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ESG REPORT OF EMITEL S.A. FOR 2024

WE ARE CHANGING, WE ARE INTEGRATING, WE ARE LOOKING TO THE FUTURE





LADIES AND GENTLEMEN,

Sustainability and responsibility for the environment are the foundations on which Emitel consistently builds its business. In the face of dynamic regulatory changes and growing social expectations, we treat the implementation of ESG principles both as an obligation and as an **opportunity for long-term development**, strengthening our market position and creating value for a wide range of stakeholders. And these are many - not only our customers, employees and business partners but also market regulators, public institutions, industry organisations, local communities, investors and even future generations, for whom we are shaping responsible operating standards..

The past year has been a period of intense sustainability efforts for Emitel. We modernised our infrastructure, reducing our carbon footprint and improving the energy efficiency of our facilities. By investing in renewable energy sources and purchasing energy with a guarantee of origin, we avoided nearly 57,500 tonnes of CO₂ emissions. These are figures that show the tangible environmental impact of our strategy.

We are also involved in several social and sporting activities that impact the reality around us. Since 2021, we have been a partner of the Chopin Competition, one of the most important musical events in the world. We support the KKP Warsaw women's football team (formerly known as Diamenty Warszawa) and the Legia Warsaw wheelchair fencing section. Our commitment also extends to supporting young people and education through our 'Zwolnieni z Teorii' programme, which helps students gain practical skills in empathy, creativity and effective communication.

Environmental protection is our priority, so we have pursued initiatives to support biodiversity for several years. One example is the restoration of the peregrine falcon population - at our site in Dobra Nowogardzka falcons have established a nest in which seven chicks have already hatched over the years. This concrete action demonstrates our long-term commitment to nature conservation.

We also nurture the development of employees by offering them opportunities to get involved in volunteering. For us, employee volunteering is both an opportunity to help others and a way to integrate and build a strong organisational culture.

These are just some of our activities, which you can follow in more detail in this ESG report.

Preparing an ESG report is an immense job, requiring the cooperation of experts from different areas of our company. It is the fourth time a report in line with international GRI standards has been produced, with due account for the new requirements of the CSRD. We take care of its reliability and transparency to best reflect Emitel's activities concerning social and environmental responsibility. I believe we will meet this challenge together and show that Emitel meets the highest standards and actively shapes the future of responsible business.

Thank you to everyone who contributes to our ESG strategy. I believe we are building together a company that is modern, responsible and ready for the future.

I invite you to read this year's ESG report.

Maciej Pilipczuk

President of the Management Board of Emitel S.A.

About Emitel S.A.

We are a **leading terrestrial telecommunications infrastructure integrator** in Poland and part of the international fund Cordiant Digital Infrastructure Limited. Owing to our network, TV and radio signals are received in all Polish homes.

Besides designing cutting-edge wireless communication systems, we are a **reliable partner** that offers high-altitude infrastructure to mobile carriers. We are involved in the design and trials of networks enabling commercial autonomous drone missions and the provision of innovative **Smart City & IoT solutions**.



GRI: 2-22, 2-24, 2-25, 2-29, 3-1, 3-2, 3-3
ESRS2: BP-1, BP-2, SBM-2, SBM-3, IRO-1

Products and services



Broadcasting and Multimedia

- Television and radio
- IPTV
- CDN
- DAI
- HbbTV



Wireless connectivity

- DAS antenna installations
- Signal amplification
- Internet and leased lines
- Critical communications



Smart City & IoT

- Reading of water meters
- Parking systems
- Lighting management



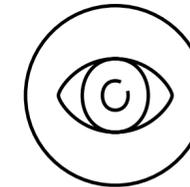
Infrastructure

- Leased infrastructure
- Construction of high-altitude facilities
- Technical arrangements



Mission

As a reliable operator of a terrestrial television and radio broadcasting platform and a neutral provider of wireless communications services, Emitel supports the development of a digital society and delivery of its customers' strategic goals by providing universal access to information and audiovisual content and to high-altitude infrastructure and telecommunications services



Vision

As an infrastructure integrator of the future, we integrate complex infrastructure and advanced technologies to create reliable and user-friendly solutions. The communications space is dynamic and diverse - working with it requires knowledge, experience and courage. Emitel gives it a functional and harmonious shape, integrating infrastructure and systems into a coherent and efficient whole. Always concerned with quality and reliability, it supports customers in achieving their strategic goals



According to estimates by **McKinsey Global Institute** and **JPMorgan**, the digital sector is the **third largest infrastructure** asset class, after the energy sector and road infrastructure. Poland, in turn, has one of the **highest growth rates of data consumption** in Europe, supported by an economy with strong GDP per capita growth. Consequently, the demand for uninterrupted digital communication, transmission and reception of information while maintaining a high quality of service will continue to grow in the coming years.

As an investment management company within **Cordiant Capital**, we are delighted to see how **Emitel S.A.**'s performance and sustainability projects fit perfectly into our investment strategy. Digital infrastructure is now considered one of the country's key assets. Hence, we plan to continue investing in the development of Emitel in Poland.

Steven Marshall,
Chairman of the Supervisory Board, Emitel S.A.

[MORE INFORMATION ABOUT INVESTMENT FUND](#)



AWARDS 2024

Top Employer Poland 2024 title



First prize in the Smart City Awards for a smart parking availability monitoring system implementation at Katowice-Pyrzowice Airport



Bankier.pl

6th place in the TOP 15 most sustainable companies ranking by Bankier.pl portal in cooperation with Monte Vero Audio and Advisors



W RANKINGU NAJBARDZIEJ ZRÓWNOWAŻONYCH FIRM WEDŁUG



MANAGER REPORT AWARD 2024

Manager Awards 2024 for Andrzej Kozłowski, President and CEO of Emitel S.A. in 2024 and currently a member of the Supervisory Board





Strategic directions for ESG Policy:

1. **Caring for the landscape, biodiversity, and habitat protection** is all about minimising the impact of our technical infrastructure on natural habitats.
2. **Improving energy efficiency** - we want the equipment we use to be modern and environmentally friendly.
3. **Minimising the impact of electromagnetic fields (EMFs) on the environment** - electromagnetic fields (EMFs) as a carrier of radio and television programmes must be safe.
4. **Waste and sewage management** - we focus on minimising the nuisance associated with the generation of waste resulting from the operation of broadcast facilities, technical equipment and office premises.
5. **Caring for human relations** - we put safety, health, self-esteem, atmosphere and commitment at work first.

ESG STRATEGY

We believe that the future of business relies on responsibility and sustainability. **Emitel's ESG Policy 2021-2025** sets ambitious targets for managing investments and minimising environmental impact. We are actively involved in improving energy efficiency, waste management and protecting endangered species.

Inherent elements of our ESG policy include a document setting out specific actions and internal KPIs, whose achievement is monitored in quarterly reports submitted to the Company's Management Board. The Company's Management Board is directly responsible for strategic ESG measures implementation and the timely achievement of the set indicators.



Sustainability is the foundation of the future of business, and responsible ESG reporting approaches play a key role in achieving this goal. Therefore, we have developed our ESG strategy with **the UN Sustainable Development Goals** and **the UN**

Global Compact guidelines in mind. We have been reporting data in an accessible and easy-to-compare manner for several years now - this is also how we understand our social responsibility. Emitel S.A., as part of Cordiant Digital Ltd, benefits from knowledge and international experience in the ESG area.

Agnieszka Sobucka,
Director of Marketing and Communications, Emitel S.A.

MATERIALITY MATRIX OF ISSUES

As we prepared to implement **the ESG Policy 2021-2025**, we conducted a dual materiality analysis: the impact of our business on the external and internal environment and the impact of socio-economic changes on the company's condition. After two years, we re-examined the most relevant areas to ensure that the topics we focus on remain valid in a dynamic business environment. As a result of a workshop with representatives from all departments and key functions in the company, we identified our priority areas of responsibility. We will further revise the issue materiality matrix before the 2025 report, which will follow ERSR guidelines for the first time.



Relevant reporting areas	Relevance of the area		The impact of the aspect		Area valid in 2021
	Medium	High	Intra-company	Outside the company	
Caring for landscape, biodiversity and habitat protection		✓		✓	✓
Improving energy efficiency		✓	✓	✓	✓
Values and ethics		✓	✓		
Minimising the impact of EMFs on the environment		✓		✓	✓
Equality at work		✓	✓		✓
Corporate governance		✓	✓	✓	
Waste management	✓		✓	✓	✓
Security and continuity of services		✓	✓	✓	
Digitalisation and innovation, including process automation	✓		✓	✓	
Relationships and development, safe working conditions		✓	✓		✓

STAKEHOLDER RELATIONS

It is crucial for us to continuously strengthen stakeholder confidence and promote good sustainability practices in Poland. We view our annual reports as a tool for investors and stakeholders, providing transparency of information and the opportunity to assess the company's performance. In addition to reports, we also use other forms of communication tailored to the needs of both parties.

