

TOWERCOM ESG REPORT 2023



TOWERCOM

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CEO's foreword

CEO'S FOREWORD

Ladies and gentlemen, dear clients and colleagues,



Rudolf Urbánek
CEO



I present to you the Towercom ESG report for the year 2023, which documents our commitments and achievements in the field of environmental, social and governance responsibility. In the past year, we continued our efforts for sustainability and social responsibility, making significant progress in several areas.

I would like to highlight the area of terrestrial radio and television broadcasting, which constantly confirms its importance in the lives of our citizens, thanks to the ability to convey current news even to the most remote areas of Slovakia. Terrestrial and radio broadcasting, thanks to its unique infrastructure, confirms that it is one of the most reliable technologies, crucial for a wide spectrum of the population. Towercom continues to be an important partner to players in the field of technology infrastructure rental in hard-to-reach areas. This ensures continuous connectivity for all mobile operators on the market, as well as for other important customers and end users.

In the field of renewable energy sources, we worked intensively on the development of our photovoltaic power plants (PVE), thereby contributing to cleaner and more sustainable energy. Our investment in renewables is part of a wider strategy to reduce our carbon footprint and protect the environment. In 2023, we successfully increased

the installed capacity of several of our photovoltaic systems, which again enabled us to reduce CO2 emissions. Our activity in this area has shown significant savings in carbon emissions, and we are determined to continue this effort in 2024, when we plan to further expand our capacities. Constantly increasing the share of renewable energy sources has become an integral part of the company's strategy.

Furthermore, a significant part of our transmitters is located in protected areas, where we must comply with strict legislative and ecological measures during operation. This also confirms our commitment to proper and careful treatment of the environment. As in the past, 2023 again brought us closer to the milestone of carbon neutrality.

Our employees are our most valuable asset, which is why we are constantly improving our procedures and systems to ensure a safe, healthy and prosperous work environment for them. Safety and health protection at work are therefore the highest priority at Towercom.

We recognize that diversity is the key to innovation and growth. Towercom has played an important role in the telecommunications market for more than 90 years. It is therefore natural that among our employees we find representatives of several generations, from those born earlier to the youngest economically active generation, the so-called Generation Z. Generational diversity is one of our strategic HR objectives. I believe that the combination of experience and new perspectives enables us to achieve greater results. We strive for an inclusive environment in which sustainable and balanced working conditions lead to the development of not

only our colleagues but also our company.

Optimizing and streamlining processes is another key area in which we have made progress. Effective work contributes to greater employee satisfaction and allows them to better attend to the needs of Towercom's business development clients. Our approach to digital transformation also allowed us to reduce the number of redundant trips, which ultimately contributed positively to the protection of the environment and more efficient use of our personnel and technological resources.

With these achievements and new visions, we entered 2024, as well as with a commitment to continue our efforts for sustainability and responsibility. We continue to aim to actively improve and optimize our processes, care for our employees and contribute to a cleaner and more sustainable world for all.

I cordially invite you to read the ESG report 2023 and am looking forward to cooperation in 2024.

Thank you!



ESG framework at Towercom

ESG FRAMEWORK AT TOWERCOM

Towercom has been playing its undeniable role in the Slovak society for almost 100 years. Through its infrastructure, it spreads television and radio broadcasting to the most remote areas of the country, thus ensuring that the population is constantly informed about current topics.

