holidays such as:

International Bird Day	International Homeless Animals Day	International Day of Sport	World Health Day
World Homeless Day	World Curlew Day	Earth Day	
		World Day for Laboratory Animals	World Day for Safety and Health at Work



Moreover, for some events and holiday, we have prepared extended information in the form of internal press articles.

On World Energy Conservation Day, we provided information about the advantages of saving and conserving energy. We also provided a guide to saving energy.	On World Wildlife Conservation Day we provided information about endangered species of fauna and flora.	On World Water Day, the article we wrote was about ways of saving water in the company and at home.	On World Food Day we informed about the environmental benefits of a vegetarian diet.
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We also prepared several thematic articles, such as:

Are we threatened by a drought?	Summer vacation in harmony with nature	Waste sorting is worth it
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Guide to saving energy

In order to increase the ecological awareness of our Staff, we organise and conduct information campaigns related to environmental protection.

The first one of them was organised on World Energy Conservation Day in 2019. Part of the campaign was a short guide to energy saving useful in both professional and everyday life.



Protection of the atmosphere and climate

In the area of atmosphere and climate protection, we have prepared the following communications:



On World Food Day we informed about the environmental benefits of a vegetarian diet.

Waste

We prepared a communication concerning waste management:



Waste sorting is worth it

Biodiversity

We prepared a communication on protecting biodiversity:



On World Wildlife Conservation Day we provided information about endangered species of fauna and flora.

Protection of water resources

We prepared a communication on saving water resources:

On World Water Day, we wrote about ways of saving water in the company and at home.



Electromagnetic fields

The emission of electromagnetic fields into the environment is connected with the main production process in the Company – broadcasting radio, television and telecommunications signals. Within the framework of our operations, which concern renting infrastructure to our business partners, we are dealing with the emission of electromagnetic fields from our installations, owned by our partners, into the environment.

We reduce the negative impact of electromagnetic fields on the environment in many ways, including by:

conducting a research programme concerning electromagnetic fields	analysing designs of each planned investment in the context of reducing the potential impact of electromagnetic fields on the environment	obtaining environmental opinions concerning electromagnetic field emissions on each investment, including the possible increase in the level of EMF intensity and impact on people and the environment	verifying the environmental impact of the broadcasts carried out by third parties
carrying out regular electromagnetic field testing around broadcasting facilities and taking corrective action	setting up broadcasting stations in spots that ensure adequate spatial separation between electromagnetic fields and places accessible to the public	maximum EIRP power reduction and construction of complex antenna systems ensuring attenuation towards the ground	continuously reducing investment areas by carrying out technological optimisation of operating equipment
rationally raising the antenna installation height in order to increase the separation zone	selecting antennas and antenna systems with favourable horizontal and vertical characteristics for the environment	developing and implementing internal procedures concerning the start-up of installations emitting electromagnetic fields	educating the society on the impact of electromagnetic fields
ongoing monitoring of legislative changes and the latest scientific articles on the impact of electromagnetic fields on humans and the environment	carrying out regular procedure reviews and updates		

Our priority is to reduce the negative impact of electromagnetic fields on the environment and to strictly adhere to the permissible levels of electromagnetic field emissions.

We have implemented a multifaceted system for monitoring our investments in terms of electromagnetic fields. At each stage, starting from design, through obtaining the necessary permits for starting up the installation, to physical start-up (signal broadcasting), the intensity of electromagnetic fields and their potential impact on people and the environment is monitored. Even during its operation, the levels of electromagnetic fields around the broadcasting station are constantly monitored.

At each of these stages, Emitel ensures complete transparency and access to the results of electromagnetic field measurements conducted around our facilities. The residents and inhabitants of the areas in question can access the documentation concerning monitoring the levels of electromagnetic fields and the possible impact of broadcasting stations on people and the environment on their own or through relevant institutions, such as regional environmental inspectorates, municipal offices, as well as regional sanitary and epidemiological stations. We check the levels of electromagnetic fields around radiocommunications objects on a regular basis. We also undertake corrective action if the permissible levels of electromagnetic fields are exceeded.

Environmental protection

We save paper



We are constantly striving to digitise our HR processes and, as a result, replace paper-based processes with digital ones. Recently we have implemented a solution for electronic annual tax returns

and the annual ZUS RMUA declarations. We also made the decision to replace printed editions of the internal EmiTime newsletter and occupational health and safety bulletins with an electronic one.

Promoting natural products



During the annual Christmas auction we encourage our Staff to make their own handmade products available for auction and to bid for them. Preservations, cold cuts, smoked cheese, upcycled jewellery or Christmas tree decorations made of natural materials are just a few examples of crafts that get sold on the auction. Last year, during an internal confer-

ence we replaced the traditional notebooks with notebooks made of an innovative material – stone paper, which is made without using wood, cellulose or water, which makes it 100% ecological. Stone paper is extremely tear and moisture resistant, quickly biodegradable, soft to the touch and also reduces ink use by 30%.

I.



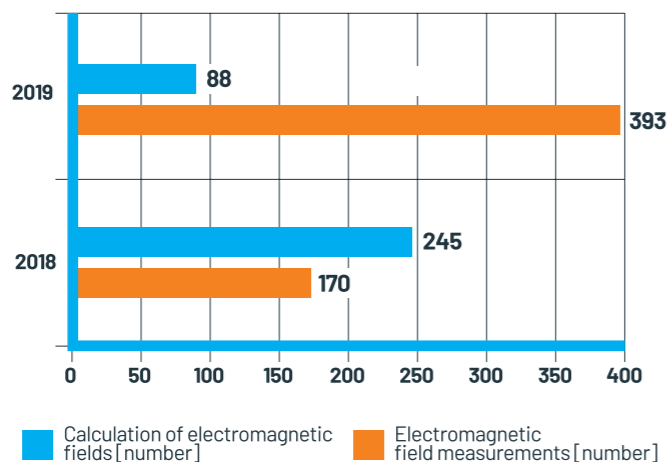
Electromagnetic field monitoring

Measurements of electromagnetic fields are carried out on the basis of the Ordinance of the Minister of Environment of 30 October 2003 on permissible levels of electromagnetic fields in the environment and methods of checking the observance of these levels (Dz. U. [Journal of Laws] No. 192, item 1883) by accredited testing laboratories.

In 2019, we carried out 393 measurements of electromagnetic fields (63% increase compared to previous year) in order to protect the environment

around installations emitting electromagnetic fields. The arithmetic mean of the maximum electromagnetic field strength around key Emitel facilities was 3.2 V/m and did not exceed 50% of the allowable value, which amounts to 7 V/m.

In 2019 we also carried out 83 calculations of electromagnetic fields around their source installations. We calculate electromagnetic fields using EMILAB 2.2 software for forecasting the distribution and intensity of electromagnetic fields.



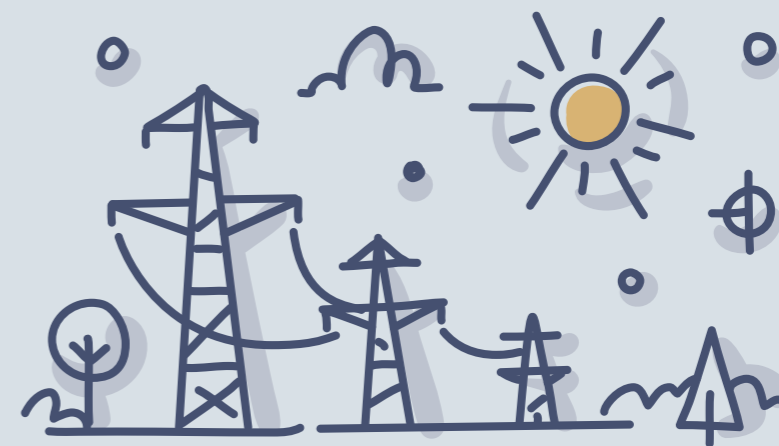
Number of electromagnetic field measurements and calculations carried out

As part of the process of environmental assessment of new investments concerning electromagnetic fields, we have issued 28 internal environmental opinions with the objective of analysing the possible increase in electromagnetic field intensity for preliminary project stages.

