

WE AIM HIGH

AND RISE TO THE CHALLENGE.

ANNUAL

ESG REPORT

20 21

SEE THE VIDEO



Ladies and Gentlemen,

Ladies and Gentlemen,

I am very pleased to present the Emitel's 2021 Social Engagement Report. The report summarizes activities undertaken in the field of environment protection, corporate social responsibility and corporate governance (ESG).

The presented report is our first ESG report drawn up in compliance with the international reporting standard Global Reporting Initiative (Core). The report also includes regulations resulting from the Directive 2014/95/EU of the European Parliament and of the Council. You may also find references to the UN's Sustainable Development Goals in the report. We consciously decided to start reporting in the ESG standard before it becomes obligatory.

We understand the corporate social responsibility as caring for the employees and wider environment, as well as awareness of diversity issues. This is where I would like to focus on the topic of diversity. Last year, in addition to our fixed initiatives and projects initiated in previous years, we undertook a number of new activities such as being a partner in the "Fair to Women" competition organized by the Vox Feminae Foundation in cooperation with the substantive partner - PwC Poland. We also joined the 30% Club Poland initiative as one of thirteen founding members in Poland. We believe that it essential to promote diversity in business, in particular, to create equal opportunities for women on the labor market.

We have gone a step further in terms of supporting women by starting working with a women's soccer team training in Warsaw's Wilanów, where Emitel has its headquarters. The young players want to follow in the men's teams footsteps and compete against other women's teams in competitions held by the Mazovia Soccer Association (Mazowiecki Związek Piłki Nożnej). Another priority for us is to prevent the exclusion of people with disabilities. In cooperation with the

Legia Warszawa Foundation, we set up a Wheelchair Fencing team. It is another project realized with the Foundation, before we supported the teenager's Amp Soccer team.

We also focus on the development of citizenship and education of the youth, therefore, for the third time, we have become the partner of the social olympiad for high school students "Exempt from Theory" ("Zwolnieni z Teorii"). Apart from the financial support, our managers supported the youth on the basis of mentoring and coaching in the realization of social projects, including within the "city of the future" challenge.

Culture, on the highest possible level, is also one of the areas supported by Emitel. October 2021 saw the finale of the 18th Chopin Competition, the most important music event in Poland and one of the most important music events in the world, and Emitel was its partner. It was an exceptional competition as its term was postponed due to the COVID-19 pandemic.

We also do not forget about the natural environment. We aim to regularly extend the area of protected natural habitats and participate in species protection programs. For years, we have been working with the Society "Falcon" to protect the peregrine falcon. Young falcons will hatch for the third time in the falcon's nest on our TV tower in Dobra near Nowogard. We also undertake activities aimed at reduction of energy consumption and use of renewable resources. We built pilot solar power installations on two of our broadcasting facilities to power RTV broadcasts, and we plan to build a dozen more installations in 2022.

Unfortunately, the beginning of this year brought bad news from Ukraine. Russia started an armed aggression against our neighbor's country, the war is taking place in our immediate vicinity. Unimaginable cruelty is happening right before our eyes. Innocent people are being killed and millions of refugees are seeking refuge in our country. We are all shocked



and moved by what is happening behind our eastern border. We cannot be indifferent to the Russian aggression against Ukraine. Many people affected by the turmoil of war need help. Right now, more than ever, it is actions not gestures that matter. For this reason, we stand together with the Ukrainian people, actively helping those in need, both in Ukraine and locally in Poland.

Thomas Jefferson once said: "May I never get too busy in my own affairs that I fail to respond to the needs of others with kindness and compassion." This is how we try to approach our daily responsibilities. Therefore, summing up the past year, I feel that we did not fail, we once again passed the test of social responsibility.

Enjoy the reading.

Andrzej J. Kozłowski
President of the Management Board

LEADER OF THE TELECOMMUNICATIONS INFRASTRUCTURE

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2021 in numbers

50
years of experience

360 m
the highest facility in Poland

569
telecommunications towers and masts

1100
active microwave links

About us • New solutions in communication • Economy 4.0 • Awards and honors in 2021 • Key stakeholders

SUSTAINABLE DEVELOPMENT GOALS



About us

Business activity

GRI: 102-2, 102-4, 102-5, 102-6, 102-7, 102-45

We are a leading nationwide television and radio infrastructure operator and the largest independent telecommunications infrastructure operator in Poland. We design and implement smart city solutions based on the Internet of Things (IoT) concept.

We manage the network of strategically placed high facilities (including towers and masts) and we are constantly developing our infrastructure. At the end of 2021, we managed 569 facilities. Our infrastructure is used by mobile network operators, Internet providers, government agencies and other entities. Together we cover 99% of the country.

Since 2014, Emitel has been owned by the American Alinda Capital Partners Fund - one of the world's largest infrastructure investment companies.

Mission and values

GRI: 102-16

The Emitel's mission is the provision of high-quality broadcast and transmission services, provision of telecommunications infrastructure and solutions necessary for the development of Economy 4.0 based on innovative technologies.

We are defined by four values:



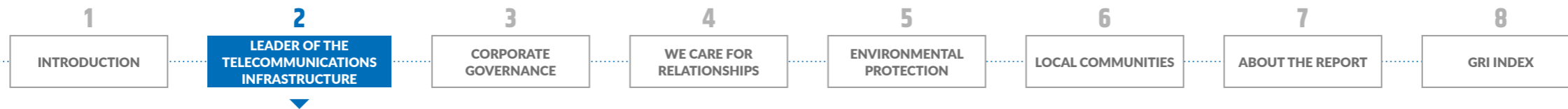
- ▶ POSITIVE ENERGY AND ENTHUSIASM FOR ACTION
- ▶ SEEKING SIMPLE SOLUTIONS
- ▶ SENSE OF URGENCY
- ▶ NEED FOR DEVELOPMENT AND CURIOSITY ABOUT THE WORLD



Emitel's history

Thanks to us, for over 50 years television and radio signals can be received in all Polish homes - initially in analogue form and from 2013 digitally. The Emitel's history consists of groundbreaking moments for the company and the whole telecommunications industry:

- 2011 – Sale of Emitel to a consortium lead by the European private equity fund – Montagu Private Equity
- 2013 – Switching off analogue TV
- 2014 – Acquisition of Emitel by Alinda Capital Partners LLC
- 2016 – The group signed a BTS agreement with Orange Polska S.A.
- 2018 – Completion of the implementation of a modern television platform of Orange S.A. Based on technological solutions and IPTV/OTT devices
- 2018 – CStarting installation of Distributed Antenna System (DAS) at the Śląski Stadium
- 2019 – Two successful tenders for “Smart City” projects in Wrocław and Piaseczno
- 2020 – The Company became the partner of the 18th Chopin Competition, the most important music event in Poland and one of the world's most important music events.
- 2021 – Emitel implements a remote water meter reading system for MPWiK Wrocław
- 1962 – The then Minister of Communication initiated Zjednoczenie “Stacje Radiowe i Telewizyjne”, which was mainly aimed at radio and television broadcasting, operation of cable lines and performance of interference suppression center tasks.
- 1982 – The entities comprising the Union form a single enterprise “Polska Poczta, Telegraf, Telefon”.
- 1991 – As a result of the demerger of “Poczta Polska, Telegraf i Telefon”, Telekomunikacja Polska S.A. was created.
- 2001 – Establishment of TP Emitel sp. z o.o. company as a separate entity as a result of separation of the broadcasting activity from Telekomunikacja Polska S.A. (nowadays Orange Polska S.A.).
- 2010 – Launch of terrestrial digital television



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Rapid growth

The telecommunications infrastructure market in Poland is the sixth largest in Europe. The highest quality, innovative solutions and the use of the latest technology are key features of the Emitel's portfolio. We strive for synergy - we invest in innovative infrastructure and technology solutions and optimally manage costs at the same time. We are constantly developing the scope of our activities, looking for opportunities to expand the network with new radio towers.

Strategic goals

Emitel's business strategy is based on creating value for shareholders through:

- strengthening the leading position in terrestrial digital television and radio broadcasting and transmission, and developing new multimedia platforms,
- leveraging the growth potential of the Polish telecommunications infrastructure market,
- leveraging the potential of Economy 4.0,
- focusing on maintaining high profitability and generating cash flow,
- respecting the principles of sustainable development and treating changes in Emitel's environment as a stimulus for further growth.

Membership in organizations

GRI: 102-13

We are a member of organizations that support the development of our business and give us the opportunity to get involved in initiatives that are important for the industry. We are a member of Polish and international organizations:

- Polish Chamber of Electronic Communication
- Polish Chamber of Commerce for Electronics and Telecommunications
- Polish Chamber of Information Technology and Telecommunications
- Polish Chamber of Digital Broadcasting
- Employers of Poland
- AmCham Poland
- Broadcast Networks Europe
- LoRa Alliance

New communication solutions

Our services

We offer comprehensive telecommunications solutions, construction of network infrastructure and services based on modern wireless communication systems. We also provide space rental services on several hundred owned towers and masts. We guarantee our customers high quality video, audio and data transmission. The scope of our services includes:

- Broadcasting and media
- Services and infrastructure
- Telecommunications
- Security
- Innovative Economy 4.0

Terrestrial broadcasting, or hello, earth here

Terrestrial broadcasting is the terrestrial transmission of television and radio signals. Although the history of radio and television dates back to the late 19th century, the terrestrial television signal remains the most effective way to reach viewers across the country to this day. It is also a very advanced field in terms of technology. With the change in the digital terrestrial TV broadcasting system, scheduled for the second half of 2022, the picture quality will definitely improve. Another modern solution is HbbTV, which combines the traditional broadcasting with services delivered over the Internet, or the Dynamic Ad Insertion (DAI) technology implemented with the hybrid services, which allows for providing recipients with ads adjusted to their profile, allowing for dynamic personalization of ads. Year after year, in cooperation with our partners, we develop Internet TV in streaming technology and IPTV (Internet Protocol Television, a technique that enables transmission of television signals over the Internet).

Refarming and digital television 2.0

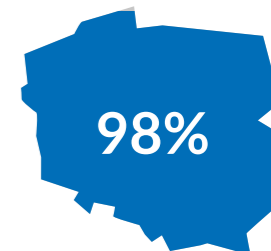
Frequency refarming is the change of frequency range of terrestrial television broadcasting. So far, terrestrial TV broadcasting has used frequencies in the 470-790 MHz range. According to the European Commission's decision, all member states must free up the 694-790 MHz band for the development of fifth-generation (5G) cellular networks. Frequency switching began in the first half of 2020 and the project will run until the end of June 2022. For us, this is the most important project in the last ten years, as it requires deploying additional masts, installing new antenna systems, or building a new telecommunications network.

Television on the Internet

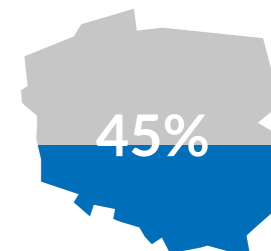
We are constantly improving our online content delivery network, known as a CDN. We develop our services based on the HbbTV technology, that is, the combination of linear broadcasting with additional services and content provided via the Internet - hence the name "hybrid television". We work with Orange on the implementation of the latest technologies in this respect, for example, so far, we have launched programs broadcast in UHD technology. This allows hundreds of thousands of subscribers to this network to watch their favorite shows on their TVs, computers and phones.

Emitel rides the wave

FM is analog radio. The frequency band for FM radio is 87.5 MHz to 108 MHz. FM range covers about 98% of Poland.



DAB+ is a digital radio platform in Poland. Currently, DAB+ is broadcast in 17 regions, with 39 transmissions, and covers almost 67% of the population and 45% of the territory of Poland.



