

It's all about
helping!

NEXERA
Heroes

REPORT
2022



Dear Friends,



NEXERA has been with you for 5 years already, and we are extremely proud of everything we've accomplished. We operate in the environment full of diverse people and inspiring places. Both of which are the source of motivation and ideas for us. Therefore, in that period we focused not only on the business development but also on active participation in our community life.

As the owner of fibre-optic networks in four Polish Regions, our mission is to make the digital world more readily accessible to residents.

The outcome of this are better life, work and business opportunities. However, while operating in small towns and villages, we have noticed many other daily needs. It quickly became clear that residents are open to cooperation with NEXERA as well. Furthermore, our employees without any incentives have been ready to act. Since 2018, we have been more and more involved in various projects that increase the quality of life for people in need and animals. These activities have a specific format of the NEXERA Heroes program, which has now become our flagship initiative

and a permanent part of company life. Up till now, we have published two NEXERA Heroes reports. We are happy and proud to share the results for 2022.

I hope that you will find the most recent NEXERA Heroes report satisfactory and helpful in better understanding both our operational environment and our organizational potential. I wholeheartedly believe that the energy we put into charitable activities will return to us with double force, so that together we can continue making this world a better place.

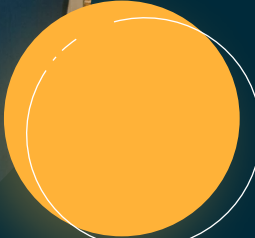
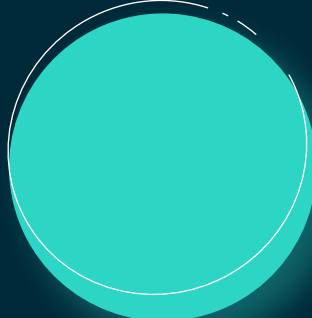
Jacek Wiśniewski,
CEO of NEXERA



We understand and support our surroundings



Accessing a modern fibre-optic network is often the only way for many residents of smaller towns to participate in social, cultural, professional, and local events. By providing such significant means of communication, we have noticed other important residential needs in the NEXERA Regions. Learning more about the concerns that local communities have, has let us establish genuine relationships, thereby we were able to provide valuable help to many people and initiatives.



We talk with residents

Not only are we present in communities by attending important sporting or cultural events in the NEXERA Regions, but also we hold regular meetings with stakeholders.



See how we're supporting NEXERA Regions!

KUJAWY, POMORZE & MAZOWSZE REGION
WARMIA & MAZURY REGION

ŁÓDZKI REGION
ŚWIĘTOKRZYSKI REGION



Piotr Żmich, Regional Network Infrastructure Manager,
Warmia & Mazury Region

Not too long time ago, we organized a reunion to celebrate the 5th anniversary of NEXERA in our Region. We invited many local government officials, as well as local operators we have befriended. It was a great opportunity to discuss a better use of how our network can be used more advantageously. Access to high-speed Internet has become more of a priority for both current and future residents of these municipalities. Without such meetings and dialogue, it would be difficult for us to adequately respond to this need.

It's all about helping



The original NEXERA Heroes program started by our employees is our pride and flagship initiative. Above all, it's become the heart of our entire charitable activity.

Every step counts at NEXERA!

During a team-building trip in 2018, we were setting up kennels, which we later donated to animal shelters in the Łódzki Region. This activity has become now our routine thanks to the resulting satisfaction, increased awareness of community needs and NEXERA employees' competitive spirit. Since 2019, we have had four teams assigned to their respective regions. Teams count their steps. Those steps translate into measurable value.

NEXERA
Heroes



It's all about helping

Each penny we collect goes to a charitable cause. The team that takes most steps in any given quarter chooses the cause we want to support.



Marcin Kaczyński,
Sales and Business Development
Manager, Świętokrzyski Region

Under NEXERA Heroes program, we compete through physical activity. And we get an extra boost knowing that we are supporting a noble cause. Thanks to this initiative, we met people from our Regions that needed this type of help, and we have become more involved in daily lives of local communities.

NEXERA Heroes 2022

We're coming to help



Throughout 2022, our employees took as many as 147,217,766 steps, covering a total distance of over 65,000 kilometres. Thereby, we collected a total of PLN 100,000, that we donated to eight organizations in the NEXERA Regions.

We are very proud that in 2022 we were able to contribute our resources to such important causes as supporting Ukrainian refugees or women who are fighting breast cancer. We also supported programs for the safety and recreation of children, environmental education, and animal welfare.

