

CRA

E | S | G

Sustainability & responsibility



TABLE OF CONTENTS

Foreword	3
Introduction	4

ENVIRONMENTAL 6

Caring about environmental protection	7
Driving green	7
Minimising waste and promoting recycling	8
Not polluting the air	9
Water management	10
Saving energy and using renewable resources	11
Helping through IoT and digitalisation	12
Covering the entire Czech Republic with free TV signal (DTT)	13

SOCIAL 14

Creating a work environment where we enjoy working	15
Ensuring a high standard of health and safety at work	15
Supporting diversity of the CRA team	16
Promoting education and equal opportunities in society	17
Talents and skills	17
DofE Youth Training Programme	17
Charitable, educational, and development projects	18
A tour of our transmitters	19
Collective agreement	20

GOVERNANCE 21

We are guided by ethical principles	22
Competing openly and transparently	22
Honouring equal treatment	23
Protecting data	23
A brief description of the 'Smart City' solutions in place	24
Our new data centre and ESG aspects	25
List of ISO certifications	25

Suggestions for the future	26
A final word	27



FOREWORD

Cordiant is committed to being a responsible and sustainable investor. We aim to work together with our portfolio companies – and the talented people employed there – to both improve our performance in critical ESG areas and to generate positive impact.

Our investment strategy seeks to generate both high returns for our investors and support stewardship benefitting our communities and our collective natural environment. Digital Infrastructure is a deeply energy-intensive sector, and Cordiant's sustainability focus is consequently climate-focused.

The paramount objectives are:

- Reducing the carbon footprint of the digital economy, by integrating renewable energy and improving energy efficiency at both the network component and network design level
- Reducing the carbon footprint of society through enhanced communications (such as the application of technologies to develop more sustainable cities)
- Better connecting under-served businesses and households to the digital economy

In 2022, CRA demonstrated exemplary progress in these areas. CRA's management have integrated ESG principles into their operations without sacrificing their focus on profit, development of growth opportunities and operational excellence.

Benn Mikula

CORDIANT CO-CEO AND MANAGING PARTNER



INTRODUCTION

Ladies and gentlemen,

I am extremely pleased to say, that CRA pays extensive attention to ESG. We understand that we are responsible for the environment in which we live and work. Making our environment as good as it can be is one of our greatest goals. Allow me to look back on how we fared in 2022.

Let us start with one of our largest recent projects - the new data centre in Prague. As global studies predict that data centres will gradually become the largest consumers of energy, we are preparing one that will conform to the strictest environmental parameters and will help reduce energy intensity. Furthermore, we are continuously expanding on our efforts to reduce energy consumption, for example by installing photovoltaic panels on our sites.

It is important to mention that last year was a challenge for many in the Czech Republic and beyond. After years of peace in Europe that we had 'taken for granted', the entire world that professes western values is facing the horrendous and destructive actions of Russia, which has militarily attacked Ukraine. This made us consider how we could help people from that war-tested country. We thus launched free-to-air broadcasting of a Ukrainian television and radio programme. In cooperation with the Ambassador of Ukraine to the Czech Republic, also we informed citizens of Ukraine dwelling in the Czech Republic about how they could stay in touch with their home country via the media.

Ukrainian broadcasting has been included in the main TV multiplex, to make it as broadly available as possible. We also donated radiotelecommunication equipment necessary for the reconstruction of the broadcasting network and services in Ukraine. Aside from technological support, we have directly provided accommodation on our sites to refugees and CRA employees have contributed necessities for their support.

We strongly believe that we must support our future and the education of new generations. We therefore continuously support the DofE programme for students in the Czech Republic. We launched the DofE TV channel, featuring information about volunteering options for young people, in which they could get involved, to gain experience, knowledge, and skills that they will appreciate later in life.

We have revised our overall ESG strategy, to set goals in each of its areas - i.e., environmental, social, and governance - that will be in line with the UN Global initiative, and we are gradually implementing them. I will gladly inform you about all of these ongoing activities in this report and all of those to come.

I wish you a pleasant read!

