



PHOENIX TOWER  
INTERNATIONAL

20  
24

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SUSTAINABILITY  
REPORT

This report is provided voluntarily as part of Phoenix Tower International's ongoing commitment to proactive engagement in sustainability performance and transparency.



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## About



PHOENIX TOWER  
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Phoenix Tower International (PTI) was founded more than a decade ago with the mission to own and operate high-quality wireless infrastructure sites globally. PTI's portfolio includes both owned towers and sites operated under long-term agreements, delivering seamless wireless coverage across diverse urban and rural environments that support a broad range of telecommunications infrastructure and technologies, including DAS, small cells, fiber, bio sites, edge solutions, and next-generation network services. PTI also has a proven track record of executing Master Services Agreements and Build-to-Suit construction programs for carriers around the globe. The information and figures presented in this report are accurate as of December 31, 2024.

Our business footprint continues to grow:

**24 COUNTRIES**  
**634 EMPLOYEES**  
**55% MALE**  
**45% FEMALE**

**26,317**  
**Telecommunication sites**

**1,288**  
in USA



**15,139**  
in Latin America & Caribbean  
(CALA)



**9,890**  
in EU





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Our core values drive us as a company and as individuals, fostering energy and passion across all our global offices. Due to our vertical structure we are highly interconnected around the globe, making team work a foundation on how we strive to deliver exceptional service to our customers.



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# Letter from our Founder and CEO, Dagan Kasavana



## To our stakeholders, partners, and team members,

I am pleased to share Phoenix Tower International's second Sustainability Report, an update on our progress and a reaffirmation of our commitment to responsible growth. At PTI, sustainability is woven into our culture, strategy, and daily operations. In 2024, we advanced ahead of our sustainability program, staying focused and resilient in a dynamic global environment. By embedding sustainability into every level of decision-making, we are ensuring our growth benefits both people and the planet.

### Environmental Stewardship

We took bold steps to reduce our environmental footprint. In 2024 we:

- Improved our GRESB Infrastructure Assessment score from 69 to 89, a testament to our focused investments and team dedication.
- Reduced Scope 1 and 2 emissions by 5.11%, Scope 3 by 1.93%, and total GHG emissions by 1.95% Y/Y.
- Offset 4,372 tCO2e through impactful projects like Vichada Afforestation in Colombia, Ecofiltro Clean Water and Cooking in Guatemala, Reclaimed HFC Fire Suppressants in the U.S., and the Katingan Peatland Conservation REDD+ in Indonesia, supporting reforestation, clean water, and renewable energy in local communities.

### Community Engagement and Employee Wellbeing

Our people remain at the heart of everything we do. Through the WINGS Foundation, we provided scholarships, emergency relief, and training programs for employees and their families. We also hosted volunteer days and wellness workshops, reinforcing our commitment to a healthy, engaged, and empowered workforce. A highlight of the year was our 10th Anniversary All Hands Meeting at Disney World, where we celebrated our journey and strengthened our bonds.

We are also proud to continue being recognized as a Great Place To Work™. We remain committed to ensuring that every employee feels valued and part of a healthy, inclusive work environment. As part of this commitment, we set an annual goal to certify all our global offices as Great Place To Work locations. In 2024, we maintained certifications in 10 countries and proudly added two new markets: Spain and France.

### Governance and Transparency

We have enhanced our governance practices to promote transparency, ethical conduct, and risk management. Regular stakeholder consultations continue to shape our policies.

### Looking Ahead

As we enter 2025, we are setting ambitious science-based targets, expanding our use of green technologies, and strengthening supplier evaluation and diversity. We are also deepening collaboration with global and local partners to ensure our entire value chain contributes to a more resilient and equitable future.

Telecommunications infrastructure is essential to global connectivity, and with that comes responsibility. We remain committed to sustainable practices across our operations and value chain, encouraging the same standards among our partners and contractors.

Thank you for being part of our mission. Together, we will continue to build a stronger, more sustainable future.

Sincerely,

**Dagan Kasavana**

Founder and Chief Executive Officer

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# Our Sustainability Program

Since PTI's inception, sustainability has been a core element of site portfolio management, employee wellbeing, and social contribution efforts. Over time, the program has evolved into a strategy supported by a dedicated department, partnerships with external experts, and active collaboration with investors to ensure top performance across our global operations.

