



ESG REPORT 2022



A Letter from the CEO

Ladies and Gentlemen,

I invite you to read our latest report presenting the actions we have taken in 2022 in the areas of environmental protection, social responsibility and corporate governance.

The past year has been a challenging one for us and has undoubtedly been full of events of strategic importance to the Company. Firstly, I will mention the change of ownership. In January 2022, Emitel was acquired by Cordiant Digital Infrastructure Limited - a fund investing in digital infrastructure assets in the UK, Europe and North America. The transaction was closed in November last year, after obtaining necessary regulatory approvals. I am confident that the knowledge and experience of the new shareholder will help us to continue with key projects and develop new business areas.



In June of 2022, we completed one of the most complex and challenging projects in the company's history. This refers to the refarming of the 700 MHz band and the change of the digital terrestrial television broadcasting standard, which has been implemented since 2018. It involved nearly 300 of our experts, many subcontractors from home and abroad, and the work took more than 130,000 man-hours, which was of fundamental importance to the television market in Poland. The change will primarily benefit viewers, who will gain better picture and sound quality and, in the future, new television channels. We also developed our infrastructure altitude by putting dozens of new telecommunications towers at our customers' disposal. Furthermore, we continued our efforts to reduce energy consumption, for example by developing our own photovoltaic systems.

Just when it seemed that things were returning to normal after the pandemic, news started coming in from across our eastern border about an armed attack by Russia on our neighbouring country. The outbreak of war in Ukraine triggered a wave of refugees unprecedented in our region for decades. Poles stood in solidarity and rushed to help those in need of shelter, support and reassurance at that difficult time. From the beginning, Emitel also joined in to help refugees, in Poland and Ukrainians fighting the invaders. Realising the importance of news from the home country, in cooperation with broadcasters, we launched radio and television broadcasts in Ukrainian. We also decided to adapt one of our administrative buildings to accommodate mothers and children from Ukraine. Importantly, the finishing work of the residential units in Poznan was carried out by Emitel's employees as part of an employee volunteering effort. We also donated several batches of radiotelecommunications equipment necessary for the reconstruction of the broadcasting network in Ukraine, and their delivery allowed to resume and maintain stable television and radio signal transmission in the liberated areas of Ukraine.

Emitel implements projects that not only enable us to increase revenues and build shareholder value, but also have a positive impact on the environment and local communities. Innovative solutions using the Internet of Things enable us to use potential of the technology in building Smart Cities. An excellent example of such a solution is the system for remote reading of water meter parameters, which we are building for the Municipal Water and Sewage Company in Wrocław. In Piaseczno, we have developed a system for smart management of parking spaces, and other such projects in several cities in Poland are ahead of us. Care for the environment, society and corporate governance are extremely

important for Emitel. In our ESG strategy for 2021 - 2025, we have assumed the implementation of activities in relation to the sustainable development goals of the UN Global Compact, which we have consistently implemented. In the latest GRESB (Global Real Estate Sustainability Benchmark), which assesses the actions of companies in terms of social engagement and sustainable development, Emitel was ranked among the best companies out of 649 participating in the survey. We scored as high as 93 points and were ranked 5th in our category.

We do not forget those most in need. Last year, together with the Legia Warszawa Foundation, we established the Wheelchair Fencing Section and became its main partner. We try to get involved in initiatives to provide equal opportunities for women. This is why we support the junior and senior women's teams of the women's football club - Diamenty Warszawa.

In such a rapidly changing environment, we are constantly raising the standards of human capital management. It is important for us to offer attractive working conditions to both young employees as well as long-serving ones. We respond to the needs of employees of different ages, looking at diversity management as a crucial element in the development and strength of an organisation. We can confidently say that we are a company where youth meets experience. We create opportunities for development and we care about the wellbeing and close communication of our employees. Importantly, our activities have been recognised for the fourth time by the Top Employer Institute, which awarded us the title of Top Employer Poland 2022. The Responsible Business Forum report again distinguished good CSR practices that Emitel has implemented and continuously adapts to changing needs. We were also awarded the CSR Silver Leaf by Polityka weekly.

In the report we are handing over to you, we present in detail our activities, which I have described very briefly above. Last year, Emitel was one of the pioneers in preparing an ESG report in compliance with the GRI international reporting standard. This year's edition of the report is also based on the Global Reporting Initiative.

I wish you a pleasant read!


Andrzej J. Kozłowski
CEO

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

A letter from the CEO

About Emitel

Management
and Corporate governance

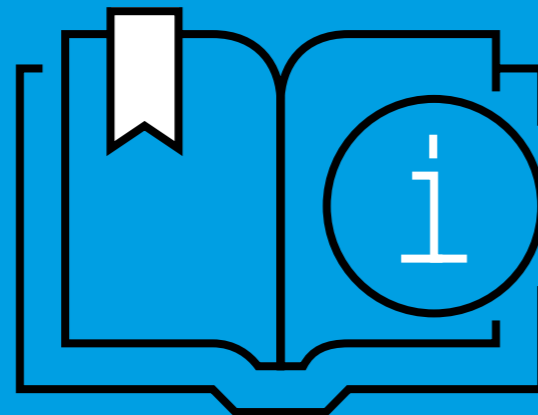
Employees

Environmental
protection

Local communities

About the report

GRI Index



About Emitel

**We are the largest operator
of terrestrial radio and television
infrastructure.**



About Emitel S.A.



GRI: 3-3

Summary of the year 2022

The year 2022 was a significant year for Emitel. From business successes and plans for further business development with the company's new owner, to the highest achieved, through the use of new technologies, energy efficiency of the company. On the one hand we experienced many milestones in the life of the company, and on the other hand we had to face the test of a new situation, prompted by the war in Ukraine.

The events of the last three years have triggered many socio-economic changes. The digitalisation of business and society is rapidly accelerating, overtaking earlier forecasts and posing further challenges to Polish companies. For this we must be technologically and operationally ready.

A New shareholder of Emitel S.A.

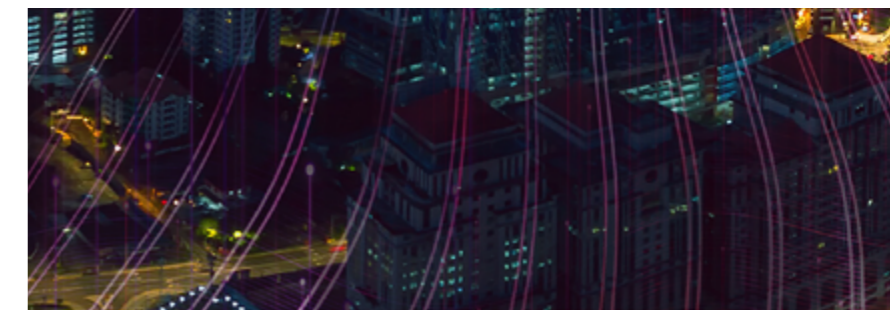
On the 4th of January 2022, the existing owner Alinda Capital Partners LLC (now Astatine Investment Partners) signed a binding agreement for the sale of Emitel S.A. to Cordiant Digital Infrastructure Limited.

After obtaining the necessary regulatory approvals, at the beginning of November Cordiant Digital Infrastructure finalised a transaction in which it acquired 100% of the shares of Emitel S.A.

Cordiant Digital Infrastructure Limited is a fund that invests in the infrastructure of the digital economy - data centres, fibre optic networks and broadcast facilities, as well as telecommunications towers in the UK, Europe and North America.

The company is listed on the London Stock Exchange.

The fund's portfolio also includes České Radiokomunikace, the equivalent of Emitel in the Czech Republic, acquired in 2021, and a data centre platform acquired in early 2022 - Hudson Interchange, based in New York. Cordiant's clients include global insurance companies, pension funds and companies managing the wealth of individuals. The Cordiant company draws on the expertise and experience of a team of experts and managers from the telecommunications industry and private equity, with extensive experience in digital technologies, managing assets with a total committed capital of more than USD 3 billion.



Activity profile

We are the largest operator of terrestrial radio and television infrastructure in Poland, covering 99% of the country, constantly developing IPTV, VOD, CDN. We manage high-altitude infrastructure and design and install modern wireless communication systems. We are increasing the range of services for smart cities based on the Internet of Things (IoT) and participate in preparations for 5G networks. We are increasing the scale of our operations, seizing opportunities to expand our broadcast coverage with new transmission towers, while taking care to minimise their impact on the environment. In 2022, we launched 40 new telecom towers.

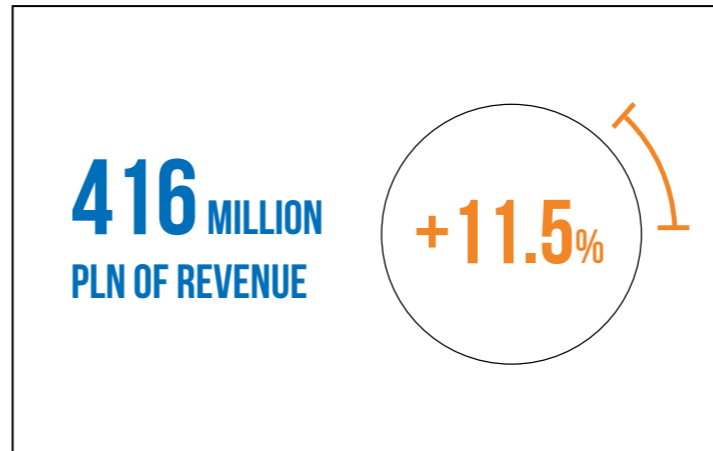
Emitel's main customers are TV and radio broadcasters, mobile phone operators, Internet providers, and government institutions. These contracted agreements extend up to 2035. Among the new planned commissions is the implementation and operation of a streaming service for one of the major telecommunications operators, covering around 140 TV stations.

OVER 600 BROADCASTING FACILITIES

nationwide is a dense network of our infrastructure.



Key results:



The telecommunications infrastructure market in Poland

According to data provided by the PMR, the telecommunications market in Poland reached a value of 41.3 billion PLN in 2021 and is growing steadily. Estimates for 2022 showed a continuation of growth to a value of 42.2 billion, and in 2023 it is expected to be 43.5 billion PLN. This means that the telecommunications market is stable and constantly developing. Above all, the number of users of mobile phones and the Internet increases, partly as a result of the transition from the landline segment.

It is predicted that by 2025, as much as 50% of the world's landline connections will move to wireless networks.



The number of sensors used in the IoT is **OVER 30 THOUSAND**

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

Business model and value creation

We are developing innovative infrastructure projects and strengthening the company's resilience to the occurrence of external risks that may affect financial results. Stability, an established leadership position in the world of digital terrestrial television and digital radio allow us to invest in new areas such as multimedia, smart cities, the Internet of Things, advanced security systems and the upcoming 5G technology.

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

- consolidating its leadership in DTT (Digital Terrestrial Television) and radio broadcasting as well as developing new multimedia platforms,
- utilising the growth potential of the Polish telecommunications infrastructure market,
- utilising the potential of Economy 4.0, implementing Smart City projects,
- focusing on maintaining high profitability and generating cash flow,
- respecting the principles of sustainable development and treating changes in Emitel's environment as a catalyst for further growth.

Emitel's mission is to provide high quality broadcasting and transmission services, telecommunications infrastructure and solutions for the development of Economy 4.0 based on innovative technologies. We are building a strong organisational culture based upon these values:

P FOR POSITIVE ENERGY AND ENTHUSIASM FOR ACTION

P FOR PRACTICAL SOLUTIONS

P FOR PRIORITY

P FOR PURPOSE OF DEVELOPMENT AND CURIOSITY OF THE WORLD



Our services

A letter from the CEO

About Emitel

Management and Corporate governance


Employees

Environmental protection




Local communities

About the report

GRI Index

Service branch	Service Type	Service Description
 <p>Broadcasting and Multimedia</p>	Digital television	Digital television Terrestrial digital television DVB-T2 and DVB-T on MUX-8. This is television with much better picture and sound quality and more free-to-air channels received over the ground. It also means additional capabilities such as surround sound, a detailed programme guide (EPG), interactive services and pay-TV services.
		Signal delivery We have our own backbone telecommunications network. We set up so-called last mile links to individual locations with the backbone network. This allows any connections to be made in a very short time.
	Radio	Terrestrial broadcasting We offer broadcasting via single transmitters and in active, reactive and N+1 reserve systems.
		T-DAB+ digital radio (Digital Audio Broadcasting Plus) The T-DAB+ standard allows for the highest quality sound and additional services, e.g. the transmission of subtitles, pictures and slideshows, access to the programme guide or traffic updates. Web streaming is also possible.
		Signal delivery We offer services from the simplest studio-transmitter configurations to complex backhaul networks.
		Radio planning In other words, a simulation of the coverage of a specific area by a radio signal. We assess how strong the signal will be and at what distance from the transmitting station it will be available.
	IPTV, HbbTV, OTT, Content Delivery Network	IPTV (Internet Protocol Television) A technique for transmitting TV signals over IP-based broadband networks.
		HbbTV (Hybrid Broadcast Broadband TV) Hybrid TV allows an interactive application to be introduced into a TV channel. In short, HbbTV is a form of modern teletext, but more advanced. Thanks to this, e.g. when watching a match, we can find out the statistics of our favourite team or footballer from a pop-up window on the side and, if the content provider is ambitious, we will also be able to see another video material, a second camera image, a replay or, for example, another match from the same team.
		OTT (Over The Top) A service that uses an open Internet network, and TV signal can be delivered using any type of connection.
		Content Delivery Network CDNs are additional servers that make it easier for viewers to watch audiovisual content, particularly useful during popular broadcasts, e.g. when many viewers want to watch the same content (films, concerts, matches) over the Internet at the same time.