147,217,766 steps



65,000 kilometers



100,000 PLN



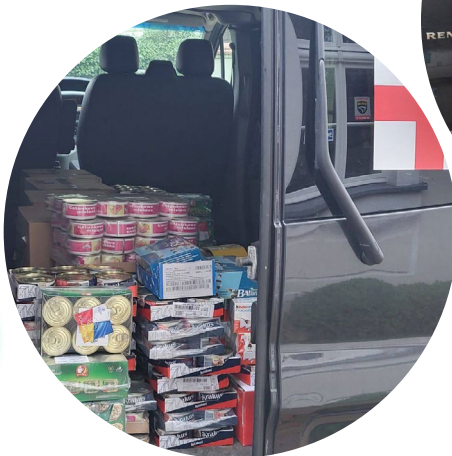
Toruń Aid Staff for Ukraine

Transport of donations



25 000 PLN

The unprecedented hundreds of thousands of Ukrainian refugees touched our hearts and mobilized us to act. We donated PLN 25,000 to the Toruń Aid Staff for Ukraine to purchase a van, which was necessary for donations transport.



Andrii Bondarenko,
Toruń Aid Staff for Ukraine

NEXERA's sponsored vehicle fulfils our two critical needs: it is a bus that can accommodate up to eight people, which we use for transporting refugees. With removed seats, it can be also used as a standard delivery vehicle for transporting donations. We have few strategic partners like NEXERA. Therefore, we are extremely grateful and hope that together we can help as many people in need as possible.

Material support



12 500 PLN

Additionally, we allocated extra resources to help Ukrainians purchase necessary items for those who have decided to stay in war-torn areas. These include chemical warmers, electric blankets, and medical supplies.

WE HELP TO HELP!

Easier start for children from Zambia



10 000 PLN

When we see a worthy cause, we don't care about any obstacles, and our actions often go far beyond the borders of our country! Inspired by a volunteer residing in the NEXERA Region helping the Don Bosco Makululu Children's Home mission in Zambia, we also decided to support this noble initiative. The funds we donated will be used to purchase medicines, books, and clothing for boys under the care of the Salesians.

Children often come here straight from the street, so we are glad that we could support their future start. The residents of the centre have also been equipped with school supplies such as crayons, markers, and pens, so that they can develop their creative passions as much as possible.



The Lower House Speaker Stanisław Małachowski High School in Płock

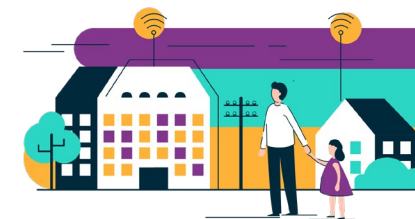


Safe school



2 000 PLN

Safety at schools is a priority. Therefore, we decided to finance a high school in Płock to help them expand the surveillance system in their facilities. This school, also known as “Małachowianka” was established in 1180. It is the oldest school in Poland and one of the oldest in Europe that is still teaching the youth in its original location. Two of its buildings and the surrounding area were already equipped with CCTV, but thanks to NEXERA’s support, additional cameras were installed in two more buildings.



The Amazons Association in Łask-Kolumna

Rehabilitation for Amazons



13 000 PLN

Thanks to our steps initiative, we were able to collect funding to support a self-help organization that assists women affected by breast cancer. Our donation enabled the Amazons to organize a week-long holiday and rehabilitation stay in Świeradów-Zdrój for 10 members of the Association. Women could rest, gain strength, as well as take advantage of therapies. Additionally, the participants had access to a swimming pool, jacuzzi and salt cave.