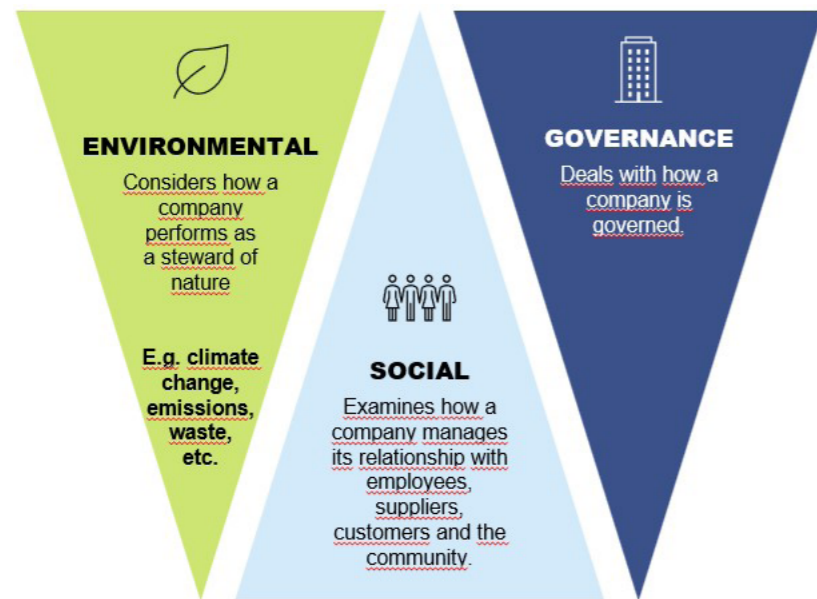
In addition to its primary area, in 2021 the company began to actively participate in the informatization of society by building an extensive optical infrastructure across the territory of Slovakia.

In developing its potential, our company honors and follows the previously defined three pillars of a strategy that reflect stakeholder concerns, core competencies, and our commitment to sustainable operation of our business, as depicted. Activities within these pillars are regularly reported on to Management and the Board of Directors.

In 2023 we kept developing key topics, primarily in the field of health and safety and in the field of the use of renewable energy sources.

Governance for health and safety is provided by the Health and Safety Committee, which also includes a shareholder's representative so that the setting and implementation of steps support the defined strategy of the company and the goals of the shareholder.

A project team has been assigned in order to develop the topic of maximizing the use of renewable energy sources. The team regularly informs the Executive Management team about the progress within the allocated projects.



Environment & climate

ENVIRONMENT & CLIMATE

Despite the fact that Towercom operates distribution technology for television and radio broadcasting with the least impact on the environment and the lowest carbon footprint, we are actively and continuously working to reduce it.

We are pleased that in the course of 2023 we successfully managed to build additional photovoltaic power plants in Dubník (100 kW), Snina (50 kW), Laskomer (30 kW), Blatný vrch (25 kW) and Modrý Kameň (25 kW).

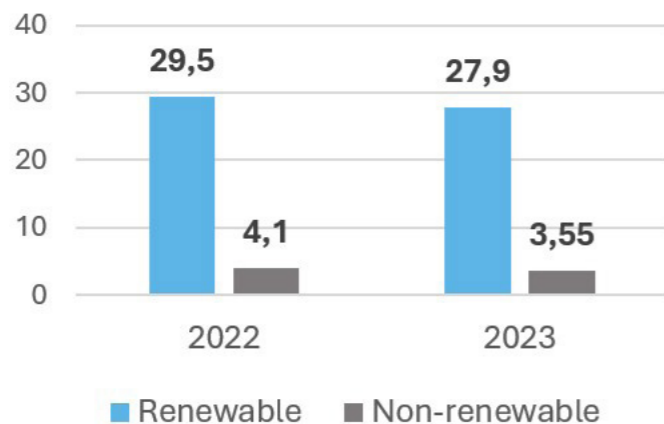


As of photovoltaic devices installation, Towercom used for the first time not only the ground surface or roofs but also facades of buildings. This saves space and allows us to use more solar energy on a smaller area.

In addition to investments in photovoltaic power plants, Towercom is developing opportunities for wind power plants and the possibilities of their use in relevant locations.

We also tested a new type of technology called bifacial panels, which, in combination with a light roof coating, can process more solar energy. We are already installing these technologies into newly built photovoltaic facilities.

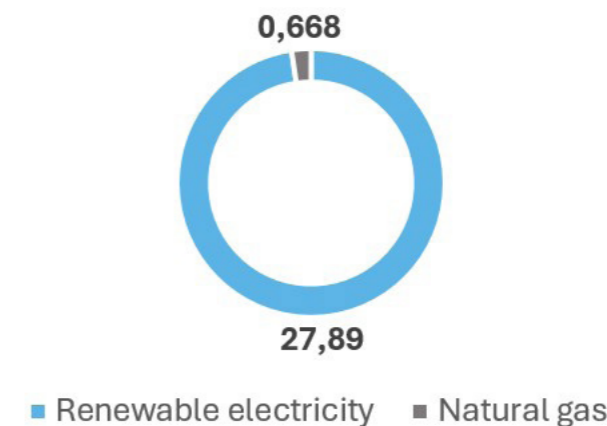
Renewable energy usage in GWh



Our company is certified for the ISO 14001 Environment Management System, which confirms the continuous improvement and proper setting of processes in the field of Environmental Management.