At PTI, climate awareness, sustainable solutions, risk mitigation, and social engagement are closely aligned with the company values. We have adopted a more focused approach to set measurable targets, expanding our sustainability roadmap, and implementing data-driven decision-making. As part of this effort, we continue to promote participation in initiatives such as the GRESB Infrastructure Assessment, Carbon Neutral certifications, sustainable financing, and both social and climate-related programs while managing performance data to transparently disclose our progress.

**PTI's sustainability program creates value through five key areas:**

1. **Climate mitigation initiatives**
2. **Climate resilience activities**
3. **Social engagement and employee wellbeing**
4. **Data-driven sustainability program**
5. **Enhanced governance**

As part of our commitment to data-informed decision-making, PTI commissioned a third-party double materiality assessment (DMA). This process began in Q3 2024 and involved structured stakeholder engagement through surveys and interviews, as well as a thorough analysis of the business at different levels: regional presence, business units, type of relationship with stakeholders and services. The assessment was completed in February 2025 and will be fully disclosed in our 2025 report. From a sustainability standpoint, we experienced a year in which engagement with employees and external stakeholders was intentionally improved.





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# 2024 MILESTONES

Reduced GHG emissions  
vs. 2023:  
**5.11%** for Scope 1+2,  
**1.93%** for Scope 3 and  
**1.95%** total GHG

Compensated  
**4,372**  
tCO2e of total GHG  
emissions

Women make up  
**45%**  
of our workforce



PHOENIX TOWER INTERNATIONAL  
**WINGS**

**24** projects



Certified in  
**12**  
markets

**4<sup>th</sup>**  
Carbon  
Neutral  
certification [CarbonNeutral.com](https://CarbonNeutral.com)



**89**  
Score in our  
2024 GRESB  
Infrastructure  
Assessment



**GRESB**



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FOCUS AREAS

# Climate Mitigation

Climate Mitigation at PTI is a coordinated, company-wide effort involving cross-departmental collaboration and external advisory support aimed at reducing environmental footprint at both the office and site location levels. Value creation is found when minimizing land use, reducing electricity costs and actively managing risks.

Given our global operational model and vertically integrated structure, we strive to implement a harmonized mitigation strategy that aligns with local regulations while promoting region-specific best practices. We have developed a comprehensive program to monitor, assess, and mitigate climate-related risks across all stages and areas of our operations, reinforcing our long-term commitment to create value for customers while minimizing the impacts of the business.

## Lower emission sites

PTI is accelerating the shift toward on-site low-carbon energy generation, leveraging its position as an infrastructure owner to make possible practical

and scalable climate mitigation solutions. This transition strengthens business resilience while delivering measurable reductions in both operational costs and carbon emissions.

### PTI Power Solutions as a decarbonization mechanism

Through PTI Power Solutions, we partner with mobile network operators (MNOs) to modernize energy infrastructure at tower sites—replacing or upgrading legacy systems with hybrid energy systems (HES), energy management platforms, and real-time monitoring tools. PTI Power Solutions delivers fully integrated services, including the design, deployment, ownership, and operation of site-specific energy solutions aligned with customer needs and decarbonization goals.

As a result, these projects are creating value by reducing emissions, lowering total operating expenses, and improving the total cost of ownership across our portfolio. To further increase operational efficiency, PTI is implementing targeted energy efficiency upgrades. By replacing conventional grid-powered





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lights with solar-powered and/or LED aviation lights, we have reduced energy consumption and related emissions at scale.

Approximately 729 sites were converted in 2024, with the goal to increase +1,500 sites by 2030.



PTI is leveraging smart technology to reduce safety and pollution related impacts on daily site operations by conducting site inspections and audits using drones. This program creates digital twins of each site of the portfolio. The improved quality and quantity of information collected per visit has reduced the need for site visits by two to three visits per site annually. This reduction in manual visits reduces GHG emissions and potential health and safety risks linked to the contractor physical visit to site compared to traditional climbed audits. 82% of our sites have a digital twin, and the goal is to achieve 97% coverage by the end of 2025.