About us • New solutions in communication • Economy 4.0 • Awards and honors in 2021 • Key stakeholders

Economy 4.0

We are in the midst of a technology transformation. By mid-2022, the second generation of digital television will be deployed in Poland, and preparations are currently underway to build a 5G network that will create new opportunities for industry. We also undertake initiatives to implement new solutions in the area of telecommunications technologies related to the concept of Economy 4.0, such as the Internet of Things or DAS (Distributed Antenna Systems). We all learned the importance of access to the cellular network or the Internet in the era of the COVID-19 pandemic. Technology plays a key role in the recovery from successive waves of the pandemic. Therefore, we are constantly investing in the development of our infrastructure, so that everyone can remotely contact their family, workplace, an institution or doctor.



DAS. Our DAS installations increase the capacity of network in densely populated public areas (e.g. shopping malls, stadiums and entertainment venues, airports, train stations, etc.).



Internet of Things (IoT). Emitel's IoT services enable devices to communicate with each other with limited power consumption, allowing them to function for long periods of time without the need to replace or recharge batteries. We use LPWAN networks (low-power data transmission networks) in the LoRaWAN standard, for example, for the purpose of building Smart City solutions.

Smart Cities

The purpose of building Smart Cities is increased convenience and improved quality of lives of inhabitants, health protection, positive impact on the natural environment, monitoring and eliminating threats, increased safety and much more. The use of modern telecommunications solutions, sensors and IT systems allows to solve problems effectively, optimize expenses and, in some cases, increase revenue.

Examples of solutions for Smart Cities:

- management of parking lots or traffic in the city thanks to sensors placed on the road,
- real-time air quality monitoring,
- lighting control and street light operation monitoring,
- smart management of export of waste thanks to exact information on the state of trash cans,
- monitoring of water levels and possible water leaks.



Project examples

One example of our Smart City project built with Piaseczno Municipality is a network of sensors for remote monitoring of parking space occupancy, sensors for measuring the level of trash can loading, as well as emergency flooding sensors to monitor the level of water in rivers and main ditches. In 2021, we commenced the implementation of the remote water meter reading for MPWiK in Wrocław. This is the first Smart City project carried out on such a scale with the use of LoRaWAN network, fully designed and built by us. As a result, the technology used will have an impact on the water loss reduction and infrastructure management processes effectiveness, which will translate into lower costs for MPWiK and recipients at homes.



ESG indicators 2021-2025:

1

Analysis of market needs in the scope of Smart Cities taking into account the quality of solutions affecting the needs of inhabitants and the quality of their lives;

2

Establishing partnerships and cooperation to implement Smart City solutions;

3

Striving for leadership on the Smart City market.

Awards and honors in 2021

January: Granting the “Top Employer” certificate once again as part of the project organized by the Top Employers Institute

June: Distinction in the “Industry 4.0” category for the Smart City project in Piaseczno. The distinction was awarded as part of the technology competition of “Gazeta Bankowa”

June: Emitel placed in the leading 15 of companies in the Responsible Companies Ranking (Ranking Odpowiedzialnych Firm), scoring 80 out of 100 possible points.

July: Emitel was recognized in the 49th Edition of the Corporate Social Responsibility Report for the preparation of the Social Engagement Report and initiatives undertaken in 2020. The Report is prepared by the “Gazeta Finansowa” weekly and by the editors of the CSR Report portal and is entirely devoted to the field of CSR.

September: The Committee on Electronics and Telecommunication of the Polish Academy of Sciences awarded the Emitel’s CEO with the title of the Leader of Polish ICT and the “Golden Cyborg” award

October: The Company received the Golden MHz award from Polskie Radio Lublin

November: Editors of Newsweek Polska awarded the company with the Newsweek Aware Choice 2021 certificate in the “Changing world for the better” category

November: Emitel scored a record 90 points and received the distinction of 5 stars in the GRESB 2021 global survey.



Key stakeholders

GRI: 102-9, 102-40, 102-42, 102-43

We operate across the value chain of television and radio broadcasting and transmission, including both multiplexing and signal distribution, infrastructure operation and transmission services. Our knowledge, skills and experience allow us to build long-term relationships with key stakeholders: clients, regulators, public institutions and local communities. In addition, we cooperate with the largest energy companies and logistics companies in Poland. Due to the role we play in the Polish telecommunications system, we work with multiple public entities.

Public service and commercial broadcasters are the most important customers of Emitel:

- Television - 5 virtual sub-channels, covering a total of 41 channels, including 28 free of charge;
- Radio - 523 analog radio broadcasts containing content from 55 broadcasters and 39 DAB+ digital radio broadcasts;
- Cellular network and the Internet - nationwide telecommunications operators;
- Public institutions such as the Fire Department or the Police Department.

Remaining stakeholders:

- government departments, including the Ministry of the Interior and Administration, Ministry of National Defense, State Forests
- government agencies
- local governments
- research institutes
- cable TV operators
- sports clubs
- employees
- subcontractors

Channels of contact with stakeholders:

- direct contact
- fairs and conferences, panel discussions
- telephone calls, including video calls
- electronic communication
- contact form
- media relations
- intranet
- the Internet

Subcontractors

Suppliers and subcontractors support our day-to-day operations. In the technical field, we commission, for example, equipment installations (antennas, transmitters, cooling systems, security systems using CCTV, etc.), construction works, upgrades, renovations and basic maintenance works such as cleaning, repairs or security services. In the scope of IT systems, subcontractors support us in implementing new systems and developing professional systems. The remaining areas of cooperation with subcontractors are translation, marketing, PR support and consulting.

CORPORATE GOVERNANCE

that is,
responsible
management

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2021 in numbers

08.21

– approval of the ESG Policy
2021-2025 document

Implementation of

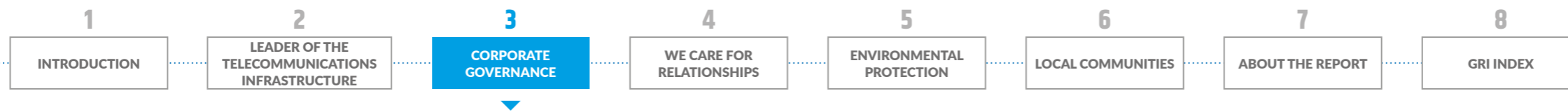
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UN's Sustainable
Development Goals

5.

Emitel's place in its category
in the 2021 GRESB survey





Governance structure • Information security management • ESG Policy 2021-2025 • Ethics and compliance

SUSTAINABLE DEVELOPMENT GOALS



Approach to corporate governance

GRI: 102-18, 103-1, 103-2

Corporate governance is a system of controls and procedures to ensure that a company is managed effectively. Emitel's management systems define our quality of service and competitive advantage. We implement solutions and procedures complying with the best market standards and practices, which is confirmed by the certificates we hold. The implemented risk management system allows us to meet the stringent security criteria for the provision of services to clients. We are constantly improving our procedures to eliminate risks that may affect the realization of business goals, improve the efficiency of processes and have an impact on the growth of the company's value.

Governance structure

GRI: 102-18, 102-22, 102-23, 102-26

Emitel's bodies are the General Meeting, Management Board and Supervisory Board. The main role of the Management Board is to manage the affairs of the company in accordance with the Bylaws and to represent the company externally. In accordance with the Articles of Association, the Management Board consists of 1 to 5 Members, the Management Board or its Members are appointed by the Supervisory Board, and their individual term of office is 5 years. The Management Board sets out short- and long-term goals, the business strategy and supervises the implementation of the ESG Policy 2021-2025. The Supervisory Board's task is to monitor operations of the Management Board and company's results.

Management Board of Emitel S.A.

In the period from 01.01.2021 to 31.07.2021, the Management Board of Emitel S.A. Consisted of four persons, and from 01.08.2021 - three persons, as Aleksander Skołyżyński stepped down from his position as the Member of the Management Board. At the end of 2021, the Management Board served with the following composition:

Andrzej J. Kozłowski,
President of the Management Board, Chief Executive Officer,

Maciej Staszak,
Vice President of the Management Board, Chief Sales Officer,

Jerzy Godek,
Member of the Management Board, Chief Technology Officer.

Andrzej J. Kozłowski,

President of the Management Board, Chief Executive Officer.

He has been the President of the Management Board of Emitel S.A. since 1 January 2018. He has over twenty years of professional experience gained in Poland and abroad. He graduated from WSB – National-Louis University in Nowy Sącz in the field of Management and Marketing. He also holds an MBA in corporate strategy and industrial policy from the Maastricht School of Management. He is a member of the Atlantic Council Advisory Board and American Chamber of Commerce in Poland and the CEO of the Foundation for the Development of Radiocommunication and Multimedia Technologies of the Warsaw University of Technology.



Maciej Staszak,

Vice President of the Management Board, Chief Sales Officer.

He joined Emitel S.A. in July 2015. He has many years of experience in the television and telecommunications industry, including leading industry projects in sales, new product implementation, development, strategy, and managing large teams. He studied in the Department of Electronics, Telecommunications and Information Technology at the Gdansk Technical University.



Jerzy Godek,

Member of the Management Board, Chief Technology Officer.

He joined Emitel in 2012. He has many years of professional experience in managerial positions, in the areas of infrastructure investment management, IT support systems and telecommunications network maintenance. He is a graduate of Warsaw University of Technology, he also studied management at Warsaw School of Economics as well as finance and IT projects management at Leon Koźminski University.



Governance structure • Information security management • ESG Policy 2021-2025 • Ethics and compliance

Supervisory Board of Emitel S.A.

In the period from 01.01.2021 to 27.01.2021 and from 18.12.2021 to 31.12.2021, the Supervisory Board of Emitel S.A. was composed of three members, and as at 31.12.2021, its composition was as follows:

- **James M. Metcalfe,**
Member of the Supervisory Board.

Partner and Head of Investment Sourcing at Alinda Capital Partners LLC.

- **Andrew Bishop,**
Member of the Supervisory Board.

Manages the London office of Alinda Capital Partners LLC and is responsible for investment solutions and administration of the company.

- **David Slezak,**
Member of the Supervisory Board.

He is responsible for telecommunications and digital infrastructure at Alinda Capital Partners LLC, including sourcing, acquisitions, and financing as well as the monitoring of portfolio companies.

In the period from 28.01.2021 to 17.12.2021, the Supervisory Board consisted of five members and was made up of independent Supervisory Board members:

- **Dominika Bettman**
- **Sławomir Jędrzejczyk**

We are aware of the positive impact of diversity on the workplace, so we build a culture based on processes involving the sharing of knowledge and experience. In 2021, the composition of the management bodies was predominantly male, but the selection of members of the Management Board and the Supervisory Board is always based on an analysis and assessment of professional qualifications, the purpose of which is to find the best candidates.



Information security management

Information security is one of the key areas resulting from conducting business in the telecommunications industry. We have years of experience in the design, construction and maintenance of radio communication systems, so we support projects related to critical communication systems.



Emitel with ISO 22301 certification

We implemented the Business continuity management system according to ISO 22301, which is an element of the Emitel Integrated Management System. The Business continuity management system allows for a detailed analysis of key processes and used resources and is the basis for the identification of significant risk factors affecting the services provided and the continuity of operations under the most difficult conditions.

Critical communication

We are prepared for emergencies that limit connectivity and remain reliable during the most difficult times. In such cases, coordinating the activities and maintaining the communication of the emergency services is a priority, which is why we have a special solution within the TETRA system that allows us to control the calls so that a given service coordinator can always communicate with a selected person. This is just one of our many available features that ensures reliable connectivity.

Security certification

In 2020, we implemented the information security management system and obtained the ISO 27001:2013 certificate. The system involves implementing appropriate measures for the management, classification, and handling of information assets. This is important for us because we perform important functions from the point of view of the whole country, for example, we broadcast the signal of digital terrestrial television, including public television. Therefore, we need to be sure that the information we process is adequately protected.

