

Corporate social responsibility at Atman

In addition to the consistent fulfilment of the formal and legal requirements arising from the nature and characteristic activities of the company, the operation of Atman as one of the leading data center operators in Central and Eastern Europe is inextricably linked with the elements of corporate social responsibility described below.

1. Implementation of the strategy and creation of the company's value

Atman (in its former legal entities) has been present on the market for nearly 30 years and has completed many pioneering and challenging ICT projects that have helped it to gain its market position and competitive advantage. By investing consistently in the development of its key operating assets, Atman has been successfully attaining its strategic and financial goals, taking into account the value of the company for its shareholders and potential investors. Atman is a transparent enterprise that respects the principles and good practices associated with corporate governance and makes timely and accurate disclosures regarding its activities and financial results, in conformity with the requirements of regulatory bodies. This area of social responsibility also entails examining the consequences of decisions made in the organisation and taking responsibility for the actions carried out by the internal electronic systems.

2. Fair market practices

Its leadership position in the Polish market of colocation services obligates Atman to operate in an open and fair manner and in conformity with the provisions of the competition law. Atman generates profits by selling its services at fair prices, without resorting to dumping and price-fixing. By conducting transparent promotional and marketing activities, the company communicates its competitive advantages and legally obtains data on the market and the competition. The clients of Atman services have full access to commercial and technical information and as well as to instructions and regulations associated with the products and services offered by Atman. As a company providing sensitive services, Atman pays particular attention to the confidentiality of information and data. This applies primarily to the protection of clients' data, but also to the protection of the company's internal information and serves to counteract insider-trading practices.

3. Relationships with customers and business partners

Every client is important to Atman, treated equally and with due respect. Atman's employees are oriented towards efficient and effective communication with their customers, as they know that this is the only way to get to know and understand their customers' needs. Honest service, a flexible approach to customer requirements and attention to maintaining good relationships with customers are among the priorities of the company. The company provides services that help its customers achieve their business goals. Measuring and improving customer satisfaction with the services and products offered by the company are included into Atman's ISO procedures.

The vendors and manufacturers of the best equipment available on the market are the foundation on which we develop competitive services. The company uses proven solutions which are renowned for their reliability. Atman does not favour any particular vendor or manufacturer, choosing hardware and systems solely on the basis of opinions on the quality of products and taking into account their impact on the environment.

4. Work ethic and organisational culture

The principles of respect for the dignity of our co-workers and of fair and lawful conduct towards them are an inherent part of Atman's code of values and conduct. The Company does not employ minors, provides employees with safe and healthy working conditions and observes the provisions of occupational safety and health regulations. Atman does not condone compulsory labour, physical or mental coercion or other forms of coercion or pressure in relation to our employees. Every employee has access to social facilities and dining rooms which are maintained at a high standard. The Company recognises the right of its employees to form associations. The electronic time and attendance system implemented in the company is helpful in observing

regulations relating to working time and enables employees to take advantage of breaks to which they are entitled.

5. Equal opportunities

Atman is open to hiring people of different nationalities and does not tolerate any signs of discrimination in terms of gender, race, religion, belief, or physical ability. Our employees trust and treat each other with respect. The company hires and promotes employees on the sole basis of their skills, achievements and qualifications, and employees are encouraged to take every opportunity to develop their own career paths.

6. Building employee commitment and loyalty and attracting new talents

Employees are one of the elements that are crucial for the smooth functioning of an organisation, as they affect the value of the company and the chances of its development. Atman's goal is to build an organisation marked by a high level of technological competence, whose key component is its engineering staff which ensures that the company's development is consistent with global trends, as well as to maintain a leading position in the Polish market of data centres. Through a number of internal activities addressed to its employees and suppliers, Atman strives to develop an organisation with a coherent organisational culture based on the company's corporate values. One of the most important provisions of this policy is to manage and share knowledge and experience and to enhance the organisation's current processes with the participation of both managers of individual business units and ordinary employees of Atman. In addition, the company has been hiring interns recruited from among the students of various technical universities across Poland, enabling them to gain direct access to advanced information and communication technologies and to participate in the implementation of interesting technology projects.

7. Caring for the environment

As a provider of telecommunications services, Atman endeavours to fulfill its environmental obligations in its own data centers and to ensure that the company's quality standards provide a benchmark for others. Bearing in mind that the impact of a data centre operator on the environment is primarily associated with the use of electricity in server facilities, Atman is taking action aimed at reducing energy consumption. Therefore, wherever possible, Atman applies technologies that significantly increase the efficiency of data centres in terms of electricity and cooling:

- Electricity used in Atman's data centers is 100% renewable
- Taking advantage of the natural conditions of the external environment
In its air conditioning systems, Atman uses free cooling technologies that allow data centres to be cooled by cold external air. This reduces the company's dependence on energy-intensive cooling systems.
- Atman keeps systematic records of the carbon footprint in scope 1, 2 and 3
- Optimising the use of refrigerants
In its facilities, ATM uses solutions that ensure optimal utilisation of the air that cools server rooms. Such solutions increase the efficiency of cooling systems and reduce energy consumption.
- Power Usage Effectiveness (PUE)
Atman relies on effectiveness indicators, such as PUE (Power Usage Effectiveness), that are standard in the data centre market, to be able to compare its performance against the highest global standards and continuously improve its effectiveness by optimising its activities and modernising its infrastructure.

- Atman is a participant in the European Code of Conduct for Energy Efficiency in Data Center program. As part of this program, Atman raises the awareness of its data center customers on the issue of efficient energy use, promotes best practices among them, provides advice to customers using collocation and helps them in choosing energy-saving solutions.

8. Social commitment

One of the significant areas to which the company pays special attention is that of social activities. These cover both charity campaigns and sponsorship activity.

- Each year, the company takes part in the Noble Box campaign by supporting one family indicated by the organizer of the campaign.
- For many years, Atman has been supporting the Finals of the Great Orchestra of Christmas Charity by providing its services free of charge.
- Occasionally, Atman organizes aid campaigns for selected orphanages among its employees
- Atman supports the education of Polish youth in the field of ICT knowledge at least once a quarter by hosting groups of school youth at its headquarters and making its data center available for them to visit and sharing engineering knowledge.