

The logo for emitel, featuring the word "emitel" in a white, lowercase, sans-serif font. A white arc above the "i" and "t" suggests a signal or a stylized "e".

emitel

# ESG REPORT

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**BUSINESS | SMART CITIES | PEOPLE | PLANET**

**2023**



## Ladies and Gentlemen,

The year 2023 was marked by uncertainty due to the war in Ukraine and the uncertain prospects for global economic development. In Poland, we experienced parliamentary elections and an intense election campaign. The high turnout and significant mobilization, especially among young voters, were extremely positive surprises, reflecting well on our society.

For Emitel, 2023 was a period of intense work, continuing strategic projects that supported the company's development and created value for shareholders. However, we did not forget about social engagement, which is part of our business DNA and a priority in the strategy of our owner, Cordiant Digital. Our goals have not changed – we still aim to help combat exclusion, equalize opportunities and support the development of an inclusive society. I am proud to present to you our most important actions in this area.

Last year, we once again engaged in supporting “Exempt from Theory”. We understand the importance of supplementing formal education with practical skills in today's world. Implementing social projects helps develop teamwork skills, out-of-the-box thinking, which will be valuable in future work and adult life. Thanks to our support, young people learn empathy and gain a sense of agency, practice creativity, learn effective communication and problem-solving.

For several years, we have been supporting women's football in Poland, and last year we had many reasons for joy and pride due to the sporting successes of the team Diamenty Warszawa, which we supported. We also continued our cooperation with Legia Warsaw. As part of this collaboration, we took care of the wheelchair fencing section of Legia Warsaw, which prepared future Paralympians for competition at the Paris Games. Through employee volunteering, we participated in the annual #WszyscyDoW-

ioseł (#AllToTheOars) campaign organised by the Legia Foundation, helping to raise funds for the Child and Youth Helpline. Participation in such events not only contributes to the achievement of social and charitable goals but also integrates our employees.

Caring for the natural environment and combating climate change is one of Emitel's key goals. We strive to continuously reduce the negative impact of our activities on the environment, including through investments in renewable energy. By building photovoltaic installations on our facilities, we eliminate several thousand tons of CO2 from the atmosphere annually. Such an amount corresponds to the absorption of carbon dioxide by over 182,000 adult trees. Since 2020, we have been supporting the rebuilding of the peregrine falcon population, which has nested on our facility in Dobra Nowogardzka. Seven falcons have already hatched there, and as the breeding season is currently underway, we have counted four eggs. The daily life of adult falcons and their offspring can be observed live on the website of the “Sokół” (Falcon) Foundation, with which we cooperate.

Traditionally, for several years now, we have been involved in World Bee Day celebrations. As part of this commitment, we have sponsored a beehive located in a beekeeping area in the Iłżecka Forest in the Świętokrzyskie Voivodeship. In 2024, we plan to expand our activities in bee protection, continuing our mission to support the health and well-being of these beneficial insects.

Our efforts to create attractive working conditions and promote diversity in the workplace are an integral part of our strategy. Building a sense of community and belonging is the foundation of our organizational culture. “Inclusive Emitel” – this is our motto – we are a place where youth meets experience. We are proud to have once again been

recognized as a Top Employer in Poland and our HR practices have been recognized in the Responsible Business Forum report. This confirms our commitment to maintaining the highest standards in human capital management.

This ESG report reflects our commitment to building a sustainable future and our determination to achieve ever higher standards in environmental protection, social responsibility and corporate governance.

**I encourage you to explore the details of our activities in 2023.**

Sincerely,

**Andrzej Kozłowski**  
President of the Management Board,  
CEO

## Broadcasting. Highest quality services. Great experience.

For over 50 years, we have been managing high-rise infrastructure in Poland. **We boast a portfolio of 700 towers, of which 65 new ones were acquired in 2023.** Our aim is to expand the range of services offered, especially for the dynamically developing smart cities, based on the potential of the Internet of Things (IoT). We are engaged in the construction of modern 5G infrastructures. We continue to develop our services, including IPTV, VOD, CDN, ensuring their highest quality. We are intensively developing HbbTV technology.

**In November 2022, a new chapter began for Emitel S.A. – our main shareholder became Cordiant Digital Infrastructure Limited.**

**In Poland, already several million users take advantage of HbbTV technology, or hybrid television, combining broadcast and internet.**



## Cordiant Digital Infrastructure Ltd

### Cordiant Digital Infrastructure Ltd offices in the world



Emitel is...

#1

**the leading operator of terrestrial radio and television infrastructure in Poland and a leading provider of telecommunications services and infrastructure**

#2

**Top Employer Poland 2023 Title**

#3

**“Best Business Partner” in the Smart City category awarded by Home&Market magazine**

## Awards 2023

ESG is an integral part of Emitel's business strategy. Recognition of our efforts is a source of pride and motivation for further action.



### Koźmiński Business Hub XVII Edition of the Ranking of Responsible Companies 2023

2<sup>nd</sup> place in the “Telecommunications, technology, media, and entertainment” sector, 12<sup>th</sup> place in the Ranking

The Ranking of Responsible Companies is the only list of the largest companies in Poland, evaluated in terms of the quality of responsible management according to ESG guidelines. The partners of 2023 Ranking are the Responsible Business Forum and Dziennik Gazeta Prawna (Daily Legal Newspaper) and the substantive partner is Deloitte.



### Home&Market Magazine Best Business Partner in the Smart City Category

The purpose of this award is to honor companies and brands that have gained the most trust among entrepreneurs in the past year, have an innovative offer and effectively support economic development. The award was given for creating innovative Smart City solutions for local governments and municipal companies.



### Top Employer Institute Top Employer Poland 2023

The Top Employer title is awarded exclusively to organizations whose offer for employees meets the highest international standards. Practices in the following areas are assessed: HR strategy, work environment, talent acquisition, training and development, well-being, diversity, and inclusion.



### Weekly “Polityka”, Deloitte, Responsible Business Forum

- CSR Silver Leaf of POLITYKA
- Distinction for Smart City projects

Emitel's activities were recognized for their overall efforts towards sustainable development, and their actions in the field of Smart City were awarded with distinction.



### Krakow City Council Bridge to the Future

Awards given to companies and entrepreneurs who actively support the education of students from vocational and technical schools in Krakow therefore contributing to equalizing educational opportunities and building future of the local economy.



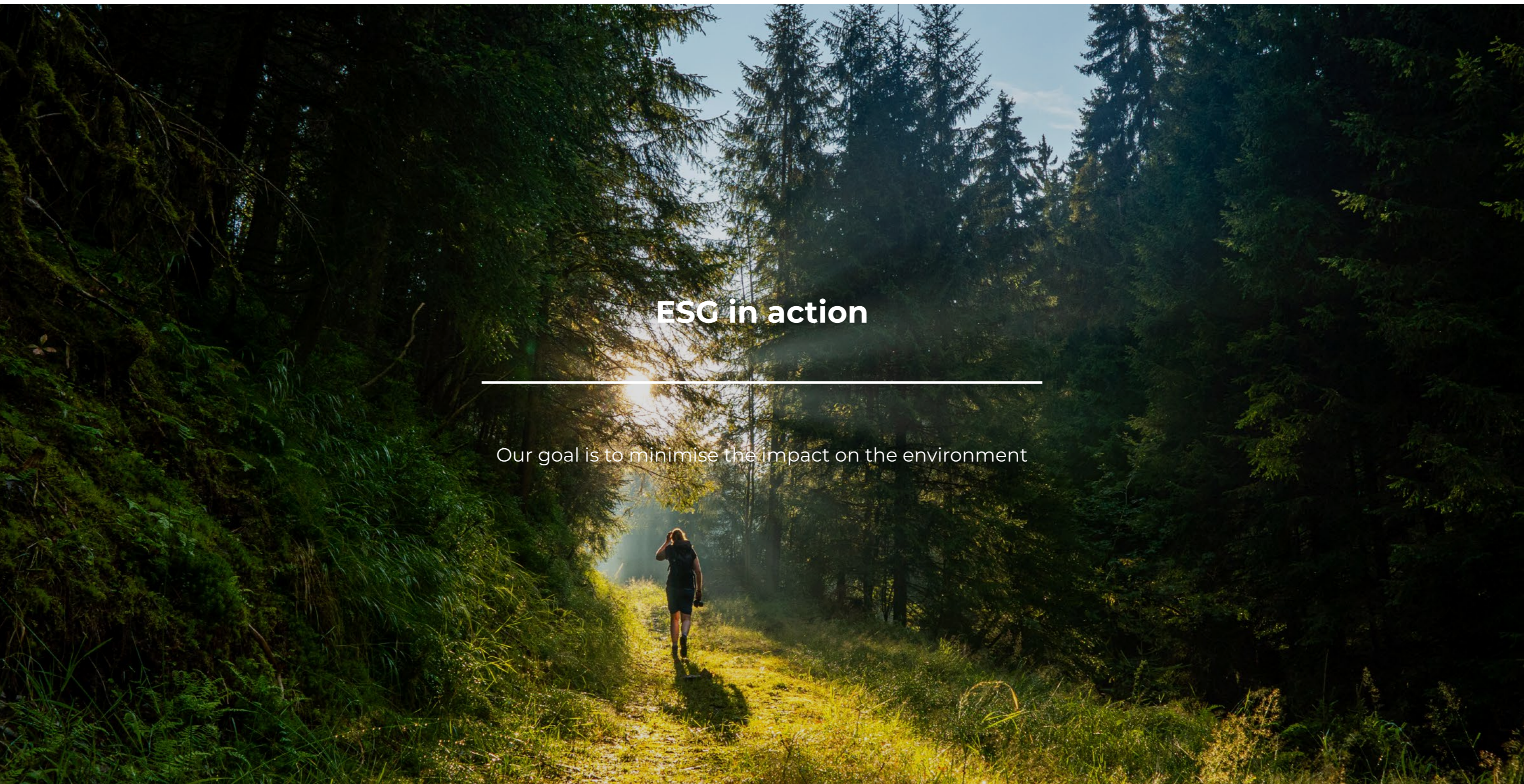
### Responsible Business Forum 10 good practices of Emitel published in the XXI edition of the report “Responsible Business in Poland. Good Practices”

This is the largest review of CSR initiatives in Poland, which also summarizes the most important events in this area.

## ESG in action

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Our goal is to minimise the impact on the environment



## ESG in action

### ESG Policy at Emitel

Our approach to management in environmental, social and governance aspects is defined by the ESG Policy (Environment, Society, Governance) adopted for the years 2021-2025. Among the most important priorities are care for the landscape, biodiversity and habitat protection, improving energy efficiency, minimizing impact on the environment, sustainable waste management and interpersonal relations.

### The owner of Emitel S.A. is Cordiant Digital Ltd

The goal of Cordiant Digital Ltd is to initiate and support actions that will enable businesses and households to utilize the full potential offered by the digital economy. Shaping the connections of the digital economy with the functioning of households and the development of businesses is a key element of the strategy for building human capital and an effective, competitive and innovative business model.

In the context of reducing society's carbon footprint, Cordiant prioritises improving communication for sustainable travel and reducing pollution generated by transport.



**More about Cordiant's approach to ESG:**  
[www.cordiantdigitaltrust.com/esg-impact/](http://www.cordiantdigitaltrust.com/esg-impact/)



*As investment managers within CDIL, Cordiant Capital, we want to highlight the excellent initiatives undertaken by Emitel in 2023 and its leadership in sustainable development, environmental protection, social responsibility and corporate governance. Our investment strategy is based on an active approach to investments, hence we strive to cooperate with responsible partners, which allows achieving higher returns while supporting actions beneficial for all stakeholders. Emitel has proven to be an ideal partner in this matter.*

*Leveraging our experience and sectoral knowledge, we collaborate with our portfolio companies, focusing on supporting their growth and development, especially in the areas of ESG and corporate impact. We are impressed by the high competencies of Emitel's management team and the commitment of its specialists,*

*which is reflected in their approach based on the idea of responsible business conduct. Together with them, it has been possible to develop and implement actions based on cooperation and excellent dynamics.*

*Digital infrastructure is an extremely important sector for many reasons, one of which is the fact that over three-quarters of the UN's sustainable development goals depend on its functioning. Digital products and resources are now an integral part of our lives, supporting communication, connectivity, the development of the digital economy and ensuring constant access to digital benefits. Therefore, entities operating in this sector must balance their activities to positively impact the environment.*

*As a leading independent operator of broadcasting and telecommunications infrastructure, Emitel plays a key role in improving the quality of life for society and has a positive impact on its development. Emitel consistently strives to improve the efficiency and performance of its networks and actively participates in the construction of modern and sustainable smart cities.*

*Emitel is also aware of the challenges associated with climate change and undertakes actions aimed at protecting the natural environment. One of Emitel's achievements is that the company's main units and facilities are primarily powered by renewable energy sources. The company also runs programmes to measure the electromagnetic emissions of transmitters and implements actions to improve energy efficiency.*

*Emitel's exemplary progress in sustainable development in 2023 went hand in hand with leveraging new development opportunities, implementing operational improvements and opportunities to increase profits. We look forward to further fruitful cooperation with this innovative, responsible and successful company in the future.*

**Lori Trotter,**  
**Director of ESG and Impact at Cordiant Capital**

The ESG Policy at Emitel includes significant areas of impact, outlines the goals and directions of our actions, and KPIs (Key Performance Indicators). The ESG Policy also includes a checklist of actions, assigned to five main objectives, with their completion deadline set for the end of 2025.

**Strategic Directions of the ESG Policy:**

- 1. Care for the landscape, biodiversity and habitat protection** – we aim to reduce the impact of our technical infrastructure on natural habitats.
- 2. Improving energy efficiency** – we want the devices we use to be modern and environmentally friendly.
- 3. Minimizing the impact of electromagnetic fields (EMF) on the environment** – we ensure that electromagnetic fields, as carriers of radio and television programmes or data, are safe.
- 4. Waste and wastewater management** – we focus on minimizing the nuisance associated with the generation of waste resulting from the operation of broadcasting facilities, technical equipment and office spaces.
- 5. Attention to interpersonal relations** – we prioritise safety, health, self-esteem, atmosphere and engagement at work.

**ESG Indicators 2025**

Attached to the Emitel ESG Policy is a matrix that describes the strategic directions, main initiatives and KPI indicators to be achieved, along with the assignment of individuals responsible for their implementation.