Governance structure • Information security management • ESG Policy 2021-2025 • Ethics and compliance



SUSTAINABLE DEVELOPMENT GOALS



ESG Policy 2021-2025

GRI: 102-12

In August 2021, the Management Board of Eritel approved the ESG Policy 2021-2025. This is one of the most important strategic documents in or company as it defines the main goals of our operations in the field of environment, social responsibility and corporate governance. When developing the ESG Policy document, we first identified and defined the strategic directions and necessary actions to be taken, and assigned corresponding global UN Sustainable Development Goals to each direction. The ESG framework is attached as an appendix to the document and describes in detail the areas, main initiatives, activities, deadlines and KPIs to be achieved along with the identification of those responsible for their implementation.



Care for the landscape, biodiversity and protection of habitats



Energy efficiency improvement



Minimizing the impact of EMF on the environment



Sewage and waste management



Care for interpersonal relationships

Governance structure • Information security management • ESG Policy 2021-2025 • Ethics and compliance

Responsibility for compliance with the ESG Policy

GRI: 102-32

The Management Board of Emitel is directly responsible for the realization of strategic directions in the ESG area. While the employees and associates are co-responsible for the realization of the adopted ESG goals within the scope of their competencies. The Management Board may appoint an ESG Coordinator and an ESG team, which would supports their work, to properly monitor operations in the ESG area. Currently, we carry out regular external and internal monitoring and publish annual reports on Emitel's social responsibility.

One element of risk monitoring and continuous improvement in the ESG area is the analysis of the results of the external GRESB survey. It is a survey conducted for 11 years by independent experts, evaluating ESG activities. We joined the survey in 2016 at the invitation of Alinda Capital Partners, which was our main shareholder until the end of 2021. The GRESB survey is used to evaluate U.S. funds' investments around the world from an ESG perspective. Over the years, analysis of the survey results has allowed us to introduce a number of operating and reporting procedures, policies and codes of conduct, so that we continuously improve in the ESG area, which in turn translates into a high position in the ranking.

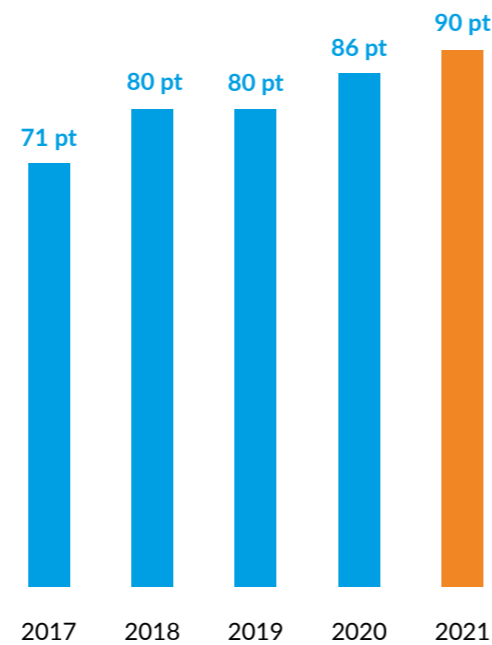
ESG risk management

GRI: 102-11, 102-15

We define risk as an event that we do not know for sure will occur, but we analyze it and if it occurs, we take appropriate measures. Main risks affecting our activities are primarily strategic, operational, social and environmental risks. More and more regulations in the scope of climate change risk management are created, therefore, it is only natural that environmental protection is included in our ESG Policy 2021-2025 as one of the key pillars.

ESG-related risks are included in the general risk management system. These are the risks relating directly to our activities and indirectly to our supply chain. In Emitel, we implemented due care procedures in relation to events that may have a negative impact on the ESG factors.

How we grow in the GRESB* surveys



*the assessment relates to the year prior to the outcome

2021 GRESB survey:

we scored a record number of **90 points** out of 100 possible,

we took the **5th** place in our category and found ourselves among the 100 best companies out of 549 participating in the survey,

In this edition of the survey, we received a distinction of **5 GRESB stars**, which is awarded to only the top 20% of companies participating in the survey

Governance structure • Information security management • ESG Policy 2021-2025 • Ethics and compliance

Ethics and compliance

GRI: 102-16, 103-1, 103-2, 103-3, 205-2

Code of Conduct and Ethics

In Emitel, we are committed to ethical business conduct. The business practices and procedures under which the Company conducts business are governed by the Code of Conduct and Ethics. It defines the basic principles that should guide the management and employees. The Code has existed in the company for many years and during this time it has been revised several times in accordance with changes in the law and expectations of the capital group of the American fund Alinda Capital Partners. The Code also includes a disclaimer that if any provision of law conflicts with the policy described therein, the provision of law must be followed. However, if local custom or internal policy is inconsistent with the Code, the Code must be followed. Some of its provisions are regulated in more detail in other legal acts of the company. It is the responsibility of each employee to read the Code and follow its guidelines.

Reputation and trust

In accordance with the provisions of the Code of Conduct and Ethics, it is a priority for the Company to protect its reputation by acting with integrity. The values identified by the Code, such as trust, openness, teamwork, professionalism and pride in how we do business, are key to this. Emitel's management is responsible for implementing and acting in accordance with these values.



Code of Conduct and Ethics objectives:

-  promoting honest, fair and ethical conduct, including the ethical conduct of business relationships and dealing with actual or potential conflicts of interest in the context of personal and professional relationships,
-  promoting disclosure in reports and documents prepared for our investors in a full, fair, accurate, timely and understandable manner,
-  promoting compliance with applicable laws, rules and regulations,
-  promoting prompt reporting of Code violations to appropriate persons,
-  promoting accountability for compliance with the Code.

Compliance

Internal regulations and sector policies designed to ensure the company's compliance with legal requirements make up the company's compliance policy. Company employees are required to be familiar with all policies that apply to their duties and to perform their tasks in strict compliance with them. The Legal and Compliance Office conducted compliance-related education activities for employees in 2021, including a webinar on business ethics.

Reporting violations

GRI: 102-11, 103-1, 103-2

It is the responsibility of Emitel employees to report any suspected violations of the Code or applicable laws or regulations, or any threat to life, safety, the environment or Company property. In December 2021, the Rules of procedure for internal reporting of violations of law at Emitel S.A. were developed. Any employee may seek advice from the Legal and Compliance Office if they have questions or concerns regarding the legal and ethical verification of their actions. It is mandatory to inform the Office if they believe that there has been any violation of the provisions of the Code, laws and regulations or a threat to human life, health or safety. The report may be sent by letter to the Legal and Compliance Office or electronically to the email address: compliance@emitel.pl. A person who files such a report is protected from possible retaliation for disclosing information about violations of law or ethical rules. Reports are reviewed collectively, based on transparent procedures and ensuring objectivity, by the Head of the Legal and Compliance Office, the Head of the HR Office and the Head of the Audit Office or persons authorized by them. The Management Board and Supervisory Board are informed about the results of the follow-up activities; the information is also given to the reporting person.

Governance structure • Information security management • ESG Policy 2021-2025 • Ethics and compliance

Anti-corruption policy

GRI: 205-1, 205-2, 205-3

Emitel has an Anti-Corruption Policy in place, which sets out rules for dealing with corrupt activities and mechanisms for reporting instances of fraud. The purpose of the Anti-Corruption Policy is to prevent such practices based on a system consisting of: an anti-corruption declaration, training, contractual anti-corruption clauses, guidelines for accepting gifts, preventing the creation of „corrupt funds”, guidelines for dealing with suggestions for corruption and dealing with reports of fraud. The Company complies with the requirements for applying international sanctions programs and uses standard contractual clauses in this regard.

Emitel has regulations introduced in 2021 regarding the procedure for reporting violations of European Union law and the protection of whistleblowers, corresponding to the requirements of Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law.



Compliance with law

GRI: 206-1, 307-1, 406-1, 407-1, 408-1, 409-1, 415-1, 418-1, 419-1

In the reported period, there were no proceedings against Emitel S.A. before public administration bodies relating to the violation of provisions on employee issues, anti-competitive activities, environmental protection, OHS, human rights or forced labor, corruption, as well as quality of services and products. No violations resulting in financial or non-financial sanctions were identified in any of the above areas. There was no discrimination. Emitel S.A. did not support political parties, politicians or similar institutions. There were no court and administrative proceedings relating to activities violating the free competition or antitrust laws in which Emitel acted as a participant in the proceeding. There were no decisions or verdicts, including no lawsuits filed or penalties imposed in relation to violations of human rights or environmental regulations against any of the companies. There were no complaints about customer privacy violations or data loss.

WE CARE FOR RELATIONSHIPS

- Communication and partnership • 16
- Health and safety • 17
- Equal opportunities in the workplace • 19
- Development and education • 20

2021 in numbers

432
all employees

17%
of employed women

93%
of Emitel employees
is satisfied with their job
(EmiPuls 2021)

87%
participation rate in
engagement survey



Communication and partnership • Health and safety • Equal opportunities in the workplace • Development and education

SUSTAINABLE DEVELOPMENT GOALS



Care for people

GRI: 103-1, 103-2, 103-3

Caring for relations in Emitel is one of the pillars of our ESG Policy and is reflected in the company values. We prioritize safety, health, self-esteem, good relationships at work and engagement of employees and associates. Our aim is to build a friendly, engaging workplace, where everyone works with passion and commitment. In 2021, for the second time in a row, we have been awarded the title of Top Employer Poland for our commitment to creating an attractive workplace.

Communication and partnership

We are on the same wavelength

GRI: 102-43

Partner relations are based on effective communication and transparent activities. We are open to people who want to change the company for the better. We want our employees to feel that they co-create the organization, for example, through communication tools and platforms to submit ideas for improving their work comfort.

GRI: 102-8

In Emitel, we mainly conclude employment contracts for an indefinite period.



Emitel employment structure in 2021:

	Women	Men	Total
fixed-term employees	9	7	16
permanent employees	68	348	416
full-time	75	354	429
part-time	2	1	3
employed under a contract of mandate	2	16	18
self-employed	41	41	82
Total	77	355	432

GRI: 401-1

Employees' entries and exits

	Entries		Exits	
	2020	2021	2020	2021
Women	6	7	10	9
Men	17	13	19	24
age <30	7	8	2	3
age 30-50	16	12	21	22
>50	0	0	6	8
Total entries/exits	23	20	29	33
Total number of employees	441	432	441	432

Communication and partnership • Health and safety • Equal opportunities in the workplace • Development and education

Social dialogue

GRI: 102-41

Conducting social dialogue is one of our obligations as an employer, but it also reflects respect for our employees. During regular meetings of the Management Board with the Employee Council and trade union representatives, we jointly make decisions on working conditions in our company. We discuss the initiatives aimed at increasing satisfaction and maintaining high level of commitment of employed persons. There is no collective labor agreement at Emitel.

EmiPuls survey

Each year, we conduct an EmiPuls employee opinion survey to assess our strengths as an employer and identify areas for improvement. Its results are discussed at different levels, from the Management Board to the employee teams, and are used by us to verify implemented actions and develop plans based on employee feedback. Participation remains high each year, with 87% of employees responding to the 2021 survey.

Workplace digitization

Ensuring the health and safety of our employees was the priority during the COVID-19 pandemic. To ensure a high level of comfort when working outside the office, we implemented a new remote work tool (MS Teams) and a new communication format within the EmiTime newsletter. We are constantly improving the flow of information and in 2021, within the intranet, we launched the internal information portal devoted to working in Emitel during the COVID-19 pandemic. This way, we gathered recommendations on work organization, key regulations, instructions related to remote work, tips, etc. in one place.



