



NEXERA

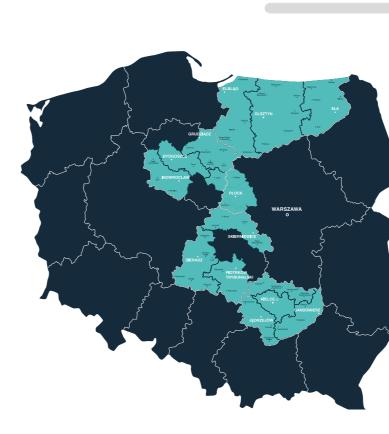


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About NEXERA

NEXERA is Poland's first exclusively wholesale telecommunications operator developing a large scale fibre optic access network (NGA) of high throughput (min. 100 Mb/s). The shareholders of NEXERA are companies with long-standing experience on the global telecommunications market: Infracapital and Nokia.

NEXERA is building an optical fibre network in 14 areas of central and north-eastern Poland on the basis of the Digital Poland Operational Programme (POPC). The program aims to eliminate those places in the country that do not have access to very fast Internet and to counteract digital exclusion of EU citizens. In addition to building a subsidized network, NEXERA plans to more than double its network coverage with funding from the company's owners. Ultimately, thanks to the POPC funding and the implementation of its own projects, NEXERA's cutting-edge fibre-optic network will cover 1 million households and almost 3 thousand schools and educational units.



NEXERA's mission

NEXERA's mission is to open up new opportunities for residents to live, work and do business better. It achieves this goal by building and managing a fibre optic access network and providing fast, stable and reliable access to the digital world in Regions that have not been connected to a broadband network so far. We do not want to be just a service provider. We want to actively participate in the lives of local communities in the NEXERA Regions and change their daily lives for the better.

NEXERA Regions

NEXERA from 2017 develops telecommunications infrastructure in small towns and rural areas by building and managing a fibre optic access network in four Regions of Poland: Łódzki, Świętokrzyski, Kujawy, Pomorze & Mazowsze Region, and Warmia & Mazury Region. These areas are called NEXERA Regions.

Why do we help?

Because we believe that good comes around and every bit of help changes the world for the better. Responsibility is one of the values that has guided us from the very beginning of NEXERA's activity, which is why we actively engage in the life of local communities of our Regions. We act according to the idea that small steps can go a long way and even the smallest gesture can change someone's life.

Our beginnings

Our brand has been with the residents of NEXERA Regions for over 3 years. We feel a part of these communities, which is why we strive to improve the inhabitants' quality of life in every aspect. We develop a fibre optic access network, provide fast, stable and reliable access to the digital world, but we also try to have a positive impact on a wider scale. That is why the **NEXERA Heroes Project was created.**

The idea of acting for those in need was born in 2018 from the desire to actively participate in the lives of the people of NEXERA Regions. That's when we took the first step towards a better world. We started by working for an animal shelter in the Łódzki Region. Since Q3 2019, we have been working for charity, as part of the NEXERA

Heroes Project.

The main goal of NEXERA is to fight digital exclusion and open new opportunities for a better life, work, education and business. However, our goals go further. We listen carefully to our stakeholders, transforming the challenges they face into actions to improve their quality of life. Our commitment is measured by the real help we provide to the most needy communities and organisations in the areas of education, sport, ecology and social initiatives in NEXERA Regions.

We believe that doing business requires responsible action, so we invest our time and funds in initiatives that help locally and respond to the most urgent problems. We believe that all help starts with small gestures, and consistent work gives impressive results. It is in this spirit that the NEXERA Heroes Project was created. For every 1000 steps taken by the NEXERA team, the company donates one zloty to a charity chosen together.



Together, we are committed to changing the world. As a technology company, we believe our impact on everyday life is unique, so we want to inspire others by maintaining the highest ethical standards and conducting business responsibly.

We give you the Report, which is the fruit of the joint work of our employees and the involvement of a group of people from our social and business environment. In it you will find a description of the sustainable development activities implemented by NEXERA in 2018-2020.

I wish you a pleasant read.

Jacek Wiśniewski

President of the Management Board NEXERA

Since 2018, we successfully...

took part in the action of cleaning the Turquoise Lake and building kennels for dogs in the shelter in the Łódzki Region

In September 2018, the NEXERA team built wooden dog kennels with their own hands, which we then donated to shelters in the Łódzki Region. A year later, we collected waste near the Turquoise Lakes in Wapienniki. In total, we managed to collect 271 kg of waste

created the NEXERA Heroes Project

As of June 2019, 115,058,523 steps of our employees have been converted into more than PLN 115,000 helping local communities in NEXERA Regions.

contributed to the Educational Leadership Academy of the Humanites Institute

NEXERA, as a partner of APLO, has funded the participation in the programme for school principals from NEXERA Regions. Our efforts have given them the opportunity to participate in workshops and establish close cooperation with experienced business trainers and specialists in psychology, sociology and social innovation, thus contributing to the improvement of the level of education in the Regions where we are developing our network.