The implementation of specific actions and the achievement of indicators are monitored on a quarterly basis.



**Main Initiatives**

**ESG KPI 2025**

**1. Care for the landscape, biodiversity, and habitat protection**

- a) Locating new broadcasting stations and devices in places that ensure minimal impact on the landscape and minimal inconvenience to the surroundings, including providing appropriate distances between the impact range of electromagnetic fields and areas accessible to people.

- 1. For 100% of planned radio and television broadcasts, analysis of the technical possibilities of location on existing high-rise infrastructure.
- 2. For 100% of planned broadcasts, the preparation of "Environmental Opinions".
- 3. For 100% of initiated broadcasts, the conduct of "Environmental Analyses".

- b) Systematic expansion of the area of protected natural habitats monitored for the impact of electromagnetic fields.

- 1. Monitoring of EMF for defined 500 hectares of habitats.
- 2. Conducting wildlife inventory with a protection plan for 100% of stations located in national parks and Natura 2000 (Nature 2000) areas.
- 3. A list of objects designated for restoration to their natural state, along with a restoration plan.

- c) Engagement in species protection programmes.

- 1. Protection of selected animal species.
- 2. Cooperation with institutions/organizations whose statutory goals include species protection of animals.

- d) Implementation of Smart Cities projects.

- 1. Signing a minimum of 1 contract per year for project implementation.

**2. Improving energy efficiency**

- a) Implementation of initiatives to improve energy efficiency, including the use of waste heat, application of LED lighting and transmitters with higher energy efficiency and free cooling technology.

- 1. Amount of reduced carbon footprint (avoided emissions) minimum of 8.4 TCO<sub>2</sub>e/year.
- 2. Launch of two projects in the area of sustainable development annually.
- 3. Development of a "Micro Saving Best Practices" document.

Main Initiatives	ESG KPI 2025
b) Development of own photovoltaic installations.	<ol style="list-style-type: none"> <li>1. Generation of a minimum of 10 MWp annually from own installations.</li> <li>2. Implementation of projects that have been accepted after previously conducting a feasibility study.</li> </ol>
c) Increasing the share of renewable energy sources in the company's overall energy balance.	<ol style="list-style-type: none"> <li>1. On average, in the perspective up to 2025, no less than 63% of certified energy from renewable sources annually (three times the EU target for Poland, which is 21%).</li> </ol>
d) Implementation of Smart Cities projects.	<ol style="list-style-type: none"> <li>1. Signing at least 1 contract per year for project implementation.</li> </ol>
<b>3. Minimizing the impact of electromagnetic fields (EMF) on the environment</b>	
a) Monitoring of electromagnetic fields at all stages of the broadcasting station's operation, from the planning stage to utilization.	<ol style="list-style-type: none"> <li>1. 100% of expert analyses along with the assessment of EMF hazards for new launches.</li> </ol>
b) Undertaking educational initiatives aimed at disseminating knowledge about the impact of EMF.	<ol style="list-style-type: none"> <li>1. Implementation of two training programmes annually.</li> <li>2. Minimizing the risks of social unrest – 100% response in situations requiring intervention in local communities.</li> </ol>
c) Conducting EMF research – a proprietary programmes of electromagnetic field studies around significant Emitel S.A. facilities.	<ol style="list-style-type: none"> <li>1. Implementation of a minimum of two initiatives annually.</li> </ol>
<b>4. Waste management</b>	
a) Preventing waste generation and implementing initiatives that minimize its quantity.	<ol style="list-style-type: none"> <li>1. Implementation of a minimum of two initiatives annually.</li> </ol>
b) Reducing the amount of generated wastewater and controlling its quality.	<ol style="list-style-type: none"> <li>1. Maintaining the amount of wastewater at a level not exceeding 1000 m<sup>3</sup>/year.</li> <li>2. Maintaining the quality of wastewater discharged to the ground in accordance with water law permits.</li> </ol>

Main Initiatives	ESG KPI 2025
c) Increasing environmental awareness and supporting attitudes related to environmental protection.	<ol style="list-style-type: none"> <li>1. At least one internal educational campaign per quarter.</li> <li>2. Introduction of a threshold between 2% and 5% of points awarded for ecological competencies of contractors – depending on the type of contract and impact on ESG factors.</li> </ol>
<b>5. Attention to interpersonal relations</b>	
a) Caring for the safety and good physical and mental condition of employees and promoting a healthy, active lifestyle.	<ol style="list-style-type: none"> <li>1. At least one internal informational and educational campaign per quarter.</li> <li>2. Introduction of a system for monitoring the level of health-related absenteeism.</li> <li>3. Implementation of programmes supporting health-promoting activities within the cafeteria plan platform.</li> </ol>
b) Ensuring equal opportunities regardless of age, gender, disability, nationality or sexual orientation.	<ol style="list-style-type: none"> <li>1. At least one internal educational campaign per quarter.</li> <li>2. Cooperation with external entities as part of implementing at least two initiatives per year.</li> <li>3. At least one initiative per year supporting equal opportunities.</li> </ol>
c) Supporting employee development.	<ol style="list-style-type: none"> <li>1. Development of employee development plans.</li> <li>2. Implementation in accordance with the allocated budget.</li> </ol>
d) Helping others and promoting civic attitudes, with special emphasis on supporting the poorest, development of science, and promotion of cultural and sporting events.	<ol style="list-style-type: none"> <li>1. Introduction of employee volunteering.</li> <li>2. Conducting regular charitable and volunteer actions in the Company, at least two annually.</li> <li>3. Promotion of scientific, cultural and sports events.</li> </ol>
<b>6. Monitoring actions</b>	
a) Annual ESG report, according to GRI 2021 indicators.	<ol style="list-style-type: none"> <li>1. Regularity of action reporting, quality and timeliness of actions, data comparable year over year.</li> <li>2. Reporting to Cordiant.</li> </ol>



### Materiality analysis of ESG

For the purpose of developing Emitel's ESG Policy, we conducted a so-called double materiality analysis: the impact of our activities on the external and internal environment, as well as the impact of socio-economic changes on the company's condition.

As a result of the analysis, pillars of our responsibility were identified, which, after two years of implementing the Policy, were subject to review.

This took place during ESG strategic workshops, in which representatives of all departments and key functions in the company participated, including a representative of the Company's Board.

Materiality matrix of issues: Significant reporting areas	Area importance		Aspect impact		Area significance in 2023
	Average	High	Internal to the company	External to the company	
Care for the landscape, biodiversity and habitat protection		+		+	+
Improving energy efficiency		+	+	+	+
Values and ethics		+	+		
Minimizing the impact of EMF on the environment		+		+	+
Equality in the workplace		+	+		+
Corporate governance		+	+	+	
Waste management	+		+	+	+
Security and continuity of services provided		+	+	+	
Digitization and innovation, including process automation	+		+	+	
Relationships and development, safe working conditions		+	+		+

### In line with the United Nations Sustainable Development Goals



The United Nations Sustainable Development Goals (SDGs) were adopted by member countries in 2015 as a global plan for sustainable development, known as Agenda 2030.

The Agenda outlines 17 goals aimed at ensuring well-being for all people and the environment. In recent years, aligning activities with the UN Sustainable Development Goals has become a priority for many businesses. Implementing them into organizations serves as a strong catalyst for transformation, progress and innovation. Similarly, this is happening at Emitel. All of our key ESG areas are linked to specific Sustainable Development Goals and support their achievement. As a representative of the infrastructure sector, we focus on managing investments in a way that aims to effectively utilize resources while balancing and minimizing environmental burdens.

**We believe in our potential to achieve the following Sustainable Development Goals.**



### Caring for landscape, biodiversity, and habitat protection

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Investment Development Office  
Network Maintenance Office  
Network Planning and Service Development Office  
Product Development Office  
Strategy Office

13 CLIMATE ACTION

Environmental Protection Management Coordinator  
Product Development Office  
Marketing and Communication Office

14 LIFE BELOW WATER

Environmental Protection Management Coordinator

15 LIFE ON LAND

Environmental Protection Management Coordinator

### Improving energy efficiency

7 AFFORDABLE AND CLEAN ENERGY

Environmental Protection Management Coordinator

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Coordinator for Smart City Projects  
Investment Development Office  
Network Maintenance Office  
Technical Office, including a member of the Management Board for Technology  
Product Development Office  
Strategy Office

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Investment Development Office  
Network Maintenance Office  
Technical Office, including a member of the Management Board for Technology  
Product Development Office  
Strategy Office

### Minimizing the impact of electromagnetic fields (EMF) on the environment

11 SUSTAINABLE CITIES AND COMMUNITIES

Coordinator for Smart City Projects

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Environmental Protection Management Coordinator

### Waste and waste water management

6 CLEAN WATER AND SANITATION

Environmental Protection Management Coordinator

11 SUSTAINABLE CITIES AND COMMUNITIES

Environmental Protection Management Coordinator

14 LIFE BELOW WATER

Environmental Protection Management Coordinator

15 LIFE ON LAND

Environmental Protection Management Coordinator

### Caring for interpersonal relations

3 GOOD HEALTH AND WELL-BEING

HR Office  
Occupational Health and Safety

4 QUALITY EDUCATION

Centre for Development and Recruitment

5 GENDER EQUALITY

Centre for Development and Recruitment  
HR Office

8 DECENT WORK AND ECONOMIC GROWTH

Company's Management Board

10 REDUCED INEQUALITIES

Centre for Development and Recruitment  
HR Office

17 PARTNERSHIPS FOR THE GOALS

Management Board  
Marketing and Communication Office

### Managerial responsibility

Oversight of the ESG area encompasses three fundamental elements: management, ongoing monitoring and cyclical review of results. The Company’s Management Board is directly responsible for implementing strategic directions of action in the ESG area and implementing indicators.

Quarterly progress reports are sent to the Board. The role of the ESG Coordinator is held by the Director of Marketing and Communication, supported by the ESG Team, consisting of managers from various departments in the company. Additionally, each employee and collaborator is responsible, within their competencies, for actions in this area

### Our Stakeholders

We are aware of the significant impact Emitel’s activities have on its stakeholders and the importance of maintaining a continuous dialogue with them to build shared values. One of the objectives of Emitel’s ESG Policy is to identify the areas most significant from the perspective of our key stakeholder groups.

The previously communicated stakeholder groups were updated in October 2023, resulting in the following list, reflecting the strategy for managing relationships, forms of stakeholder engagement, as well as communication tools and channels.

Stakeholder Group	Forms of Dialogue
Customers	<ul style="list-style-type: none"> <li>Trade fairs and conferences, panel discussions</li> <li>Telephone conversations, including video calls</li> <li>Electronic communication</li> <li>Contact form</li> <li>Face-to-face meetings</li> </ul>
Employees and collaborators	<ul style="list-style-type: none"> <li>Direct meetings</li> <li>Electronic communication, including intranet</li> <li>Employee satisfaction surveys</li> <li>Mentoring</li> <li>Whistleblowing mechanism</li> <li>Employee volunteering</li> <li>Social media</li> <li>Job fairs</li> </ul>
Local communities	<ul style="list-style-type: none"> <li>Social consultations</li> <li>Information on the website</li> <li>Communication through the media, including press articles, interviews</li> <li>Communication on social media</li> </ul>
Subcontractors and suppliers	<ul style="list-style-type: none"> <li>Trade fairs and conferences, panel discussions</li> <li>Telephone conversations, including video calls</li> <li>Electronic communication</li> <li>Contact form</li> <li>Face-to-face meetings</li> </ul>
Regulatory authorities	<ul style="list-style-type: none"> <li>Reports and statements</li> <li>Formal correspondence</li> </ul>

Stakeholder Group	Forms of Dialogue
Media	<ul style="list-style-type: none"> <li>Phone calls</li> <li>Electronic communication</li> <li>Face-to-face meetings</li> <li>Expert presentations</li> <li>Participation in events</li> <li>Substantive and editorial cooperation</li> <li>Communication on social media platforms</li> </ul>
Investors	<ul style="list-style-type: none"> <li>Current and periodic reports</li> <li>Regular meetings and conferences for shareholders and investors</li> <li>Reports and informational materials</li> <li>Electronic communication and telephone contact</li> </ul>
Non-governmental organizations, high schools, universities	<ul style="list-style-type: none"> <li>Social projects</li> <li>Employee volunteering</li> <li>Support in achieving statutory goals</li> <li>Patronage</li> </ul>
Users	<ul style="list-style-type: none"> <li>Information on the website and social media profiles</li> <li>Communication through the media, including press articles, interviews</li> </ul>

Type of influence:

- Positive
- Neutral
- Negative



# MANAGEMENT

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Building investor trust



## We keep a finger on the pulse



**Strong leadership underpins growth, builds investor confidence and creates value for stakeholders.**

An example of a 2023 investment was the acquisition of a subsidiary of American Tower Corporation in Poland (ATC Polska), which increased Emitel’s total tower portfolio to 667 and thus strengthened Emitel’s position in the telecommunications infrastructure segment.

## We build trust upon safety and risk management



**We have a certified Integrated Management System,**

which consists of a business continuity management system and an information security management system that complies with the requirements of ISO 22301:2019 and ISO/IEC 27001:2013. To manage operations even more effectively and efficiently, we re-certified our business continuity management system in 2023 based on the requirements of ISO 22301: 2019. We also hold Service Provider Trusted Partner Network status.

## We respect ethical principles



**We make every effort to ensure that our employees adhere to ethical business conduct and act responsibly in line with Emitel’s values and Code of Conduct and Ethics.**

Our values are:

- Positive energy and enthusiasm in action
- Seeking simple solutions
- A sense of urgency
- A need for development and curiosity about the world

## Emitel S.A. Management Board

### Andrzej J. Kozłowski

President of the Management Board, CEO



### Maciej Staszak

Vice-President, Sales Director



### Jerzy Godek

Member of the Management Board, Head of the Technology Division



### Maciej Pilipczuk

Member of the Management Board, Chief Financial Officer



## Emitel S.A. Supervisory Board

Representatives of the Supervisory Board of Emitel S.A. represent the company Cordiant Digital Infrastructure Limited, which acquired 100% of the shares of Emitel in November of 2022.

The Board consists of three to six members appointed and dismissed by a resolution of the General Meeting for an individual term of five years. The role of the Supervisory Board is, inter alia, to monitor the work of the Management Board and the company's performance, in particular to assess the financial statements, approve the business plan and the budget for each financial year.

