

# TOWERCOM ESG REPORT 2025



TOWERCOM

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# CEO's foreword

## CEO'S FOREWORD

Dear Ladies and Gentlemen, Dear Clients and Colleagues,



Marcel Šatanek  
CEO

I have been working as the CEO of Towercom for more than a year. This period has allowed me to get to know the company, its functioning and, above all, the values on which it has long stood. These are the values of stability, responsibility, technical precision and service to the public interest, which form the solid foundation of our daily work.

We present to you Towercom's ESG report for 2025, which I do not see only as a summary of activities and indicators, but above all as a commitment. A commitment to systematically meet goals in the area of environmental, social and governance responsibility - that is, in the area of sustainability, social responsibility and corporate governance. This approach is not a formal obligation for us, but a natural part of the company's strategic direction.

The year 2025 was marked by several changes within the organization, as well as in the development of specific projects aimed at monitoring and meeting sustainability and environmental goals. We have systematically strengthened our internal processes so that we can more accurately measure, evaluate and manage our environmental impacts and move towards more efficient and responsible operations.

In the area of reducing our environmental footprint, we continue to develop renewable energy sources. In 2025, we recorded an increase in the amount of electricity produced from photovoltaic devices by more than 48%, which is the result of further optimization and expansion of our existing capacities. At the same time, we are successfully building new photovoltaic devices in our areas, thereby strengthening the energy self-sufficiency and sustainability of our infrastructure in the long term. At the same time, we are working with the vision of gradually renewing our vehicle fleet, where we plan to systematically increase the share of electric vehicles. We see this step as a natural part of our efforts to reduce emissions and modernize operations.

A significant shift in 2025 was also the internal transformation, within which we are introducing and developing data platforms enabling decision-making based exclusively on data. Digitalization and data culture are thus becoming a key tool for managing our company. At the same time, we continue to implement "paperless" solutions across the company, thereby reducing the administrative burden, streamlining processes and contributing to a more responsible use of resources.

Our CSR activities are also an equally important part of our responsibility. In 2025, we continued to support organizations in a way that covered several key areas of social assistance - from supporting sick children, helping seniors, to helping animals and supporting abandoned mothers. We see this as an important expression of solidarity and a concrete impact that the corporate environment can also have on society.

Finally, I would like to sincerely thank all our employees. They are the greatest asset that Towercom has. Their expertise, commitment, responsibility and willingness to move things forward are the foundation of everything we manage to achieve - whether in the field of technology, sustainability or daily operations.

I believe that this ESG report will also give you a clear picture of where we are heading and what values we are building on. Sustainability, responsible management, digitalization and people remain at the center of our attention in the future.

Thank you for your trust, and I look forward to continuing our cooperation in 2026.





## ESG framework at Towercom

## ESG FRAMEWORK AT TOWERCOM

**Towercom has played a vital role in Slovak society for nearly a century. With its expansive infrastructure, it broadcasts television and radio signals across the country, including to its most remote regions. This ensures the population remains informed on current and critical matters.**

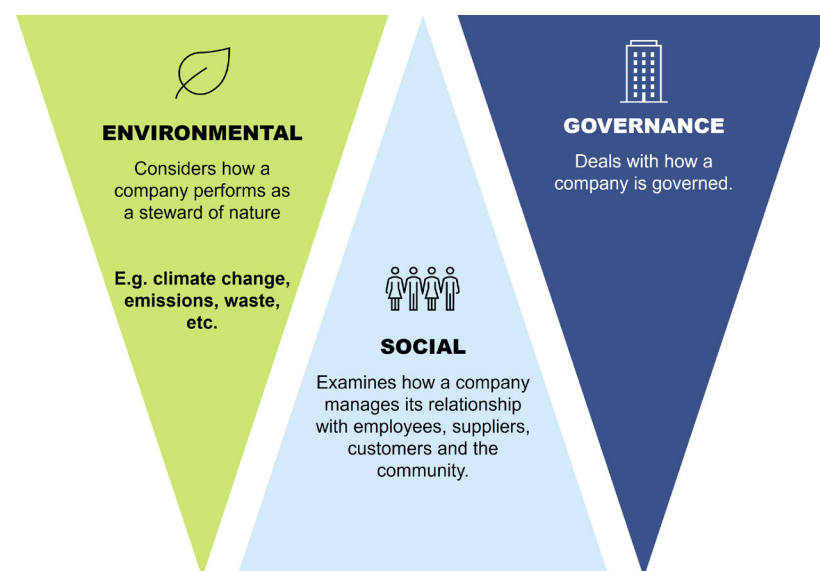
Since 2021, Towercom has broadened its focus beyond broadcasting by contributing to the digital transformation of society. This includes the nationwide development of optical infrastructure.