financed the purchase of an integration carousel for children in wheelchairs from the School and Education Centre in Lidzbark

As part of the NEXERA Heroes Project we supported the Special School and Educational Centre in Lidzbark Warmiński. In agreement with the head of the commune, the fund was used to purchase an integration carousel for disabled children.

prepared the first **#RegionyNEXERY Report**

The #RegionyNEXERY Report is one of the most cross-sectional sources of knowledge about Polish Internet users in NEXERA Regions, where access to broadband Internet is lacking or limited. Two editions of our original study have been produced so far.

financially supported the **Górniki Primary School and fully** equipped a modern Multimedia **Education Centre**

NEXERA fully covered the cost of equipping a modern Multimedia Education Centre at the primary school in Górniki in the Świętokrzyski Region. Thanks to our support, the school now has a projector and six new and fully-equipped computer workstations to support the students education.

supported Nursing Homes in the fight against COVID-19

The residents of Nursing Homes are predominantly elderly people, and they found themselves in a particularly difficult situation in early 2020. The coronavirus pandemic posed the greatest threat to them, which is why we decided to financially support four selected Nursing Homes in NEXERA Regions. With our help, the centres were able to cover the cost of the necessary protective products.

provided financial support to Nursing Homes over the Christmas period

In December 2020, we allocated a total of PLN 40,000 to help four Nursing Homes in the NEXERA Regions. The funds have been used to fight the pandemic extensively and to purchase necessary protective equipment for residents and staff.

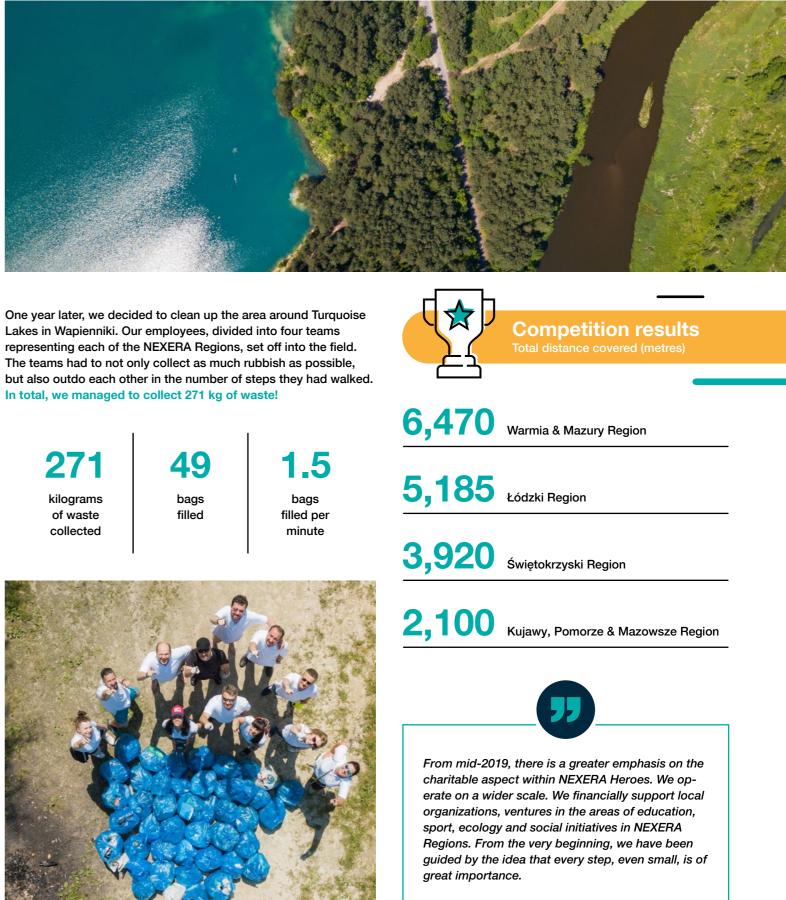
Working for a better world

We change the world. We believe that with small steps we can do big things. Before we moved on to helping those in need in all NEXERA Regions, we made the first move with our own hands. At NEXERA, we also appreciate small gestures that bring goodness because each one brings us closer to a better world. The NEXERA Heroes initiative was founded on the belief that each of us can be a hero.



The idea of NEXERA Heroes was created in September 2018, during a team-building meeting. Divided into four teams, we built wooden dog kennels, which we then donated to shelters in the Łódzki Region. Direct participation in this initiative not only brought our employees together, but was also the first step to further joint activities.













Paweł Biarda, Member of the Board of NEXERA

Turning steps into good

At NEXERA, we believe that good deeds come around and helping others can be simple. The NEXERA Heroes initiative was born out of a desire to support those most in need and a sense of responsibility for others. We launched in September 2018 with four teams whose steps we are converting to zloty and bringing help. From Q3 2019, we are emphasising the charitable aspect of our venture, and for every 1,000 steps taken by NEXERA's teams, the company donates 1 PLN to a charity chosen together.

