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T-MOBILE 2022
**SUSTAINABILITY
REPORT**





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WE ARE T-MOBILE POLAND

“
OUR GOAL IS TO
USE MODERN TECHNOLOGIES
IN THE SERVICE
OF SUSTAINABLE
DEVELOPMENT



GRI: [2-22]

Letter from the CEO

The cornerstone of T-Mobile Poland's business activities is concern for high quality service. We can't take care of this without simultaneously consciously managing our environmental impact and supporting the development of society - we know that by acting responsibly we earn the trust of our employees, business partners and customers.

The past year has brought many challenges. The geopolitical situation, rising inflation, the consequences of the COVID-19 pandemic and extreme climate changes. In addition, during this tumultuous period, fake news and hate speech were rampant on the Internet. We had to face all these difficulties in order to continuously provide high quality services. These unprecedented circumstances could give rise to the temptation to deviate from the path of sustainable development and focus on other priorities. Instead, we decided to step up our sustainability efforts and introduced an ESG strategy.

At T-Mobile Poland, we believe that social and environmental performance is not just an add-on to business goals - it is a requirement for long-term value growth of the company and must be considered in both strategy management and day-to-day operational decisions. We want to work especially hard in areas that directly affect our business, which is why our ESG strategy is logical and consistent. It consists of five areas: climate, circularity/circular economy, digital inclusion, diversity and governance.

To minimize our environmental impact, one of our key goals is to strive for climate neutrality. We have set specific goals: in 2025 we will achieve climate neutrality in scopes 1 and 2, and in scope 3 as early as 2040. To this end, we invest in green energy solutions and upgrading our fleet of company cars. We are confident that modern digital technologies can contribute to, among other things, reducing greenhouse gas emissions (e.g., systems that support



energy efficiency in buildings) and protecting biodiversity (e.g., Internet of Things solutions that allow us to monitor river pollution and populations of endangered species).

Another area of our work was in the field of circularity and circular economy regarding electronics. We have focused on extending the life cycle of smartphones, with the goal of reducing the generation of electro-waste and the environmental impact of manufacturing new devices. We recovered used phones from customers and attempted to put them back on the market. In addition, we have conducted educational projects and public campaigns to promote the recovery of rare earth elements from old phones.

We have supported initiatives in the area of digitization, ensuring that no one is excluded from enjoying its fruits. An important part of our strategy was to address digital exclusion as broadly as possible. As part of our activities in this area last year, among other things, we introduced the possibility to serve our customers in sign language at all points of contact and provided electronic devices to allow dozens of Polish senior citizens' homes to access the Internet. We also focus on the youngest users of our network, whom we teach how to deal with potential threats. We actively fought against cyberbullying, particularly often experienced by young people, and the message of our „In a winning

position” campaign on self-acceptance and defence against violence reached more than 400,000 people. In addition, we conducted a nationwide educational campaign, „Secure on the Web,” teaching Poles about threats such as phishing, smishing, spoofing or misinformation and fake news.

As part of our DE&I (diversity, equity, and inclusion) efforts, we do everything we can to build a diverse and inclusive workplace, support equal opportunities, and ensure that people of all backgrounds and identities feel valued and can grow within our organization.

I encourage you to read T-Mobile Poland’s CR Report for 2022, summarizing our activities in the areas of environmental care, society and responsible business management. I also look forward to your feedback which will allow us to further our development.



Andreas Maierhofer
CEO T-Mobile Polska



GRI [2-1] [2-2] [2-6] [2-9] [2-10] [2-11] [2-28] [201-1]

About us

We are among the leaders of the Polish ICT market, being one of the largest telecommunications operators. We are constantly developing a network of innovative services thanks to solutions such as fibre optic infrastructure, 5G network, cloud solutions and data centres. The solutions we offer are used by **more than 12.5 million individual and business customers¹**.

In 2022, we were **recognized in the rankings** for fastest mobile and home internet by [speedtest.co.uk](https://www.speedtest.co.uk) and in the 4G/LTE download speed category by [RFBENCHMARK](https://www.rfbenchmark.com).

We are part of the Deutsche Telekom Group - the largest telecommunications operator in the European Union (you can read more about its structure [here](#)), which is also the most valuable brand in Europe according to the Brand Finance Global 500 report. Since 2011, the sole owner of T-Mobile Poland S.A. has been Deutsche Telekom AG.

We are pioneers. We were the first in Poland to launch:

- 2G technology for voice calls and text messaging (1996),
- GPRS/EDGE - first commercially available packet data services (2000),
- BlueConnect data transmission service (2005),
- 3G (2012), 4G (2014) and 5G (2018) data transmission service,
- subscription with unlimited 5G network access (2022).

¹ Status at the end of Q1 2023



We digitize Poland and connect people.

Every day we are with our customers so that they can live their lives the way they like: study and work remotely, watch the long-awaited season of their favourite TV series with the whole family, introduce online appointment booking in their company or send their loved ones photos from their vacation in the Bieszczady Mountains. To ensure that our customers can operate without limits, we provide them with a whole range of technological solutions of the highest quality. This allows them to focus on what is most important to them - and leave the issues of needed tools to us.



We provide services throughout Poland thanks to our extensive infrastructure and network of showrooms.



MENU



Our mission

Creating an environment in which modern technologies will serve the sustainable development of society

Our responsibility

Providing innovative solutions in the area of modern technologies





Our offer



Mobile services



Full range of convergent services for B2C customers



Entertainment offer for individual customers



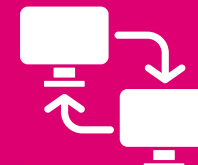
Range of services for B2B customers



Telecommunications services



Data centre services



IT outsourcing



Data transmission and internet access services



Cyber security services



Smart solutions



IoT (Internet of Things) and M2M solutions



Big Data offering



T-Mobile in numbers in 2022

12,5 million

customers trust us as an operator

99,8 %

of Poland's territory was within the range of our LTE network approx.

PLN 6,6 billion

of revenue approx.

PLN 1 billion

allocated to charitable activities

PLN 1.8 billion

of EBITDA²

nearly

3700

employees in our #MagentaTeam

² i.e. operating profit before interest on interest-bearing debt, taxes, amortization of intangible assets and depreciation of property, plant and equipment.



Direct economic value generated and distributed in 2022

	Amounts in PLN thousands	Comments
Economic value created:		
Total revenues	6 591 610	No financial income.
Economic value distributed:		
Operating costs	5 599 201	
Salaries and employee benefits	644 594	
Payments to capital providers (dividends and interest)		
Payments to public institutions	169 498	Current income tax and property tax (the figures in the income statement do not include VAT payments).
Donations and investments for the benefit of society	4 292	Donations deducted from income are also included.
Retained value ³	174 025	

³ The difference between the economic value generated and distributed.

Other key economic data for 2022 [PLN thousands]

Net income:

205 364

Capitalization - long-term debt:

1 313 535

Capitalization - capital:

8 150 753

Total assets:

11 525 858

Company's corporate bodies

Members of the Supervisory Board are appointed by the shareholder, and members of the Management Board by the Supervisory Board. The only criterion for election to both bodies is competence, including in sustainable development management. The terms of office for members are two and three years, respectively.

As of the date of publication of the report (5.10.2023), the composition of the top management bodies was as follows:

Management Board



Andreas Maierhofer	Juraj Andras	Dorota Kuprianowicz-Legutko	Goran Markovic	Alexander Jenbar	Agnieszka Rynkowska
Chief Executive Officer, President of the Management Board	Chief Financial Officer, Member of the Management Board	Chief Human Resources Officer, Member of the Management Board	Chief Commercial Officer B2C, Member of the Management Board	Chief Technology and Innovation Officer, Member of the Management Board	Chief Commercial Officer B2B and security, Member of the Management Board
Date of appointment 01.04.2023	Date of appointment 1.12.2020	Date of appointment 1.12.2020	Date of appointment 1.09.2020	Date of appointment 16.09.2022	Date of appointment 1.01.2022

Supervisory Board

Dominique Leroy	Jonathan Talbot	Stefan Lemmen	Elvira González Sevilla
Chairman of the Supervisory Board	Member of the Supervisory Board	Member of the Supervisory Board	Member of the Supervisory Board
Date of appointment 23.06.2022	Date of appointment 23.06.2022	Date of appointment 01.09.2021	Date of appointment 01.04.2022

You can read more about the competence and experience of the members of the Supervisory Board [here](#), and that of the [Management Board](#) here.



Participation in organizations and external initiatives

We are an active member of the following organizations:

- The Polish-German Chamber of Industry and Commerce (AHK), which, among other things, promotes Polish-German economic relations;
- Polish Confederation Lewiatan - we work closely with its digital economy department;
- UN Global Compact Network Poland - among other things, we participate in a program to promote respect for human rights in business (ethical communication, prevention of wage discrimination, protection of whistleblowers, etc.);
- Responsible Business Forum;
- American Chamber of Commerce in Poland (AmCham) - among other things, we participate in the Government Relations and Public Policy (GAP) group;
- Employers of Poland;
- The Council for Digitization, an advisory body to the minister responsible for computerization, whose purpose is to provide opinions on strategic documents, generate new ideas that can be implemented by the Ministry of Digitization and prepare projects;
- Polish Chamber of Information Technology and Telecommunications, as part of which, among other things, we work for the digital transformation of the economy;
- Polish Chamber of Commerce for Electronics and Communications - among other things, we participate in initiatives related to the creation of the state's economic development strategy.



We work closely and continuously with, among others:





[2-23] [2-24]

Responsibility strategy

The foundation of T-Mobile Poland's operations is the responsible way of running the business and the company's sustainable development. In all areas of our activity, we are implementing the Responsible Business Strategy 2020–2025, based on three main pillars:



Responsible in a digital world

We educate

- how to be a user and member of the digital community
- how to use new technologies in a secure way



Socially responsible

We create

- relationships with our stakeholders

We cooperate

- on joint projects for important social issues.



Responsible to the environment

We want

- to conduct business in a sustainable manner to have the least negative impact on the environment.

Within each pillar, we have defined strategic goals and measures of their achievement. Additional goals, to be achieved within the Deutsche Telekom Group, are set by its responsibility strategy (you can read |more about it [here](#)).