Our company operates on three core strategic pillars—outlined in the diagram below—which reflect our stakeholders’ interests, our core competencies, and our commitment to responsible corporate governance. We provide regular updates to our executive leadership, board of directors, and the public regarding progress on these initiatives.

In 2025, our key areas of focus included workplace health and safety (WHS), the use of renewable energy sources, and emission reductions.

WHS management is overseen by the Workplace Health and Safety Committee, which includes shareholder representatives to ensure initiatives support a culture of safety across Towercom.

Environmental topics, including renewable energy use, are handled by a dedicated project team that keeps executive management informed of developments—such as the ongoing construction of photovoltaic (PV) plants.



## Environment & climate

## ENVIRONMENT & CLIMATE

Despite the fact that Towercom operates distribution technologies for television and radio broadcasting with the least environmental impact and the lowest carbon footprint, we are actively and constantly working on its continuous reduction.

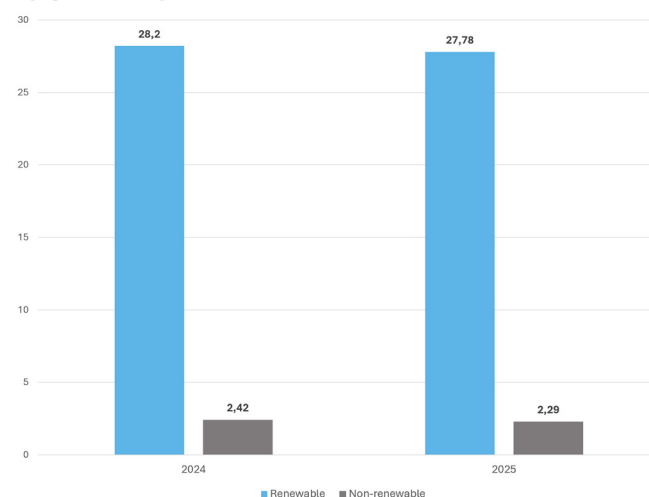
We are pleased that during 2025 we managed to successfully build additional photovoltaic power plants in Borová (11 kW), Velká Javorina (60 kW), Martin-Křižava (296 kW), Bana Stropkov and Čadca (16 kW), Heringeš (16 kW) and Brezová pod Bradlom (10 kW).



Towercom used not only the ground surface or roofs to implement photovoltaic devices, but also the facades of buildings and the company's masts themselves. This saves space and allows us to use more solar energy on a smaller area of land, which has proven successful and will be used in the planning of other projects. In addition to investments in photovoltaic power plants, we are still interested in the topic of wind power plants, which are not yet favored by the legislation in our mountain and forest locations.

We are also successfully operating a new type of technology, the so-called bifacial panels, which, in combination with a light roof coating, can process more solar energy and at the same time partially reconstruct the roofs. These technologies are already in operation and are functioning according to the assumptions from 2025.

### Renewable energy usage in GWh

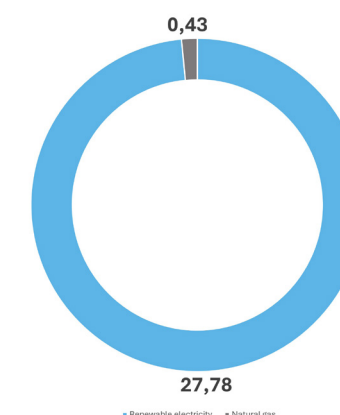


Our company is certified for the ISO 14001 environmental management system, which confirms the continuous improvement and correct setting of processes in the field of environmental management.