So who is a NEXERA Hero? Anyone who believes that even great changes start with small steps. A person who consistently strives for their goal and knows that they can change someone's life step by step. A NEXERA Hero is a hero that anyone can be.





If we counted our steps from Q3 2019 to the end of 2020, we could have walked from Zbeltowice (Świętokrzyski Region) to Frombork (Warmia & Mazury Region) more than 113 times. Together we would have walked 115,058,523 steps, which is almost 58,000 km.

In total, this translates into over PLN 115,000 donated to charity by the end of 2020.



The NEXERA Heroes Project involves employees divided into four teams, which correspond to the four NEXERA Regions: Warmia & Mazury, Kujawy, Pomorze & Mazowsze, Świętokrzyski and Łódzki. The team that makes the most steps during the quarter chooses an organisation or a cause for which the company donates money.



Who we have helped so far?



Q3 2019

We donated the zlotys converted from walking 18,947,889 steps in Q3 2019 to the Słoneczna Przyszłość Foundation in Busko Zdrój. The organisation deals with broadly understood education and cancer prevention among children. Circumstances caused by the coronavirus pandemic meant that previously planned activities could not be carried out until autumn 2020. In October in Busko Zdrój, thanks to the financial support of NEXERA, 80 little patients had the opportunity to undergo free oncological screening tests.

Q1 and Q2 2020

Due to the outbreak of the pandemic, with the amount of PLN 40,000 raised in Q1 and Q2 2020, we decided to support Nursing Homes in all four NEXERA Regions in the fight against coronavirus.

Q4 2020

In the last quarter of the year, we supported the Association of Homes for Children and Young People "BLIŻEJ MARZEŃ" in Łoniów with the amount of PLN 20,528. The money was used to renovate and purchase furniture for children's rooms in the Administration Centre for Children and Young People, as well as to refurbish other rooms, especially those where the facility's wards spend their free time.

NEXERA Heroes integrates employees with a common goal - to help local communities in NEXERA Regions. We also promote a healthy lifestyle and daily physical activity. We want to show that helping is easy and everyone can become a hero. We are proud of our achievements so far and are full of enthusiasm to do good.

Piotr Wieczorkiewicz, Member of the Board of NEXERA



• Q4 2019

In Q4 2019, we allocated PLN 15,928 to help the Society of Children's Friends in Sieradz, which provides help, support and protection for children and young people.

Q3 2020

In the next quarter of 2020, the funds obtained from walking 23,377,798 steps were allocated to the Special School and Education Centre in Lidzbark Warmiński. The centre deals with the upbringing and education of children and young people with moderate, severe and profound intellectual disabilities.

Support for the School and Education Centre in Lidzbark Warmiński

Each initiative realized within the NEXERA Heroes Project is unique. NEXERA's teams compete with each other in the number of steps covered, but we all play to the same goal. The winning team that walks the most has the opportunity to choose an NGO to which NEXERA donates money for a set purpose. In this way, we actively involve our employees and give them the opportunity to individually support those most in need.



The NEXERA Heroes initiative is maintained in the spirit of internal competition between teams, which further motivates us to be active. Helping others is at stake. NEXERA Heroes is first and foremost a charity project, but it also to raises awareness of our employees and their integration within the teams. We are a responsible company, so we also want to be responsible for others. Successive records give us motivation and drive to action, and the biggest reward is seeing the effects of our support.

Paweł Hordyński, Member of the Board of NEXERA



23,377,797 steps

The third quarter of 2020 was by far the best in our NEXERA Heroes history to date. In total, our teams walked as many as 23,377,797 steps.



In this way we managed to collect the amount of PLN 23,377 which the winning team decided to donate to the Special School and Education Centre in Lidzbark Warmiński. The Centre deals with education of children and youths with moderate, severe and profound intellectual disabilities. The Centre houses a kindergarten, an elementary school, a preparatory school, remedial and educational groups, as well as early development support classes. At present there are 57 pupils aged 3-25 under care.

The financial support provided by NEXERA was used by the Centre to purchase an inclusive carousel for children in wheelchairs.

The project is all the more unique because it is a grassroots initiative coming from the Region and is the result of a conversation between NEXERA team members and the Head of the Municipality.



NEXERA

Cooperation with the Educational Leadership Academy of the Humanites Institute

One of the main goals of NEXERA's activities is to improve the quality of life of the inhabitants of the Regions. As a partner of the 11th edition of the APLO programme, which is the first Leadership Development Programme in Education in Poland initiated in 2011, we have allocated funds for the participation of four school principals from the NEXERA Regions. Participation in the Humanites Institute's Educational Leadership Academy initiative is an opportunity for more educational leaders to acquire new business competences that they will be able to use in their everyday work. It is the first step bringing the inhabitants of the Regions closer to introducing innovative techniques of managing educational institutions and adjusting Polish education to the requirements of the modern world.



Digital Centre analysis shows that up to 30% of teachers may not have the necessary competences to teach remotely.