Our joint approach and combined efforts allow us to have an even greater positive impact on our surroundings.

The Group's goals take into account the ESG perspective, i.e. they have been adopted for the environmental and social dimensions of its operations and for the sphere of governance:



Environment

Building a climate-neutral future

Leading the shift toward net zero greenhouse gas emissions by 2040 and enabling customers and the public to do the same

Striving for full circularity

Closing the equipment and technology loop across the value chain by 2030.

Society

Being the best team in the industry

Becoming an employer of first choice, promote equal opportunity and inclusion in our teams, and investing in the skills of the future

Shaping a digital society

Bridging the digital divide that divides society, making the digital world a safe and tolerant place for all

Governance

Good conduct integrated with strategy, objectives and management systems

We manage what we measure - constantly striving for and measuring progress toward sustainability goals



The following indicators for their implementation were adopted:

Environment

Building a climate-neutral future

Energy

- 100% renewable energy from 2021
- Reduction of energy consumption

Zero greenhouse gas emissions

- For direct and indirect energy consumption by 2025.
- Across the value chain by 2040.

Striving for full circularity

Collection of equipment and devices

- Mobile devices: collection of 1 million used devices
- Stationary equipment: optimizing collection and repair

Technological waste

- Zero process waste sent to landfills by 2022.

Packaging

- 100% sustainable packaging by 2024

Society

Being the best team in the industry

Internal goals

- Creating the best possible conditions for work and development, in a diverse environment.

Capabilities, access, affordability

Positive impact on society through educational initiatives.



Act responsibly. Enable sustainable development.

These slogans are embedded in Deutsche Telekom Group's strategy and are manifested every day in our activities.

In 2021, in order to make its communications more transparent, the Group began presenting various responsible business activities under the headings #GREENMAGENTA (pro-environmental initiatives) and #GOODMAGENTA (pro-social initiatives).

Deutsche Telekom's 2022 responsibility report can be found at www.cr-report.telekom.com

Our contribution to the UN Sustainable Development Goals

We want to join global initiatives that are crucial to ensuring a sustainable future for our planet, which is why we consciously and actively support the implementation of 12 of the 17 UN Sustainable Development Goals. **We contribute to social development and environmental protection both through our innovative products and services and through non-commercial activities for the common good.**



By expanding telecommunications infrastructure, we are countering social exclusion, inter alia by facilitating access to education.



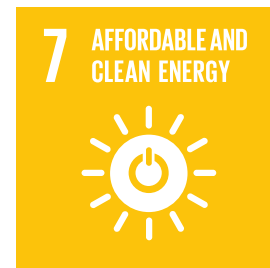
We provide additional medical care to our employees, educate them on health topics and organize meetings with experts in the field. We support the operation of the Medical Rescue Team of the Polish International Aid Centre Foundation (for more on this, see [Sponsorship and Charitable Activities](#)).



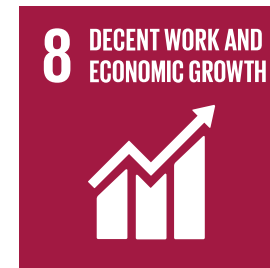
We invest heavily in the training and development of our employees. We promote the development of digital skills, inter alia the safe use of the Internet.



We conduct activities to promote the idea of diversity, especially under the project „We love diversity.” We have implemented the Diversity and Inclusion Strategy 2021–2022 (for more on this, see [Diversity and equal opportunity](#)).



We implement the Deutsche Telekom Group’s shared climate strategy, a key tenet of which is the use of renewable energy sources (for more on this, see [Striving for Climate Neutrality](#)).



We provide good working conditions for our current and future employees. We are continuing to work toward a more sustainable supply chain.



We are investing in a stable and secure network infrastructure and increasing the share of innovative, sustainable products in our portfolio.



We promote diversity among our current and potential employees. We undertake initiatives to counter digital exclusion and expand seniors’ access to modern technologies.



Through our innovative solutions and extensive network infrastructure, we support the transformation of cities into smart urban spaces (smart cities).



We constantly work on a more sustainable product offering. We minimize waste generation and increase recycling of valuable natural resources, primarily through smartphone refurbishment projects and activities in our offices and showrooms.



We help to protect the climate through activities conducted with the entire Deutsche Telekom Group (use of renewable energy, energy efficiency initiatives), as well as through sustainable products and services.



We cooperate with public institutions and social organizations to jointly support sustainability efforts.



Awards and distinctions

The effectiveness of our efforts in the field of social and environmental responsibility is confirmed by the results of competitions and rankings.



In 2022, for the third consecutive year, we received **POLITYKA's Golden CSR Leaf** - an award given by the editors of POLITYKA weekly, in cooperation with the consulting firm Deloitte and the Responsible Business Forum, to companies for which sustainable development is a key element of strategic business and stakeholder relations. In addition, **our climate efforts were recognized with POLITYKA's Green Leaf**, presented last year for the first time.



In addition, we reached the **7th place in the ranking of the best employers in Poland**, prepared by WPROST. The magazine's editors reviewed more than 500 of the country's largest companies, which were evaluated, among other things, in terms of employment stability, salary policy and the number of Ukrainians employed.



For the second year in a row, **we were listed as one of the employers most advanced in diversity and inclusion management**. The ranking was based on the results of a survey conducted by the Responsible Business Forum and a group of partner organizations using the Diversity IN Check tool.



We were also the winner of the Smart City Awards competition, which promotes personalities and projects aiming to build smart cities in Poland. The award in the Smart City Solution category was received for a project commissioned by the Pomeranian Regional Planning Office, involving the use of telecommunications data to analyze tourist traffic.



Also the quality of our services is appreciated. In 2022, we received:

- the **Service Quality Star title** - based on independent surveys of customer satisfaction levels conducted by the jakoscobslugi.pl platform.
- the **Trustworthy Brand title** - based on a survey conducted by the research institute Kantar Poland on behalf of the monthly My Company Poland among more than 1,200 entrepreneurs.





[3-3] [402-1]

MENU ☰

MAGENTA TEAM

“
DELIVERY OF
INNOVATIONS THAT MAKE
IT EASIER FOR POLES
TO COMMUNICATE,
WORK, EDUCATE AND ENTERTAIN
IS MADE POSSIBLE BY THE
MAGENTA TEAM, A COMPETENT,
CREATIVE AND MOTIVATED TEAM
OF OUR EMPLOYEES.”



We expect from our employees to focus on customers. We strive for efficiency through the development of a culture of collaboration and efficient communication, in which everyone and anyone regularly receives feedback. The principles underlying the Agile approach remain an important point of reference for us here.

Our employees are guaranteed their basic rights: to fair pay, work-life balance, free association and expression.

We implement appropriate programs and procedures to effectively respond to any cases of irregularities in the labour area, and make employees aware of how to act when their rights or those of their colleagues are violated.

Responsible management of labour issues is ensured in particular by the following internal regulations:

- T-Mobile Poland Work Regulations,
- Procedure for counteracting bullying and unequal treatment at T-Mobile Poland,
- [Code of Conduct](#), which is a document common to the entire Deutsche Telekom Group,
- [The Group's policy on building employee relations](#),
- [Connected as One](#), i.e. Deutsche Telekom Group's policy on diversity, equality and inclusion (DE&I).





We regularly achieve very high values for engagement and job satisfaction indicators, and we are making every effort to keep them at the highest possible level at all times. To this end, among other things:

- we regularly analyze the results of employee opinion surveys in specific areas,
- we organize focus groups with employees to deepen the knowledge gained,
- we take initiatives on issues where the satisfaction of our staff is the lowest.



78/100

employee satisfaction index (ESI) in 2022



74-75/100

the average employee engagement rate in 2022

Magenta Pulse, i.e. employee opinion surveys:

- **Pulse Survey** - allow the company to obtain a clear picture of the current opinions of employees on strategically important topics, such as job satisfaction or willingness to recommend the employer, and also provide a valuable source of feedback for leaders on their work with the team,
- **Exit Interviews** – cover issues related to the reasons for leaving the company,
- **Employee Surveys** – devoted to issues from the spheres of engagement and health.

Informing employees

Information about the company and employee matters is published on a regular basis on the company's intranet. Members of our team are notified two weeks in advance of key issues, such as planned changes in pay or work regulations. In addition, communication and consultation with the staff takes place through a trade union operating at T-Mobile Poland.





[2-7] [401-1] [2-8]

Our staff

3660

people made up our team in 2022:



1564

female



2096

male



852

people found jobs with us



24,1%

employee turnover rate

Number of employees	Female	Male	Total
for an indefinite term	1281	1816	3097
for a definite term	283	280	563
full-time	1506	2080	3586
part-time	58	16	74

The above figures reflect average headcount in 2022, excluding long-term absentees (those on parental, sick and unpaid leave).



Total number of new hires by gender and age ⁴	Female	Male	Total
under 30 years old	232	258	490
30–50 years old	172	173	345
over 50 years old	10	7	17
total	414	438	852
Employment rate of new employees ⁵	26,5% (up 6.5 p.p. from 2021)	20,9% (up 4.9 p.p. from 2021)	23,3% (up 5.3 p.p. from 2021)

Total number of ⁶ partures by gender and age	Female	Male	Total
under 30 years old	128	191	319
30–50 years old	215	319	534
over 50 years old	12	18	30
total	355	528	883
Employee turnover rate ⁷	22,7% (down 0.3 p.p. from 2021)	25,2% (up 2.2 p.p. from 2021)	24,1% (up 1.1 p.p. from 2021)

⁴ Only the external recruitment process is included.

⁵ Ratio of new hires to all employees.

⁶ Regardless of the reason for termination.

⁷ The ratio of the number of people who left to all employees.

⁸ Total number of contracts in force as at 31 December 2022.

Collaborators

In order to effectively implement the adopted goals, we use the support of collaborators not employed by T-Mobile Poland. In 2022, 925 people provided work for us on the basis of mandate contracts and B2B contracts⁸.

Mandate contracts: those employed in this form have different responsibilities, depending on the area they work with. They perform repetitive activities that do not require the authorizations and qualifications that are required of employees employed under employment contracts.