Ecological Village

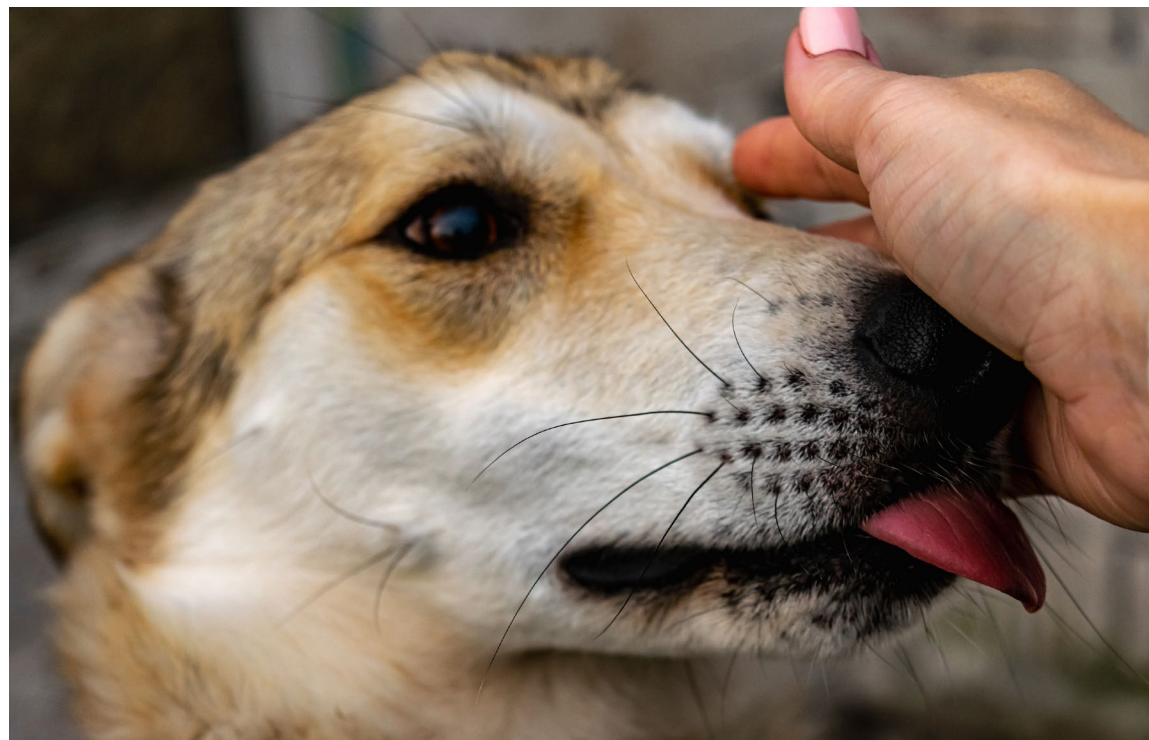


12 500 PLN



Ecology is concerned not with specific solutions for improving the quality of water or air, but also, and perhaps most importantly, it teaches people good habits and daily routines. This is why we decided to help the “Responsible for Dreams” Foundation in Elk by assisting them in the construction of the Ecological Education Town and in purchasing a microphone and portable speaker necessary for conducting classes. As a part of the project, three Green Eco Cabins will be erected furnished with second-hand items, e.g. stuffed toys, books or LEGO blocks. Educational boards will be placed inside the cabins, displaying information on the consumption of water, energy, and the carbon footprint resulting from the production of displayed items. The Ecological Town will be the venue of educational activities concerned with environment, climate change, and human impact on the environment.

The „Second Happiness” Animal Protection Association



For four-legged residents
of the NEXERA Regions



12 500 PLN

Animals live in the NEXERA Regions, too. We do help them. In 2022, we donated funds to the Second Happiness to purchase two metal dog playpens, as well as to set up a fence to enlarge the dog run.



Primary School in Wiatrowiec



We support learning through play



12 500 PLN

NEXERA's fibre-optic networks enabled schools to connect to the National Educational Network (OSE) and to use ultrafast Internet. Students learn in multimedia classrooms. Teachers teach classes using digital aids. Modern education is important for us, but we also appreciate creative play. Therefore, we have decided to support the construction of a playground at a Primary School in Wiatrowiec. Our donation will enable children to spend their time actively between classes or after school, playing in a safe and tailored to their needs area.

It's not just the steps that count



NEXERA Heroes does much more than just turning our steps into donations. We want to help those in need in every way possible. We pay a lot of attention to events around us. Therefore, in 2022 we supported **13 organizations and initiatives** by donating a total of **PLN 140,900**.

Helping Ukraine



55 400 PLN

We supported our close friends from the East with the funds collected through our steps program. The situation in Ukraine required actions on a much wider scale, and that's why we did not limit ourselves to helping just one organization.

We decided to donate to the OSSA Hotel, which has been taking in mothers with children from Ukraine. Through the Polsat Foundation, we donated to the centre **PLN 25,000** for purchasing clothing, personal hygiene products and groceries.

Under the #liftUkraine campaign, we donated **PLN 20,400** to cover the transportation costs from Poland to Germany for people fleeing the war.

UA4UA is another initiative that we decided to support. This is a socio-educational project undertaken by Loris Malaguzzi Villages Foundation. Its mission is to facilitate the integration of people fleeing Ukraine with the Polish society by organizing and financing online Polish language courses. We contributed **PLN 10,000** to this initiative.

NEXERA Heroes

Połączeni pomocą
Wspieramy #RegionyNEXERY

PRZEKAZALIŚMY 25 000 ZŁ

hotelowi Ossa z Regionu Łódzkiego,
w którym obecnie przebywają kobiety i dzieci z Ukrainy.