In 2019, as part of a 5-year research programme, we carried out dedicated electromagnetic field measurements in 11 of the 15 radio communication facilities, in accordance with the procedure devel-

oped for that purpose. The main objective of the programme is to investigate changes in electromagnetic field intensity connected with technical changes over a 5-year period.

As part of the social dialogue, we also held several presentations on the technology used in our facilities and its impact on people and the environment. Emitel guarantees full transparency and access to the results of electromagnetic field measurements conducted around our facilities.



We are aware that despite their widespread use, the low level of knowledge about the electromagnetic fields themselves and their impact on people and the environment remains an ongoing issue. The lack of knowledge is the main source of misled opinions and stereotypes, which can hinder the development of new technologies. Our aim is to educate and clarify any and all issues that may cause concern.

*Jerzy Godek
Head of Technology - Member of the Management Board of Emitel*

II.

Educational campaign: "Protect the environment, start with yourself."

As a result of the Environmental Protection Management implemented at Emitel, we conducted an educational campaign concerning the main areas of impact:



electromagnetic
fields

biodiversity

protection of water
resources

protection of the
atmosphere and the
climate

As part of the campaign, internal communications were prepared for our Staff, concerning protection of water resources, waste, biodiversity, as well as atmosphere and climate protection. In addition, internal communications have been prepared in this area of impact. All activities were carried out in the context of the "Protect the environment, start with yourself" concept.

The company also made the decision to make the previously prepared educational films and information generally available via a certain section on the main website.

The Company wanted to provide all the Employees and visitors reading our website with knowledge about the importance of environmental protection is for the company and to make them aware of the fact that actions taken in this area may bring measurable organisational and financial benefits. The benefit for the readers, in addition to the knowledge concerning the direction of the Company's development, is the possibility of using the new information in their everyday lives, which may significantly contribute to the protection of natural resources.

III.

Protection of biodiversity

In 2019, within the framework of preservation of biodiversity of ecosystems, Emitel continued to support the second stage of the National Plan of Protection of the Curlew and started to support the protection of peregrine falcon. We provide financial and technical support for these programmes, and in addition to that, we also prepare educational articles for our Staff. These activities are aimed at raising the awareness of our Employees concerning preservation of biodiversity, which includes the protection of the curlew and peregrine falcon.

Emitel continued its cooperation with the "Bocian" Natural Association, supporting the activities related to the protection of the Eurasian curlew – an endangered bird species.

The company plays an active part in the programme of protection of this bird from the sandpipers family thanks to its sponsorship.

The Eurasian curlew is one of the largest representatives of the sandpiper family. This grey-brown bird with its characteristic arched beak is a protected species, endangered with extinction and listed in the Polish Red List (in the VU – vulnerable – category). In 2008, IUCN raised its protection status to near-threatened (NT) on a global scale (BirdLife 2012).

The Company is the godmother of three birds that bear the names given by the Employees – Emi, MUX and Dipol.



We have also started cooperation with the "Sokół" Association for Wild Animals in the field of protection of one of the rarest birds in Poland – the peregrine falcon. From a technical point of view, we provide support in the form of live-broadcasts from the nest located on the Palace of Culture and Science in Warsaw. The second pair of peregrine falcons made our tower in Dobra near Nowogard their

home. We're hoping that they'll also set up their nest there. "We have begun talks with the association with a view to using our other facilities, located all over the country, in terms of nesting this protected bird species". The fact that falcons have nested on our radio communication facilities is for us an example of a possible symbiosis between business and the environment.

The peregrine falcon is one of the rarest bird species in Poland. At the turn of the 1950s and 1960s, it became extinct almost all over the world due to human activity. The last falcon nests in Poland were found in 1960.

Additionally, the internal newsletters and communication featured information on the protection programme for endangered species, and a knowledge contest for the Staff on endangered species was organised. We adopted regular information for the Staff concerning participation in the Eurasian Curlew Protection Programme and their interest in the topic of protection of

endangered species as indicators. The popularity of the contests proves that this interest is very high.

The awareness of the issue of endangered species is a fundamental benefit for both organisations and employees. The optimisation of the size of the investment areas by reducing the required area to the necessary minimum yields significant benefits in the form of reduction of the impact on local ecosystems. By giving the three birds names referring to radio technology, employees feel more connected to the endangered species protection programme.

ENVIRONMENT

IV.

Environmental Protection Workshops - Electromagnetic Fields

In 2019 we continued the programme of the Environmental Protection Workshops - Electromagnetic Fields, which are addressed to schoolchildren and youth.

The aim of the workshop is to disseminate knowledge about electromagnetic fields, their use in today's world and about the risks that they may pose in an accessible way.

As part of the workshops, during weekly class meetings, we offer students a multimedia presentation showcasing basic information about electromagnetic fields, their sources and application in everyday life. Then, we show them an animated film pre-

senting the possible risks arising from the emission of electromagnetic fields and the preventive measures we take. The final element of the workshop is a visit to a large broadcasting station - the Radio and Television Broadcasting Centre with a presentation on the history of the building.

In 2019, the workshops were attended by children from the Centre for Autism and Developmental Disabilities and the Integrated General Education School Complex.



We believe that teaching children about electromagnetic fields is a considerable benefit. Educating young people, who are one of the main users of devices emitting electromagnetic fields, will eliminate stereotypes that hinder the development of technology and the growth of the company. The key benefit for the target group of these workshops is

the knowledge of the physical factor, which, in uncontrolled conditions, can adversely affect people and the environment. This awareness will also contribute to easier and more widespread access to mobile services (Internet/phone) thanks to the new infrastructure, built on this knowledge and with the consent of potential local residents.

Protection of soil and groundwater against pollution

Soil and water pollution are mainly related to the process of domestic and process wastewater production. Due to the location of the Emitel facilities, the primary source of water supply are deep-drilled water wells. In order to protect the soil and groundwater, the wastewater is introduced into the soil after proper treatment.

We are doing so with the objective of minimising soil and water pollution by using pro-ecological installations and maintaining soil and water purity standards at the level required by specific legal regulations. We achieve this goal by maintaining ongoing supervision of our wastewater treatment infrastructure.

We perform technical checks and inspections of our water supply and sewage systems. In addition, we have developed and implemented the Water Supply and Wastewater Management Plan, which is a management support tool for the protection of soils and waters from pollution. A Water Supply and Wastewater Management Plan has been developed for each broadcasting station with a wastewater treatment plant. These plans identify the risks and contain recommendations, the implementation of which will help alleviate them within a strict time frame.



One of our key priorities also concerns consistently obtaining the required water permits and maintain the parameters specified in these documents.

We repair and overhaul our wastewater systems on an ongoing basis. We also regularly examine the quality of wastewater. We are also constantly over-

hauling and maintaining our wastewater disposal and treatment infrastructure. Over the last two years, in order to reduce the risk of soil and water pollution resulting from worn-out wastewater treatment facilities, we have replaced or overhauled wastewater treatment systems in key facilities.

Preservation of biodiversity and habitat protection

We are aware that some broadcasting facilities are located in legally protected areas. Due to the valuable environmental qualities of these areas, we are making efforts to preserve the biodiversity of fauna and flora.

One of the priorities of our responsible and sustainable operations is to reduce the negative impact of our company on protected habitats and to take care of preserving the biodiversity of ecosystems. This is carried out by:



compliance with and implementation of the existing protection plans, especially in the case of facilities located within Natura 2000 areas or national parks; to this end, we regularly analyse the impact of radio communications installations (UKF, DVB-T) on the Natura 2000 protected habitats

reducing activities that could endanger protected habitats; when constructing new facilities, we use the latest radio communication technology, limiting the investment area to the necessary minimum

care for biological diversity within and around radio communication facilities and other telecommunication infrastructure by preserving the local flora and fauna (trees, bushes and animal species) to the greatest possible extent

support for pro-ecological initiatives aimed at protecting natural habitats and biodiversity in areas where radio communications facilities and other telecommunications infrastructure are located

When constructing new facilities, we use the latest radio communication technology, limiting the investment area to the necessary minimum.