As a company concerned with modern technology, we also introduced a digital workplace. Employee benefit applications, training and recruitment requests, or internal documents are now electronic. Within the employee zone on the emi4U platform, everyone has constant online access to the most important internal regulations, up-to-date information about employee benefits. We also created the social group #EmitelAktywnie, where we share our activities, post about our interests and hobbies and even follow sports challenges.

Health and safety

We care about safety, good physical and mental health of our employees and promote a healthy and proactive lifestyle.



Occupational Health and Safety

GRI: 403-1, 403-3, 403-4, 403-7, 403-9, 403-10

In Emitel, we guarantee safe working conditions and undertake a number of initiatives to protect the health of our employees. There are no occupational disease risk factors in our work, but we put safety first. We conduct periodic magnetic field measurements, which are then made available to employees. The OHS Commission, composed of, for example, a management board member, holds a meeting every quarter to discuss events from the entire period and develop recommendations for the future. The Commission is also constantly in touch with the Company Occupational Physician, with whom it consults on referrals for periodic examinations. There were two minor accidents at work overall in 2021.

Due to the ongoing COVID-19 pandemic, we made sure to take special precautions. We established a special Crisis Management Team and implemented appropriate procedures, and equipped our offices and company headquarters with automatic defibrillators, non-contact thermometers or digital blood pressure monitors.

GRI: 403-5

In 2021, our health and safety activities mainly focused on building awareness and education. As part of the monthly OHS Newsletter, employees can learn about OHS rules and regulations, how to handle dangerous, emergency situations. To ensure safety at work, there are training courses on improving driving, safe working at heights or first aid courses. We also continue to develop our e-learning platform. It includes more than 50 training courses, including mandatory OHS training, fire safety or cyber security training.

Communication and partnership • Health and safety • Equal opportunities in the workplace • Development and education

We care about health

GRI: 403-6

Emitel's employees have access to professional health care, thanks to which they can undergo preventive examinations, receive medical advice or rehabilitation. As part of the EmiAcademy educational platform, the employees have access to webinars on caring for health, proper nutrition and wellness.

We support the physical activity of our employees and cheer on those who take on sports challenges. Our EmiTeam sports club brings together employees who train together and organize internal competitions.

Every October, we celebrate Health Month with a campaign to educate people about how to take care of their physical and mental health. It is a special time because it is also Breast Cancer Awareness Month and World Mental Health Day is celebrated on 10 October.

Mindfulness

In the current volatile and difficult time, it is not easy to manage stress, take care of well-being, calmness and optimism. That is why, in 2021, we decided to support our employees in their pursuit of mental well-being through the Mindfulness Academy, where anyone interested has the opportunity to take advantage of a wide range of webinars.

Work-life balance

A new initiative we introduced in 2021 was joining the global "2 Hours for Family" campaign. In May, all employees received two extra hours of paid time off to spend with their families and loved ones. In addition, we continue our long-standing tradition of celebrating special moments in the lives of our employees and their families, such as holidays and Children's Day.



Benefits

GRI: 401-2

In 2021, based on the results of the EmiPuls employee opinion survey, we reviewed and updated the available benefits. Our employees may benefit from:

- holiday subsidies for employees and their families as part of self-arranged countryside holiday (wczasy pod gruszą)
- subsidies for the MultiSport or FlexiPass sports and recreation card or for individually selected sports and cultural services,
- private healthcare within the LUXMED Group,
- holiday benefits,
- housing loans,
- psychological counseling,
- AVIVA investment insurance program with insurance protection,

NEW:

- reimbursement for the purchase of glasses,
- an additional day off,
- furniture and office equipment rental for people working remotely.

Moreover, in 2021, we prepared a cafeteria platform which allows employees to efficiently manage the benefits according to their individual needs. The platform will be launched at the beginning of 2022.



ESG indicators 2021-2025:

1

A minimum of 1 information and education campaign per quarter dedicated to employee safety and health;

2

Introduction of a system to monitor health-related absence levels;

3

Implementation of programs that support health-oriented activities within the cafeteria platform.

Communication and partnership • Health and safety • Equal opportunities in the workplace • Development and education

Equal opportunities in the workplace

Our goal is to provide equal opportunities to employees regardless of age, gender, disability, nationality or sexual orientation. Diversity is a value that helps us build strong teams. That is why we pursue a transparent human resources policy and provide everyone with equal opportunities for professional and personal development. In 2021, we launched job valuation, which will be rolled out starting in 2022. All positions were described and classified according to the MERCER methodology to create a new position tariff and rate table. As part of the implementation of our ESG Policy, we plan to implement ongoing education and promotion of attitudes regarding the topic of equal opportunities.



Supporting women's professional development

Due to the specific nature of our industry, an important challenge for us is to increase the representation of women in the company, especially in managerial positions, support their professional development and promote Emitel as an employer providing equal opportunities for all. In response to this challenge, in 2021 we were one of the first 13 companies in Poland to join the global 30% Club initiative to promote diversity in business. Its

goal - at the local level - is to increase to at least 30% the representation of women on management and supervisory boards in the 140 largest Polish listed companies by 2030. In 2021, we also became the lead partner of the 1st edition of the "Fair for Women" competition for employers, which promotes the idea of equal opportunities in the labor market. Emitel became the sponsor of the KS Wilanów Women's Soccer Team, which plays in the games of the Mazovia Soccer Association.

In addition, for several years we have been a signatory of the Diversity Charter, which is a written declaration by an employer to prohibit discrimination in the workplace and a commitment to take action to create and promote diversity, with the involvement of all employees and business partners.

GRI: 401-3

In 2020, two women were on maternity leave and two returned from maternity leave, while in 2021, no employees were on parental leave and three women returned to work from leave.

GRI: 405-2

Ratio of women's wages to men's wages

Ratio of wages of women to men in %	2020	2021
White-collar positions	83%	78%
Managerial positions	94%	99%

GRI: 405-1

Composition of workforce by gender and age categories

Employees by age category	Percentage of employees in each category to total number of employees			
	2020		2021	
	Women	Men	Women	Men
age <30	2%	3%	2%	3%
age 30-50	10%	46%	11%	45%
>50	6%	33%	5%	34%
Total % by gender	18%	82%	18%	82%



ESG indicators 2021-2025:

- 1 Implementation of internal educational campaigns dedicated to the promotion of equal opportunity policy attitudes;
- 2 Cooperation with external entities - implementation of joint initiatives;
- 3 Monitoring and equalizing the wages of men and women in comparable positions;
- 4 Introduction of initiatives to promote equal opportunities within the internal labor market.

Communication and partnership • Health and safety • Equal opportunities in the workplace • **Development and education**

Development and education

The world of technology is constantly changing and so is the specialized knowledge that underpins our work. Hunger for knowledge, willingness to broaden the horizons and improve competence - this is what

we expect from our team. In return, we focus on the professional and personal development of our employees, offering training, workshops, webinars or access to audiobooks and podcasts in the INSPIRO application.



Development programs

GRI: 404-2



Academy of Leaders

We invite managers to the Academy of Leaders to develop their competencies in people management, team performance and leadership skills in changing market conditions. As part of the program, we offered a total of 24 trainings in 6 different subject areas. The Academy of Leaders lasted two years and began and will end with a survey called "FACET5." It is a popular diagnostic tool that uses a measurement of the five personality blocks that helps to identify the strengths, potential, and areas for development of program participants.

EmiTech



The nature of our industry requires a high level of technical knowledge. Technical department employees have access to a comprehensive professional competency development program, including specialized in-house training in the following areas: teletransmission, IP, antenna systems, transmitters, energy, combiners and

filters, FO networks, and surveillance systems. During the five years under the EmiTech program, we carried out 194 training courses for 880 participants.

EmiAcademy



EmiAcademy is an intranet educational platform with a variety of internal and external training courses. In 2021, 534 participants used EmiAcademy during 56 training courses.

Coach Academy



Development in Emitel is also about sharing knowledge. Each employee has a chance to become an internal coach and get prepared for this role under the Coach Academy development program. Recruitment of participants for the Coach Academy is still open, which means that the group of Emitel internal coaches is growing every year and it currently has nearly 30 members.

Learning English



All employees can learn English free of charge through an online language course and access the knowledge base on the e-learning platform. 40 employees took English classes in 2021.

Support for new employees



Onboarding at Emitel takes place under the dedicated work adaptation program, which makes new employees feel more confident in the first weeks of work. They have an opportunity to take advantage of, for example, e-learning courses, webinars and short surveys which help us examine the impressions of new employees.

We acquire talents



Getting the best people to work at Emitel is a challenge in which our employees support us. In 2021, we introduced a program called "Remuneration for recommendation". Each employee who recommends a person for employment, who will be hired, receives a financial reward of PLN 1500 gross.

Recognition for results



A bonus fund is started every quarter and its amount depends on the financial result achieved by the company in that quarter. An employee may receive an additional bonus for tasks that require additional workload or that go beyond the scope and for exceptional efficiency and quality of tasks performed or for outstanding attitude. A special award may also be given to an employee for special achievements.



ESG indicators 2021-2025:

1

Drafting employee development plans;

2

Implementation and realization of development plans.

Communication and partnership • Health and safety • Equal opportunities in the workplace • Development and education

Development through helping

We believe that we can support the development of our employees by helping others and promotion of active citizenship, and particularly by supporting the poor, promoting science, cultural and sports events.

The employees have been participating in the Emitel's Christmas Auction for many years. They offer various items or products on the internal auction website, specially designed for this purpose, and bid. It is a custom that the Management Board contributes the equivalent of the amount raised by employees during the auction to the same cause. Proceeds from the auction go to charity.



In 2021, we planned an **employee volunteer** program that will be focused on supporting those in need and the employees who provide that support. The program will start in 2022.



ESG indicators 2021-2025:

1

Implementation of the employee volunteer program in the Company;

2

Carrying out ongoing charitable and volunteer activities - a minimum of two a year;

3

Promoting science, cultural and sports events.



ENVIRONMENTAL PROTECTION

Environmental protection • 23

Caring for landscape, biodiversity and habitat protection • 23

Energy efficiency improvement • 25

Climate protection • 26

Waste management • 28

2021 in numbers

86%

of energy consumed was free from CO₂

2

photovoltaic stations built on broadcasting facilities, which provide 100% of the energy for radio and television broadcasting

100%

of environment opinions and analyses for activated PEM emissions



Environmental protection management • Caring for landscape, biodiversity and habitat protection • Energy efficiency improvement • Climate protection • Waste management

SUSTAINABLE DEVELOPMENT GOALS



Approach to environmental protection

GRI 103-1, 103-2, 103-3

Our priority is the sustainable development of the company where financial results grow along with the environmental protection and care for the surroundings. We identified five primary areas where we particularly focus our environmental efforts:

- impact of EMF on the environment,
- atmosphere and climate protection,
- reduction of soil and water pollution,
- biodiversity and habitat protection,
- waste management.

Environmental protection management

All the areas of our environmental impact are included in the Environmental Protection Policy, adopted by the Emitel's Management Board on 18 April 2017. The Environmental Protection Policy sets out the basic principles, standards and ways to achieve the environmental objective for each of the selected aspects, based on which we reduce the negative impact on the environment. All employees are required to read the document and apply the principles contained in the Policy in their daily work.

We carry out the environmental protection management based on:

- Identification of important aspects of environmental impact related to the Company's activities and the related risk and threats.
- Establishment of basic action directions, determination of the expected results of these actions, and their implementation;
- Ongoing monitoring of the processes related to the environmental protection and adjusting them to the constantly changing regulations and technical or organizational solutions;
- Control over the works;
- Planning and taking optimization and corrective actions;
- Promoting pro-environmental issues among employees and building their awareness in this aspect of the Company's activities.