B2B: people who run their own businesses provide a variety of services to us. The main area of cooperation is technology in the broadest sense - many of our collaborators are programmers, testers and developers. In addition, we are assisted by lawyers, as well as persons supporting product development such as consultants in the Agile approach.





[2-20] [2-19] [202-1]

Fair pay

T-Mobile Poland has in place Remuneration Regulations with bonus annexes for individual groups of employees, which constitute an integral part thereof.

Regulations on the remuneration of the company's personnel (below the Management Board member level) are adopted through resolutions of the Management Board. Changes to their content require prior consultation and approval of a representative company trade union organization. The organization is also involved in the process of updating the job classification table and pay scale - it reviews and approves the employer's proposals.

All employees of T-Mobile Poland can count on attractive salaries, and their differentiation is fair and reflects, among other things, market realities and the level of responsibility in individual positions. **Employees at the lowest level also receive decent pay for their work**, well beyond the minimum set by regulations.



MENU ☰

	Female	Male
Monthly salaries of the lowest-level employees in PLN in 2022 (gross)	PLN 5273,47	PLN 5835,87
Statutory minimum monthly wage in PLN in 2022 (gross)	PLN 3010,00	
Ratio of wages of the lowest-level employees to the minimum wage	175%	194%
	(up 8 p.p. from 2021)	(up 13 p.p. from 2021)

The company's salary competitiveness data (CompaRatio) is reported periodically to our owner, Deutsche Telekom Group.

Remuneration of the company's top management and department directors and managers

Members of the Supervisory Board of T-Mobile Polska do not receive remuneration for their functions. The remuneration policy and the level of remuneration for members of the company's Management Board is shaped by the Supervisory Board. The implementation of new regulations in this regard, as well as the introduction of changes in the existing terms and conditions of remuneration (e.g., the launch of new long-term incentive plans, a change in the amount of base salary) each time requires a resolution of the Management Board.

The salaries of members of the Management Board and department directors are governed by policies developed at the Deutsche Telekom Group level and are reviewed annually based on salary benchmarks from the international consulting firm Korn Ferry. The market level of compensation for a given position is determined through a standardized process described in the Global Compensation Guideline document, among others, and based on Korn Ferry's methodology.

In accordance with the Group's rules, the remuneration of Management Board members and department directors may include the following elements:

1. **base salary,**
2. **variable remuneration in the form of the so-called short-term incentive benefit (STI),**
3. **long-term incentive benefits (LTI, SMP),**
4. **benefits,**
5. **one-off additional incentive benefits (e.g. spot bonus).**

Additional incentive payments to Management Board members and senior executives, negotiated at the recruitment stage, are used occasionally and only in special cases, such as when there is a need to compensate for the lost benefits of employment with a previous employer as a result of establishing cooperation with T-Mobile Poland. The amount and terms of payment of additional incentives may be determined with the approval of the authorized body (Management Board or Supervisory Board) or a person authorized by it in this regard.

Additional termination pay is paid on the basis of provisions in individual employment contracts and, as a rule, does not exceed three times the base salary. In the case of Management Board members, additional compensation for removal from office is paid based on the provisions of the resolutions adopted.

The amount of variable remuneration and long-term incentive benefits depends on the achievement of corporate goals, defined in the form of indicators

of a financial, strategic and ESG nature. Financial and strategic indicators are directly related to the company's business operations and economic management, while ESG indicators reflect environmental and social impacts.

Examples of ESG indicators affecting the variable remuneration of members of the Management Board and senior management:

- CO₂ emission levels in Scopes 1 and 2,
- electricity consumption levels,
- the level of satisfaction of customers and employees.



[2-20] [2-19] [202-1]

Diversity and equal opportunity

34,1 %

departmental managers are women

100 %

new employees receive diversity, equality and inclusion training

Our team is extremely diverse in terms of age, gender, life experiences, worldview, health status and many other characteristics. **For us, diversity is a value in itself, but also an important source of business benefits.** It is through diversity that we are able to understand the needs of our different groups of customers and create innovations.

MENU ≡





What does the diversity of our employees look like currently?

Breakdown by position in the structure

Management Board	Female	Male	Total
under 30 years old	0	0	0
30–50 years old	33,3%	50,0%	83,3%
over 50 years old	0	16,7%	16,7%
Total	33,3%	66,7%	100%

senior management (directors and department directors)	Female	Male	Total
under 30 years old	0	0	0
30–50 years old	27,3%	54,3%	81,8%
over 50 years old	6,8%	11,4%	18,2%
Total	34,1%	65,9%	100%

middle management (other directors, managers and heads of departments and sections)	Female	Male	Total
under 30 years old	1,6%	1,6%	3,3%
30–50 years old	34,1%	57,1%	91,2%
over 50 years old	2,2%	3,3%	5,5%
Total	37,9%	62,1%	100%

other employees	Female	Male	Total
under 30 years old	7,6%	11,3%	19,0%
30–50 years old	32,9%	41,1%	74,3%
over 50 years old	2,5%	4,1%	6,7%
total	43,1%	56,9%	100%





Breakdown by the nature of the tasks performed

administration	Female	Male	Total
under 30 years old	3,6%	4,1%	7,6%
30–50 years old	46,0%	35,8%	81,8%
over 50 years old	4,8%	5,8%	10,6%
suma	54,4%	45,6%	100%

customer service (hotline and sales teams)	Female	Male	Total
under 30 years old	10,1%	14,3%	24,4%
30–50 years old	33,4%	38,7%	72,0%
over 50 years old	1,8%	1,8%	3,6%
suma	45,2%	54,8%	100%

IT	Female	Male	Total
under 30 years old	2,2%	6,6%	8,8%
30–50 years old	15,0%	63,0%	77,9%
over 50 years old	2,5%	10,8%	13,3%
suma	19,6%	80,4%	100%



The framework for all of DE&I activities is provided by the relevant Deutsche Telekom Group policy, entitled Connected As One, updated in 2021.

Promoting diversity and countering discrimination in the workplace is supported by, among other things:

- gender-neutral job offers and a properly designed recruitment process,
- inclusion of DE&I topics in introductory training,
- training for managers and all employees on issues of bullying, discrimination and unequal treatment,
- training for executives on managing diverse teams,
- educational activities aimed at raising awareness on the issue of stereotyping,
- an extended medical care package for employees with a disability certificate,
- an additional day off for health-related issues,
- individual consultations with an OHS expert to adapt the workstation and work tools to the needs arising from disability,

- activities of the Equal Treatment Coordinator,
- establishing an employee Equal Treatment Commission to investigate potential cases of bullying, harassment and discrimination and formulate proposals for preventive measures.



An important priority of our anti-discrimination efforts is to strive for the complete elimination of barriers to the use of our services by people with disabilities.



We are the only telecommunications operator in Poland to have introduced full service for the deaf and hard of hearing.

Using the website www.t-mobile.pl/c/migam, such customers can connect with an online sign language interpreter who will participate in their conversation with our helpline staff member. What is more, from the beginning of 2022, we have expanded the availability of remote interpreting support from a select group of 120 to all 600+ of our showrooms nationwide.

Learn more about T-Mobile's customer service in sign language [here](#).



We provide all documents in versions adapted for the visually impaired and the blind. Any of our customers can request duplicate documents: printed using enlarged font in A3 format or prepared using Braille.



In 2022, we completed a two-year diversity and inclusion strategy:

Deadline	Goal
By the end of 2022	No less than 50% of females in managerial positions
	No less than 10% increase in employment of Generation Z people
	Not less than 5% of employees with disabilities
	100% new employees trained in D&I
	80% employees will view T-Mobile Poland as a diverse and inclusive workplace
By the end of 2023	Not less than 3% of foreigners employed

We love diversity.

Starting in 2020, under the project „We love diversity.” We have been promoting the idea of diversity. We want all our employees to feel respected and our customers to feel safe and welcome. Its 2022 the events under the project included:

- webinars,
- training courses for management representatives,
- meeting for people with disabilities,
- educational events on gender-neutral language.





Management of discrimination cases

Each report of a case of probable discrimination is handled through an internal investigation, conducted by the Equal Treatment Coordinator in cooperation with the Equal Treatment Commission. If the allegations are confirmed, corrective actions, such as internal training or working with a coach, are implemented. Those who have knowingly or unknowingly engaged in discrimination are dealt with through interviews and/or disciplinary memos and checking the change in their behaviour by their superiors and the Equal Treatment Coordinator, and, in justified cases, even termination of employment.

In 2022, there were 4 confirmed incidents of discrimination in our company. Adequate measures have been taken against those committing such actions, such as disciplinary memos and informing senior level superiors, who have placed their behaviour under constant supervision.





[404-3] [404-1] [404-2]

Training

We want our employees to be distinguished by the level of skills specific to the area in which they work. Our goal is to foster a culture of achievement in which the core competencies of individual members of our staff are defined, verified and expanded. All employees regularly receive performance and career development evaluations.

In 2022, the average number of training hours⁹ was:

 **4**
per employee

 **3,2**
per woman

 **5,1**
per man

Average number of training hours by position in the structure

senior management	14,1
middle management	5,3
other employees	3,9

Average number of training hours by nature of tasks performed

Technology and Innovation Division	10,8
Finance Division	7,6
Business Market Division	8,0
Human Resources Policy Division	6,6
President of the Management Board Division	4,7
Private Market Division	1,9

A total of 16,116 training hours were completed. The total number of participants in all training courses was more than 3,800.

⁹1 hour = 60 minutes.