Our services

Service branch	Service Type	Service Description
 <p>Services and telecommunications infrastructure</p>	Construction and rental of facilities	Emitel manages high-altitude facilities for wireless broadcasting and telecommunications services, on which additional equipment can be placed. If necessary, it builds new masts and transmission towers.
	Internal antenna systems	These are antenna installations for the transmission of mobile telephony signals (GSM, UMTS, LTE) inside buildings, which are mainly used by mobile operators and owners of commercial, office and hotel buildings.
	Data transmission	This is a service that enables a guaranteed bandwidth connection between two designated locations, regardless of the distance between them. We offer two variants of the service: - Ethernet channels - Ethernet-based links compliant with the IEEE 802.3 standard ending with a Fast Ethernet or Gigabit Ethernet connector. - PDH/SDH leased lines - PDH/SDH technology-based lines ending in E1, E3, STM-1 interfaces.
 <p>Smart Cities</p>	Smart City	EmiSmart is a range of services dedicated to smart city solutions. These can be systems that enhance security or monitoring of infrastructure. A full description of the offer can be found at www.emitel.pl/emismart/
	Internet of Things	Emitel is building an LPWAN (low-power, wide-area network) in the LoRaWAN standard so that designated objects in the urban space can communicate with each other, such as sensors to manage city lighting. IoT will also revolutionise industry and agriculture. Placed everywhere, networked sensors will provide instant data that today requires sending employees into the field.
	DAS and Small Cell	<p>DAS (Distributed Antenna System) This system increases the capacity of the network that cannot be provided otherwise. It allows the internet to run faster.</p> <p>Small Cell These are low-power, low-range base stations designed to densify mobile networks that need to keep up with the growing number of Internet users who are downloading more and more data.</p>
 <p>Security</p>	Critical communication	Our masts are used by systems supporting air traffic, the operation of power grids, state forests and other services important for the functioning of the country. We offer solutions for emergency services, e.g. the TETRA system, which makes it possible to control calls so that a coordinator can always connect to a selected person or team.
	Surveillance	With high-altitude facilities located throughout the country, Emitel is able to carry out long-range surveillance of the area. Another type of service are surveillance cameras, or EmiKam, which allow for direct video transmissions from anywhere in Poland.

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

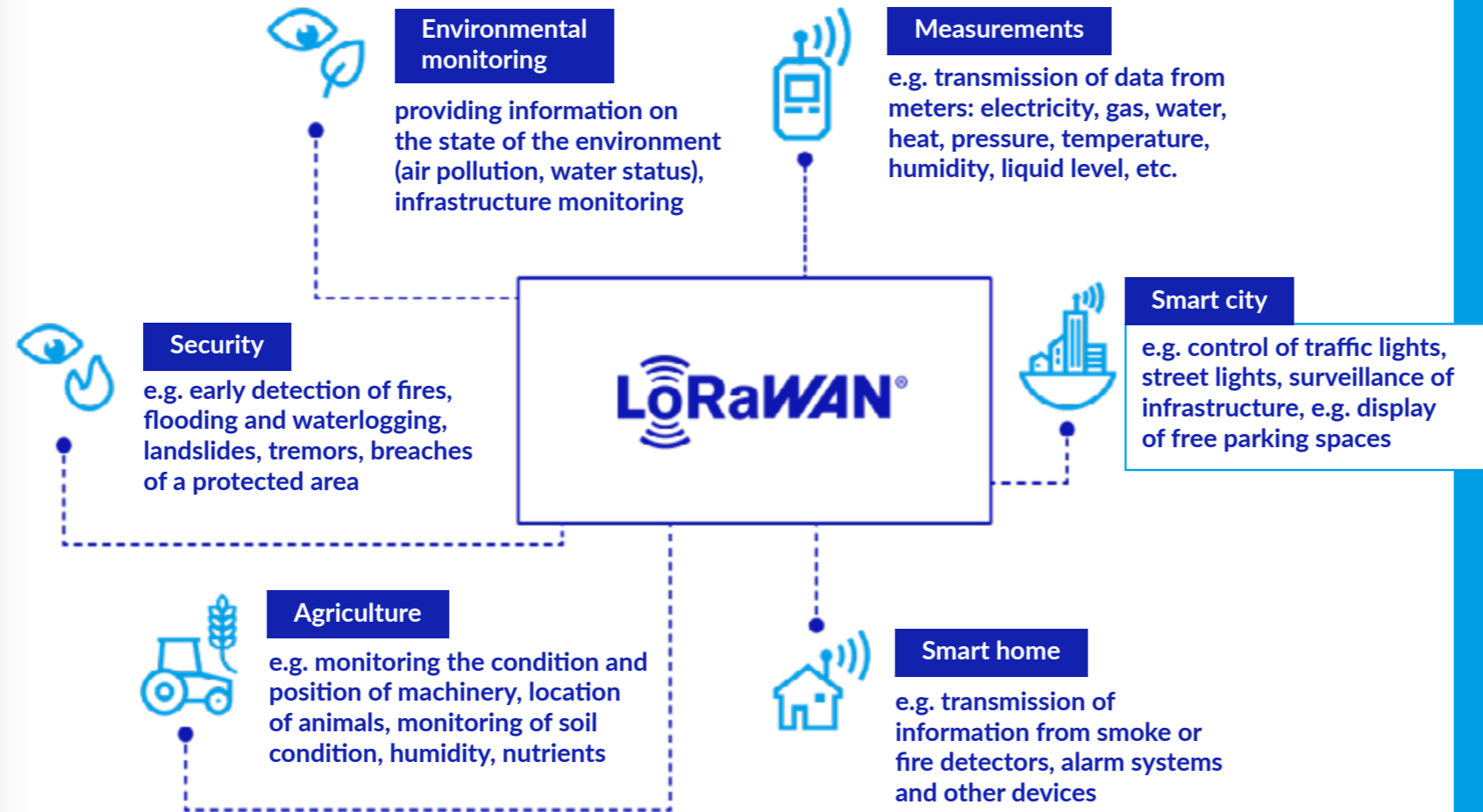
About the report

GRI Index

Solutions for smart cities



Smart City, Emitel



GRI: 3-3

The security of telecommunications networks

Telecommunications networks are part of critical infrastructure. In emergency situations, such as armed conflict or cyber attack, ICT networks must be secure. In the event of an electricity shortage, mobile generators are essential. Our facilities are equipped with UPSs and are provided with generator fuel to last for 48 or 72 hours.

We have implemented information security management procedures, reviewed the best market practices and applied a selection of them.

We have a business continuity plan in place for disasters, emergencies, in line with ISO 22301 and 27001. Since 2014, we have been working with a company from Ukraine, which provides services in a similar scope as Emitel. As a result, we have gained knowledge on how to ensure network security under wartime conditions. The last key element is people - we focus on building awareness, training and adequate preparation for action in crisis situations.



Completion of the 700 MHz band refarming process

In June 2022, we successfully completed the most complex and challenging project in Emitel's history. It was the re-farming of the 700 MHz band and change of the broadcasting standard of digital terrestrial television. Refarming of the 700 MHz band is the process of transferring terrestrial television multiplexes from 694-790 MHz to the lower range of 470-694 MHz. The 700 MHz band is to be earmarked for the construction of a fifth-generation mobile network.

We started preparing for this process in 2018, and the first phase of frequency switching was carried out in March of 2020. The change of broadcast frequency was accompanied by a transition to a new, more efficient standard of DVB-T2/HEVC broadcasting, which provides better picture and sound quality.

Emitel hybrid television

How Emitel Hybrid TV (HbbTV) works can be checked on MUX-8 on channel 99. On the portal we present EPG, which is a guide to TV programmes, the weather forecast, and news from radio stations. Emitel is constantly developing HbbTV services, including its own application, which was refreshed in December 2021. On channel 99 of Multiplex 8 viewers can find an interactive TV programme (EPG), and on channel 98 radio channels in the EmiRadio app.

Refarming in numbers:

300

involved experts

130,000

man-hours

1,000

technical documents

140

administrative permits obtained systems installed

319

installed DVB-T2 transmitters

95

new antenna



Our partnerships:

- Atlantic Council
- American Chamber of Commerce in Poland
- Broadcast Networks Europe
- LoRa Alliance
- Polish Chamber of Information Technology and Telecommunications
- Polish Chamber of Electronic Communications
- National Chamber of Commerce Electronics and Telecommunications
- Polish Chamber of digital broadcasting
- Foundation for the Development of Radiocommunication and Multimedia Technologies

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

Prizes and awards in 2022



"Top Employer" certificate as part of the project organised by Top Employers Institute.



CEO of Emitel Andrzej Kozłowski on the list of the 25 best managers in Poland according to the monthly magazine **"Home & Market"**. This is the second distinction awarded to President Kozłowski in this poll.



CSR Silver Leaf of the weekly "POLITYKA" magazine, a Deloitte consulting company and the Responsible Business Forum, awarded to companies that declare to take into account the majority of key sustainability measures, implement top-quality solutions and disclose information about their activities.



Ranking of Responsible Companies – Emitel was ranked in the top 7, scoring 86 points out of 100. This is the highest position in the company's ranking history, and an advance of 8 places from 2021.



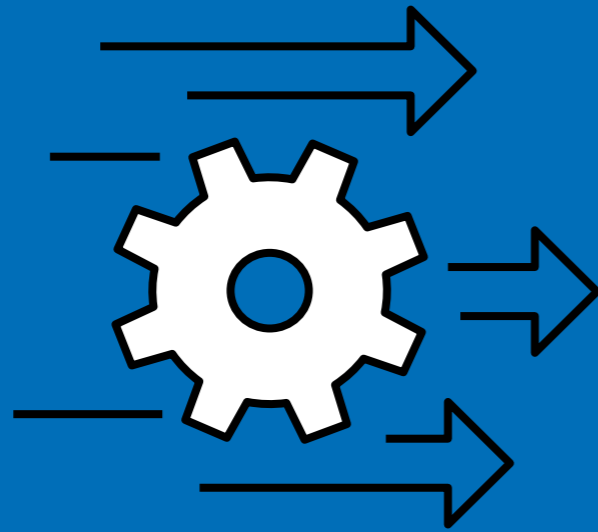
The global survey GRESB 2022, in which Emitel achieved a record number of 93 point out of 100 and received the distinction of 4 stars. The company was ranked 5th in its category and found itself among 132 best companies out of 649 respondents in the survey.



Smart City Award in the category Smart City Solutions for a remote reading system of parameters from water meters for the Municipal Water Supply and Sewerage Company in Wrocław.



Trusted Partner Network (TPN) certificate, an industry-wide content protection initiative, which constitutes confirmation of the security of information for the audio-video sector.



Governance and corporate management

A system of controls and procedures, ensuring effective management of the company, determines our quality of service and competitive advantage.



GRI: 3-3

Our work culture

Emitel has a management system in place based on procedures, internal processes, monitoring and audits.

We emphasise professionalism and ethics in operations, the highest quality of services, as well as transparent relations with shareholders and customers. We constantly monitor the risks affecting our company and the services we provide. This makes us efficient in our operations, builds trust in the company and creates value for stakeholders.



GRI: 2-9, 2-10, 2-11, 2-12, 2-13, 2-18

Management structure

The governing bodies of Emitel S.A. include the General Meeting, Management Board and Supervisory Board. The company's Articles of Association allow for the appointment of a Management Board of between 1 and 5 members. The Management Board or its members are appointed by the Supervisory Board for a 5-year individual term of office. The main task of the Management Board is to manage the affairs of the company in accordance with the Articles of Association and representing Emitel externally. The Management Board sets short and long-term

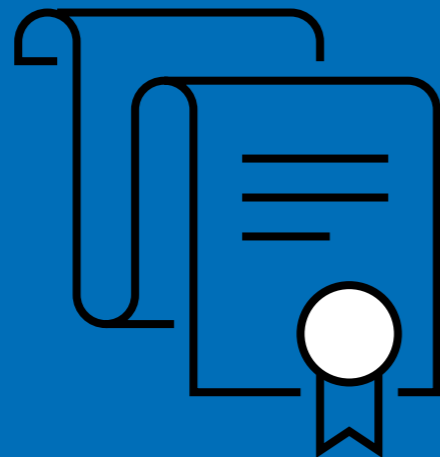
objectives, a business strategy and oversees the implementation of the ESG Policy 2021-2025. In turn, the Supervisory Board consists of between 3 and 6 members appointed and dismissed by resolution of the General Meeting for an individual term of 5 years. The role of the Supervisory Board is, among other things, to monitor the work of the Management Board and the company's performance, in particular evaluating the financial statements, approving the business plan and budget for each financial year. An Audit Committee operates within the Supervisory Board.