POSITIVE IMPACT

● **Investors (10.3%):**

- Current and periodic reports
- Cyclical meetings and conferences for shareholders and investors
- Reports and information materials
- Electronic communication and telephone contact

● **Clients (12.8%):**

- Trade fairs and conferences, panel discussions
- Telephone conversations, including video calls
- Electronic communication
- Contact forms
- Face-to-face meetings

● **Subcontractors and suppliers (12.8%):**

- Trade fairs and conferences, panel discussions
- Telephone conversations, including video calls
- Electronic communication
- Contact forms
- Face-to-face meetings

● **Employees and associates (17.9%):**

- Face-to-face meetings
- Electronic communication, including intranet
- Employee satisfaction surveys
- Mentoring
- Briefing mechanism

- Employee volunteering
- Social media
- Job fairs

● **Media (15.4%):**

- Telephone calls
- Electronic communication
- Face-to-face meetings
- Expert presentations
- Participation in events
- Substantive and editorial collaboration
- Communication in social media

● **NGOs, secondary schools, universities (10.3%):**

- Community projects
- Employee volunteering
- Support for implementing statutory objectives
- Patronage

NEGATIVE IMPACT

● **Regulatory authorities (5.1%):**

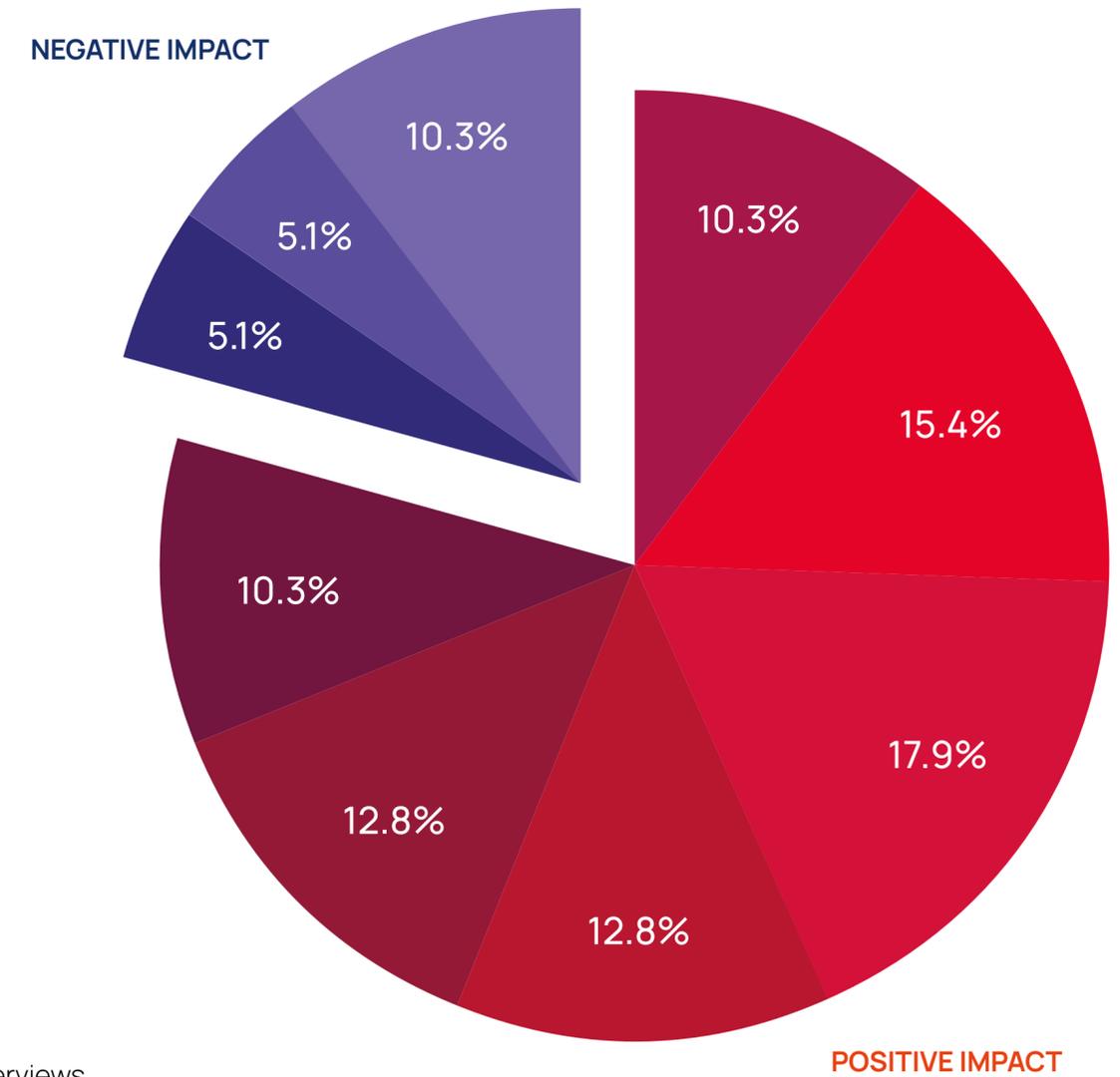
- Reports and reports
- Formal correspondence

● **Users (5.1%):**

- Information on the website and social profiles
- Communication through the media, including press articles, interviews

● **Local communities (10.3%):**

- Public consultation
- Information on the website
- Media communication, e.g. press articles, interviews
- Communication via social media



Management and corporate governance

WHY IS THIS IMPORTANT TO US?

In the era of significant business changes, we tailor our product offering to best respond to customer needs and meet future challenges. We are focusing on new services and are committed to developing digital infrastructure as an integrator of the future.

OUR AMBITIONS:

Executing the new business plan and managing the change with strong leadership as a basis for investor confidence.

TOPICS COVERED IN THIS CHAPTER:

- Management and Supervisory Board,
- Emitel anew,
- Integrator of the infrastructure of the future,
- Membership in industry organisations,
- Integrated Management System,
- Ethics on daily basis.



GRI: 2-1, 2-6, 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-16, 2-17, 2-18, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 3-1, 3-2, 3-3, 205-3, 206-1, 405-1, 406-1, 407-1, 408-1, 409-1, 415-1, 417-1, 418-1, 419-1; **ESRS2:** GOV-1, GOV-2, GOV-4, SBM-1; **ESRS:** S1-3, G1-1

MANAGEMENT BOARD AND SUPERVISORY BOARD

During the reporting period, changes were made in the governing bodies, effective **from the beginning of 2025**. **Andrzej Kozłowski**, who had held the position for the past seven years, resigned from the position of President and CEO. At the same time, he took up his seat on the Supervisory Board. The results of his work have contributed to the dynamic development of Emitel, and his experience and knowledge will ensure continuity in the implementation of the company's strategic projects.

Andrzej Kozłowski was replaced as President of the Management Board and CEO by **Maciej Pilipczuk**, who has been with the company for ten years, including the last three years as a Member of the Management Board and Director of the Finance Division.

A significant change to the composition of the Management Board in 2024 was the appointment of **Maciej Gumulski** as a Member of the Management Board and Chief Financial Officer. He has been with Emitel since 2007, previously serving as the Director of the Controlling Office.



The appointment of Maciej Pilipczuk as President of Emitel is a recognition of his past achievements and high managerial competence and a guarantee

of stability and further implementation of the company's strategic goals. I am glad that the development of managers at Emitel, their professionalism, and their commitment let me entrust the highest positions in the company through natural succession. Emitel is in an excellent position thanks to the appointment of Maciej to the Management Board and Andrzej Kozłowski (who has significantly contributed to the dynamic development of Emitel) to the Supervisory Board following his resignation as President at the end of the year.

Steven Marshall,
Chairman of the Supervisory Board, Emitel S.A.

The Management Board of Emitel S.A.

since 01.01.2025



Maciej Pilipczuk
President of the
Management Board
and Chief Executive Officer



Maciej Gumulski
Member of the
Management Board
and Chief Financial Officer



Maciej Staszak
Vice-President of the
Management Board
and Sales Director



Jerzy Godek
Member of the Management
Board and Director of the
Technology Division

Supervisory Board of Emitel S.A.

Steven Marshall
Chairman of the Supervisory Board

Mark Tiner
Member of the Supervisory Board until 31.12.2024

As of 01.01.2025, he will be replaced by
Andrzej J. Kozłowski

David Kippen
Member of the Supervisory Board

Kevin Moroney
Member of the Supervisory Board

Andrew Ewe
Member of the Supervisory Board as of 01.01.2025.



EMITEL ANEW

NEW COMPANIES IN THE EMITEL PORTFOLIO

In 2024, we completed further acquisitions, including both companies and telecommunications infrastructure. We expanded our portfolio of towers and investment projects, strengthening our cooperation with operators and reinforcing our position in the high-altitude infrastructure segment.

The acquired entities specialised in radio and TV signal broadcasting and infrastructure provision. Their experience and resources complement our competence, supporting the further development of the network of facilities nationwide.

The Management Board has updated its development plans for the coming years, considering the continuation of selected initiatives and identifying new areas of activity. Along with the plan, we introduced process changes to prepare Emitel for new challenges such as artificial intelligence, drone use, private 5G networks and other technologies dynamically changing the business environment.

In January 2024, we established a new team called the Support and Analysis Department of the Technology Division. Its main task is to support, monitor and analyse processes in the Technology Division.

At the same time, with the growing importance of the ESG area and the resulting obligations for companies, we decided to expand the Department to include the management of optimisation projects and ESG reporting in accordance with the new directives.

Due to the rapid development of new services from 1 November 2024, we also introduced organisational changes in the Sales Division, including the extension of the network of local teams.



Our recent acquisitions align with the strategy to maintain leadership in our core business and further develop the TowerCo business.

This year, we have worked hard to expand our portfolio of high-altitude facilities organically and through acquisitions. At the end of the year, our infrastructure totalled almost 800 towers. These investments are also a further step in the 'Buy, Build & Grow' strategy implementation, which we have consistently deployed within our group. We are pleased with their results and expect a positive impact on our financial performance.