### Composition of the Supervisory Board as of 31.12.2022:

- **Steven Marshall,**  
Member of the Supervisory Board
- **Mark Tiner,**  
Member of the Supervisory Board
- **David Kippen,**  
Member of the Supervisory Board
- **Kevin Moroney,**  
Member of the Supervisory Board.

## Business model and value creation

As a key player in the telecommunications infrastructure market in Poland, we invest in innovative, proven technologies, increase infrastructural resources and strengthen the company's resilience to risks. We are systematically developing new areas of activity, while taking care of the quality and stability of the existing services offered.



## Key business events in 2023

Below is a selection of activities from 2023, thanks to which we are growing rapidly.

#1

### New contract with TVP for MUX-6 signal transmission services

We are a trustworthy firm. On January 31, 2023, we signed a four-year contract with Polish Television for the transmission of the signal of the sixth multiplex (MUX-6). In addition to MUX-3, this is the second terrestrial multiplex which contains exclusively the programme offer of the public broadcaster. The new multiplex can be used by all digital terrestrial television viewers.



We are pleased that TVP decided to take the opportunity to expand its programme offer and that it decided to cooperate with Emitel in this respect. Terrestrial television is invariably very popular in Poland. The change of the broadcasting technology to the more efficient DVB-T2/HEVC standard created the opportunity to improve the picture and sound quality of the programmes broadcast so far, as well as to provide space for the launch of new TV programmes.

**Maciej Staszak, Vice-President, Sales Director**

#2

### Agreement with a bank consortium

Emitel S.A. is a stable and reliable business partner. In 2023, we entered into a loan agreement with a consortium of banks including Citi Handlowy Bank, PKO Bank Polski, Bank Gospodarstwa Krajowego, PZU, Bank Pekao (also acting as a credit agent and collateral agent), DNB Bank ASA, BNP Paribas Bank Polska, Credit Agricole Bank Polska, Bank Ochrony Środowiska and Alior Bank. The agreement provided the company with financing for its activities in the following years.

The agreement provides funding up to

**1.57 billion PLN**



Emitel's financing strategy is to allocate funds for the further development of the company. The agreement signed within the framework of the consortium has given us the space to successfully conduct our business in the following years. This would not have been possible without the confidence of these financial institutions in Emitel and a positive assessment of the strategy and development plans in a long-term perspective reaching beyond the current decade.

**Maciej Pilipczuk, Member of the Management Board, Chief Financial Officer**

## Key business events in 2023

### #3

#### Winning tenders for DAB+ broadcasting for the Polish Radio

In 2023, our company won a tender conducted by the Polish Radio (Polskie Radio) for the broadcasting and expansion of the DAB+ multiplex of the Polish Radio and 17 regional radio stations, including those in Katowice, Łódź, Opole, Olsztyn, Poznań, Rzeszów, Warsaw, Gdańsk, Krakow and Wrocław. Thanks to the exceptional competitiveness of our offers, we are able to respond effectively to the needs of the market in terms of digital broadcasting.



*“We are proud that it is Emitel that will be implementing the next stage of the expansion of DAB+ coverage for the Polish Radio and regional radio stations. Digital radio offers the possibility of broadcasting more channels, the best sound quality and additional features such as the transmission of graphics or text that can be displayed on a DAB+ receiver in a car or at home.”*

**Jerzy Godek, Member of the Management Board,  
Head of the Technology Division**

### #4

#### Acquisition of American Tower

A strategic undertaking was the acquisition by Emitel S.A. of its subsidiary American Tower Corporation in Poland (ATC Polska) in mid-2023. ATC Polska's portfolio consists of 65 modern towers, which are leased to leading mobile operators on the basis of contracts with long lease terms. The tower portfolio is distributed in attractive locations that complement Emitel's existing network and have a low load factor, providing available space for additional customers. The acquisition of ATC Polska increases Emitel's total tower portfolio to 700 of which more than 635 are made available for the company's customers' telecommunications equipment. This strengthens Emitel's position in the telecommunications infrastructure segment, where the company is a leading independent operator, providing hosting and other services to mobile operators.



*The acquired towers are an excellent addition to our existing portfolio at Emitel, enabling us to integrate even more deeply with key mobile operators. This strategic transaction will not only allow us to strengthen our relationships with our business partners, but also to further develop our rapidly growing telecommunications infrastructure segment. This is another step in our mission to provide customers with the best solutions and the highest quality of service in the telecommunications sector.*

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

ATC Polska's portfolio consists of

**65 modern towers.**



## Key business events in 2023

### #5

#### 1000 parking sensors, i.e. Smart City Ostrów Wielkopolski

Ostrów Wielkopolski is the next Polish city to decide to implement state-of-the-art solutions from the Internet of Things (IoT). As part of our cooperation with the Municipal Road Administration in Ostrów Wielkopolski, we have built a comprehensive system for monitoring 1,000 parking spaces, helping drivers to locate free spaces more quickly.

An IT system to manage this solution is part of the project, and we will also provide an API, the so-called Application Programming Interface, enabling integration with other entities, e.g. dedicated parking applications. Emitel has already implemented advanced Smart City solutions in several cities in Poland, including Wrocław and Piaseczno.



*Another Smart City on the map of Poland makes us extremely happy as Smart City service providers and citizens, for whom such services are finally available. We are convinced that the implementation of the Smart City concept can bring tangible benefits to citizens, public administration units and private enterprises and at the same time we are proud that Emitel's solutions significantly contribute to the development of Smart Cities in Poland.*

**Piotr Guziewicz, Director of the Network Planning and Service Development Office, Emitel S.A.**



### Partnerships

We implement our business model based on an established strategy. We also benefit from the support and potential of our business partners in Poland and abroad:

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

## Risk management system

The business environment is constantly changing, and as a firm we make every effort to identify and manage risks effectively. In our company, the Internal Audit Office is responsible for implementing solutions to mitigate risks and improve internal control systems.



The Office carries out its tasks on the basis of the International Standards for Internal Auditing and the Code of Professional Ethics set out by the Institute of Internal Auditors (IIA). Apart from the Internal Audit Office, all organisational units in the company have their own risk management systems and procedures for the projects carried out in the respective area.



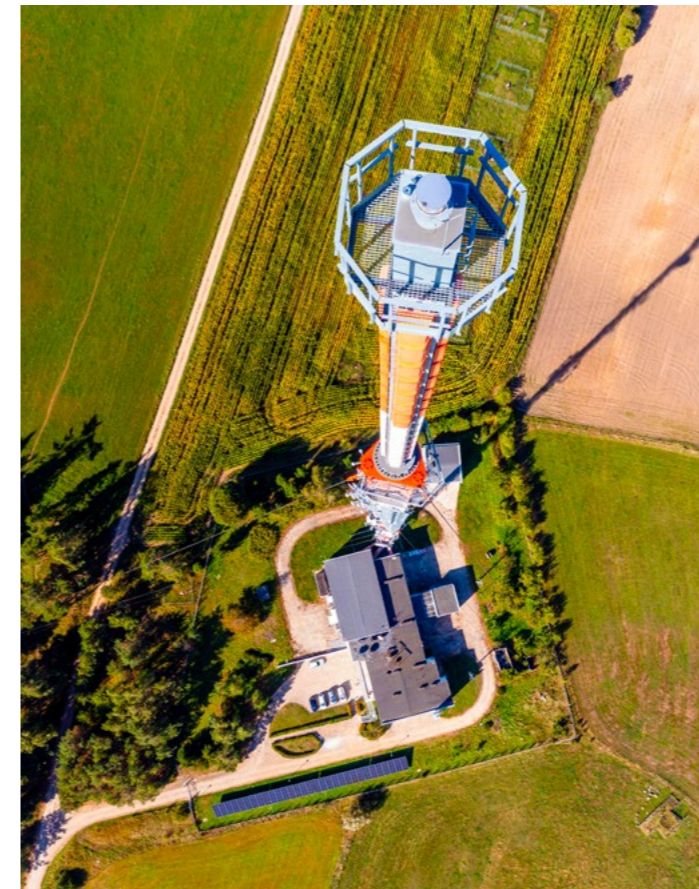
*The most important element in the smooth functioning of the internal audit is the independence and objectivity of the auditors. Our office reports functionally to the Supervisory Board and administratively to the President of the Management Board, which guarantees our independence. Our work is guided by international standards, which means that our work and results can be compared with that of similar companies and organisations around the world. The Audit Office carries out its tasks on the basis of risk assessment in accordance with the methodology recommended by the Committee of Sponsoring Organizations (COSO) and the Committee of Chief Risk Officers (CCRO).*

**Konrad Krajewski, Director of the Audit Office of Emitel S.A.**

## Infrastructure security

We are aware of the importance of the nature of our business, its relevance to the security of the country and the comfort of life and access to information for citizens. Therefore, as part of our initiatives, we focus on ensuring the business continuity of our key services.

In addition to implementing the latest technical solutions, we prioritise shaping and raising awareness of existing risks among employees. We attach great importance to increasing the knowledge of employees and co-workers regarding security procedures, especially information security and business continuity.



*At Emitel we have very high state-of-the-art security management standards. We act proactively and at a high level of commitment to manage the organisation's business continuity in crisis situations, and we take care of all aspects of widely understood information security. For this purpose, we have implemented an Integrated Management System (IMS), the elements of which are a business continuity management system according to ISO 22301:2019 and an information security management system according to ISO, 27001:2013. On a day-to-day basis, we therefore and security standards in the world.*

*A key role for us is played by prevention, which is based and focused mainly on building awareness of threats, preparing for them by developing and testing procedures for dealing with crises.*

**Marcin Buzdygan, Director of the Security Management Office, Emitel S.A.**



*We invest in building the awareness of our employees. We train them, organise employees meetings and promote content through the use of internal communication channels, thereby developing their knowledge and skills. Our procedures and processes, as well as overseeing the application of our policies, ensure that we have the conditions in the organisation to conduct business safely and achieve our strategic goals and that our employees have safe working environment*

*As part of our duties for the defence and security of the state, we also co-operate with state and local government administrative bodies, taking care to fulfil the tasks and obligations incumbent on Emitel in relation to the nature of its business activities.”*

**Marcin Buzdygan, Director of the Security Management Office, Emitel S.A.**



## Ethical standards

In our day-to-day work, we comply with the Code of Conduct and Ethics and the compliance policy. The Code is a set of principles and values to which all employees and associates are required to adhere. Its guidelines are reviewed regularly and the company’s management is responsible for ensuring that employees are aware of and comply with the Code. The compliance policy defines the company’s compliance with legal requirements. The Legal and Compliance Office is responsible for its implementation and compliance.

The Code of Ethics and Conduct also regulates the issue of conflict of interest and rules of conduct in the event of a risk of its occurrence. Emitel also has an Anti-Corruption Policy in place, which introduces internal procedures for dealing with corrupt activities and for dealing with reported fraud.



*“We aim to implement the highest standards of legal compliance and ethical business conduct. We place emphasis on the practical implementation of regulations in the area of compliance in the broadest sense of the term, which are simple, understandable and therefore readily accepted by the entire team. We also consistently strive to implement standards today that will only become mandatory in the future, the best example being the whistleblower protection rules adopted at Emitel. We pride ourselves on adhering to the rules of fair play.”*

**Hubert Kendziorek, Director of the Legal and Compliance Office, Emitel S.A.**

## Reporting violations

The procedures for reporting violations are regulated in detail by the “Regulations on internal reporting of violations of the law at Emitel S.A.”. The Legal and Compliance Office responds to all reports and concerns regarding suspected or actual violations of the law, the Code or the compliance policy.

**Notifications can be sent by post to the Legal and Compliance Office or by email.**

In the next step, the notifications are reviewed collectively by the Director of the Legal and Compliance Office, the Director of the HR Office and the Director of the Audit Office or their delegates, ensuring transparency and objectivity in the analysis. The results of the assessment are received by the Management Board and the Supervisory Board.

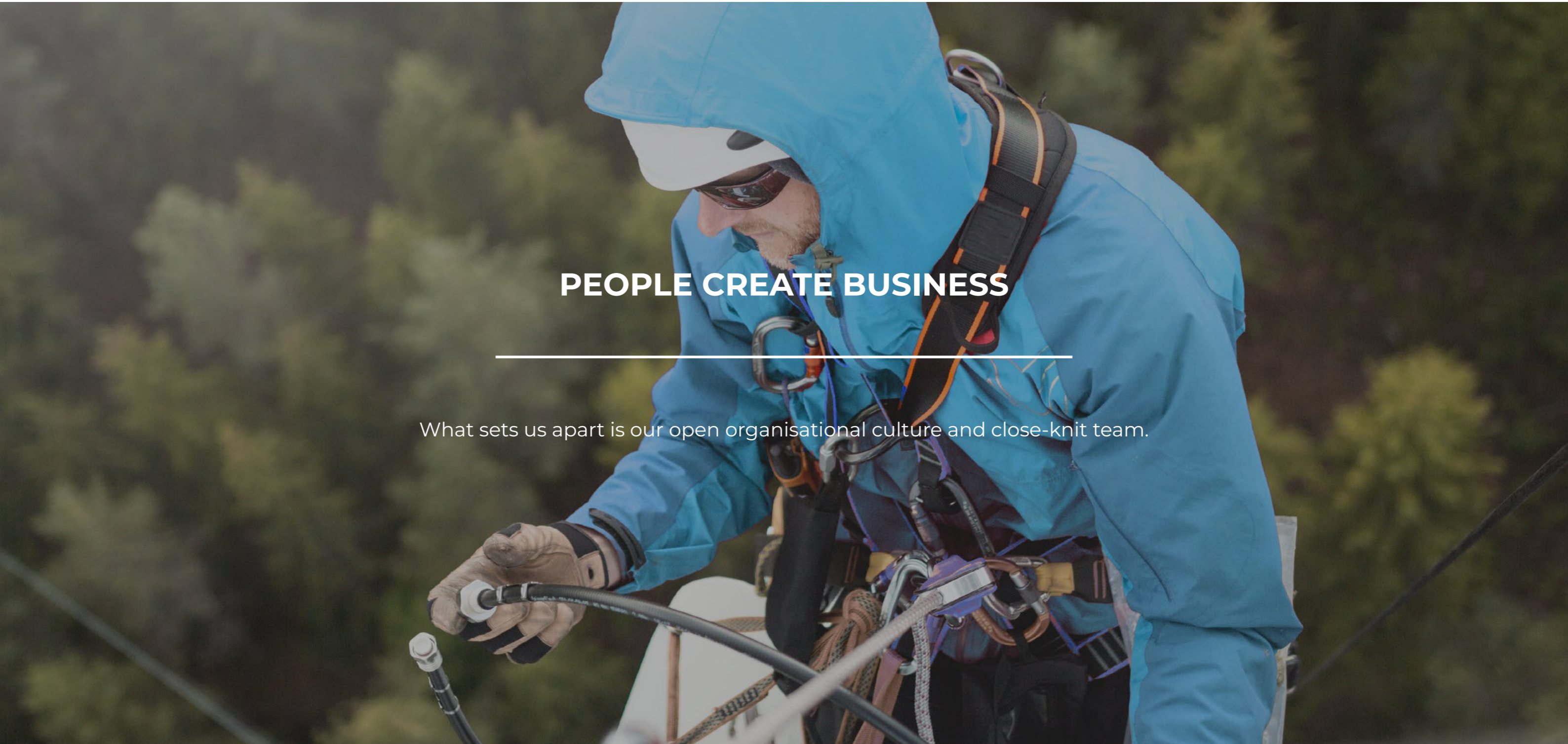


**GRI:**

2-7, 2-19, 2-20, 2-29, 3-1, 3-2, 3-3, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-10, 404-2

# PEOPLE CREATE BUSINESS

What sets us apart is our open organisational culture and close-knit team.