In 2022, we conducted the following skill development programs for employees to support employment continuity:

Scope of program	Addressees
effective learning	entire organization
cloud-related issues	
Development initiatives within the Deutsche Telekom Group, including development programs for leaders, training to increase technological competence for people at different levels, Agile training and workshops (LevelUP, Leadfirst, ExplorerJourneys or AgileBootcamp)	
development of digital and technological competence, including effective learning skills	
programming	3 people who want to retrain
effective selling	1,500 people
training within the Deutsche Telekom Group, developing key competencies in the areas of design (development of technological solutions), programming, testing and business analysis	130 people
hard competencies (specialized, technical, tool training)	1,500 people
Agile and Scrum methodologies, the role of the Product Owner, strengthening the focus on the real needs of the user or customer, preparation for the Product Owner/Product Manager role in teams that are already using or will in the future use the structured Agile approach for large enterprises (SAFe)	300 people
automated testing	68 people
building relationships with employees and customers; collecting requests, recommendations and goals for implementation to increase job satisfaction	53 people - members of the Management Board and directors/department directors



[403-1] [403-9]

Occupational health and safety

In an effort to maintain the highest standards of occupational health and safety protection for employees, customers, and customer representatives, we have established an Occupational Health and Safety Policy. In it, we pledged, among other things, **to strive for continuous improvement in occupational health and safety, to meet the requirements of all regulations in this sphere, and to actively prevent accidents at work.**

Our company has in place **an occupational health and safety management system** that complies with the international ISO 45001 standard. It covers all our offices and showrooms and the following processes:

- working environment analyses,
- reviews of working conditions
- health and safety analyses
- prevention and mitigation of occupational risks,
- investigation of workplace accidents, near misses and occupational diseases,
- thematic training for employees,
- provision of work clothes and use of personal protective equipment.

In 2022, there were only 4 workplace accidents in our company, none of which were fatal or serious. Types of injuries sustained: finger fracture, tendon injury, dislocation and contusion.

There have been no reported workplace accidents of persons not employed by T-Mobile Poland, whose work is controlled by our company.

Indicators pertaining to the organization's employees:	2022
Fatal accident rate (number of accidents to number of hours worked multiplied by 200,000 h)	0
Severe accident rate (number of accidents to number of hours worked multiplied by 200,000 h)	0
Total accident rate (number of accidents to number of hours worked multiplied by 200,000 h)	0,13
Total time worked by all employees in the reported year (h)	6 168 828
Data on individuals whose work or workplace is controlled by the organization:	
Number of fatal accidents in the workplace	0
Number of severe accidents in the workplace	0
Number of all accidents	0



[2-27]

GREEN MAGENTA

“
WE MOBILIZE OUR
ENTIRE COMPANY TO MAKE
THE BUSINESS
WE RUN AS PLANET-FRIENDLY
AS POSSIBLE.”

T-Mobile Poland has in place an ISO 14001 Environmental Management System, certified in accordance with the ISO 14001 international standard. This means, among other things, that the construction and operation of our network are fully controlled and the impact on the environment is minimized. Our care for the environment is confirmed by the absence of identified cases of non-compliance with laws and regulations in this area in 2022.

[3-3] [305-5][305-1] [305-2] [305-3] [305-4] [305-5] [201-2]

We strive for climate neutrality

We are taking co-responsibility for preventing the climate crisis by committing to Deutsche Telekom Group's efforts to completely eliminate its carbon footprint, that is, CO₂ emissions directly or indirectly related to its operations.

The Group aims to achieve climate neutrality as early as in 2040.

Key actions for climate neutrality:



purchase of electricity from renewable sources,



replacement of company cars with hybrids and electric cars,



installation of photovoltaic systems on base stations,



a pro-environmental purchasing policy (see the [ESG Management section](#) for more).





This process will take place in stages

up to 2025

Reduction of direct and indirect emissions to zero

by 2040

Complete exclusion of emissions from the entire supply chain

2040

DT's Climate neutrality

MENU

We only buy electricity from renewable sources

Beginning in 2021, **all of our electricity needs will be met from zero-emission sources** - purchase of the so-called guarantees of origin. Starting in 2023, for 15 years, the electricity we consume will come directly from the producer. Under the so-called Virtual Power Purchase Agreement (VPPA), Greenvolt Power has built two wind farms and three photovoltaic installations that will supply the grid with energy equivalent to approx. 66% of our estimated annual demand. Purchasing the contracted energy volume compared to buying energy from conventional sources will avoid approx. 145,000 tons of CO₂ emissions per annum.



811 MWh

of electricity generated by photovoltaic panels between 2018 and 2022

We develop our own RES

Already since 2018, we have been using installations obtaining energy from the sun, among others, at the stations on PTTK's Tatra mountain hostels: on the Ornak Meadow and in the Valley of Five Ponds. They are so efficient that the stations do not need to use the power grid, and the installed batteries allow them to work even in case of an emergency.

In 2021, more solar panels were installed at our telephone exchanges in Lublin and Rzeszów, as well as at 130 base stations across the country. When properly configured and using energy storage, such an installation can meet up to 30% of the station's average annual energy needs.



saving 566 tons

of CO₂ emissions

We are modernizing our fleet of vehicles

Hybrid and electric cars already account for more than 80% of all cars owned by our company, and by 2025 their share will reach 100%. Between 2020 and 2022, we reduced emissions from our fleet by more than 900 tons of CO₂, and T-Mobile Poland's employees drove nearly half a million kilometres in company electric vehicles.



Our carbon footprint

Direct and indirect gross greenhouse gas emissions related to T-Mobile Poland's operations, expressed in metric tons of CO₂ equivalent, are as follows:

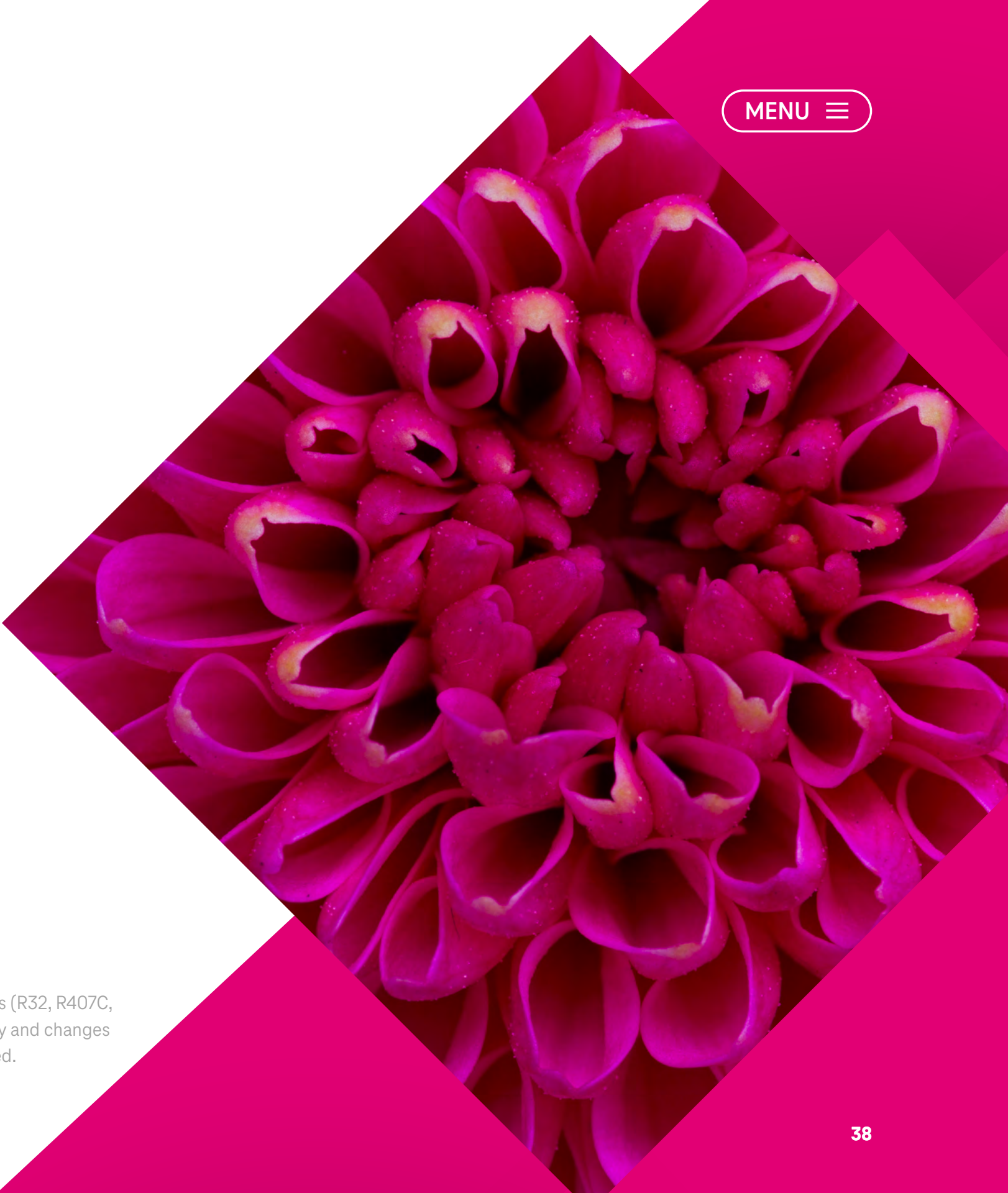
	2022	2021	2020	2019
Direct greenhouse gas emissions (Scope 1)	3185 ¹⁰	1 788	1 422	2 422
Indirect energy greenhouse gas emissions (Scope 2), calculated using the <i>location-based method</i>	151 246	164 177	170 032	180 817
Indirect energy greenhouse gas emissions (Scope 2), calculated using the <i>market-based method</i>	1 173	1 563	62 755	189 556
Other indirect greenhouse gas emissions in the value chain (Scope 3)	220 480	318 717	387 639	390 932

The calculations were made on the basis of the GHG Protocol.

1,4 kg of CO₂ per TB of data transmitted over the network emitted in 2022

Detailed data on the carbon footprint of the entire Deutsche Telekom Group can be found [here](#).

¹⁰ The significant increase in reported total Scope 1 emissions compared to 2021 is due to the inclusion of refrigerant emissions (R32, R407C, R410A, R417A). They amounted to a total of 1,329 t CO₂e, and were caused by the decommissioning of a large technical facility and changes to the air-conditioning system at the company's Piaseczno location. For previous years, refrigerant emissions were not included.



The carbon footprint of our commute to work

As part of a global study, the Deutsche Telekom Group estimated the carbon footprint its employees generate by commuting to work. Employees were asked which means of transportation they use most often and what distances they travel, and were also asked for ideas on environmentally friendly solutions the company should implement. Nearly 48,000 people took part in the survey.