Kwota ta zostanie przeznaczona na:

- Środki higieny osobistej
- Środki czystości
- Artykuły spożywcze
- Bieliznę osobistą

#SolidarnizUkrainą
#StandWithUkraine

In the sporting spirit with NEXERA

NEXERA
Heroes

Sports is not only about developing physical fitness, but also about cooperation, defining concrete goals and facing challenges. We keep those values deep in minds, that's why we decided to support four physical activity-related initiatives in 2022.

ABI ACADEMY Foundation

Ilona Lasecka,
the ABI ACADEMY Foundation CEO

The received funds from our sponsor helped us cover the coach's salary and travel costs. Without the NEXERA's help, it would be difficult for us to run this type of program. That's why we are so grateful. The happiness we see in our little athletes is priceless!



Football training for children



7 500 PLN

Talented athletes can be found everywhere. The key is to give talents a chance to show and grow. This is precisely what the ABI ACADEMY Foundation does by organizing free football classes for children. Thanks to the sponsorship, children can develop their passion for sports and skills under the supervision of a coach. It also gives them the opportunity to participate in competitions. We decided to support the ABI ACADEMY and provide funds to cover their semi-annual costs.

Municipal Athletics Club in Toruń

Sports equipment



12 000 PLN

The Municipal Athletics Club in Toruń is a place where anyone can go and develop their passion for sports in a variety of disciplines. Training sessions are held at the modern Municipal Sports and Recreation Centre. Club members take part in numerous competitions and often achieve success.

As part of the sponsorship agreement with the club, we provided funds to purchase a device that assesses an athlete's speed potential, as well as strips for measuring body acidity. Athletes united in the club also received sports jerseys.



Świątokrzyski Marathon 5th Freedom Run in Kije



Supporting the Regions in sport!

We are happy to support local sporting events because we know, how important they are for the residents of the NEXERA Regions. Likewise, our employees willingly participate in these initiatives. In 2022, we were present at running events such as Świątokrzyskie Marathon and the 5th Freedom Run in Kije. During the events, we put up a NEXERA's tent, in which we presented our offer. Participants also received attractive gadgets.

**Zofia Dzik, Impact Investor,
Entrepreneur and President of the Humanites Institute**

Leadership Academy for the Leaders of Education (APLO) as Poland's first leadership development program in education, teaches principals how to become an inspiring leader capable of involving teachers, students, parents, and the whole local community. Thereby, schools become places where the young generation prepares not only for the next test but also for an independent, responsible, and happier life. We are glad to have had NEXERA as our partner for several years that helps us develop innovation and competence of tomorrow among school principals in the Regions.



Mentoring for teachers



27 000 PLN

Since 2019, we've collaborated with the APLO innovative educational project. We provided funding to a dozen or so small town school principals to take part in the program. This is the first leadership development course in Poland in education for top business personnel. Last year, we supported the 13th edition of APLO by covering the costs of participation for three school principals.

Leadership Academy for the Leaders of Education

During the course, participants work with several experts and develop their competences in communicating with local governments, business, and the entire school environment. The APLO idea contributes to improving the quality of education in Polish schools, giving equal opportunities to students from smaller towns and villages.

**Anna Szajerska, Deputy Director
of the Technical School Complex in Lipno**

APLO is a unique mentoring program in the areas of self-development, effective communication, and team building. Six months of work under the guidance of top managers has been an incredibly valuable experience that will benefit my work with students, parents and the immediate school environment. I believe that education and business should go hand in hand, because better education today means more robust and stronger economy tomorrow.

Paweł Biarda, Management Board Member, NEXERA

We are constantly noticing the growing importance of the Internet for teachers and consequently a higher demand for quality Internet access in schools. We believe that a modern infrastructure will be a digital school's backbone. Therefore, we build and provide our incredibly fast fibre-optic network for educational institutions which are mainly located in the areas outside of large urban centres. Additionally, carrying out such projects as APLO, we educate leaders who will skilfully utilize the potential of the Internet and technology in education to steer schools towards a more advanced, digital stage.



Nursing Home in Pniewo

Digitization for everyone

 **11 300 PLN**

Caring for the elderly and disabled lets our humanity shine through. This is why we try to change their lives for the better whenever we can, e.g., by providing Nursing Home residents with modern digital solutions. We had the pleasure of providing funds to purchase necessary equipment, such as a laptop and an interactive monitor for the Nursing Home in Pniewo.