Miloš Mastník
CRA CEO





ESG and our path to sustainability

We know that our activities have an impact on the environment and on people's lives. That is why we adhere to ESG (Environmental, Social, and Governance) principles. We actively pursue many of the 17 goals for a sustainable future that have been set by the UN, thereby contributing to social, environmental, and economic development.

In doing so, we rely - in addition to a responsible approach and an emphasis on education - on the power of technology. We will do the most for the next generation in this sphere.



ENVIRONMENTAL

E | S | G



We think about nature. Not only that we minimise the impact of our activities on the environment, we are striving to protect it actively by our responsible approach and by using technology. We focus on sustainability and lead our employees to do the same.





CARING ABOUT ENVIRONMENTAL PROTECTION

We own and operate masts and buildings in nature reserves, protected landscape areas, and national parks. That is why we carefully monitor the consequences of our activities, make sure to prevent risks and accidents, and adhere to the set environmental protection quality system.

OUR TARGET FOR 1 JANUARY 2025

100% OF OUR ENERGY CONSUMPTION SOLELY FROM RENEWABLE SOURCES

We make sure that all our activities are compliant with applicable environmental legislation and other relevant environmental standards.

We support those employees who bike to work - convenient facilities with showers and a secure place to store their bikes are available to them.





MINIMISING WASTE AND PROMOTING RECYCLING



Zelená firma®

We are involved in the **Green Company** (Zelená firma®) project, which aims to eliminate the adverse impact of human activity by ensuring the take-back and efficient recycling of waste from electrical and electronic equipment.

We are members of the **REMA System** and **REMA Battery** collective schemes which provide electric waste and battery collection for their reuse.



We are registered in the **EKO KOM** system, which provides collection and secondary use of packaging waste.



We use **reusable packaging** in logistics.

In order to eliminate needless printing and paper consumption, we have introduced an **electronic approval system for documents and electronic signatures**.

Where printing is required, **we print double-sided and in black-and-white**.

We have **minimised the purchasing of plastic bottles** – we use water carafes in our meeting rooms, reusable milk jugs instead of disposable one-portion packs, and sugar in containers instead of single-portion paper sachets.

We emphasise **prevention of waste generation** and, if generated, all waste is thoroughly sorted.

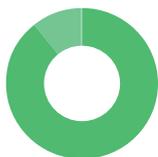


NOT POLLUTING THE AIR

We reduce the volume of coolants with a high GWP index and switch to coolants with a lower GWP index – coolant R32 – when replacing air-conditioning equipment.

A 500-kW boiler room has been decommissioned at the Kojál transmitter, thanks to the use of waste heat, and replaced with a **48 kW furnace** as a back-up source of heat.

Newly installed back-up electricity sources meet the **EURO 6** emission standards.



- **9917.34 tons of CO₂ (t)** Scope 2 GHG Emissions (89,42%)
- **1155.54 tons of CO₂ (t)** Scope 1 GHG Emissions (10,42%)
- **17.25 tons of CO₂ (t)** Scope 3 GHG Emissions (0,16%)

We use **local suppliers** in order to reduce the carbon footprint in the supply of services and materials.

Thanks to an extensive monitoring system at the facilities we operate, **we reduce the need of our technicians to travel** for breakdowns that can be resolved by remote access.



WATER MANAGEMENT

We use **rainwater** and water drawn for protecting our buildings for flushing toilets (Rozsocha), watering plants (the City of Prague), and filling fire-extinguishing tanks.



10% OF WATER FROM
OUR OWN SOURCES

Preventing water loss by remote water meter controllers that monitor non-standard water flow and send alarm notices. Buildings not equipped with water meters are fitted with electrical valves that disconnect the water pump once the building is put in a guarded mode.

We strive to maximise **water retention in landscape** – where water does not need to be conducted away by sewers, we ensure that it is absorbed into soil, using drainage systems.



0.6867 METRIC TONNES (T)
OF WATER EMISSIONS

Buildings where **dangerous substances** are handled (diesel for back-up power sources) are equipped with technologies (sumps, sensors) and organisational arrangements have been made for them (contingency plans, operating rules).