An average of **140 kg of CO₂** emissions from commuting per employee per month in the Group

An average of **98 kg of CO₂** at T-Mobile Poland

Initiatives we want to develop in the future:

- expanding electric vehicle charging and bicycle infrastructure,
- promoting carpooling (also using company electric cars provided to employees),
- promoting the use of public transportation.

Climate risks

When planning our future business activities we take into account the possible consequences of climate change.

■ Risk of destruction of infrastructure

We design our network infrastructure to be protected against storms, temperature changes and high winds, and to provide access to mobile power infrastructure for emergencies.

■ Financial risk

Climate change also brings increases in energy costs and emission fees. We are working to improve energy efficiency and strive to reduce the company's carbon footprint.

■ Image risk

We are aware that our declarations in the pursuit of climate neutrality cannot be just empty words. We want to maintain our image as an environmentally responsible company, so we place great emphasis on the implementation of Deutsche Telekom Group's strategy and sustainability measures.

We are where important discussions are taking place on how to address the climate crisis. In 2022, we once again provided support for the organization of the TOGETAIR Climate Summit.



[3-3] [302-4] [302-1]

We are reducing energy consumption

Not only are we buying only renewable electricity, but we are also **steadily reducing the demand for all types of energy**. This is possible through regular energy audits and the use of energy-efficient solutions, such as:

- LED lighting (offices, showrooms, advertisements),
- heat pumps (some stores),
- energywise software in corporate devices,
- High Efficiency power supply for IT equipment in stores and showrooms,
- systems to streamline the shutdown of unused spaces,
- efficient cooling systems,
- shut down of advertisements during night peaks.

An example of the effects of our efforts is the decrease in energy consumption at the company's headquarters: for 3 months at the turn of 2022/2023, compared to the corresponding period a year earlier, we consumed 12% less electricity and 33% less district heating there.

—
*Data based on direct metering and invoices.

T-Mobile Poland's energy consumption in 2022.*

Energy source	Consumption (GJ)
combustion of natural and coke oven gas	39
combustion of fuel oil	255
combustion of other liquid fuels	21 696
heat purchase	7355
total non-renewable sources	29 345
purchase and production of electricity	865 194
total renewable sources	865 194
total energy consumption	894 539



[3-3] [306-1] [306-2] [301-1] [301-3] [306-3] [own indicator]

We are reducing raw material consumption and waste production

In order to offer services in line with market trends, we need to phase out some elements of the telecommunications network at an accelerated pace. We try to make the best use of such equipment.

We reduce the consumption of raw materials and the amount of waste generated. To this end, first of all:

- we work for the reuse of electronic devices,
- we reduce the use of paper and plastic,
- we include environmental criteria in our purchasing policies (see the [ESG Management](#) section for more on this topic),
- we properly segregate and recycle valuable raw materials,
- we monitor the amount and types of waste we generate for abnormal situations,
- we provide waste data for analysis at the Deutsche Telekom Group level,
- we educate our suppliers and customers.

Our policy in this area is determined primarily by:

- T-Mobile's Waste Management document, which defines the principles of waste handling,
- the Waste Handling document, a table that specifies where the waste is generated and how it is handled in individual waste categories,
- instructions for Disposal of Equipment and Other Materials at the T-Mobile Poland S.A. Logistics Centre,
- agreements with recovery organizations for the recovery of waste electrical and electronic equipment, batteries and packaging placed on the market,
- the Business Partner's Code of Conduct, requiring, among other things, that our suppliers act in an environmentally conscious manner,
- provisions in contracts with suppliers, obliging them to act responsibly and in compliance with the law.

We give smartphones a new life

We are carrying out a campaign entitled **Swap your smartphone for a new one**, allowing customers to resell their old device and use the proceeds to buy a new one. The equipment collected in this way is sold

to subsequent users or allocated by our partner for components for the manufacturing process.

Our second initiative to minimize electro-waste is **Smartphone Regeneration**. Under the initiative, the specialized companies we work with provide us with thoroughly refurbished used Apple phones, which then go into a subscription offer at a very attractive price. Customers do not need to worry about the durability

of such equipment. It passes rigorous quality tests, comes with a 24-month warranty and mostly has new batteries. You can learn more [here](#).

In the coming years, we plan to expand the above initiative to include other phone brands so that we can steadily increase the percentage of recovered phones.

7 440

devices were collected from customers as part of environmental campaigns

0,22%

the ratio of the total number of refurbished phones we sold to the number of new devices sold in 2022

0,52%

the ratio of the number of all phones repurchased and collected by us to the number of all devices sold in 2022

More on the topic
<https://www.t-mobile.pl/c/odkup-telefonu>



The planet needs us

In 2022, we launched a campaign to **promote responsible handling of phones**, including, above all, recycling unused devices that contain many valuable components and raw materials. As part of the campaign, among other things:

- we have equipped our stores and large offices with special containers to make it easier for customers and employees to donate old phones and batteries,
- together with Biosystem, we have organized an educational campaign and collection of devices in schools and kindergartens, with prizes for the most active establishments,
- we have cooperated with the Our Earth Foundation,
- we have offered a number of activities to our employees (webinars, debates, contests).

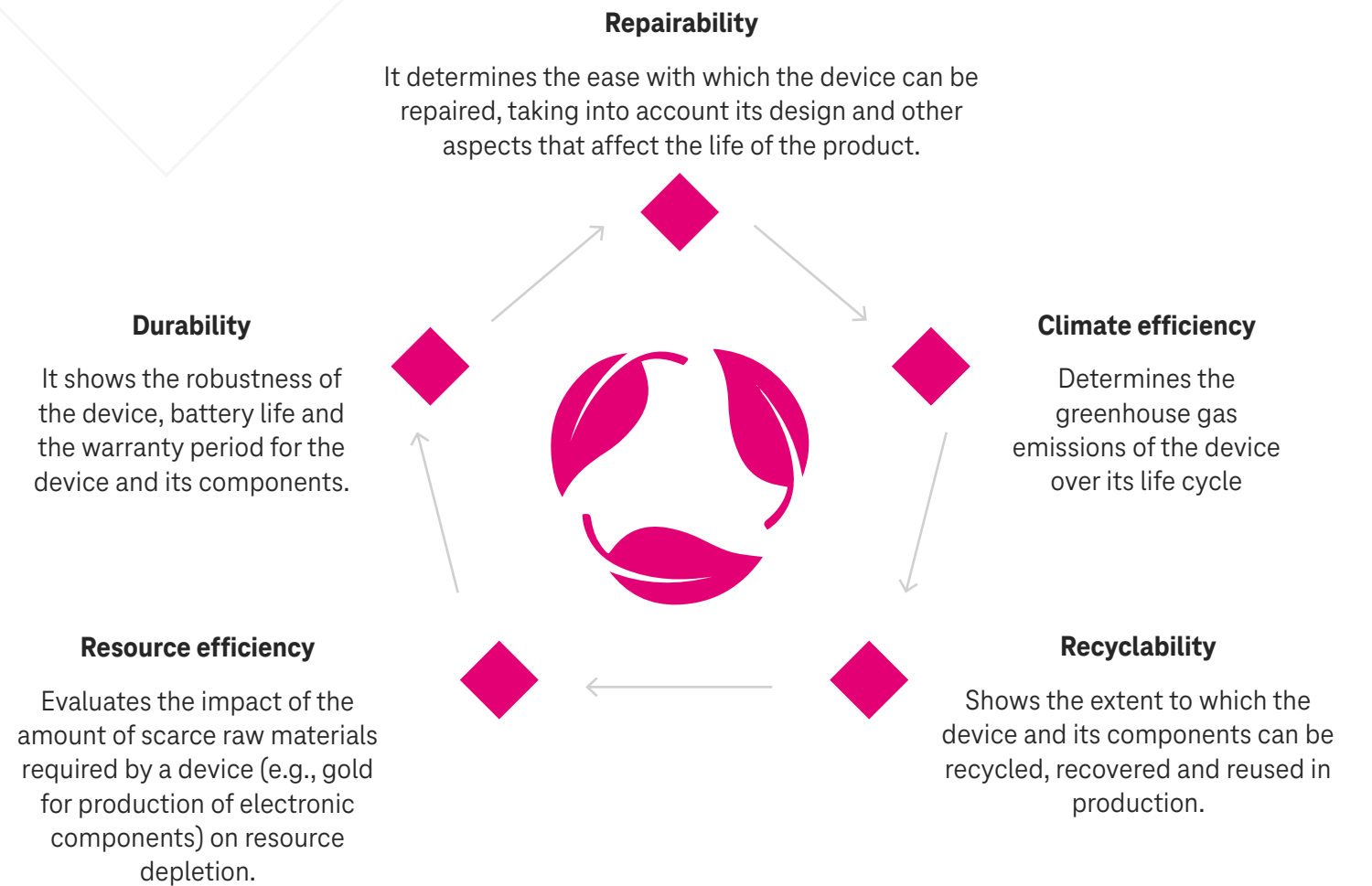
More information and educational materials can be found at www.planetamaznaczenie.pl

Eco Rating

The Deutsche Telekom Group, together with other leading European mobile operators, has introduced an industry-wide labelling system to help consumers compare mobile phones for their environmental impact. The Eco Rating is intended to provide reliable information on how the production, use, transportation and disposal of individual smartphones affect the environment. Since last year, also our company has been using this type of labelling.

Eco Rating
 **80/100**

The label highlights five key aspects of mobile device sustainability



For more information on how the rating is awarded and about the initiative itself, see the website: www.ecoratingdevices.com



Green offices and shoprooms

We are constantly making environmentally friendly changes at all our locations. In recent years, among other things:

- we have been steadily reducing the amount of printed sheets (including flyers and documents sent to customers),
- we have eliminated plastic bags and bottles, as well as disposable cutlery, cups and straws,
- we have been buying office products made from recycled raw materials,
- we have been manufacturing selected accessories from recycled plastic,
- in some stores, we used rainwater to flush waste.

Employees have the option to buy out phones and computers after their use term expires, which is very popular - every month about 300 devices are bought out. The devices remaining in the company are used until the end of their useful life (e.g., as replacement or test devices), so we recycle only few devices.