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

In the coming years, we plan to put battery storage into operation, thereby increasing the efficiency of the use of green energy and the consumption of our own technology even during night hours.

### Our energy mix in GWh



The use of renewable energy saved us 225t of CO2 in 2025. In 2025, we produced a total of more than 563 MWh of clean electricity from photovoltaic devices.

During 2026, we plan to reach an installed capacity of 1 MW with a production of over 1 GWh per year.



Towercom recognizes its role as one of Slovakia's leading infrastructure providers and embraces the responsibilities that come with it. We are committed to the long-term reduction of emissions from our operations and to supporting climate targets.

Towercom is dedicated to achieving Net Zero emissions by 2040, with an interim goal of a 46% emissions reduction by 2030 compared to the baseline year of 2019. Our roadmap includes a targeted 95% reduction in baseline emissions by 2040. To support these goals, we have allocated appropriate capital expenditures (CAPEX) for initiatives focused on operational programs, photovoltaic plant development, electromobility, and energy efficiency.

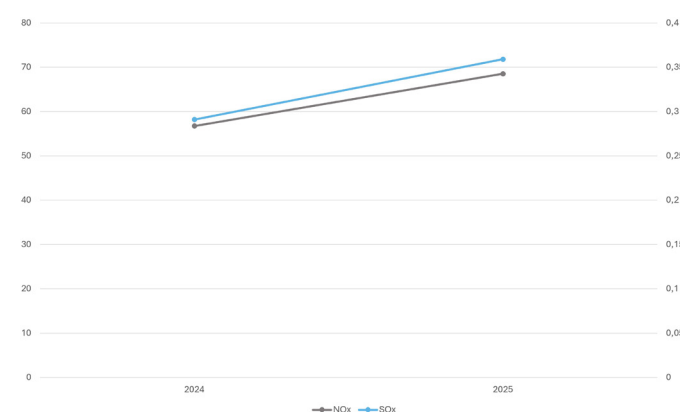
By expanding the use of renewable energy sources, we aim to significantly reduce the environmental impact of our activities in the years to come.

Selected ESG data and indicators are presented in the graphs below.

