

NEXERA *Heroes*



2021

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Introduction

NEXERA has been with residents of the NEXERA Regions for over 4 years. We are constantly developing and engaging in building awareness of local communities. We believe that our joint initiatives improve people's lives. Our commitment ensures that we invariably identify with and feel part of NEXERA Regions.

For years we have been developing and improving the fibre access network to provide fast and stable access to the digital world to residents of small towns and villages. We believe that apart from these activities, which are in line with our ethical values, we can also have a positive impact on a wider scale, e.g. through our original NEXERA Heroes project.

Our desire to actively participate in lives of the NEXERA Regions residents consistently encourages us to act for those in need. The initiative was born in 2018, when we decided to change the world for the better in small steps, starting with supporting an animal shelter in the Łódzki Region. More ideas and outreach programs quickly followed, and the positive energy around these activities became the driving force. It confirmed our belief that local communities and our employees have almost unlimited commitment and willingness to help. Everyone can benefit from it. Not only do we support and fulfill dreams, but also develop internally and become sensitive to the needs of others. It is priceless to witness the positive effects of our actions, how much joy and fulfillment they give to others, but also how much they enrich us all.

The charitable concept of the NEXERA Heroes is our idea to open up local communities to new opportunities for living, working, learning or simply improving their businesses. While implementing the NEXERA Heroes project, we are also open to challenges, we listen carefully to our stakeholders in order to effectively support them and solve their day-to-day problems. Together, we face challenges and overcome difficulties step by step. We all increase our quality of life and gain satisfaction from joint projects and supporting worthwhile, locally important initiatives.

Our development and commitment translate into real help, which we give to the disadvantaged communities and organizations working in the field of education, sport, ecology and social initiatives in the NEXERA Regions.

We believe that doing business requires responsible action, which is why we invest our time and funds in initiatives that help locally and respond to the most pressing needs. We are convinced that every help starts with small gestures, and systematic work gives impressive results. This is the spirit in which the NEXERA Heroes project has been created.

In 2021, we became a sponsor of a year-long, training program of two titled athletes - Monika Grzybczyńska and Katarzyna Kornasiewicz. They form an exceptional cycling tandem. We also support the University of Success and the initiatives of the Educational Leadership Academy, which pursues important educational and social goals that improve residents of the NEXERA Regions quality of life. Our employees count their steps and we turn them into real financial help for social, educational and charity organizations.

All of us at NEXERA are very committed and we identify with values that change the world and make it a better place. We believe that technology company can have a real impact on everyday life. By helping and supporting others, we want to pursue our business responsibly inspire those around us.

We would like to present you with another NEXERA Heroes Report, which is the fruit of the joint work of our employees and the involvement of many people from our social and business environment. We encourage you to read about our initiatives implemented in 2021 with passion and conviction of the rightness of our actions.

I wish you an enjoyable read.

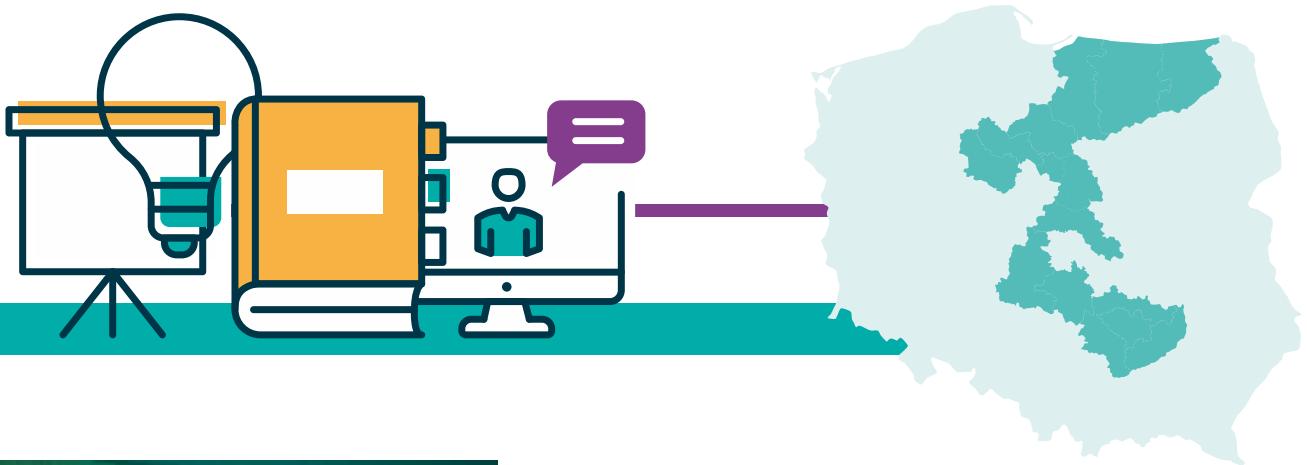
Jacek Wiśniewski,
President of the Management Board, NEXERA



How Do We Support Local Communities and Promote NEXERA Regions?