We use **water-saving devices** on our taps and toilet flushers.



SAVING ENERGY AND USING RENEWABLE RESOURCES

We prefer to buy **technologies with a minimal environmental** impact (class A appliances, LED lighting – including aviation warning signage), etc.



44.5% OF ENERGY FOR TEMPERATURE CONTROL FROM RENEWABLE SOURCES

We maximise our purchase of 'green' energy.

Installing photovoltaic panels – pilots on selected TVPs (with an expectation of future development).

We manage our office buildings with **equithermal control** (control based on outside temperature).

We use **waste heat from our transmitters**, using waste energy to heat parts of the buildings (used at our sites at Vraní vrch, Kleť, Krašov, Buková hora, Kojál).

We **insulate buildings** with the greatest heat loss (Plzeň – Purkyňova).



HELPING THROUGH IoT AND DIGITALISATION

We support the development and expansion of technologies. For example, IoT together with the cloud and artificial intelligence can create effective systems not only for monitoring the environment, but also for optimising and managing the activities and processes required for its protection. This is one of the reasons why we cooperate with CzechInno on the **European Centres for Digital Innovation** (EDIH) project.

We are building an IoT network that will make it possible to develop smart cities, smart agriculture, smart waste management, and smart industry and logistics. The fact that IoT will be essential in creating a better future is confirmed by our CRA IoT Hackathons, which have yielded many useful ideas in the environmental sector.

We hold the following certificates: **ISO 14001** Environmental management and **ISO 50001** Energy Management System.



We map potentially hazardous situations in detail and have contingency plans in place to minimise any risks.



COVERING THE ENTIRE CZECH REPUBLIC WITH FREE TV SIGNAL (DTT)

The DTT distribution system is environmentally friendly as it only requires one antenna and one power source to operate.

OPERATIONAL COVERAGE

Area covered by tower portfolio

78,078.30 sq km
(square kilometres)



DVB-T2 / MUX 22 / 23
99% coverage



T-DAB / ČRo
99% coverage



VKV - FM / ČRo Radiožurnál
99% coverage

Percentage of coverage that is in remote areas

1%

Urban areas are 100% covered by broadcasting services. In terms of demographic distribution, this represents 20% of the total area of the Czech Republic.

Percentage of coverage that is in rural areas (excluding remote areas)

79%

A rural area is defined by the Czech Statistical Office according to the number of municipalities with a population of up to 2,000 and municipalities with a population of up to 3,000 with a population density of less than 150 inhabitants/sq km.

79% percent of the Czech Republic is taken as a rural area, 20% percent are urban areas, and coverage in remote areas is approximately 1%.





SOCIAL

E | S | G



We do everything we can to make sure everyone feels comfortable and safe with us - clients, business partners, and, above all, our employees.

We care about giving everyone equal opportunities.

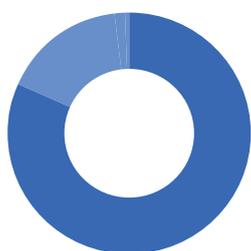
We help those who need it and we support training and skills development.





CREATING A WORK ENVIRONMENT WHERE WE ENJOY WORKING

We spend a significant part of our day at work. We therefore consider it important that we feel comfortable at work so that we can perform at our best. We therefore create the right conditions for our employees to work and develop.



9,380 HOURS OF PEOPLE TRAINING*

- men (82%)
- women (18%)

*an average of 25.5 hours per employee

We are enhancing the **training of CRA people** in the field of ESG, inform staff about CRA's activities in this area, and **promote ideas for improving effective promotion of sustainability** within CRA and in relation to business partners.



