

SOCIAL ENGAGEMENT POLICY (POL-019)

1. Introduction

Cyfrowy Polsat S.A., striving to ensure that its business development and that of its subsidiaries is consistent with applicable Polish and EU law, as well as good practices and principles of social coexistence, wants to be perceived by the society and local communities in which it operates as a good citizen and a good neighbor who not only strives to eliminate negative impacts on the environment, but also supports solving social problems and gets involved in activities that are in the public interest.

Polsat Plus Group implements its social mission in 5 areas:

health protection, environmental protection, safety, promotion of sports and physical activity, and education, especially ecological education. It also works to eliminate social barriers in access to knowledge, culture and education, including counteracting digital exclusion or investing in the development of the 5G network.

Cyfrowy Polsat S.A. strives to ensure that its activities are guided by the principle of social responsibility as part of the common social mission of the Polsat Plus Group and to take into account the social and environmental consequences of these decisions in the business decision-making process.

This Social Engagement Policy is in force in Cyfrowy Polsat SA (hereinafter referred to as the Company) and applies to its subsidiaries. If the subsidiaries have implemented their own social engagement policies, they cannot be in conflict with this Policy.

2. Rules

The Company undertakes to apply the following principles in its actions and decisions.

1. **[Respect for human rights]** The Company will respect the human rights of all persons within its sphere of influence, including personal, economic and cultural rights.
2. **[Social engagement]** The Company will be engaged in helping society through cooperation and support for foundations dealing with broadly understood health care, helping children and people in difficult life situations, including the Polsat Foundation, of which it has been a partner for almost three decades, and the Better Poland Association (Stowarzyszenie Lepsza Polska).
3. **[Social partnerships]** The Company will undertake cooperation related to building relationships and exchanging knowledge and experience, combined with strengthening the Group's image as a socially responsible company. It will be implemented, among others, through the representation of experts from various business areas in organizations, chambers and working groups related to the industry and the conducted activity, substantive and technological cooperation with social partners, cooperation in editing studies and publications issued by non-governmental organizations.
4. **[Social education]** The Company will conduct social education, among others, by counteracting digital exclusion, investing in the development and popularization of modern Internet access technologies, and eliminating barriers in access to knowledge, culture and education through the wide availability of Telewizja Polsat's programming offer, TV services offered in various technologies and Internet portals on various topics.

5. **[Sponsorship]** The Company will engage in the promotion of sports and physical activity, including through sponsoring sports teams, broadcasting sports events on Telewizja Polsat sports channels and providing unique content or social campaigns on online sports services.
6. **[Employee volunteering]** The Company will enable employees to engage in employee volunteering initiatives.
7. **[Respect for heritage]** The Company will respect the heritage, history and traditions of the local community and will conduct its business in a way that disturbs as little as possible the tangible and intangible heritage of individual communities.
8. **[Minimizing nuisance]** In its daily operational activities, as well as in its development plans, the Company will take into account the need to minimize nuisance to neighboring areas and their residents. In particular, the Company will strive to eliminate and limit, and where it is impossible, to compensate for impacts that may negatively affect housing conditions, access to water and appropriate quality food, sanitary conditions, land or the safety of residents.
9. **[Openness to the opinions of the local community]** The company will provide representatives of local communities with communication channels enabling them to report possible irregularities.
10. **[Supply Chain]** The Company will make reasonable efforts to ensure that its key suppliers conduct their business in compliance with similar principles.

Social Policy in the Supply Chain

1. **[Consistency of conduct]** The Company will expect its business partners, in particular collaborators, suppliers, including subcontractors and service providers, to be guided by similar principles in their activities, requiring key partners to meet at least the minimum standards in this respect.