We also offer our staff to buy out, for a nominal amount, the office furniture we no longer need. In addition, we store some of the unused furniture that is still fit for reuse.

Magenta Forests

Responsible use of valuable resources such as wood is very dear to our heart, so in 2021 we launched the Magenta Forests campaign to encourage our business customers to abandon traditional invoices in favour of electronic ones. **In exchange for every two sheets of paper we saved, we planted one tree.**

70 000

trees planted from the beginning of the campaign until the end of 2022.

Detailed information about the rules of the campaign can be found at magentowelasy.pl





For the third time in 2022, our company offered its employees a range of activities in connection with the Earth Day. This time we focused primarily on introducing them to green technologies and the idea and practice of zero waste.

In addition, we joined the annual Clean Up the World campaign and, together with the Our Earth Foundation, we organized the cleanup of Lake Durowskie in Wągrowiec. From its bottom, divers collected nearly a ton of trash, among them cell phones, which often fall out of pockets into the water.

The raw materials and materials we used in 2022

Raw material/material	Volume [t]
RAW MATERIALS	
Wood	37,4
MATERIALS USED FOR PACKAGING	
Paper	35,2
Composite packaging, plastic receptacle in fibreboard box	172,9
Plastics	7,6
TOTAL AMOUNT OF MATERIALS AND RAW MATERIALS USED	253

Waste electrical and electronic equipment accounted for 40% of the total weight of waste we produced. We are successively modernizing our base stations by equipping them with the latest technology. By 2026, 100% of T-Mobile Poland's base stations will be modernized.

27.5% of the waste was cardboard from our warehouse in Ołtarzew, which was 100% recycled.

Inorganic waste, coming from, among other things, the decommissioning of a large warehouse in Piaseczno and the reduction of office space, accounted for 17.6% of the waste by weight.

Waste we generated in 2022

The mass of waste generated by its composition ¹² [t]	2022	2021
Used equipment	216,3	366,4
Components removed from used equipment	1,2	1,1
Cables	1,8	5,0
Batteries	8,9	0,1
Paper and cardboard	12,3	15,4
Paper and cardboard packaging	148,9	136,5
Plastic packaging	12,9	12,8
Wood packaging	24,7	14,0
Composite packaging	1,5	6,9
Stainless steel, cast iron, steel	7,0	3,4
Plastic waste	10,0	9,5
Inorganic waste ¹³	95,3	61,4
Total volume of waste we generated	540,7	632,6

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¹² Breakdown based on the Regulation of the Minister of Climate of 2 January 2020 on the waste catalog (Journal of Laws 2020 item 10).

¹³ Waste classified in the regulation as 16 03 04 Inorganic waste other than those listed in 16 03 03, 16 03 80.



GOOD MAGENTA



**WE FULLY RECOGNIZE
THE WEIGHT OF
OUR RESPONSIBILITY IN
FACILITATING SERVICES ENABLING
COMMUNICATION, AND UNDERSTAND
THE PROFOUND IMPLICATIONS
OF DIGITAL EXCLUSION.**

Our social initiatives

We do not forget that while the Internet helps in cooperation, acquisition of knowledge, development of interests and participation in culture, it can also hide all sorts of dangers. **We are committed to making sure that the use of the technologies we offer is safe, also for young users.**

We also implement projects to counter the digital exclusion of seniors. By providing tools and increasing the competencies of this group, we are enabling it to enjoy the full benefits of the global telecommunications network.

Secure in the network

In 2022, we launched a nationwide educational campaign on the most common threats lurking on the Internet. It consisted of an accessible [cybercourse in the form of short videos](#), hosted by respected science populariser Karol Wójcicki, in which he talks to experts about **various aspects of cyber security**:

- How to create secure passwords? How to store them and effectively protect them online?
- What is phishing? What mechanisms do scammers use and what to watch out for?
- How to check a seller on the Internet? How to be sure that the transaction is secure?
- How to detect disinformation? How to verify media reports?
- Who can use the traces we leave online and for what? How to maintain privacy?
- What is spoofing? How not to be cheated by impersonators of companies and institutions?

The campaign attracted the attention of the most popular media in Poland, bringing its communication reach to more than 45 million unique users.

All educational materials about the project can be found at www.pewniwsieci.pl.



In a winning position

2022 marked the second edition of our campaign supporting young people in coping with online violence, most often related to appearance, dress or likes, and lowered self-esteem resulting from comparisons to unrealistic beauty models shown on social media.



As part of the campaign, three popular influencers, Zuza Borucka, Colorowy and Billie Sparrow, encouraged their followers and observers to take part in the #winningchallenge, which involves facing one's complexes and accepting them, which will at the same time knock the haters' weapons out of their hands. The initiative was intended to show young people that they are not alone with their problems and that many people their age - including their idols - face similar challenges. There were also virtual meetings between the ambassadors and the campaign's ambassador and fans, providing an opportunity to talk about hate speech and ways to deal with it.

More about the project, including the materials prepared for parents, in which experts of the „Street” Children's Aid Foundation advise on how to recognize that a child is experiencing hate and how to respond appropriately, can be found on the website nawygranej-pozycji.pl.



Network of generations

Beginning in 2021, together with the Puls TV “Under the Oak” Foundation we are implementing a program to help seniors discover the digital world. We provide the necessary equipment for those who have not yet been connected to the network, as well as develop the skills and embolden even more those who already enjoy the benefits of the 21st century. In addition, we have prepared a 10-episode video course „Digital World for Everyone,” which explains step-by-step the most important concepts related to computer use and safe use of the Internet.

In 2022, we donated laptops **31** to senior citizens' homes and nursing homes throughout Poland Thanks to this approx. **6000** people whom we helped to contact with their loved ones and develop their passionsPonadto zapewniłiśmy uczestniczkom

In addition, we provided program participants with:

- stationary training meetings,
- online psychological consultations in small groups,
- special duty of our hotline employees.

See, how seniors have benefited from participating in the program:

Training videos and other educational materials are available at siecpokolen.pl.





We help and support

We believe that running a company is not just about business, so we try to use the opportunities that come with being such a large enterprise for the common good.

Each year we organize and join charitable events, provide financial support to non-governmental organizations, make our infrastructure and services available for social purposes, and sponsor initiatives and events relevant to our stakeholders. We also encourage our team members to act for the benefit of others, and they can count on our solidarity in this regard. For years, we have been implementing the „Joy of Helping” employee volunteerism program, about which we write [here](#).



[3-3] [own indicator] [own indicator]

Charitable activities and sponsorship

Now Unity Matters More

At T-Mobile Poland, it was clear to us from the beginning that the response to the migrant crisis triggered by the Russian assault on Ukraine must be unprecedented commitment. From the first day of the invasion, together with our employees from all departments, we organized support for those fleeing the war.

Since our mission is to connect people with each other, we first made sure that refugees could communicate with their relatives. To this end, **we distributed SIM cards for free calls to Ukraine at border crossings, railway stations and other points throughout Poland.** In addition, we have introduced unlimited international calls to Ukraine and abolished roaming charges for all customers.


We also organized a comprehensive employee volunteerism program and engaged in a strategic partnership with the Lublin local government, which provided funds to equip dormitory facilities, purchase school backpacks, and hire two Ukrainian teachers to help integrate students beginning their education in a foreign country.

In addition, **we made donations** to:

- the Happy Kids Foundation, which has taken over the care of children from Ukrainian foster care facilities,
- the Polish Red Cross, the Polish Centre for International Aid Foundation, and the Brotherhood of Charity of St. Brother Albert Foundation in Lublin - for the humanitarian aid it provides.

We did not forget about other non-governmental initiatives that need support in doing good. In 2022, we provided financial donations to, among others:

- the organizers of the Great Orchestra of Christmas Charity and the Noble Gift,
- Children's Fantasy Foundation, fulfilling the dreams of terminally ill young patients,
- the Puls TV „Under the Oak” Foundation (see the [Our social initiatives](#) section),
- Menstruation Action Foundation, which fights the so-called menstrual poverty,
- Our Earth Foundation, which coordinates the Clean Up the World campaign.

over
 **PLN 4 million**
 the total value of all our
 financial donations in 2022

We sincerely admire people who are completely dedicated to working for the benefit of others, and believe in long-term friendship, which is why we have been providing financial, organizational and promotional support to the Polish International Aid Centre and joining joint educational and social campaigns. We consider it an honour to cooperate with an organization that, among other things, runs one of the few medical rapid response groups in Europe capable of going almost immediately to places affected by humanitarian crises.





Child Alert

We are **the only mobile operator in Poland to provide technological support to the police in their search for missing children.**

Child Alert is a global system for quickly notifying the public of disappearances through partners: telecommunications companies, the media, electronic billboard managers and road signs. When an alert is announced, a special MMS is sent to customers, containing a police-drafted message with basic information about the incident and the missing child. Messages are sent only to those of our customers who have previously agreed to receive such messages.

Sponsorships

In 2022, we sponsored the following events and entities, among others:

- [TOGETAIR Climate Summit](#),
- [Cyber24 Day](#) – conference on cyber security and digitization,
- [Digital Festival](#), bringing knowledge of new technologies to the public,
- [Economic Forum](#) – the largest event of its kind in Central and Eastern Europe,
- making a [documentary film „Superheroes”](#) about people involved in helping Ukraine,
- prize for the winner of the Now Matters category of the [Grand Video Awards](#) competition,
- Polish Football Association and the national team.

more than
 **EUR 1,5 million**

total amount we allocated for sponsorships in 2022



[3-3] [own indicator]

Employee initiatives

We recognize our team's willingness to support important social causes with their time, skills and money. We make it easier for employees to get involved for the benefit of others by financially supporting their grassroots initiatives and publicizing them inside and outside the company, as well as in the form of an extra day off for volunteering.

Support for Ukraine

Since the first days of the invasion of Ukraine, our team has provided support to war refugees, as well as citizens of this country who remained in their homeland. Among other things, our volunteers provided humanitarian assistance at the Polish-Ukrainian border and collected money and in-kind donations among themselves.