During the investment process, we assess the impact of our investments in terms of the effects of electromagnetic fields on valuable natural resources protected under the Natura 2000 programme as

part of our environmental assessments. Their aim is to estimate the impact of our investments on Natura 2000 areas. The analyses showed the lack of any impact on these areas and the complete safety of the investments for the environment. Out of concern for the natural environment, our new radio communication facilities are designed to limit the area used for investments to the necessary minimum.

Waste management

The generation of waste is a side effect of the main production process and the operation of equipment by Technical Groups and our Staff.

In the field of waste management, we also supervise and oversee the activities of third parties, who operate their own equipment installed in our broadcasting facilities.

Our goal is to prevent the generation of waste or reduce its amount, as well as limit its negative impact on the environment.

We carry out environmentally friendly waste management processes by using solutions enabling

waste recycling, as well as a waste neutralisation process for waste that could not be prevented and for which recycling was not possible, implemented in line with the principles of environmental protection.

We also regularly check third party investments in the field of waste management in the area of radio communication facilities and maintain full records of the waste generated in accordance with the applicable laws and regulations. One of our main objectives is to ensure that the Company fulfils all its obligations arising from the legal regulations on waste electrical and electronic equipment management.



In order to ensure proper and environmentally beneficial waste management, we have developed an internal process, as well as implemented a number of solutions aimed at minimising the amount of waste, such as switching the organisation to electronic correspondence, reuse of packaging, concerning mainly large antenna or transmitter packages, as well as monitoring paper consumption and its more efficient use (two-sided prints). More and more often we organise video conferences and group calls, thus reducing the emissions of pollutants and the use of our car fleet.

We have also introduced waste sorting bins to our offices and we keep quality and quantity records of the waste produced. At the same time, we have changed the Company's Procurement Policy to make it more environmentally friendly. Out of concern for the surrounding environment, we always assess our partners' investments carried out in our facilities in terms of waste management. We cooperate with Organizacja Odzysku [Recycling Organisation] on educational campaigns concerning electrical and electronic equipment.

Internal compliance audits concerning waste management procedures

As part of our internal prevention activities, in 2019 we carried out regular audits of our broadcasting stations, examining electromagnetic field emissions in radio communication facilities.

After each inspection, recommendations aimed at improving the environmental protection system were made and communicated to the facilities.

The audit also resulted in modifications in the field of electromagnetic field emissions and infrastructure overhauls to reduce secondary field induction. This contributed to reducing the environmental impact of our operations.



Protection of the atmosphere and climate

The main pollutants resulting from supporting or maintaining the Company's core operations are low emissions of gases and particulate matter, generated by local boilers, emergency power sources and the use of means of transport. Another important factor that can affect the climate is our use of energy-intensive equipment, as well as cooling and fire extinguishing equipment containing greenhouse gases.

One of the most important efforts we undertake with the environment in mind focuses on minimising the negative impact of the equipment responsible for low emissions and greenhouse gases.

We have introduced a number of changes that have had a positive impact on reducing our environmental footprint, including monitoring the quantity and quality of fuels used by our means of transport, boiler rooms and local equipment. We have also

implemented measures to reduce the amount of pollutants introduced into the atmosphere, such as replacement and modernisation of our vehicle fleet, as well as overhauling our technical equipment by introducing next-generation devices that do not use atmosphere-depleting substances. We completely abandoned heat sources based on solid fuels (coal and coke). We also use room temperature controllers and temperature controllers on furnaces, which ensure optimisation of energy consumption, while supervising proper operation and maintenance of equipment responsible for low emissions and air conditioning (Emitel is registered in the Central Register of Operators). We have also developed internal processes and instructions for handling equipment containing fluorinated gases, we also carry out regular inspections and test the equipment for leaks. We continuously introduce energy-saving technological solutions that reduce air pollution and help us reduce climate change.

Our activities in the field of quality and consumption of raw materials and fuels have contributed to the reduction of the amount of pollutants introduced into the atmosphere in 2019.

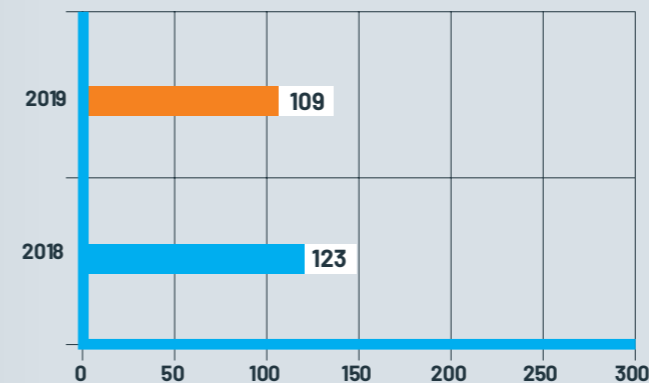
It is important to highlight our technical support in atmospheric testing, in particular in terms of measuring, modelling and analysing emissions and move-

ments of atmospheric pollutants on a continental scale, carried out in our RTCN Białystok Krynice facility. This location is a key research facility for Eastern Europe.

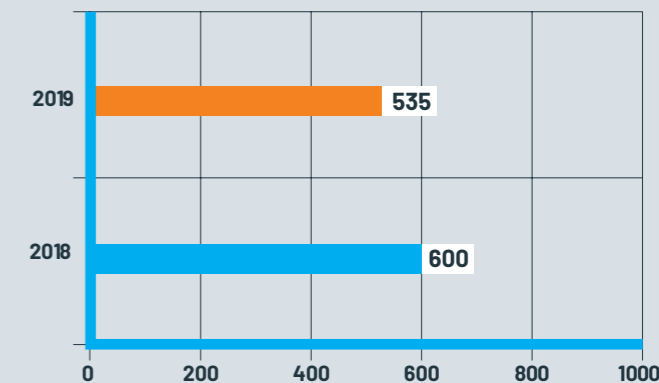
2019 was another year in which all monitored pollution indicators were lowered compared to the previous year.

Compared to 2018, in 2019, we reduced emissions of:

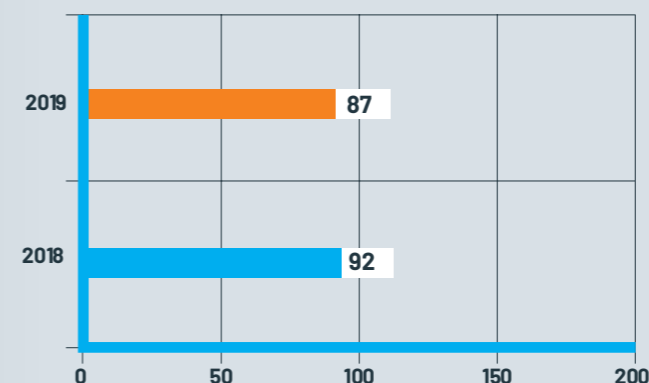
carbon monoxide [CO] by 11% / 109 kg



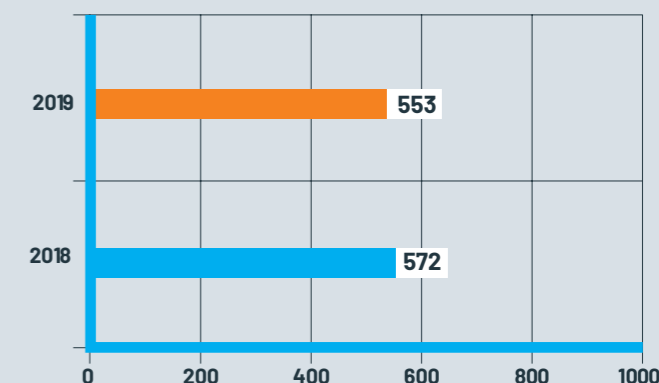
carbon dioxide [CO2] by 11% / 535 Mg



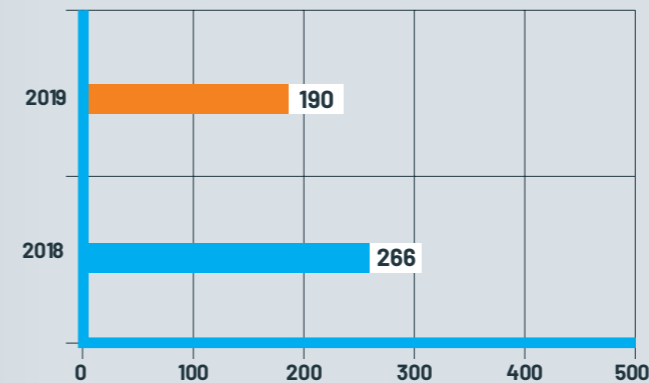
total suspended particles by 10% / 87 kg