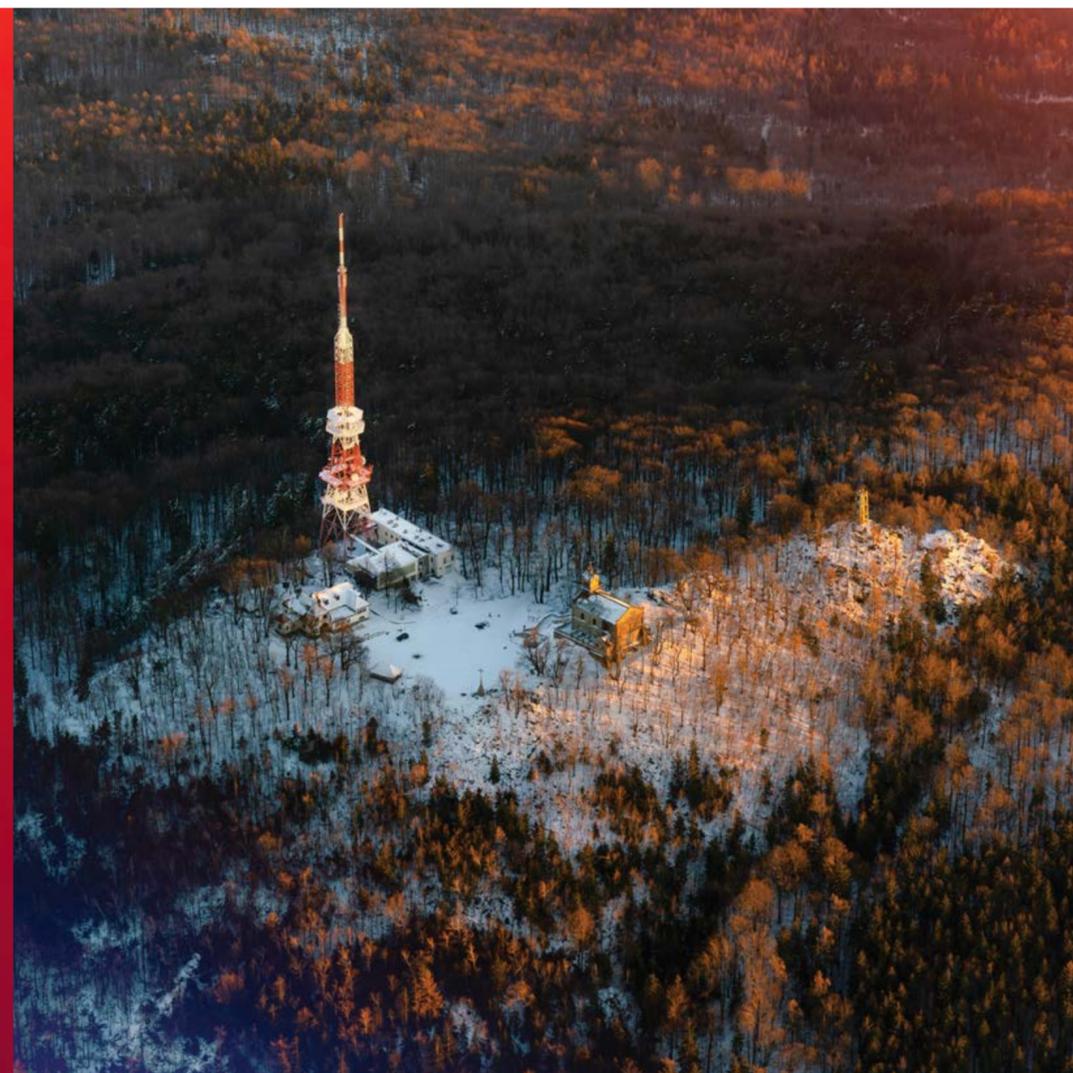
Maciej Pilipczuk,
President of the Management Board and CEO, Emitel S.A.



The dynamic development of our services has seen us move from the role of operator to that of modern technology integrator. We aim to provide infrastructure and create comprehensive solutions tailored to the changing market needs. Tracking trends, implementing innovations and offering them effectively to our partners requires close daily cooperation with customers nationwide. An example of this approach is the extension of our offering to include smart solutions to support urban development and modern infrastructure, including Smart City services.

Maciej Staszak

Vice-President of the Management Board and Sales Director,
Emitel S.A.



As technology advances and digital infrastructure becomes increasingly important, we proactively adapt our operational structure, which allows us to better respond to market conditions and to use our potential more efficiently. In recent years, we have upgraded our broadcasting services network. This network is technologically advanced, duplicated in many areas and characterised by a high level of automation, making it more resilient to failures and flexible in dealing with them. At the same time, our company is providing increasingly complex services that require competence in both telecommunications and IT, which is why we are changing the organisation of the Technology Division to adapt it to the changing environment.

Jerzy Godek,

Member of the Management Board and Director of the Technology
Division, Emitel S.A.

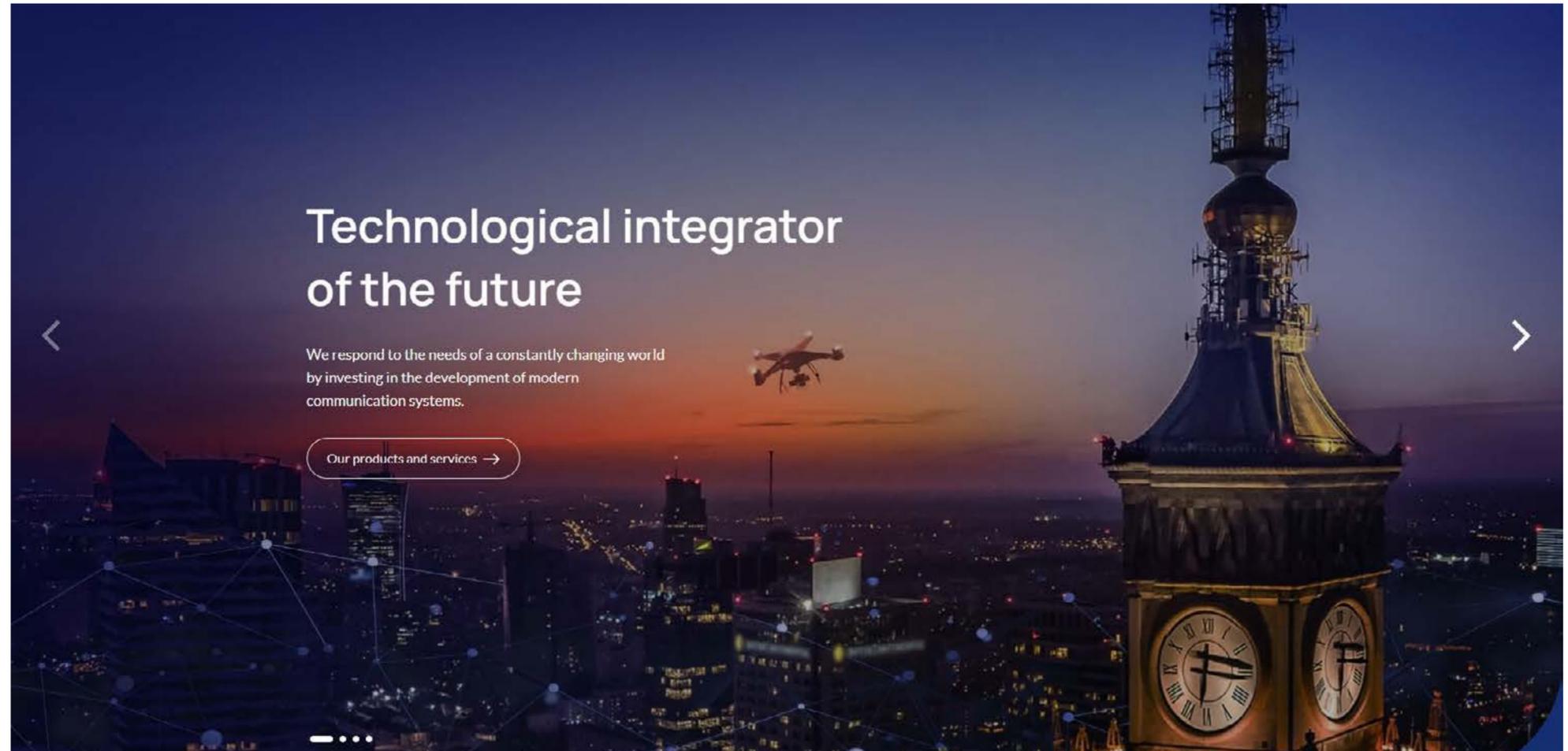
EMITEL COLOUR SPECTRUM

Parallel to the business and organisational transformation, we have made changes to Emitel's visual identity and implemented a new website. After 24 years of exposure, the **logo was refreshed** and assumed a modern look.



Explore #SpektrumEmitel
– new logo and visual identity

SEE VIDEO



Emitel's leading colour scheme was redesigned - navy blue symbolises what we are proud of, i.e. experience and reliability, while the orange and red spectrum reflects our passion - innovation and response to new customer needs.

We have complemented the changes with the organisation's new credo - **Infrastructure Integrator of the Future**. Spectrum Emitel is our creative idea, combining many years of experience, reliability and a proven position as a business partner.

INFRASTRUCTURE INTEGRATOR OF THE FUTURE

Recent years have seen the implementation of complex projects for our company, such as refarming and changing the standards of terrestrial television broadcasting, the launch of the new **MUX-6 multiplex** for Polish Television, the expansion of **MUX-4 and DAB+** coverage, the development of the tower infrastructure portfolio, and the first Smart City projects.

We plan to continue growing in the telecoms industry, focusing on new technology developments and implementing innovative solutions for our customers. The number of contracts signed and projects completed in 2024 confirms we have taken the right direction.

AI Project

At Emitel, we have always focused on innovation and modern solutions, which is why we have decided to use the **potential of artificial intelligence (AI)** in various areas of our business.

The AI implementation project at Emitel is a long-term undertaking involving technological and organisational aspects. Its invaluable element is the involvement of employees and the creation of the right conditions for their development and learning.

In 2024, through internal communication channels, we have put together a **catalogue of AI initiatives** that can form the basis for new project implementation in the company. We have also developed a **roadmap for AI applications** in different areas of our organisation.

In addition, in preparation for the project, we plan to organise **webinars and workshops** to help the company's employees gain the necessary knowledge.



As we observe technology development worldwide, we see that companies that invest in artificial intelligence gain a competitive advantage and become more flexible and ready for future challenges.

Grzegorz Rosiek,
IT Office Director, Emitel S.A.

MAIN CONTRACTS AND PROJECTS IN 2024

SMART CITY

Smart parking systems – A parking space management system at Katowice-Pyrzowice airport and a smart parking system in Piaseczno.