Aneta Ciężarek,
Nursing Home Director in Pniewo

The interactive monitor along with the laptop that we received from NEXERA opened new directions for occupational therapy that can be offered by the Nursing Home in Pniewo. Thanks to this, the residents are introduced to the world of new technologies and can also use these tools to exercise their intellectual skills to delay ageing as much as possible.





Entertainment in the Regions



10 000 PLN

Local cultural and social events that are important for residents of NEXERA Regions are also important for us. We want to be close to the communities in which we operate. We were lucky to participate in the Wodzisław's Days event in 2022.

We were the main sponsor of the event and organized the gig of Boys popular band leader. The performer gave his autographs after the concert. All fans could take a photo with the singer.



ZOO in Płock

Animal adoption



11 700 PLN

During team building meeting in Płock in June, we visited the Municipal Zoo, which we cleaned as part of our social initiative. This action inspired us to take care of some of the Zoo's residents. We decided to provide six months' funds to support five animals that in our opinion represent NEXERA's values. Cooperation with the Płock Zoo has given us the opportunity to actively contribute to the functioning of an important place for local residents, and we will certainly do more similar activities.



Information about the animals adopted by NEXERA, the values they represent, as well as some interesting facts about our animals can be found [in this article](#).



Christmas season with NEXERA

Municipal Development Association in Kije

Donations for children



5000 PLN

Saint Nicholas Day is the time for joy and gifts - preferably in a way that combines fun and a noble cause. Therefore, when the Municipal Development Association in Kije organized a local initiative called „Kijska Laponia” (Kije Lapland), we jumped right in. Thanks to our donation, all children in the community received gifts such as reflective backpacks and sweets. We hope that these gifts brought smiles to their faces, and improve their safety while outside.



Municipal Library and Cultural Center in Iwaniska

Santa Claus for the little ones



1000 PLN

We also played the role of Santa in another town - Iwaniska. There, we supported the Municipal Library and Cultural Centre, whose employees prepared presents for children living in the area. Thanks to NEXERA's support, every child received a package with fruit and sweets.

NEXERA Heroes throughout the years



The NEXERA Heroes program has become one of permanent projects that we carry out every year. We can tell that our initiatives have a real impact on the lives of local communities. Between the years 2019-2022, our employees took a total of **361 956 965 steps** or **225,000 kilometers** under our original initiative. Those steps translated into **PLN 323,808** in support! At the same time, we donated a total of **PLN 297,520** under sponsorship agreements and other donations.

The goals of the funds are described in more detail in the **NEXERA Heroes 2020** and **NEXERA Heroes 2021** reports. Working together for the benefit of others is meaningful, satisfactory and motivating. This is confirmed by the number of projects that we have successfully completed since the beginning of our charitable activities. **Since 2023, we have also donated 0.5% of our company's revenue to charities.**

See you next year for the NEXERA Heroes program!