**82% of our sites have a digital twin with plans to achieve 97% coverage by the end of 2025**

PTI is installing smart locks to automate customer and vendor site entry. Additionally, that eases site access tracking. The smart locks operate through near-field communication (NFC) induction technology<sup>1</sup>, eliminating the need for physical keys (thereby reducing unnecessary travel), or use of batteries or battery replacement trips. They streamline the access approval process and eliminate the need to pick up physical keys, thereby reducing unnecessary travel.

**Approximately 60% of the portfolio has installed smart locks with plans to achieve 84% coverage by the end of 2025**

## Co-Location and Consolidation of Towers

Tower consolidation, the strategic merging of two proximate telecommunication sites into a single, more efficient location, is another aspect of PTI's sustainability and operational optimization efforts. By delivering the same coverage objectives with one site instead of two, PTI creates value and significantly reduces operating expenses, including maintenance, energy consumption, and site leasing costs, while simultaneously reducing the overall environmental impact and carbon footprint of its network assets. This approach is especially relevant in markets where PTI has completed multiple acquisitions of telecommunications infrastructure from different mobile network operators, resulting in overlapping sites that are ideal candidates for consolidation.

<sup>1</sup> NFC induction technology uses magnetic field induction to allow devices to communicate with one another by touching or bringing them close together. "Near-field communication (NFC)", TechTarget Network.



The streamlined network also curbs the consumption of raw materials and emissions typically associated with the operation of duplicate infrastructure. Moreover, PTI's consolidation program further promotes resource efficiency by reusing the extra steel from decommissioned towers in other modification projects or new tower builds, reinforcing the company's commitment to recycling and responsible material management.

## Corporate GHG Assessment

In 2024, PTI continued to advance its carbon accounting process working closely with Climate Impact Partners and Nature Positive, two globally recognized organizations that helps in managing and accessing GHG emissions. Each year, these advisors conduct a comprehensive GHG assessment in alignment with the GHG Protocol for the global operations of PTI, including both site and corporate sites. The assessment comprises engagement with all relevant stakeholders, from employees to investors, to gather, validate, and analyze data from all 24 markets where PTI operates.

The 2024 assessment focused particularly on improving the accuracy and completeness of Scope 3 emissions accounting. As a result, PTI enhanced its methodology to better integrate indirect emissions and ensure a more comprehensive understanding of its total environmental footprint.



### 2024 GHG EMISSIONS BY SCOPE

EMISSIONS SCOPE	GHG EMISSIONS (tCO2e)	
	MARKET-BASED	LOCATION-BASED
Scope 1 – Direct emissions	154.8	154.8
Scope 2 – Indirect electricity emissions	872.3	790.3
Scope 3 – Other indirect emissions	189,037	189,037
Total	190,064	189,982



## Carbon Compensation Scheme

PTI proudly renewed its Carbon Neutral Certification for the fourth consecutive year, complying with the requirements of The Carbon Neutral Protocol<sup>2</sup> established by Climate Impact Partners. This milestone was achieved through active participation in verified carbon offset programs that contribute to decarbonize PTI's global emissions. Through this compensation scheme, PTI offset approximately 4,372 tCO2e by supporting certified environmental projects in the United States, Colombia, and Guatemala, as well as initiatives from a range of global NGO portfolios:



- **Industrial Process Emissions Reductions, USA, ACR (1,372 tCO2e)**
- **Nature Conservation, Global Portfolio (1,000 tCO2e)**
- **Water Filtration and Clean Cooking, Guatemala, Gold Standard VER (1,000 tCO2e)**
- **Mississippi Valley Reforestation, USA Portfolio (500 tCO2e)**
- **Vichada Afforestation, Colombia, VCS (500 tCO2e)**

These projects not only contribute to climate action but also create social and environmental co-benefits in the regions where they are implemented. Afforestation, for example, removes carbon from the atmosphere through the natural process of photosynthesis. Through this same process trees also store large amounts of carbon from the atmosphere in their biomass and in the soil, helping to mitigate the impacts of climate change<sup>3</sup>.