In June, we launched a parking space monitoring and guidance system at one of the car parks at Katowice International Airport, named after Wojciech Korfanty in Pyrzowice. The system was built based on three Gateway devices, 759 parking sensors and the necessary network infrastructure. The number of available parking spaces is displayed on the entrance pylon and on 11 information boards. A similar solution is also in operation in the town of Piaseczno.

LEARN ABOUT THE NEW TECHNOLOGY



EXTENSION OF COOPERATION WITH MPWIK WROCŁAW

Our 2021 joint project involved more than 70,000 water meters and is an excellent example of how modern IoT (Internet of Things) technologies transform urban infrastructure, improving efficiency and residents' living quality. Dedicated overlays installed by Emitel specialists on water meters enable wireless communication and remote data reading.

The next phase of cooperation with the Municipal Water and Sewage Company in Wrocław (MPWiK) began in 2024. As part of the new agreement, we will expand the remote system for stationary data reading from metering devices with IoT radio modules to include a further 25,000 water meters.



Emitel is one of the few companies in Poland to have obtained a complete set of regulatory approvals from the Civil Aviation Authority for the performance of drone flights out of sight and has independently built and integrated a surveillance network, conducting successful tests in demanding terrain and weather conditions. Drones have enormous commercial potential across many sectors - from industry and logistics to agriculture, security and healthcare. It is crucial to develop the proper infrastructure and technological solutions and fully exploit this potential. The tests carried out have allowed us to foster the competence of the team and brought us closer to deploying these technologies on a commercial scale.

Jarosław Niechcielski, Director of the Regulatory and External Relations Development Office, Emitel S.A.

WATCH A VIDEO OF DRONE TESTS IN THE SILESIA BESKIDS:



It is Poland's first smart city project on a large scale using the advanced LoRaWAN® network.

EMITEL DRONE LABS

Communication at the highest level

Shortly, drones will become a standard tool for selected business tasks. That is why we launched the Drone Labs project in 2024, which focuses on testing various ways of using them commercially, including in practical assessment of transport and offloading capabilities and verification of surveillance network parameters.



The project's innovative nature has been recognised by the industry community - Emitel has been nominated for the Innovation 2024

award from the Marketing Communications Association in the Business Innovation category. This nomination confirms our ability to implement innovative solutions and set the direction of development in modern technologies.

Agnieszka Sobucka, Director of Marketing and Communications, Emitel S.A.

FIRST E-COMMERCE SHOP ON HBBTV

In 2024, we continued our cooperation with CDA under a new agreement, extending the operator's existing additional services in multiplex eight (MUX-8).

The HbbTV CDA offer on MUX-8 has been expanded with the addition of the **Kapitan.pl** shop - the first such service on a Digital Terrestrial Television platform. Multiplex Eight, managed by Emitel, today has technical coverage of approximately 95% of Poland.

The extension of the cooperation, just a little over a year after its inauguration, confirms that being present at **MUX-8** brings tangible business benefits to our partners.

DAB+

Emitel has been developing modern broadcasting technologies for years. The company actively supports the development of DAB+ digital radio, which represents the future of radio broadcasting, offering better sound quality and more efficient bandwidth use. Thanks to consistent investments, Emitel is strengthening its position as a core partner for broadcasters in Poland, providing solutions based on the latest technological standards.

MEMBERSHIP OF PROFESSIONAL ORGANISATIONS

We are a member of many industry organisations in Poland and internationally, which allows us to create value for our clients and promote good practice.

- Polish Chamber of Electronic Communications
- National Chamber of Commerce for Electronics and Telecommunications
- Polish Chamber of Information Technology and Telecommunications
- Polish Chamber of Digital Radio Broadcasting



Emitel team supports Cordiant investments

Last year, the **Cordiant fund**, a major shareholder in Emitel, completed further European transactions, including acquisitions of **Speed Fibre**, an Irish fibre infrastructure provider, and Belgian telecoms and broadcast tower operator **Norkring**. In the transaction with the latter, our specialists were involved in the technical analysis, business potential assessment, and study visits stage.

- Pracodawcy Rzeczypospolitej Polskiej (Employers of the Republic of Poland)
- American Chamber of Commerce
- Broadcast Networks Europe
- LoRa Alliance

UPDATING THE INTEGRATED MANAGEMENT SYSTEM

In response to changing information security standards and requirements, and in line with our ongoing commitment to protecting information and ensuring the business continuity of our services, we adapted our **Information Security Management System** to the latest version of the **ISO/IEC 27001:2022** standard in 2024. We completed the process in 2024 and obtained confirmation by the relevant certificate issued by **Alcumus ISOQAR**.

ETHICS IN EVERYDAY LIFE

Our ethical business principles are based on the **Code of Ethics and Conduct** and **compliance policy**. The Legal and Compliance Office is responsible for their compliance and implementation, and all employees and associates have to undergo training to confirm their knowledge of these principles.

Several internal policies and regulations, including the **Anti-Corruption Policy**, which sets out procedures and guidelines for receiving gifts or dealing with corrupt offers, support ethics management.

REPORTING VIOLATIONS

One of the key elements of ethics management at Emitel is an internal system for reporting violations, available 24/7 and operating according to the "Regulations for internal reporting of legal violations at Emitel S.A.". Reports may relate to any situation where there is a suspicion or certainty of violations of the law or internal rules under the Code and compliance policy. They can be mailed by post to the address of the Legal

and Compliance Office, which manages the process, or electronically to a dedicated email address. All submissions are reviewed by the Director of the Legal and Compliance Office and the Director of the HR Office

or their delegates, ensuring the process is transparent and objective.

The Management Board and the Supervisory Board receive the assessment results.



Employees

A team with positive energy

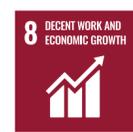
At Emitel, we prioritise the development and well-being of our team, which is a key value of the company. We promote a culture of open communication and good collaboration. We nurture positive energy among us and the highest employment standards.

OUR AMBITION:

Creating an open organisational culture and building an integrated team.

TOPICS COVERED IN THIS CHAPTER:

- We invest in employee development;
- We create an attractive workplace;
- Safety and health at work.



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

ESRS: S1-1, S1-2, S1-9, S1-13, S1-14, S1-15, S1-17

WE INVEST IN EMPLOYEE DEVELOPMENT

Employees are a key value of the company, and the need for development and curiosity for new experiences are the main characteristics of our #TeamEmitel. We offer above-standard employment conditions, a transparent bonus system, access to a wide range of training and a hybrid working model.

We tailor training to the needs

All Emitel employees and associates have unlimited access to a range of training courses and webinars on the development of soft competencies that are important to us, such as communication, cooperation, well-being, problem-solving, as well as hard skills - technical, product, project management, legal, security and new technology.

We provide employees and associates with the **EmiAcademy platform**, which includes development training on diverse topics, including training on health, caring for physical and mental well-being and methods to counteract professional burnout.

As part of **EmiAcademy**, we organised

more than 60
training events with

1,425
participants.

Complementing **EmiAcademy** is the **EmiTech** programme, where employees can access technical training.

213
participants who are employees
of technical groups attended

26
EmiTech training courses.

As part of the development opportunities on offer, we subsidise studies. Several people take advantage of this benefit yearly, with funding available both for young employees and mature persons, most often supplementing their education with postgraduate studies.

Inclusivity

Our internal „**Diversity Declaration**” paper has introduced equal opportunities for accessing company resources and pursuing professional development as a standard. Emitel's strength is the combination of youth and experience, which is why we appreciate the loyalty and commitment of our employees. Those celebrating „round” anniversaries receive a cash prize and a diploma. Additionally, the company newsletter mentions them. It is our way of thanking them for their years of work and contribution to our company. We take care of parents by targeting them with additional activities such as the „Two hours for the Family” campaign, „Books for Children's Day”, or „Mum, Dad Show Me Emitel”. The latter campaign enables the youngest children to visit their parents at their workplace and spend time together.



Listening to employees' needs allows us to create a working environment where everyone can develop and realise their full potential. Greater engagement of employees and their job satisfaction and motivation contribute to better achievement of business goals.

Therefore, we listen both to the needs related to development, hence a rich offer of training activities, to those related to working conditions, which is why, among other things, we analyse salaries every year and update them based on market data, as well as those related to involvement in social initiatives or volunteering, actively participating in many events.

Rafał Sekuła,
HR Director, Emitel S.A.

We create an attractive workplace

We updated the employee competence model in 2023, continuing development discussions in the previous year as part of our efforts to foster a culture of open communication and enhance teamwork.

We use a dedicated IT tool, the OK app., to support this process embraced by all employees. Employees in the evaluation survey were very positive about this process, confirming that the cyclical development talks matter to them. The activities related to development talks include the Feedback 360 project. The project gives our managers input on how their everyday job

is seen by superiors, colleagues, and subordinates, helping them use their skills more effectively and better adapt their activities to the current needs and expectations of different groups in the company. In 2024, 66 managers participated in the project.

Key objectives of the Feedback 360 project:

- Provide developmental and honest feedback to the management team.
- Support the development of key competencies across the management team.
- Improve cooperation and internal communication within Emitel.



The idea behind the 360-degree feedback method is that the different people a given manager interacts with daily may have slightly different expectations of them. Consequently, to work effectively in cooperation with a superior, subordinates or associates from other offices, managers must use multiple competencies and vary the intensity of their behaviour.

It is for this reason that it is so useful for the development of managers to receive feedback from different people in different lines of cooperation simultaneously.

Feedback obtained simultaneously from four sources allows the managers to obtain an objective and reliable picture of how the competencies they use daily in practice respond to the needs of the business environment in which they operate.

Anna Kołodziej,
Head of the Development and Recruitment Centre



Employee benefits:



benefit platform



subsidised sports card



English courses



private medical care, including psychological consultations



loans for housing



additional days off, including for voluntary activities



integrations, excursions, mountain rides



access to applications with audiobooks and e-books



paid employee referral programme



extensive training offer



opportunities to develop as an internal trainer



AGH (University of Science and Technology in Kraków) Job Fair and students' visit to the Network Management Centre

In 2024, we attended the **Engineering Job Fair** organised by the **BEST AGH Students' Association**. During the event, we had the opportunity to present Emitel as a company where you can learn a lot and gain exciting experiences.