The national youth survey "Teenagers 3.0" shows that in the Polish education system the Internet and new technologies are used mainly in a passive manner, oriented towards reproductive acquisition of knowledge. 81.2% of students claim that teachers use the Internet mainly to show videos or ready-made presentations (77.6%).



77% of teachers who participated in the NEXERA survey believe that access to fast and stable internet makes lessons more interesting for students.



48% of teachers in NEXERA Regions say that the Internet at school gives them the opportunity to participate in training to improve their competences.



Simply bringing fibre optics to schools is not the solution to all the ills of our education system. That is why NEXERA supports the development of principals as leaders who will be able to use the full potential of the Internet. Our perspective, consistent with the Educational Leadership Academy of the Humanites Institute, ensures that by connecting people with technology we contribute to the most important educational goals and equalise the opportunities of inhabitants of small towns and rural areas with those of larger cities. The programme, in which NEXERA participates, supports development of competences, which will help its participants to make good use of new technologies and tools we provided.

Paweł Biarda, Member of the Board, NEXERA

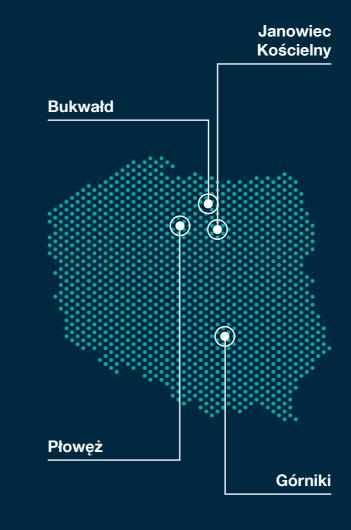
After many conversations with school directors, we know that modern education is not keeping up with the pace of change in the environment, both in terms of content and teaching methods. Key competences, such as the ability to learn and unlearn, emotional intelligence, building relationships and cooperation, independence, perseverance and taking responsibility for decisions, are poorly developed at school. Therefore, if we want to improve the quality of education that ensures both the proper transmission of knowledge and the development of competencies, headmasters of educational institutions must have the opportunity to develop at a level that until now was reserved, mainly due to the financial barrier, for top business executives. In our programme we broaden the perspective and bring together different worlds, which is why we value the opportunity to work with NEXERA. The practical dimension of APLO is also supported by more than 350 senior business executives who work individually with our headmasters as coaches and mentors.

Zofia Dzik, investor, entrepreneur and creator of the Educational Leadership Academy of the Humanites Institute (APLO)

Innovative programme for teachers

The Educational Leadership Academy of the Humanites Institute (APLO) is the first Leadership Development Programme in Education in Poland. It was created in 2011. The essence of the programme is close cooperation between school principals and leading lecturers from the world of business, psychology, social innovation, sociology and pedagogy who educate leading leaders. Thanks to NEXERA's involvement, headmasters of selected schools have a chance to take part in a unique year-long project consisting in close cooperation with experienced trainers.

Thanks to our patronage, the opportunity to participate in the programme was given to the headmasters we selected together with the organisers in cooperation with the Marshal Offices and the regional representatives of NEXERA.



Educational Leadership Academy of the Humanites Institute website: www.aplo.pl

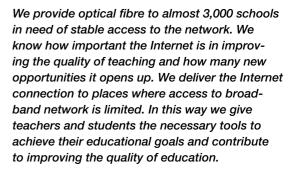


Already after the first two days of training I was able to re-evaluate my life goals and start making changes which I hope will result in positive effects for the school environment. The dynamism of the classes and the openness to others of the APLO experts created an experimental atmosphere full of anticipation for new challenges. I look forward to the next meetings. I am honoured to be part of APLO and at the same time grateful to NEXERA for inviting me to participate in the project and fully funding the training. The people who make up NEXERA have a high level of empathy for rural communities still in need of equal development opportunities.

Sławomir Staciwa, Headmaster of the Primary School in Górniki



Participation in the programme of the Educational Leadership Academy of the Humanites Institute is a unique opportunity for participants to acquire broad managerial competencies. The project lasts one year and consists of six two-day thematic workshops and individual cooperation over a period of 4-6 months with a designated mentor from a top-level business management.



Paweł Biarda, Member of the Board of NEXERA

Financial support for the school in Górniki

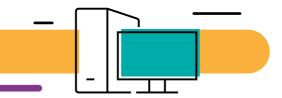
Schools of the future - how we are changing education.

Back in 2019, it was an ordinary, standard-equipped and unremarkable classroom in an elementary school in Górniki, Świętokrzyskie Region. Any didactic, multimedia facilities for students and teachers were then just a dream of the future. A year later, on February 21, 2020, thanks to NEXERA's support, an Multimedia Education Centre was built, which no longer resembles a classroom from a few years ago.



NEXERA fully covered the cost of equipping a modern Multimedia Education Centre in the elementary school in Górniki, Świętokrzyski Region, amounting to PLN 16,700. It now includes six new and fully equipped computer stations and a projector.