Since 2022, we have continued our strategy and fulfilling our commitment to increase the share of clean energy in our consumption. Electricity and natural gas continue to account for the largest share of total energy consumption.

Our energy mix in GWh



The use of energy from renewable sources allowed us to save 54t of CO₂ in 2023, while in 2024 it will already be over 150t of CO₂, and in 2025 the plan is to save approximately 300t of CO₂. In 2023, we produced a total of more than 200 MWh of clean electrical energy from photovoltaic devices.

In the course of 2025, we plan to reach an installed capacity of 1MW with a production of over 1GW per year.



Towercom is aware of its position as one of the largest infrastructure players on the Slovak market and at the same time has accepted the obligations arising from this position.

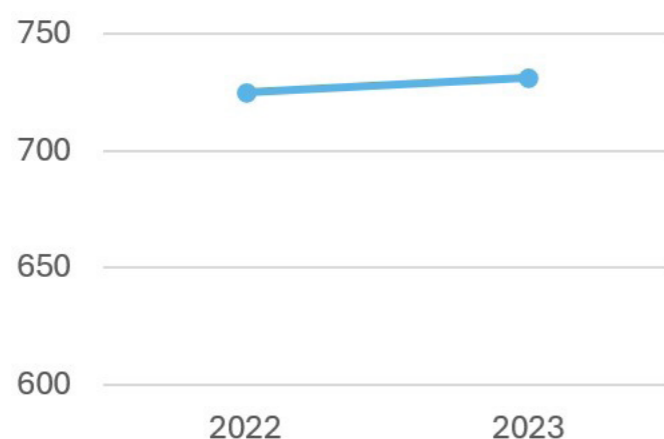
We have been working for a long time to reduce emissions from our own activities, which also supports our country's commitments to achieving climate goals.

Towercom is committed to a Net Zero plan by 2040, with an interim target by 2030 to reduce emissions by 46 % vs. the 2019 baseline. The 2040 abatement measures address significant decarbonization of -95% of the baseline emissions. With this aim the company has allocated respective CAPEX for initiatives mainly in the area of FVE, Wind PV, Electromobility and Energy Efficiency operational programs.

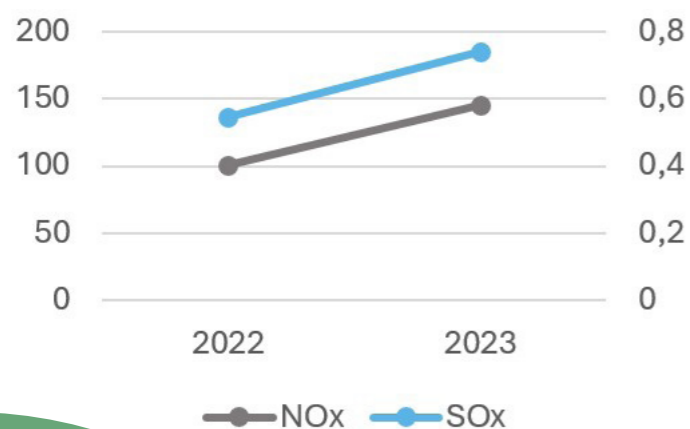
By on-site renewables, we expect a further reduction in the impact of our business on the environment in the coming period.

Following are the select figures measured and reported within the ESG framework related resource management.