Interested students were allowed to tour the **Network Management Centre in Krzemionki**, where they could observe how Emitel's broadcasting network operates under the Centre's supervision.

Keep your nose in books at Emitel

The Emitel team are real bookworms. More than **190 employees** and associates enjoy free access to the **Legimi platform** with ebooks and audiobooks.

Over 78,000

pages were read on average per month during 2024.

A new initiative launched in 2024 is the so-called **bookcrossing** in the Emitel offices in Warsaw and Kraków. Its originators were the employees themselves. Thanks to their involvement, we have set up libraries involving the free and unregistered donation of books. You can take a book home with you and then bring it back, allowing others to read it.

With open arms

Emitel has a paid employee referral programme. Those interested in working for our company can count on a transparent recruitment process. Since we respect their time, our recruitment processes are usually limited to one live meeting. In 2024, **2,435 people** expressed their interest in the possibility of employment at Emitel by applying to the job offers we published. **Of these, 57% were men and 43% were women.**

As part of the recruitment processes, we conducted a total of

more than 180 interviews,

which ultimately resulted in the hiring of **28 people** from the external labour market. For new employees and associates, we organised a team-building event last year.

Emitel through the eyes of the team

At Emitel, we conduct an annual **EmiPlus** survey of employees and colleagues, which helps us maintain the highest level of organisational culture and employment standards. At the beginning of 2024, we learnt about the employee evaluations for 2023, which remained at an overall level similar to the previous year.

Areas related to the employees' immediate environment (supervisor, team, cooperation) were rated better in this edition than the year before. It is also encouraging to see a year-on-year increase in the **"Responsible business"** field. In contrast, the areas related to innovation and work tools were rated slightly lower.

[FIND OUT MORE ABOUT THE OPINIONS OF EMITEL EMPLOYEES](#)



HEALTH AND SAFETY AT WORK

“Everyone has the right to health”

In April 2024, we celebrated **World Health Day**, an opportunity to highlight the main issues related to health, prevention and the promotion of healthy lifestyles. At Emitel, we celebrated the day with the slogan **'My health, my right'**, which reminded us that everyone has the right to access quality health services, education and information, clean air and water, good living conditions and non-discrimination.

Diet, exercise, stress control, preventive examinations and avoidance of stimulants are the core elements of caring for a healthy heart. How to take care was shown in the **'Take care of your heart'** information campaign, which we ran in 2024 throughout October. In addition to creating educational materials for employees, we organised a series of first-aid training sessions.

A positive cyber security culture

Cyber security is fundamental to building trust among our customers and business partners, who must be confident that the provided services are secure. Trust has become one of the most valuable assets in the digital age. In October, we organised the celebration of **European Cyber Security Month** because we believe people and processes play a key role in ensuring it. Hence, we focused on raising awareness and understanding threats and response methods through two webinars: **“Me versus them - how to effectively protect yourself from hackers”** and **“Cyber threats on the horizon - how to prepare for the future”**. Employees are keen to participate in the webinars organised as part of the regular #Cybermeeting series over coffee.

In 2024,

more than 170 participants attended.

Safe a few hundred metres above the ground

High-altitude work involves risks. Therefore, we ensure that our employees periodically participate in training on how to work safely in these dire conditions. Specialised training and properly selected fall protection equipment enable employees to work in safe conditions. All newly recruited employees whose jobs involve a risk of falls from a height

receive basic training before they are allowed to work. They are also required to use protective equipment.

Periodic training aims to update and consolidate knowledge and skills related to health and safety during work at height and to familiarise trainees with new technological and organisational solutions in this field.

We train a total of

around 150 people every year.



Employee safety is a priority for us. In 2024, we have retrofitted the central warehouse with modern equipment to support warehouse operations. We purchased an exoskeleton, a technology that mechanically supports the human body, allows us to reduce the physical workload of lifting weights and reduces the risk of musculoskeletal injuries.

The exoskeleton relieves stress on the joints during manual handling work, but also **enforces correct posture** when bending over when lifting and carrying loads.

Protection and care of the environment

WHY IS THIS IMPORTANT TO US?

We are taking steps to minimise the negative impact of business on the environment, investing in renewable energy sources and continuing the transformation towards a closed-loop economy.

OUR AMBITION:

Being a change leader for a green and clean economy.

TOPICS COVERED IN THIS CHAPTER:

- environmental management,
- good climate with low emissions,
- innovation at the service of nature,
- energy efficiency,
- waste and water management,
- biodiversity and habitat protection,
- EMF monitoring.



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

ESRS: E1-1, E1-2, E1-3, E1-4, E1-5, E1-6, E3-1



The sustainable development strategy at Emitel involves implementing projects aimed not only at increasing revenues and building company value but also at creating value added for local communities and respecting the environment. As the Infrastructure Integrator of the Future, we want to effectively integrate economic, social and environmental objectives in our sustainable strategy.

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

ENVIRONMENTAL MANAGEMENT

The pillar of Emitel's Environmental Management System is the international **ISO 14001:2015** standard. The surveillance audit, conducted in 2024 by a certified body, once again confirmed the compliance of our operations and procedures with its requirements.

In line with the concept of continuous improvement that underpins ISO 14001:2015, we are actively working on:

- minimising negative impacts on the environment,
- optimising the use of natural resources,
- developing environmental programmes,
- improving monitoring and reporting processes,
- raising employees' ecological awareness.

Our commitment to continuous improvement is demonstrated through systematic internal audits, regular updates of environmental objectives and a proactive approach to identifying areas for improvement. This approach allows us to meet the norm's requirements and to set new standards for environmental management in the industry.

As part of the intensification of our energy efficiency efforts, we have set up a dedicated **energy management team**. It is responsible for implementing and overseeing an energy management system accordant with the international standard ISO 50001:2018.

The implementation of this system will allow for:

- systematic identification of areas of potential energy savings,
- precise monitoring of energy consumption,
- development and implementation of optimisation programmes,
- regular energy surveys of the infrastructure.



The appointment of an energy management team and the implementation of ISO 50001 are key elements of our sustainability strategy focused on **reducing our carbon footprint and optimising our operating costs**, combining business objectives with a responsible approach to climate challenges. It is the next step in building an energy-conscious and environmentally responsible organisation.



Emitel's greenhouse gas emission scopes:

Scope 1

includes greenhouse gas emissions from the company's operations.

Scope 2

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

Scope 3

includes indirect emissions arising across the organisation's value chain.

Good climate with low emissions

Digital data transmission, although invisible, has a significant impact on the environment. Emitel's broadcasting and streaming infrastructure, including transmitters, cooling systems and transmission platforms, requires enormous energy expenditure, which generates greenhouse gas emissions.

Aware of this responsibility, we are implementing a **comprehensive strategy to reduce our carbon footprint**. Measures to reduce CO₂ emissions include upgrading technical infrastructure, introducing energy-efficient solutions and the systematic monitoring and optimisation

of energy consumption. In addition, we are investing in renewable energy sources and modern power management systems that allow us to use resources more efficiently.

All these initiatives are part of Emitel's long-term commitment to actively address climate change and build a more sustainable future for the telecommunications industry.

Therefore, our climate strategy focuses on mitigating the effects of climate change and reducing emissions based on the targets enshrined in the **ESG Strategy**.

As part of our comprehensive sustainability strategy, we systematically carry out in-depth analyses of the impact of our service portfolio on achieving decarbonisation targets. The studies focus on measurable indicators of CO₂ reduction and energy efficiency of the proposed solutions. As a result, we accurately identify and implement initiatives that realistically support Emitel's business partners in two key areas: **proactively mitigating the effects of climate change** and **building their organisations' resilience to environmental challenges**.

A dialogue with stakeholders and regular evaluation of the effectiveness of implemented solutions are the cornerstones of our approach, allowing us to continuously adapt our offerings to changing market needs and participate in the global transformation towards a low-carbon economy. We support partners in designing and implementing environmental strategies that combine **business objectives** with **a responsible approach to climate challenges**.

A concrete example of our commitment is innovative IoT solutions that make a significant contribution to reducing greenhouse gas emissions:



Intelligent IoT water meters

enable emission **reductions of 2,500 Mg eCO₂** per year and contribute to significant water resource savings through rapid leak detection and consumption optimisation.



Smart car parks

help **avoid 355 kg eCO₂** emissions per year per parking space by optimising traffic and reducing the time spent searching for free spaces.

Innovation at the service of nature

At Emitel, we use innovations based on the Internet of Things (IoT) to transform cities into smart ones. Among other things, we offer remote reading of water meters, enabling efficient, individual management of water consumption, which is crucial on a city scale. We also implement advanced city lighting management systems that reduce maintenance costs and

increase safety. These solutions support sustainable development and improve the quality of life for residents, helping to build a modern, green future.

One of the key components of our portfolio is a **remote water meter reading system**. This intelligent infrastructure eliminates the need for manual readings and provides precise data on water consumption. This enables municipal services to detect possible network failures and losses swiftly. On a city scale, this translates into significant savings in water resources and optimisation of the operating costs of the water supply infrastructure.

A core element of Emitel's offering is a city **lighting management system**. This solution goes far beyond simply switching lamps on and off. The system automatically adjusts lighting intensity to weather conditions, time of day and traffic volume, which translates into measurable electricity savings. Smart lamps can also act as nodes in IoT networks, collecting data on air quality, noise or traffic.

A crucial part of the company's products and services are **smart parking systems**, which form the backbone of modern urban traffic management, contribute to substantial air pollution reduction and improve residents' living quality. Using an advanced network of IoT sensors and mobile applications, these systems are revolutionising how drivers find parking spaces in congested city centres.

The **smart parking** strategy provides drivers with real-time information about the availability of parking spaces, significantly reducing the time it takes to find a free space. Studies show that in large cities, up to **30% of traffic** in the city centre is attributable to vehicles looking for a parking space. Our system helps reduce this time by an **average of 12 minutes** per parking space, significantly reducing CO₂ emissions yearly.