In cooperation with the Polish Centre for International Aid, under the slogan Now Unity Matters More, our employees also involved their colleagues from Deutsche Telekom Group companies in Germany, Austria, Croatia, Montenegro and Macedonia in collections for those in need in Ukraine. The tens of thousands of euros raised and the donated items made it possible to meet the immediate needs of many children and people in need of medical care.

Regular employee initiatives

For more than a dozen years, we have been implementing the **Joy of Helping** program, under which we fund selected ideas submitted by those employed by our company. As a result, every year T-Mobile Poland volunteers are able to carry out more than a dozen projects whose recipients include children from orphanages, people in crisis of homelessness and stray animals. In 2022, we increased the program's budget and subsidized as many as 19 initiatives, 8 of which targeted Ukrainian women and men.

In 2022, we organized the „What's up, Magenta Team?“ campaign. As part of it, we encouraged employees to engage in holiday activities together - including taking a group photo. More than 400 people signed up for it, which, according to the previously adopted conversion rate, meant that our company donated PLN 40 thousand to the needy. The amount was divided into two parts - one half supported the organization of the Noble Gift and the other half supported the employee volunteerism program.

The Deutsche Telekom Group supports not only the social activities of its employees. In 2022, it launched #WhatWeValue, a global digital platform for young leaders of volunteer initiatives. Thanks to it, social activists could share experiences, obtain access to discussion groups with well-known activists, among others, and had the chance to win prizes for their

projects. Initiatives are promoted on the platform in categories such as Equality, Migration, Mental Health, Environment or Education.

The platform is located at whatwevalue.telekom.com.

Employee thematic teams

In 2022, three grassroots employee groups have been formed at our company, working respectively for the LGBTQ+ community (Magenta Pride), women (Magenta Women Network) and intergenerational integration (Generation T). The purpose of each of them is their own education and exchange of experience, alliances, building awareness within the organization of the needs of the groups represented and implementing initiatives that respond to them.

Examples of employee group activities:

- celebrating the Day Against Transphobia, Homophobia and Biphobia,
- intergenerational meetings,
- development of a Code of Good Practices,
- inclusive presentation of benefit offerings.



RESPONSIBLE MANAGEMENT



**WE DILIGENTLY NURTURE
RELATIONSHIPS WITH ALL
OUR STAKEHOLDERS, FIRMLY ANCHORING
THE CORPORATE CULTURE OF THE ENTIRE
DEUTSCHE TELEKOM GROUP
IN PRINCIPLES SUCH AS RESPECT
FOR THE LAW, ETHICAL BEHAVIOR,
AND PERSONAL RESPONSIBILITY.**



Our values

We prioritize our commitment to regulations and societal norms just as much as our pursuit of business success. Hence, our focus on ethical means of achieving our goals is as paramount as the actual results we attain. The framework for this approach is provided by the Deutsche Telekom Group’s common Code of Conduct, which explicitly states that all employees of the organization must obey the law and act with integrity - this is both an internal goal of the Group and its commitment to its stakeholders.

The Code summarizes the company’s values and defines what behaviour it expects from its team. Where appropriate, the rules described therein are detailed in internal policies and procedures.

The rules set by the Code of Conduct are required to be followed by:

- Management Board members, directors, managers, and all employees of the Deutsche Telekom Group worldwide,
- persons performing tasks for the Group in the capacity of collaborators (e.g., under civil contracts),
- the Group’s suppliers.

The Code of Conduct defines proper conduct in five areas:

1. Corporate governance

We adhere to all regulations governing the management and supervision of the company and to widely recognized international standards for good and responsible corporate governance.

4. Using company property for private purposes

The use of company property for private purposes is permitted only if it results from individual employee contracts, collective agreements or internal regulations, or if it is the generally accepted way of doing things in the given company.

2. Relationships in business


Trust and integrity in business decisions are essential elements of the relationship between us and our business partners. The private interests or personal gain of employees do not have any influence on business decisions.

5. Handling of information

We place special emphasis on maintaining data security - as this issue has a significant impact on the commercial success and the image of the company in the eyes of the public.

3. Prevention of conflicts of interest

We expect that the personal interests of employees will not interfere with the interests of the company.

You can familiarize yourself with the Code of Conduct [here](#). 

[2-12] [2-13] [2-16] [2-17] [2-18] [2-19] [2-23] [2-24] [2-26]

Sustainability management

T-Mobile Poland's activities are managed by a six-member Management Board, which sets the company's goals, including in the sphere of sustainable development, and then coordinates and enforces their implementation.

The company's ESG performance is the responsibility of the President of the Management Board.

Operational management of this area is the task of the ESG Team, whose representatives regularly meet with the organization's top management to inform them of the most important ongoing projects.

Critical crisis issues are managed by the Crisis Management Team. It is made up of representatives from the company's most important areas, including communications, compliance and security. For a given issue, the Team develops an action strategy and a consistent strategy for communicating with stakeholders, and then presents it to the President or the full Management Board. Communication on other crisis issues is managed by a communications team, whose key decisions are approved by the President. In 2022, most of the crisis issues were related to the conflict in Ukraine.

The company's Supervisory Board also oversees the company's activity with regard to sustainability. In order to more effectively carry out the oversight function, the Supervisory Board has established:

- Audit Committee,
- Compensation Committee.

The company's commitments regarding responsible behaviour, including conducting due diligence processes, respecting human rights and applying the precautionary principle, are enshrined in two internal regulations approved by the Management Board:

- Code of Conduct, further described in [Our values](#) section,
- Business Partner's Code of Conduct (see the [Supplier policy](#), section, where the role of ESG criteria in procurement processes is also described).

In addition, we refer to the aforementioned commitments in a number of internal policies and procedures. Communication campaigns and training (including onboarding of new employees and collaborators) are conducted to expand their knowledge. In case of any doubt, it is always possible to consult the Compliance Management Department, which supervises the implementation of obligations from the sphere of responsibility and animates awareness campaigns. Tell me!, an internal whistleblowing channel, makes it possible to make reports also anonymously. Compliance with the applicable rules is verified on an ongoing basis, including through internal investigation procedures.

Elimination/minimization of ESG risks is ensured on the basis of a uniform risk management policy for the entire Deutsche Telekom Group.

Management quality

In our day-to-day operations, we prioritize increasing customer satisfaction, ensuring information security, minimizing environmental impact and implementing the highest occupational health and safety standards. In meeting the established criteria we are assisted by operating under internationally recognized standards.

The highest standards of company management are confirmed, among other things, **by the ISO certificates we hold:**

- ISO 9001:2015 (Quality Management System),
- ISO 14001:2015 (Environmental Impact Management System),
- ISO 22301:2019 (Business Continuity Management System),
- ISO 27001:2013 (Information Security Management System),
- ISO 37001:2016 (Anti-Bribery Management System),
- ISO 45001:2018 (Occupational Health and Safety Management System).



Clarifying doubts and reporting irregularities

We are constantly raising awareness among our employees on how to comply with regulations and intra-company policies. These include primarily:

- including the subject matter in mandatory training (introductory and thematic training, and training addressed to employees of individual areas - e.g. „Compliance in B2B” or „Compliance in the B2C channel”), as well as in periodic communications from the Management Board;
- answering by the Compliance Management Department any questions from employees and collaborators regarding the company’s regulations and their interpretation;
- the operation of an internal Compliance Desk advisory portal, through which every employee (as well as collaborator) has the opportunity to ask questions if they are unsure how they should proceed in a particular case;
- internal e-learning training available to all employees;
- area training that identifies challenges and possible abuses in individual business groups.

All employees, business partners, customers, shareholders and others wishing to report potential violations of T-Mobile Poland’s internal regulations or laws may do so using the [Tell me!](#) system. Thanks to special technical solutions, it protects the anonymity of whistleblowers, as long as information that directly identifies the person describing the problem is not entered. Each report is carefully reviewed by us, and appropriate action is taken.

Reports can be made at this [link](#).



MENU

in 2022:

100 %

newly hired individuals have been trained in compliance management in business relationships or in the activity within the organization

2 165

answers were provided through the Compliance Desk





[3-3] [2-15] [2-26] [2-27] [205-2] [205-3]

Anti-corruption

Possible irregularities of a corrupt nature at T-Mobile Poland are primarily prevented by:

- monitoring compliance with the Code of Conduct;
- implementing internal policies on the prevention of corruption and conflicts of interest, as well as policies on accepting and offering gifts, awarding donations, sponsorships, and working with consultants;
- verifying the credibility of the company's business partners (integrity check process) and using anti-corruption clauses in contracts with them **(100% of business partners have signed an anti-corruption clause)**;
- offering business partners the opportunity to conduct corruption prevention training;
- conducting internal investigation procedures and consultations;
- managing money laundering and terrorist financing risks;
- subjecting employees to mandatory anti-corruption training,
- organizing information and awareness campaigns.

Possible cases of corruption or conflicts of interest are carefully investigated, and if the suspicions are confirmed - appropriate official consequences are drawn against those responsible. The Compliance Management Department then makes recommendations to improve the processes.

Before concluding contracts with top management appointees, the possibility of conflicts of interest is analyzed and, if necessary, steps are taken to eliminate this risk. What is more, onboarding training for new employees makes them aware of the situations that conflict-of-interest risks may involve and how to minimize them.

Mandatory training on the company's ethical principles and anti-corruption policies and procedures is attended by:

- new employees - as part of onboarding,
- those employed under an employment contract and some employed under other types of contracts - a minimum of once every two years,
- Management Board members and managers.

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corruption cases in T-Mobile Poland in 2022

100%

of our employees and Management Board members have completed anti-corruption training



Supplier policy

We expect our business partners to follow the same rules as our company, and the Compliance Management Department offers them the opportunity to receive appropriate training.

We use environmental, anti-corruption and ethics provisions in all contracts with suppliers. In our relations with them, we operate according to the highest standards, as set forth in the Deutsche Telekom Group's Global Procurement Policy. At the same time, as a member of the Group, we participate in the evaluation of suppliers at the global level.

