

Sustainability Report

České radiokomunikace a.s.

2024

Consolidated Sustainability Report
according to VSME standards

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Preface

Dear Readers,

We present to you the first consolidated sustainability report of České Radiokomunikace a.s. for 2024, prepared in accordance with the VSME (Voluntary Standard for SMEs) voluntary standards.

Why Sustainability Matters to Us

As a key provider of telecommunications infrastructure in the Czech Republic, we recognize our responsibility not only to our customers and partners, but also to society and the environment. Our activities have a direct impact on the country's digitalization, access to information, and communication services for millions of citizens.

Sustainability is not just an obligation for us, but a strategic priority. We believe that a responsible approach to the environment, care for our employees, and transparent company management are key to long-term success and the trust of our stakeholders.

Supporting Community Projects

We actively engage in supporting local communities and socially beneficial projects. Our involvement includes:

- **Digital Inclusion:** We support projects aimed at making digital technologies accessible to seniors and disadvantaged groups
- **Education:** We collaborate with schools and universities to develop technical skills in the younger generation
- **Local Communities:** We support cultural and sports events in the regions where we operate
- **Volunteering:** We motivate our employees to participate in volunteer activities and provide them with time off for these purposes

This report presents a comprehensive view of our activities in the areas of environmental responsibility, social responsibility, and corporate governance (ESG). We transparently present our results, challenges, and plans for the future.

Key Figures for 2024:

Total Revenue: 71,687,273.65 EUR

Total Asset Value: 120,332,329 EUR

Number of Employees: 399 (354 FTE)

Scope: Entire Czech Republic

We are proud of what we have achieved, and at the same time, we recognize that the path to sustainability is a continuous process. This report is proof of our commitment to transparency and responsibility.

We thank all our employees, partners, and stakeholders for their trust and support on our journey to a more sustainable future.

About České Radiokomunikace



Basic Report Information

Report Module: Comprehensive VSME Module (B1: Basis of Preparation)

Sensitive Information: No data points were omitted as classified or sensitive

Legal Form: Joint Stock Company

NACE Codes: J61.1 (Wired Telecommunications Activities); J61.2 (Wireless Telecommunications Activities)

Sustainability: YES - The company has established sustainability practices and policies

Our Mission

České Radiokomunikace a.s. (CRA) is a leading provider of telecommunications infrastructure and services in the Czech Republic. Our mission is to ensure reliable, secure, and modern communication services that support the digitalization of society and contribute to the development of the information society.

Our Services

During the reporting period, the company focused on providing a wide range of products and services in the areas of:

- **Television and Radio Broadcasting** we ensure coverage of the entire Czech Republic with free TV signal (DTT)
- **Data Centers and Cloud Infrastructure** modern, energy-efficient solutions for data storage and processing
- **Cybersecurity** advanced services responding to the growing need for data security
- **Internet of Things (IoT)** intelligent solutions supporting digitalization and efficient resource use
- **Streaming and Media Services** OTT platforms and video on demand

Our Customers

We serve a wide spectrum of markets and customer groups:

Public Sector

State institutions, public broadcasters, public media

Commercial Sector

Commercial broadcasters, telecommunications operators, enterprises

Group Structure

The consolidated report includes the following subsidiaries:

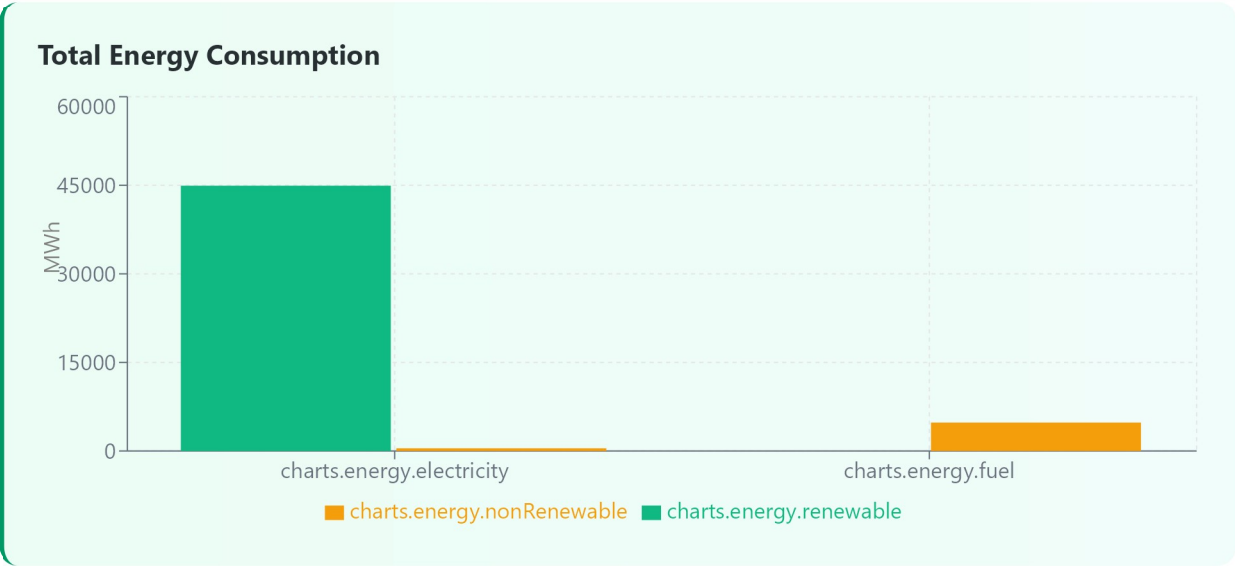
- **Czech Digital Group, a.s.**
Skokanská 2117/1, 169 00 Praha 6 - Břevnov, Česká republika
- **Cloud4com s.r.o.**
Skokanská 2117/1, 169 00 Praha 6 - Břevnov, Česká republika
- **CRA Services s.r.o.**
Vinohradská 1511/230, 100 00 Praha 10, Česká republika
- **Datové centrum Lužice s.r.o.**
Skokanská 2117/1, 169 00 Praha 6 - Břevnov, Česká republika



We Care for Environmental Protection

Our strategy includes key elements that affect sustainability areas. We focus on increasing energy efficiency, using renewable sources, and minimizing our carbon footprint.

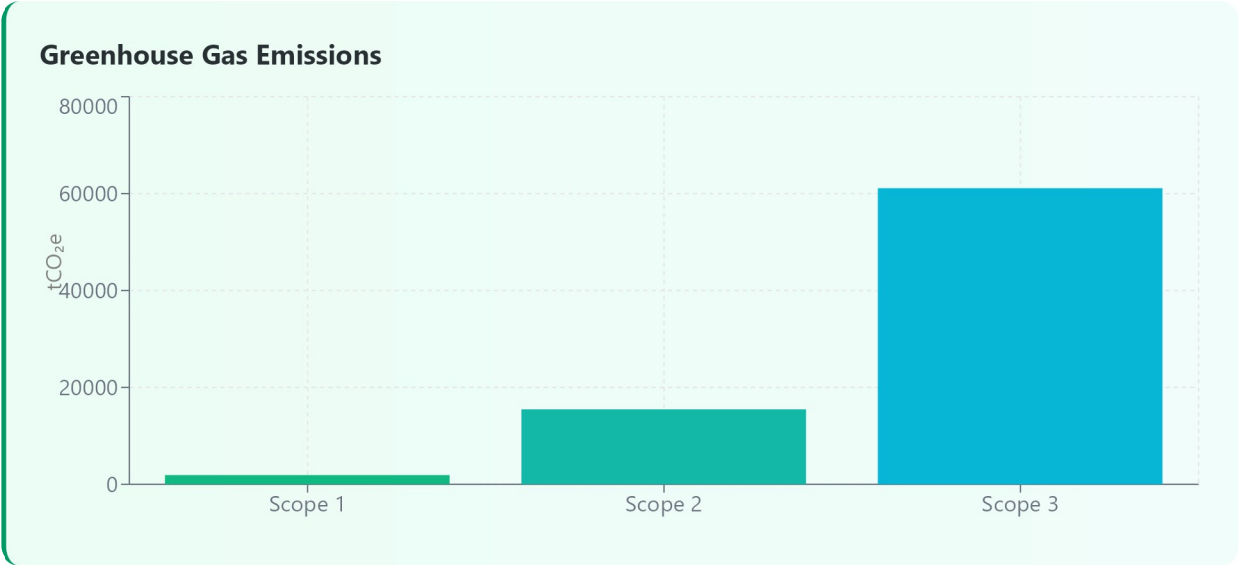
We Save Energy and Use Renewable Sources