NEXERA builds modern fibre-optic network in four Regions of Poland, mainly in rural areas and small towns, providing residents, companies, schools and all institutions within the network reach access to fast Internet and modern digital services. Since the beginning of our operations, we have been listening to the needs of local communities, and conducting our activities by communicating with stakeholders in the Regions on an ongoing basis.

In the subsidiary activities that carry our infrastructure investments, the common denominator is all about **localism, support** and **care**. We are loyal to our Partners, Customers, users of our network and all residents of the areas where we develop our modern infrastructure. List of our initiatives is already impressive, but we certainly will not rest on our laurels, in fact, most of our programs are recurrent. Our flagship projects include:



The NEXERA Heroes Project

The cornerstone of the company's activities for local communities. The original programme is a grassroots initiative of employees who want to help those in need and have a real impact on the environment. That's what this report is about!

The #RegionyNEXERY Report

A project implemented since 2019, one of the most cross-sectional sources of knowledge about Polish Internet users in areas where access to broadband Internet is lacking or limited. Fourth edition of the study will be released this year!

The NEXERA Heroes Report

In 2021 we produced our first report summarizing social, charitable and philanthropic activities of the company and our employees.

The #SiećWdomu podcast

In 2021, we made an original 10-episode podcast series entitled #SiećWdomu, where experts and guests discuss the changes we are experiencing as a result of moving many of our daily activities to the virtual world.

About NEXERA

NEXERA is Poland's first large-scale exclusively wholesale telecommunications operator developing a high-capacity (min 100 Mb/s) fibre-optic access network (NGA).
The shareholders of NEXERA are companies that have been active on the global telecommunications market for years: Infracapital and Nokia.

Based on the **Digital Poland Operational Program (POPC)** and 20 currently implemented projects, NEXERA is building optical fibre network in 14 areas of central and north-eastern Poland.

The program aims at counteracting the digital exclusion of the citizens of the European Union among others by building the NGA network. Ultimately, over

1 million households

and almost

3,000 schools and educational units

will be within the reach of NEXERA's state-of-the-art fibre-optic network.

This year, NEXERA is celebrating 5th anniversary. In this short time, the company has won many Polish and international awards. We have won, among others, the title of "**Innovator of the Year**" in the **Golden Antennas** competition, we also received an award in the Best in Cloud 2019 and in the international competition, **Global Carrier Awards 2020**, honoring the best telecommunications companies in the world. In 2021 NEXERA received the prestigious **Teraz Polska emblem** and the **Dream Employer** title. Since last year, the company is a member of the elite industry association **FTTH Council Europe**.

What are NEXERA Regions?

Our operations are focused in four regions of Poland, which we call the **NEXERA Regions**. Since 2017, we have been developing telecommunications infrastructure in small towns and rural areas by building and managing a fibre-optic access network in Regions: Świętokrzyski, Łódzki, Kujawy, Pomorze & Mazowsze, and in the Warmia & Mazury Region.



OUR MISSION

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



About the NEXERA Heroes Idea

Since the beginning of the company's operations, NEXERA's employees have been actively involved in social campaigns developing the Regions where we build our fibre optic network. Our grassroots initiative NEXERA Heroes was born in September 2018, when during a team-building meeting we hand-built wooden dog kennels, which we donated to shelters in the Łódzki Region.



This first step united us by the common idea of bringing support to those in need and with a sense of responsibility for others. We also decided to make the initiative more regular.

The NEXERA Heroes project involves employees divided into four teams, which correspond to four NEXERA Regions: Świętokrzyski, Łódzki, Kujawy, Pomorze & Mazowsze, and the Warmia & Mazury Region.



For each

1,000 steps

taken by the NEXERA teams the company donates one złoty to the selected charity. The team that makes the most steps during the quarter chooses an organization or a cause to which we allocate the money.