GRI: 2-24

Integrated management system

At Emitel, we have a certified integrated management system, which consists of a business continuity management system and an information security management system in compliance with the requirements of ISO 22301:2019 and ISO/IEC 27001:2013. The system consists of the implementation of appropriate mechanisms for the management, classification and handling of information assets. Emitel has in place such policies as:

- The ESG Policy 2021-2025
- Environmental Management System Policy
- Remuneration Policy
- Anti-Corruption Policy



The Emitel S.A. Supervisory Board

Due to the change in ownership and the acquisition of 100% of Emitel S.A. by Cordiant Digital Infrastructure Limited, the composition of the Supervisory Board also changed.

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.

In 2022, the composition of management bodies was 100% men. The selection of the members of the Management Board and the Supervisory Board took place based on an analysis and assessment of professional qualifications, with the aim of selecting the best candidates.

The Management Board of Emitel S.A.

On the 3rd of January of 2022, the Supervisory Board of Emitel S.A. appointed Maciej Pilipczuk to the Management Board, who is responsible for the finance area in the role of Chief Financial Officer. At the end of 2022, the Management Board was composed as follows:

Andrzej J. Kozłowski

Chairman of the Board, Chief Executive Officer



Maciej Staszak

Vice-President of the Management Board, Sales Director



Jerzy Godek

Member of the Management Board, Head of the Technology Division



Maciej Pilipczuk

Member of the Management Board, Chief Financial Officer



GRI: 2-6

Responsible supply chain

In carrying out our business activities, we work with a number of contractors who provide their products and services. We are guided by the principle that the purchasing process is carried out in a competitive, impartial and non-discriminatory manner. In terms of technology suppliers we are dominated by foreign manufacturers, mainly from the EU area, who provide products such as antennas, transmitters and cooling systems. Other tasks are outsourced to local subcontractors. Where possible, we prefer long-term framework contracts. The conditions of cooperation are defined in the 'Procedure for purchasing and selecting suppliers', and the Purchasing Office coordinates the the supplier selection process. As of 2022, we have an electronic purchasing platform in place. In the next step it is planned to expand it with ESG questionnaires. As part of the selection process, we mandatorily take into account environmental and information security aspects. Contracts concluded include anti-corruption and sanction clauses.



GRI: 2-12, 2-18, 2-25

Risk management and internal auditing

The Internal Audit Office at Emitel is functionally under the Supervisory Board of the company and administratively under the President of the Management Board / CEO. This maintains the independence of the auditors, who can audit any area of the company's operation.

The Internal Audit Office is responsible for providing recommendations of solutions and standards to minimise risks, improve the effectiveness of the internal control system and increase the efficiency of business processes. The office applies international internal auditing standards and the principles of professional ethics set out by the Institute of Internal Auditors (IIA) - the oldest and largest organisation of internal auditors in the world. In addition, each organisational unit within the Emitel structure has its own systems and procedures of risk management for projects carried out in a given area.

Identified significant risk categories:

- organisational and management risks
- operational risks
- strategic risks
- financial risks
- legal and regulatory risks
- IT risks
- physical security risks
- external risks

Risk management system

We employ a Risk Management Concept based on the methodology recommended by the Committee of Sponsoring Organisations (COSO) and the Committee of Chief Risk Officers (CCRO) as well as the standards of the international IRM/AIRMIC organisations.

The COSO method is based on estimating risk in two aspects:

Impact:

The magnitude of the consequences of an event causing the materialisation of a risk if control mechanisms and other actions taken to manage those risks fail.

Probability:

The frequency of occurrence of a given phenomenon over a specified time. It answers the question of how often and over what time we can expect a given risk to materialise.

GRI: 3-3, 2-25

Management of ESG risks

ESG risks are part of the overall system of risk management. They are related to our business directly, where we have influence over them, and indirectly, within the supply chain. At Emitel, as part of the ESG Policy 2021-2025 we have implemented due diligence procedures for events that may have a negative impact on ESG factors.

GRI: 3-3, 2-12, 2-13, 2-17, 2-23, 2-24

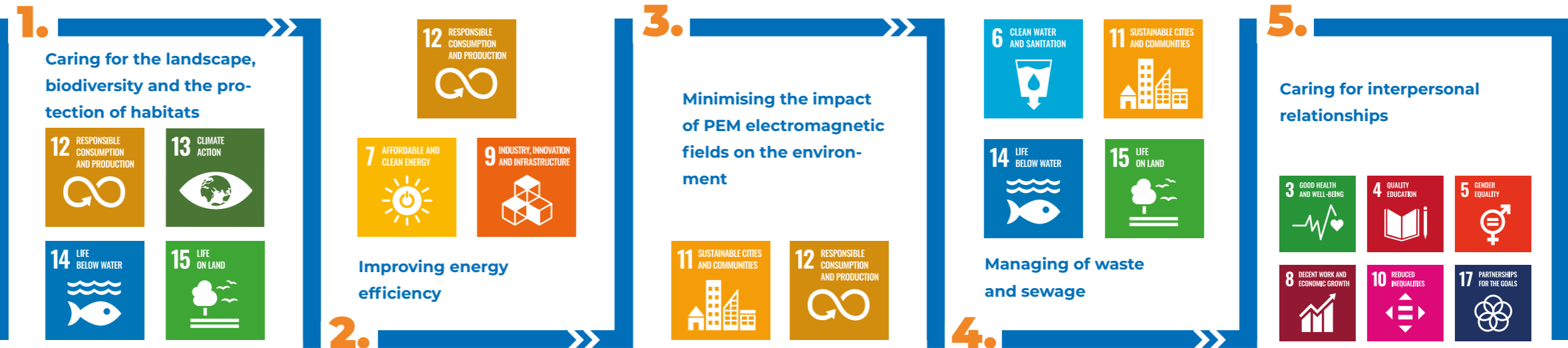
The ESG Policy 2021-2025

Sustainability is increasingly important, especially for global investment funds. As a company with a change of ownership in 2022, we know from our own experience that the fact of having an ESG strategy and management of these areas is important when deciding in which company to invest capital. The ESG policy 2021-2025 has been in place at Emitel since August 2021. It is a strategic document in which we have defined our significant areas of influence, objectives indicating directions for our actions and metrics. The ESG policy includes a checklist of the five main objectives, actions that we have committed to deliver by 2025.

The implementation of the ESG Policy is supervised by the Emitel Management Board and the progress of the targets is reported quarterly. Employees and associates are co-responsible for implementation of adopted ESG objectives, within the scope of their competences. Detailed implementation progress is presented in this report next to the individual topics.

The GRESB survey

Caring for corporate governance, the environment and society are part of our company's DNA. This is evidenced by Emitel's high places in last year's rankings, including the company's 5th position in its category in the GRESB survey. This is a global survey of a global scope conducted by an independent non-profit organisation. In 2022, we scored the highest number to date of as many as 93 points out of 100.



GRI: 3-3

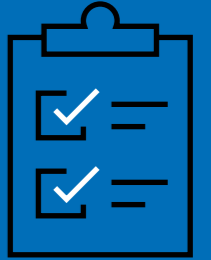
Ethics and compliance

The Code of Conduct and Ethics reflects our organisational culture, in which building trust and reputation in the company is key. The Code is a set on principles and values which are a guideline for choosing the right behaviour. These values are: trust, openness, teamwork, professionalism and pride in how we conduct business. The code is regularly reviewed and is updated as necessary.

Objectives of the Code of Conduct and Ethics:

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

All employees and associates are required to comply with the Code, and management is responsible for ensuring awareness of its contents and building an organisational culture based on internal communication directed at ethics.



Clients

attracting and retaining customers, offering products and services which are ethical in terms of price, quality, safety and environmental impact.

Investors

protecting the company's investments and generating a higher return for investors in line with Emitel's values

Employees

upholding human rights, ensuring a safe workplace and competitive employment conditions, promoting talent development and equal opportunities.

5

areas of ethical responsibility:

People with whom we have business relations

building relationships with contractors, suppliers, joint venture partners that are mutually beneficial, consistent with ethical principles

Communities

compliance with local laws and human rights, due regard to health, safety and environmental protection, in accordance with the principles of sustainable development.

Compliance Policies

In addition to the Code of Conduct and Ethics, Emitel has compliance policies in place, which define the obligation to comply with legal requirements and are applicable to all employees. Internal regulations and sectoral policies together form Emitel's compliance policy. One of the elements of its operation in the company is the provision of education for employees by the Legal and Compliance Office.

GRI: 2-16, 2-26

Reporting violations

It is a breach of law or ethics to act or fail to act in a number of areas directly related to our business activities (e.g. public procurement, network security, privacy and data protection) as well as indirectly, e.g. environmental protection, public health, animal welfare. Therefore it is crucial for employees to be aware of what action or behaviour may constitute a breach.

Reporting information on violations of the Code of Conduct and Ethics and regulations or situations that could constitute such a violation is the responsibility of every employee and co-worker at Emitel. The procedures in this respect are regulated in detail by the "Regulations on Internal Reporting of Violations of the Law at Emitel SA."

If employees are in doubt as to whether a situation of which they have knowledge or have witnessed constitutes a breach or not, they may raise this question with the Legal and Compliance Office. The duty to report to the Office applies to suspicions that there has been any violation of the provisions of the Code, laws and regulations or a threat to human life, health or safety.



**Reports may be sent by letter to the Legal
and Compliance office address or by e-mail to
compliance@emitel.pl**

Submissions are considered collegially, based on transparent procedures and ensuring objectivity by the Director of the Legal and Compliance Office, the Director of the HR Office and the Director of the Audit Office, or persons authorised by them. The results are communicated to the Management Board and the Supervisory Board and the reporting person, who is protected from possible retaliation for disclosing information of a breach of regulations or ethical principles. During the subsequent follow-up, the principle of impartiality and objectivity is in force.



GRI: 2-15, 205-3

Anti-corruption policy

The rules governing conduct in this area are set out in the Anti-Corruption Policy, which is based on the regulations of the Polish law as well as on the Directive of the European Parliament and of the Council (EU) 2019/1937 of the 23 October 2019 on the Protection of Whistleblowers of the Union (so-called whistleblower protection). The policy applies to all employees and associates, persons employed on civil law contracts and those carrying out business activities.

Internal procedures in this area consist of:

- **an anti-corruption declaration** - all employees are required to sign this declaration
- **training** - within 7 days of starting work, each employee and co-worker must familiarise themselves with the document and this is done in the form of training
- **contractual anti-corruption clauses** - are included in all contracts concluded by the company
- **guidelines for receiving gifts** - it is forbidden to receive gifts worth more than PLN 200

GRI: 2-15

Conflict of interests

Definitions and procedures related to the management of conflicts of interests are set out in the Code of Conduct and Ethics. Activities that could give rise to a conflict of interest include:

- Conducting business on behalf of the company with a member of an employee's family or with an organisation with which the employee or a member of the employee's family is affiliated, without obtaining prior approval for such business dealings.
- Serving in an advisory, consultative, technical or managerial capacity for any unaffiliated organisation that does business with the company or is a competitor, without obtaining prior approval.

In addition, company directors, before joining the Board of Directors or advisory body, should declare information on any other entities with which they are associated in order to analyse for disclosure risks or conflicts of interest.

There were no conflicts of interest or corruption cases in 2022.

- **prevention of the creation of "corruption funds"** - it is prohibited to give gifts with a value of more than PLN 200
- **rules of conduct in case of receiving a corruption proposal** - reports can be submitted to compliance@emitel.pl or directly to the head of the Bureau
- **rules for dealing with reports of abuse** - rules relating to the conduct of investigation and outcome



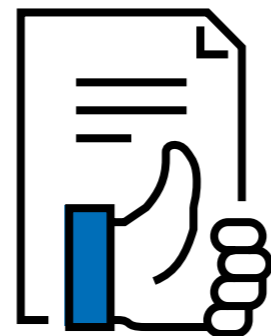
**GRI: 2-27, 206-1, 406-1, 407-1, 408-1, 409-1,
415-1, 418-1, 419-1**

Compliance with regulations

The duty of Eritel, its employees and associates is to comply with the laws and regulations arising from internal documents.