In 2024, we achieved significant progress in energy efficiency. Total energy consumption was 50,202 MWh, of which 89.5% came from renewable sources.

Our data centers and broadcasting infrastructure are being gradually modernized with an emphasis on energy efficiency. We have implemented new cooling technologies and optimized operations to minimize energy consumption.

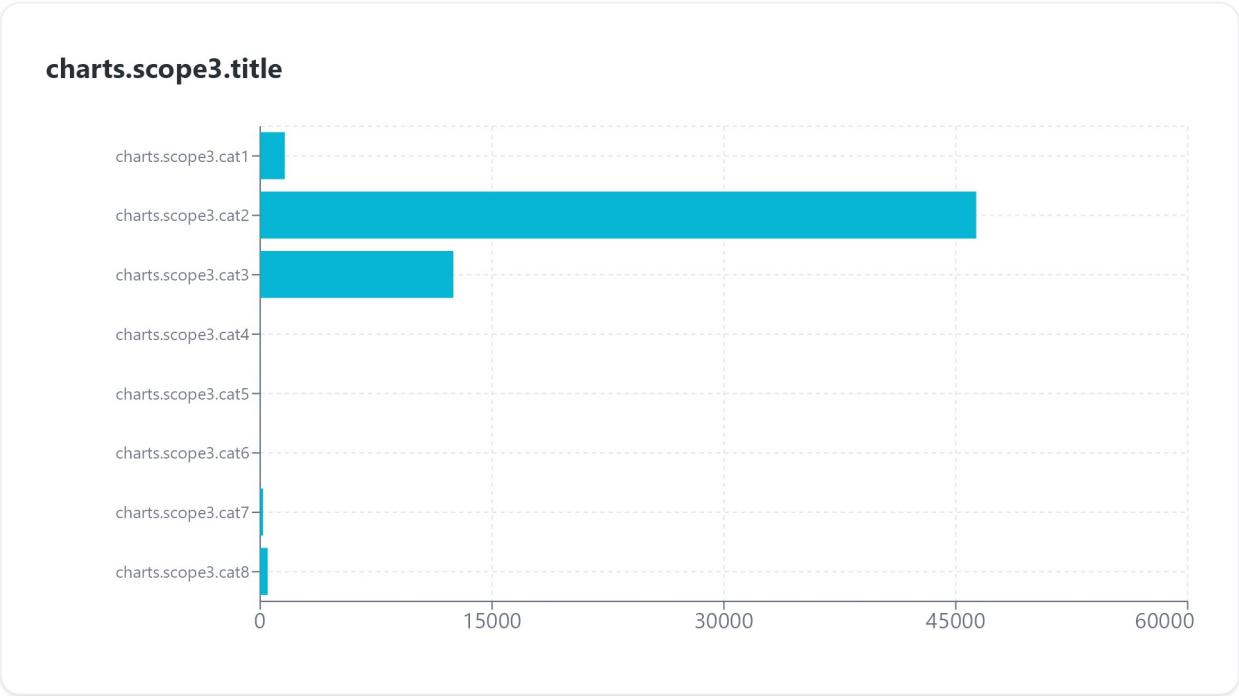
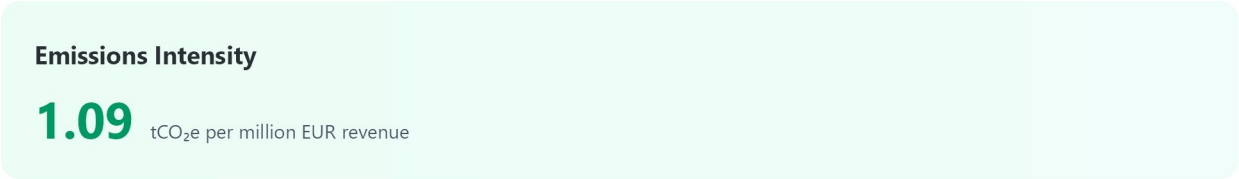
We Don't Pollute the Air