Summary of the Year

In 2021 alone, through the NEXERA Heroes program, we have supported 9 organizations (such as: The Good Shepherd Home for Single Mothers in Żołędów, the “Our Children” Association of Parents and Guardians of Disabled Children and the DISEL Shelter in Wygoda), providing them with a total amount of **PLN 103,777**.



The first organization we decided to support in 2021 was the **Good Shepherd Home for Single Mothers in Żołędów**. This institution takes care of pregnant women and minors with children up to 10 years old from all over Poland. The Congregation of the Shepherd Sisters provides necessary help and safe living conditions. The support of NEXERA in the amount of

PLN 15,000

has enabled the **Single Mothers Home** to renovate two bathrooms, which are used by mothers with children.



As part of the **NEXERA Heroes** idea, we mainly support local initiatives. Thanks to the invitation of the

“BISKUPICZANIE” association and Piotr Łuczak, the head of Biskupice district and social activist, we had the pleasure to support the festivity in Biskupice – the town where our network is being created. The aim of the event was to raise money for the rehabilitation of three local children – Zuzia, Michał and Kinga.

The event consisted of auctions, a raffle and a military show by the 8th Kujawsko-Pomorskie Territorial Defense Brigade. As part of our support, the children received financial assistance in the amount of

PLN 15,000.

*In NEXERA we know that together we can do more. We want to help those in need and we take part in relevant actions. The **NEXERA Heroes** project integrates employees who share one goal – to support local communities in the NEXERA Regions. In 2021, together we made as many as **103,778,233 steps**, i.e. almost **73,000 kilometers**, which was converted into more than **103,000 złoty** donated to charity. The money was used to purchase equipment, renovate facilities or provide rehabilitation support for those in need. We believe that financial help from NEXERA is not only a short-term investment in selected organizations, but in particular, it is an impulse to improve life of local communities.*

Paweł Biarda,
Member of the Board, NEXERA

In the second quarter of this year, we gave financial support to the **Piotrków Talent Foundation**. This unique place in Piotrków Trybunalski is a space for cooperation, mutual learning, free exchange of experience between artists and local community. Thanks to our donation of over

PLN 13,000,

the foundation financed the purchase of air conditioning and window blinds.

In the third quarter of 2021, we donated over

PLN 13,000

to the **"Our Children" Association in Brzeziny**, whose mission is to provide comprehensive assistance to the disabled, mainly children and youth, and their families. As part of its activities, the association provides rehabilitation to people from the province of Łódź, especially the inhabitants of Brzeziny, Łódź East, and Łódź city center. NEXERA's support will be used to employ physiotherapists and neurologists. Thanks to the donated amount, many children will benefit from free rehabilitation for three months.

At NEXERA, we never miss an opportunity to help. We count steps even during our trips together. During the three-day retreat in Sandomierz, our employees walked a total amount of

1,251,131 steps.

We donated the money collected this way to the **Noble Angels Foundation**, which helps people with intellectual disabilities, autism, including Asperger's and with multiple disabilities, by providing rehabilitation, social, therapeutic and vocational education. For donated money, foundation bought benches for the playground and flower pots for the children's gardening classes.

We also think about animals! As part of the NEXERA Heroes initiative, we gladly support organizations helping animals. In the first quarter of 2021 we donated nearly

PLN 7,000

to the **DISEL shelter in Wygoda**. This small foster home provides help to homeless animals from Aleksandrów Kujawski, Ciechocinek, Raciążek and smaller surrounding communities. Thanks to our help, the shelter was able to find three months of veterinary services for cats and dogs in need.

In the second quarter of 2021, we supported the **"Arkadia" Society of Friends of Animals** which takes care of the Animal Shelter in Główno. Donation with total amount of

PLN 12,000

was spent to equip the veterinary office.

The Society, among other things, purchased a microscope, a veterinary scale, a plasma centrifuge and a biochemical and a blood analyzer. Our support will make it possible to provide veterinary care to animals on site, without the need to take the animals to other institutions.

In the fourth quarter of this year, we supported **Civic Initiatives Factory "Łączy nas Hawa"** with the amount of

PLN 16,000.

The association deals with promoting social and civic education, and the funding will be used to organize free summer activities for children and youth. It will also enable the purchase of a tent, projector and sound system necessary for the organization of the Citizens Breakfast. The remaining amount will be spent on equipment thanks to which the Initiative Factory will be able to earn money for its statutory goals.

