

CRA 

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SUSTAINABILITY & RESPONSIBILITY

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FOREWORD

Cordiant is committed to being a responsible and sustainable investor, not least of which because this is an important risk management tool. We aim to work together with our portfolio companies – and the talented people employed there – to both improve our performance in critical ESG areas and to generate positive impact.

Cordiant's focus within Digital Infrastructure is climate-focused, and centres on the three following 'guiding principles':

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

Throughout 2023, CRA demonstrated commendable progress in each of our focus areas. This is especially true for CRA's continued advance towards attaining 100% renewable energy. CRA's management and employees have diligently worked to integrate ESG principles into corporate operations, without sacrificing their focus on profit, development of growth opportunities and operational excellence.

Benn Mikula

CORDIANT CO-CEO AND MANAGING PARTNER



INTRODUCTION

Ladies and gentlemen,

This is CRA's second ESG Report.

We care about the world we live in and want to contribute to helping protect the environment and to fostering good interpersonal as well as business relationships and an inspiring and fair working environment.

I am pleased to take this opportunity to summarise the progress we have made.

Looking at the figures, we were most successful in reducing waste, having improved by 65% on the previous year. We have also made significant progress on the way to using 100% green energy. At this point, we are nearing 70%, and during 2024, we must fine-tune things to make sure that from next year onwards, we use energy solely from renewable sources. We are also working to reduce our carbon footprint – by supporting digital terrestrial television and radio broadcasting, we promote the use of the most energy-efficient way of signal distribution and reception.

We must protect and develop not only the natural environment but also an environment of interpersonal cooperation, community activities, inspiration, and education.

To that end, we released a series of tourist stamps for our six most important transmission towers last year, which are available to people who reach the towers on foot or by bicycle as they are not accessible to tourists by car. By placing the destinations in regions across the country, we inspired tens of thousands of people to hike and bike. We had to have the stamps reprinted several times, which pleases us very much. This way, we promoted environmentally friendly ways of getting around and caring for one's physical shape, while offering an activity for diverse communities.

We have also stepped up our cooperation with the DofE organisation, having organised excursions, workshops, and lectures for young people interested in technology and making experienced experts available to them. We are making an effort to show them where their path may lead one day. Because young people are our future.

Have a pleasant time reading our report.

Miloš Mastník

CEO CRA



ESG and our path to sustainability

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

In doing so, we leverage the power of technology, alongside a responsible approach and a strong emphasis on education.





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ENVIRONMENTAL

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

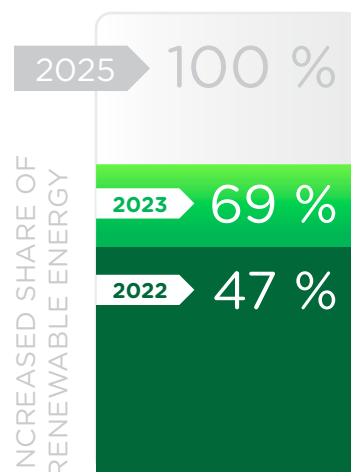


Caring about environmental protection

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

OUR PATH TO RENEWABLE ENERGY

Although our total energy usage increased from 44,477 in 2022 to 44,609 in 2023, we managed to increase our share of renewable energy from 47% to 69%, which is supplied by E.ON Energie, a.s. This means that our total of non-renewable energy usage has decreased and we will continue on our path to 100% renewable energy with a bigger focus on decreasing our total energy usage as well.



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

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





Saving energy and using renewable resources

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



„ WE MAXIMISE OUR PURCHASE ”
„ OF RENEWABLE ENERGY.

Installing photovoltaic panels - we continue with continuous construction (approx. 4 TVP / year + 1 large object)

We use **waste heat from our transmitters**, using waste energy to heat parts of the buildings.