IoT technology comprises a comprehensive system including:

- advanced infrastructure of sensors and measurement devices,
- a secure data transmission network,
- an analytical platform using artificial intelligence algorithms,
- intuitive interfaces for city services and residents,
- an early warning system for potential threats.

The innovations implemented contribute to the concept of sustainable urban development through:

- reducing electricity consumption and CO₂ emissions,
- optimising water management,
- improving safety in public spaces,
- more efficient management of urban resources,
- increased environmental awareness among residents.



In 2024, the usage of green energy from our photovoltaic installations and energy purchased from external suppliers will amount to

more than **73,000 MWh**



We design all our solutions with **the future in mind**. They are scalable and expandable with new functionality as technology and the city's needs evolve. Thanks to the system's open architecture, integration with other city platforms and the gradual addition of further smart city services is possible.

This comprehensive digital transformation **improves residents' living comfort** and **space management efficiency**. Crucially, it also contributes to **building a more sustainable urban future**. Additionally, it supports cities in dealing with the challenges of climate change and increasing urbanisation.

Energy efficiency

Since electricity powers our operations, the company's primary goals in this area are to increase the proportion of renewable energy sources and improve the efficiency of its use.

Waste and water management

We operate under waste management guidelines and legal requirements, with waste reduction being our primary focus. We focus on increasing

process efficiency in line with the **Closed-Loop Economy** (CLE, circular economy), which aims to reduce greenhouse gas emissions and use energy more efficiently. We achieve this by reducing raw material consumption, minimising waste generation and reusing waste.

By ensuring the rational use of water, we monitor the direct water consumption for our operations and protect areas with natural water resources.

Biodiversity and habitat protection

We believe that every step, even the smallest one, towards nature conservation is paramount. Sustainable development, known as biodiversity protection, is written into Emitel's DNA. One of the actions we take is the **'Returned to Nature'** programme, under which we conduct analyses of the impact of our facilities - broadcasting stations - on the surroundings of protected areas. Based on the results of the studies, we assess the achievement of the objectives set out in environmental documents.



Symbol of freedom in nature

For years, we have supported the protection of the peregrine falcon, which has taken a liking to broadcast towers as a nesting site, among other things. The species is strictly protected in Poland. We cooperate permanently with the **Association for Wild Animals "Falcon"**.

Currently, falcons named Emisja and Dobromir have established themselves at the Dobra site. Their activity can be followed live on the Association's website.

CHECK OUT WHAT EMISJA AND DOBROMIR ARE UP TO



When diving, the peregrine falcon develops speeds of up to

390 km/h.

Monitoring of electromagnetic fields (EMFs)

We constantly monitor the **electromagnetic field (EMF) strength** around our transmission towers and telecommunications equipment, which, like many other objects and utility goods, are its source.

Regular measurement and analysis of EMF values are core elements of Emitel's environmental policy. Although we are dealing with non-ionising radiation at intensities, which, according to current knowledge, do not cause direct negative effects on living organisms, we attach particular importance to controlling and limiting its emissions.

Our actions in this regard not only comply with legal requirements but also with the precautionary principle in terms of potential long-term impacts on ecosystems.

As part of a comprehensive approach to EMF management:

- we carry out regular measurements of EMF intensity using certified measuring equipment,
- we cooperate with independent testing laboratories,
- we implement state-of-the-art technical solutions to minimise the emission of EMF,
- we take into account aspects of EMF already at the stage of designing and locating new installations,
- we pursue a transparent information policy, making measurement results available to interested parties.

UI Pomocy Emitel (Emitel Beehive Help)

We have been celebrating the Great Bee Day at Emitel for years, and a new initiative launched in 2024 was the 'UI Pomocy Emitel' ('Emitel Beehive Help') programme. It consists of adopting hives in the care of the 'Grześ' Foundation, subsidising training for hobbyist beekeepers and introducing rules for natural grassland and tree stand maintenance on land owned by Emitel.

We also supported one of our teammates, who runs a micro-beekeeper, in learning new skills and expanding her knowledge of bees.



WATCH A VIDEO



Society

WHY IS THIS IMPORTANT TO US?

Responding to the needs of a changing world, we co-create safe and welcoming social and urban spaces. We integrate the infrastructure of the future that positively impacts local communities and the environment. Our employees share good energy and show how much we can do for those in need by joining forces.

OUR AMBITIONS:

To be close to the community, and integrate new technologies that serve a social purpose.

TOPICS COVERED IN THIS CHAPTER:

- Supporting the development of sport;
- Involvement in cultural events;
- Ongoing partnerships and support programmes;
- Charitable activities and outreach events.



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

WE SUPPORT SPORTING SUCCESSES AND PROMOTIONS

Female athletes come first

Since 2022, we have supported the **Women's Football Club Warsaw** (formerly KKP Diamenty Warszawa), believing we are contributing to realising sporting dreams and ambitions. We are proud of our commitment to developing women's football in Poland and creating equal opportunities for girls and women. **That is why we extended our cooperation for another two years in 2024.**

Women's football is still a niche sport, although its rapid growth in recent years is noticeable. It is also enjoying increasing interest from fans. The successes of our female footballers from KKP Warszawa in the previous season, such as the **promotion of seniors to the 2nd league, winning the Mazovian Cup of Poland or the bronze medal in the U-18 Central Junior League**, testify to the determination and hard work of the players.



It was also a successful season for two players who received offers to continue their careers at foreign clubs - **Maja Zielińska** joined VfL Wolfsburg Frauen, and **Weronika Araśniewicz** signed for FC Barcelona Femeni. They represented our country in **the U-17 European Championships** last year, winning bronze after beating the French in the deciding match.

We are keeping our fingers crossed for further success for our junior and senior players and the development of women's football in the coming years. May the **2025 European Championships**, in which the Polish national team will make its debut at this level, become an inspiration and encouragement for young girls to try their hand at the sport.

[READ MORE ABOUT KKP WARSAW](#)



Fencing at Olympic level

As a long-standing partner of **the Wheelchair Fencing Section of Legia Warsaw sports club**, we helped organise the fencing competition again. Our volunteers took part in organising **the International Polish Wheelchair Fencing Championships in Warsaw** and setting up duelling platforms as part of **#TeamEmitel**. The event brought together fencers from many countries who, while competing for titles, also promoted values close to Emitel, such as integration and equality.

A great success was achieved by **Karolina Strawińska**, a competitor from our Section, winning the gold medal at the Championships. The competition was co-organised by the **Legia Foundation**, and the June 2024 edition played a crucial role in the preparations for the Paralympic Games in Paris.



Our representatives made their dreams come true by becoming Paralympians. **Michał Dąbrowski**, an outstanding athlete of our Section, won a silver medal in sabre and a bronze medal in sword. For us, Michał is an authority and an inspiration - with his determination and steadfastness, he has proved that it is possible to achieve great goals despite adversity. He has also shown that strength lies in diversity.

In addition to leading sports projects such as the **women's football team** and **the Wheelchair Fencing Section**, we actively support local initiatives. We believe that levelling the playing field in sports education for the youngest will contribute to the health and development of society as a whole. Last March, **the 2nd Volleyball Tournament for the Headmaster's Cup** was held at the Henryk Sienkiewicz Primary School in Gorenice near Kraków. During the tournament, pupils could use volleyball equipment donated by Emitel for the first time.

[WATCH A VIDEO WITH A SUMMARY OF EMITEL'S ACTIVITIES BENEFITTING SOCIETY](#)



INVOLVEMENT IN CULTURAL EVENTS

“The culture of a nation resides in the hearts and souls of its people,” said Mahatma Gandhi. His words perfectly capture Emitel’s purpose in the commitment to culture. It is an example of how high culture intersects with mass culture while supporting the development of young artists. In 2024, our main nationwide projects included partnerships with **the Fryderyk Chopin National Institute and the Krakow Film Festival**.



Lato z Radiem (Summer with the Radio) picnics

We became a partner of this year’s edition of the **Lato z Radiem (Summer with the Radio)** tour co-organised by Polskie Radio S.A. and Telewizja Polska and set off on a holiday adventure. We visited eight towns and cities where, as part of Family Picnics, we created a special zone full of artistic attractions, with delicious coffee and an educational presentation of the cities of the future. We discussed how we can build friendly, modern and environmentally friendly places to live together. In addition, visitors could use virtual reality imaging equipment and feel like engineers or pilots exploring Emitel’s most interesting high-altitude facilities across Poland.

Chopin and his music

In 2020 and 2021, Emitel supported the Fryderyk Chopin Institute as a partner of the **18th Chopin Competition**. Continuing our cooperation, we have decided to support the Institute’s key musical events in 2024-2025. As part of our cooperation, we will be a partner of **the 19th Fryderyk Chopin International Piano Competition in 2025** and **the 20th and 21st editions of the “Chopin and His Europe” Festival**, among others.

The first of these editions took place in August and September 2024, bringing together **600** outstanding artists worldwide. In addition, we will support other events related to celebrating our great pianist’s birthday and the activities of the Fryderyk Chopin Museum in Warsaw and Żelazowa Wola. Our company’s involvement testifies to our consistent support for Polish culture and our efforts to promote it internationally.

Krakow Film Festival

In 2024, Emitel was a partner of **the 64th Krakow Film Festival** - one of the most important European film festivals dedicated to documentary, short and animated cinema. It is a space where those who received awards and are appreciated worldwide meet those just beginning their film career.



PERMANENT PARTNERSHIPS AND SUPPORT PROGRAMMES

Ecclesia Villanovensis Foundation

For several years, we have provided financial assistance to **the Ecclesia Villanovensis Foundation**, supporting the care, restoration and conservation of St Anne's Church in Wilanów. The church is of significant historical and cultural importance to the local community of which we are a part. Emitel's head office is in Warsaw's Wilanów district.