During the reporting period, no proceedings were initiated before public administration authorities related to violations of laws on labour issues, anti-competitive activities, environmental protection, health and safety, human rights or forced labour, corruption, as well as the quality of services and products. There were no manifestations of discrimination.

The Company has not supported political parties, politicians or institutions of a similar nature. There have been no court or administrative proceedings concerning conduct violating the freedom of competition or anti-monopoly regulations, in which Eritel would act as a participant in the proceedings. No decisions or judgments have been issued, including no lawsuits filed or penalties imposed on the company related to violations of human rights. There have been no complaints regarding breaches of customer privacy or loss of data.



GRI: 417-1

Eritel's business activities fulfil all legal obligations regarding telecommunications services and networks and their security. We comply with obligations to label products and services and provide information on them.

We are also subject to laws that relate to construction, environmental protection and public procurement.

- The Act on Support for the Development of Telecommunications Services and Networks
- Telecommunications law
- The Law on the National Cyber Security System
- The decree of the Minister for Digitalisation on radio transmitting or transmitting and receiving equipment which may be used without radio authorisation



A letter from the CEO

About Emitel

Management
and Corporate governance

Employees

Environmental
protection

Local communities

About the report

GRI Index



Employees

Business is created by people. We are distinguished by our open organisational culture and harmonious team.



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

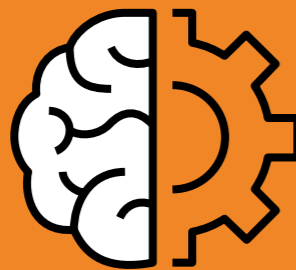
In 2022, we have set our sights on improving Emitel's organisational culture. We are improving communication and working on building employees' awareness of the importance of organisational culture in our daily work. We conduct internal surveys among employees, which show us that the culture in which we operate is consistent with the goals we want to achieve.



Achievement of ESG 2021-2025 indicators:

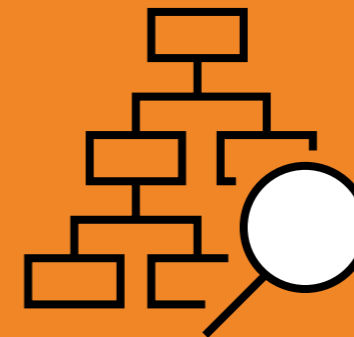
- Establishing employees development plans
- Implementation and execution of development plans
- Implementation of employee volunteering in the Company
- Holding regular charity and volunteer events - a minimum of two per year
- Promotion of scientific, cultural and sporting events
- A minimum of 1 information and education campaign per quarter dedicated to the safety and health of employees
- Introduction of a system to monitor the level of health absenteeism
- A minimum of 1 internal educational campaign per quarter dedicated to the promotion of attitudes towards the equal opportunities policy
- Cooperation with external bodies - minimum of two joint initiatives per year
- Monitoring and the equalisation of women's and men's salaries in comparable positions
- Introducing initiatives to promote equal opportunities within the internal labour market – a minimum 1 initiative per year

in progress completed



Initiatives:

- Launch of employee volunteering in Poznań
- Implementation of the Motivize benefit platform
- The Legimi e-book and audiobook platform
- Implementation of mentoring
- Support for the Career Map project
- Cooperation with the student organisation IAESTE



The next steps:

- Development of the employee volunteer programme
- Developing the organisational culture towards a feedback culture
- Implementation of competence surveys and personal development interviews
- Implementation of coaching elements
- Development of cooperation with schools and universities

GRI: 2-29

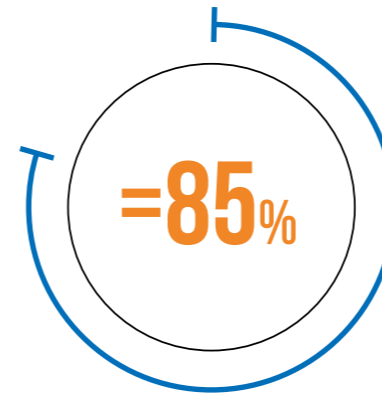
Our work culture

We draw impetus from the company's experience. We focus on a culture full of openness, flexibility and regularity. We value loyalty and concentrate on challenges within our organisation. We cherish diversity and long-term thinking. We appreciate direct communication and a good flow of information. In 2022, we have proven that change is an opportunity for us to grow.

GRI: 2-30

Social dialogue

2022 was a landmark year for the work of labour union organisations operating at Emitel. In agreement with labour union representatives, we jointly made decisions on the increases in basic salaries. Of great importance for the organisation was the fact that, despite the difficult economic situation, we met the expectations of employees. In the previous year, the term of office of the Employees Council came to an end and new representatives were elected in December. Emitel is not bound by a collective agreement, but by a social contract.



The EmiPuls study

The survey, which has been running for many years, aims to continuously review the assessment of employee satisfaction, which in recent years has reached 85% in 2022, 87% in 2021 and 84% in 2020, respectively. The results are used to verify the measures implemented, draw conclusions and develop an action plan after receiving feedback from employees. The survey is fully confidential and anonymous.

GRI: 2-7, 2-8

Employment

The vast majority are permanent employment contracts. Self-employed persons act as advisors.

Structure and forms of employment

	2022			2021		
	Women	Men	Total	Women	Men	Total
Employment structure						
Fixed-term employees	3	16	19	9	7	16
Employed for an indefinite period	68	326	394	68	348	416
Total	71	342	413	77	355	432
forms of employment						
Full-time	69	340	409	75	354	429
Part-time	2	2	4	2	1	3
Employed under a contract of mandate	4	14	18	2	16	18
Self-employed	9	31	40	9	32	41

GRI: 401-1

Employees appointments and leaves

	Appointments		Leaves	
	2022	2021	2022	2021
Women	9	7	6	9
Men	22	13	16	24
ages <30	10	8	8	3
ages 30-50	18	12	9	22
ages >50	3	0	5	8
Total of appointments/leaves	31	20	22	33

Career development

Our aim is to continuously develop and follow trends on the telecommunications market. We invest in competences and deepen our knowledge through a wide range of specialist training and development courses in the form of workshops and webinars, career support programmes or mentoring.



GRI: 404-2

Development programmes

The Academy of Leaders

The Academy of Leaders is a programme dedicated to managers with the aim of addressing their competences in people management, team performance and leadership skills. In 2022, as part of the Academy, we organised 7 events in the form of training and webinars, with 107 participants.

EmiTech

This is a comprehensive professional competence development programme delivered in the form of specialised in-house training in: tele-transmission, IP, antenna systems, transmitters, power, combiners and filters, FO networks and surveillance systems. In 2022, we organised 38 events for 279 participants.

EmiAcademy

The intranet learning platform, which includes access to internal and external training, is proving popular. In 2022, as part of EmiAcademy there were 53 online events for a total of up to 914 participants.

Mentoring

Mentoring stems from our organisational culture and provides an opportunity to harness the employees' potential. Two mentoring programmes have been implemented. Their aim is to build a long-term relationship of a person with extensive experience and knowledge, who supports a younger person with less professional experience in their development. In this way, they have the opportunity of support in consciously shaping their career path. One of the mentoring programmes facilitates the process of professional adaptation to work at Emitel and in 2022 13 people received this support. The second programme is dedicated to candidates for the role of internal trainer, and has benefited 3 people to date.



Diversity

We provide all employees with equal opportunities and focus on competence in their professional development. We conduct internal educational activities in which we promote the principles of diversity in the workplace. In 2022, we implemented job valuation. All jobs are described and classified in accordance with the MERCER methodology, which allows for the tariff and ordering of rates in the table.

We constantly ask ourselves what else we can do to level the playing field for women in telecommunications. Since 2017, the company has had a "Diversity Declaration", which formalises the willingness to take action to create and promote diversity in the workplace. We also engage in external initiatives. We are a member of the global 30% Club initiative, promoting equality in business. In 2021 we signed the Polish version of the Diversity Charter - an international initiative of the European Commission in which we have the opportunity to share our knowledge and experience with

other countries. Participation in both of these initiatives is an expression of delivering our commitment to promoting equal opportunities in our environment.



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		2021	
	Women	Men	Women	Men
ages <30	2%	3%	2%	3%
ages 30-50	9%	38%	11%	45%
ages >50	6%	40%	5%	34%

GRI: 401-3

In 2022, 1 female employee and 1 male employee were on parental leave and 6 employees returned from paternity leave.

GRI: 2-19, 2-20

The Remuneration Policy

The remuneration policy at Emitel is implemented in compliance with legal regulations. It operates on the principle of transparency and equality of pay for work performed. There is a job tariff available to all employees on the intranet, with a breakdown of positions by class and the pay scales for each class.

The pay scale operates in line with the tasks performed in a given tasks, regardless of the place of work, gender, age or education.



GRI: 405-2

Ratio of women's to men's salaries

Wage ratio of women to men in %	2022	2021
Non-working positions	81%	75%
Management positions	93%	99%

GRI: 2-21

Annual salary index

Ratio of annual total remuneration for the highest paid person in the organisation to the median annual total remuneration of all employees (excluding the highest paid person) **14,29**

GRI: 401-2

Benefits

Emitel employees have access to the following benefits:

- funding for themselves and their families in the context of holidays,
- co-financing of a sports and leisure card (MultiSport or FlexiPass) or to individually selected sports and cultural services,
- private medical care within the LUXMED Group,
- holiday benefits,
- housing loans,
- psychological consultations,
- Allianz investment insurance programme with insurance protection,
- reimbursement of the cost of corrective glasses,
- an additional day off,
- rental of furniture and office equipment for remote employees.

The Motivizer benefit platform

The Motivizer cafeteria platform was launched in 2022, under which each employee in a given calendar year has an amount available from the Company's Social Benefits Fund and from operational funds. They can allocate it to the purchase of goods and services in the area of sport, recreation, leisure, etc. The platform enables employees to manage benefits according to their own needs and greatly expands their scope.

Employee referral programme

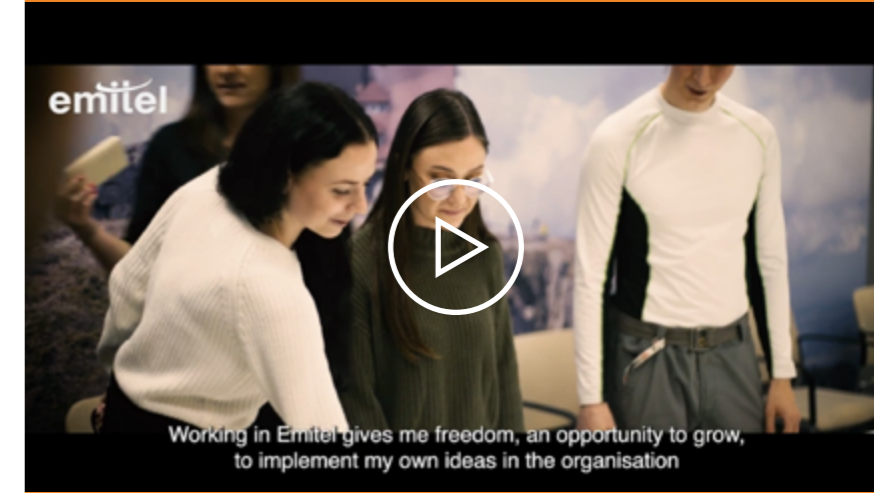
For the past two years, Emitel has been operating a 'Remuneration for referrals' programme, which supports the acquisition of candidates for employment at Emitel through referrals from existing employees and colleagues. **During this time, 17 people have been referred, of whom four have found employment.** Employees who recommended these individuals could count on a financial reward of PLN 1,500 gross.

The e-book and audiobook platform

Since 2022, all employees have had free access to more than 75,000 ebooks and audiobooks from various subject categories as part of the Legimi platform. In this way we are responding to the needs of employees to access literature while respecting the environmental aspect, supporting the use of digital tools and digitisation. During the year, access to the library was used by 35% of Emitel employees and collaborators. Collectively, they read almost half a million pages.