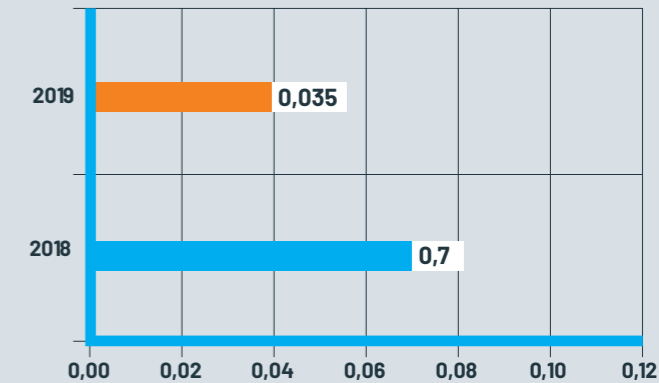
nitrogen oxides [NOxNO2] by 10% / 553 kg



sulphur oxides [SOxSO2] by 40% / 190 kg



benzopyrene by 100% / 0.035 kg



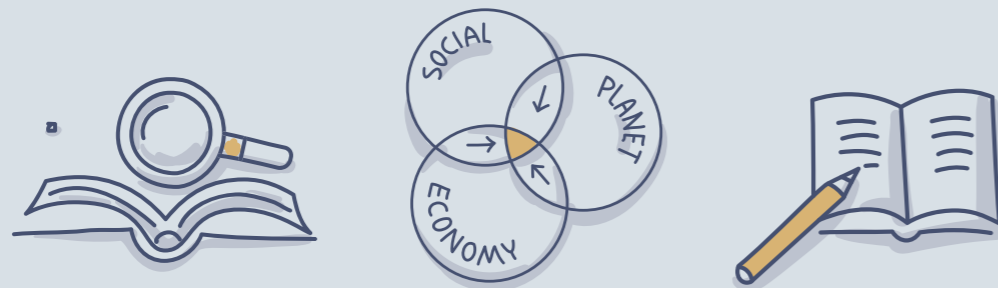
Relationships with contractors

Operating and growth in all markets requires looking at things from a long-term perspective. Today we can already see that the issue of environmental protection is playing an increasingly important role in the activities of every company, so the sooner companies decide to be environmentally friendly, the faster they will benefit from that approach. Pro-environmental attitudes in relations with contractors also make up a big part of environmental management. In

relations with our business partners, we're focused on pro-ecological actions and attitudes. We strongly believe that promoting such attitudes in business relations brings measurable benefits to everyone - both right now, as well as in the future.

That is why we apply ecological criteria in our tender procedures, awarding additional points for environmentally friendly actions and attitudes.

Our ecological criteria are:



having an environmental management system in place (ISO 14001, EMAS, or other)

having an internally implemented Environmental Policy or Good Environmental Practices

certificates (issued by environmental or other organisations) or (approved) internal procedures indicating that the company takes measures to reduce the environmental impact of its operations

We also require our contractors to comply with our ecological criteria throughout the process of our cooperation. While making our technical infrastructure - towers and masts - available to third parties, we pay particular attention to proper conduct in

terms of standards and regulations on electromagnetic fields and waste management. Thanks to the implemented and applied tools, each case is analysed individually.



Waste heat recovery

Telecommunication devices such as transmitters transform electricity into high-frequency waves during operation, which involves the generation of a large amount of heat. For this reason, they require cooling systems that reduce the temperature of the equipment by transferring the excess heat outdoors. Such heat is referred to as "waste heat". The operation of our innovative solution is based on capturing the heat circulating in the transmitter liquid cooling system and supplying it to the heating system during the winter. In summer, the recuperated

energy supports the operation of air conditioners in technical halls, which results in lower consumption of energy required for cooling telecommunications equipment.

Employing waste heat recovery system enabled us to reduce heating of buildings with heating oil, lowering the emissions of harmful substances into the atmosphere, which is beneficial for the environment. We have implemented this solution in four high power broadcasting facilities.

Waste heat reuse

Waste heat recovery for heating basements

Emitel is constantly looking for solutions to minimise the carbon footprint resulting from the Company's operations. One solution introduced recent-

ly was the overhaul of basement heating system, which now uses waste heat, resulting from the production processes, which is a greener and more ecological approach.

Transmitter modernisation

In recent years, we have modified electronic circuits (DVB-T transmitter terminal amplifiers) in 34 high-power broadcasting stations and adapted conventional amplifiers to new generation Doherty solutions with a view to reducing electricity consumption and CO2 emissions in order to benefit the environment/ As a result, the efficiency of DVB-T TV transmitters increased from 17-22% to 35-45%. This means that while maintaining the same broadcasting power, the transmitters have significantly reduced power consumption, which means that less power

from the power grid is required for their operation. The average annual energy saving was about 1530 000 kWh per year, which means a reduction in CO2 emissions of about 1270 Mg per year. The implementation of the initiative made it possible to obtain so-called white certificates from the Energy Regulatory Office. In 2019, we continued to work on overhauling further transmitters, this time those used for analogue UKF broadcasts. This initiative resulted in the replacement of 62 transmitters, which contributed to the reduction in energy consumption and thus CO2emissions.

Thermal modernisation of buildings

We systematically carry out thermal modernisation of buildings in order to reduce the amount of energy used for heating.

Implementing energy-efficient cooling systems

We consistently introduce interior cooling system based on freecooling devices, which:

blow cool air through appropriate filters (direct freecooling) - this model is currently used for several dozen installations;

cooling of the heated air in the room by coolers;

cooling with cool air by means of an intermediate medium such as glycol - this ventilation mechanism was used in several installations

Freecooling devices use cool air taken in from the outside and they work by blowing it into the room through a suitable purification filter, while pushing the warm air out through an outlet. The freecooling unit is equipped with an electronic controller that regulates the amount of the air blown into the room,

depending on the temperature inside and outside. Thanks to its low energy consumption, this solution is far more economical than a typical air-conditioning system, and the estimated electricity savings resulting from its use to date exceed 210 000 kWh per year.



Implementation of energy-efficient LED lighting

In order to optimise energy consumption in our facilities, we are replacing standard lighting fixtures (with incandescent and sodium lightbulbs) with LED lighting. This change results in the reduction of power consumption of our lighting fixtures - from about 100-400 W to only about 30-115 W per fixture. In addition, some of the fixtures, which were previ-

ously switched on continuously, are now controlled by a motion detector. We are continuing the outdoor lighting fixture overhaul programme - to date, relevant projects were carried out in 129 selected facilities with relatively high power consumption generated by lighting fixtures. The project will continue over the next years.