The second strategic document making up the framework for the environmental protection management and determining the direction of actions is the ESG Policy for 2021-2025. The environmental area takes up the most space in the ESG Policy. The Coordinator for the Environmental Protection Management is appointed to implement the Environmental Protection Policy and the ESG Policy in the environmental area.

Care for the landscape, biodiversity and protection of habitats

Minimizing the impact on the landscape

The Emitel's activity in the form of transmission of radio and television signals is directly related to the use of height infrastructure in the form of towers and masts. Any height infrastructure has a significant impact on the landscape. Our ESG goal for 2021-2025 is to reduce this impact through multi-stage radio planning and the use of existing height infrastructure, both own and third party, such as chimneys, tall buildings, etc. Wherever there will be a need to build new transmitting stations, a key factor in determining their height is to ensure adequate spatial separation between electromagnetic fields and the area that serves residents.

We analyse the distribution and strength of EMF in places used by residents. At the stage of preparation of the project documentation, we carry out environmental impact analyses and comply with the applicable environmental requirements during the planning, construction and use of the facility.

In connection with the implementation of the ESG Policy 2021-2025, until the end of 2021 we implemented guidelines to ensure 100% of environment opinions and environment analyses for activated PEM emissions. We also made internal arrangements at the Service Planning and Network Development Office on the introduction of relevant provisions into the technical concepts for new developments.



ESG indicators 2021-2025:

1

Analysis of technical possibilities for locating on the existing height infrastructure for 100% of the planned radio and television emissions.

2

"Environment opinions" for 100% of the planned emissions.

3

"Environment analyses" for 100% of the commissioned emissions.

Environmental protection management • Caring for landscape, biodiversity and habitat protection • Energy efficiency improvement • Climate protection • Waste management

Environmental protection management

GRI: 304-2, 102-21

A few of our facilities are located in protected areas, so we take measures to preserve their biodiversity:

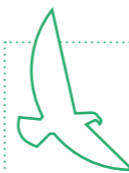
- We observe the applicable protection plans, in particular for facilities in the Natura 2000 protection areas and national parks;
- We minimize activities that may permanently change the protected habitats;
- We care for the biodiversity in the area of and around radio communication facilities and other telecommunications infrastructure facilities;
- We support pro-environmental initiatives aimed at protecting natural habitats and biodiversity in the areas where the radio communication facilities are located.

We set out two goals in the ESG Policy 2021-2025 for the biodiversity and habitat protection: regular increasing the area of protected natural habitats, monitored for the electromagnetic field impact, and participation in species protection programs. In 2021, we developed a list of transmission stations located in protected areas (in national parks, Natura 2000 areas) and started monitoring them on an ongoing basis. In the upcoming years, we plan to continue our cooperation with the Society "Falcon" under the program protecting the peregrine falcon. We also want to analyse the possibility of covering other species with protection and start working with another organizations. For stations located in protected areas, we gradually carry out analyses of the impact on the surroundings together with the assessment of the implementation of objectives set out in environmental and ESG policies. During the analyses, we also measure the carbon footprint of the analyzed transmission stations.



ESG indicators 2021-2025:

- 1 Monitoring EMF for the defined 500 ha of habitats.
- 2 Development of a nature inventory with a protection plan for 100% of the stations located in national parks and Natura 2000 areas.
- 3 Creation of a list of facilities to be restored to their natural state along with implementation of a restoration plan.
- 4 Putting selected animals under species protection.
- 5 Cooperation with institutions/organizations having animal species protection in their statutory goals.



Falcons

For years, we have been working with the Society "Falcon" to protect the peregrine falcon.

It is one of the rarest bird species in Poland, which nests at high altitudes, for example on Emitel's facilities. Since 2020, we have been online streaming falcons nests on our tower in Dobra near Nowogard and in the Palace of Culture and Science in Warsaw. We also work with the Society "Falcon".

You can get a closer look at the daily life of the falcons, thanks to the cameras installed on the facilities, on the websites:

- <https://peregrinus.pl/pl/dobra>
- <https://www.peregrinus.pl/pl/warszawa-pkin>



We are the patron-owner of a forest hive in Puszcza Iłżecka inhabited by

60 thousand bees



Helping the bees

Every year on 20 May we get involved in the celebration of the World Bee Day, as part of the „Roi Sie” initiative, which promotes and supports Polish apiaries.

We are the patron-owner of a forest hive in Puszcza Iłżecka inhabited by 60 tysięcy pszczoł. World Bee Day on 20 May was established by the UN at the request of Slovenia, which wanted to highlight the importance of bees for food production and also pointed out that the use of pesticides in agriculture kills these insects.

Environmental protection management • Caring for landscape, biodiversity and habitat protection • Energy efficiency improvement • Climate protection • Waste management

Energy efficiency improvement

GRI: 302-4

The European Green Deal, that is the strategic document of the European Union, sets out an ambitious goal, according to which Europe is supposed to become the first climate neutral continent by 2050. It will be possible thanks to the commitment of enterprises and individuals to the environmental protection. One of the main priorities is to reduce electricity consumption by increasing the efficiency of its consumption and obtaining it from renewable sources.

Our main “product”, the broadcast signal, operates 100% through electricity. The “Improvement of energy efficiency” direction of the ESG Policy 2021-2025 means implementing initiatives that improve this efficiency internally and externally - as part of contributing to sustainable cities. In the next few years, we will develop information transfer technology (IoT), e.g., water meter sensors, trash can sensors, parking sensors, which will help save energy and reduce emissions.



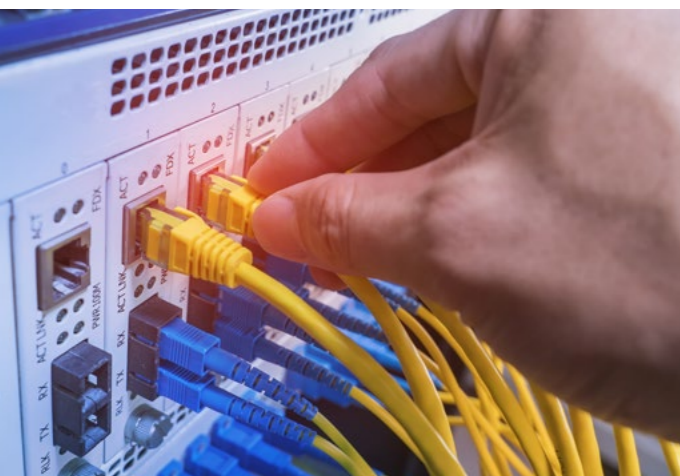
ESG indicators 2021-2025:

1

Implementation of projects in the area of sustainable development.

2

Developing a “Good Practices for Microsaving” document.



GRI: 302-1

Energy consumption in the organization in 2021

Total energy consumption from non-renewable raw materials (own or purchased), divided by raw material type	Values (MWh)	Values (GJ)
natural gas	562	1762,5
fuel oil	2018	6718,5
Total consumption	2580	8481
Total energy consumption from renewable raw materials (own or purchased), divided by raw material type	Values (MWh)	Values (GJ)
solar energy	0,04263	
Total consumption of self-produced or purchased energy divided into: electricity, heat	Values (MWh)	Values (GJ)
electricity	76772	
heat energy (including steam consumption, cooling energy consumption)		10591

In 2021, as part of the implementation of the ESG Policy, we analyzed energy-saving initiatives, began preparing the “Good Practices for Microsaving” guidelines, and our team participated in training on carbon footprint calculation.

GRI: 302-1


Energy consumption in the organization in 2021

Reduction of energy consumption	Amount of energy saved as a result of individual actions (GJ/MWh)	Type of energy saved and description of the initiative
Photovoltaic installation	0,04263	Values are for electricity (MWh). Photovoltaic installations were constructed on two broadcasting facilities, transferring 100% of the energy to the radio and television broadcasting needs
Purchasing green energy	65851	Purchase of green energy for the company's core business (MWh)
Projekt Smart City Wrocław	4,1	Electricity (MWh)
Total	65855,14263	
electricity	76772	
heat energy (including steam consumption, cooling energy consumption)		10591

Environmental protection management • Caring for landscape, biodiversity and habitat protection • Energy efficiency improvement • Climate protection • Waste management

Energy from renewable sources

On the premises of two of our radio-communication facilities in Pomerania and Warmia-Masuria, photovoltaic installations with a capacity of 25 kWp each have been operating for over a year. In 2021, we conducted a profitability analysis for the creation of more installations and, based on the conclusions of the analysis, we decided to build photovoltaic installations at another 30 stations. We also purchase power from the broker offering the largest share of renewable energy. As a result, up to 86% of the total electricity consumed is free of CO₂ emissions because it comes from renewable sources.



Planned initiatives:
Purchase of electricity for own use that is generated in 100% from hydroelectric and wind power, which is free of CO₂ emissions.

ESG indicators 2021-2025:

- 1 Obtaining 10 MWp/year from own photovoltaic installations.
- 2 Development of a network of photovoltaic installations.
- 3 Purchasing no less than 63% of certified renewable energy annually.

GRI: 302-3

Energy consumption intensity in 2021

Energy consumption intensity	Volume (MWh) in 2020
Denominator - total energy consumption	76772
Divider - DVB-T power	14,1
Energy intensity indicator	5444,8



Climate protection

GRI: 103-1, 103-2, 103-3

Main pollution generated by Emitel's activities is emission of gases and dust into the atmosphere that results from the operation of local boiler plants, emergency power sources, means of transport, and the use of high energy consumption equipment and refrigeration or firefighting equipment containing greenhouse gases.

Our goal is to minimize negative impacts by:

- Taking action to reduce the amount of pollution released into the atmosphere;
- Monitoring the quantity and quality of fuels combusted by means of transportation in use, boiler plants, and on-site equipment (i.e., generators);
- Supervision of the proper operation and maintenance of equipment responsible for low emissions and air conditioning;
- Use of technical and organizational solutions that reduce the consumption of fuels, natural resources and energy.

We regularly replace and modernize the vehicle fleet, monitor the quantity and quality of consumed fuels, replace the lighting with LEDs, perform thermal modernization of facilities, including the use of new technologies such as freecooling in air conditioning, installation of temperature controllers in rooms and furnaces. By investing in new environmental technologies, we will reduce harmful gas and dust emissions.

Environmental protection management • Caring for landscape, biodiversity and habitat protection • Energy efficiency improvement • Climate protection • Waste management

ESG indicators 2021-2025:

1

Amount of reduced carbon footprint (avoided emissions) not less than 8.4 T CO₂e/year.



GRI: 305-1

Total direct greenhouse gas emissions in 2021 - Scope 1

Indirect emissions (base year 2021)	Greenhouse gases Emission [tCO ₂ e]	Greenhouse gases emission [tCO ₂ e] Greenhouse gases included in the calculation
Emissions from electricity generation	81	MgCO ₂
Emissions from heat generation	8468	MgCO ₂
Emissions from refrigeration processes and steam generation	62	MgCO ₂
Total direct emissions	8611	MgCO₂

GRI: 305-2

Non-direct emissions in 2021 - Scope 2

Non-direct emissions by source	Non-direct greenhouse gases emissions [tCO ₂ e]
Non-direct emissions from electricity generation	53586
Non-direct emissions from heat generation	1007
Total non-direct greenhouse gases emissions	54593

GRI: 305-3

Indirect emissions in 2021 - Scope 3

	Greenhouse gases emissions [tCO ₂]	Greenhouse gases emissions [tCO ₂]	Greenhouse gases included in calculations
	599	emissions from transport	CO ₂
	1	travel: train	CO ₂
	2524	tower construction	all gases generated in concrete and steel production
Total indirect emissions	3124		

Environmental protection management • Caring for landscape, biodiversity and habitat protection • Energy efficiency improvement • Climate protection • Waste management

GRI: 305-7

Emissions of NO_x, SO_x and other significant compounds released to air

	Weight of significant air emissions (tons)	
	2020	2021
NO _x	0,539225	0,691602
SO _x	0,225519	0,300202
Dust (PM)	0,086016	0,110644
benzopyrene	0,000042	0,000053

The increase in 2021 was due to waste heat plant failures

Gospodarka odpadami

GRI: 306-2

We manage waste and implement solutions to reduce its generation or volume. The main activities we perform in this area are:

- Use of waste recovery (recycling) solutions;
- Ensuring environmentally appropriate disposal of waste that could not be prevented or recovered;
- Waste management supervision of third-party contractor investments at radio communications facilities;
- Ensuring the implementation of obligations under the legal regulations on management of waste electrical and electronic equipment;
- Records of waste generated in accordance with applicable regulations;
- Increasing environmental awareness and fostering eco-friendly attitudes.