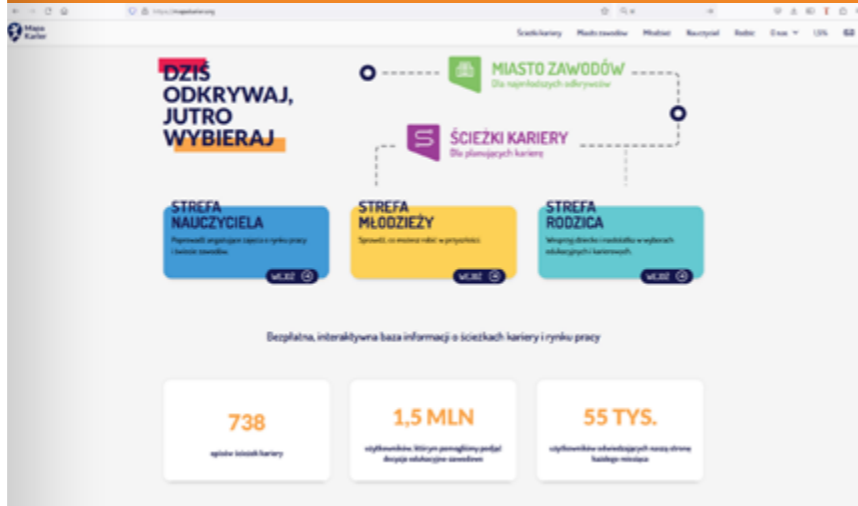
75 000
e-books and audiobooks
for employees



<https://www.youtube.com/watch?v=0-WQnmSlcC8>

Talent for talent

Ongoing cooperation with student organisations and universities, as well as a presence at job fair is a great opportunity to get to know potential future employees of the company. Direct contact provides an opportunity to reach out with job offers at Emitel and provide career advice. We actively cooperate with the student organisation IAESTE, which brings together students from technical universities. In 2022, we participated in two nationwide projects – CaseWeek and Level UP Your Skills. During the year we delivered over 100 counselling and development talks. Participation in job fair delivered over 9300 views of job offers and over 700 applications to work at Emitel.



Career map

Young people are already considering their career choice at school age, which is why we engaged with the non-profit project 'Career Map' in 2022.

It is an interactive, free database of information about career paths and the labour market, which can be used by students, teachers or career counsellors. Our contribution to the development of the Map was the creation of two occupation cards: Network Supervisor and Network Maintenance Specialist. We have ensured the inclusiveness of these job adverts, with a view to making them interesting for description to girls as well as boys.



Read more at: www.mapakarier.org

Responsible help

Our employees know the importance of commitment in providing assistance, which has been part of the organisational culture of Emitel for many years. In line with the objectives of the ESG Strategy 2021-2025, 2022 saw the introduction of an employee volunteering programme. Currently, each employee can benefit from two additional days off per calendar year and devote them to helping those in need, according to an individual assessment of where it is most needed. Individuals who choose to do so, receive our support as far as possible in providing organisational and technical support.



As a result of the need caused by the war in Ukraine, we quickly responded to the situation and launched a company-wide volunteering project. A group of a dozen employees from all over Poland helped with the adaptation of a residential building that we had given to the "Warto Razem" Association from Poznań in order to organise the stay of 25 refugees from Ukraine there.



Employee volunteering
<https://youtu.be/loLOFUHAByY>



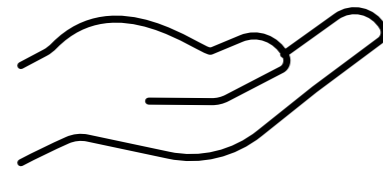
More about the Association's activities:
www.facebook.com/WartoRazemOrg/

The Christmas Auction

The Emitel Christmas Auction is a December tradition. Every year on 6 December, a specially created intranet auction portal hosts an auction of items donated by employees. The amount raised through the auction is doubled by the Emitel Board. In 2022, we donated the proceeds from the auction to the Children of Heroes of Ukraine Foundation. The foundation takes care of children who have lost one or both parents as a result of the ongoing war in Ukraine.



Children of Heroes
Charity fund



More about the Foundation's activities:

www.childrenheroes.org/en

GRI: 403-1, 403-2, 403-3, 403-4, 403-7, 403-9, 403-10

Occupational health and safety

Work at Emitel is diverse in terms of occupational safety risks. Office employees were mainly exposed to the COVID-19 virus infection in the last three years. After the government lifted most of the restrictions related to the pandemic, the Crisis Response Team at Emitel updated the office work rules. The limits on the number of employees staying in the office have been lifted and we have maintained the hybrid working mode. Since 2020, we have not registered a single outbreak inside Emitel that would have prevented multiple employees from working. The second category of high-risk employees are the Technical Groups, where work takes place on infrastructure facilities, construction sites and often at heights. There were no workplace accidents in 2022.

We are constantly working on organisational improvements in security management. In 2022, a new Safety and Security Services Department was established in the Safety Management Office. The Safety and Security Committee meets quarterly and discusses the incidents of the period in detail and then develops recommendations and implementation proposals to improve safety.

At Emitel, there are no factors causing risk of occupational diseases, and yet we focus on education and prevention. We conduct periodic electromagnetic field measurements, and the results are available to all employees. There is a periodic training programme including a special block on electromagnetic fields.



GRI: 403-5

We comply with health and safety regulations and focus on building awareness and education, knowing that the basis for a high level of safety is the decisions and behaviour of employees. In our occupational health and safety bulletin we publish information on occupational health and safety rules and regulations, and provide tips on how to deal with dangerous situations that pose a risk to human health and life. We provide on-site and e-learning training courses, including the "Conscious Driver" and "First aid". We are also developing an in-house e-learning platform, which currently includes more than 50 training courses.

GRI: 403-6

Employee health

Promoting care for employee health is one of Emitel's key values. The basis of the company's care for the health of its employees is access to professional medical care. The educational platform EmiAcademy 2022 includes informative webinars on the scope of medical care as part of the packages available, a 'Brain diet' webinar, stress management, as well as an event on responding and helping consciously following the armed conflict in Ukraine.



“Everyone can exercise”

Every year October is a health awareness month at Emitel - during this time we run a campaign targeted at employees, aimed at drawing attention to the benefits of regular exercise. As part of the 2022 campaign, employees were encouraged to share what they do for their health. It concluded with a webinar on preventative health care “Small changes in life making a big difference”. The proceeds from the campaign were donated to support the anti-cancer prevention campaign in Poland, led by the Movember movement.

Support for relatives

The wellbeing of employees' relatives and families is one of the most important issues for all of us. As a company, in a number of ways we provide our employees with opportunities to support them and their nearest and dearest relatives. Every person in the company to whom a baby is born receives a small gift. For years, we have been organising activities for children, e.g. art contests, art competitions and Christmas events. We participate in the global “2 hours for Family” campaign, under which employees receive an

additional two hours of paid time off to spend with their relatives. To support parents in the upbringing of their children, the 2022 lectures “I am OK the way I am - about building self-esteem in children” and “Phonoholism and digital hygiene - how to prevent e-addiction in children and adults” took place. In total, nearly 50 employees attended.

A letter from the CEO

About Emitel

Management
and Corporate governance

Employees

**Environmental
protection**

Local communities

About the report

GRI Index



Environmental protection

Our priority is the sustainable development of our company, where financial performance grows with environmental protection and care for the environment.



GRI: 3-3

Our approach to environmental protection

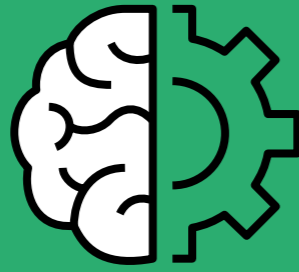
We are aware that taking action on climate protection is now a necessity. Therefore, the main goal of Emitel in this area is to ensure that our activities have as little impact on the environment as possible. We constantly minimise the negative influence of our activities on the environment. In order to increase the effectiveness of our operations and strive to continuously improve our environmental performance, in 2022 we implemented an environmental management system based on the international standard ISO 14001:2015. For the past two years, directions, actions and indicators in the area of the environment have also been set out in the ESG Policy 2021-2025.



Implementation of ESG indicators 2021-2025:

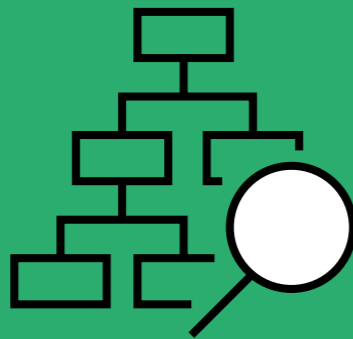
- For 100% of the planned RTV emissions, an analysis of the technical feasibility of siting on existing altitude infrastructure.
- For 100% of the planned emissions, execution of "Environmental Opinions"
- For 100% of the emissions triggered, performing "Environmental Analyses"
- PEM monitoring for 500 ha of defined habitats.
- Development of a nature inventory with a conservation plan for 100% of stations located in national parks and Natura 2000 sites.
- Creation of a list of sites to be restored to their natural state with the implementation of a plan for their restoration.
- Cooperation with institutions/organisations having animal species protection in their statutory objectives and the inclusion of selected animals under species protection by Emitel.
- Development of the document 'Good micro-saving practices'.
- Obtaining 10 MWp/year from own photovoltaic installations.
- Development of a network of photovoltaic installations.
- Purchase of no less than 63% annually of certified renewable energy.
- Amount of carbon footprint reduced (avoided emissions) of no less than 8.4 T CO₂e/year.
- A minimum of two employee-focused environmental initiatives per year. Energy saving mini-guide, environmental management system training.
- Maintaining the amount of wastewater discharged to land at a level not exceeding 1000 m³/year.
- Maintaining the quality of wastewater discharged into the ground in line with the water permit.
- A minimum of one environmental campaign aimed at employees.
- Falcon name competition, Information about the day for the bees.
- Introduction of a threshold between 2-5% of the number of points awarded to contractors for environmental competence in a bidding process (depending on the type of contract and impact on ESG factors).

in progress completed



Initiatives:

- Implementation and certification of the environmental management system
- Implementation and certification of an environmental management system based on the 14001:2015 standard
- Obtaining an energy efficiency certificate from the ERO - Commissioning of a total of 30 photovoltaic installations with a total capacity of 1423.35 kWp
- Introduction of a new waste management system
- Cooperation with the Wolin National Park in protecting valuable natural assets against fire - perceptible spot on the Grzywacz exposition.



The next steps:

- Action towards the use of waste heat from air-cooled transmitters - identification of facilities, implementation of a way to measure savings in kWh.
- Running our own apiary, as well as beginning a research project on the impact of EMF on the livelihood of bees.

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

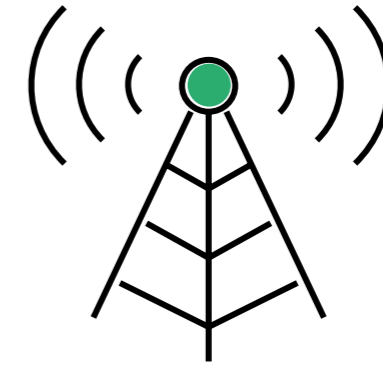
GRI Index

Electromagnetic fields

As part of EMF surveillance in 2022, accredited laboratories performed 281 EMF measurements around our facilities and installations and 31 EMF calculations.

2022 was a year of profound changes in the broadcasting area of digital terrestrial television due to so-called re-farming - this is the process of changing the broadcasting frequency band and reorganising the terrestrial television multiplexes, which has been conducted since 2018.

The programme of research into electromagnetic fields around Emitel S.A.'s significant broadcasting stations showed that despite the systematic increase in the amount of RTV emissions, the level of electromagnetic fields is not increasing, but decreasing. In the case of the 15 largest broadcasting facilities covered by the research programme, 8 stations experienced a significant drop (amplitude of change from 0.36 V/m to 6.54V/m). At 6 sites there was a slight increase (amplitude of change from 0.04 V/m to 1.54V/m). Around one site, initial EMF levels reached values below the measurable range. At none of the 15 stations did the average radiation level of electromagnetic fields according to the 2022 measurements exceed 5 V/m. It is worth noting that the permissible field strength according to current legislation is 28 V/m.



At none of the 15 stations the average radiation level of electromagnetic fields exceeded

**VALUES OF
5 V/M**



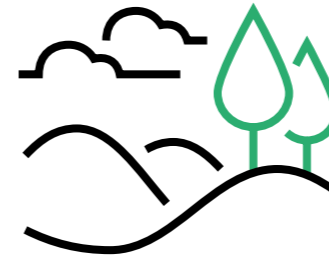
Environmental management system

Last year, one element of the change was the development of an environmental management system. The Environmental Policy, which has been in place since 2017, has been replaced by an Environmental Management Policy based on the ISO 14001:2015 standard. The new Environmental Management System also implies greater involvement of top management and employees in environmental activities. The implementation of ISO 14001:2015 is the result of a drive to improve processes and environmental performance. It brings with it a range of environmental, organisational and economic benefits. The key commitments under the Policy are:

- Protecting the environment, especially by monitoring and minimising pollution mainly related to the electromagnetic field and preventing negative impacts of the company on the environment, taking into account the life cycle in the area of the key service process provided by Emitel, i.e. radio and television broadcasting.
- Compliance with the applicable legal requirements and compliance obligations that we are obliged to meet, particularly with regard to environmental protection.
- Overseeing the environmental impact of subcontractors and suppliers working with us.
- Striving to improve our organisation, our environmental management system and to improve the environmental performance achieved.
- Raising the work culture, qualifications and environmental awareness of employees related to the implementation of our processes.
- Eliminating risks and potential failures.