ENSURING A HIGH STANDARD OF HEALTH AND SAFETY AT WORK

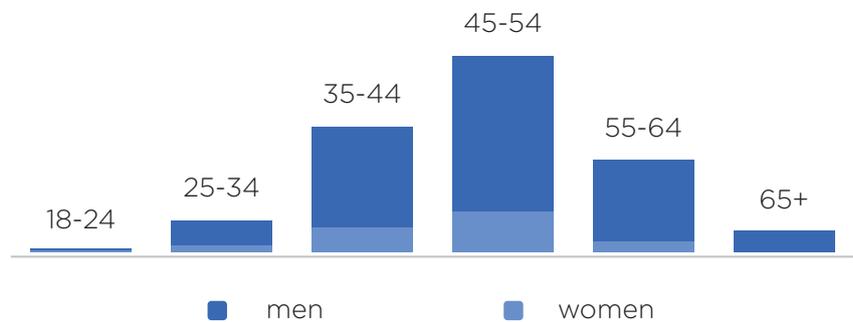
Not only do our employees work in conditions that meet all legal requirements in the sphere of OSH and fire protection, we strive to create an environment that protects their health. To prevent risks and accidents, we are developing a Near Miss culture designed to detect - in a timely manner - incidents that could result in injury and damage to health.



SUPPORTING DIVERSITY OF THE CRA TEAM

We are happy to have different generations, faiths and personalities in our ranks, supporting and enriching each other and making our team together. Team spirit is even one of our values. So we do not look at the age, nationality, faith, sexual orientation or cultural background of our teammates.

DEMOGRAPHIC COMPOSITION OF EMPLOYEES



Compared to the Czech average, 18% of women work in middle management positions in our company and 16% in senior management.

We help employees in difficult life situations.

We contribute to our employees' meals. Our Cafeteria system offers several optional employee benefits.





PROMOTING EDUCATION AND EQUAL OPPORTUNITIES IN SOCIETY

We focus primarily on helping children, young people, and disadvantaged groups in society. We support students in developing their skills and preparing for their professional lives. Our support is also targeted to more remote regions of the Czech Republic.



TALENTS AND SKILLS

We support the Horizons project of the charitable society Talent and Skills (Nadání a dovednosti), in which teenage children are prepared for choosing their future careers.



DofE YOUTH EDUCATION PROGRAMME



We support the Duke of Edinburgh's programme that supports young people in their personal development and the acquisition of skills that they will find useful in their future lives and work.



CHARITABLE, EDUCATIONAL, AND DEVELOPMENT PROJECTS

Currently, humanitarian, technical, and financial assistance to Ukrainian refugees is a big topic for us.

- Financial donation through People in Need
- Organisation of a collection of necessities
- Making available accommodation capacities for refugees at the Harusův kopec facility
- Opening positions suitable for refugees
- Launch of the radio station UKRAJINSKE RADIO in cooperation with Czech Radio
- Donation of a radio transmitter to Ukrainian Radio
- Inclusion of Ukrainian 1+1 television in our multiplex
- Creation of a cloud environment for backing up all data of the Kharkiv hospital – in cooperation with Seznam.cz
- Support for the Ukrainian people by lighting the Žižkov Tower in Ukrainian colours. Given the popularity, importance, and location of this building, it was a strong gesture that did not escape the attention of most inhabitants of Prague and the surrounding area.

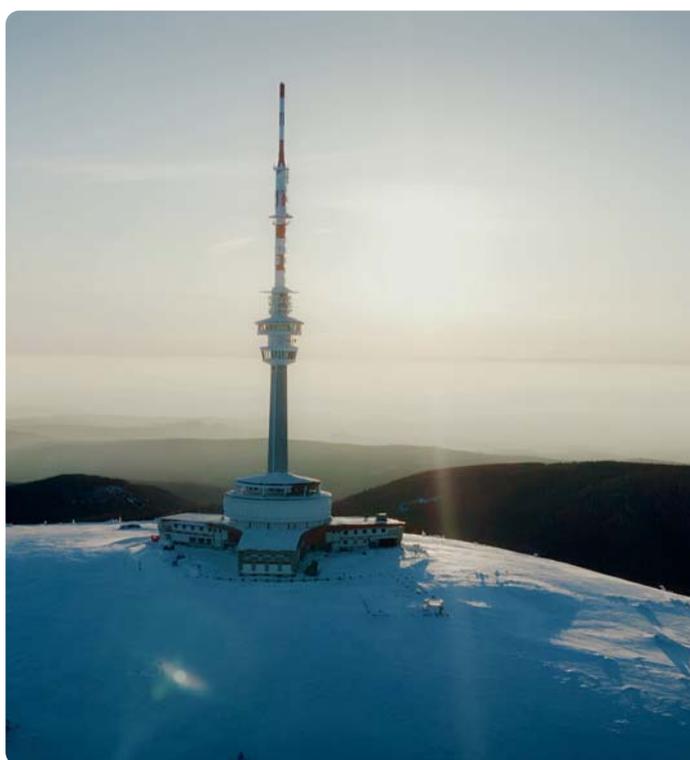
We also support:

- The Czech Bone Marrow Donor Registry is a member of a network of more than 60 registries worldwide; many of our employees are also donors.
- Youth organisations: Junák – Czech Scout, Orel.
- Our Child foundation (Naše dítě), which helps children at risk.
- Traditionally, we take part in the Night Run for Světluška.
- We have cooperated with the Integrated Rescue Service for a long time, providing our sites for training for emergency situations.
- We are involved in the construction of separate Ethernet connections for the unique PEGAS network of the Ministry of the Interior, which serves for the communication of all IRS units.



A TOUR OF OUR TRANSMITTERS

Prague's Žižkov Tower, the TV transmitter and hotel on Ještěd, and the transmitter on Lysá hora. Few of us can imagine the Czech landscape without these important buildings, which proudly tower over the streets of towns and villages.



Although they are technical buildings, they have become symbols of the places where they stand, attracting attention from afar. At first glance, they are the most striking reminder of the 60 years of operation of České Radiokomunikace, which is responsible for their operation and maintenance.

To honour of its 60th anniversary, České Radiokomunikace has prepared a series of hikes to six iconic transmitters across the country, during which participants can get special anniversary cards.





COLLECTIVE AGREEMENT

We are proud of all of our small and large accomplishments that have led to the growth of our company, to increasing awareness of the CRA brand, and, above all, to the personal development of our employees. Without them, we could hardly succeed. That is why we create an innovative working environment and do everything we can to promote openness and transparency. We honour and develop a corporate culture that naturally stimulates interest, engagement, healthy work commitment, and creative thinking in people. With this in mind, we then reward selected employees for initiative, above-standard performance, commitment, or teamwork.



Our approach to our employees is also reflected in the collective agreement that we conclude every year in cooperation with the delegates of the Trade Union of the Radiocommunication Workers' Union. The agreement brings employees benefits that are not required by law but that fit perfectly with our corporate culture. These include, for example, regularly reviewed meal allowances, an extra week's holiday, sick days, and contributions to sports, culture, education, or life or pension insurance. Additionally, our employees can also use selected facilities for recreation and relaxation.



GOVERNANCE

E | S | G



Our corporate culture is based on transparency, fair competition, respect, and equal treatment. Closely related to this is the emphasis that we place on the protection of all data and on cyber security.





WE ARE GUIDED BY ETHICAL PRINCIPLES

In our everyday work, we are guided by ethical and moral principles, which we expect all our employees and associates to follow. Our principles of ethical conduct and communication are summarised in the CRA Code of Ethics.



COMPETING OPENLY AND TRANSPARENTLY

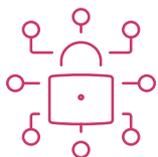
We have honest and open business relationships with our business partners, which we consider essential. We promote fair competition and do not tolerate any form of corruption, bribery, or breach of fair competition.





HONOURING EQUAL TREATMENT

We make sure that our decision-making is objective and impartial. We respect each individual and maintain an approach based on mutual respect and equal opportunity. We treat everyone equally and under no circumstances tolerate any form of bullying or discrimination, whether on the basis of gender, age, physical appearance, length of employment, nationality, religion, sexual orientation or cultural background.



PROTECTING DATA

The processing, storage, and transmission of data and information is our daily work. That is why we know how crucial its security is. We protect the data of our customers, partners, and employees to prevent leakage and misuse. This is one of the cornerstones of our credibility.