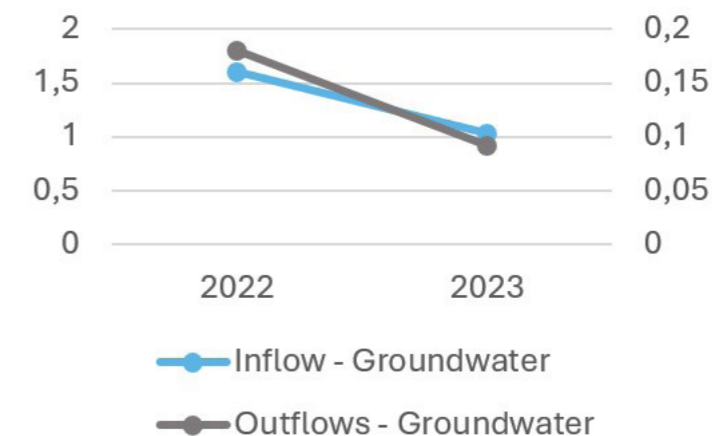
GHG emissions in tCO2e



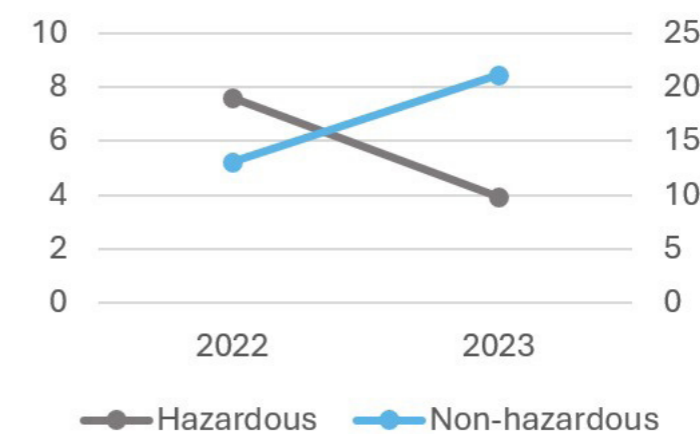
Air pollution in kg



Water inflows / outflows in ML



Waste disposal in tons





Social responsibility

SOCIAL RESPONSIBILITY

As the main operator of television and radio terrestrial broadcasting technology in Slovakia, we are aware of our role in society in terms of ensuring the access of residents to up-to-date, true and undistorted information.

Towercom has been performing this role responsibly and properly since 1926.

We believe that education plays key role in deciding what information has value and reflects true state of matters and what information is just a mix of empty words. Towercom therefore wants to enable Slovaks to move forward as a digital nation but also help them to navigate the new reality by equipping them with proper education. We partnered with a renowned organization The Duke of Edinburgh's International Award in nurturing future talent.



Photo from the training for Slovak teachers on Gen Z run by DoFE, Youthwatch and Towercom