### Developing leaders, investing in talent

We implement tailor-made development programmes such as the Academy of Leaders or EmiTech. We are constantly expanding the list of training courses available on the **EmiAcademy** educational platform.



### Building a sense of community

**#AllToTheOars (#WszyscyDoWiosel)** – we enthusiastically got involved, as a partner of the event, in the 6th edition of the charity event organised by the Legia Warsaw Foundation.

We helped to raise funds for the functioning of the Child and Youth Helpline of the Empowering Children Foundation (Dajemy Dzieciom Siłę).



### We work in the spirit of “zero waste”

In 2023, we completed a project to rearrange the office space in accordance with the principles of **‘zero waste’**. Following the second-circuit principle, we organised an auction of the office equipment used to date. The proceeds from the sale were donated to the SOS Children’s Villages Association in Poland.

## We support the team in self-realisation

We believe that everyone is unique and improves the culture of our work through their exceptional knowledge and experience. We provide employees with a wide range of development training, which includes internal and external competence training, industry conferences and language courses. In 2023, 1,828 employees participated in development training. On average, one person took part in 4 training courses. The total number of hours spent by employees on improving their personal and professional competences and professional skills in 2023 amounted to 11,562.

The training offer on the internal EmiAcademy platform includes events on a variety of topics, from product training to those that support the development of future competences: creativity, critical thinking, Design Thinking, VUCA training for managing oneself in a volatile and unpredictable world. We offer events with a health

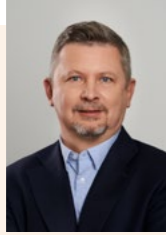
theme, including online training on building mental resilience and techniques to counteract professional burnout. As part of EmiAcademy in 2023, we delivered 72 events with a total of 1,117 participants. The number of employees who benefited from one or more EmiAcademy training events was 322.

Total number of hours spent by employees on training reached **11,562**



*After joining Emitel, the biggest positive surprise for me was the large amount of training for employees. I am referring to soft and specialised training to develop the competences related to my position.*

**Karol Szczepański, high-rise Infrastructure Maintenance Coordinator, Emitel S.A.**



*In 2023, our development programme addressed both employees with short seniority and experienced employees. Among other things, we continued with the EmiTech programme, the aim of which is to improve competence and knowledge transfer, especially in specialised technical areas. We worked on developing managers' competence in conducting development interviews and giving feedback.*

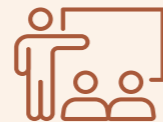
*We also offered a number of training courses as part of EmiAcademy to support the development of Emitel's key competences and to expand knowledge in various areas of management, business and science."*

**Rafał Sekuła, Director of the HR Office, Emitel S.A.**

## EmiTech programme

Part of the EmiAcademy project is the EmiTech programme, through which employees develop their competence in technical knowledge. EmiTech was launched in 2017 and is mainly aimed at specialists from technical groups.

The aim of the programme is to maintain a constant level of knowledge and skills within the organisation and thus reduce the risk of a so-called skills gap. In 2023, as part of the EmiTech programme, we organised 38 training courses for 322 employees, some of whom attended more than one training course.



As part of the EmiTech programme we have organised **38 training courses for 322 employees.**

## Be healthy on the road

Road safety depends first and foremost on ourselves. Once again, we conducted the annual educational campaign "October – Emitel's Health Month", this time under the slogan "Be healthy on the road". Together with experts from the Subaru Driving School, we prepared a series of short films to remind of the main rules for safe road use.

The campaign addressed topics such as: joining traffic, child on bicycle and cyclist on the road, electric scooters, applicable speed limits.

In addition, we held on-site first aid training sessions at several locations, which were well attended by our employees.



## The new competence model

In 2023, we conducted a competency assessment and development interview process in accordance with the updated competency model. The aim of the procedure was to assess the competence of employees in relation to the expectations of the firm. An important element of the process was the provision of feedback and the establishment of an individual development plan, taking into account the results of the employee's self-assessment.

### ORGANISATIONAL COMPETENCE

#### Result orientation

- Works proactively to eliminate losses, delays or threats to the achievement of objectives.
- Is guided by the interests of the client in day-to-day operations.
- Actively seeks simple solutions to permanently eliminate problems, simplify procedures and streamline processes.
- Accepts responsibility for the results of their own work and the decisions they make.

#### Development orientation

- Actively seeks continuous development in consultation with a supervisor.
- Uses mistakes and difficulties as an opportunity to learn for self and others.
- Actively solicits and incorporates both positive feedback and constructive criticism.
- Shares knowledge and experience with others in an understandable and useful way.

#### Effective communication

- Listens attentively and actively to others.
- Provides others with the information they need in a clear and concise manner.
- Shares constructive feedback with others to help them develop and effectively achieve their goals.
- Persuades others using clear, logical and tailored communication.

#### Key team competences

- Shows interest in and respect for the perspectives, opinions and ideas of others.
- Communicates directly their perspective, expectations and needs to other departments and people in the firm.
- In problematic situations, works with others to reconcile differences in positions and interests.
- Supports others effectively and responsibly to achieve common goals.

### MANAGERIAL COMPETENCE

#### Team management

- Clearly assigns responsibility for tasks and decisions to employees.
- Ensures that objectives are met by effectively enforcing others to fulfil agreed responsibilities.
- Adequately supports the motivation of employees according to their level of experience, commitment and expectations.
- Provides regular and constructive feedback to their direct reports to help them achieve their goals and develop.

#### Team development

- Shows an active interest in the development aspirations of employees and inspires development.
- Sets development goals for the whole team and individuals.
- Encourages the team to communicate feedback, problems, ideas and needs for change.
- Develops others by sharing knowledge and experience and setting ambitious goals so that they realise their full potential.

#### Managerial communication

- Communicates clearly the vision for the development of the firm and the team by translating it into motivating objectives.
- Clearly communicates change and motivates people to implement it effectively.
- Communicates unpopular information and difficult decisions constructively and decisively.
- Proactively solicits feedback from the team, colleagues, customers and supervisor.

#### Process management

- Accurately prioritises specific situations and adapts a specific action plan to them.
- Plans ahead by forecasting and taking into account the impact of external factors.
- Initiates, supports and manages the change process within the team and the organisation.
- Manages the communication process between teams and departments in the firm so as to prevent silos and communication bottlenecks.



*“The competence model has applications in many HR processes. One of them is the competence assessment, which makes it possible to determine to what extent the key expectations defined by the company for its employees manifest themselves in practice in their day-to-day activities. The update of the objective was preceded by a survey and a series of focus meetings with managers to analyse, among other things, the key challenges faced by the teams in our company. This was followed by a review of the competence indicators with the support of an external consultancy. The final stage was a training course for managers on how to use the model, which followed the process of development interviews with employees”.*

**Anna Kołodziej, Head of the Development and Recruitment Centre, Emitel S.A.**

## Together for young engineers

For many years, we have cooperated with universities and support student organisations. In 2023, we met for the third time with students from the the AGH University of Krakow, Wrocław University of Technology, Wrocław University of Science and Technology and Gdańsk University of Technology for mock recruitment interviews as part of the Level UP Your Skills event, organised by IAESTE Poland. The event aims to help young people gain experience in the recruitment process and enter the labour market.

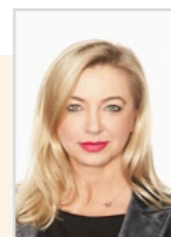
In total, we conducted 36 simulated recruitment interviews over four days. As an experienced employer, we gave those, who participated in recruitment interviews tips on how to present themselves well, how to prepare a speech, what influences the effectiveness of a speech.

For secondary school students, we organise so-called vocational visits, which are conducive to learning about the specifics of work in our industry and allowing them to see how modern teletransmission equipment works. Last year, such a visit took place at our RTON Przehyba facility. It was attended by 70 students from the Upper-Secondary Schools of Communications in Krakow.

## Inclusive means for everybody

Building a sense of community and belonging is a foundation of our organisational culture. Our priority is an Inclusive Emitel. We are a place where youth meets experience, and forming relationships of care for the well-being of employees is one of the fields of our ESG Policy. Based on the internal document “Declaration of Diversity”, all employees are given equal opportunities in access to the firm’s resources and in shaping their professional development.

We support working parents through a catalogue of available benefits and a range of activities aimed at employees and their families. In addition, as part of our employee volunteering programme, we combat the exclusion of selected social groups.



*“For us, employee volunteering is one of the elements of supporting employee self-actualisation, building strong teams, cooperation and trust in colleagues.*

*The #AllToOars is a charity event of the Legia Foundation that promotes a charitable cause. On November*



*28, 2023, its sixth edition was held, in which our volunteers took part and together we supported the Child and Youth Helpline run by the Empowering Children Foundation (Dajemy Dzieciom Siłę). As a partner of the event, we entered as many as four teams and the task for each team was to row on training ergometers for 11 minutes in each round of the campaign – exactly the time it takes on average for one call to the Helpline. The rule was simple – the more you row, the higher the amount credited to the Helpline.*

**Agnieszka Sobucka,**  
**Director of Marketing and Communications Office, Press Spokesperson, Emitel S.A.**

*Our #TeamEmitel “oared out”*  
**37 km and 342 m**  
*which resulted in financial support for nearly 225 calls!*



## Mum, Dad, show me Emitel

During the holiday season, we launched the ‘Mum, Dad, show me Emitel’ campaign, aimed at children of employees and co-workers of our firm aged 5-16.

The aim of the initiative was to give children the opportunity to visit their parents’ place of work and learn in practice what their job at Emitel entails. Each young participant received a diploma and a set of gifts. We hope to see them again next year.



## Emitel library

All our employees have free access to over 75,000 ebooks and audiobooks through the Legimi platform, which has been very popular for several years. We strive to keep our resources up-to-date with new releases on the publishing market. In 2023, a total of 154 people benefited from access to the library, representing 33% of Emitel employees and associates.



The library was used by a total of **154 people.**

## Benefits for 2023

Emitel employees, regardless of the remuneration and bonus system, have access to a number of benefits, these include:

- private medical care including psychological consultations
- benefit platform
- co-financing of a sports card
- access to applications with audiobooks and e-books
- housing loans
- additional days off, i.a. for voluntary activities
- social events, excursions, mountain rallies
- paid employee referral scheme
- extensive training offer
- the opportunity to develop as an internal trainer

## Occupational health and safety

The main activity of the company, which is directly related to the company’s core business, is the maintenance of technical infrastructure facilities, i.e. masts, towers and other high-rise structures. Employees of the Technical Groups are responsible for the maintenance of the technical infrastructure. This very often involves working at considerable heights and often in protection zones against electromagnetic fields.

Although a typical telecommunications tower is 40-50 m high, the tallest structures reach over 300 m. The basis for safe work is the identification of potential risks and health and safety training. In response to the risk of working in areas protected against electromagnetic fields, the company conducts periodic electromagnetic field measurements and educates employees of the Technical Groups in this area. Due to the mobile nature of the Technical Groups’ work, systematic training in safe driving is conducted.



*„Our company’s strength is its people, and their safety is our top priority. We achieve this by, among other things, assessing risks and building awareness of H&S risks and how to counter them, appropriate training, processes, the provision of high, quality equipment and periodic surveys of the working environment.”*

**Ryszard Chlebda, Environmental Management Coordinator, Emitel S.A.**



**GRI:**

2-25, 3-1, 3-2, 3-3, 302-1, 302-4, 303-1, 304-1, 304-2, 305-1, 305-2, 305-3, 305-7, 306-2, 416-1, 417-1

# ENVIRONMENTAL PROTECTION AND CARE

Sustainable development of the company in harmony with the environment.



### We effectively manage the environmental impacts

We have had an environmental management system in place for two years, based on the international standard ISO 14001:2015.



### We are committed to protect the climate

We aim to continuously reduce the environmental impact of our operations by investing in renewable energy sources and moving towards a closed-loop economy.



### We monitor the impact of electromagnetic fields

We regularly monitor the levels of electromagnetic fields EMF around our facilities and installations. In 2023, 158 measurements and 63 EMF calculations were carried out by accredited laboratories, providing comprehensive control of our operations.

## Environmental impact management

At Emitel, we focus on minimising the environmental impact of our activities related to the generation and emission of electromagnetic fields. We have implemented a system based on the international environmental standard, which is recognised worldwide. This standard defines the principles of environmental management and makes it possible to control the company’s compliance with current legislation and stakeholder expectations. Having an environmental management certificate is proof of the Emitel Team’s commitment to conducting business in a responsible manner, which in turn builds trust among both our customers and business partners.

## Climate action

Tackling climate change is one of the one of the main priorities at Emitel. We are noticing a growing awareness among the recipients of our services and users about the carbon footprint that broadcasting and streaming leave behind. In our firm, emissions mainly result from the use of equipment with high energy requirements, cooling or extinguishing equipment containing greenhouse gases, the operation of local boiler rooms, emergency power supplies and means of transport. Through the introduction of new technologies on transmission equipment and the use of innovative solutions, we are successfully reducing the level of emissions generated.