For the last quarter of 2021 we also donated

PLN 12,756

to the **Eulalia's Animals Foundation in Piecki**.

Our support will make it possible to purchase feed for the animals and veterinary preparations, cover costs related to the care of a farrier and vet, and adapt the field for grazing horses.



We Support the University of Success!

The University of Success is a program organized by the Digital University Foundation, addressed to young women who are entering the job market and searching for their passions. Thanks to our financial support, 5 participants have an opportunity to take part in a unique project that will enable them to acquire new digital and communication competences. One of the mentors of the University is [Paweł Hordyński](#), Member of the Board of NEXERA.

The participants of the **University of Success** are women between 18 and 25 years old, often coming from excluded environments. The program focuses mainly on wards leaving orphanages, foster-care centers and people in a difficult financial or personal situations. Within the University, participants take part in workshops and specialized courses tailored to their interests. They also cooperate with career counselors and mentors. Under the guidance of specialists, they acquire new digital and communication competencies to equalize their chances on the labor market.



*From the very beginning we have been involved in projects aimed at equalizing opportunities and preventing digital exclusion in Poland. That is why we proudly support initiatives such as the **University of Success** and we are glad that thanks to our support 5 young women have an opportunity to participate in this extremely valuable venture. Participation in the program is not only an opportunity for them to improve their digital skills, which are necessary in today's job market, but also an opportunity to find their professional path and develop their passions.*

Paweł Hordyński,
Member of the Board, NEXERA

Digital University Foundation conducts many educational projects in the area of technological exclusion. As part of the association's activities, wards of orphanages, community centers and excluded communities learn professions of the future. We particularly respect such initiatives and look at them with attention.

We Support a Unique Cycling Tandem!

On the road, around the track... On a sunny day and in totally bad weather... We are very proud to tell you about this partnership and we get quite emotional when we talk about this initiative.



Monika Grzybczyńska and **Katarzyna Kornasiewicz** are two titled sportswomen who, at a certain point of their careers, decided to cooperate by creating a cycling tandem. Monika is a talented cyclist, whose congenital visual impairment does not stop her from pursuing her passion, and Kasia is the courageous leader of this unique duo. She is the one who decides about turns, braking and changing gears. Together they make a strong, exceptional team.

In 2021 Monika won the first place in the **Polish Open Cup**, the third place in the **Polish Mountain Championships**, she also became the vice-champion of Poland in track cycling at 1,000 meters from a stopped start and in sprint. Kasia won the first place and the title of **Mountain Champion of Poland** in road cycling 2021.

Development of this two riders is supervised by an experienced coach, **Grzegorz Drejgier**. We are very proud that we could become a sponsor of a year-long, individual training program for such great athletes!

Strength of this team is determined not only by physical fitness, but above all by mutual trust and constant striving to join forces towards common goal. This attitude is inspiring to other athletes and exemplifies positive thinking, focus on desired result, overcoming barriers, and dedication to passion. This adds up to team's success, but also serves as inspiration and pride. **Courage, trust, openness. Enthusiasm and entrepreneurship.** These values are also guiding us in our everyday business activities.



These values are also guiding us in our everyday business activities. As part of our support, we funded a year-long training program for those two riders, purchased cycling outfits, helmets and covered the costs of servicing the tandem bike.

Monika and Kasia prove every day that anyone can be a hero and that any initiative can initiate many positive changes. We will certainly follow their career development with attention.



Our activities within the framework of the original NEXERA Heroes program perfectly match our vision of the world and values that guide us. We believe that with small steps you can impact everyday life and implement actions to improve the lives of others. We are extremely proud of the fact that we can support such ambitious athletes. We keep our fingers crossed for them and wish them many sporting successes.

Jacek Wiśniewski,
President of the Management Board, NEXERA



We believe that good comes back around and helping others can be simple. For years we have been involved in numerous initiatives to support the local community in the Regions where we build and manage the fibre network. We are also proud of the fact that our employees are personally involved in helping others. We hope that real help and our actions will not only translate into improved quality of life for people in need, but also contribute to many sporting successes.