## FOCUS AREAS

# Climate Resilience

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Due to the nature of our business, operating telecommunication infrastructure in rural and urban environments, our climate resilience approach is strongly focused on the principle of preventive risk analysis. We continuously monitor, audit and activate adequate climate risk emergency and response plans, both to increase resilience against climate events, and to protect the infrastructure and assets of our clients that, ultimately, impact society in general.

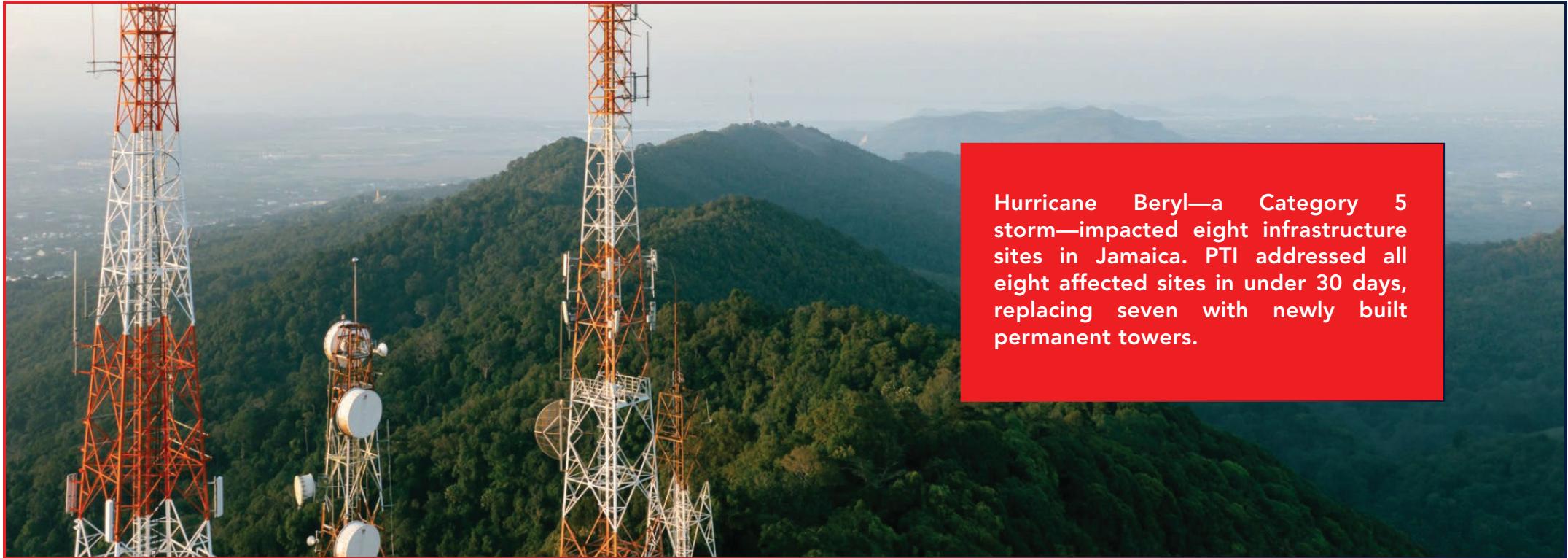
## Risk Management

As a global company with operations across markets with varying environmental, social and governance standards, we understand the need for a consistent but tailored approach across our markets. PTI's Environmental and Social Management System (ESMS), has been in place since 2019 following the ISO 14001 guidelines. The ESMS incorporates targeted policies and plans designed to prevent, identify, assess, and address environmental risks arising from extreme climate-related events that may impact assets and sites across its portfolio. Each year, a comprehensive natural disaster risk report is prepared, with particular focus on vulnerable regions such as the Caribbean and Central American coastal areas.

The frameworks and policies PTI follow for climate risk management are:

- › Environmental and Social Management System (according to ISO 14001:2015)
- › Built-to-Suit Process Manual
- › Environment and Biodiversity Plan (especially relevant for bird species)
- › Environmental and Social Screening Tool
  - Hazards and Risk Matrix
  - Environmental Permitting
- › Emergency Preparedness Plan
- › Natural Disaster Response Plan
- › Health and Safety Rules
- › Community Engagement Procedures (especially relevant for Indigenous People)





**Hurricane Beryl**—a Category 5 storm—impacted eight infrastructure sites in Jamaica. PTI addressed all eight affected sites in under 30 days, replacing seven with newly built permanent towers.