1 902
tCO₂e
Scope 1 (direct emissions)

15 474
tCO₂e
Scope 2 (indirect emissions from energy)

61 112
tCO₂e
Scope 3 (other indirect emissions)



We Minimize Waste Production and Support Recycling

České Radiokomunikace a.s. applies circular economy principles through internal regulation S-033 Environmental Protection, which sets obligations for employees and management in waste and material handling, with emphasis on minimization, safe sorting, transport, and recycling.

Total Waste Generated

71.5 tons

Total waste production for 2024

Recycled Waste

47.58 t

Hazardous waste: 0 t
Other waste: 47.58 t

Disposed Waste

23.92 t

Hazardous waste: 0.05 t
Other waste: 23.87 t

Our Measures

- ✓ Waste management hierarchy with emphasis on prevention, reuse, and recycling
- ✓ Special collection points for employees
- ✓ Participation in the 'Green Company' system for appliance recycling
- ✓ Regular employee training on environmental procedures

We Manage Water Resources

Water Stress Areas

The company does not operate in areas with high water stress. All our facilities are located in the Czech Republic, where high water stress is not identified.

Water Withdrawn

27 780 m³

Water from public water supply

The company does not use water significantly in its operations. We are an operator of telecommunications and data infrastructure. Therefore, water is not considered a significant resource. Its consumption relates mainly to sanitary purposes and data center cooling, which are equipped with modern and energy-efficient systems.

Climate Risks and Adaptation



Identified Climate Risks

The identified climate risks include physical and transition risks. Physical risks include sudden and extreme events such as floods, heat waves, heavy rains, droughts, and strong winds, which can seriously affect the company's operations, infrastructure, and energy source stability. These events can lead to reduced efficiency, supply chain disruptions, and higher operating and maintenance costs. Transition risks include legislative changes, political pressures to reduce emissions, and increased need for adaptation to more environmentally friendly technologies. Additionally, reputational risks can affect customer and investor confidence if the company does not engage in sufficient climate measures.

Physical Risks:

- Floods and heavy rains
- Heat waves and extreme temperatures
- Long-term droughts
- Strong winds

Transition Risks:

- Changes in legislation and regulation
- Political pressures to reduce emissions
- Need for adaptation to new technologies
- Reputational risks

Assessment of Asset Exposure and Sensitivity

The resilience analysis of the company's strategy and business model was conducted comprehensively and focused on identified climate risks, including both physical and transition risks. The scope of this analysis includes all relevant aspects of the company's activities – from infrastructure operations to customer service provision and the supply chain. The potential impact on key markets and customers was also considered.

The analysis also included an assessment of the company's capacity and ability to adapt to various climate changes, including identification of areas that may require greater investment to ensure stability and resilience. The goal was to assess how infrastructure facilities are capable of withstanding climate extremes, such as heavy rains, extreme temperatures, or long-term droughts, and what modifications might be needed to ensure operational continuity.

Climate Scenarios and Time Horizons

The resilience analysis was conducted based on several climate scenarios. These scenarios were based on different emission levels and their potential impact on climate and were selected to predict various situations and evaluate potential impacts on company operations. Scenarios with low emissions were used, assuming global success in emission reduction, as well as scenarios with high emissions (e.g., IPCC RCP 2.6), simulating the worst possible consequences of climate change.

The analysis included risk assessment for infrastructure and operations, as well as economic aspects, including possible financial losses caused by operational disruptions or loss of investor and customer confidence. The results of this analysis were used to define strategies to increase resilience in key business areas, including optimization of operational procedures and technological investments.