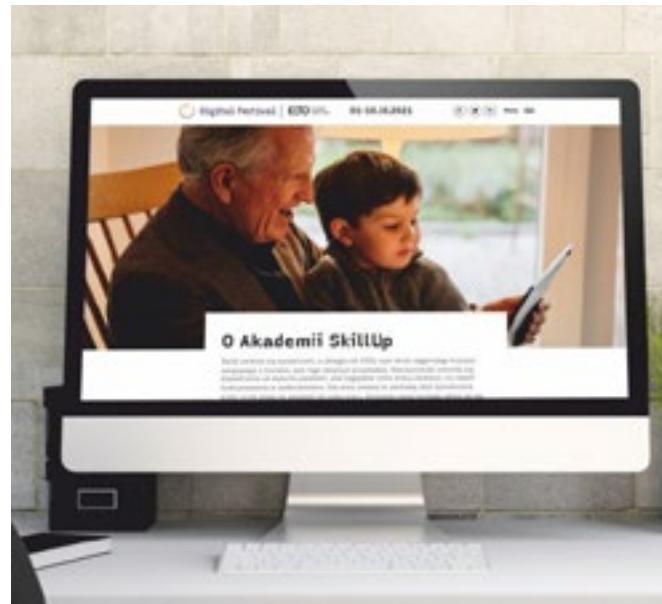
Pawel Biarda,
Member of the Board, NEXERA

SkillUp Academy!

The third edition of the nationwide Digital Festival program started on October 1, 2021. This is one of the largest projects in Poland, aimed at developing digital competencies of Polish citizens.

As part of the event, a special digital **SkillUp Academy** was created and it offers a series of free workshops and lectures on new technologies, addressed to both beginners and more advanced Internet users. As an official partner of SkillUp Academy we have invited many residents of NEXERA Regions to participate in this digital venture.

According to the results of the **#RegionyNEXERY2021 Report**, as many as 57% of the residents of the areas where we are building fiber infrastructure declare an increase in digital competences during the last year. This is a very good result, but compared to the level of digitization of EU residents, we are still below average. The experience of social isolation showed us that we cannot escape from virtual reality, and a lack of basic computer and Internet skills can make it difficult for us to function in the modern world.



It's never too late to learn! Everyone knows someone who is just starting their adventure with the computer. Maybe you would like to teach your child how to use a web browser safely and effectively? Perhaps seniors in your area need support in safe use of new media?

Or maybe there are some areas of technology use that you've always wanted to learn about, but didn't know where to start? The direction is simple. Start with SkillUp Academy! It is a unique platform that offers free trainings aimed at anyone who would like to expand their digital skills - regardless of age and level. The initiative was launched as part of October's Digital Festival, but the courses will be available online all year round - until the next edition of the event.

NEXERA is willing to get involved in actions supporting the learning of digital competences of Poles, therefore we are a proud partner of this great initiative.

Support for the 12th Edition of the Educational Leadership Academy (APLO)

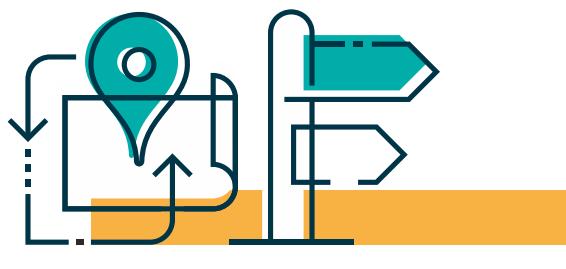
The Educational Leadership Academy is an initiative addressed to creative and courageous people who hold or intend to hold managerial positions at all levels in the educational system.

The main goal of the project is to develop leaders of change and prepare them to effectively manage relationships with teachers, students, parents and the school environment. The project teaches effective communication with local administration, non-governmental organizations or businesses. This aims to make the school a place of development for the young generation, which should keep up with the new competencies in the Economy 5.0.

This year, we were once again a partner of this socially important initiative. During this year's edition, we have financed the participation in the program of five school directors from the **NEXERA Regions**, who have gained a unique opportunity of close cooperation with experienced business trainers and specialists in psychology, sociology and social innovations. As a responsible operator, from the very beginning we have been closely following the lives of residents of the Regions, making sure that the projects we support respond to the real needs of local communities and contribute to the development of important future competencies.



This is a pioneering program in Poland for the development of leadership in education, which in its strategy is to make a change in education system. The project has been implemented since 2011 by the Humanites Institute.