## Resiliency Against Climate Risks

With support of the digital twin technology and yearly risk assessments, the 2024 report underscored the need to conduct quality and preparedness audits across 118 sites in the Dominican Republic and Jamaica. Of these, 79 sites underwent extensive maintenance, while 2,125 sites received preventive maintenance. As part of its disaster response strategy, PTI established dedicated hurricane emergency response teams tasked with asset restoration, customer support, and rapid deployment actions. In the Dominican Republic, two exclusive emergency crews were activated, alongside two support generators and four Rapid Deployment Sites.

Hurricane Beryl—a Category 5 storm—impacted eight infrastructure sites in Jamaica in July 2024, part of a 476-site portfolio acquired by PTI in 2023. Upon activating its disaster response plan, PTI addressed all eight affected sites in under 30 days, replacing seven with newly built permanent towers. The response and recovery plan were executed systematically and met, and in many cases exceeded the established timelines. With a growing footprint across the Caribbean, PTI procured 20 additional Cell on Wheels (COW) units, strategically positioned throughout key markets to strengthen emergency response capabilities and minimize service disruptions during weather-related events.



## Data-Driven Sustainability Program

PTI's sustainability program has progressed from a collection of independent, siloed initiatives into a more integrated and KPI-driven strategy. Key drivers of this transformation include our ongoing participation in the GRESB benchmark and the implementation of a sustainability-linked loan agreement with financial institutions. These initiatives have helped formalize the program, enhance internal coordination, foster a data-driven culture, and align sustainability efforts with broader business objectives.



## Global Real Estate Sustainability Benchmark -GRESB- Participation

PTI believes the GRESB Infrastructure Assessment is the most comprehensive infrastructure sustainability evaluation, with 100+ data fields. PTI achieved an 89 in the 2024 GRESB Infrastructure Assessment, a 20-point improvement from 2023 score of 69. This significant improvement was supported by several key actions:

- › Strengthened risk management practices aligned with GRESB material topics
- › Sustainability transparency through the first internal sustainability report
- › Integrated sustainability KPIs into the sustainability-linked loan agreement
- › Maintained CarbonNeutral® certification and conducted annual GHG inventories
- › Tracking contractor health and safety data
- › Customer satisfaction survey
- › Addressed policy gaps, including the delegation of authority
- › Expanded philanthropic initiatives through the PTI WINGS Foundation
- › Established a robust stakeholder engagement process, including identification of affected stakeholders and public consultations

## Sustainability-Linked Loan (SLL)

This evolution towards KPI and data driven actions also allowed PTI to structure a recent financing round in alignment with the SLL Principles with banking institutions in Europe. The SLL features an adjustment to both the drawn margin and commitment fee of loan facilities based on the achievement of targeted performance on three equally weighted key performance indicators (KPIs):

- Greenhouse gas (GHG) emissions, Scope 1 and 2 emissions intensity per site, and Scope 3 disclosure
- GRESB score increase
- Number of lit sites (sites that have dedicated lighting) converted to light-emitting diode (LED) or all solar-powered lighting

Each one of these KPIs have a long term set of targets that PTI must comply with to preserve the facility conditions, following a yearly third-party verification.



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## Social Engagement and Employee Wellbeing

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# Key MILESTONES

- **8.3/10** employee satisfaction rate, 5% higher than 2023
- **9.3%** global turnover rate
- **0.31%** of employees with work-related injuries
- Female employees represent **45%** of the workforce
- **2** new GPTW awards
- **+1,500** volunteer hours





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# PHOENIX TOWER INTERNATIONAL WINGS

PTI created the WINGS social project since its inception, where the business contribute to childhood education and development, health and wellness and seek to improve access to technology and internet connectivity. Every year PTI provides all employees with dedicated volunteering hours, fostering deeper engagement with community initiatives.