In 2023, the total prevented greenhouse gas emissions amounted to **57,441.15 teCO<sub>2</sub>**

Avoided energy calculations were performed using the Location-Based method.

Emission factors developed by KOBiZE (the National Centre for Emissions Management) were used to calculate the emission reductions achieved.

- Emissions avoided through photovoltaics **1,698.52 teCO<sub>2</sub>** (photovoltaic installations on our sites).
- Amount of energy avoided expressed as tonne of oil equivalent **3,388.52 teCO<sub>2</sub>** energy efficiency certificates issued by the Energy Regulatory Office.
- Emissions avoided due to energy purchased under a guarantee of origin **52,354.1 teCO<sub>2</sub>** (energy purchased with a guarantee of origin).

Emitel's greenhouse gas emissions by range:

**Range 1** – includes greenhouse gas emissions arising directly from the company's activities. The emissions relate to:

- the combustion of fuel oil and natural gas for heat generation,
- the combustion of diesel for emergency power generation,
- the combustion of petrol and diesel in the fleet of cars belonging to the organisation,
- refrigerant emissions from air-conditioning systems.

**Range 2** – includes indirect greenhouse gas emissions from the production of electricity and heat purchased from external energy suppliers.

**Range 3** – includes indirect emissions from the organisation's entire value chain. When calculating the carbon footprint from this scope, we include emissions from business travel by any mode of transport and emissions from the construction of transmission towers.



## Energy efficiency

Electricity is the backbone of the services we provide, which is why we focus on innovations and environmental management solutions to improve the efficiency of its use and increase the proportion of energy from renewable sources.

For the measures taken to improve energy efficiency, the company received in 2023 energy efficiency certificates from the Energy Regulatory Office for the modernisation or replacement of equipment and installations used in industrial processes or in energy or telecommunications or IT processes, with a total value of 425,344 toe.

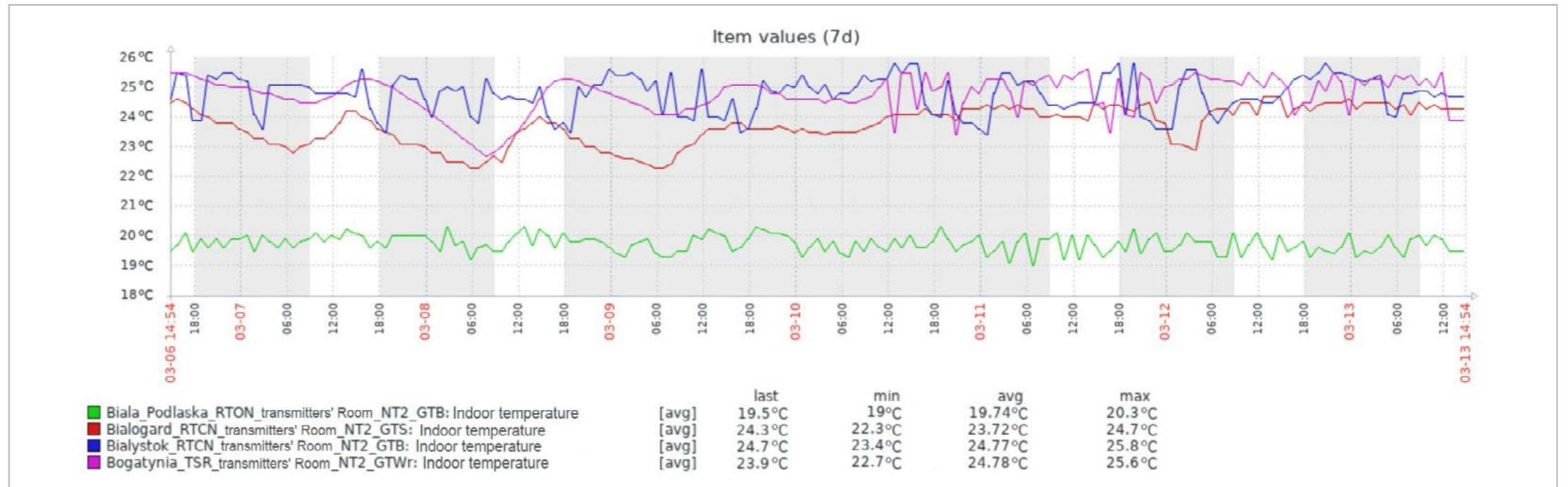
On our unmanned broadcast facilities, room temperature is controlled remotely via temperature sensors and the Zabbix system. This makes it possible to optimally adjust the temperature and to quickly intervene in case

of abnormal temperature levels, such as when they are too high. These measures bring tangible financial benefits and help reduce our company's carbon footprint.



In total, at the end of 2023 **88 facilities**

use photovoltaic installations producing **2,479.6 MW.**





*In 2023, we optimised reactive power at 29 of our facilities. Reactive power is a type of energy that is not converted into useful work, but is generated during the operation of some electrical equipment. It is energy that is not consumed, but circulates between the power plant and the consumer. Aiming to minimise this type of energy, we conducted a reactive energy cost analysis at each facility, taking measurements of network parameters and then analysing the results, we designed reactive power compensators. As a result, we achieved a reduction in the cost of this type of energy. After installing compensators at the facilities and re-measuring, we estimated that we would save 33,000 zlotys worth of reactive energy per month.”*

**Ryszard Chlebda, Environmental Management Coordinator, Emitel S.A.**

We regularly analyse our activities in the context of the environmental goals identified in the Taxonomy. The goal is to identify those activities that can significantly contribute to climate change mitigation or adaptation, based on the description in the Taxonomy.

**Under the goal of climate change mitigation and solutions based on the need to reduce gas emissions we have implemented and are developing customer offerings in the IoT area such as:**

Smart parking lots that avoid greenhouse gas emissions of 355 kg eCO<sub>2</sub> /year/ 1 parking space

IoT water meters help avoid down greenhouse gas emissions of 2500 Mg eCO<sub>2</sub> /year.

## Green office

In the context of adapting to the changing work and business environment, Emitel also plans to take advantage of the opportunities offered by the modern BRAIN building in Krakow. This facility, winner of the BREEAM Interim certificate at the Excellent level and implementing the new, safe Echo Pure Office standard, is equipped with RCI Active Pure air purification technology, which deactivates PM pollutants, viruses, fungi and bacteria, including the SARS CoV-2 virus in less than 1 minute.

According to Brain Park’s website, “Brain Park is an investment designed and implemented with a number of innovative solutions in mind. In addition to green and sustainable practices that fit with ESG requirements, the technological sophistication of the work environment is equally highly valued. With WiredScore certification, our current and future tenants can rest assured that the space we offer will provide them with the highest level of efficiency, security and innovation.”

In addition, as part of our efforts in line with our sustainability strategy, we decided to change our parcel operator to InPost and use their parcel machines. We also introduced our own parcel machines in the offices, enabling our employees to conveniently receive shipments.

The InPost-based system was more environmentally friendly thanks to innovative policies and organization of services, the use of parcel machines and electric delivery trucks. In addition, we benefited from shipping parcels without printing labels whenever possible.



Emitel’s office in Krakow has a BREEAM certificate at the Very Good level



These steps were aimed not only at streamlining our logistics processes, but also at reducing our environmental impact by reducing CO<sub>2</sub> emissions and paper consumption. We take ESG-compliant measures at every stage of our business, and making changes in the logistics area was an important step toward achieving these goals.

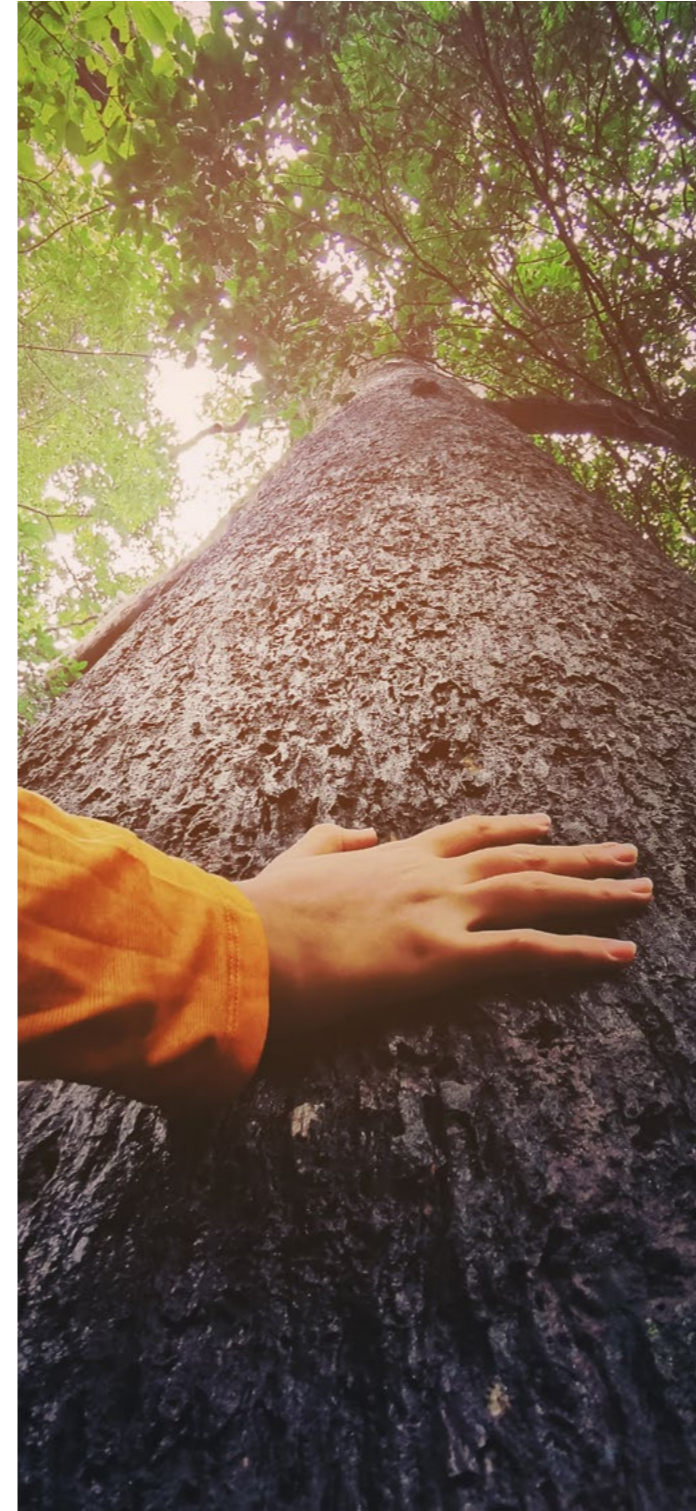
By adding the above assumptions to the „Green Office” („Zielone Biuro”) project, Emitel demonstrates its commitment to achieving the goals of sustainable development, both in a social and environmental context.



*When moving in Krakow and during the process of refreshing the Warsaw office, we first conducted intensive activities in the field of archiving or disposal of paper documents and unnecessary equipment. These activities included moving more than 100 archival boxes to a file storage facility and safely disposing of nearly 30 containers filled with unnecessary materials.*

*We are proud of the fact that our initiatives have had a positive impact on the environment. We strive to ensure that furniture and equipment we no longer need find a new use. Many of them, in good condition, have been used to replace the oldest and most worn items in other locations. Others, such as paintings, furniture and small furnishings, were resold to our employees through auctions and sales. The proceeds were donated to a charitable cause of our choice, supporting our social commitment.*

**Magdalena Wróblewska, Director of Administration Office, Emitel S.A.**



## Waste management

At Emitel, we comply with regulations on waste and chemical substance management, which enables us to maintain constant supervision of waste. Implemented instructions increase our control over them and set priorities for handling. Our main goal is to prevent waste. We follow guidelines for responding to emergencies that may threaten the safety of the environment.

## Closed loop economy

The closed loop economy (GOZ), also known as the circular economy, is a model that seeks to minimise the consumption of raw materials and reduce waste generation.

Its main goal is to reduce greenhouse gas emissions and use energy more efficiently. Under this model, closed loops of production processes are created in which waste is treated as raw materials in subsequent production phases.



Production



Usage



Disposal



Reduction



Recycling



Reusing

At Emitel, we are in the midst of a model shift, moving from a linear economy to a circular economy based on a model of **RESOLVE containing 6 business strategies:**

## #1

### REgenerate

At the end of 2023, 88 photovoltaic installations were in operation.

## #2

### Share

At the end of the broadcasting service, the equipment used is dismantled and moved to a storage facility, where it awaits reuse. After a certain period of time, the equipment is reviewed in terms of its suitability for further services. If the analysis shows that the equipment is no longer suitable for reuse, it is handed over to a specialised contractor on the basis of signed contracts, who places it on its purchasing platform.

In 2023, 153 pieces of transmitting equipment were handed over, such as LR type TRP-7G-1D / TRP-18G-1B, Ericson ODU 11 GHz RAU2X 11/15 and Ericson ODU 11 GHz RAU2X 11/11. Unsold equipment is then sent back to Emitel, from where it goes to specialised companies for its recovery. This process enables raw materials to be returned to the production cycle.



In 2023 we handed over to contractors **1085 m** of ALCA TEL 3EJ12521BAAA **coaxial cable** and **24 grounding kits** GROUNDING.

## #3

### Optimise

For antenna systems that have reached the end of their service life, a detailed technical analysis is carried out to assess the feasibility of using individual components for less critical services. If the results of the analysis indicate a positive outlook for further use of the equipment, a decision is made to carry out so-called non-destructive dismantling. Although this procedure may be more costly than standard dismantling, it makes it possible to continue using the equipment or its components.

Recovered components, such as antenna units, connectors, dividers or measurement probes are remanufactured, after which they become spare parts for use in the event of failure or for the realisation of new emissions.



In 2023, it was possible to extend the service life of

**20 antenna units, 10 dividers, 100 jumpers and 10 adders.**

Some of the damaged components are used in cyclical workshop training to raise the competence and awareness of technical groups.

## #4

### Loop

Due to the value of the equipment purchased, manufacturers use high-quality cardboard, wood and metal packaging. As a result, this packaging is not recycled or disposed of, but reused internally for transport within our company.