GRI: 304-1, 304-2, 102-21

Biodiversity and conservation of habitats



We aim to systematically increase the acreage of protected natural habitats and to participate in species protection programmes. This is due to the fact that some of our sites are located in protected areas, including Natura 2000 sites and national parks.

In pursuit of the above objective, we have defined specific tasks in the 'ESG Policy 2021-2025'. Firstly, we have created a list of habitats included in our monitoring and a list of transmitting stations located in protected areas. We have also prepared a list of sites and habitats that we want to include in the 'Returned to Nature' programme. The total area covered by the initiative at the 10 stations is 31 ha. In line with the programme, these areas are not commercially or technically developed - they have been completely excluded from use. By increasing the area of sites free from human and technological interference, we are having a real impact on the conservation and enhancement of species biodiversity. For stations located in protected areas, we carry out inventories in the form of an environmental impact analysis, together with an assessment of the achievement of objectives set out in environmental documents.

We are continuing to work with the Wildlife Society on a peregrine falcon conservation programme. We have also developed a list of other species for future conservation in 2022.



GRI: 403-6

Protection of the peregrine falcon

We have a permanent partnership with the Falcon Wildlife Association, with whom we work to protect the peregrine falcon. This species nests at high altitudes and some falcon families have chosen Emitel's facilities. We have no choice but to provide them with a peaceful stay. For the past three years, we have been carrying out online broadcasts from the falcon nests at the Palace of Culture and Science in Warsaw and at the Emitel facility - Dobra, in Dobra Nowogardzka.



For more information:
www.peregrinus.pl/pl/dobra



University of Life Sciences in Poznań

In 2022, we started our cooperation with the University of Life Sciences in Poznan. We joined in supporting phenological observations with the NATUREVIDEO network. These are observations of phenomena in nature, among plants and animals, which change according to the season. The conclusions of these observations also allow their link to climate change.

GRI: 302-4

Energy Efficiency

Our business is 100 % dependent on electricity, and energy conservation is particularly important now that we are facing significant increases in electricity and heat costs. We are implementing projects to improve the efficiency of its use in the company and at customers' sites through IoT technology. We are taking measures to reduce energy consumption and use renewable sources. Already in 2021, we built pilot photovoltaic installations on two broadcast sites to power RTV emissions. In 2022, 30 more were built. Thanks to these solutions, we were able to maintain the level of total energy consumption at a similar extent to the previous year, and the energy intensity index of our operations was as much as half that of 2021.

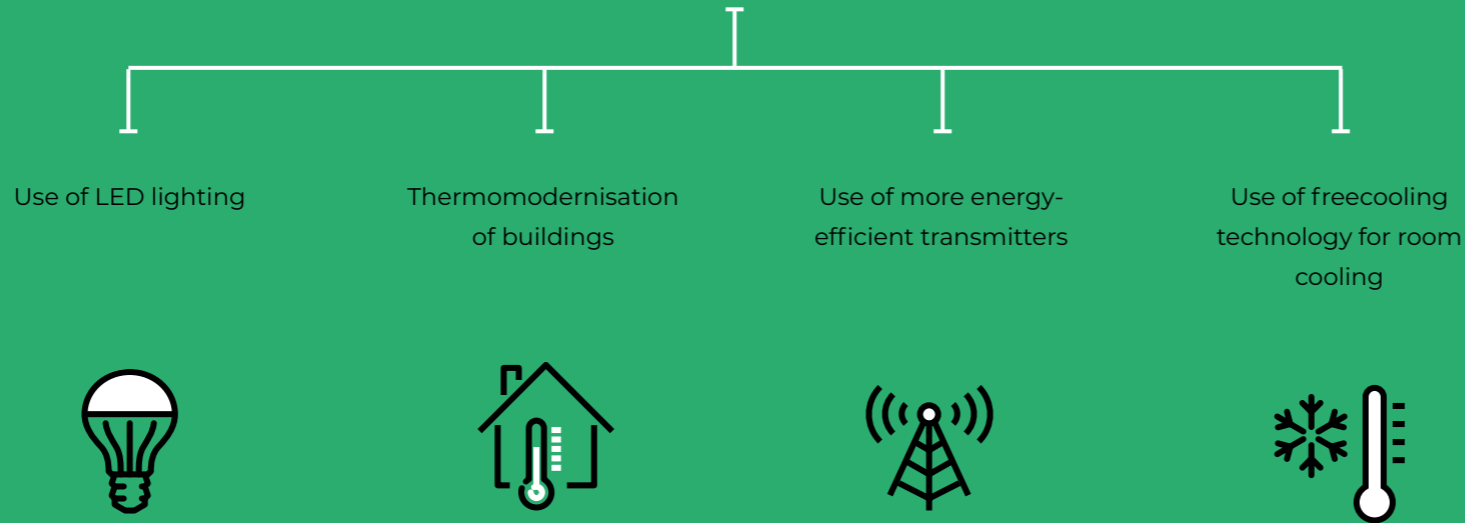


Patronage of the hive

As has been our tradition for several years, we have been celebrating World Bee Day. We are part of the 'Roi Sieć' project, which aims to protect and promote Polish beekeeping. We have become a patron of a beehive located in an apiary in the Iłża Forest in the Świętokrzyskie Voivodeship.



Emitel's initiatives to increase energy efficiency:



The Energy Regulatory Office has granted Emitel an energy efficiency certificate, confirming the planned energy savings resulting from the modernisation and replacement of telecommunications equipment and installations. The value of the certificate is 326.86 Toe (tonnes of oil equivalent), which translates into energy savings from the modernisation of 3,801 MWh.

The Emitel office in Warsaw has a BREEAM certificate at the Very good level. The BREEAM system is one of the most recognised systems for assessing buildings in terms of their environmental impact. It confirms that a certified building has been designed and constructed in accordance with the principles of sustainable development and has the highest pro-health and environmental standards.

As part of raising awareness of energy efficiency and its impact on environmental protection, we have developed a 'Mini-Guide to Energy Saving'. The guide is available to all Emitel employees and contains practical advice, tips that everyone can apply in the office as well as at home. The guidebook encourages saving electricity, heat and reducing water consumption. To better understand the importance of even small changes, we have shown and counted the amount of energy that can be saved using examples.

In 2022, thanks to the installation of a waste heat recovery system from transmitter cooling at the RTCN Opole/Chrzelice site, heat worth 23.46 GJ was recovered. The energy thus collected was used for heating purposes in the station building.

We have begun piloting a programme to save electricity and cooling power demand through the use of a low-emission coating on technical containers. Calculations carried out showed the potential **to reduce electricity consumption for cooling by 10% and cooling power demand by 25%.**

A low-emission coating of the first technical containers is planned for 2023.

At the RTCN Opole/Chrzelice site, heat recovery

**AMOUNTED TO
23.46 GJ**

GRI: 302-1

Energy consumption

Total energy consumption from non-renewable raw materials by type of raw material	2022		2021	
	Values (MWh)	Values (GJ)	Values (MWh)	Values (GJ)
natural gas (consumption for heating purposes)	298.5	1,074.7	562	1,762.5
heating oil (consumption for heating purposes)	1,564.8	5,633.3	2,018	6,718.5
diesel (consumption for the operation of generators)	353.7	1,273.3	361.8	1,302.3
Total consumption	2,217	7,981.3	2,941.8	9,783.3
Total energy consumption from non-renewable raw materials by type of raw material				
solar energy	335.5	1208	0.04263	0.15347
other (recovery from heat pumps)	6.5	23.49	-	-
Total consumption	342	1231,49	0.04263	0.15347
Total consumption of self-produced or purchased energy split into: electricity, heat electricity				
Electrical energy	76,798	276,379	76,772	276,379
thermal energy (including steam consumption, cooling energy consumption)	404.2	1455	-	-
Sum of energy consumption	77,591.4	279,329	76,772	276,379
Total energy consumption	80,150.4	288,541.79	79,713.84	286,162.45

GRI: 302-3

Energy consumption intensity

Intensity of energy consumption	Value (MWh)	
	2022	2021
Denominator - total energy consumption	77,187.2	76,772
Numerator - DVB-T power	28.9	14.1
Energy efficiency indicator	2,670.84	5,444.8

The indicator includes energy consumption for radio signal production.



- A letter from the CEO
- About Emitel
- Management and Corporate governance
- Employees
- Environmental protection**
- Local communities
- About the report
- GRI Index

Photovoltaic installations

In order to minimise the negative impact of emissions produced during electricity generation from conventional sources, Emitel is betting on the development of its own photovoltaic farms. We are investing in this area based on our own analyses and the results of an expert study carried out by PwC Advisory Sp. z o.o. as part of the 'Project to develop an energy strategy for Emitel S.A.'. The year 2022 was a record year in terms of the number of new installations commissioned. In line with the assumptions and plans for further investments in solar energy, in 2022 we launched 30 new photovoltaic installations with a total capacity of 1,423.35 kWp.



GRI: 302-4

Reduction of energy consumption

	2022	2021	
Reduction of energy consumption	Energy saved (MWh)		Type of energy saved and initiative description
Photovoltaic system	335.5	0.04263	Values apply to electricity
Purchasing of green energy	65,851	65,851	Purchase of green energy for the company's core business
Electricity saved due to greater energy efficiency of transmitters	3,801.4	-	Electricity saved due to high energy class transmitters
Heat recovery	6.5	-	Heat production using heat pumps
Total	69,994.4	65,851.04	

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

Carbon footprint

The emission of harmful pollutants and the effects of global warming, pose an increasingly serious threat to the environment. As the Earth's temperature rises, the frequency and intensity of extreme weather events such as heatwaves, droughts and floods are increasing. The current uncertain geopolitical situation also plays a role. In view of the risk of power outages, there may be an increase in greenhouse gas emissions, triggered by the need for emergency electricity generation at the broadcast station site by burning fossil fuels in generators.

Emitel's carbon footprint includes emissions arising from the operation of local boiler houses, emergency power supplies, means of transport and the use of high energy demand equipment, refrigeration or fire extinguishing equipment containing greenhouse gases. Electricity consumption is also increasing due to new broadcasting developments. Despite the increase in energy demand, the development of RES installations allows to significantly reduce the greenhouse gas emissions associated with broadcasting.

In 2022, due to photovoltaic electricity generation and upgrades to increase the energy efficiency of the transmitters, the total avoided greenhouse gas emissions were 3,148.22 t e CO₂.

At Emitel, we count and report greenhouse gas emissions according to the guidelines of the international GHG Protocol standard. In accordance with the chosen methodology, we calculate carbon footprint in three scopes:

SCOPE 1

Covers greenhouse gas emissions arising directly from the company's activities. In our case, these are emissions relating to:

- the combustion of heating oil and natural gas for heat generation
- the combustion of diesel for electricity generation in emergency situations
- the combustion of petrol and diesel fuel in the cars of the organisation's fleet
- refrigerant emissions from air-conditioning installations

SCOPE 2

Includes indirect greenhouse gas emissions from the production of electricity and heat purchased from external energy suppliers.

In connection with ongoing activities, emissions from this range reach the highest values.

SCOPE 3

It represents the most extensive and wide-ranging scope of counting.

It includes indirect emissions arising across the organisation's value chain. In calculating the carbon footprint from this scope, emissions from business travel - in private cars and public transport - and emissions from the construction of broadcast towers are included.

GRI: 305-1

Total direct greenhouse gas emissions (Mg CO₂)
- Scope 1, base year 2021

Direct emissions	Greenhouse gas emissions [tCO ₂ e]	
	2022	2021
Emissions related to electricity generation	95.5	81
Emissions related to heat generation	454.9	847
Emissions of hydrofluorocarbons (HFCs)	241.4	62
Emissions associated with the transport of materials, products and waste	1.046.4	942.84*
Total direct emissions	1.838.2	1.932.8

* In the previous report, the emissions value for transport for 2021 was included in Scope 3. In this year's report, the company's fleet is included in Scope 1, indirect means of transport are included in Scope 3.

GRI: 305-2

Indirect emissions – Scope 2, base year 2021

Indirect emissions by source	Indirect greenhouse gas emissions [tCO ₂ e]	
	2022	2021
Indirect emissions from electricity generation***	55,249.4	53,586
Indirect emissions related to heat generation	150	1007
Total indirect greenhouse gas emissions	55,399	54,593

***An indicator for electricity from fuel combustion plants and for green energy from the grid is included



GRI: 305-3

Indirect emissions - Scope 3, base year 2021.

	Greenhouse gas emissions [tCO ₂]	Greenhouse gas emissions [tCO ₂]	Greenhouse gases included in the calculation
	2022	2021	
Work-related travel by car	2.2	599****	CO ₂
Work-related travel by rail	7.3	1	CH ₄ , N ₂ O, CO ₂ ,
Work-related travel by aeroplane	4.2	-	CO ₂
Construction of transmission towers	3,233.2	2,524	All gases generated in the production of concrete and steel
Transport of the measurement laboratory (SOLDI)	5.5	-	
Total indirect emissions	3,152.4	3,124	

**** For 2021, a value of 599 tCO₂e is added next to the item 'Business travel by private car', which also corresponds to the carbon footprint of the fleet directly owned by the company.