From the very beginning, NEXERA has been driven by the idea that technology is an integral part of today's everyday life and no area should remain indifferent to progress. New technologies not only enable effective learning, but also make teaching more attractive. The process of implementing digital facilities in schools is time-consuming and requires a large financial investment. Therefore, NEXERA decided to financially support an educational institution in one of the four NEXERA Regions where the company is expanding its network.



NEXERA's donation was used to purchase computers, monitors, desks, a projector and a router. In addition, the school invested its own funds to renovate the room and purchase sound systems and software for the donated equipment.

The aim of the project was to create an interdisciplinary laboratory for students, teachers and parents as well as a school information and education centre. The centre allows students to use a variety of resources with the latest technology, and teachers can conduct multimedia classes. The new facilities include interactive monitors and e-learning platforms as well as the possibility to use the library and the multimedia reading room.

The benefits of innovation at school

Through the use of technology, education becomes more attractive and effective. Interactive lessons can be an engaging factor for students, as innovation stimulates creativity and creative skills. Additionally, the multimedia form of classes can be a solution for students who find traditional ways of teaching difficult. New technologies make it possible to introduce solutions that can support people who are hearing impaired, visually impaired or struggle with disabilities, to equalise their chances of acquiring education.





The Internet is used by 90% of children and young people aged 7-15, and already 80% of them have a cell phone for personal use, shows a 2019 UKE study.

Data collected in 2019 by the European Commission in the "Digital competences and distance learning in the European Union" report shows that computer use in Polish schools is not far behind the EU average. However, there is still room for improvement, as up to a quarter (25%) of students never or almost never use a computer at school.



Investing in new technologies is an opportunity for students to improve their digital skills and quality of life. Our proprietary #RegionyNEXERY2020 Report shows that 86% of teachers believe that educational institutions should have access to high-speed Internet, and three in four (77%) say that access to a stable connection makes classes more interesting for students. Wise use of innovation in schools can benefit both students and teachers, and coupling education with technological progress will allow for better adaptation of young people to the conditions of today's world.

Jacek Wiśniewski, President of the **Management Board, NEXERA**



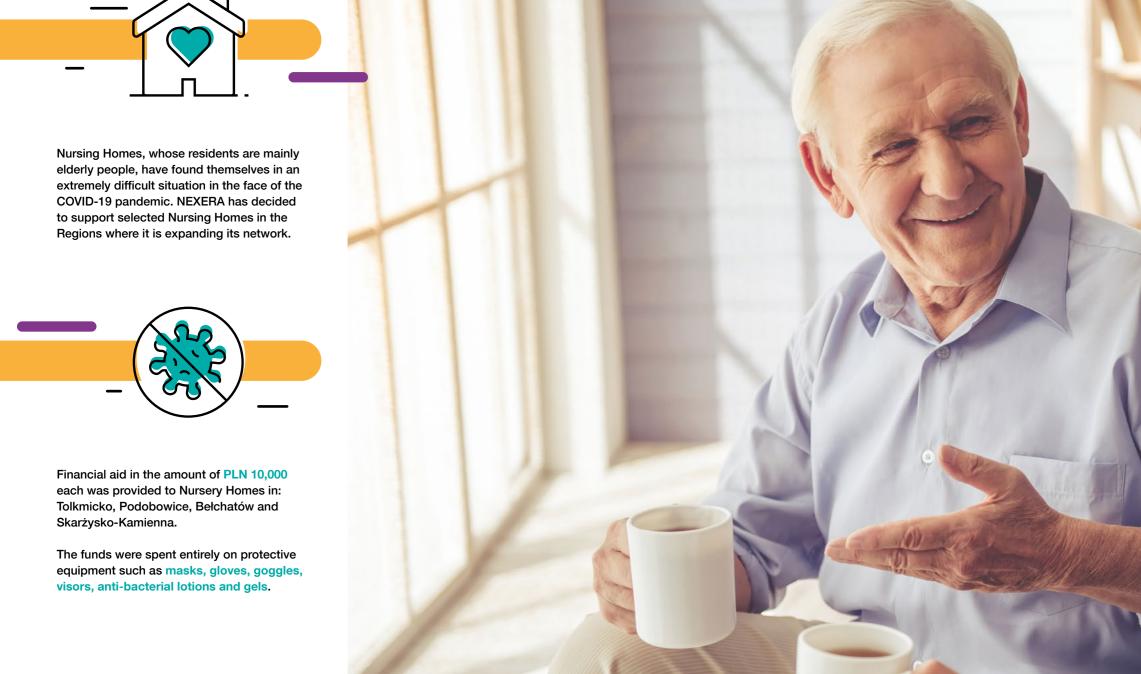
Support for Nursing Homes in the fight against COVID-19

The consequences of the coronavirus pandemic have affected every area of our lives. It has presented us with new challenges and threats that we all face. In this situation, special care should be given to those who are most vulnerable to the negative effects of COVID-19. NEXERA has not remained indifferent and has decided to financially support four Nursing Homes located in each of the NEXERA Regions.