## #5

### Virtualise

We are testing the implementation of the "Digital Twin" project, which involves creating a virtual image of technical objects. Based on a point cloud, real objects are mapped. To date, the project has been implemented for 22 objects. Thanks to the Digital Twin, the company is gaining new opportunities for technical inspections of high-rise structures, inventories and the design of new emissions.

## Water resources

Responsible planning and effective management of water resources constitute a key element in achieving the UN Sustainable Development Goals. This area encompasses both the control of direct water consumption in the course of operations and the conservation of existing water resources.

In 2023, we took concrete steps to improve our environmental impact. One important measure was to stop discharging treated wastewater into the Skrwa River from the RTCN Płock Rachocin facility.

Wastewater is now collected and stored in special no-out-flow tanks and then transported by special means to the municipal treatment plant. This decision has an important impact on the protection of local water resources and is our contribution to sustainable development.

## #6

### Exchange

In 2023, we replaced the lighting at 15 sites with energy-efficient solutions. In addition, as part of the refarming process, we increased energy efficiency by replacing MUX4 transmitters with higher efficiency transmitters. For these measures, we received certificates from the Energy Regulatory Authority confirming energy efficiency improvements and savings totalling 425 toe





## Monitoring of electromagnetic fields (EMF)

Electromagnetic fields arise from the combination of two fields: magnetic and electric. The occurrence of electromagnetic fields is a completely natural phenomenon in the environment. It is a type of energy which concentrates around the source of emission.

**Telecommunications equipment, including, for example, mobile phone base stations and DVB-T transmitters using radio frequencies, generate electromagnetic fields of a non-ionising nature only.**

### Such a source could be:

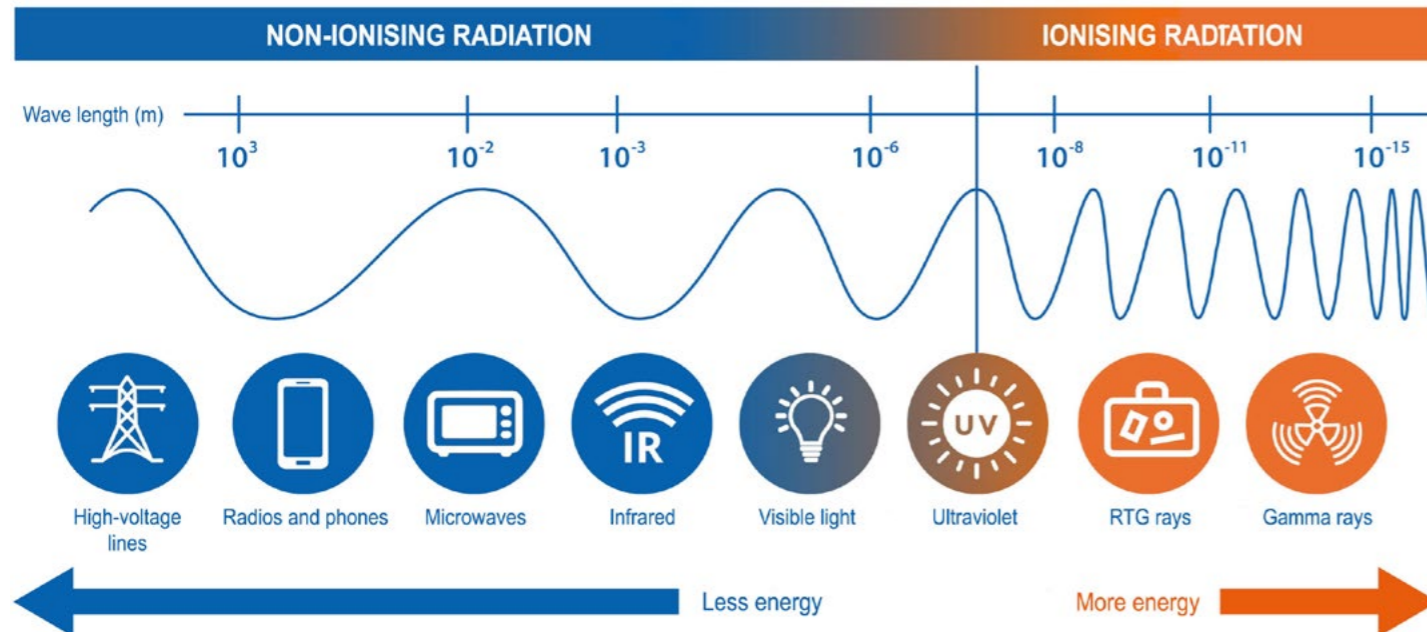
- radio and terrestrial television,
- mobile telephony, Wi-Fi and Bluetooth,
- medical equipment such as a CT scanner,
- everyday items such as a payment card, microwave oven, iron.

Our broadcasting towers and telecommunications equipment are an example of another source of EMF, but it is non-ionising radiation that does not adversely affect humans or animals.



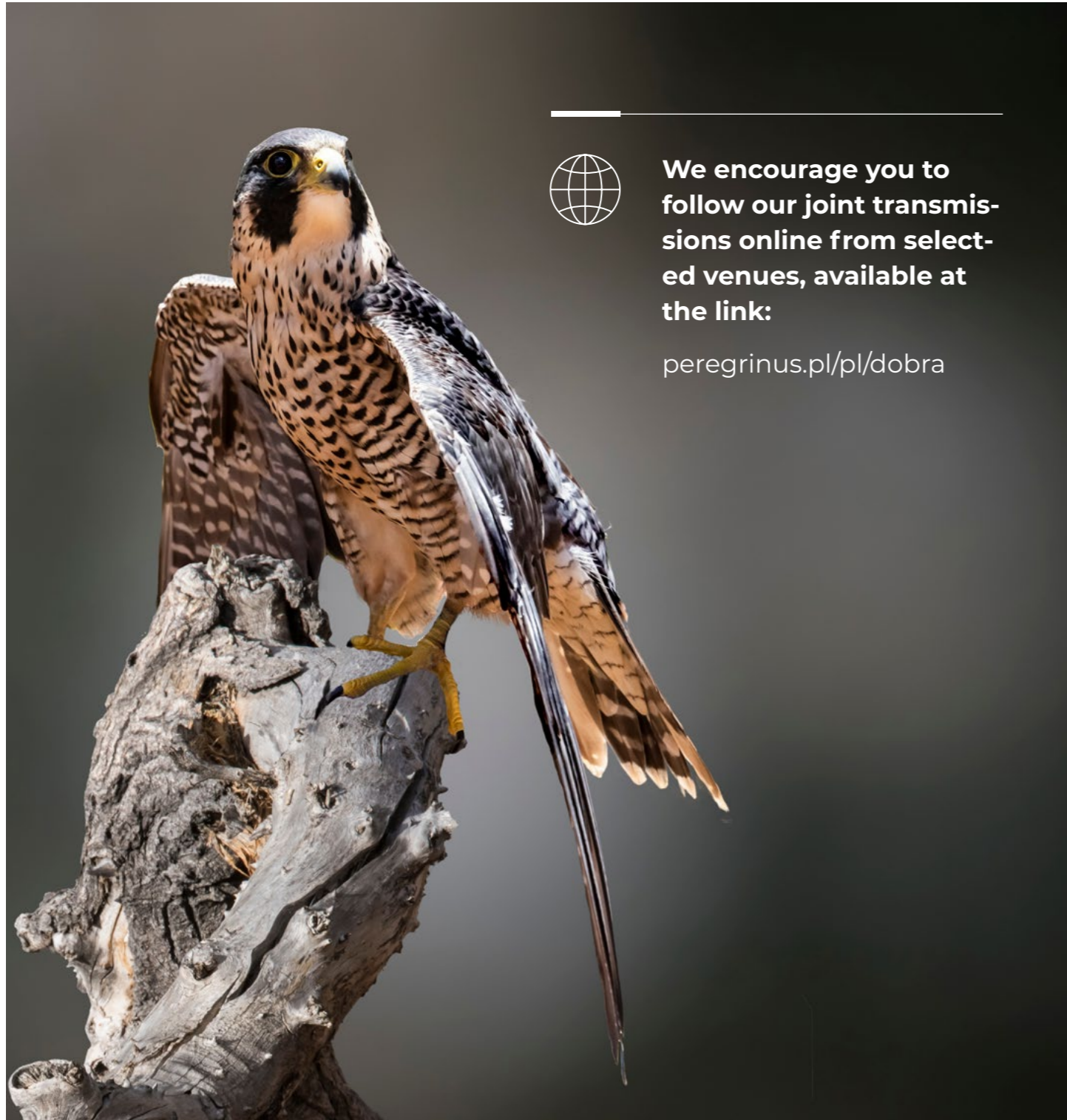
In Poland, the permissible value for electromagnetic field strength according to current legislation

**is 28 V/m.**



The results of the EMF research programme that has been carried out by Emitel from 2019 onwards show that there was a year-on-year decrease at 14 of the 15 largest broadcasting sites. The arithmetic mean of the electromagnetic field strength in 2023 was 1.83 V/m, which was less than 7% of the limit value.





**We encourage you to follow our joint transmissions online from selected venues, available at the link:**

[peregrinus.pl/pl/dobra](https://peregrinus.pl/pl/dobra)

## Biodiversity and habitat protection

Our sites are often located in protected areas, such as national parks or Natura 2000 (Nature 2000) sites and we make it a priority to return these areas to nature by extending protected habitat areas within the framework of the "Returned to Nature" programme. In line with this programme, we carry out environmental impact assessments and evaluate the realisation of objectives set out in environmental documents, particularly in the vicinity of transmitting stations located in protected areas.

One of the species we are concerned with conserving is the peregrine falcon, known as the diving hunter. In the past it was present in large numbers in the country, but with the passing of the years its population has drastically decreased, which has prompted us to take action for its protection. We are cooperating with the Society of Wild Animals "Falcon" in this regard.

### **Our transmission towers often provide a nesting site for these noble birds.**

The presence of falcons is of particular importance to us, as these birds use the Earth's magnetic field for orientation, especially during migration. We see their presence on our towers and masts as natural evidence of the safety of our operations, as well as the benefits to the surrounding environment.

## Roi Się – Patronage of the hive

Traditionally, we have been involved in celebrating World Bee Day for several years. Our company is proud to participate in the "Roi Się" project, which aims to protect and promote Polish beekeeping. As part of this commitment, we have patronised a beehive located in an apiary in the Iłża Forest in the Świętokrzyskie Voivodship.

**In 2024, we plan to expand our bee conservation activities, continuing our mission to support the health and welfare of these precious insects.**





GRI:

2-25, 3-1, 3-2, 3-3, 203-1, 413-1, 413-2



# LOCAL COMMUNITIES

Our passion is helping



### We support local partnerships

We believe that involvement in local projects initiates changes on a broader scale. We engage in charitable and sponsorship activities for schools, NGOs and cultural institutions.



### Always ready for the podium

Sports and health have long been on our priority list. We place particular emphasis on inclusivity, fair play principles and equal access. The progress and sporting successes in which we have contributed, inspire us to further activity.



### Our passion is helping

We are proud of our employees who, as part of the employee volunteering programme, engage in helping others. In 2023, Emitel volunteers actively participated in the fencing tournament 'Integration through Sport and Friendship', as well as in the #AllToTheOars campaign, organised by the Legia Warsaw Foundation.

## We support cultural development

### An important area of our company's social commitment is cultural projects.

Emitel S.A.'s activities are inseparably connected with mass culture, but we also do not forget to support the development of artists, young talents and other initiatives in this field.

Promoting high culture is an important mission in which we gladly participate.

### TOTUS TUUS Awards

For many years, we have been the sponsor of the TOTUS TUUS award in the category of "Achievements in the field of Christian culture", awarded by the "Dzieło Nowego Tysiąclecia" Foundation to individuals and entities promoting the teachings of St. John Paul II.

### Ecclesia Villanovensis Foundation

Regularly, due to the close proximity of our office in Warsaw's Wilanów district and concern for cultural values, we provide financial support to the Ecclesia Villanovensis Foundation for the care, renovation and maintenance of St. Anne's Church in Wilanów.



### International Music Festival named after Krystyna Jamroz in Busko-Zdrój

We are close to local initiatives. We actively support the festival, which aims to cultivate a multi-genre musical culture and to commemorate the figure of Krystyna Jamroz.

### Quarantine in Hi-Fi concerts on the Radio Dla Ciebie channel

As a partner of the project, we joined the concert series titled "Quarantine in hi-fi" broadcasted in September 2023. This initiative, part of the Radio Dla Ciebie's frame-

work, enabled classical music enthusiasts to experience the beloved sounds of excellent artists.

As part of the regular classical music sessions on air, Simona Tancredi – a young Neapolitan pianist, performed.

### Steinway Solo Concert Series in Radio Kraków

We are a supporting partner of solo concerts on Radio Kraków, held in the Romana Bobrowska studio. Thanks to our support, the studio has acquired a new concert piano, enabling the organisation of concerts at a world-class level.



## We build partnerships that strengthen technical competences

We believe that real impact on changing the surrounding reality can be achieved through building partnerships that equalize opportunities and support the technological and educational development of society.

### Partnership with the Warsaw University of Technology Foundation

We help young people develop, preparing them for adulthood and work. We fund scholarships for students and provide electronic equipment for educational projects.

### Cooperation with the Poznań University of Life Sciences

We support scientific research related to observing vegetation development in the context of climate change.

### The Foundation for the Development of Radiocommunication and Multimedia Technologies

We are involved in the statutory activities of the Foundation for the Development of Radiocommunication and Multimedia Technologies in education, conducting scientific research and promoting entrepreneurship in the radiocommunication and multimedia techniques sector.