361 956 965
steps



323 808 PLN
support

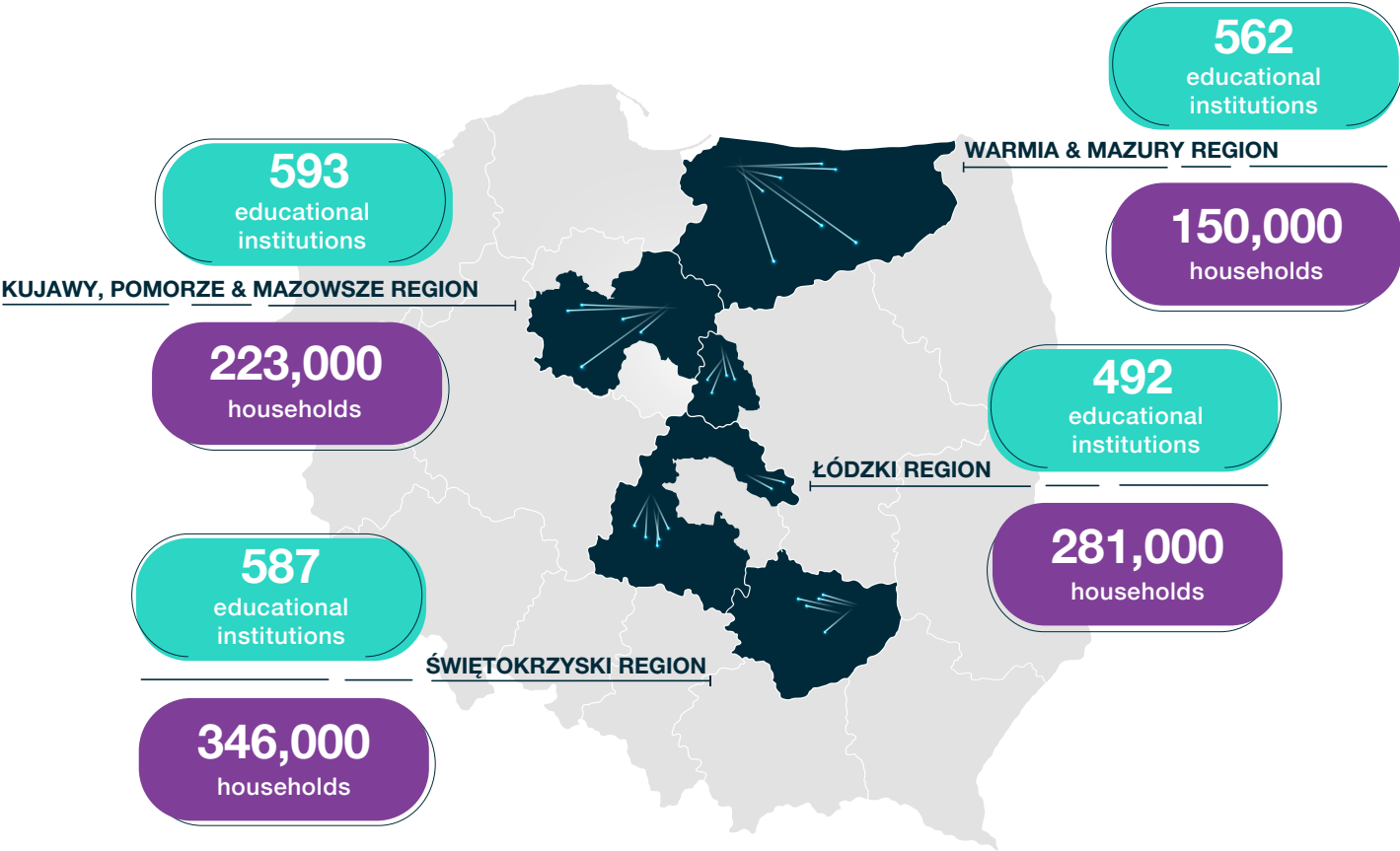
225 000
kilometers



And if you don't know us yet...

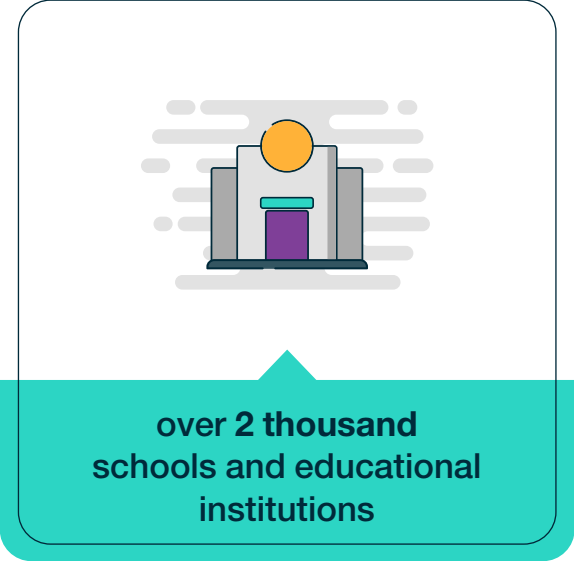
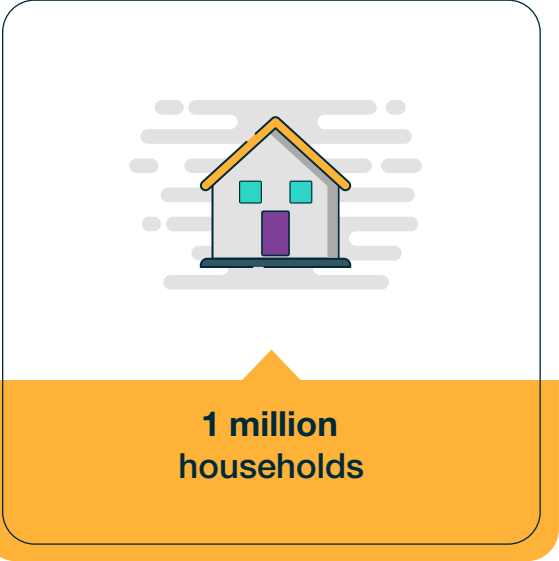


We are the owner of a fibre-optic network, which we built and developed in four Regions of Poland. We open a digital window to the world for small town and rural areas residents. We stay in touch with the residents.



We are currently building a broadband network for residents and institutions in 14 areas in north-eastern and central part of Poland, in **4 NEXERA Regions**.