2020 certainly was a special year. We know that with current events, the issue of ensuring safety and protecting health and life is a top priority. In a pandemic situation, the elderly are most at risk. As a result, they are the first to receive our support in the fight against COVID-19. Four Nursing Homes, one from each of our Regions, received funding from NEXERA to purchase necessary protective equipment. In total, we allocated PLN 40,000 to help those in need.

Paweł Hordyński, Member of the Board of NEXERA



NEXERA



Christmas support for Nursing Homes in NEXERA Regions

The year 2020 made us realize how important it is to be in touch with other people. The difficult situation we have been facing has affected our everyday life and relationships with the loved ones. Christmas is a very special time, so due to the prevailing circumstances, we decided to help four selected Nursing Homes in order to show solidarity with those in need during this period, which is special due to the pandemic.

NEXERA has donated a total of PLN 40,000 to four Nursing Homes located in: Pniewo in the Świętokrzyski Region, Szyldak in the Warmia & Mazury Region, Zabłoty in the Łódzki Region and Nakło in the Kujawy, Pomorze & Mazowsze Region.

The money was allocated for the broadly defined fight against the pandemic. Each Nursing Home received resources to purchase protective equipment such as masks, visors, gloves, disinfectants, and additional beds.







10 000 PLN

Numerous restrictions have boosted the importance of direct contact with other people, but also made it more difficult than ever. Due to the pandemic situation, instead of gifts for our customers and partners, this Christmas we decided to financially support those who need help the most. For the sake of health and safety of residents and staff of the Nursing Homes in the NEXERA Regions, we have decided to donate PLN 10,000 to each of the selected centres. We were able to engage our customers, partners and co-workers to help us by providing support also on their behalf.

Piotr Wieczorkiewicz, Member of the Board of NEXERA





#RegionyNEXERY Report

We cannot imagine the world without the Internet. Not only because we are a telecommunications operator, but above all because virtual reality affects the daily lives of each and every one of us. Year after year, the number of active network users is growing, and the year 2020 has further accelerated the digital transformation we have already seen. The pandemic meant that we were forced to perform most of our duties remotely. This makes it all the more difficult to believe that there are still areas on the map of Poland where fast and stable Internet does not reach.





NEXERA's mission is to open up new opportunities for the people of the Regions to live, work, educate and do business more comfortably and better. Since the beginning of our activity, we have been pursuing this goal by building and managing a fibre optic access network and providing access to the digital world in places that so far have not been connected to the broadband network or remain digitally excluded.



The #RegionyNEXERY Report was created with the idea of bringing closer the relevance and scale of Internet use in several areas of our lives: everyday web use, entrepreneurship, education and government services.

The #RegionyNEXERY is the proprietary NEXERA's study, launched in 2019 and implemented by GfK. The report is one of the most cross-sectional sources of knowledge about Polish Internet users in areas where access to broadband Internet is limited or lacking.

Our #RegionyNEXERY2020 **Report finds, among other** things, that:



One in three respondents (32%) say that expanding access to a high-speed Internet network is now far more important than expanding road infrastructure or developing cultural and educational facilities.



39% of entrepreneurs in NEXERA Regions believe that boosting Internet speed would positively influence increased profitability and business development.



Three out of four teachers (77%) believe that access to fast and stable Internet makes lessons more interesting for students.



every 2 weeks.

Over half of online shoppers (52%) are regular users who shop online at least once

71%

71% of respondents access government services without leaving home.