NEXERA has been involved in the residents of NEXERA Regions' lives from the beginning, and the initiatives we implement respond to the real needs of local communities. The idea of APLO connects people with technology, contributes to educational goals and equalizes opportunities for children and young people from small towns and rural areas. This concept closely matches our goals, which is why we are glad that once again we could be a part of this extraordinary project.

Pawel Biarda,
Member of the Board, NEXERA

We're looking for the kind of projects where we can knock over the first domino cube to achieve systemic change. The Educational Leadership Academy is such a project. A school is largely like its principal. We support leadership development in education so that schools, in partnership with parents, can prepare children and youth not just for the next test, but for independent, responsible life. Here we define leadership as the conscious influence through which other people can grow and develop their potential. Systemic thinking, from the perspective of the broader ecosystem, is also important to us. That is why we are especially happy to work with NEXERA, which is guided by a similar philosophy of taking a comprehensive look at the world around us.

Zofia Dzik,
Impact Investor, Entrepreneur and Founder of APLO

The #RegionyNEXERY Report

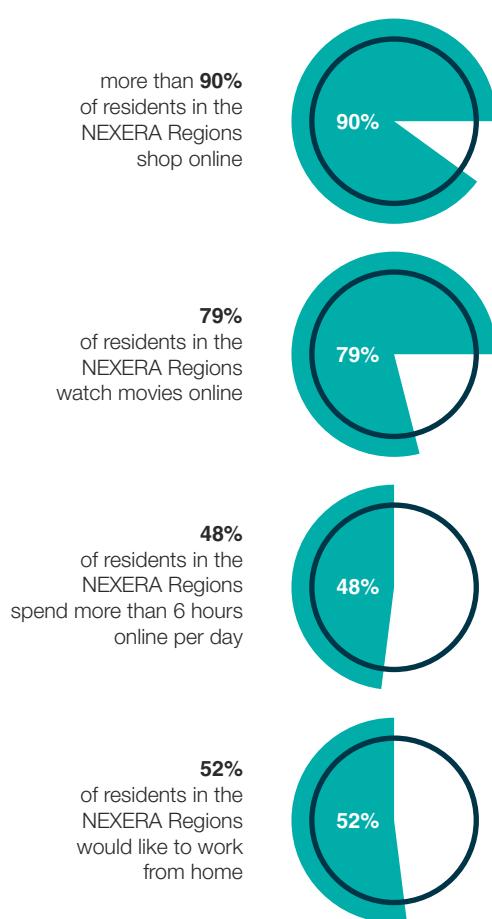
In June 2022 the fourth edition of the #RegionyNEXERY Report will be released. Every year, with great interest we follow how the preferences of Internet users change and how the Internet itself influences everyday life in NEXERA Regions.

The periodic, original report is one of the most cross-sectional sources of knowledge about Polish Internet users and the obtained data shows that access to the web changes inhabitants' habits and lifestyle - especially during the pandemic.

Last year's edition of the report presents the results of a survey conducted in cooperation with GfK and covering four target groups, i.e. residents, teachers, entrepreneurs and civil servants residing in areas where NEXERA is developing fibre optic infrastructure. We asked how they evaluate remote work, whether they often process official matters online and what new educational opportunities have appeared in schools thanks to better access to the Internet. The data obtained shows us how trends are changing in the ongoing pandemic reality.

Another year of remote or hybrid work continued to develop the digital competencies of online users. The survey found that over **90%** of us shop online, use e-banking, and just under **79%** watch movies online.

E-activities are gradually becoming a completely natural part of life. It turns out that **48%** of respondents spend more than 6 hours a day online. This is an increase of 20 p.p. compared to 2020 and as much as 36 p.p. compared to 2019. The reason for the increase in time spent online is largely due to remote work, and although still more than half of the population (**52%**) would like to work from home, the percentage of proponents of the home office has decreased by 15 p.p. compared to last year.



Certainly, the pandemic has also permanently changed the approach of many companies to the model of work, and this means that home office is likely to stay with us permanently as one form of professional activity. What is important, this phenomenon contributes to reducing digital exclusion of the residents of the **NEXERA Regions** and increases their opportunities on the labor market, supporting personal development and levelling the differences between the residents of large and small cities.

Businesses also need better, stable and more efficient technology and infrastructure solutions. More and more companies are investing in faster Internet and an increasing number of entrepreneurs are satisfied with their connection parameters - currently **84%**, 10 p.p. more than in 2020.