Ultimately, the goal for the network is to cover:





We are appreciated

NEXERA
Heroes

In just five years of being present on the market, NEXERA's dynamic development, innovation and performance have been recognized by many industry awards.



Innovator of the Year
in the Golden Antennas competition



Best in Cloud
2019



Global Carrier Awards
2020



Dream Employer
2021



Hyperautomation Powerhouses
2022



Teraz Polska Emblem
2021



FTTH Individual Award
2022



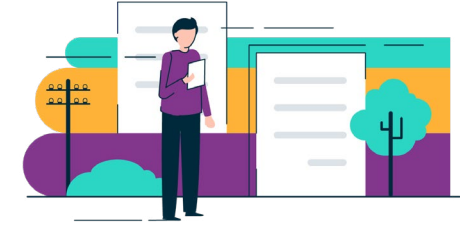
Ecological Company 2022
in the Gazeta Finansowa
competition

Since 2021, NEXERA has been a member of the elite industry association FTTH Council Europe. Last year, the company's CEO, Jacek Wisniewski, was honoured with the prestigious **FTTH Individual Award 2022**. The special trophy for individuals who have actively contributed to accelerating the development of fibre optic infrastructure in Europe.

What's up in the Regions?



We conduct periodic, proprietary research since the beginning of our initiatives. Thanks to this, we know more and more about digital preferences of our Regions residents. We publish analyses results every year in the #RegionyNEXERY Report.



We observe trends regarding remote work, topics that deal with official matters online, how time is spent on social media, as well as the use of online platforms that offer access to entertainment and culture. We see how the presence of high-speed fibre-optic Internet influences our everyday life.

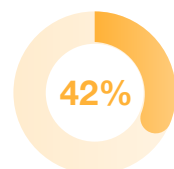
The #RegionyNEXERY2022 report was based on a survey conducted among five target groups: residents, teachers, entrepreneurs, civil servants, and in a comparative nationwide sample of citizens. We have published the current edition of the study (2022) in an exclusively digital format that adheres to the #paperless concept.





A better life in NEXERA Regions

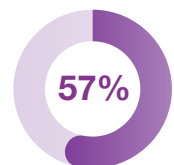
We are happy that NEXERA fibre-optic network blurs the differences in the quality of life between large cities and smaller towns. The latest report confirms this phenomenon.



42% of NEXERA Regions residents believe that broadband Internet is an important factor for people wanting to move from cities to smaller towns



55% of NEXERA Regions residents have indicated that the possibility to work remotely is a key facilitator in everyday life possible thanks to high-speed Internet



57% of respondents see the potential for developing a more environmentally friendly lifestyle thanks to constant access to a high-speed connection



7 out of 10 residents in NEXERA Regions learn about ecology from various publications on the Internet



4 out of 10 of respondents think that fiber-optic internet is a modern, low-emission solution



3 out of 10 NEXERA Regions residents feel well-informed and can keep in touch with their loved ones thanks to Internet access

In Regions about #Regions

The #RegionyNEXERY report once again contains solid knowledge about the impact of fibre-optics on the standard of living in municipalities and districts that the network accesses. The most interesting conclusions from the study inspired us for discussions during regional meetings in Kielce, Toruń, Olsztyn and Łódź.