TOTUS TUUS Awards

For many years, promoting the idea of humanism, we have funded **the TOTUS TUUS awards** in the category 'Achievements in Christian Culture', which are awarded on the eve of Pope's Day by the 'Work of the New Millennium' Foundation to individuals and entities promoting the teachings of St John Paul II.

Foundation for the Development of Radiocommunication and Multimedia Technologies

Cooperation with the Foundation is an investment in technology leaders and the development of the economy. Last year, **the Foundation for the Development of Radiocommunication and Multimedia Technologies celebrated its 25th anniversary**.

We are happy to support its projects that shape the future of Polish science. We offer scholarships and mentoring, and we participate in the financing of innovative research. For active, long-term cooperation, at the request of the Foundation, **Andrzej J. Kozłowski, President of Emitel, was awarded the Knight's Cross of the Order of Polonia Restituta by the President of the Republic of Poland**.

Investment in developing technical and digital competence is a special area for us due to the scope of our business activities. On the one hand, **we support young science enthusiasts**, hoping some will be interested in working in our industry. On the other hand, we are keen to ensure that **the technological competence of inhabitants grows along with the development of smart cities**.



Poland's first private 5G network

At the beginning of 2024, jointly with the Bialystok University of Technology and IS-Wireless, we opened Poland's first **5G Campus in the Open RAN model**. The network in the open model, deployed on local frequencies, will be a unique value of Poland's first Campus 5G Network - Open RAN Lab, a laboratory enabling students from the Bialystok University of Technology to gain competence in building and operating such networks worldwide.

The network provider, IS-Wireless, using solutions provided by Emitel S.A. and Hewlett Packard Enterprise (HPE), has **launched one of Poland's first private 5G networks** at the university, operating in the local n77 band under a permit from the UKE (the Office of Electronic Communications). As a leader in passive infrastructure in Poland, we built a distributed antenna system (DAS) infrastructure as part of the project. Co-financing from European funds helped implement the project.

Science camp meeting at the Emitel site

As part of our cooperation with **the Upper Secondary School of Communications In Kraków**, we have helped initiatives supporting students in professional development for years. We systematically organise internships and visits, during which students learn about the specifics of the profession and the ins and outs of systems and equipment working in the Emitel network.

Science camps were another initiative to which we became a partner last year. They aim to prepare students for industry Olympiads in electrical engineering, electronics, and ICT and for competing in science competitions.

In September 2024, **16 students** participated in a camp in Nowa Słupia in the Świętokrzyskie Mountains. A visit to our Radio and Television Broadcasting Centre at Święty Krzyż was an agenda highlight. Among other things, the young people took advantage of a unique opportunity to climb the highest platform of the broadcasting tower at a height of 117 metres.

Neighbourhood Innovation at the 10th Zwolnieni z Teorii (Exempt from Theory) Olympiad

The Social Olympiad, organised by **the Zwolnieni z Teorii (Exempt from Theory) Foundation**, is the largest project in Poland aimed at high school and university students. Last year, **the 10th edition of the Zwolnieni z Teorii (Exempt from Theory) Olympiad attracted 7.5 thousand young people** who carried out social projects in education, health and sport, local communities and ecology.

As many as 19 projects turned out to be winners. Emitel's partnership programme "**Neighbourhood Innovations**" is being implemented as part of the Olympics. Two projects entitled. "**Virtual Society**" and "**Ctrl+Code**", proposed by young people, received the main prize - the Golden Wolf while six other projects won the Silver Wolf award, i.e. an award for the best social project in a given province. As part of the partnership, Emitel also supported the development of original teaching materials related to leadership for teachers of the subject of Business and Management. The Foundation distributed the materials to teachers throughout Poland.

Information about Emitel's commitment, as part of its cooperation with **the Zwolnieni z Teorii Foundation**, to support the needs of young people in Poland was published in the global list of best HR practices compiled by **the Top Employers Institute!** Top Employers Institute's publication targeting the youngest generation in the labour market, called Generation Z, also mentioned our practice.



Virtual Society

a project which, through digitisation of cultural institutions' resources, aims to make cultural assets accessible to people with disabilities, for example.

[LEARN MORE ABOUT THE PROJECT](#)



Ctrl+Code

a project consisting of developing a free website containing materials developed by young people (videos, programmes, tasks), which familiarise primary school pupils with issues from computer science lessons concerning programming.

[LEARN MORE ABOUT THE PROJECT](#)





Smart and sustainable cities

We offer solutions for smart cities so that their inhabitants live better. Our cooperation with selected cities has so far brought many improvements to local communities and had a positive impact on the environment. One example is the smart water and sewerage solutions in Wrocław, which enable remote reading of water meters throughout the city and water consumption monitoring. Another example is the

parking systems in Piaseczno, using the Internet of Things. Each parking space has a sensor that tells drivers whether it is free or occupied. Residents can quickly check on dedicated information boards where to park their cars without wasting time and fuel on a long search for free parking spaces

Watch a video about Emitel's Smart City solutions:

WROCLAW



PIASECZNO

CHARITY AND AID ACTIVITIES

#EverybodyPaddle

Our **#TeamEmitel** proved once again that rowing is about helping. Once again, **20** employees participated in the seventh edition of the sports and charity action **#WszyscyDoWioseł (#EverybodyPaddle)**, organised by **the Legia Foundation and the Kochasz Dopinguj (Cheer if you Love) Foundation**, which aimed to promote awareness of cancer prevention.

We used the funds raised to prepare and provide an educational programme for secondary school students, organise free workshops and implement a campaign promoting regular tests for the early detection of testicular, prostate and breast cancer.

Five **#TeamEmitel** teams took part, four people each, whose task was to row on rowing ergometers for 10 minutes. Our volunteers particularly appreciated working together for one goal, and the opportunity to integrate and motivate each other.



WATCH A VIDEO FROM LAST YEAR'S ACTION



Flood 2024

During the difficult moments caused by the floods, we were aware of the enormous challenges faced by those affected. As an expression of our support and solidarity with the flood victims, we actively joined in the relief effort. In areas with disrupted communications, we offered **to lend our mobile masts free of charge**, which could be used for emergency signal restoration for mobile lines and radios, ensuring effective communication during these critical moments.

Walking with Angels

In December, in the run-up to Christmas, we carried out a new charity event, this time in aid of homeless animals under the care of the Warsaw-based **Fundacja Azylu pod Psim Aniołem (The Dog Angel Asylum Foundation)**. As **#TeamEmitel**, we went together to the shelter run by the Foundation, bringing the animals, among other things, food and warm blankets for the winter. We also took the dogs for a walk.



Where did the idea for such an action come from? We drew inspiration from a colleague at work who had adopted a dog from the Asylum a year earlier after such a walk. It seemed like no big deal, just an ordinary walk, but the dogs got a lot of joy out of it, and we put our 'hand' (or rather 'paw') to it. We felt we were doing something good, in agreement with the Foundation's motto: **"Everyone can be an angel"**.

FIND OUT MORE ABOUT THE FOUNDATION

WATCH COVERAGE OF OUR WALK



Emitel Christmas Auction

In 2024, we realised already **the 9th edition of our Christmas auction**. Emitel employees prepare parcels with their own hands containing arts and crafts, home-made preserves, baked goods and small favours (e.g. painting a jacket or servicing a bicycle), which our employees bid on. The total amount donated by the bidding employees becomes doubled by the company's Board of Directors and donated to support the chosen charitable cause.

Every year, before Christmas, we organise a competition for the children and grandchildren of our employees and associates. **The 10th edition of the competition** is now behind us, and this year's theme was Christmas cards.

#22q11day

At the end of last year, we celebrated **International 22q11 Deletion Syndrome Awareness Day** for the first time - one of the most common genetic conditions about which little is still widely known. As a sign of solidarity, we lit our tower in Kraków's Krzemionki red to draw attention to the problem. We are delighted to have been part of this Europe-wide initiative.

[LEARN MORE ABOUT 22Q11](#)



Data for 2024



GRI: 2-7, 2-8**Structure and forms of employment**

	2023			2024		
	Women	Men	Total	Women	Men	Total
employment structure						
fixed-term employees	8	22	30	5	18	23
employed for an indefinite period	66	320	386	64	314	378
Total	74	342	416	69	332	401
forms of employment						
full-time	73	431	414	68	331	399
part-time	1	1	2	1	1	2
employed under a contract of mandate	3	17	20	3	16	19

GRI: 401-1**Staff turnover**

	Admissions		Departures	
	2023	2024	2023	2024
Women	7	2	4	6
Men	20	16	17	30
age < 30	12	7	3	5
age 30-50	15	7	8	12
age > 50	0	4	10	19
Total admissions/departures	27	18	21	36

GRI: 405-1**Composition of staff by gender and age categories**

Employees by age category	Percentage of employees in each category to total number of employees			
	2023		2024	
	Women	Men	Women	Men
< 30 years	2%	5%	2%	5%
30-50 years	9.9%	38.9%	9%	37.9%
> 50 years	5.5%	38.2%	6.2%	39.2%

HEALTH AND SAFETY AT WORK**GRI: 403-9****Accident rate**

Type of accident	2023	2024
fatal accidents at work	0	0
total accidents at work	0	0
total incidence rate of accidents at work	0	0
severe accidents at work	0	0
total incidence rate of severe accidents at work	0	0
minor accidents at work	2	0
total incidence rate of minor accidents at work	2.72	0

ENVIRONMENTAL AND CLIMATE PROTECTION

GRI: 302-1

Energy consumption

	2023	2024
Total energy consumption from non-renewable raw materials by type of raw material	Values (MWh)	Values (MWh)
natural gas (consumption for heating purposes)	352.4	164.93
fuel oil (consumption for heating purposes)	1256.03	1142.33
diesel oil (consumption for operation of power generators)	474.11	502
Total consumption	2082.54	1809.26
Total energy consumption from renewable raw materials by type of raw material		
solar energy	2479.6	3119
Total consumption of self-produced or purchased energy broken down into electricity, heat		
electricity	76430.5	85061.9
thermal energy (including steam consumption, cooling energy consumption)	458.33	269.4
Total energy consumption	76888.83	87140.56
Final energy consumption	81450.97	92068.82

GRI: 302-3

Energy use intensity

Energy use intensity	Value (MWh)	
	2023	2024
Denominator - total energy consumption	81450.97	87140.56
Divider - Total ERP of DVB-T emissions	18.554	19.1
Energy intensity index	4389.9	4562.3

The index includes energy consumption for captive use including radio signal generation.