As the use of innovative IT solutions increases, so does the competitiveness of these companies in an increasing digital business environment.



However, there are still entities in the market that have completely abandoned Internet access (**17%**). This is an increase of 11 p.p. compared to the previous year.

We are currently gathering preliminary data for the **#RegionyNEXERY2022 Report**, and like you we are very curious to see what landscape of digital reality will emerge in the current edition of the study. **By the way, you can be sure that we won't leave these facts, figures, trends and insights all to ourselves!**



We Care about the Environment – Did You Know that Fibre Optics are Eco-Friendly?

One of the biggest challenges facing modern society is the fight against the climate crisis. To fully realize the potential of the role of digitization in the fight against global warming, Internet access technology must be as energy efficient as possible.

According to our survey, residents in the NEXERA Regions care about the environment, and the fibre optic infrastructure we build is currently one of the most energy-efficient technologies for delivering the Internet to households. As a technology company, we are committed to ensuring that the local communities have access to all the possibilities of the digital world. By building a telecommunications network, we are meeting global sustainability goals and inspiring positive change in society. Did you know that fibre optic networks consume up to **17 times less energy than traditional copper wires**? On top of that, they stand out for their data transmission speed, resistance to damage and can have a dramatic impact on reducing greenhouse gas emissions.

Compared to copper-based alternatives, fibre is much more reliable, with fewer service interruptions, fewer failures. It requires fewer field support personnel and less travel to network locations for maintenance and repair, which also results in reduced greenhouse gas emissions. Similarly, the environmental cost of building fibre access networks is significantly lower than that of copper cables. Lower material consumption (according to a BREKO study by **up to 66%** compared to traditional technologies) results in a drastic reduction of the network's carbon footprint. Thanks to high energy savings and reliability, fibre optics is the most energy-efficient technology, which has a real impact on reducing greenhouse gas emissions into the atmosphere.

According to the **FTTH Council Report**, all-fibre networks allow for more energy efficient data transmission and storage while reducing energy consumption, making them the most reliable way to access the Internet today.

Digitization through fibre is therefore a key element in the drive to achieve climate neutrality by 2050, as envisioned in the **European Green Deal**. We are glad that the infrastructure we are building enables the residents in the Regions to access the most modern and most environmentally friendly telecommunications solutions. And we are always proud to be part of this positive, systemic change.



*Our survey clearly shows that the residents in the Regions are keen to choose solutions, products and services that have a positive impact on the environment. The **FTTH (Fibre To The Home)** solutions that NEXERA uses to build the Regions' fibre optic network mean more bandwidth, energy efficiency and longer life, and the process of their construction and operation is non-invasive for the environment. Importantly, there is no electromagnetic radiation in fibre optic transmission. The fibre optic network is also a response to the growing requirements related to dynamic digitization, and universal access to fibre optic Internet is a necessity at this point.*

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

What Do We Do for Our Employees?

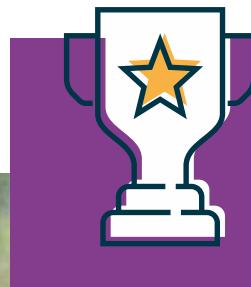
We respect passion, we promote ambition, we appreciate initiative. Since the beginning of our company, we have built an organization based on the principles of dialogue and cooperation, striving to meet the expectations and adapting to the needs of our employees.

In the past year, we have provided personalized sportswear for everyone involved. Our favorite sports include cycling and athletics, but knowing the horizons of NEXERIANS, we are sure that the portfolio of activities will soon be significantly expanded.

Last year's Christmas presents also had their individual touch. Apart from wonderful, hand-made Christmas tree ornaments, each of our employees received a hand-painted mug, relevant to the passion and interests of the recipient.

At this point, it is certainly worth boasting that the unique structure and culture of our organization is appreciated not only by our employees and partners, but also by a group of experts, who consider us a role model worth following.

Last year, NEXERA was one of the laureates of **Dream Employer 2021** contest. The competition rewards employers, who understand changes taking place on the job market, create and follow new trends, establish friendly, flexible, diverse and pro-developmental work environment.



We focus on a partnership approach, respect for other people and personal as well as professional development. Through the construction of the fibre-optic network and activities within the NEXERA Heroes project, we pursue a common goal - to improve the quality of life of the residents in the NEXERA Regions.





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