**21**  
countries



**48**  
partners



**24**  
events



**USD  
\$1,500,000**  
in donations



**+2,500**  
trees planted



**+1,500**  
volunteer hours



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## Latin America and Caribbean (CALA):

The CALA team expanded operations into Jamaica, Chile, Panama, and Brazil, collaborating with 20 new partners, including Digicel Foundation Classroom, FUNIPRI, and Educandário Nossa Senhora do Amparo. Key initiatives included Earth Day activities, professional development sessions, tower visits, classroom construction and renovation projects. A highlight was the launch of a mobile computer lab in the Dominican Republic, which served hundreds of students across various communities in the country.

## Europe:

The European team worked with 12 partners to enhance learning environments by painting classrooms, donating supplies, and supporting environmental programs. In Ireland, PTI continued supporting the Abalta School, setting up a new classroom and building a specialized swing for students with disabilities. Team members even returned on their own time to complete the project, demonstrating deep commitment.

## United States:

New partnerships were created with the Best Day Foundation, Best Buddies, and the Miami Children's Museum, while continuing work with 16 existing partners. Initiatives included walkathons, meal distribution, scholarships, housing support for families in need, and tree planting donations. Programs also created inclusive recreational opportunities, for example, helping a child with physical disabilities ride a surfboard, bringing joy and empowerment.





## Health and Safety

PTI strives to provide safe working conditions and follow operational practices that result in transparent and efficient operations for our employees, suppliers, vendors, contractors, and subcontractors. Therefore, PTI conducts an annual occupational health and safety survey of all its contractors. This survey is intended to assess the health and safety performance of its operational partners, as well as confirm the application of best standards and policies throughout its value chain.



## Community Engagements

Given the diverse geographic footprint of operations—spanning the United States, the Caribbean, Latin America, and Europe—the approach to community engagement is grounded in adaptability, respect for local contexts, and the promotion of shared value. Many of our telecommunication's sites are located in rural or remote areas, where infrastructure development brings together the communities to solve common questions such as use of space, connectivity benefits, or employment opportunities. Across our operations, we adapt our community engagement strategies to reflect cultural, legal, and environmental contexts, with a focus on long-term relationships, transparency, and shared growth.

For instance, during 2024 the Build-to-Suit team activated a specific engagement program with indigenous communities in Panamá for the development of 9 sites. These projects followed a structured engagement approach based on respect, free, prior, and informed consultation, and the formalization of mutual agreements:

- › Agreement with the Comarca Nagabe Buglé: A collaborative framework that outlines the terms of cooperation, community benefits such as access to connectivity, and joint commitments to sustainability.
- › Contract Between Parties: A legal agreement that includes provisions on cultural respect, prioritization of local employment, and measures to safeguard the environment.



## Employee Wellbeing

PTI continues to invest in building a strong, inclusive, and supportive workplace culture across its global operations. In 2024, the company significantly expanded its employee wellbeing program, introducing initiatives designed to enhance engagement, strengthen team cohesion, and promote personal and professional growth.



## Employee Pulse Survey

The company also saw a meaningful increase in employee satisfaction in 2024. The yearly Pulse Survey, a tool led by the Human Resources Department to evaluate and understand employee engagement and satisfaction, received an 8.3 score, a 5% increase from 2023 7.9 score, reflecting improved participation and interest in shaping workplace culture.



## All Hands Meeting

A major highlight was the All Hands Meeting to celebrate PTI's 10-year anniversary, which brought together PTI employees from all global offices for a week at Disney World in Orlando, Florida. This milestone event combined professional development, training, relationship-building activities, all centered around the company's core values. It was a powerful driver of connection, motivation, and a stronger sense of belonging across the organization.



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## Great Place To Work® Certified

### Great Place to Work Certification™

Recognition of PTI's positive work environment continued to grow. In 2024, the company earned two new Great Place to Work certifications:

- › USA (2) for PTI Corporate and PTI Services
- › Ireland
- › Italy
- › Dominican Republic

- › Mexico
- › Colombia
- › Ecuador
- › Spain
- › France

### Wellness Benefits

PTI strives to uphold its corporate values in every sphere of its relationship with employees and offer a healthy work environment for all. As part of the compensation and benefit scheme, it offers a Wellness Allowance Program for eligible health and wellness-related expenses, such as:

- › Health club memberships, fitness classes, and recreational classes/adult and youth sports.
- › Smoking cessation and weight reduction programs.
- › Entry, registration, participation, or fees for sports leagues.
- › Physical fitness products, equipment, and school supplies.
- › Children's and adult education, extending to the immediate family members of PTI employees.



