



Environmental Policy A1 Telekom Austria Group

A1 Telekom Austria Group is committed to operating as an environmentally and socially responsible company, minimizing negative impacts and maximizing the benefits to people and the planet. With ESG as one of the company's strategy enablers, we aim to achieve more efficient, resource-conserving, and thus more sustainable ways of working and living. Moreover, the Group considers these initiatives as long-term value drivers whose growth and success are not only expressed through the financial performance indicators but also include the measures associated with Group environmental footprint. Our commitment is further expressed in our ESG Strategy.

Public policy, regulation, and environmental management systems

A1 Telekom Austria Group complies with legal requirements and contributes to international commitments such as the Paris Agreement and the U. N. Sustainable Development Goals (SDGs). Furthermore, the Group is implementing an audited Environmental Management System (EMS) in all subsidiaries to manage risk and opportunities as well as to detect and define areas of improvement. This ensures that we constantly drive targeted changes.

Climate change & energy

The Group is strongly committed to climate protection and combating climate change. We aim to keep our environmental impact to a minimum, by increasing our energy efficiency and raising the share of renewables in energy. The latter is further strengthened by our Green Electricity Policy. We are committed to decreasing our emissions and keeping the alignment with the 1.5 Degrees reductions ambition across all scopes, as defined by [Science Based Targets Initiative](#) and recommended in the Paris Climate Accord. We recognize that our supply chain generates more than two-thirds of our total GHG emissions and are setting up ambitious programs that look to address decarbonization both upstream and downstream in our value chain. We are committed to constantly monitoring our emissions, transparently reporting on our progress against targets, and verifying our emissions in line with the GHG Corporate Accounting and Reporting Standard. In addition, we keep investing in developing products and services that enable our customers to reduce their carbon footprint.

Circular economy and resource conservation

The Group commits to keeping the materials, components, and products in circulation for as long as possible. We engage in projects that extend the lifespan of products and materials via reuse and maintenance and foster the development of environmentally

friendly products and services. In addition, in our own operations, we commit to driving the use of sustainable office materials and equipment. We are committed to developing a state-of-the-art circularity policy and program within our Group, to harness the potential of digital transformation and allow for responsible use of materials across our value chains.

Waste

The Group recognizes responsibility for waste generated in our own operations and recognizes responsibility for the end-of-life treatment of products sold. The Group commits to monitoring waste-related data and creating guiding principles for waste management by the third parties on the behalf of the Group. The group considers waste in our operations as non-material in terms of carbon, however, recognizes the waste management practices and programs to be in a close correlation and an important indicator of the company's efforts to transform business in line with the principles of the circular economy. In addition, the Group commits to working towards achieving Zero Waste to Landfill Certification by 2030.

Water

The Group is well aware of global environmental challenges related to water consumption. While our impact on water supply and quality of water is limited in our direct business, we recognize that larger challenges might occur down in our value chain. When it comes to taking responsibility for our own impact, we commit to reducing water use and collaborating on projects that bring further improvements in water efficiency. We also commit to bringing about the topic of water use to our partners across the value chain and raising awareness of the related challenges to our environment.

Biodiversity

We also recognize the global challenges associated with biodiversity loss. We commit to conducting an assessment to understand the footprint of our business on biodiversity. If the assessment will identify any activities taking place in protected areas or areas of high biodiversity value, we commit to monitoring these activities and working to reduce our impact. We commit to assessing and thereafter closely following and disclosing the total number of IUCN Red List species and species on the national conservation list affected by our operations.

Conflict Minerals

We commit to collaborating only with partners who recognize the importance of fairly-sourced minerals, in particular, 3TG (tin, tantalum, tungsten, and gold), cobalt, and other minerals. We commit to working with partners who ensure that no minerals or precious materials are sourced from the conflict zones. In addition, we commit to creating our own conflict minerals policy, binding for the vendors we work with. We commit to establishing a due diligence process that will look into the environmental and social impacts of conflict minerals in our supply chain.

Supply Chain

The Group is aware of our responsibility along the value chain. We, therefore, expect from and encourage our suppliers to act in the best interest of our planet. We recognize the importance of healthy value chains and commit to working with our value chains across all the relevant topics enlisted in our Environmental Policy and work on setting up ambitious Supply Chain Standards to be applied across our value chain.

Enablement

Our employees receive regular training on environmental topics to drive behavioural change within the company as well as in their everyday lives. Moreover, we foster digitalization to trigger the positive environmental changes that come with it to enable our customers to limit their environmental footprint.

Communication and transparency

A1 Telekom Austria Group communicates our own environmental activities and KPIs and thus promotes credibility and transparency in our own performance.

Disclaimer

This policy is valid for the entire A1 Telekom Austria Group and its subsidiaries. Based on this policy, we set ourselves targets and regularly measure the progress as we strive for continuous environmental improvement.

This policy is aligned with the current practices in A1 Telekom Austria Group, and it is also forward-looking. To affirm our deep commitment to the environment and sustainability, we commit to regularly reviewing our steering documents and staying on the course of sound, socially, and environmentally responsible business with the best-in-class policies and programs for the benefit of people and the planet.

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Place: Vienna, Austria



Thomas Arnoldner, CEO



Alejandro Plater, COO



Siegfried Mayrhofer, CFO