GRI: 306-2

Waste by type and disposal method

Disposal method	Weight of waste in 2021 [Mg]	
	waste other than hazardous	hazardous waste
Recycling	13,542	1,257
Storage at landfills	1,22	0
TOTAL	14,762	1,257

We introduce eco-friendly solutions in our buildings, such as reducing the use of plastic (cups, bags, introduction of water dispensers), and around installations. As part of the ESG Policy, we have planned to construct unmanned facilities, no-outflow tanks, automate processes, and test wastewater quality. We commissioned the latter in October 2021.

We support our employees in developing environmental awareness. We require contractors to have environmental management systems in place already at the tender stage.

GRI: 303-3

Underground water consumption in 2021

was **902 m³**.



ESG indicators 2021-2025:

1

Eco-friendly initiatives addressed to employees.

2

Maintaining the amount of wastewater at a level not exceeding 1000 m³/year.

3

Maintaining the quality of wastewater discharged to the ground in accordance with the water permit.

4

Introducing a threshold between 2-5% of the number of points awarded to contractors for environmental competence in a tender process (depending on the type of contract and impact on ESG factors).

LOCAL COMMUNITIES

Socially responsible business ● 30

Minimizing the impact of EMF on the environment ● 30

Good neighborhood ● 32

2021 in numbers

189

EMF measurements in 2021

133

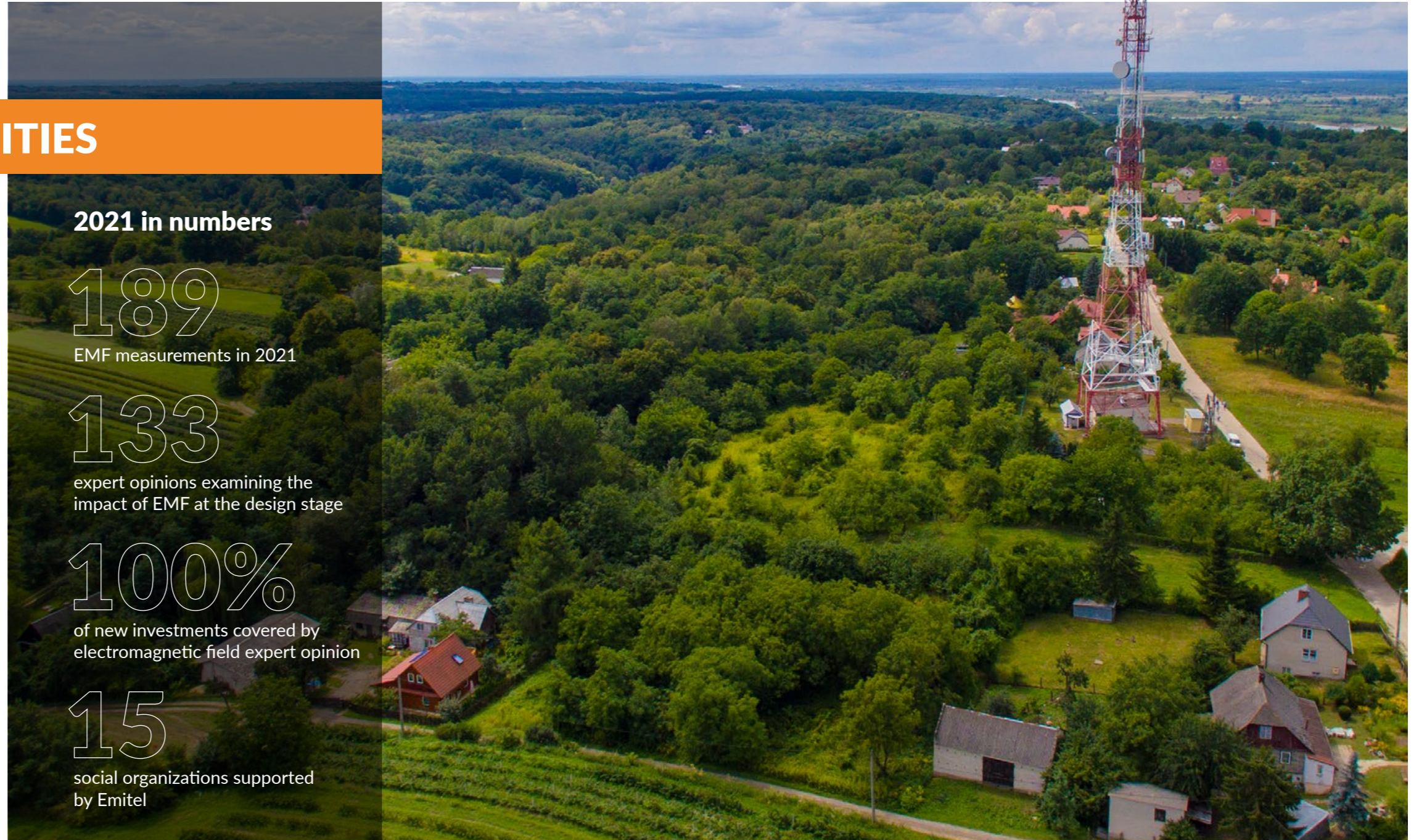
expert opinions examining the impact of EMF at the design stage

100%

of new investments covered by electromagnetic field expert opinion

15

social organizations supported by Emitel



Socially responsible business • Minimizing the impact of electromagnetic field on the environment • Good neighborhood

SUSTAINABLE DEVELOPMENT GOALS



Our commitment to local communities

GRI: 103-1, 103-2, 103-3

The coverage of our networks is 99% of Poland, which means that we reach almost every TV, radio and Internet user. In turn, this network relies on a system of infrastructure, primarily towers and masts, which are already a permanent feature of the landscape in many towns.

For this reason, we make every effort to have good relationships with local communities, for example, by charity, funding local events and minimizing the impact of our activities on the environment.

Socially responsible business

GRI: 203-1, 413-1, 413-2

The technological advances of Economy 4.0 and the rapid growth of our business means the construction of tens of new telecommunications masts every year, affecting communities that are in their near or far vicinity. We consider maintaining good and responsible relationships with local communities as one of the key success factors for our business. That is why we are always happy to participate in meetings and consultations with residents of the neighborhoods where we plan our installations. Sometimes these conversations are not easy, but we do our best to make sure they take place in a friendly atmosphere and end to the satisfaction of all parties.

Choice of investment location

For our investments, we try to choose plots located away from residential areas. We look for wastelands, sites in industrial areas or locations among fields and forests. We limit the investment area itself to the necessary minimum by using more and more modern transmission equipment. If for some reason we carry out our investment in residential areas, we always consult with residents about the investment plans, explain why in a given situation this is the best location. Occasionally, we discuss an alternative location that is better from the residents' point of view and decide to go with it. We also talk about the benefits for the community, the most important of which is improving the quality of the mobile network in the area and the speed of the Internet. Moreover, we make our masts available to local governments, which can install surveillance cameras or various sensors on them.

Reliable information

New technologies often raise unfounded concerns about the safety of their use. Local community representatives are invited on site visits where they have the opportunity to see our existing broadcast facilities up close. This is a good opportunity to discuss in detail the topic of electromagnetic fields and the safeguards in place, which are our priority. We also organize educational workshops, with special emphasis on the impact of electromagnetic fields on humans.



Minimizing the impact of EMF on the environment

What is EMF?

EMF is an abbreviation for an electromagnetic field. **An electromagnetic field** is an inherent part of nature and has always accompanied humankind. Until the late nineteenth century, the main fields were of terrestrial and extraterrestrial origin.

The Earth's origin fields are mainly the Earth's natural permanent electric and magnetic fields. Extraterrestrial sources are mainly the effect of the Sun, but also other planets and our Moon. Artificial sources include devices widely used in medicine (magnetic resonance), radiotherapy, surgery (surgical diathermy).

Artificial sources of EMF are also devices found in households, such as microwave ovens, alarm systems, weather stations, and radio-controlled toys. Artificial sources also include radio and television stations, cell phone stations, and radar systems.

Socially responsible business • Minimizing the impact of electromagnetic field on the environment • Good neighborhood

How do we limit EMF's impact on the environment

GRI: 102-11

Minimizing the impact of EMF is one of the priorities adopted in August 2021 by the Emitel's Management Board in the ESG Policy for 2021-2025. Within the objectives set out there, we decided to monitor electromagnetic fields at all stages of operation of broadcast stations, to undertake educational activities to spread knowledge about EMF and to conduct research on EMF as part of Emitel's own program.

In 2021:

- Radio planning prioritizes locations and sites already used for EMF emissions.
- Starting at the planning stage, we studied the impact of the radio and television emissions planned to be launched on people and the environment - a total of 133 expert opinions.
- We made technical changes to limit the exposure of people to EMF.
- We regularly performed EMF measurements around our stations - a total of 189 measurements.
- We developed the measuring method and started the first studies within our original Emitel program - 14 examined stations.



ESG indicators 2021-2025:

1

Analysis of technical possibilities for locating on the existing height infrastructure for 100% of the planned radio and television emissions.

2

100% expert opinions with EMF risk assessments for new launches as part of EMF monitoring at all stages.

3

Providing training programs for local communities as part of spreading knowledge about EMF.

4

Minimizing the risk of civil unrest - responding in any situation that requires local action.

5

Gaining competence and knowledge of EMF intensity from research conducted as part of the original electromagnetic field research program around significant facilities of Emitel S.A.

Transparency of EMF measurements and calculations

As an operator of a broadcasting infrastructure and owner of telecommunications facilities, we strictly comply with radiation regulations. The electromagnetic field is examined at every stage of transmitter design, construction, installation and finally operation.

We perform many electromagnetic field measurements and calculations each year. We make available the obtained data to the public and each person living in the vicinity of our facility can check the results of measurements in their surroundings.

We performed **189 EMF measurements** around our installations in 2021. The arithmetic mean around our key facilities was 3.9 V/m and did not exceed the standard.



We performed **189** EMF measurements in 2021.

Socially responsible business • Minimizing the impact of electromagnetic field on the environment • Good neighborhood

Good neighborhood

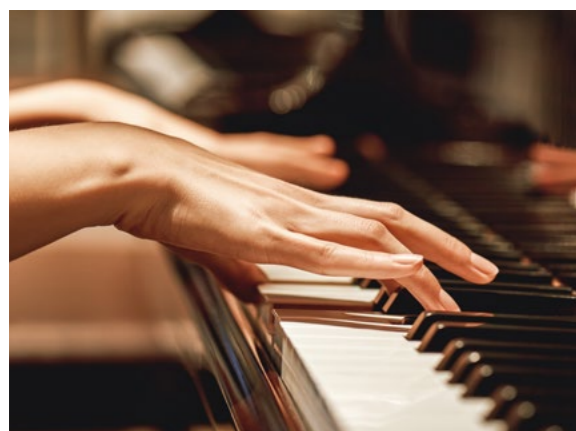
GRI: 203-1, 413-1, 414-2

Maintaining good relationships with local communities, e.g. through charity, sponsoring local events, educational, cultural or sports projects, is one of our priorities.