## Training and Professional Development

Following the mission for a healthy work environment, integrity and passion and high standards, PTI also focuses on providing opportunities for career, professional and personal development. Training courses are part of this program to enhance talent. Mandatory and voluntary training courses are offered every year in-person and online through the following modules:



### PTI University

A series of PTI business leader-led sessions on their respective departments' activities and contributions to the overall business.

### KnowBe4

Online training to ensure all PTI employees, including new hires, are educated on critical topics like anticorruption, cybersecurity, and Diversity, Equity & Inclusion (DEI). Recurrent campaigns are launched throughout the year for all PTI employees.

### LinkedIn Learning<sup>4</sup>

PTI holds a number of licenses for all LinkedIn Learning online courses and certifications on a range of professional development topics.

### Language University

Training courses on six different languages spoken in the markets where we operate: English, Spanish, French, Italian, Portuguese and German.



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# Enhanced Governance

In line with our commitment to operating internationally in full compliance with applicable laws and regulations, the Group has implemented a robust Anti-Bribery and Anti-Corruption Compliance Program (the "ABAC Program"). This program is designed to control, monitor, and continuously improve the implementation of compliance policies across all levels of the company. The ABAC Program provides comprehensive training and education for all employees, ensures legal and regulatory guidance is available when needed, addresses inquiries related to proper business conduct, performs and reviews due diligence findings, and investigates any reported allegations of misconduct or irregularity.

All employees are required to act in accordance with the standards outlined in the ABAC Program. Adherence to these principles is a key component in evaluating each employee's judgment, competence, and potential for advancement within the organization. Any breach of the program's principles may result in appropriate disciplinary action. PTI's key Policies on Anti-Corruption and Compliance, which follow ILO, UN and OECD guidelines, include:

- › ABAC Policy (Anti-Bribery and Anti-Corruption)
- › Conflict of Interest Policy
- › AML Policy within the Risk and Control System for Anti-Money Laundering, Counter-Terrorism Financing, and Weapons Proliferation (applicable in Colombia)
- › Information Security Policy
- › Employee Privacy Policy



As part of the ABAC Program, an annual certification process is conducted, in which all employees must formally declare that they have neither violated nor have knowledge of any potential violation of the ABAC Program or its associated policies. This process serves to:

- › Confirm employee compliance with ABAC policies.
- › Ensure proper identification and reporting of incidents or policy violations.

## Technology Improvement

The legal team dedicated efforts in analyzing and improving internal compliance capabilities and resources. New technology tools were implemented to streamline due diligence processes, including KYC and document revision, as well as contract initial screening. Platforms as ContractPodAi were implemented.

## ContractPodAi



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# Relationship with Stakeholders

PTI's sustainability efforts are closely tied to ongoing engagement with a broad range of stakeholders, including employees, business partners, investors, advisors, local communities, and industry peers. We hold regular in-person and virtual meetings with these groups to share updates, gather feedback, and involve them in new initiatives. This constant exchange helps embed sustainability into our day-to-day relationships.

Our internal Sustainability Working Group—made up of leaders from Legal, Operations, HR, and Compliance—drives the program forward, ensuring that sustainability is part of high-level decision-making. These leaders gather input from teams in all markets of operation to shape and advance our key focus areas. We take the same approach when working with investors and business partners, maintaining a two-way dialogue to align on goals and expectations.



In 2025, we are updating our stakeholder engagement program to strengthen these efforts, with plans to share more details in upcoming sustainability disclosures.

At the industry level, PTI is an active member of the European Wireless Infrastructure Association's (EWIA) Sustainability Working Group. This group

meets monthly to exchange best practices, insights, and strategies related to sustainability. PTI's involvement supports both its own progress and the broader advancement of sustainability performance across the industry.