The FENIX project – ensuring availability of internet infrastructure and service operation even in the most critical situations.





A BRIEF DESCRIPTION OF THE 'SMART CITY' SOLUTIONS IN PLACE

A system for the detection of vehicles with excessive particulate emissions.

This project is an innovative and unique partnership of the State (City Hall), University (Czech Technical University), and CRA and it is a complete circle of research, development and implementation.

What is more, it is replicable all over the country or even the EU.

This has also an eminent impact on ESG.

CRA Infrastructure for Smart metering.

Remote readings of metering devices, data are used for energy management, heat management, gas management.

CRA Infrastructure for Waste management.

Containers fill measurement (preventing garbage trucks from going to the empty containers, which leads to the less fuel consumption, less travelling, no time waste for employees).

Medicawatch

Professional refrigerator temperature monitoring solution for healthcare and pharmaceutical applications.

It is a wireless thermometer and an app that evaluates temperature conditions in refrigerators with medicines and pharmaceuticals according to the regulations.



**MEDICA
WATCH**



OUR NEW DATA CENTRE AND THE ESG ASPECTS

(e.g., modernised equipment / low PUE / solar panels etc.)

- the DC site is a brownfield; we are not occupying a new “green” area,
- workplace accessible by public transport,
- rainwater reuse,
- roofs of buildings considered as green (vegetation),
- EV charging points on site,
- PUE of a maximum of 1.25 (Power Usage Effectiveness),
- solar panels on site (reusable energy),
- LEED Certificate,
- modernised equipment.



LIST OF ISO CERTIFICATIONS



ISO 9001



ISO 14001



ISO 50001



ISO 27001

(Including certification of compliance with Standard 27017, 27018)



ISO 20001

and a certificate of compliance with Act No. 181/2014 Coll.

SUGGESTIONS FOR THE FUTURE

2023

CRA

STAFF INVOLVEMENT

We will continue to use waste heat (Žižkov, Hošťálkovice, Ploštiny, Mařský vrch).

We will continue to install photovoltaic panels.

Drafting a CRA decarbonisation strategy.

We will focus on promoting biodiversity in CRA's properties (forestation, creating lakes and hideaways for insects, etc.).

We will focus on increasing our use of sustainable materials with a minimal carbon footprint and a high potential for reuse.

Cooperation with the City of Prague and other regional governments on the implementation of a comprehensive innovative project to detect cars with a removed or malfunctioning particulate filter.

Introduction of the Volunteer Day.

Introduction of an 'ESG Week' - workshops and activities aimed at promoting ESG projects (day without cars, day without meat, zero waste week, etc.).

Competition for the best suggestions to improve the environmental situation at CRA - rewards for the best implementable ideas.

Support for travel by public transit - contribution for public transit passes.

Wheelchair-accessible facilities

Competitions across departments - waste sorting, cycling to work, and other activities.



A FINAL WORD

Ladies and gentlemen,

Allow me to elaborate in greater detail on where we are headed in the area of ESG, from my perspective as the Communications Manager.

It is crucial for us that our ESG strategy is not empty words. Our goal is for all of our employees to consider it their own, turning it into reality quickly and efficiently. To that end, we have started to inform all our employees and associates in depth about our plans and to involve them in the implementation of the strategy.

- We have developed a programme for reducing our energy burden.
- Terrestrial digital television and radio broadcasting, in itself, is the most environmentally friendly method of signal transmission and reception.
- Additionally, we have prepared a project for improving the energy performance of our buildings. We have begun to equip them with technology for alternative energy generation.
- We have committed to use exclusively 'green' energy by 2025. At this point, we are 45% of the way there.
- We promote age diversity in our staff, and the sharing of experience among them. We organise numerous training sessions and seminars.
- We support communities in the places where we operate. We contribute to both local activities and larger projects with a national impact.

And we are committed to go further with our efforts and to inspire others.

Thank you for your time and for your interest in the details of what we do to achieve sustainability and to protect the environment in which we live and do business.



Anna Tůmová

Head of Strategic Communication



E | S | G

Sustainability & responsibility

For more see www.cra.cz/esg