GRI: 305-7

Emissions of NO_x, SO_x and other relevant compounds emitted into the air

	Weight of significant emissions to air (tonnes)		
	2022	2021	2020
NO _x	0.54704	0.691602	0.539225
SO _x	0.220148	0.300202	0.225519
Particulate matter (PM)	0.090126	0.110644	0.086016
Benzo(a)pyrene	0.000043	0.000053	0.000042

The increase in 2021 was due to waste heat plant failures.

Water resources

During the reporting period, as part of our climate risk assessment of available water resources, we analysed the locations of the broadcast facilities, taking into account the occurrence of water stress. This is a situation where the demand for water exceeds the available water in a given area.

Water stress can be caused by phenomena related to climate change or direct human activity - overuse, pollution or misuse of water resources.

GRI: 303-1

Water intake

Total water intake by source	UoM	2022	2021
Mains water	m ³	2400	bd
Groundwater	m ³	960.00	902.00
Supply of municipal water or from other external sources	m ³	-	-
Total	m³	3,360.00	-

Waste management

In 2022, we implemented new regulations on waste and chemical substance management at the company. A manual was created to increase supervision of waste and define the hierarchy of handling - the overriding principle is that waste should be prevented or reduced in the first place.

The document also sets out guidelines on the recording and transfer of waste, the handling of waste by external contractors and the safe storage of waste for people and the environment. For information purposes, the most frequently generated wastes at Emitel, their individual codes and the division into hazardous and non-hazardous wastes are summarised. The supervision of chemical substances is defined in a separate instruction detailing the principles of handling substances. It includes requirements for their storage and use, guidelines for handling emergency

GRI: 306-2

Waste by type and management method

Management method	Weight of waste [Mg]			
	2022		2021	
	non-hazardous	hazardous	non-hazardous	hazardous
recycling	44,058	2,138	13,542	1,257
Landfill disposal	3,428	0	1.22	0
TOTAL	47,486	2,138	14,762	1,257

situations, information on hazards, as well as general first aid rules. Applying the provisions of the resulting regulations will minimise the risks associated with the occurrence of an emergency situation that may have a negative impact on the environment.



A letter from the CEO

About Emitel

Management
and Corporate governance

Employees

Environmental
protection

Local communities

About the report

GRI Index



Local communities

We build trust in local communities and engage in projects close to our business.



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

Our approach to commitment to society

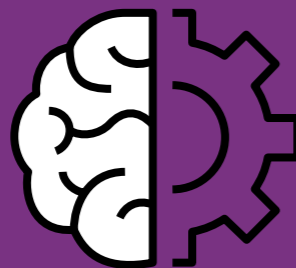
2022 was an exceptional year in terms of the scale of community support. Due to the ongoing war in Ukraine, we provided support to those who were forced to leave their homes and travel to Poland and to those who remained in the country. In addition, as every year, we carried out charitable activities and sponsored projects of a cultural, sporting and educational nature.



Implementation of ESG indicators 2021-2025:

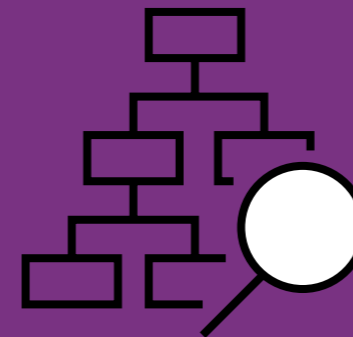
- 100% expert opinion with EMF risk assessment for new start-ups as part of EMF monitoring at all stages
- Implementation of two training programmes per year for local communities in the dissemination of EMF knowledge
- Minimising the risk of civil unrest - responding in any situation that requires local action
- Acquisition of competence and knowledge of EMF intensities from ongoing research as part of Emitel S.A.'s proprietary programme of EMF research around significant facilities
- 100% of planned RTV emissions, analysis of technical feasibility of location on existing altitude infrastructure
- Establishing partnerships and cooperation to implement Smart Cities solutions
- Signing of a minimum of 1 Smart City project contract per year

in progress completed



Initiatives:

- Support for Ukrainian citizens as part of involvement in selected projects.
- Launch of a website for the EmiSmart project, dedicated to smart solutions for cities.
- Sponsorship of the women's football team "Diamonds of Warsaw".
- 100% EMF analysis for new installations.



The next steps:

- Continued support for the wheelchair fencing section at Legia Warsaw.
- Taking action on waste heat. On some sites on our own initiative, we are using waste heat from air-cooled transmitters. We plan to record the facilities where this is possible and regularly calculate the savings achieved in kWh.
- Establishment of our own apiary with the start of a project to re-search the effects of EMF on the existence of bees - Apis mellifera.

Together for Ukraine

According to the Border Guard, more than 9 million refugees, mainly women and children, crossed the Polish-Ukrainian border in 2022. Since the beginning of the war, Poles have given an incredible expression of solidarity with those fleeing the war in Ukraine. Our employees have also joined in providing assistance. In 2022, we provided support to Ukrainian citizens who were living in Poland due to the ongoing war. We also supported the Ukrainian Government in rebuilding its broadcasting infrastructure, in the knowledge that the information provided by radio and television is of great importance for the security of citizens, particularly in eastern Ukraine.

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index



#SolidaritywithUkraine

Most important was the support that many Emitel employees gave individually, out of the kindness of their hearts. They volunteered, provided shelter and offered material and financial support.

List of donations:

- Employees from the BUS Southern Region held a fundraising event for Ukraine. The money collected was used to purchase food and hygiene products, and the donations were then sent to Ukraine.
- Poznań project: we allocated the company's office building in Poznań Piątkowo to provide shelter for 25 people from Ukraine. On Emitel's side was the work to adapt the building and the maintenance costs. Our employees volunteered to help with the renovation work. Our partner, the "Warto razem" Association, coordinated the reception of the guests.
- As a result of missile attacks, dozens of broadcasting facilities were damaged in Ukraine already within the first days of the war, including the TV tower in Kiev. We established cooperation with the Ukrainian authorities, whereby we donated radio communication equipment. These were used to rebuild the broadcasting facilities and ensure uninterrupted transmission. The resumption of broadcasting was possible in Kher-son, among other places, when the city was liberated in November.
- Emitel has made a financial donation to Voices of Children, an organisation whose work mainly focuses on supporting children in eastern Ukraine.
- We organised the webinar 'Help. How to take care of yourself and help others wisely in a conflict situation in Ukraine', the proceeds of which were donated to support refugees.



The Ukrainian voice in Poland

In times of armed conflict and disinformation war, it is particularly important to have access to up-to-date and reliable news. It is of great importance to be able to listen to them in the mother tongue, which is why in the first weeks of the war in Ukraine, we engaged with our clients to launch broadcasts of radio and TV stations.

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

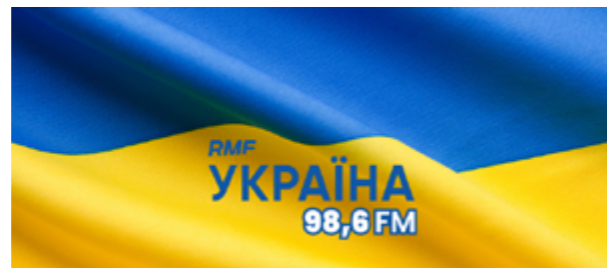
Local communities

About the report

GRI Index

Examples of Ukrainian-language radio and television programmes launched by Emitel:

- The UA1 programme of Ukrainian public television broadcast on the 95th channel of MUX-8;
- Radio RMF Ukraine launched broadcasting in Przemyśl and Hrubieszów;
- Polish Radio made its DAB+ frequency available to Ukrainian Radio;
- Radio ZET Ukraine started broadcasting in Warsaw.



For the exchange of information collections, specific requests for help, tips on how to help, the HR Office has set up a working group on the intranet #SolidaritywithUkraine.

A dedicated email address has also been set up:

pomoc_dla_ukrainy@emitel.pl

to which proposals for support can be sent

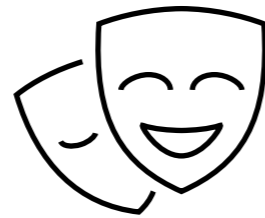


GRI: 103-1, 103-2, 103-3

Activities for local communities

Emitel is involved in charity, sponsorship and investing in communities. We act for schools, NGOs, support cultural, sports and educational projects.

Cultural Projects



"Work of the New Millennium" foundation

As every year, we were the funder of the TOTUS TUUS award in the category 'Achievements in Christian Culture'. The prizes are awarded by the "Work of the New Millennium" Foundation to individuals and entities and promote the teaching of St. John Paul II.

Grand PiK 2022 radio competition

On the occasion of the 'Grand PiK 2022' Competition of Artistic Radio Forms, which is being organised for the 14th time, we again had the pleasure of being its partner. The competition is organised by the Polish Radio Regional Broadcasting Station in Bydgoszcz "Polskie Radio Pomorze i Kujaw" (PiK). Last year, as many as 29 radio plays and reportages and 10 student pieces were submitted to the competition.



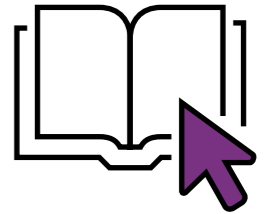
Ecclesia Villanovensis Foundation

For another year in a row, we have donated funds to the Ecclesia Villanovensis Foundation for the protection, conservation and ongoing maintenance of the Roman Catholic Parish of St Anne in Wilanów - the district where Emitel's headquarters are located.

Cultural Park Association Transatlantic Radiotelegraphic Broadcasting Centre

An organisation of archaeologists, engineers, historians, history and technology enthusiasts and residents of Old Babice. Their goal is to create a museum commemorating the establishment of the Transatlantic Radio Broadcasting Centre in Babice (the Babice Radio Station), which operated between 1923 and 1945. It was the largest radio communication investment in the Second Republic of Poland. We have donated transmitting tubes, for the purpose of creating the museum.

Educational projects



Foundation for the Advancement of Radio and Multimedia Technologies

We cooperate on a permanent basis with the Foundation, which has been operating at the Warsaw University of Technology since 2000. We provide financial support for the scientific development of students through scholarships and investment in equipment, which constitutes the scientific and learning facilities.

Freedom Institute Leadership School

We were a partner of the 7th edition of the Freedom Institute's Leadership School. During one of the conventions, Andrzej Kozłowski, President of Emitel, gave a lecture on the role of leadership in shaping corporate strategy.



We have provided patronage for the third time to the “Zwolnieni z Teorii” (Exempt from Theory) Social Olympiad for schoolchildren

In the 2021/2022 school year, more than five thousand young people from all over Poland carried out a thousand social projects. The best of these were awarded Golden Wolves during the Grand Final of the Zwolnieni z Teorii Olympiad, a celebration of youth social activism.

Smart cities were a key focus of the projects we carried out, with participants coming up with their own solutions, linked to the idea of smart cities. We supported the young people through mentoring and coaching, in which Emitel employees were involved.

University of Life Sciences in Poznań

The collaboration consisted of supporting phenological observations (of vegetation development) through the NATUREVIDEO network, carried out as part of scientific activities in the context of climate change.



Sports projects

Women’s football team - “Diamonds of Warsaw”

We are committed to promoting women’s football, which is still a niche sport in Poland. We want to change this and encourage people to watch and invest in this sport. That is why we are sponsoring the Women’s Football Team “Diamenty Warszawa”. This is a new women’s football club for players aged 16 and over, which has set ambitious goals for the coming years.

The activities of the “Diamonds” can be followed under the link:



www.instagram.com/diamenty_warszawa

Emitel has become the first partner of Legia Warsaw’s Wheelchair Fencing Section

The section is an opportunity for socially excluded people to return to a normal life, through sport and integration. This is because fencing is not only an Olympic discipline, but also an activity that helps with overall development. The main idea is to use physical activity as an opportunity for self-fulfilment and a chance to find one’s place in society.

SUP World Championships

Last year, we were a Technology Partner of the 2022 ICF Stand Up Paddling World Championship in Gdynia - the SUP (stand up paddle) World Championships. The event was organised for the first time in Poland for more than 500 athletes from 45 countries. Our role was, among others, to provide services for the streaming of the competition by making our technology available to the organisers.



Other organisations we supported in 2022:

Gaudium et Spes Foundation, Cultural Centre in Busk Zdrój, American Chamber of Commerce in Poland Foundation, Institute of Freedom Foundation, “River EN” Foundation, Słowo Publishing Group, “Sokół” Association Foundation, WOŚP Foundation, Children’s Fantasia Foundation, Children’s Voice Foundation, Polish Canoe Association.