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# Greenhouse Gas Emissions

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PTI performs a yearly greenhouse gas emissions inventory analysis in accordance with the GHG Protocol Corporate Accounting<sup>5</sup>. The assessment is performed by Nature Positive, our partner expert in GHG calculations since 2020, ensuring a deep knowledge on our operations, structure and emission sources.

The findings of the 2024 GHG inventory and assessment are summarized as follows:

## GLOBAL GHG EMISSIONS (MARKET-BASED BY SCOPE)

YEAR	SCOPE 1 (tCO2e)	SCOPE 2 (tCO2e)	SCOPE 3 (tCO2e) <sup>6</sup>	TOTAL
2024	154.8	872.3	189,037	190,064
2023	157	839	192,762	193,758
2022	76	891.5	204,770	205,737
2021	77	395.1	145,189	145,661
2020	63	349	127,658	128,069

## GHG EMISSIONS FROM THE GENERATION OF PURCHASED ELECTRICITY, HEAT, STEAM AND/OR COOLING

YEAR	SCOPE 2 (tCO2e) LOCATION BASED <sup>7</sup>	SCOPE 2 (tCO2e) MARKET BASED <sup>8</sup>
2024	790.3	872.3
2023	770	839
2022	852	892
2021	395	395
2020	349	349

## GHG EMISSIONS FROM WATER AND WASTE MANAGEMENT SCOPE 3

YEAR	SCOPE 3 CATEGORY 1: PURCHASED GOODS AND SERVICES – WATER SUPPLIED (tCO2e)	SCOPE 3 CATEGORY 5: WASTE GENERATED IN OPERATIONS (tCO2e)*
2024	1.1	26.5
2023	0.7	14
2022	0.5	16
2021	0.8	58
2020	1.2	12

\*Please note that waste generated during PTI's operations includes wastewater and other waste.

<sup>5</sup> PTI's GHG calculation is performed by Climate Impact Partners. Climate Impact Partners builds on the expertise, integrity, and innovation of two companies, Natural Capital Partners and ClimateCare, that have led the voluntary carbon market to transform the global economy, improve health and livelihoods, and restore a thriving planet.

<sup>6</sup> Categories 1, 2, 3, 4, 5, 6, 7, and 8.

<sup>7</sup> The location-based method reflects the average emissions intensity of grids on which energy consumption occurs.

<sup>8</sup> The market-based method reflects proportional emissions from specific electricity tariffs that consumers select in the market.



## 2024 PERFORMANCE FIGURES

# Training and Professional Development

A total of 1,190 hours of training at global level and 600 hours using the LinkedIn Learning platform.

## 2024 training topics



### 1. Anticorruption

- a. Fundamentals of anti-corruption, bribery, money laundering and conflicts of interest
- b. Whistleblower Channel
- c. Handling situations and professional behavior regarding gifts, donations and hospitality



### 4. Professional aspects and career management

- a. Design of objectives
- b. Professional writing
- c. Negotiation skills
- d. Good business practices



### 2. Digital Security

- a. Data management and self-protection
- b. Principles of cybersecurity
- c. Cybersecurity prevention actions



### 3. Technology

- a. 5G technology and trend forecasting
- b. DAS and small cells
- c. Characteristics of the telecommunications business
- d. ABC of telecommunication towers
- e. Business training and PTI service



### 5. Language course (optional)

- a. English
- b. Spanish
- c. Italian
- d. French



### 6. LinkedIn Learning (optional)

- a. Excel
- b. Management skills
- c. Artificial Intelligence
- d. Project Management
- e. Decision Making
- f. Public Speaking
- g. Data science

## LINKEDIN LEARNING – 2024

ACTIVE USERS	252
COURSE COMPLETION	753
VIDEOS COMPLETION	16,372
HOURS VIEWED	1,012
AVERAGE HOURS PER VIEWER	4 hours

## LINKEDIN LEARNING – 2023

ACTIVE USERS	113
COURSE COMPLETION	1,677
VIDEOS COMPLETION	34,867
HOURS VIEWED	1,981
AVERAGE HOURS PER VIEWER	7 hours and 50 minutes