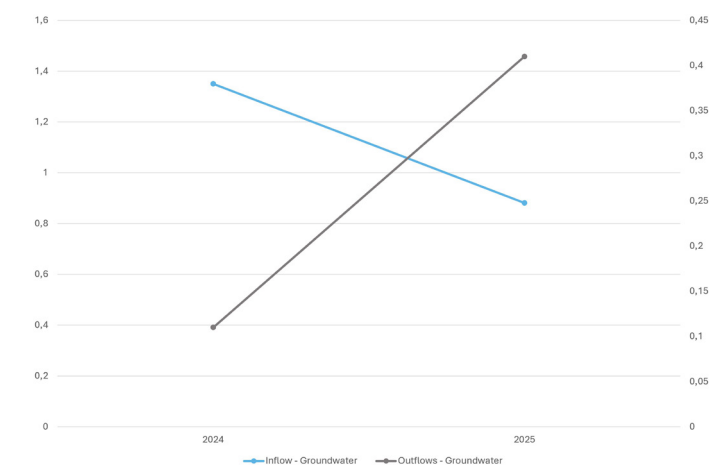
## GHG emissions in tCO2e



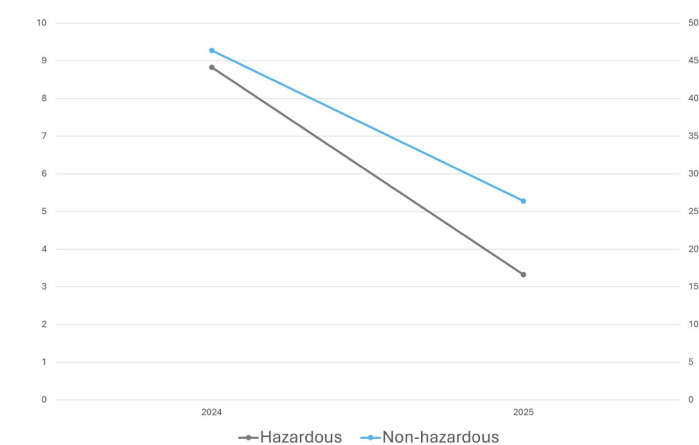
## Air pollution in kg



## Water inflows / outflows in ML



## Waste disposal in tons





## Social responsibility

## SOCIAL RESPONSIBILITY

As a major provider of telecommunications and broadcasting infrastructure in Slovakia, we are aware of our responsibility towards society and the environment in which we operate. Our goal is not only to provide reliable services for our customers and partners, but also to actively contribute to supporting communities, developing solidarity and creating a positive social impact.

In 2025, we continued our social responsibility activities and supported organizations operating in various areas of assistance. As part of the 1% tax donation, we redistributed funds totaling approximately 20,000 euros between the organizations Červený nos Clowndoctors, MyMamy, o.z., Pes v núdzi and Kol'ko lásky, o.z. We thus supported projects aimed at helping sick children, families in need, protecting animals and supporting seniors.

An important part of our activities was also the ongoing cooperation with the Dom Svitania sheltered workshop in Jakubovo. For the Summer Games 2025, its clients prepared special upcycled medals made from textile scraps. The project combined the principles of ecological sustainability with the support of job opportunities for people with disabilities and at the same time showed that even seemingly unnecessary materials can gain a new, meaningful life.

We also continued our cooperation with the organization Úsmev ako dar within their project “PF-ka ktorá pomáha”, thanks to which we supported and made Christmas more enjoyable for a child from difficult social circumstances.

In the pre-Christmas period, we once again participated in the initiative “Kol'ko lásky sa zmestí do krabice od topanok”, organized by the civic association Kol'ko lásky, o.z. Thanks to the willingness and commitment of our employees, we managed to prepare gift packages for seniors in social service facilities throughout Slovakia, bringing them more joy and a sense of closeness during the holiday season.

At Towercome, we perceive social responsibility as a natural part of our strategy and corporate culture. We believe that long-term sustainability is built not only on technological development and economic results, but also on the principles of solidarity, education, inclusion and mutual assistance.

We want to continue to be a responsible partner for society and actively contribute to positive changes in the communities we are a part of.



Upcycled medals from the Dom Svitania sheltered workshop in Jakubovo



Electronic Christmas e-greeting created in collaboration with Úsmev ako dar



## Governance

## GOVERNANCE

**As a major infrastructure operator and employer in Slovakia, Towercom recognizes its responsibility to operate sustainably and transparently.**

We are committed to earning and maintaining the trust of our partners, employees, and customers by complying with all legal requirements—and aiming beyond them. We actively pursue excellence by benchmarking against external standards and securing certifications.

Our operations are ISO-certified in several key areas:

- ISO 9001: Quality management with a focus on customer satisfaction, leadership, and continuous improvement.
- ISO 14001: Environmental management to support structured, sustainable environmental practices.
- ISO 27001: Information security management for protecting data, including financial, personal, and third-party information.

Cybersecurity also forms an integral part of Towercom's comprehensive security policy.



## Health & safety

## HEALTH & SAFETY

**Towercom prioritizes safe, responsible working conditions that protect and empower our employees and contractors.**

### Structure and Oversight

Our WHS (Workplace Health and Safety) system is guided by Slovak law and based on a structured safety management strategy. A dedicated WHS Committee, including members of the Board, oversees policy implementation and promotes a culture of safety.

#### Key Risk Areas in 2025

- Working at heights
- Electrical safety
- Electromagnetic radiation
- Site-specific risks affecting technicians on towers and infrastructure

## 2025 WHS strategic objectives

Our main focus in 2025 in WHS included:

- Foster a proactive safety culture company-wide
- Achieve zero serious or fatal incidents
- Maintain a low Lost Time Injury Frequency Rate (LTIFR)
- Engage expert consultants to improve risk management
- Run awareness campaigns focusing on mental health and employee well-being



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