GRI: 302-4

Reduction of energy consumption

Reduction of energy consumption	2023	2024	Type of energy saved and description of the initiative
	Amount of energy saved (MWh)		
Photovoltaic installation	2479.5984	3119	Values refer to electricity (MWh). Photovoltaic installations have been built on two broadcast sites, which transfer 100% of their energy to radio and television broadcasting.
Purchase of green energy	69003	70000	Purchase of green energy for the company's core business (MWh).
Total	71482.5984	73119	

GRI: 305-1**Total direct greenhouse gas emissions (Mg CO₂) - Scope 1, base year 2021**

Direct emissions	Greenhouse gas emissions [tCO ₂ e]	
	2023	2024
Emissions from electricity generation	128.2	126.224
Emissions from heat generation	373.2	315.3
Emissions from refrigeration processes and steam generation (resulting from refrigerant leaks from air conditioning systems)	1422.99	222.15
Emissions from transport of materials, products and waste	1018.24	1080.64
Total direct emissions	2942.63	1744.31

GRI: 305-2**Indirect emissions - Scope 2, base year 2021**

Indirect emissions by source	Indirect greenhouse gas emissions [tCO ₂ e]	
	2023	2024
Indirect emissions from electricity generation	5852.87	6544.7
Indirect emissions from heat generation	156.437	92.9
Total indirect greenhouse gas emissions	6009.307	6636.6

GRI: 305-7**Emissions of NO_x, SO_x and other relevant compounds emitted into the air**

Weight of significant emissions to air (tonnes)	2023	2024
NO _x	541.123	491.97
SO _x	175.361	160.08
Dust (PM)	91.339	86.93

Emissions mainly from boiler plants and power generators.

GRI: 303-1**Water intake**

Total water intake by source	Unit of measure	2023	2024
groundwater	m ³	810	702

GRI: 306-2**Waste by type and management method**

Management method	Weight of waste [Mg]			
	2023		2024	
	non-hazardous waste	hazardous waste	non-hazardous waste	hazardous waste
Recycling	41.851	3.864	23.183	6.257

About the Report

The report includes data for the financial year 2023 for **Emitel S.A.**, based in Warsaw. The publication also contains data for the Kraków office. It is **Emitel S.A.'s seventh sustainability report** and the **third ESG report**. The data presented has been prepared following the international reporting standard **Global Reporting Initiative (GRI Standards 2021)** at the Core level and concerning the **UN 2030 Sustainable Development Goals**. The document also includes our proprietary indicators outlined in the **ESG Policy 2021-2025**.

We publish ESG reports on an annual basis. The current report relates to the period between 1 January and 31 December 2024, while the previous one appeared in April 2024. The Emitel team developed this document. The Company's Management Board approved the report's final content without performing an external review.

There have been no significant changes in methodology and data analysis in the current report. The publication's methodology follows the GRI principles for defining data content and quality and selected indicators of the **European Sustainability Reporting Standards (ESRS)**. We have not made any significant revisions to previously published data. There were no significant changes in structure, ownership and value chain during the reporting period.

Report preparation:

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

Coordination:

Agnieszka Sobucka, Director of Marketing and Communications, Spokesperson.



If you have any questions about the content of the report or would like to express your opinion on it, please contact:
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GRI: 2-2, 2-3, 2-4, 2-5, 2-14

ESRS 2: GOV-5

GRI INDEX NUMBER

Index number	Index name	Position in the report	Comment
GRI 2 - General Disclosures 2021			
2-1	Organisation details: name, nature of ownership and legal form, location of headquarters	Management and corporate governance	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 a certifying entity.
2-6	Description of activities, products, services, markets served, supply chain, relationships with business partners	About Emitel S.A.	
2-7	Employees	Employees Data for 2024	
2-8	Persons performing work who are not employees	Data for 2024	
2-9	Governance composition and structure	Management and corporate governance	
2-10	Nomination and election to the highest supervisory body	Management and corporate governance	

Index number	Index name	Position in the report	Comment
2-11	Description of the function of the chair of the highest governance body in the organisation	Management and corporate governance	
2-12	The role of the highest governance 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 governance body in sustainability reporting	About Emitel S.A. 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 governance body	Management and corporate governance	
2-18	Evaluation of the work of the highest governance body	Management and corporate governance	

Index number	Index name	Position in the report	Comment
2-19	Remuneration policy	Employees	The remuneration policy at Emitel follows legal regulations. It operates based on transparency and equal pay for work done. A job tariff is available to all employees on the intranet, with a breakdown of positions by class and a salary spread for each class. The pay scale operates based on the tasks performed in a given position, regardless of the place of work, gender, age or education.
2-20	Remuneration determination process	Employees	
2-22	ESG strategy statement	Letter from the President About Emitel S.A.	
2-23	Commitments on company policies	Management and corporate governance	
2-24	Internal policies	Management and corporate governance	
2-25	Processes for minimising adverse impacts	About Emitel S.A. Management and corporate governance Protection and care of the environment Society	

Index number	Index name	Position in the report	Comment
2-26	Mechanisms for seeking advice and raising concerns	Management and corporate governance	
2-27	Compliance with laws and regulations	Management and corporate governance	
2-28	Membership of organisations	Management and corporate governance	
2-29	Approach to stakeholder engagement	About Emitel S.A. Employees	
2-30	Collective agreements	Employees	No collective agreement is binding on Emitel S.A.

GRI 3 - Relevant topics 2021

3-1	Process for identifying relevant issues	About Emitel S.A.	
3-2	List of relevant topics	About Emitel S.A.	
3-3	Process for managing relevant topics	About Emitel S.A. Management and corporate governance Protection and care of the environment Society	
3-3	Caring for landscape, biodiversity and habitat protection	Protection and care of the environment	
3-3	Improving energy efficiency	Protection and care of the environment	

Index number	Index name	Position in the report	Comment
3-3	Waste and wastewater management	Protection and care of the environment	
3-3	Caring for human relations	Employees	
3-3	Minimising EMF impact on the environment	Protection and care of the environment	
3-3	Security and continuity of services	Management and corporate governance	

Indices by aspect

Anti-corruption (GRI 205, 206) 2016

205-3	Actions taken in response to cases of corruption	Management and corporate governance	There were no irregularities in this respect during the reported period.
206-1	The total number of legal actions taken against organisations 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 breakdown by primary energy sources	Protection and care of the environment Data for 2024	
302-3	Energy intensity	Data for 2024	

Index number	Index name	Position in the report	Comment
302-4	Reducing energy consumption	Protection and care of the environment Data for 2024	
303-1	Water consumption	Protection and care of the environment Data for 2024	

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	Protection and care of the environment	
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	Protection and care of the environment	

Environment: Emissions (GRI 305) 2016

305-1	Direct greenhouse gas emissions (Scope 1)	Protection and care of the environment Data for 2024	
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Index number	Index name	Position in the report	Comment
305-2	Total indirect greenhouse gas emissions by weight (Scope 2)	Protection and care of the environment Data for 2024	
305-3	Other indirect greenhouse gas emissions (Scope 3)		Exemption from data reporting for 2024.
305-7	Emissions of NOx, SOx and other significant compounds emitted to air by compound type and weight	Protection and care of the environment Data for 2024	
Environment: Wastewater and waste (GRI 306) 2020			
306-2	Management of significant waste-related impacts	Protection and care of the environment Data for 2024	
Workplace: Employment (GRI 401) 2016			
401-1	Total departures and employee turnover rate by age group, gender and region	Data for 2024	
401-2	Fringe benefits provided to full-time employees	Employees	

Index number		Position in the report	Comment
401-3	Return-to-work rate and retention rate after maternity/paternity leave by gender		In the reported period, five employees (three women and two men) were on maternity/paternity leave. 2 employees - 2 women - returned from these leaves during 2024.
404-2	Professional competence development programmes	Employees	
Workplace: occupational health and safety (OH&S) (GRI 403) 2018			
403-1	Occupational health and safety (OH&S) management system	Employees	
403-2	Hazard identification, risk assessment and incident analysis	Employees	
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	

Index number	Index name	Position in the report	Comment
403-9	Accidents at work	Data for 2024	
403-10	Occupational diseases	Employees	
Workplace: Diversity and equal opportunities (GRI 405) 2016			
405-1	Composition of governing bodies and staff by gender, age, minority membership and other diversity indicators	Management and corporate governance Data for 2024	
Human rights: aspect governance (GRI 406-409) 2016			
406-1	Total number of incidents of discrimination and action taken on this issue	Management and corporate governance	There were no irregularities in this respect during the reported period.
407-1	Activities identified as having the potential to threaten 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 of 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	

Index number	Index name	Position in the report	Comment
Local community (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 influence of entry into a given market, the conduct and termination of activities	Society	
413-2	Activities with significant potential or existing negative impacts on the local community	Society	
Participation in public life (GRI 415) 2016			
415-1	Total financial and in-kind donations to political parties, politicians and institutions of a similar nature by country	Society	
Product liability: Customer health and safety (GRI 416, 417, 419) 2016			
416-1	Life cycle stages when we assess the health and safety impacts of products and services to improve indicators and the percentage of relevant product and service categories subject to such procedures	Protection and care of the environment	
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	Protection and care of the environment	

Index number		Position in the report	Comment
418-1	Legitimate complaints regarding breaches of customer privacy and loss of data	Management and corporate governance	There were no irregularities in this respect during the reported period.
Compliance with regulations(GRI 419) 2016			
419-1	Non-compliance with laws and socio-economic regulations	Management and corporate governance	There were no irregularities in this respect during the reported period.



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