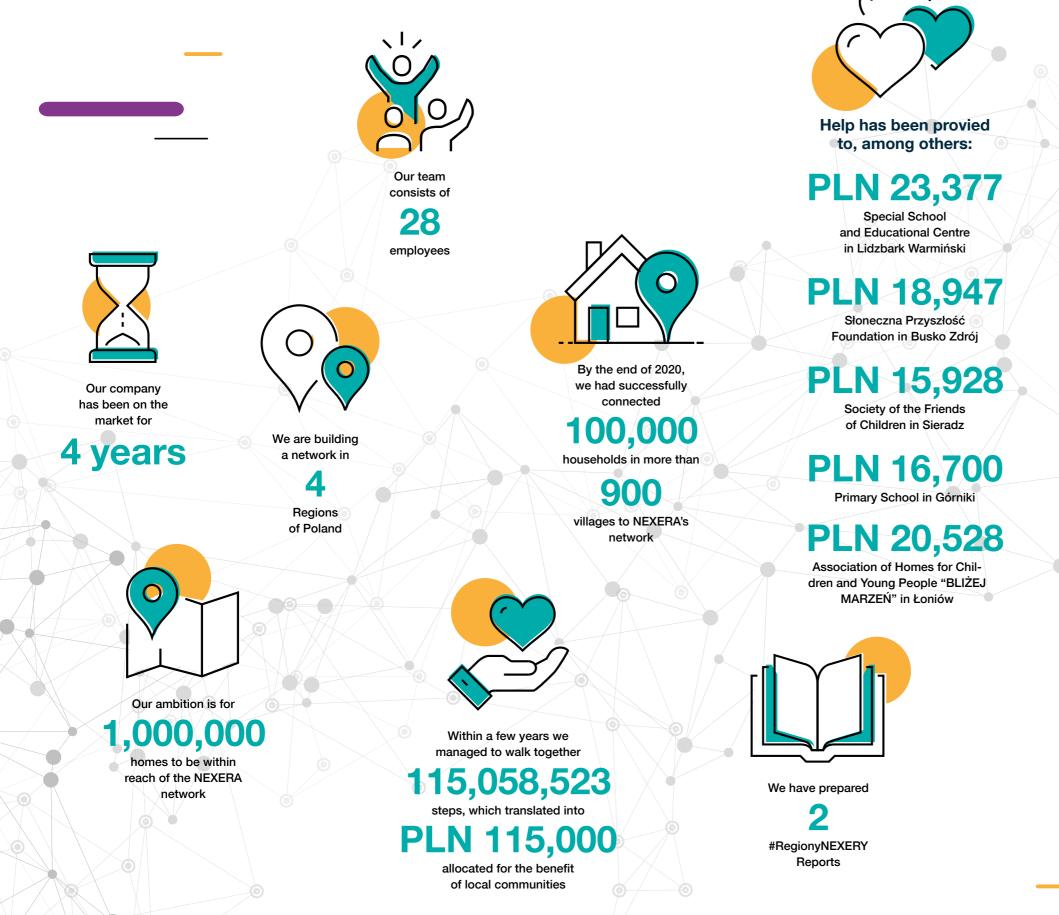
The previous year has shown us how many limitations and barriers can be overcome via the Internet. Many of us realised only during the pandemic the enormous scale of possibilities of transferring part of our daily duties and tasks to the network. We can therefore assume that the processes observed recently are not a temporary and sudden need, and that many habits acquired during the pandemic will remain with us even after it's over. This is evidenced by the fact that already today one in four respondents (25%) are not satisfied with the quality of their Internet connection, and half of respondents (47%) are considering increasing the speed of their connection in the coming year.



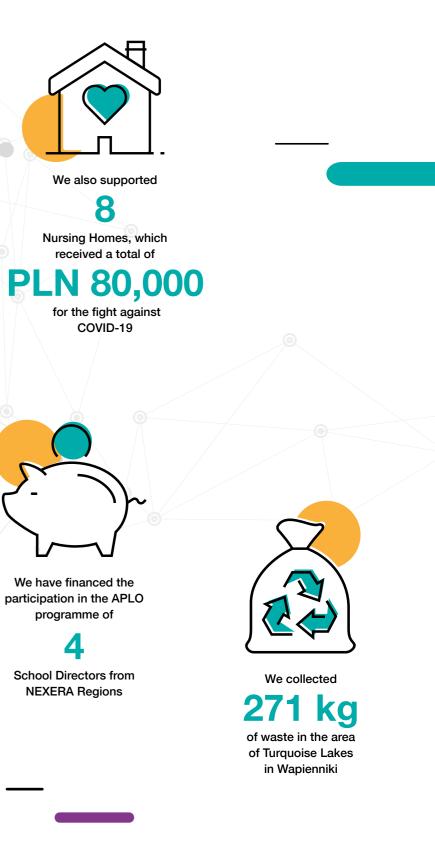
Our #RegionyNEXERY2020 Report was conducted in special, and in hindsight, even ground-breaking circumstances. We managed to observe significant dynamics of processes, which were already noticeable in the previous edition of the study. NEXERA's Report explains them in depth and describes them in detail, so it is a complete source of information about Internet users in the Regions. The uniqueness of the latest edition of the report is evidenced by the fact that never before in history has the demand for services available on the Internet been as large and widespread as it is now. We look forward to seeing the effects of these changes, which we will present in the next edition of the #RegionyNEXERY Report.

Paweł Biarda, Member of the Board of NEXERA

Help within reach of NEXERA







More to come

As a telecommunications operator, we know how much we influence the everyday lives of others. Thanks to us, inhabitants of four Polish Regions: Łódzki, Świętokrzyski, Kujawy, Pomorze & Mazowsze and Warmia & Mazury Region can access the potential of the digital world every day. Thus, we open new opportunities for them to live, work and do business more comfortably. Ultimately, thanks to the POPC funding and the implementation of its own projects, NEXERA's cutting-edge fibre optic network will cover 1 million households and almost 3 thousand schools and educational units.

We want to be perceived not only as a service provider, but first of all as a partner. Our activities focused around NEXERA Regions are based on mutual dialogue and strong involvement in everyday life of our inhabitants. We strive to build relationships based on mutual respect and good cooperation. Our initiatives respond to the needs of local communities of the NEXERA Regions. We act as a team because we believe that good unites.