We are committed to working with local communities by supporting, for example, the Fire Department, local sports clubs and schools. We regularly support hospitals, health centers and foundations. We evaluate the social impact of the companies we work with. In 2021, we evaluated 16 suppliers.

Cultural projects

We support local and international projects supporting Polish culture and tradition. We get involved in many smaller cultural projects, supporting institutions, artists and the talented youth.



Chopin Competition

In 2021, we were a partner of the 18th Chopin Competition organized by the Fryderyk Chopin Institute. It is the most important music event in Poland and one of the most important music events in the world.

The "Dzieło Nowego Tysiąclecia" Foundation

For several years we have also been a patron of the TOTUS TUUS award in the "Achievements in Christian culture" category, granted by the "Dzieło Nowego Tysiąclecia" Foundation to individuals and institutions that in various ways promote the teachings of John Paul II and Christian culture.

"Grand PiK 2021" radio competition

For several years, as a Partner of the Competition, we have been supporting the "Grand PiK 2021" Radio Artistic Forms Competition and the accompanying Radio Art Workshops. The competition of the Polish Radio, Regional Broadcasting Station in Bydgoszcz "Polskie Radio Pomorze i Kujaw" (PiK) is an original and unique project of the radio, aimed at well-known radio artists as well as university students.

Ecclesia Villanovensis Foundation

Due to the location of our office in Warsaw's Wilanów district, we support the Ecclesia Villanovensis Foundation, donating funds for the protection, conservation and maintenance of the Roman Catholic Church of St. Anne in Wilanów. The building has special historical, cultural and evangelical significance for the community of Wilanów and the city of Warsaw.

Educational projects

We engage in projects that are related to our business. We support students and pupils who may join our company in the future. We educate the local community, local government officials and other stakeholders so that they know what we do and what the social impact of our activity is.



The Foundation for the Development of Radiocommunication and Multimedia Technologies

We support the statutory activities of the Foundation, which aims to support the development of science in the field of radiocommunications and multimedia technologies at the Warsaw University of Technology, as well as the academic development of its students. Thanks to additional funds it is possible, for example, to support scientific development, to award scholarships and to upgrade the scientific and didactic base. The activity is in line with our long-term strategic goals, such as offering telecommunications services of the highest quality.

The "Miasta Jutra" partner program with the Zwolnieni z Teorii Foundation

So far, nearly 250 high school students have enrolled in the Emitel's "Miasta Jutra" partner program carried out as part of the Zwolnieni z Teorii olympiad for the youth. They submitted a total of 45 ideas for social projects affecting the development of cities and municipalities, of which almost 20 were successfully implemented - for example, an application for public

transport, an ecological application, a beekeeper application, sports applications and much more. Together with the Zwolnieni z Teorii Foundation, we carried out three editions of the program, where our managers act as mentors.

Reforming information campaign

In cooperation with TVN, we organized an educational and information campaign during which we informed viewers about the reforming process, the new standard of digital terrestrial television broadcasting in 2022, and presented our commitment to the development of Smart City activities.

5G education

Our employees regularly meet with communities and talk about what telecommunications is, what 5G means, and how it will affect the development of those communities. We also conduct workshops for students to teach about the electromagnetic field as part of physics lessons in elementary schools.

Socially responsible business • Minimizing the impact of electromagnetic field on the environment • Good neighborhood

Social projects

KS Wilanów Women's Soccer Team

We sponsor the KS Wilanów Women's Soccer Team, which plays in the games of the Mazovia Soccer Association in the 4th league. We are rooting for the next seasons to be successful and guarantee the team's promotion.

Wheelchair Fencing Team

We support the newly established "Wheelchair Fencing Team" at Legia Warszawa. We hope to contribute to the popularization of this sport among people with physical and intellectual disabilities.

Christmas Charity Auction for the Great Orchestra of Christmas Charity (WOŚP)

The willingness to help, creativity and commitment of our employees have resulted in nearly 300 items being put up for auction in the five Emitel auctions held so far, and the amount that we managed to raise for charity as a result of the auctions amounts to over PLN 20,000 in total. Last year, the money from the auction supported the Great Orchestra of Christmas Charity, and the value was doubled by the Management Board.

Charity run - Poland Business Run 2021

Once again, the Emitel team participated in the run for amputees and persons with a physical disability, organized by the Poland Business Run Foundation.



Other local organizations we supported in 2021:

Gminny Ośrodek Kultury w Siemieniu, "Serce dla Maluszka" Foundation, "Dziecięca Fantazja" Foundation, Gaudium et Spes Foundation, the Great Orchestra of Christmas Charity foundation.



ABOUT THE REPORT

GRI: 102-1, 102-3, 102-12, 102-45, 102-48, 102-49, 102-50, 102-51, 102-52, 102-54

The presented report is our fifth non-financial report and first ESG report drawn up in compliance with the international reporting standard Global Reporting Initiative (Core). In addition, the document takes into account the regulations arising from Directive 2014/95/EU of the European Parliament and of the Council and the ESG Reporting Guidelines of the Warsaw Stock Exchange. You may also find references to the UN's Sustainable Development Goals in the report.

The report concerns Emitel S.A. With headquarters in Warsaw and the data collected also refers to the office in Krakow. Our reports are annual and the previous document was published in February 2021. This document covers the period from 1 January 2021 to 31 December 2021 and it is approved by the President of the Management Board. The data reported are presented for the first time in the form of indicators, therefore, there were no adjustments compared to the previous report.

Preparation of the report:
Emitel S.A. Team with Art Group



Coordination:
Agnieszka Sobucka
Communication and PR Manager,
Spokesperson

GRI: 102-40, 102-46

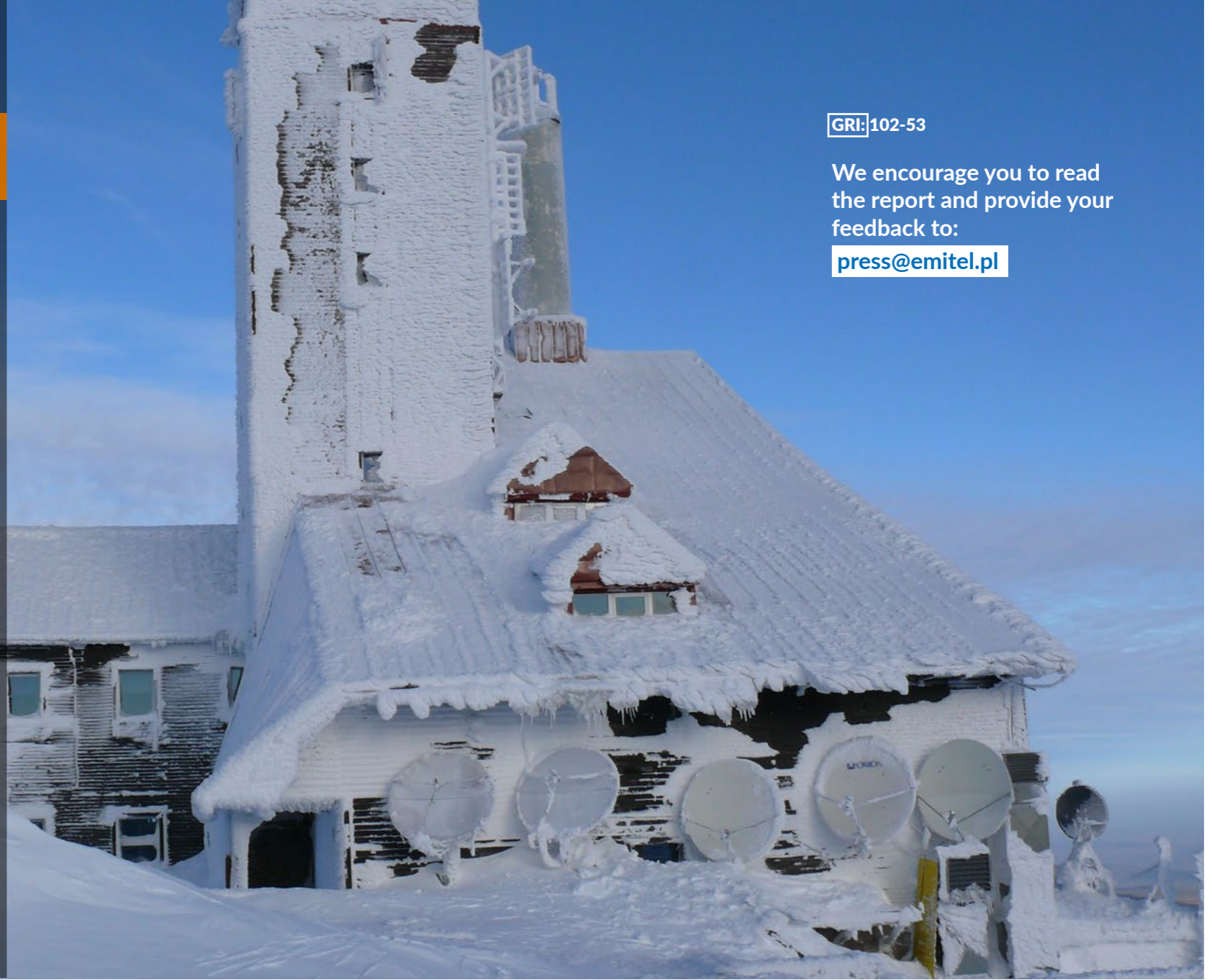
The content of the report includes the most relevant issues that have the greatest impact on our company or over which we have the greatest influence. The basis for the selection of content is the ESG Policy, during the development of which internal consultation meetings were held with a total of 14 people responsible for the main areas of Emitel's activity. The structure of the report is in line with our ESG Policy 2021-2025, its operationalization and follows the five defined strategic directions:

1. Care for the landscape, biodiversity and protection of habitats
2. Energy efficiency improvement
3. Minimizing the impact of EMF on the environment
4. Waste management
5. Care for interpersonal relationships

GRI: 102-53

We encourage you to read the report and provide your feedback to:

press@emitel.pl





GRI INDEX

GRI: 102-55

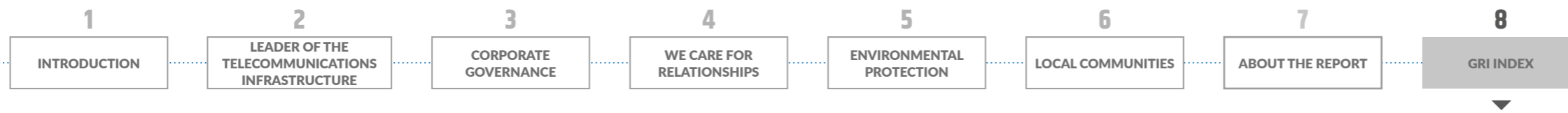
Indicator number	Indicator name	Reporting degree	Place in the report
2016 profile indicators			
102-1	Organization name	Full	Leader of the telecommunications infrastructure
102-2	Major brands, products and/or services	Full	Leader of the telecommunications infrastructure
102-3	Location of organization's headquarters	Full	ul. Franciszka Klimczaka 1, 02-797 Warszawa
102-4	Number of countries where the organization operates, and names of countries where the organization's main operations are located or that are specifically relevant to the report's contents.	Full	Leader of the telecommunications infrastructure
102-5	Ownership form and legal structure of the organization	Full	Leader of the telecommunications infrastructure
102-6	Markets served including geographic scope, sectors served, customer/consumer and beneficiary characteristics	Full	Leader of the telecommunications infrastructure
102-7	Scale of operations	Full	Leader of the telecommunications infrastructure
102-8	Number of own and supervised employees by gender and contract type	Full	We care for relationships
102-9	Organization's supply chain	Full	Leader of the telecommunications infrastructure
102-10	Significant changes during the reporting period regarding size, structure, ownership or value chain	Full	No significant changes
102-11	Explanation of whether and how the organization applies the precautionary principle	Full	Corporate governance Local communities
102-12	External economic, environmental and social statements, policies and other initiatives adopted or supported by the organization	Full	Corporate governance About the report