### Patronage over the book “Smart City – Who Governs in Smart Cities” by Sabina Baraniewicz-Kotasińska

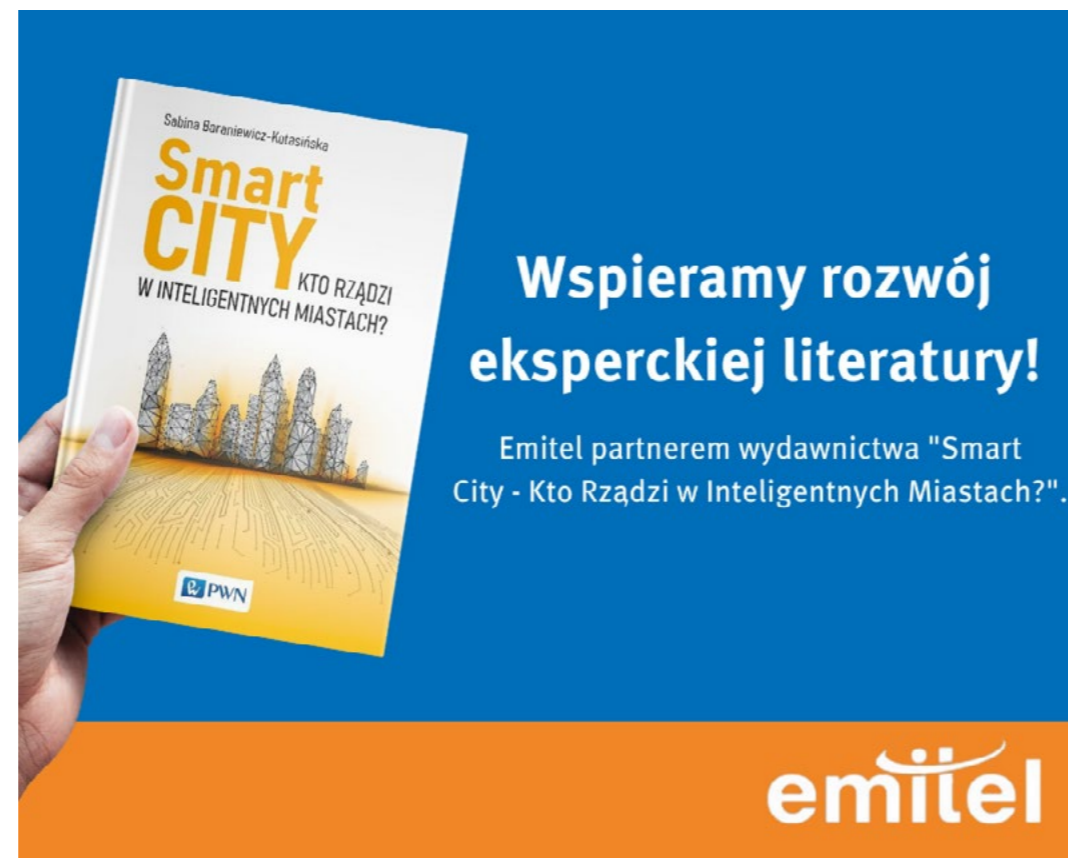
As a leader in the IoT & Smart City industry in Poland, we support publications that introduce the concepts of city management and the idea of smart cities.

### Transatlantic Cultural Park Radio Telegraphic Broadcasting Centre Association

Supporting historical initiatives, we donated broadcasting lamps for the creation of a museum commemorating the establishment of the Babice Radio Station. On the occasion of its 100<sup>th</sup> anniversary, Emitel supported the minting of commemorative medals containing fragments of the iron tower structure. Our involvement was honoured with one of the medals.

### Collaboration with the “Exempt from Theory” project brings results

As a partner of the “Exempt from Theory” project, we contribute to the development of young talents by supporting the implementation of social projects in line with the smart idea. The Social Olympiad, organised as part of this event is the largest project for high school and university students in Poland.



Close to communities,  
close to those in need



**Support for the Legion HDK Association**

Through our participation in the nationwide honorary blood donation campaign, we actively engage in actions for health and social integration.

**Hospice Foundation in Gdańsk**

Inspired by our volunteer colleague, we made a donation to an educational camp for children.



**The Great Orchestra of Christmas Charity Foundation**

We made a donation for the Great Orchestra of Christmas Charity Foundation.



**Noble Gift (Szlachetna Paczka)**

Driven by the initiative of our employees, we do not forget about packages for those in most need. The selection of families, organisation of purchases, and delivery of gifts were handled by colleagues from the Eastern Region of the Białystok Technical Group.

**Participation in the Evening of Dreams at the Warsaw Zoo**

As a partner of the “Dziecięca Fantazja” Foundation (Children’s Fantasy Foundation), we sponsored an event for children with disabilities and their families.



**UCF Children of Heroses**



**Children of Heroes**  
Charity fund

We are committed to helping Ukraine by supporting a foundation that provides long-term aid to children who have lost one or both parents due to the war in our neighbouring country.

We believe that our actions contribute to cultural, technological and social development, reflecting our commitment to sustainable development of local communities.

## Sport is for everyone

### Girls Play! aka the “Warsaw Diamonds” (Diamenty Warszawa)

We are dedicated to making the slogan “Girls play football!” the norm that is not surprising. We are proud to fulfil the dreams of young, ambitious girls and women to pursue professional football careers. For the past three years, we have been supporting the Women’s Football Team “Warsaw Diamonds” – a football club for players aged 16 and above in the Junior U17 and Senior Women’s categories. The sportswomen have achieved remarkable successes including reaching the Mazovian final of the Cup of Poland and being called up to the Polish National Team. The „Diamonds” are undoubtedly a fantastic example and inspiration for many young girls on their way to achieving their life goals.

### Find out the inspiring story of footballer Natalia Kozłowska, representative of “Warsaw Diamonds” at:

[dziendobry.tvn.pl/zdrowie/sport-i-fitness/natalia-kozlowska-kobieta-ktora-spelnila-marzenie-o-byciu-pilkarka-st7354613](https://dziendobry.tvn.pl/zdrowie/sport-i-fitness/natalia-kozlowska-kobieta-ktora-spelnila-marzenie-o-byciu-pilkarka-st7354613)



Read more about the Warsaw Diamonds via this link: [www.instagram.com/diamenty\\_warszawa/](https://www.instagram.com/diamenty_warszawa/)



*Our commitment to women’s football stems from our belief in their potential and desire to develop in this sport. Currently, around 30,000 women actively play football in Poland, which only emphasizes the growing popularity of this discipline among women. At Emitel, we not only support the sport, but also engage in building equal opportunities for women, inspiring them to achieve greater success both on the field and in society.*

**Agnieszka Sobucka, Director of Marketing and Communications Office, Press Spokesperson, Emitel S.A.**

### Wheelchair Fencing

In our efforts towards diversity, equality and social integration, we support the Wheelchair Fencing Section of the Legia Warsaw Foundation. We actively participate in the organising sports activities and tournaments that contribute to the idea of broad social integration. In June 2023, the second edition of the “Integration through Sport and Friendship” Tournament took place

at the Legia Warsaw Stadium, where our volunteers – Emitel employees – were present on site.

The competition featured the best wheelchair fencers from around the world, for whom participation in this elite international tournament was an important stage in preparing for the Paralympic Games in Paris in 2024.



## Emitel joins the rowing!

In November 2023, we participated in the sixth edition of the #AllToTheOars campaign, organised by the Legia Warsaw Foundation. Together with other partners, we joined in to support the continuity of the Child and Youth Helpline operated by the Empowering Children Foundation (Dajemy Dzieciom Siłę). Our participation in sports events not only promotes a healthy lifestyle and community integration, but above all contributes to solving important social problems.

Our #TeamEmitel was represented by 4x4 teams (four teams of four people each), rowing for 11 minutes in each round of the event – as long as an average conversation with the Helpline lasts. #TeamEmitel rowed on training ergometers for a total of 176 minutes. Together, we ‘rowed’ a distance of 37 km and 342 m, thus providing the Foundation with the funds for nearly 225 Helpline calls.

A common goal allowed us to integrate, keep fit and guaranteed great fun. Rowing is helping – it gives positive power to action!

*#TeamEmitel rowed on training ergometers for a total of **176 minutes**.*



## The Emitel Christmas Auction

An annual tradition of our company is the Christmas auction, where the amount raised by bidding employees is doubled by the company's Management Board and donated to support the SOS Children's Villages Association in Poland.

**The results of the auction in 2023 are as follows:**

**58** items on display,

**55** bidders,

**201 PLN** was the highest amount bid for a single item,

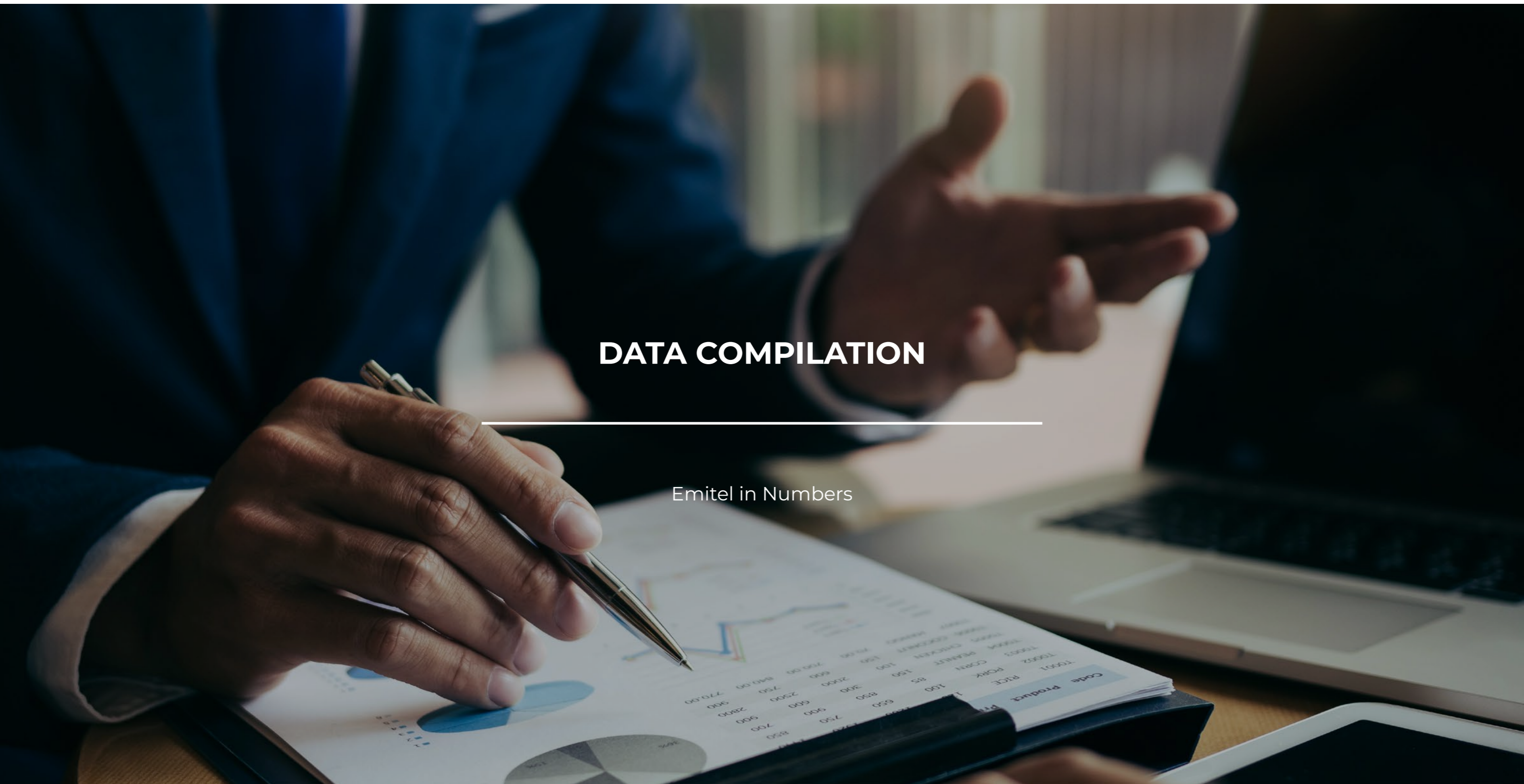
**7 244 PLN** is the total amount we donated to the Association.



# DATA COMPILATION

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Emitel in Numbers



## #TeamEmitel

GRI: 2-7, 2-8

### Structure and forms of employment

	2022			2023		
	Women	Men	Total	Women	Men	Total
<b>Employment structure</b>						
Employed for a fixed term	3	16	19	8	22	30
Employed for an indefinite period	68	326	394	66	320	386
Total	71	342	413	74	342	416
<b>forms of employment</b>						
Full-time	69	340	409	73	431	414
Part-time	2	2	4	1	1	2
Employed under a contract of mandate	4	14	18	3	17	20
Self-employed	9	31	40	8	33	41

GRI: 401-1

### Employee Turnover

	Admissions		Leaves	
	2022	2023	2022	2023
Women	9	7	6	4
Men	22	20	16	17
ages <30	10	12	8	3
ages 30-50	18	15	9	8
ages >50	3	0	5	10
<b>Total of admissions/leaves</b>	<b>31</b>	<b>27</b>	<b>22</b>	<b>21</b>

GRI: 405-1

### Composition of employees by gender and age categories

Employees by age category	Percentage of employees in each category to total number of employees			
	2022		2023	
	Women	Men	Women	Men
ages <30	2%	3%	2%	5%
ages 30-50	9%	38%	9.9%	38.9%
ages >50	6%	40%	5.5%	38.2%

GRI: 405-2

### Ratio of women's to men's salaries

Wage ratio of women to men in %	2022	2023
Non-working positions	81%	86%
Management positions	93%	107%

## Occupational health and safety

GRI: 403-9

### Accident Rate

Types of Accidents	2022	2023
Fatal accidents at work	0	0
Total workplace accidents	0	0
Overall workplace accident rate	0	0
Serious accidents at work	0	0
Overall serious workplace accident rate	0	0
Minor accidents at work	0	2
Overall minor workplace accident rate	0	2.72

## Environmental protection

GRI: 302-1

### Energy consumption

	2022	2023
<b>Total energy consumption from non-renewable raw materials by type of raw material</b>	<b>Values (MWh)</b>	<b>Values (MWh)</b>
natural gas (consumption for heating purposes)	298.5	352.4
heating oil (consumption for heating purposes)	1,564.8	1,256.03
diesel (consumption for the operation of generators)	353.7	474.11
<b>Total consumption</b>	<b>2,217</b>	<b>2,082.54</b>
<b>Total energy consumption from renewable raw materials by type of raw material</b>	<b>Values (MWh)</b>	<b>Values (MWh)</b>
solar energy	335.5	2,479.6
other (recovery from heat pumps)	6.5	-
<b>Total consumption</b>	<b>342</b>	<b>2,479.6</b>
<b>Total consumption of self-produced or purchased energy split into: electricity, heat electricity</b>	<b>Values (MWh)</b>	<b>Values (MWh)</b>
Electrical energy	76,798	76,430.5
thermal energy (including steam consumption, cooling energy consumption)	404.2	458.33
<b>Sum of energy consumption</b>	<b>77,591.4</b>	<b>76,430.5</b>
<b>Total energy consumption</b>	<b>80,150</b>	<b>81,450.97</b>

GRI: 302-3

### Energy consumption intensity

Intensity of energy consumption	Value (MWh)	
	2022	2023
Denominator – total energy consumption	77,187.2	81,450.97
Numerator – DVB-T power	28.9	18.554
Energy efficiency indicator	2,670.84	4,389.9

The indicator contains energy consumption for own needs, including radio signal production.