Our goal is to run our business responsibly. Every day we make every effort to improve the quality of life of our stakeholders. The greatest motivation for us are the visible effects of our work. The initiatives implemented by NEXERA in 2018-2020 reflect on the next steps we intend to take in the future.

We do not rest on our laurels. Social responsibility is part of our work culture. Since its inception, NEXERA has supported the development of the local communities of the Regions by responding to the expectations of residents. In a technological world, everyday life is constantly changing. We are not indifferent to changes and adapt our actions to the prevailing circumstances and important events. We believe that dialogue, good cooperation and responsibility are a step towards positive changes in our environment. The idea of social responsibility is permanently inscribed in the strategy and daily practice of NEXERA's business activities.







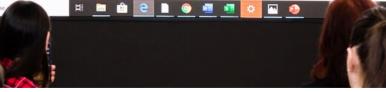
AKADEMIA PRZYWÓDZTWA LIDERÓW OŚWIATY

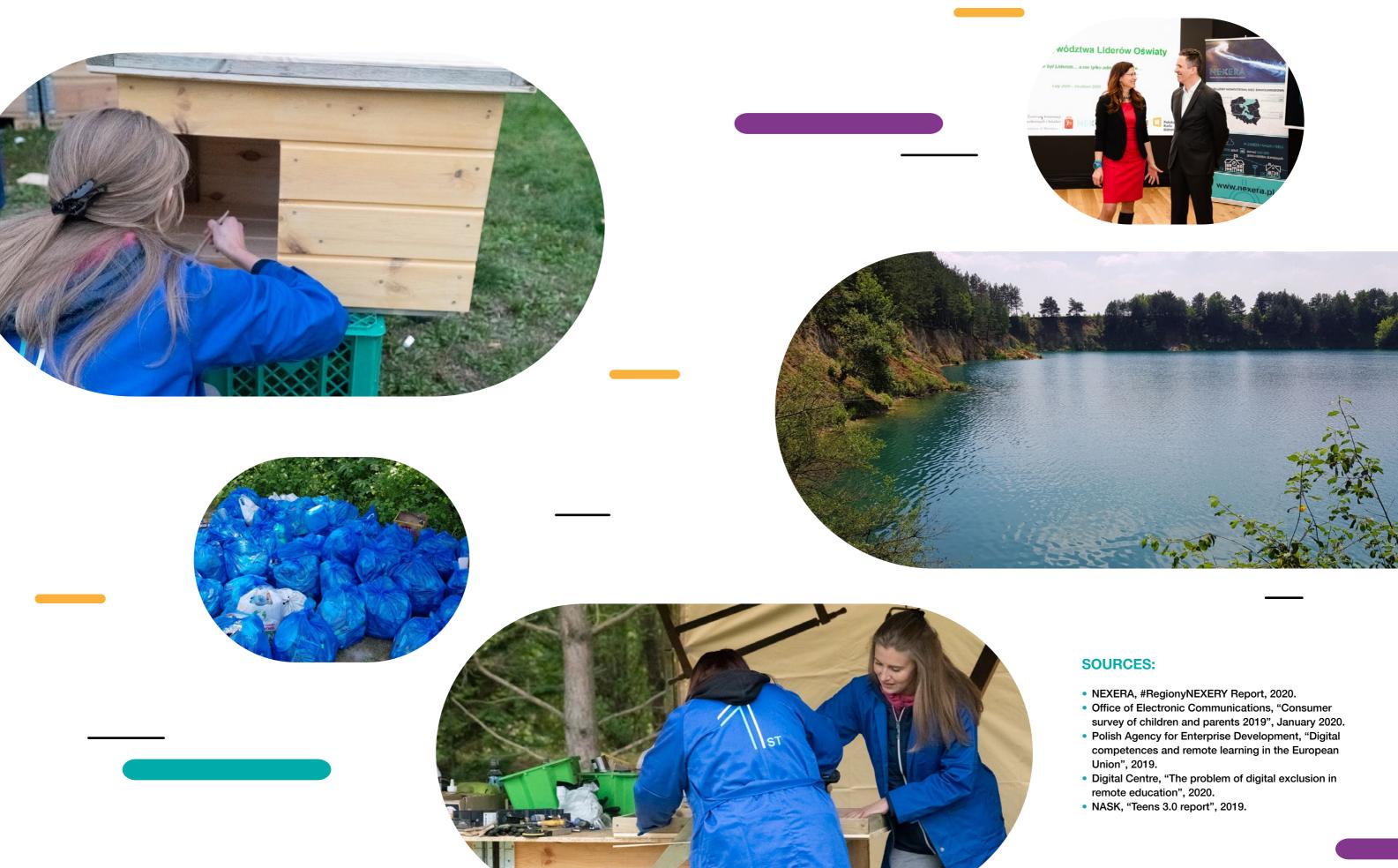
by Dyrektor był LIDEREM, a nie tylko administrator

















ATRIUM PLAZA, VIp., al. Jana Pawła II 29, 00-867 Warszawa

www.nexera.pl