Replacing power supplies with higher efficiency ones

Power supplies, including 48V DC power supplies, voltage converters and uninterruptible power supplies, operate 24 hours a day, 365 days a year, and their power consumption depends on their efficiency. Within the framework of the pro-energy

initiatives carried out by the Company since 2012, Emitel has been replacing these devices with their HE (High Efficiency) counterparts, characterised by efficiency exceeding 94%, which allows for an effective reduction of power consumption.

Limiting reactive power consumption

The consumption of reactive power (capacitive or inductive) by electrical equipment has harmful effects on the grid - it increases power losses, generates voltage drops and reduces grid capacity. Over the past several years, we installed capacitor banks or reactor banks that alleviate the problem and im-

prove the power factor to an acceptable value in the several dozen facilities affected by this issue. The project resulted in lower energy losses and reduction of the negative impact on the environment. In 2018 we launched 11 additional reactive power compensation systems.

Energy audit

Emitel has commissioned another energy audit to a specialised auditing company. Within the framework of this audit, the independent third party as-

sessed the effectiveness of the project of replacing analogue UKF transmitters.

Information systems

The physical platforms used so far are being continuously replaced with virtual platforms, which makes it possible to reduce the amount of IT equipment used by our company, which translates directly into

more effective use of natural resources, resulting in lower impact of the company's operation on the environment and its resources.

Development of new technologies for the people

We continue to work on the development of new services and technologies that contribute to reducing the consumption of natural resources. The innovative and smart "Internet of Things" technolo-

gy helps us in this respect, since it enables us to reduce fuel consumption and environmental pollution by reducing traffic in the city centre. IoT solutions enable, among others:



verifying and displaying data concerning availability of parking spaces and verifying whether vehicles are parked in forbidden places (for example at pedestrian crossings) – this service was successfully implemented by Emitel in 2019



verifying the amount of trash in waste bins, lowering the amount of unnecessary work carried out by waste management companies.



Social responsibility and employee initiatives

02



The most valuable asset of Emitel is its passionate and committed Staff, made up of high-class specialists in the field of telecommunications and radio-diffusion, who are extremely dedicated and passionate about their work. These are people who are responsible, among others, for the functioning and reliability of the largest television distribution platform in Poland. Thanks to their work, services at the highest level became Emitel's hallmark.

Maciej Staszak
Sales Director – Vice-President of the Management Board of Emitel



positive energy and enthusiasm for action

seeking simple solutions

sense of urgency

willingness to grow and curiosity of the world

I.



Based on Emitel's team values, we have developed an organisational and managerial competence model – a set of behaviours and skills which every employee and every leader in Emitel should work on and develop in order to grow. The key organisational competences are orientation on results, focus on development effective communication and teamwork. On the other hand, the key managerial competences defined by the Company include team management, team development, managerial communication and process management.

Our value as an organisation is determined by the sum of talents and strengths of our Staff – highly motivated and committed people, who are passionate about what they do. Despite our differences, we have a lot in common, and our team values are the common denominator – positive energy and enthusiasm for action, seeking simple solutions, the sense of urgency, the willingness to grow and curiosity of the world. We won the Human Resource Management Leader competition and we received the Amber Statuette for value-oriented human resource management.

Inspirational lectures and a library



Every year, managers and Staff representatives meet at a conference to discuss plans, results and key projects. For several years now, inspiring presentations prepared by the conference participants, during which they share their passions, experiences and achievements, were the key element of the meeting. Last year's themes were Aikido, sailing and ice swimming.

What is more, Emitel Employees can use company libraries, which offer numerous interesting books on personal development. The library's offer is expanded with new books on a regular basis. Additionally, we have prepared a virtual library of TED Talks – the EmiAcademy e-learning platform features numerous



E-learning platform + EmiAcademy



Our Staff works at numerous locations scattered across Poland, which is why in order to ensure equal access to development tools for all, we have prepared a wide range of e-learning training courses. We use them for internal obligatory training sessions, as well as for some of our EHS trainings - in this case we use third-party platforms. Some of the educational projects are also carried out in the form of training videos, which provide knowledge in a nutshell. The offer currently includes more than 30 different topics and is constantly expanding.

Each Emitel Employee can take advantage of free English classes. The classes can be attended on premises, and the offer includes both individual and group classes, as well as virtual English class-

es. What is more, our Employees have our partner's e-learning platform at their disposal, where they can find additional learning materials. Last year, we organised more than 3800 hours of English classes, including nearly 1020 hours of virtual classes.

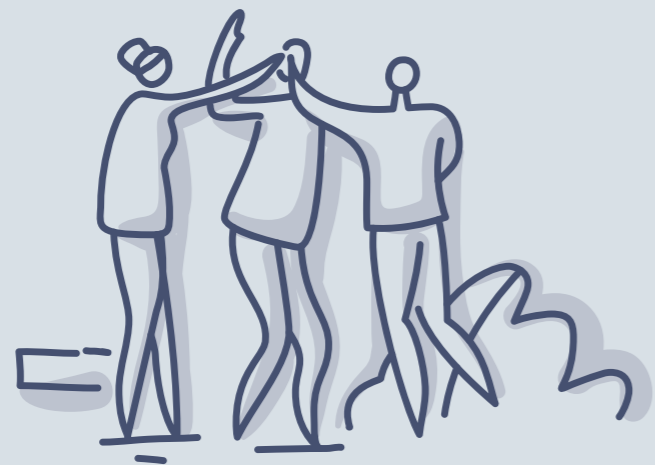
In addition, we also launched the EmiAcademy, an intranet training platform offering external and internal training courses, organised in various forms: traditional workshops, e-learning training courses, online training sessions using Lync IM, virtual classes, knowledge pills and blended learning. Last year, more than 580 participants took part in 48 different events offered by the EmiAcademy, which amounts to an increase by nearly 100% compared to 2018.

EmiTech



EmiTech is a comprehensive, multifaceted and long-term specialised competence development programme for technical group Staff. The workshops are organised and led by internal trainers and coaches – experts in their respective fields of telebroadcasting, IP, antenna systems, transmitters, power engineering, combiners and filters, FO networks and surveillance

systems. Within the framework of the EmiTech programme, 50 internal training topics were developed, which are currently being successively offered and used in the organisation. During a little more than two years of the project's operation, we have delivered more than 160 training courses for more than 750 participants.



Coach Academy



The Coach Academy is a programme aimed at supporting internal coaches. Our staffers, who want to share their knowledge and experience with their colleagues have an opportunity to become internal coaches and trainers, and as such, they can receive support from the organisation in their coaching activities. The Coach Academy provides them with the opportunity to participate in training sessions conducted by professional external trainers, who

deal with teaching skills and their improvement. Our internal training courses are prepared using innovative technologies, and some of the development programmes take the form of interactive video training courses with Emitel staffers presenting the content as lecturers. Internal coaches receive additional compensation for their training courses and activities.

Leader Academy



In today's rapidly changing world, efficient management at every level of the organisation has become an important part of ensuring and maintaining competitive edge. These days, when companies have to deal with constant changes in the market, in the world where new technologies can disrupt even the most stable business models, effective competition in the market depends on the ability to quickly react and adapt to the situation. Effective change

is based on understanding what leadership, people management and performance management are all about. Last year, we invited all managers to take part in Leader Academy – a two-year project, which is based on three key areas: leadership, people management and performance measurement. The programme was already launched and it will conclude with a FACET5 diagnostic survey.

Participation in external and internal training courses and conferences



The willingness to grow and curiosity of the world are among the key values of our company. Each year, more than 100 Emitel Employees take part in

various external training courses and key industry events in Poland and abroad.



Internships and apprenticeships



For years, the Company has been offering numerous internship and apprenticeship opportunities to enable young people to get to know the reality of the business and the labour market, which they will soon have to face. We want our internships to serve another reason, namely linking students' engineering projects and papers with actual and tangible problems and needs of the industry, giving them access to source materials and, finally, to prepare them for solving actual problems in order to make them able to start out on the market as independ-

ent professionals. In recent years, students could undertake paid internships in accounting, administration, telecommunications, security and environmental protection. We've had apprentices and interns from numerous universities in Poland, including: Gdynia Maritime University, AGH University of Science and Technology in Krakow, Technical School of Electronics in Bydgoszcz, Military University of Technology Technical School of Energy in Krakow. Our internship programmes have won us the title of Trustworthy Employer.