Resilience Analysis Results

The results of the resilience analysis, conducted as part of climate risk assessment, show that physical climate risks, such as floods, increased temperatures, and heavy rains, do not have a significant impact on company efficiency compared to the current state. These findings suggest that existing measures and strategies are effective in mitigating these risks and contribute to operational stability. Furthermore, the company focuses on monitoring these climate conditions and actively prepares for possible changes that may occur in the future. The company is committed to further strengthening its resilience to climate risks and improving processes to ensure that activities contribute to sustainability and minimize negative environmental impacts.

Our Adaptation Measures

The company has the ability to adapt its strategy and business model to climate change through investments in sustainable technologies, transition to renewable energy sources, and improving infrastructure efficiency. Key steps include implementation of energy-efficient solutions, such as using renewable energy to power data centers, and introducing smart technologies for monitoring and managing energy consumption. The company also plans to collaborate with key suppliers to increase value chain resilience to climate risks, for example through long-term contracts with renewable energy suppliers.

- Investments in sustainable technologies and renewable energy sources
- Implementation of energy-efficient solutions in data centers
- Introduction of smart technologies for monitoring and managing energy consumption
- Collaboration with suppliers to increase value chain resilience
- Long-term contracts with renewable energy suppliers



We Create a Workplace Where We Enjoy Working

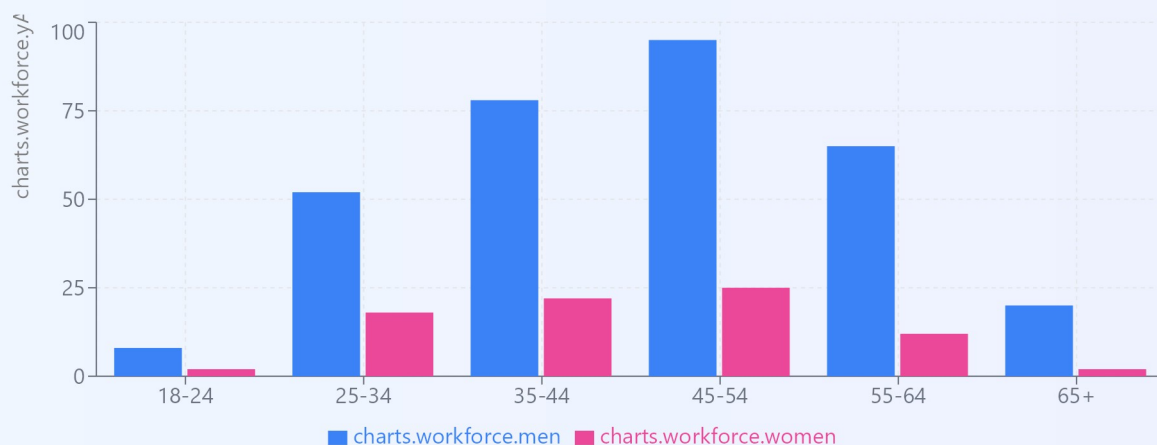
Our employees are our greatest asset. We support diversity, ensure a safe work environment, and invest in the development of our people.

We Support CRA Team Diversity



We are pleased that various generations, beliefs, and personalities are represented in our ranks. Thanks to this, we support and enrich each other and form a strong team. Team spirit is even one of our values. Therefore, we don't care about age, nationality, religion, sexual orientation, or cultural background of our colleagues.

Employee Demographics

**399**

Total Number of Employees
318 men, 81 women

20,3%

Share of Women
81 out of 399 employees

25%

Women in Management
Gender diversity ratio

Employer of the Year 2024

We are proud of the Employer of the Year 2024 award, which confirms our efforts to create a quality work environment and care for our employees.



18% of women in our company work in middle management and 16% in top management. We help employees in difficult life situations and contribute to employee meals. The Cafeteria system offers a choice of several employee benefits.