NEXERA is ECO – how we care for the environment

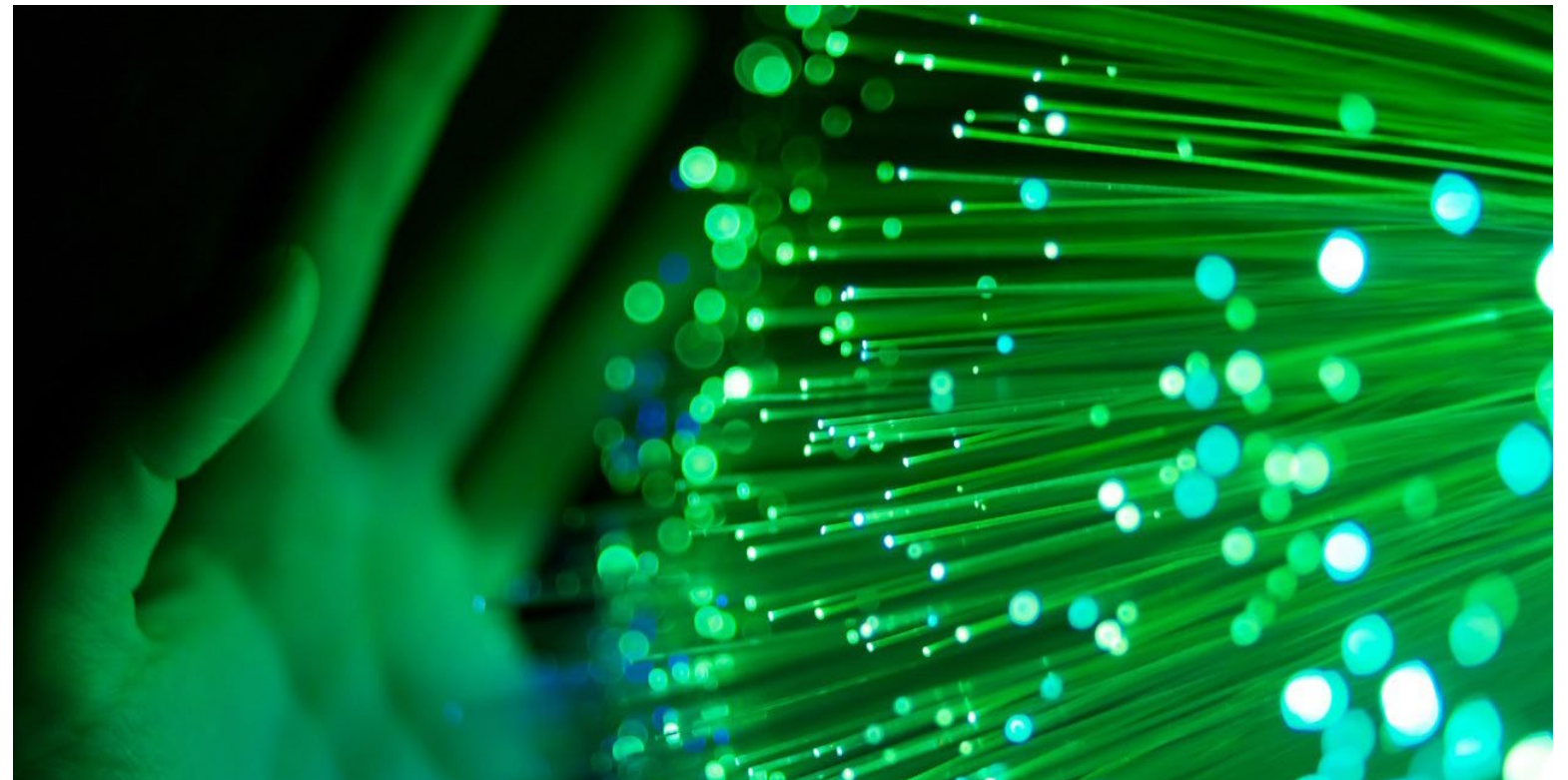


As a responsible telecommunications operator, we also think about our surroundings in the context of climate protection. This approach to implementing our projects resulted in NEXERA being awarded the Ecological Company certificate in 2022.



Technology helps to protect the environment

Fibre-optics make the development of a digital society possible, which is a key element in the pursuit of climate neutrality by 2050 and complies with the European Green Deal objectives. We are proud that we can provide the residents in our Regions with such eco-friendly, modern solution, and thus contribute to a positive and beneficial change for all.



Powered by green energy

The technology we offer is not all we do to help save the climate. Since March 1, 2022, all the energy NEXERA needed to provide services within its network is green. This means that using our network services can be seen as neutral in terms of CO2 emissions. Over 800 power supply points that we use are powered by electricity, which is produced in an environmentally friendly manner with an annual consumption of 2 GWh.

Daily care

We have not forgotten about eco-friendly solutions in our immediate surroundings, either. Shortly, we will be making company gifts using second-hand outdoor banners, which is in line with the #zerowaste recycling concept. Our daily activities also include educating employees in the areas of eco-friendly attitudes, behaviours and the impact of online activity on the environment (so-called digital garbage).



Did you know that...

According to the FTTH Council Report, fully fibre-optic networks are, on the one hand, more energy-efficient regarding data management, and on the other hand, they use less energy. This means they are currently the most reliable and environmentally friendly source for accessing the Internet.

Justyna Chmielewska, ESG Advisor, NEXERA

For our pro-social activities, we try to emphasize the ecological aspect outside and inside the company. As part of our collaboration with the building manager, we placed cards throughout the office for employees that encouraged, among other things, to save water and light. We also employ an ecological approach to our fleet, which consists mostly of hybrid cars. At the same time, we constantly report our carbon footprint and are constantly looking for ways to reduce it since we believe that like in our NEXERA Heroes concept it is the sum of the small steps that counts.



NEXERA

Heroes

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