"Zwolnieni z Teorii" Competition



Emitel became a partner of the next edition of the "Zwolnieni z Teorii" competition. The aim of the project is to expand the competencies of high school students in the fields of teamwork, communication and creative thinking. Its participants will be tasked with coming up and developing a project in response to the challenge posed by Emitel – designing a future city.

The project teams will be supported by their Emitel mentors, who will actively aid the youth in the implementation of their projects, as well as share their knowledge and expertise in order to boost the participants' soft skills and ultimately increase the chances for the projects to succeed. Additionally, Emitel is now a patron of selected secondary schools, whose teachers took part in special training courses on shaping their students' entrepreneurial attitudes.

The Noble Box



Every year, one of our social partners – the "Solidarity" Trade Union – coordinates the Noble Box Christmas charity drive. During the last edition, thanks to the generosity of Emitel Employees and thanks

to the initiative and financial support of our social partner, we have prepared a gift box worth nearly 8,700 PLN, which included a new water heater, a washing machine and refrigerator.



Christmas Auction



The December Christmas auction has already become our company tradition. For the fourth time, we have proven that we can bake, cook, paint and crochet, we have shown that we can have fun, but also reach for our wallets when we need to help someone. In the 2019 auction, we have put up a

total of 75 items, and the total revenue from their sales amounted to 5,800 PLN. The total amount was then donated to Caritas Polska charity organisation. Traditionally, the Management Board of Emitel has doubled the amount and donated it to charity.

Cooperation with universities



As part of the IAESTE CaseWeek 2019 project, we organised workshops for students of the AGH University of Science and Technology in Krakow on the "Implementation of modern management systems in the environment of a telecommunications operator" and "The unknown things my TV can do." We

also participated in the project run by the Warsaw University of Technology - series of meetings with representatives of companies entitled "Knowledge - Work - Business", where we presented a seminar on "Network rebuilding and changing Digital Terrestrial Television broadcasting standard."

Book for Children's Day campaign



To celebrate the Children's Day we gave beautiful books to almost 220 kids. We offered their parents a selection of nearly 50 books divided into various

age categories, letting them choose the most interesting books for their children.

Contests for children and grandchildren



The fifth edition of the Christmas contest organised for children and grandchildren of our Employees is a history. This year's theme was Christmas gingerbread. Out of 134 projects, the most beautiful works in each of the four age categories were selected in a company-wide poll. The authors of the winning works received their dream toys, and all the con-

testants received commemorative certificates and sweet gifts.

Last year, we also organised an Easter competition for the most beautiful Easter egg for the first time in our history. The children showed extraordinary ingenuity and the contest resulted in a hundred wonderful Easter eggs, which decorated our Krakow office.



Various communication channels



We use various communication channels to communicate with our Employees. Apart from face-to-face meetings, due to the fact that the Emitel team works at numerous locations throughout all of Poland, we use many modern forms of electronic communication, including our intranet with

features characteristic of social media websites (including adding comments, likes, personal dashboard, organisation of working groups and setting up personal profiles), we also offer our EmiTime newsletter in a digital form, digital health and safety bulletins, Lync IM, and videoconferencing.

Annual Manager and Employee Conference



Our Annual Manager and Employee Conferences have become our tradition. During this meeting, the Management Board and Directors share information on strategic projects, which are carried out in the

Company. This allows both managers and Employees to keep up to date with the Company's plans and can prepare their direct reports in advance for the implementation of new initiatives and projects.

Christmas meetings



Before Christmas, we remember about meeting our colleagues in a festive atmosphere, with traditional Christmas Eve dishes, traditional greetings and a feast that lasts until late in the evening. Christmas Eve meetings are organized in many locations, so

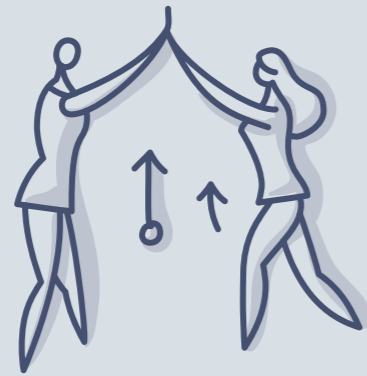
that all Employees have an opportunity to take part in this event, which is important from the standpoint of the company culture. We make sure that the teams, who usually don't work together, meet at the Christmas table that day.

New Employee Zone



We make sure that the newly hired employees do not encounter difficulties during their onboarding process and that they feel right at home from day one. The company has an onboarding programme, which guides the new employee step by step through their first days and weeks at Emitel. We make sure that everything the new staffers need is available on their first day. Depending on their role within the company, they attend introductory meetings with an HR Business Partner, their supervisor and other people who are involved in their onboarding pro-

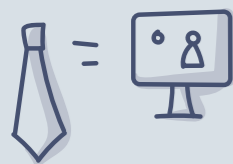
cess. Every year, a large group of new employees join the ranks of our company. The first days and months in a new workplace are usually quite challenging, since they have to remember many faces, names and surnames, as well as to get to know the company and its customs. In order to facilitate this process for new employees, we have created the New Employee Zone on the emi4U portal, where we have informative materials, which can be useful for new staffers during their onboarding process - about the company, about the benefits we offer, as well as



about our corporate culture. We try to minimise the stress of getting to know their new workplace, colleagues and rules, so that the new employee feels

welcome. To that end, they receive a care package with a couple of trinkets that can make their first steps much easier.

Information on recruitment and staff changes



We conduct transparent recruitment processes. The principle is to simultaneously launch recruitment within the organisation and outside. Any Employee of the organisation who wants to take part in the recruitment process gets invited and receives

a detailed developmental feedback after the process. Each staff change at Emitel is announced to all Employees, thanks to which everyone knows who joined the team and who left the ranks of the organisation.

Social media



We communicate with the outside world via Twitter, where people can follow the latest news from Emitel's life. HR communication is carried out using LinkedIn, where we share information concerning

various events, which present Emitel as an employer, as well as on the pracuj.pl website, where we have an official company profile.

Certificates, titles, emblems and distinctions



Our HR activities are appreciated by external institutions. In 2019, our company has won a number of key awards and distinctions, including:

- "Professional HRM" Certificate and the Amber Statuette for value-oriented HRM;
- "Investor in Human Capital" emblem;
- "Trustworthy Employer" title in the internship programme category;

- "Employee-Friendly Employer" title;
- "Responsible and Friendly Employer" award for the Employee Capital Plan programme implementation.

In January 2020, during a gala ceremony, the company received the Top Employer 2020 title and certificate.

Employee offer



1. Investment insurance with insurance cover

Our Employees are the opportunity to join investment insurance with insurance cover, offered by Aviva. The offer includes insurance coverage in case of the employee's death, as well as saving for future pension benefits. Regardless of the contribution financed by the Employer, each Employee may individually declare an additional contribution, which is automatically deducted from their salary and transferred to the fund.

2. Group life insurance

Each Employee may also take advantage of the attractive group life insurance offer. We offer two insurance variants: "Family" – a variant designed for those interested in a broad insurance coverage, including family benefits, as well as "Health" – a variant for those who wish to have high insurance benefits for accidents and incidents involving an insured person with low insurance premiums. The insurance coverage may also apply to the spouse or a life partner, as well as adult children.

3. Company Social Benefits Fund

Every Employee, Employee's family members, as well as all pensioners have the right to take advantage of benefits offered by the Social Fund, which include vacation subsidies, financial assistance for people in a particularly difficult life, family or material situation, financial assistance in the case of accidents, as well as long-term illness, housing loans, co-financing of cultural, educational, sport and recreation activities with sports cards and organising sightseeing tours and mountain rallies.