Of particular importance for the formation of relations with suppliers is the Business Partner's Code of Conduct, according to which all our business partners have an obligation to, among other things:

- respect and promote internationally accepted human rights, in particular those enshrined in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights,
- unconditionally comply with all applicable labour laws and standards and conventions developed by the International Labour Organization, including those pertaining to ensuring adequate pay, safe and sanitary working conditions, freedom of association and the right to collective bargaining.

Our professed ethical and human rights values are listed not only in contracts with suppliers, but also with business customers.

Sustainability in the supplier selection process

In the supplier selection process, for transactions with a value exceeding a company-defined limit, 20% of the points possible are allocated to ESG criteria, and the person leading the procedure can divide this pool into two parts:

- meeting climate targets (reporting and reducing CO2 emissions) - a minimum of 10%,
- other criteria related to the implementation of T-Mobile Poland's ESG strategy (e.g., reduced energy intensity of the offered product, percentage of recycled materials in the product or guaranteed possibility of its further use after disposal) - maximum 10%.





[2-16] [2-25] [2-29]

Communication and stakeholder engagement

In connection with our business activity, we build relationships with a wide range of people and organizations. We strive to base them on respect, trust and partnership, as well as a good understanding of each other’s needs and expectations and transparent communication of activities and plans.

We tailor communication to the specifics of each stakeholder group and the nature of the relationship. We maintain constant and direct contact with key groups, while we keep the others informed of our initiatives and intentions through publicly available channels.

Stakeholder group	Communication channels
Management	Workshops, projects involving various departments, regular meetings (the so-called townhalls), annual conference (kick off).
Employees (including prospective ones)	Ongoing communication through internal channels, engaging in joint projects for the benefit of local communities and the environment. Informing about new job offers, activities carried out as part of employer branding.
Owners	Reporting on the status of the company, finances and ongoing plans; regular meetings in project groups.
Business partners	Informing about standards and applicable rules of cooperation, building a network of partners, dialogue.
Local communities	Implementing programs and projects involving selected groups.
Government	Adapting operations to comply with laws and regulations and providing information in accordance with market requirements.
Customers	Phone calls, face-to-face meetings in our showrooms, including them in environmental activities.
Regulator	Informing about implemented projects, bringing activities into compliance with the law.
Global and local suppliers	Informing about the standards and applicable rules of collaboration, ongoing communication within the framework of business cooperation.
Media	Company website, social media, online meetings, interviews, press conferences.
Society	Social media, getting the word out about the company through the media.
Business and industry organizations	Cooperation on industry initiatives, exchange of information.
Universities and high school students	Involving them in our educational and social projects, contact through parents and teachers and social media.
Competition	Communicating our activities.
Non-governmental organization	Collaboration with selected organizations on community projects, dialogue and seeking opportunities for cooperation.

Our approach to stakeholder engagement involves:

- communicating our key projects and engaging in dialogue on them,
- meetings,
- joint implementation of initiatives that are part of our ESG strategy,
- increasing the reach of our activities through synergies.



[3-3] [417-3]

Responsible marketing communications

In accordance with the Code of Conduct, the Deutsche Telekom Group does not disseminate false information about competitors' products or services or seek to gain a competitive advantage through other unfair or abusive means.

T-Mobile Poland boasts ISO 9001:2015 certification, confirming, among other things, responsible management of marketing-related issues. Current scope of the certification: Provision of telecommunications services. Running Data Processing Centres. Supervision of the planning, construction and maintenance of the mobile telephone network. Product development and management, marketing and sales in own network.

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cases of non-compliance with marketing communications regulations and the voluntary [Code of Ethics in Advertising](#) in 2022 r.



[2-3] [2-4] [2-5] [2-14]

ABOUT THE REPORT

This publication is the fourth T-Mobile Poland corporate responsibility report that we publish every year. It has been prepared in accordance with the GRI (Global Reporting Initiative) standards and covers our environmental, social and responsible governance activities undertaken in 2022. As in the previous year, we have made the report available to you in the form of a website and PDF file.

The publication was externally reviewed by an auditing firm (the scope of the audit is described in the relevant statement, published further down). Its final form was approved by the Management Board. There were no adjustments to the previous report. T-Mobile Poland plans to maintain reporting on an annual basis.

Report publication date: 5.10.2023



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[3-1] [3-2]

Selection of topics

In preparing the 2022 report, in March 2023 we conducted an online survey of our stakeholders to find out which T-Mobile Poland sustainability issues they thought we should include in the report. We have compared the results of the survey with the list of key issues described in the 2021 report in order to take into account the principle of continuity of reporting when determining the scope of this publication. In light of our commitment to the UN's Global Sustainable Development Goals, the report also refers to those that we are helping to fulfil through our actions.

Issues identified by our stakeholders as important in this year's survey:

Environmental aspects [E]:

1. Raw materials and materials used by the company
2. Waste minimization and recycling
3. Compliance with the principles of a circular economy through a take-back system for used phones and the provision of eco-friendly packaging
4. Energy consumption and ways to reduce it

5. Greenhouse gas emissions and ways to reduce them
6. Climate impacts and risks and opportunities associated with climate change

Social aspects [S]:

7. Employment terms
8. Informing and consulting with employees
9. Remuneration of lowest-level employees
10. Employee health and safety
11. Training and supporting employee development
12. Diversity and equal opportunity in access to jobs
13. Reducing potential cases of discrimination
14. Sponsorship and charitable activities
15. Employee initiatives and volunteering
16. Reliable and transparent customer information, ethical marketing and sales
17. Economic performance

Governance aspects [G]:

18. Activities undertaken to prevent corruption

The topics related to regulatory compliance that were present in the previous report (compliance with environmental regulations, prevention of non-compliance in products and services, human rights) were not subjected to materiality testing due to a change in the GRI reporting standard, according to which disclosure of information in this regard (or justification for non-disclosure) is mandatory.

The following topics presented in the previous report were considered less important this year:

- Customer privacy
- Anti-competitive behaviour
- Employment from the local market
- Freedom of association
- Indirect economic impact
- Local communities
- Customer health and safety

Topics that were not among the important ones last year, but were considered important in this year's survey, are as follows:

- Employee initiatives and volunteering
- Employee health and safety



GRI Index

Statement on the reporting standard

T-Mobile Poland has prepared a report in accordance with GRI Standards for the period from 1 January 2022 to 31 December 2022.

GRI 1

GRI 1: Foundation 2021

Sector standards used

Lack of an appropriate sector standard

GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
General disclosures						
GRI 2: General Disclosures 2021	The organization and its reporting practices					
	2-1	Organizational details				
	2-2	Entities included in the organization's sustainability reporting				
	2-3	Reporting period, frequency and contact point				
	2-4	Restatements of information				
	2-5	External assurance				
	Activities and workers					
	2-6	Activities, value chain and other business relationships				
2-7	Employees					
2-8	Workers who are not employees					



GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
Ogólne ujawnienia						
GRI 2: General Disclosures 2021	Governance					
	2-9	Governance structure and composition		Independence of members on the governance body, stakeholder representation	No information	
	2-10	Nomination and selection of the highest governance body				
	2-11	Chair of the highest governance body				
	2-12	Role of the highest governance body in overseeing the management of impacts				
	2-13	Delegation of responsibility for managing impacts				
	2-14	Role of the highest governance body in sustainability reporting				
	2-15	Conflicts of interest				
	2-16	Communication of critical concerns				
	2-17	Collective knowledge of the highest governance body				
	2-18	Evaluation of the performance of the highest governance body				
	2-19	Remuneration policies				
	2-20	Process to determine remuneration				
2-21	Annual total compensation ratio			Disclosure omitted by the company	Confidentiality of information	



GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
General disclosures						
GRI 2: General Disclosures 2021	Strategy, policies and procedures					
	2-22	Statement on sustainable development strategy				
	2-23	Policy commitments				
	2-24	Embedding policy commitments				
	2-25	Processes to remediate negative impacts				
	2-26	Mechanisms for seeking advice and raising concerns				
	2-27	Compliance with laws and regulations				
	2-28	Membership associations				
	Stakeholder engagement					
	2-29	Approach to stakeholder engagement				
2-30	Collective bargaining agreements		No collective bargaining agreements			
Material topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics				
	3-2	List of material topics				



GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
Economic performance						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: economic performance				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed				
GRI 202 Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage				
Anti-corruption						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: anti-corruption				
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures				
	205-3	Confirmed incidents of corruption and actions taken				
Materials						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: materials				
GRI 301: Materials 2016	301-1	Materials used by weight or volume				
	301-3	Reclaimed products and their packaging materials				



GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
Energy						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: energy				
GRI 302 Energy 2016	302-1	Energy consumption within the organization				
	302-4	Reduction of energy consumption				
Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: emissions				
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions				
	305-2	Energy indirect (Scope 2) GHG emissions				
	305-3	Other indirect (Scope 3) GHG emissions				
	305-4	GHG emissions intensity				
	305-5	Reduction of GHG emissions				
Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: waste				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts				
	306-2	Management of significant waste-related impacts				
	306-3	Waste generated				



GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
Waste generated						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: employment				
GRI 401 Employment 2016	401-1	New employee hires and employee turnover				
Labour/Management Relations						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: employee information				
GRI 402: Labour/Management Relations 2016	402-1	Minimum notice periods regarding operational changes				
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: health and safety				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system				
	403-9	Work-related injuries				



GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
Training and Education						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: training				
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee				
	404-2	Programs for upgrading employee skills and transition assistance programs				
	404-3	Percentage of employees receiving regular performance and career development reviews				
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: diversity and equal opportunity				
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees				
Non-discrimination						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: non-discrimination				
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken				



GRI STANDARD / OTHER SOURCE	INDICATOR NO.	INDICATOR NAME	LOCATION	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
Marketing and Labelling						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: marketing				
GRI 417: Marketing and Labelling 2016	417-3	Incidents of non-compliance concerning marketing communications				
Sponsorship and charitable activities						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: sponsorship and charitable activities				
	own indicator	Programs and amounts donated for sponsorship				
	own indicator	Programs and amounts donated for charitable activities				
Employee initiatives and volunteering						
GRI 3: Material Topics 2021	3-3	Management of material topics - aspect: employee initiatives and volunteering				
	own indicator	Employee initiatives				



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