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

7 137 kWh OF PRODUCED ENERGY FROM PHOTOVOLTAIC PANELS



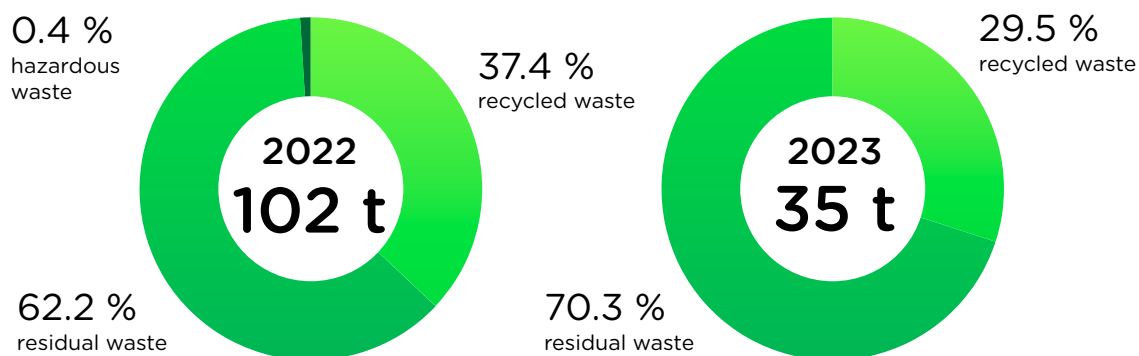


Minimising waste and promoting recycling



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

TOTAL WASTE PRODUCTION REDUCED BY 65%



The main reason for the amount of waste for 2022 (102 t) is the disposal of AM transmitters. Thanks to this and other measures, such as a major reduction in waste containers, we managed to reduce our total waste from 102 t to 35 t and almost completely eliminate our hazardous waste. Even though our residual waste has increased in percentage, overall it has decreased from 63 t to 25 t.

„ We use reusable packaging in logistics. ”



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



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

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

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

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

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



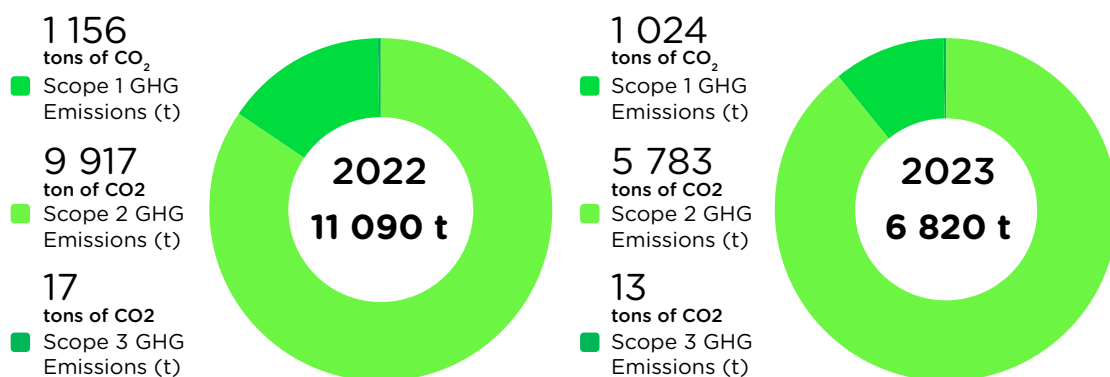


Not polluting the air

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

” OUR BACK-UP ELECTRICITY SOURCES MEET THE EURO 6 EMISSION STANDARDS. ”

OUR TOTAL EMISSIONS DECREASED WITH 38%



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

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





Water management

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



9% MORE WATER FROM OUR OWN RESOURCES

Where in 2022 only 10 % of our water usage came from CRA sources, this increased to 19 % in 2023.

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

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



0.0112 METRIC TONNES (T) OF WATER EMISSIONS

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

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





Helping through IoT and digitalisation

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

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

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



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





Covering the entire Czech republic with free TV signal (DTT)

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

OPERATIONAL COVERAGE

Area covered by tower portfolio

78,078.30 sq km

(square kilometres)



DVB-T2 / MUX 22 / 23
99% coverage



T-DAB / ČRo
99% coverage



VKV - FM / ČRo Radiožurnál
99% coverage

Percentage of coverage that is in remote areas

1%

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

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

79%

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

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





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SOCIAL

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

We care about giving everyone equal opportunities.

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





Creating a work environment where we enjoy working

We spend a significant part of our day at work, so it's important that we feel comfortable in our workplace to perform at our best. That's why we create the right conditions for our employees to work and grow.

2022 9 380 hours

2023 16 633 hours

16 633 HOURS OF PEOPLE TRAINING*

*an average of 46,5 hours per employee

„ number of hours increased by 77,3 % ”

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



Ensuring a high standard of health and safety at work

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

Our turnover rate - the percentage of employees who left the company during the year - went from 13% in 2022 to 6.78% in 2023, meaning it almost has been halved.

2022 13 %

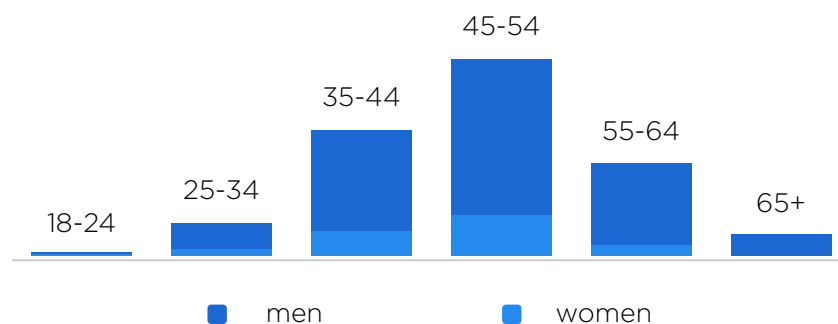
2023 6,78 %



Supporting diversity of the CRA team

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

DEMOGRAPHIC COMPOSITION OF EMPLOYEES



In our company 18% of women work in middle management positions and 16% in senior management.