Indicator number	Indicator name	Reporting degree	Place in the report
102-13	Membership in associations (such as industry associations) and/or national/ /international organizations	Full	Leader of the telecommunications infrastructure
102-14	Statement by senior management on the importance of sustainability to the organization and its strategy	Full	CEO's letter
102-15	Description of key impacts, opportunities and risks	Full	Corporate governance
102-16	The organization's values, principles, code and standards of behavior and ethics	Full	Leader of the telecommunications infrastructure Corporate governance
102-18	Structure and composition of the organization's management body	Full	Corporate governance
102-21	Description of the consultation process between stakeholders and the most senior management body on topics related to economic, environmental and social issues	Full	Environmental protection
102-22	Composition of the most senior management body and its committees	Full	Corporate governance
102-23	Chairperson of the most senior management body	Full	Corporate governance
102-26	Role of the most senior management in determining the organization's goals, values and development strategy	Full	Corporate governance
102-32	Identification of the most senior committee or position responsible for formally reviewing and approving the sustainability report and ensuring that all material aspects are covered	Full	Corporate governance
102-40	List of stakeholder groups engaged by the organization	Full	Leader of the telecommunications infrastructure About the report
102-41	Percentage of employees covered by collective labor agreements	Full	We care for relationships
102-42	Basis for identifying and selecting stakeholders engaged by the organization	Full	Leader of the telecommunications infrastructure



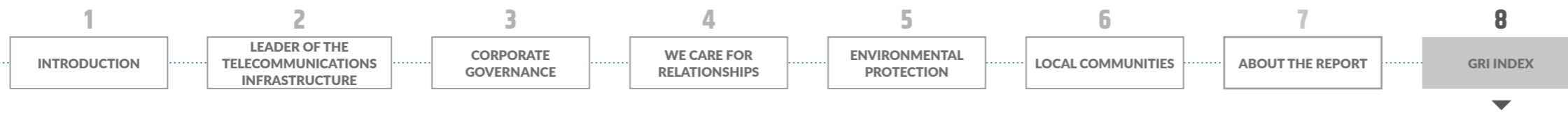
Indicator number	Indicator name	Reporting degree	Place in the report
102-43	Approach to engaging stakeholders including frequency of engagement by stakeholder type and group	Full	Leader of the telecommunications infrastructure We care for relationships
102-44	Key issues and concerns raised by stakeholders and the organization's response, including by reporting on them	Full	About the report
102-45	Economic entities recognized in the consolidated financial statements	Full	Leader of the telecommunications infrastructure About the report
102-46	Process for defining report content	Full	About the report
102-47	Identified significant aspects of social and environmental impact	Full	Local communities
102-48	Explanation of the effect of any adjustments to the information contained in previous reports, including the reasons for such adjustments and their effect (e.g., mergers, acquisitions, change of base year/period, nature of business, measurement methods)	Full	About the report
102-49	Significant changes from the previous report regarding the scope, coverage, or measurement methods used in the report	Full	About the report
102-50	Reporting period (e.g., fiscal/calendar year)	Full	About the report
102-51	Date of last report publication (if published)	Full	About the report
102-52	Reporting cycle (annual, biennial, etc.)	Full	About the report
102-53	Contact person	Full	About the report
102-54	Compliance with GRI Standards	Full	About the report
102-55	GRI Index	Full	GRI Index
102-56	Policy and current practice for external review of the report. If not included in the independent assurance report, an explanation of the scope and basis of the external assurance and the relationship between the organization and the external assurance provider	Full	The report was prepared by an external entity and was not reviewed by the assurance provider.

Indicator number	Indicator name	Reporting degree	Place in the report
Indicators by aspect			
2016 economic subjects			
103-1	Nature of the relevant area	Full	Corporate governance
103-2	Management approach (DMA)	Full	Corporate governance
202-2	Percentage of senior management hired from the local market	Full	Corporate governance
203-1	Investment in infrastructure and supported services	Full	Local communities
Anti-corruption (GRI 205, 206) 2016			
103-1	Nature of the relevant area	Full	Corporate governance
103-2	Management approach (DMA)	Full	Corporate governance
103-3	Measurement and evaluation	Full	Corporate governance
205-1	Percentage and total number of business units analyzed for corruption risks	Full	Corporate governance
205-2	Percentage of employees trained in the organization's anti-corruption policies and procedures	Partly	Corporate governance
205-3	Actions taken in response to corruption cases	Full	Corporate governance
206-1	Total number of legal actions taken against the organization for violations of free competition rules, monopolistic practices and their effects	Full	Corporate governance
Environmental issues			
Natural environment: Energy (GRI 302) 2016			
103-1	Nature of the relevant area	Full	Environmental protection
103-2	Management approach (DMA)	Full	Environmental protection
302-1	Direct and indirect energy consumption by primary energy source	Full	Environmental protection



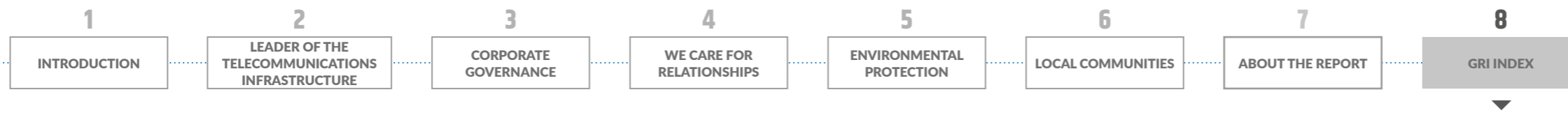
Indicator number	Indicator name	Reporting degree	Place in the report
302-3	Energy consumption intensity	Full	Environmental protection
302-4	Energy consumption reduction	Full	Environmental protection
303-1	Interactions with water as a shared resource	Full	Environmental protection
Natural environment: Biodiversity (GRI 304) 2016			
103-1	Nature of the relevant area	Full	Environmental protection
103-2	Management approach (DMA)	Full	Environmental protection
304-1	Location and area of owned, leased or managed land located in protected areas or areas of high biodiversity value outside of or adjacent to protected areas	Partly	Environmental protection
304-2	Description of significant impacts of activities, products and services on biodiversity of protected areas and areas of high biodiversity value outside protected areas	Full	Environmental protection
Natural environment: Emissions (GRI 305) 2016			
103-1	Nature of the relevant area	Full	Environmental protection
103-2	Management approach (DMA)	Full	Environmental protection
103-3	Measurement and evaluation	Full	Environmental protection
305-1	Direct greenhouse gas emissions (Scope 1)	Full	Environmental protection
305-2	Total indirect greenhouse gas emissions by weight (Scope 2)	Full	Environmental protection
305-3	Other indirect greenhouse gas emissions (Scope 3)	Full	Environmental protection
305-7	Emissions of NOx, SOx and other significant compounds released to air by compound type and weight	Full	Environmental protection

Indicator number	Indicator name	Reporting degree	Place in the report
Natural environment: Waste and wastewater (GRI 306) 2020			
103-1	Nature of the relevant area	Full	Environmental protection
103-2	Management approach (DMA)	Full	Environmental protection
306-2	Management of significant impacts associated with waste	Full	Environmental protection
Natural environment: Compliance with regulations (GRI 307) 2016			
307-1	Monetary value of fines and total number of non-financial sanctions for non-compliance with environmental laws and regulations	Full	Corporate governance
Social issues			
Workplace: Employment (GRI 401) 2016			
103-1	Nature of the relevant area		We care for relationships
103-2	Management approach (DMA)		We care for relationships
401-1	Total number of exits and employee turnover rate, by age group, gender and region	Full	We care for relationships
401-2	Benefits provided to full-time employees	Full	We care for relationships
401-3	Return-to-work rate and retention rate after maternity/paternity leave, by gender	Full	We care for relationships
404-2	Professional competence development programs	Full	We care for relationships
Workplace: Occupational Health and Safety (OHS) (GRI 403) 2018			
103-1	Nature of the relevant area	Full	We care for relationships
103-2	Management approach (DMA)	Full	We care for relationships
103-3	Measurement and evaluation	Full	We care for relationships
403-1	Occupational health and safety (OHS) management system	Full	We care for relationships



Indicator number	Indicator name	Reporting degree	Place in the report
403-2	Threat identification, risk assessment and incident analysis	Full	We care for relationships
403-3	Employment in conditions of increased risk of occupational disease	Full	We care for relationships
403-4	Employee participation, consultation and communication on workplace safety issues	Full	We care for relationships
403-5	Employee occupational health and safety training	Full	We care for relationships
403-6	Employee health promotion	Full	We care for relationships
403-7	Preventing and mitigating negative impacts on health and safety in the workplace directly related to business relationships	Full	We care for relationships
403-9	Accidents at work	Full	We care for relationships
403-10	Occupational diseases	Full	We care for relationships
Workplace: Diversity and equal opportunities (GRI 405) 2016			
103-1	Nature of the relevant area		We care for relationships
103-1	Nature of the relevant area		We care for relationships
405-1	Composition of management bodies and staff by gender, age, minority status, and other indicators of diversity	Full	We care for relationships
405-2	Ratio of basic salary of men and women by position held	Full	We care for relationships
Human rights: Aspect management (GRI 406-409) 2016			
103-1	Nature of the relevant area	Full	Corporate governance
103-2	Management approach (DMA)	Full	Corporate governance
406-1	Total number of incidents of discrimination and actions taken	Full	Corporate governance

Indicator number	Indicator name	Reporting degree	Place in the report
407-1	Activities identified as likely to pose a threat to the right to freedom of association and the right to collective bargaining and initiatives supporting these rights	Full	Corporate governance
408-1	Activities identified as having a significant risk of child labor exploitation and measures taken to eliminate such cases	Full	Corporate governance
409-1	Activities identified as having a significant risk of forced or compulsory labor and measures taken to eliminate such cases	Full	Corporate governance
Local community (GRI 413) 2016			
103-1	Nature of the relevant area	Full	Local communities
103-2	Management approach (DMA)	Full	Local communities
103-3	Measurement and evaluation	Full	Local communities
413-1	The nature, scale, and effectiveness of programs and practices for assessing and managing the impact of the organization's activities on the community, including the impact of entering, operating, and exiting a particular market	Full	Local communities
413-2	Activities with significant potential or existing negative impact on the local community	Full	Local communities
Participation in public life (GRI 415) 2016			
415-1	Total financial and in-kind donations to political parties, politicians and institutions of a similar nature by country	Full	Corporate governance



Indicator number	Indicator name	Reporting degree	Place in the report
Product responsibility: Customer health and safety (GRI 416, 417, 419) 2016			
103-1	Nature of the relevant area	Full	Local communities
103-2	Management approach (DMA)	Full	Local communities
416-1	Product life cycle stages at which health and safety effects of products and services are assessed to improve indicators, and the percentage of relevant product and service categories subject to such procedures	Full	Local communities
417-1	The type of product and service information required under the organization's procedures and the percentage of significant product and service categories subject to such requirements	Partly	Local communities
418-1	Legitimate complaints about customer privacy violations and data loss	Full	Corporate governance
Compliance with regulations (GRI 419) 2016			
419-1	Non-compliance with laws and socio-economic regulations	Full	Corporate governance

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