GRI: 302-4

**Reduction of energy consumption**

Reduction of energy consumption	2022	2023	Type of energy saved and initiative description
	Energy saved (MWh)		
Photovoltaic system	335.5	2,479.5984	Values apply to electricity (MWh). On two broadcasting facilities photovoltaic installations were constructed, which transfer 100% of the energy for the needs of radio and television broadcasting.
Purchasing of green energy	65,851	69,003	Purchase of green energy for the company's core business (MWh).
Electricity saved due to greater energy efficiency of transmitters	3,801.4	-	
Heat recovery	6.5	-	Heat production using heat pumps
<b>Total</b>	<b>6,9994.4</b>	<b>71,482.5984</b>	

GRI: 302-3

**Total direct greenhouse gas emissions (Mg CO<sub>2</sub>) – Scope 1, base year 2021**

Direct emissions	Greenhouse gas emissions [tCO <sub>2</sub> e]	
	2022	2023
Emissions related to electricity generation	95.5	128.2
Emissions related to heat generation	454.9	373.2
Emissions from refrigeration processes and steam generation (due to the leak of refrigerant from air-conditioning systems)	241.4	1,422.99
Emissions associated with the transport of materials, products and waste	1,046.4	1,018.24
<b>Total direct emissions</b>	<b>1,838.2</b>	<b>2,942.63</b>

GRI: 305-2

**Indirect emissions – Scope 2, base year 2021**

Indirect emissions by source	Indirect greenhouse gas emissions [tCO <sub>2</sub> e]	
	2022	2023
Indirect emissions related to electricity generation	55,249.4	5,852.87
Indirect emissions related to heat generation	150	156.437
<b>Total indirect greenhouse gas emissions</b>	<b>55,399</b>	<b>6,009.307</b>

GRI: 305-3

**Indirect emissions – Scope 3, base year 2021.**

	Greenhouse gas emissions [tCO <sub>2</sub> ]	Greenhouse gas emissions [tCO <sub>2</sub> ]	Greenhouse gases included in the calculation
	2022	2023	
Work-related travel by car	2.2	2.2	CO <sub>2</sub>
Work-related travel by rail	7.3	7.49	CH <sub>4</sub> , N <sub>2</sub> O, CO <sub>2</sub> ,
Work-related travel by aeroplane	4.2	5.484	CO <sub>2</sub>
Construction of transmission towers	3,233.2	2932.687	All gases generated in the production of concrete and steel
Transport of the measurement laboratory (SOLDI)	5.5	6	
<b>Total indirect emissions</b>	<b>3,252.4*</b>	<b>2,953.861</b>	

\* Correction of the value provided in the previous report for the year 2022, resulting from a clerical error.

GRI: 305-7

**Emissions of NOx, SOx and other relevant compounds emitted into the air**

	Weight of significant emissions to air (tonnes)	
	2022	2023
NOx	0.54704	0.541123
SOx	0.220148	0.175361
Particulate matter (PM)	0.090126	0.91339

Emissions primarily originating from boiler rooms and generators.

GRI: 303-1

**Water intake**

Total water intake by source	UoM	2022	2023
Mains water	m <sup>3</sup>	2400	449*
Groundwater	m <sup>3</sup>	960	810
Total	m <sup>3</sup>	3 360	1 259

\* As of the report’s publication date, the data regarding water consumption have been partially tallied. The estimated difference assumes about a 5% lower water consumption in 2023.

GRI: 306-2

**Waste by type and management method**

Management method	Weight of waste [Mg]			
	2022		2023	
	non-hazardous waste	hazardous waste	non-hazardous waste	hazardous waste
Recycling	44.058	2.138	41.851	3.864
Landfill disposal	3.428	0	-	-
<b>TOTAL</b>	<b>47.486</b>	<b>2.138</b>	<b>41.851</b>	<b>3.864</b>





## About the report

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This document was prepared by the Emitel Team.

## About the report

**This report presents the activities undertaken by Emitel S.A., based in Warsaw, during the period from January 1, 2023 to December 31, 2023.**

The publication also includes non-financial information from the Krakow office. This year's edition marks the seventh consecutive sustainability report by Emitel S.A, and the third ESG report. The presented data has been prepared in accordance with the Global Reporting Initiative's international reporting standard (GRI Standards 2021) at the basic (Core) level and with reference to the UN Sustainable Development Goals 2030. In addition to mandatory guidelines, the document also includes the organisation's own indicators outlined in the ESG Policy 2021-2025.

To maintain the company's transparency at the highest possible level, ESG reports are issued annually. The previous report was published in April 2023. This document was prepared by the Emitel Team and its final content and scope was approved by the Company's Management Board, without undergoing external verification.

Compared to the previous year's report, there have been no significant changes in methodology and analysis, nor have there been corrections to previously published information. There have been no significant changes in size, structure, ownership form or supply chain during the reported period.

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### Report preparation:

The Emitel S.A. team in cooperation with ArtGroup Sp. z o.o.

### Coordination:

Agnieszka Sobucka, Director of Marketing and Communications Office, Press Spokesperson.

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If you have any inquiries regarding the content of the report or would like to express your opinion on it, do not hesitate to contact us: [press@emitel.pl](mailto:press@emitel.pl)



## GRI Index

Indicator Number	Indicator Name	Place in report	Comment
<b>GRI 2 – Profile indicators (General Disclosures 2021)</b>			
2-1	Organisation details: name, nature of ownership and legal form, location of headquarters	About Emitel	Franciszka Klimczaka Street 1, 02-797 Warsaw
2-2	List of entities covered by the Report	About the report	
2-3	Reporting period, frequency of publication of the report and contact details	About the report	
2-4	Changes to the reported content	About the report	
2-5	External verification	About the report	The report was prepared by an external body and was not reviewed by any certifying entity.
2-6	Description of activities, products, services, markets served, supply chain, relationships with business partners	Management and Corporate governance	
2-7	Employees	Employees	
2-8	Persons performing work who are not employees	Data for the year 2023	
2-9	Composition and structure of management	Management and Corporate governance	
2-10	Nomination and election to the highest supervisory authority	Management and Corporate governance	
2-11	Description of the function of the chairman of the highest governing body in the organisation	Management and Corporate governance	
2-12	The role of the top management body in overseeing the impact of the organisation	Management and Corporate governance	
2-13	Delegating responsibility for managing organisational impact	Management and Corporate governance	
2-14	The role of the highest governing body in sustainability reporting	ESG in Action	
2-15	Conflict of interest	Management and Corporate governance	

Indicator Number	Indicator Name	Place in report	Comment
2-16	Communication of critical issues	Management and Corporate governance	
2-17	Collective knowledge of the highest corporate body	Management and Corporate governance	
2-18	Evaluation of the work of the highest management body	Management and Corporate governance	
2-19	Remuneration policy	Employees	The salary policy at Emitel is implemented in accordance with legal regulations. It operates on the principle of transparency and equal pay for work performed. Available on the intranet for all employees is a job classification tariff with a division of positions into classes and pay ranges for each class. The pay scale operates based on the tasks carried out in a given position, regardless of the place of work, gender, age, or education.
2-20	Remuneration determination process	Employees	
2-22	ESG strategy statement	A letter from the CEO ESG in Action	
2-23	Commitments regarding company policies	Management and Corporate governance	
2-24	Internal policies	Management and Corporate governance	



Indicator Number	Indicator Name	Place in report	Comment
2-25	Processes for minimising negative impact	ESG in Action Management and Corporate governance Environmental protection Local communities	
2-26	Mechanisms for seeking advice and raising concerns	Management and Corporate governance	
2-27	Compliance with laws and regulations	Management and Corporate governance	
2-28	Membership of organisations	Management and Corporate governance	
2-29	Approach to stakeholder engagement	ESG in Action Employees	
2-30	Collective agreements	Employees	
2-30	Collective agreements	Employees	At Emitel S.A., there is no collective agreement in place.
<b>GRI 3 – Relevant topics 2021</b>			
3-1	Process for identifying relevant issues	ESG in Action	
3-2	List of relevant topics	ESG in Action	
3-3	Process for managing relevant topics	ESG in Action Management and Corporate governance Environmental protection Employees Local communities	
3-3	Caring for the landscape, biodiversity and habitat protection	Environmental protection	
3-3	Improving energy efficiency	Environmental protection	

Indicator Number	Indicator Name	Place in report	Comment
3-3	Waste and wastewater management	Environmental protection	
3-3	Fostering interpersonal relationships	Employees	
3-3	Minimizing the impact of electromagnetic fields on the environment	Environmental protection	
3-3	Safety and continuity of the services provided	Management and Corporate governance	
<b>Indicators by aspect</b>			
<b>Anti-corruption (GRI 205, 206) 2016</b>			
205-3	Action taken in response to cases of corruption	Management and Corporate governance	During the reported period, there were no irregularities in this area.
206-1	Total number of legal actions taken against the organisation for violations of free competition rules, monopolistic practices and their effects	Management and Corporate governance	
<b>Environment: Energy (GRI 302) 2016</b>			
302-1	Direct and indirect energy consumption by primary energy sources	Environmental protection Data for the year 2023	
302-3	Energy consumption intensity	Data for the year 2023	
302-4	Reduction of energy consumption	Environmental protection Data for the year 2023	
303-1	Water consumption	Environmental protection Data for the year 2023	
<b>Environment: Biodiversity (GRI 304) 2016</b>			
304-1	Location and area of owned, leased or managed land located in or adjacent to protected areas or areas of high biodiversity value outside protected areas	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	Environmental protection	

Indicator Number	Indicator Name	Place in report	Comment
<b>Environment: Emissions (GRI 305) 2016</b>			
305-1	Direct greenhouse gas emissions (Scope 1)	Environmental protection Data for the year 2023	
305-2	Total indirect greenhouse gas emissions by weight (Scope 2)	Environmental protection Data for the year 2023	
305-3	Other indirect greenhouse gas emissions (Scope 3)	Environmental protection Data for the year 2023	
305-7	Emissions of NOx, SOx and other relevant compounds emitted to air by type of compound and weight	Environmental protection Data for the year 2023	
<b>Environment: Sewage and waste (GRI 306) 2020</b>			
306-2	Management of significant waste-related impacts	Environmental protection Data for the year 2023	
<b>Workplace: Employment (GRI 401) 2016</b>			
401-1	Total number of leaves and employee turnover rate, by age group, gender and region	Data for the year 2023	
401-2	Fringe benefits (perks) provided to full-time employees	Employees	
401-3	Return-to-work rate and retention rate after parental leave, by gender		During the reported period, a total of 3 employees (2 women and 1 man) were on maternity/paternity leave. From these leaves, a total of 5 people returned over the course of 2023 – 1 woman and 4 men.
404-2	Professional competence development programmes	Employees	
<b>Workplace: occupational health and safety (OHS) (GRI 403) 2018</b>			
403-1	Occupational health and safety management system (OHS)	Employees	
403-2	Hazard identification, risk assessment and incident analysis	Employees	

Indicator Number	Indicator Name	Place in report	Comment
403-3	Employment at increased risk of occupational diseases	Employees	
403-4	Worker participation, consultation and communication on occupational safety issues	Employees	
403-5	Training of employees on health and safety at work	Employees	
403-6	Employee health promotion	Employees	
403-7	Prevention and mitigation of negative impacts on health and safety in the workplace directly related to business relationships	Employees	
403-9	Work accidents	Data for the year 2023	
403-10	Occupational diseases	Employees	
<b>Workplace: Diversity and equal opportunities (GRI 405) 2016</b>			
405-1	Composition of management bodies and employees by gender, age, minority membership and other diversity indicators	Management and Corporate governance Data for the year 2023	
405-2	Ratio of men's and women's basic salaries by position held	Data for the year 2023	
<b>Human rights: aspect management (GRI 406-409) 2016</b>			
406-1	Total number of incidents of discrimination and action taken on this issue	Management and Corporate governance	During the reported period, there were no irregularities in this area.
407-1	Activities identified as likely to pose a threat to the right to freedom of association and the right to industrial action, and initiatives in support of these rights	Management and Corporate governance	
408-1	Activities identified as posing a significant risk of exploitation or child labour and measures taken to eliminate such cases	Management and Corporate governance	
409-1	Activities identified as posing a significant risk of forced or compulsory labour and measures taken to eliminate such cases	Management and Corporate governance	During the reported period, there were no irregularities in this area.

Indicator Number	Indicator Name	Place in report	Comment
<b>Local communities (GRI 413) 2016</b>			
413-1	The nature, scale and effectiveness of programmes and practices for assessing and managing the impact of the organisation's activities on the local community, including the impact of entry into a given market, the conduct and termination of activities	Local communities	
413-2	Activities with significant potential or existing negative impacts on the local community	Local communities	
<b>Public participation (GRI 415) 2016</b>			
415-1	Total financial and in-kind donations to political parties, politicians and institutions of a similar nature by country	Management and Corporate governance	
<b>Product responsibility: Customer health and safety (GRI 416, 417, 419) 2016</b>			
416-1	Life cycle stages at which the health and safety impacts of products and services are assessed to improve indicators, and the percentage of relevant product and service categories subject to such procedures	Environmental protection	
417-1	The type of product and service information required under the organisation's procedures and the percentage of significant product and service categories subject to such requirements	Environmental protection	
418-1	Legitimate complaints regarding breaches of customer privacy and loss of data	Management and Corporate governance	During the reported period, there were no irregularities in this area.
<b>Regulatory compliance (GRI 419) 2016</b>			
419-1	Non-compliance with laws and socio-economic regulations	Management and Corporate governance	During the reported period, there were no irregularities in this area.

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**Thank you for reading.**

The Emitel Team