Governance

GOVERNANCE

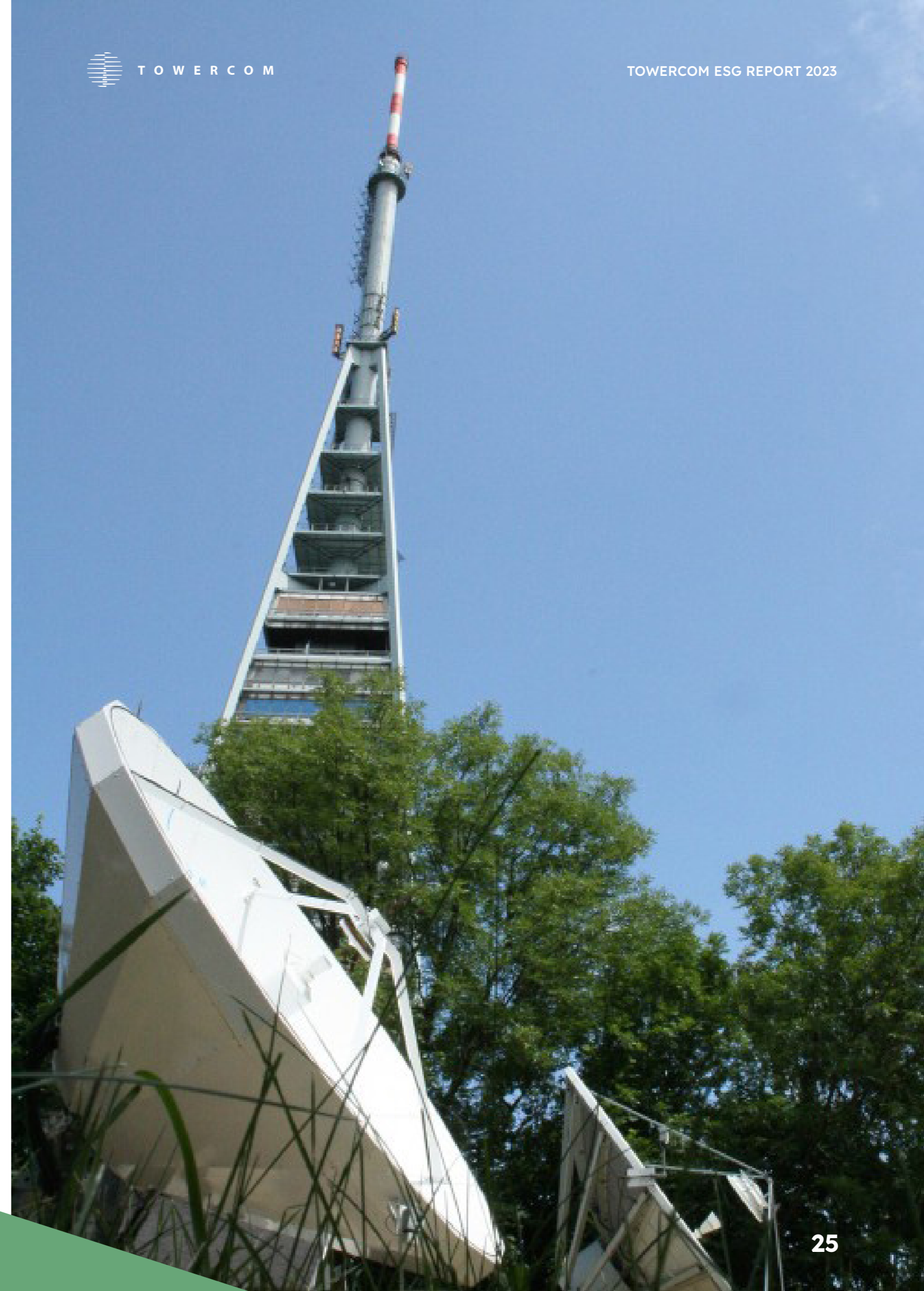
As one of the major infrastructure employers in Slovakia, owning and operating critical infrastructure, we are aware of our duty to Slovak society to operate in a sustainable and transparent manner.

It is critical that our partners, employees and customers trust us and feel secure when using our products and services.

We comply with the relevant laws and regulations; however, we aspire to higher standards and seek to continuously improve our policies and practices through external benchmarking assessments, certifications, and other external validation sources.

Going beyond regulatory demands we keep our operations certified with the following ISO standards:

- **ISO 9001** - sets out the criteria for a quality management system ensuring strong customer focus, the motivation and implication of top management, the process approach and continual improvement
- **ISO 14001** - sets out the criteria for an environmental management system which maps out a framework that a company or organization can follow to set up an effective environmental management system
- **ISO 27001** - sets out the criteria for information security management providing guidance how to manage the security of assets such as financial information, intellectual property, employee details or information entrusted by third parties



Health & safety

HEALTH & SAFETY

Ensuring good employee practices that promote well-being and personal safety has a high priority and is the key to secure that all Towercom employees can fulfill their potential.

Structure and governance

Practice in the field of health and safety at work is structured in accordance with the Slovak legislative framework and is based on a safety management system that defines the strategy, risks and policies in the field of safety.

Supervision of health and safety measures at Towercom is ensured through a dedicated Health and Safety Committee, which is made up of various stakeholders, including members of the Board of Directors. This committee ensures the implementation of best practices and the development of a culture of safety throughout the organization.

In 2023, we focused on managing key risks in the field of health and safety: such as working at heights, electromagnetic radiation and the personal safety of our technicians who work in our workplaces and towers.



WHS strategic objectives in 2023

Our main focus in 2023 in WHS included:

- Continuous commitment to developing a positive Health and Safety Culture across the organization
- Zero major/fatal accidents mission claim in practice and low accident rate (LTI / LTIFR).
- The engagement of specialist consultants to support Towercom's team for higher-risk mitigations.
- People care and well-being campaigns, including mental health of our colleagues.



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