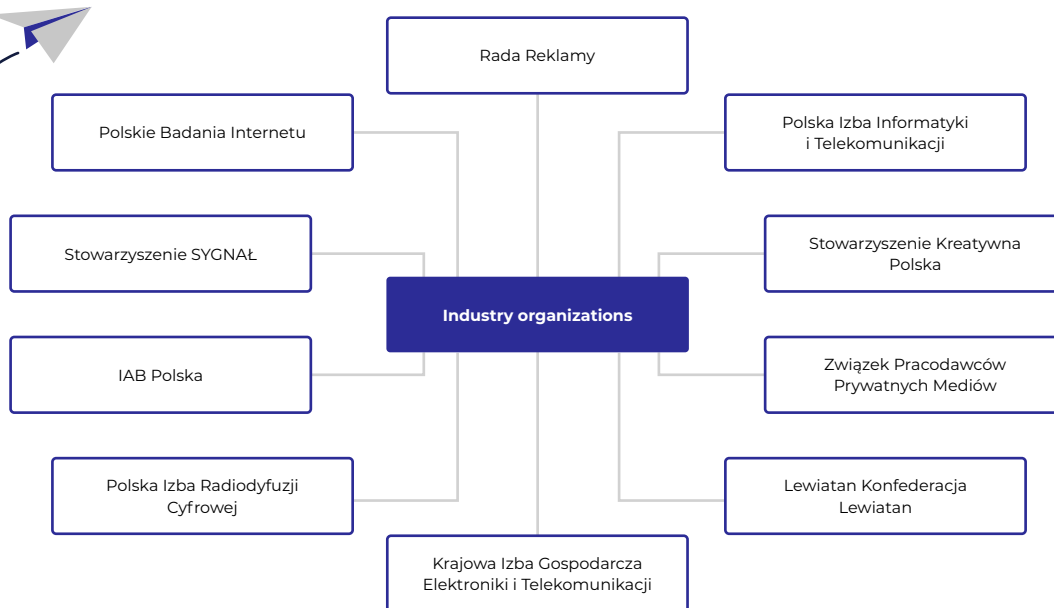


# CSR and communication

Compliance of our activities with the national and international laws and regulations – including Directive 2014/95/EU and the Polish Accounting Act. Publication of financial reports (according to GRI, in Core option).

## We go beyond standards:

- Participation in the work of 10 industry organizations
- Management processes and due diligence procedures in the areas of anticorruption, employee relations, human rights, impact on society and environment
- Attractive benefits for employees
- Social responsibility: safety, aid to children, promotion of sports, education



## Selected key topics raised by our stakeholders

- Group's impact on the economy
- Corporate ethics and governance
- Responsibility in relations with customers, while building TV messages and advertising
- Investments in research and development
- Working conditions, work safety, education and development of employees
- Prevention of digital exclusion
- Activities carried out for local communities
- Quality and safety of products and services
- Sponsoring of sports events and promoting active lifestyle thanks to promotion of sports
- Proper waste management