We Ensure High Standards of Health and Safety at Work

0

Recorded Work Injuries

0

Work-Related Deaths

The safety and health of our employees is our priority. We regularly conduct occupational health and safety training, provide preventive medical examinations, and invest in modern workplace equipment.

Compensation and Benefits

Collective Bargaining

100% employees covered by collective agreements

All employees receive wages equal to or higher than the applicable minimum wage set by the Minimum Wage Act or through collective agreements.

Employee Benefits

- ✓ Meal allowance
- ✓ Cafeteria system with benefit choices
- ✓ Support in difficult life situations
- ✓ Educational programs

Turnover

10%

40 employees left during 2024

Human Rights Policies

Code of Ethical Conduct

We have an established code of ethical conduct and human rights policy that includes:

- ✓ Prevention of child labor
- ✓ Prevention of human trafficking
- ✓ Accident prevention
- ✓ Prevention of forced labor
- ✓ Prevention of discrimination
- ✓ Complaints mechanism

Zero Tolerance

0

Confirmed Human Rights Violations

0

Cases of Discrimination

We Follow Ethical Principles

In our daily work, we follow ethical and moral principles, and we expect all our employees and collaborators to adhere to them as well.

We Compete Openly and Transparently

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

CRA Code of Ethics

Our principles of ethical behavior and communication are summarized in the CRA Code of Ethics, which establishes:

- Transparency and openness in business relationships
- Zero tolerance for corruption and bribery
- Respect for rules of economic competition
- Ethical conduct with all stakeholders

0

Convictions for Corruption/Bribery

During the reporting period, the company was not convicted or fined.

0 €

Total Amount of Fines

No fines for violation of ethical or legal norms.

We Respect Equal Treatment

We respect human rights and ensure equal treatment of all employees, partners, and stakeholders regardless of their origin, gender, age, religion, or other characteristics.

Our Commitments

- ✓ Equal opportunities for all
- ✓ Support for diversity
- ✓ Transparent performance evaluation
- ✓ Prevention of discrimination
- ✓ Fair compensation
- ✓ Open communication

Gender Diversity on the Board

6% share of women on the board

Our New Data Center and ESG Aspects



Our data centers are designed with an emphasis on energy efficiency and minimizing environmental impact. We use modern cooling technologies, renewable energy sources, and implement the latest cybersecurity standards.

ESG Aspects of the Data Center

- E** Energy-efficient cooling and use of renewable energy sources
- S** Creating quality jobs in the region
- G** High standards of cybersecurity and data protection

List of ISO Certificates

Our company holds a number of international certifications that confirm the quality of our services and processes:

ISO 9001

Quality Management System

ISO 14001

Environmental Management System

ISO 27001

Information Security Management System

ISO 45001

Occupational Health and Safety Management System

These certifications are regularly audited and updated, ensuring that our processes comply with the latest international standards and best practices.

Future Proposals

Our journey to sustainability continues. For the following period, we have set ambitious goals that will move us even further:



Environmental

- Further reduction of CO₂ emissions
- Increase in renewable sources share
- Implementation of circular economy
- Infrastructure modernization



Social

- Support for diversity and inclusion
- Expansion of educational programs
- Strengthening community projects
- Improvement of work-life balance



Governance

- Strengthening transparency
- Expansion of ESG reporting
- Implementation of new standards
- Process digitalization

Our Vision

We want to be a leader in sustainability in the telecommunications sector. Our goal is not only to minimize the negative impacts of our activities, but to actively contribute to positive changes in society and the environment.

Conclusion

Thank you for reading our first consolidated sustainability report.

This report presents a transparent view of our ESG activities and our commitments to all stakeholders. We are aware that the path to sustainability is a long-term process that requires constant effort and improvement.

We believe that our steps in environmental responsibility, social responsibility, and proper corporate governance contribute not only to our business success, but also to a better future for all.

Together we create a sustainable future.

VSME Data Point Index

This index contains all data points according to VSME (Voluntary Standard for SMEs) voluntary standards with links to their location in this report.

How to Use This Index

Click on the data point ID or page number to navigate to the relevant section of the report. The index is organized by VSME categories.

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Governance (G)

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