Compared to 2022, the share of employees between the ages 18-34 has increased by 3%.

46% OF OUR NEW EMPLOYEES WERE WOMEN

We help employees in difficult life situations.

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



Charitable, educational, and development projects



SPORTS

Road Classics: An organisation that combines sport and monuments. Besides sponsoring the organisation that showcases our transmitters, some of our coworkers also participate in the race.

The Sokol Movement: An all-age gymnastics organisation that we have been sponsoring for many years.

We also periodically sponsor local sports teams.

EDUCATION

Duke of Edinburgh: We've been donating to this cause for several years and began a more active cooperation in 2023, with activities planned for 2024. We believe in the immense value of education and support this cause for its educational and active programs.

We also cooperate with **technical colleges and universities** by hosting students for practice in our office and organising various excursions to our towers.

HEALTH

Ježíškova vnučata: A charity founded by Czech Radio (Český rozhlas). We've supported this charity for many years. In 2023, we managed to collect 7,303 CZK, which, with CRA's contribution, totalled 14,000 CZK.

We also cooperate with **Night Run for Svetluska:** CRA covers the entry fee for all coworkers who want to participate in this run.

Blood and Bone Marrow Donation: Organised by HR, this initiative is available for everyone who wants to participate.

We have long cooperated with the **Integrated Rescue Service**, providing our sites for training in emergency situations.





Community projects

For our 60th anniversary, we organized various community-supporting activities, including tours of our iconic towers, collectible anniversary stamps, and an exhibition at Žižkov.

We are involved in constructing separate Ethernet connections for the unique PEGAS network of the Ministry of the Interior, which facilitates communication for all IRS units.

Throughout the year, we light up Žižkov Tower to show our support for various causes.

In 2023, we donated old radio equipment to several museums following our switch from AM to DAB+.



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





Collective agreement

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



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





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GOVERNANCE

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





We are guided by ethical principles

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



Competing openly and transparently

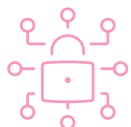
We have honest and open business relationships with our business partners, which we consider essential. We promote fair competition and do not tolerate any form of corruption, bribery, or breach of fair competition.





Honouring equal treatment

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



Protecting data

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



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



A brief description of the 'smart city' solutions in place

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

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

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

This has also an eminent impact on ESG.

CRA Infrastructure for Smart metering

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

CRA Infrastructure for Waste management

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



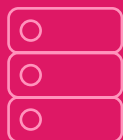
**MEDICA
WATCH**

Medicawatch

Professional refrigerator temperature monitoring solution for healthcare and pharmaceutical applications.

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





Our new data centre and the ESG aspects

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

- the DC site is a brownfield; we are not occupying a new natural area + 'green roofs covered with grass',
- workplace accessible by public transport,
- solar panels on site (reusable energy),
- preparing for LEED certification,
- modernised equipment
- **In addition, the following applies to the new Zbraslav data centre:**
 - rainwater reuse,
 - roofs of buildings considered as green (vegetation),
 - EV charging points on site,
 - PUE of a maximum of 1.25 (Power Usage Effectiveness)



List of ISO certifications



ISO 9001



ISO 14001



ISO 50001



ISO 27001

(Including certification of compliance with Standard 27017, 27018)



ISO 20001

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

Our plans for the future.

2024

CRA

The introduction of our new ESG policy, including the ESG team and long-term strategy.

Introducing Volunteer Day.

Excursions organised together with DofE.

Organising sports activities with RAUL for our employees using their app.



A FINAL WORD

Ladies and gentlemen,

Let me express my conviction that we are successful at implementing the ESG strategy we have set for ourselves.

We have set out the main directions and targets that we want to achieve in the coming years and have involved both our employees and the public at large in achieving them.

We have organised activities that go beyond CRA and that have made their mark in diverse communities across the country. I am referring to the series of hikes to our Černá Hora, Praděd, Ještěd, Svatobor, Kletř, and Žižkov transmission towers that we motivated by issuing a special series of collector's stamps for tourists and by putting on an outdoor exhibition that describes the attractions and history of these places. The participation of tens of thousands of domestic as well as foreign tourists was both a reward and an inspiration for us.

CRA is making decisive strides in pursuing its goals in areas such as the use of green energy, which we will fully complete by 2025, waste reduction, and the reduction of our carbon footprint.

We ceaselessly support digital terrestrial television and radio broadcasting which is the most energy-efficient method of signal reception.

Last but not least, we pay attention to caring for our employees and their development, as well as for the development and quality of our relationships with our business partners. Because people are our most valuable asset.



Anna Tůmová

STRATEGIC COMMUNICATION AND ESG MANAGER



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Sustainability & responsibility

For more see www.cra.cz/esg