4. Employee Benefit and Loan Fund

Emitel has an Employee Benefit and Loan Fund, the purpose of which is to provide material aid in the form of loans and other benefits. Any Employee and pensioner who has started using their benefits immediately after finishing work in our organisation can become a member of Fund. Members of the Fund undertake to pay the registration fee and to pay monthly membership fees in the amount specified in the Statute. Each borrower uses money owned by the Fund members. The loans are interest-free.



5. Employee Capital Plans

In 2019, we implemented the Employee Capital Plans programme. The transparent process of selecting the provider of this service, extensive communication and access to knowledge made more than 72% of the employees enrolled in the ECP by virtue of the Act have applied for the programme. All applicants have access to their individual accounts from i-ECP, so they can manage their funds themselves.

6. Home office solution

In response to the concerns raised by employees expressed in the EmiPuls employee survey, we have added new benefits to the list of available ones, adding the possibility of occasional work from home. Internal regulations allow the Employees to take advantage of such a possibility with the consent of the superior for up to four days in a month. This solution encourages flexibility at work, which is increasingly valued by employees, supporting their functioning in various life situations. So far, Emitel's employees have used this solution over 1200 times.

7. Assistance in the care of children in crisis situations

In the spring of last year, during the difficult situation in public schools, we prepared rooms for the children of Employees who were not provided with any care by schools or kindergartens.

8. Anniversary Bonuses

At Emitel, we celebrate round seniority anniversaries. Our Employees receive special bonuses to celebrate every 10 years of work, as well as special gifts if they stay with us for more than 40 years.

9. Childbirth Gifts

We do not forget about the events which our employees find important, and a new child in the family is certainly one of these. We make sure that we celebrate important moments in the corporate life, as well as private lives of our Staff members. Therefore, every employee who becomes a parent receives a gift and a greeting card from the Company's Management Board.

10. Sweet gifts for Employees working at Christmas

We also keep in mind the Staff members who work on public holidays to ensure the continuity of the Company's operations. The tradition at Emitel is to give them gift baskets to sweeten the time that others spend with their families.



Health and Safety Bulletin



Every month, we issue our Health and Safety Bulletin, which is a source of information about occupational safety, as well as:

- how the Company implements its basic health and safety responsibilities (reimbursement of glasses for computer work, provision of meals and drinks, post-accident processes, recommended vaccinations, etc.);
- accidents and near misses that occurred on the company premises in the period preceding publication;
- actions to be taken to prevent accidents at work and minimise their impact (issues related to safe

driving, helmet use, reflective jackets, procedures for reporting near misses and informing about dangerous situations);

- ways of dealing with dangerous situations, including unusual ones such as animal bites, contact with insects or reptiles;
- dealing with stress in the workplace;
- broadly understood health protection, including issues related not only to work (for example the harmful effects of UV radiation, first aid in the case of strokes, as well as taking care of the well-being).

Safe driving training



Every year we organize a driving technique training course for several dozen Employees, who spend a lot of time behind the wheel. Individual skills are honed using the cars that our Employees drive on a daily basis, which enables them to achieve optimal

results. The training programme includes, among others, maintaining control over a skidding vehicle and emergency braking using the ABS system. The training is conducted on a professional race-track.

First Aid training courses



For many years we have been organising professional first aid training courses, which are supposed to ensure that our Employees are comfortable and confident that in the event of health problems, their

colleagues will know how to help them until emergency medical services arrive. First aid training for children was also very popular among our Employees.



Medical care



Taking care of our Employees' health and well-being is one of our priorities, and we undertake numerous activities to accomplish this objective. One of them is ensuring access to commercial healthcare providers. Our partner offers access to a few dozen of its own locations and hundreds of cooperating facilities, located all over the country, which is important due to the fact that our workforce is spread across the entire country. The subscription fees for

medical care service is financed by the Employer. Our Employees can use various types of services: preventive examinations, vaccinations, occupational medicine services, specialist consultations, diagnostic tests, outpatient procedures, rehabilitation and dental services. Employees can book visits, order prescriptions, gain access to test results and have constant access to information about the dates of planned visits or test online.

PROMOTING AN ACTIVE LIFESTYLE

V.

Bike to work



Every year, Emitel takes part in a campaign called „Bike to work – home, bike, work... all year round,“ carried out by the City of Krakow. The aim of the campaign is to promote the bicycle as an everyday means of transport. All Employees who ride their

bike to work and join the campaign can win prizes, which are awarded several times during the whole campaign. We provide bicycle racks and sanitary facilities for cyclists, which include showers and cabinets for their clothes.

EmiTeam's rivalry at Endomondo

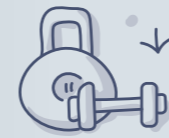


Emitel promotes a healthy lifestyle in various ways. One example is the Endomondo "EmiTeam", which was established by the Company. It is a group where interested employees can compete in various areas, including activity times, run times, kilometres biked, walked distance or calories burnt. The Company competitions have been very popular for

several years. Individual competitions are held annually, and the winners never go empty-handed. In the latest - third - edition of the competition, the participants spent 6.39 months on various activities, covering a total distance of 59,204 kilometres. They burned over 3 million calories.



EmiTeam sports club



EmiTeam is a club operating internally in Emitel, bringing together employees who love active lifestyle, who enjoy competition and sports challenges. The statutory goal of the club is to promote a healthy lifestyle through mutual motivation for physical activity, joint trainings, organised sports competitions and exchange of experience. Any Employee or Associate of Emitel may become a member of the club. EmiTeam members support each other, train together and represent the company in various sports competitions.

Every member of the club gets a sports jersey with the Emitel logo, which they wear when they take part in sports competitions. Three times a year, EmiTeam members are entitled to receive reimbursement of the entry fee of national sporting events in which they participate as representatives of Emitel. On the intranet pages, EmiTeam has its own working group, whose members exchange information about sports events, talk about their achievements and publish photos that can be seen by all employees.

The President's Cup football tournament



Another sports initiative, which we inaugurated in 2018, is the Emitel President's Cup Football Tournament. In the second edition of the Tournament, five teams played against each other in a torrential down-

pour for the coveted cup, and before we learnt who won, we had a penalty shootout. Emitel President's Cup is a transferable award, and it goes to the winning team - unless the last year's winner defends the title.

Sports and recreation cards



As part of the Social Fund's activities, we offer our employees sports cards that enable them to use sports, recreation and cultural facilities. Each of the Employees can choose, which option they want

to take advantage of. The amount of the subsidy is the same regardless of the selected card, and its amount depends on the income threshold.

Sightseeing and tours



Activity to stay healthy, great fun to keep the spirits up - that's what our annual sightseeing tours are all about. The tours are for Employees interested both in getting to know various places and interesting spots around Poland, as well as having fun together. During these trips, people working every day in different, often distant locations have the opportu-

nity to meet, get together and take part in various attractions related to the location. The tours organised by the Company combine city sightseeing, participation in urban games, touring local attractions, tasting of regional products and various sports activities.

Mountain rallies



For 14 years now, mountain hiking aficionados have been able to take part in Emitel Mountain Rallies every autumn, during which they climb the highest and most difficult peaks in Poland. Joint hikes enable better integration of employee teams, since on the trail they get the opportunity to meet colleagues

working in other regions of Poland. For many Employees, the preparations for the rallies have become a motivation to take care of their own health and body, and the friendships made during the trips live on even after some quit or retire.

HEALTHY WORKPLACE

VI.



Healthy Spine workshops



A sedentary lifestyle can lead to various disorders of the spine. In order to counteract this, Emitel organises the "Healthy Spine" workshops, which are held in facilities where most people work at their desks. During the workshops, experts explain various is-

suues, such as ergonomics of the workstation, posture correction, sleep hygiene, therapeutic exercise programmes, elements of proper nutrition and pain prevention.

