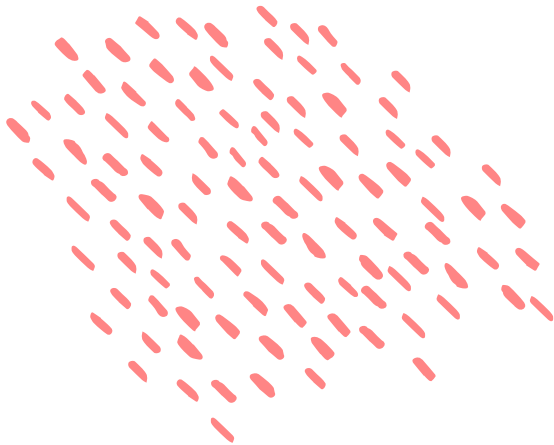
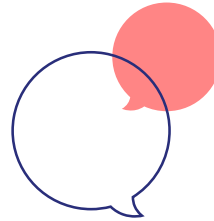
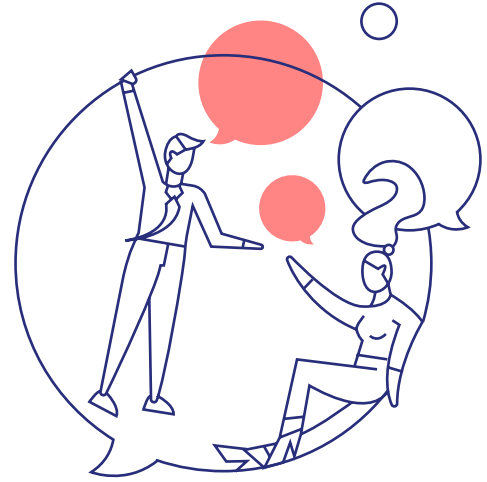


CSR and communication - our management approach

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 and non-financial reports (according to GRI, in Core option).

We go beyond standards:

- Participation in the work of 9 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.



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.