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

Telecommunications infrastructure in public spaces

As the largest operator of terrestrial radio and television infrastructure in Poland, for more than 50 years, we have been present in the space of inhabitants of large and small towns and cities - from transmitters and towers to high-altitude infrastructure for mobile operators, preparation for the construction of 5G networks to the construction of smart cities based on IoT (Internet of Things, Internet of Things services) technologies. The most important thing for us is to conduct our business in such a way that it benefits the communities concerned.



Read more about EmiSmart's projects and offerings on: <https://www.emitel.pl/emismart/>

Emitel Smart Cities

We are constantly developing projects in the area of smart cities, and we are convinced that the implementation of these solutions is necessary today, not in the future. Monitoring of infrastructure, optimisation of processes, and early detection of failures are solutions that generate savings, being at the same time resident- and environment-friendly. So far, we have implemented systems of this type in Wrocław and Piaseczno, but there's a growing interest in it. Particularly at a time of sharp increases in the price of energy carriers, the automation of urban infrastructure operations, including services for residents, has become essential.



Smart City Piaseczno

Cooperation with the municipality involved the installation of systems to monitor water levels in rivers and major drainage ditches, the measurement of parking space occupancy at designated points (more than 300 spaces in total) and real-time observation of the environment with measurements of temperature, noise levels, humidity and air cleanliness.

The project was awarded the Smart City Poland Award 2022 at the Smart City Expo Poland in Łódź in the 'Urban Infrastructure' category.

Smart City Wrocław

For the city of Wrocław, we built an innovative system of remote reading of parameters from water meters for the Municipal Waterworks and Sewerage Company, using the LoRaWAN network. Using a smartphone application, it is possible to monitor one's own water consumption. This solution is environmentally friendly and will result in savings in infrastructure management. It can translate into lower bills for residents, which is particularly relevant in the current tough economic climate. Ultimately, the project will involve 70,000 metres.

Emitel was recognised for these solutions by the jury of the Smart City Awards competition.

GRI: 3-3, 102-47, 203-1, 413-1, 413-2

Minimising environmental impact

We optimise the use of existing infrastructure in order to reduce land use and interference with the natural landscape.

Neighbourhood transmitter

Where possible, we select plots for developments located away from residential areas. We conduct public consultations with residents of areas where a particular investment must be carried out in their vicinity. We inform them of the lack of risks resulting from the proximity of our facilities, and show the benefits, e.g. improved mobile phone network quality, faster internet and the possibility of installing surveillance cameras or other sensors for local authorities, thus increasing the level of security for residents.



Illuminations on the television tower in Krakow's Krzemionki

Flag Day, the 3rd of May Constitution Day, Europe Day, the Feast of the City of Krakow and the Feast of the Flag of the City of Krakow - these are just some of the many occasions on which we can observe the illumination of Krakow's municipal buildings at various points in the city space. The TV tower in Krakow's Krzemionki, the Bernatek Footbridge, the ICE Krakow Congress Centre, the TAURON Arena and the Lipska - Wielicka flyover are illuminated in colours symbolically linked to a given occasion, a state or municipal holiday, a special anniversary or a commemorative event.

On the basis of an agreement concluded with the Krakow City Hall, our television tower in the Krakow's district of Krzemionki is a tall, bright, 62.5-metre high, which reminds us of occasions significant to the city and its residents.

The illuminations of the tower on Krzemionki are also of an educational nature, drawing attention to social events through illumination in a particular colour, for example on World Prematurity Day the tower is illuminated in purple, during the week of cervical cancer prevention in pink or red. When we want to emphasise our gesture of solidarity with Ukraine, the tower lights up in the colours of the Ukrainian flag.



GRI: 102-11, 416-1, 417-1

Permanent EMF monitoring

Most of the concerns raised with us relate to the impact of electromagnetic fields. Already at the planning stage of a project, we perform thorough analyses of the distribution and intensity of EMF, and the results are part of the environmental analyses. It is important to know that there are natural and artificial sources of EMF in nature, and the latter include, among others, those generated in the vicinity of radio and television stations or mobile telephony. We reduce their impact by continuously monitoring EMF at all broadcasting stations. We make the data obtained available to the public and anyone living near our facility can check the results of measurements in their neighbourhood.

For more on the measurement of PEM, see [Environmental protection](#).



Since 2022,

100%
EXPERT

opinions with EMF risk assessments are developed for new start-ups

A letter from the CEO

About Emitel

Management
and Corporate governance

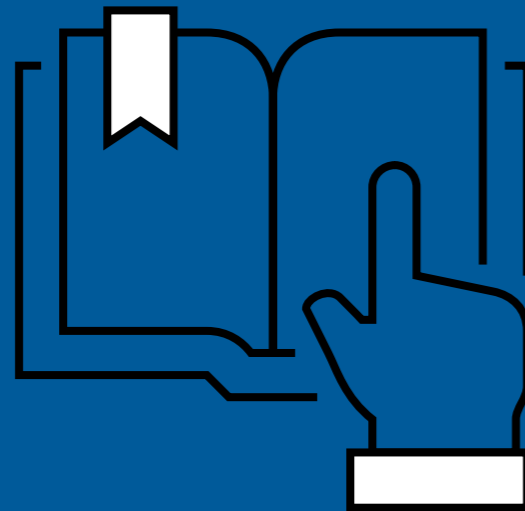
Employees

Environmental
protection

Local communities

About the report

GRI Index



About the Report



A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

GRI: 2-2, 2-3, 2-5, 2-14

About the Report

The data presented in the report refers to Emitel S.A. and relates to the offices in Warsaw and Krakow. The ESG 2022 report of Emitel S.A. is the sixth non-financial report and the second ESG report prepared in accordance with the international reporting standard Global Reporting Initiative (GRI Standards 2021) at the basic (Core) level. The report takes into account regulations stemming from the European Parliament and Council Directive 2014/95/EU and the UN Sustainable Development Goals. The document also includes own indicators resulting from the implementation of the ESG Policy 2021-2025.

We publish reports on an annual basis, and the previous one was presented in March 2022. This document covers the period from 1 January 2022 to 31 December 2022 and was prepared by the Emitel team with the final content approved by the company's Board of Directors, without undergoing external review.

Report preparation: Emitel S.A. team in cooperation with Art Group

Coordination: Agnieszka Sobucka Communication and PR Manager. Spokesperson

GRI: 2-4

There have been no significant changes to the methodology and data analysis in the current report. Minor adjustments have been made to selected data relating to environmental indicators, and explanations of these changes can be found in the chapter on Environmental Protection.

GRI: 2-3



If you have any questions about the content of the report or would like to provide feedback on it, please feel free to contact us at: press@emitel.pl

Relevant reporting topics

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

As a result of the stakeholder dialogue, we developed a list of relevant topics in 2021, which became the basis for the ESG Policy 2021-2025. Compared to the previous report, the relevant reporting topics have not changed. The content of the report contains the most relevant issues that have the greatest impact on our company at the same time or that we have the greatest influence on. For all relevant topics, we have set targets, assigned indicators and actions to be taken. The progression of each indicator at the end of 2022 is presented in the report next to the respective topics.

The content of the report focuses on five key areas:

1. Care for the landscape, biodiversity and habitat protection
2. Improving energy efficiency
3. Minimising the impact of PEM on the environment
4. Waste management
5. Caring for human relations



Dialogue with stakeholders

Dialogue with key stakeholder groups is at the heart of our work.

We stay in touch on an ongoing basis, we talk about business activities, but we also want to understand their expectations from our work, what is most important from their point of view and what we can influence.



A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

	Stakeholder group	Forms of dialogue
1	Customers: State and local government institutions, TV operators, telecom operators	<ul style="list-style-type: none"> • Trade fair and conferences, panel discussions • Telephone calls, including video calls • Electronic communication • Contact form • Face-to-face meetings
2	Subcontractors and suppliers	<ul style="list-style-type: none"> • Trade fair and conferences, panel discussions • Telephone calls, including video calls • Electronic communication • Contact form • Face-to-face meetings
3	Current and future employees	<ul style="list-style-type: none"> • Meetings • Electronic communication, including intranet • Employee satisfaction survey • Mentoring • Whistleblowing mechanism • Employee volunteering • Social media • Job fair
4	The Media	<ul style="list-style-type: none"> • Telephone calls • Electronic communication • Face-to-face meetings • Expert speeches • Participation in events • Content and editorial cooperation
5	NGOs, universities	<ul style="list-style-type: none"> • Social projects • Employee volunteering • Support in achieving statutory objectives • Patronage

GRI Index

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

Indicator Number	Indicator Name	Place in report	Comment
GRI 2 - Profile indicators (General Disclosures 2021)			
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 the assurance provider.
2-6	Description of activities, products, services, markets served, supply chain, relationships with business partners	About Emitel Management and Corporate governance	
2-7	Employees	Employees	
2-8	Persons performing work who are not employees	Employees	
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	

Indicator Number	Indicator Name	Place in report	Comment
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	About the report	
2-15	Conflict of interest	Management and Corporate governance	
2-16	Communication of critical issues	Management and Corporate governance	
2-17	Collective knowledge of the highest authority	Management and Corporate governance	
2-18	Evaluation of the work of the highest management body	Management and Corporate governance	
2-19	Remuneration policy	Employees	
2-20	Remuneration determination process	Employees	
2-21	Annual total remuneration index	Employees	
2-22	ESG strategy statement	A letter from the CEO	
2-23	Commitments to company policies	Management and Corporate governance	
2-24	Internal policies	Management and Corporate governance	
2-25	Processes for minimising negative impact	Management and Corporate governance	
2-26	Mechanisms for seeking advice and raising concerns	Environmental protection	
2-27	Compliance with laws and regulations	Local communities	
2-28	Membership of organisations	Management and Corporate governance	
2-29	Approach to stakeholder engagement	About the report	
2-30	Collective agreements	Employees	

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

Indicator Number	Indicator Name	Place in report	Comment
GRI 3 - Relevant topics 2021			
3-1	Process for identifying relevant issues	About the report	
3-2	List of relevant topics	About the report	
3-3	Process for managing relevant topics	About the report, Management and Corporate governance. Environmental protection, Employees, Local communities	
Indicators by aspect			
Anti-corruption (GRI 205, 206) 2016			
205-3	Action taken in response to cases of corruption	Management and Corporate governance	
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	
Environment: Energy (GRI 302) 2016			
302-1	Direct and indirect energy consumption by primary energy sources	Environmental protection	
302-3	Energy consumption intensity	Environmental protection	
302-4	Reduction of energy consumption	Environmental protection	
303-1	Water consumption	Environmental protection	
Environment: Biodiversity (GRI 304) 2016			
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	

Indicator Number	Indicator Name	Place in report	Comment
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	
Environment: Emissions (GRI 305) 2016			
305-1	Direct greenhouse gas emissions (Scope 1)	Environmental protection	
305-2	Total indirect greenhouse gas emissions by weight (Scope 2)	Environmental protection	
305-3	Other indirect greenhouse gas emissions (Scope 3)	Environmental protection	
305-7	Emissions of NOx, SOx and other relevant compounds emitted to air by type of compound and weight	Environmental protection	
Environment: Sewage and waste (GRI 306) 2020			
306-2	Management of significant waste-related impacts	Environmental protection	
Social themes			
Workplace: Employment (GRI 401) 2016			
401-1	Total number of leavers and employee turnover rate, by age group, gender and region	Employees	
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	Employees	
404-2	Professional competence development programmes	Employees	
Workplace: occupational health and safety (OH&S) (GRI 403) 2018			
403-1	Occupational health and safety management system (OHS)	Employees	
403-2	Hazard identification, risk assessment and incident analysis	Employees	

A letter from the CEO

About Emitel

Management and Corporate governance

Employees

Environmental protection

Local communities

About the report

GRI Index

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	Employees	
403-10	Occupational diseases	Employees	
Workplace: Diversity and equal opportunities (GRI 405) 2016			
405-1	Composition of board bodies and employees by gender, age, minority membership and other diversity indicators	Management and corporate governance	
405-2	Ratio of men's and women's basic salaries by position held	Employees	
Human rights: aspect management (GRI 406-409) 2016			
406-1	Total number of incidents of discrimination and action taken on this issue	Management and corporate governance	
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	

Indicator Number	Indicator Name	Place in report	Comment
Local communities (GRI 413) 2016			
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	
Public participation (GRI 415) 2016			
415-1	Total financial and in-kind donations to political parties, politicians and institutions of a similar nature by country	Management and corporate governance	
Product responsibility: Customer health and safety (GRI 416, 417, 419) 2016			
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	Local communities	
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	Local communities	
418-1	Legitimate complaints regarding breaches of customer privacy and loss of data	Management and corporate governance	
Regulatory compliance (GRI 419) 2016			
419-1	Non-compliance with laws and socio-economic regulations	Management and corporate governance	



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