Ergonomics in workplace



Our Company takes great care of the comfort and health of our employees by making sure that their workplaces are well-organised. We offer kneeling

chairs, standing desks and adjustable desks. We also provide two-three computer screens by default.



Health Promotion group



„Health Promotion“ is a working group established in our intranet, where articles on taking care of the health and physical fitness are published on a regular basis, covering topics such as civilisation-al diseases, diet, ergonomics or work hygiene. We

invite our Employees to participate in interesting health-related webinars organised by third parties and share information about social health campaigns. Our Employees are happy to comment on these topics.

Customised medical equipment

Many of our facilities are equipped with automatic defibrillators and blood pressure monitors, as well as contactless thermometers. First aid training courses and proper first aid equipment in work-places is intended to help our Employees with saving lives and health.

In addition, employees can be assured that in the event of health problems, colleagues will know

what to do, and that they have the right equipment to use until the emergency medical services arrive. Additionally, as a conscious and socially responsible Employer, we have marked the places where defibrillators are located outside our office buildings. If a need ever arises to save someone's life or health, the defibrillators can also be used by building administrators and other office space tenants.

Flu and meningitis vaccination

To take care of our Employees' health, we finance vaccinations against flu and meningitis. Information campaigns communicating the possibility of financing influenza vaccination are organised dur-

ing the period preceding the flu season. Vaccination against meningitis is particularly important for those workers who, due to the nature of their work, are exposed to tick bites.

Ethics and corporate governance

03



At Emitel, it is important to create corporate governance that promotes an ethical, responsible approach to company practices, clear communication through open social dialogue and accountability towards stakeholders. The implementation of these practices confirms that Emitel has the highest management standards.

*Andrzej J. Kozłowski
President of the Management Board of Emitel S.A.*

positive energy and enthusiasm for action

seeking simple solutions

sense of urgency

willingness to grow and curiosity of the world





Code of Ethics



One of the key elements required for the development of the Company and its enduring success is the trust of our Investors, Employees and Customers. Such an approach to our business operations is a priority for us and it stems from our values. Transparency of our operations, promoting the idea of

open communication, as well as honesty and professionalism are our hallmarks. The Company's Code of Ethics governs the general business practices that underlie our operations, as well as the principles of ethical conduct in internal and business relations.

Anti-workplace harassment and anti-discrimination procedure



At Emitel, we attach a great deal of attention to the highest standards by introducing regulations in areas crucial for building a friendly workplace. One of key aspects is adhering to policies aimed at preventing workplace harassment and discrimination, and at promoting appropriate standards of behaviour in this area. As a responsible Employer, we do not accept any action or behaviour that could be perceived as harass-

ment or discrimination. To prevent this from happening, we have put in place a formal procedure that empowers our Employees to deal with any misconduct or behaviour that may be considered to be harassment or discrimination. We have also established the institution of the Ombudsman for the Prevention of Workplace Harassment and Discrimination; whose role is to respond to any concerns raised by our Staff.



Declaration of Diversity



Diversity is a fundamental value of modern society. Equal treatment policies and diversity management bring measurable benefits, resulting in the growth and innovation from within the organisations. Seeing how our environment and surroundings change at an astounding pace, Emitel needs people with different world views, education and lifestyles. It is through diversity that we can grow as an organisation, overcome obstacles more effectively and continuously improve our business. We appreciate and respect knowledge, skills, talents and broad perspectives, which we can take advantage of thanks to diversity. We draw on the

competence and experience of our employees, building an atmosphere of trust and cooperation. We focus on partnership in the workplace, honesty and openness towards others. We build a work environment where everyone feels respected, valued and has the opportunity to continuously improve their skills regardless of their views, gender or age. Information about our good practices in the area of age management in our organisation can be found in the book *Oblicza zarządzania różnorodnością w Polsce* ("The Faces of Diversity Management in Poland") edited by Izabela Warwas and published by Wydawnictwo Nieoczywiste publishing house.

Diversity Charter



Emitel is one of the Signatories supporting the Diversity Charter. In this way, we express our support for the idea of diversity, which is an important aspect of management and building a modern organisation, as well as an inclusive workplace. By signing the Diversity Charter, we have also become an ambassador for achieving a competitive edge thanks to diversity and have made a public commitment to anti-discrimination and diversity management in our organisation. Emitel as the Signatory Supporting the Diversity Char-

ter and a responsible Employer who has adopted the Declaration of Diversity, respects and values the diversity of its Employees as a fundamental value of modern society. We understand that equal treatment policies and diversity management bring measurable benefits, resulting in the growth and innovation from within the organisations. Emitel can boast significant diversity of teams in terms of age, gender ratio or seniority of their members, as well as the tasks they perform.



Equal pay policy



Emitel's remuneration policy is based on the principle of transparency and equal pay for the work performed. Transparency means that we publish a remuneration table on the intranet, dividing roles and positions into categories, along with pay grades for

each category. Equality means that we are building our remuneration policies based on the tasks performed in a given position, regardless of the place of work, gender, age or education.

Regular meetings of the Management Board with the Council of Employees and Trade Unions



The future working conditions in the Company are determined by both the Employees and the Trade Unions, which meet regularly to promote their ini-

tiatives that can have a positive impact on the engagement of our Staff and their satisfaction with being a part of Emitel.



The Anniversary Gallery



Emitel's value is defined by the sum of talents of all members of our organisation, which is made up of top-class specialists and extremely dedicated enthusiasts. Every year, several dozen people celebrate their anniversaries, as they are working at Emitel for more than 10 years.

In 2019, we had nearly 80 people with such seniority, and the oldest employee has been with us for 50 years. Because of that, we have launched the Anniversary Gallery on our Intranet, where we post photos and information about Employees celebrating their anniversaries every month.

EmiPuls Employee Survey



We conduct an annual EmiPuls survey, where Employees can express their honest opinion about working at Emitel. We then use the information in the survey to implement new projects in the areas deemed important for the organisation, such as engagement, leadership, cooperation and communication, competence development, working conditions, responsible business and innovation. Each year, the results of the survey indicate that the relations with superiors and colleagues, organisation of work, development opportunities and the atmosphere at Emitel are our fortes. By filling out

the survey, our Employees also openly point out the areas for improvement, and we treat their feedback as the key guidelines concerning the implementation of activities aimed at Employees in the coming months. We strive to make Emitel the best place to work and we want to be the top company in terms of solutions offered to our Employees, ways of working together, building an organisational culture and fostering engagement. In the last edition of the survey, nearly 86% of the invited employees decided to participate, and the engagement level was as high as nearly 91%.

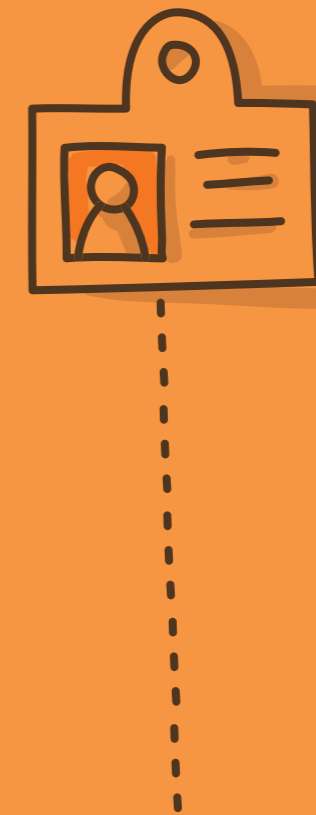
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Notes

A series of horizontal lines for writing notes, spanning the width of the page below the 'Notes' header.

A large, empty rectangular area for content, occupying the majority of the page below the 'EMITEL' header.

The logo for emitel, featuring the word "emitel" in a white, lowercase, sans-serif font. Above the letter "i" is a white graphic element consisting of a small dot and a curved line that arches over the letter, resembling a stylized smile or a signal wave. The logo is centered on a blue triangular background that points upwards.

emitel