



A1 Environmental Policy.





Address of A1 CEO.

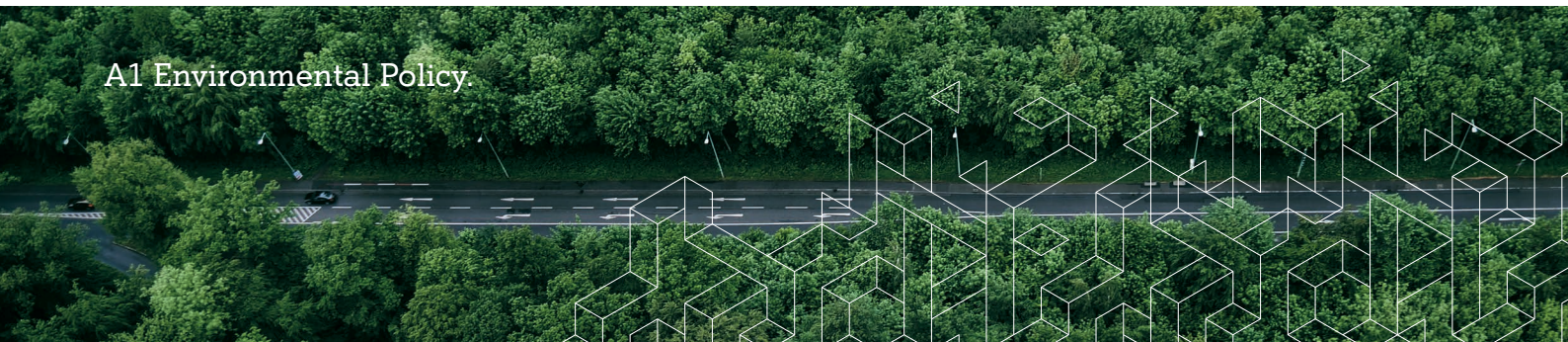
Doing socially responsible business for us is not only one of the basic principles of work, but also an opportunity to change ourselves and change the world around us for the better, pay attention to what we think is important, and also to help those who need it. Our priorities include aid to children, development of inclusive society, support of national identity and culture, and more recently, sustainable behavior.

At a global level A1 strives to minimize environmental impact through the use of energy-efficient systems and settings for operation of telecommunication networks and their components, reduce carbon footprint when using renewable energy sources, alongside with wise resource and waste management, which ultimately leads to tangible environmental impacts.

We believe that every step in this direction, big and small, helps us reach the common goal, and we strive to inspire our employees, customers and everyone who cares about the world we are going to leave for future generations with the idea of respect for nature and sustainable behavior. In turn, we hope that our aspiration and actions will contribute to the common environmental efforts and A1 will become a role model for other businesses in Belarus.

Helmut Duhs
A1 CEO.

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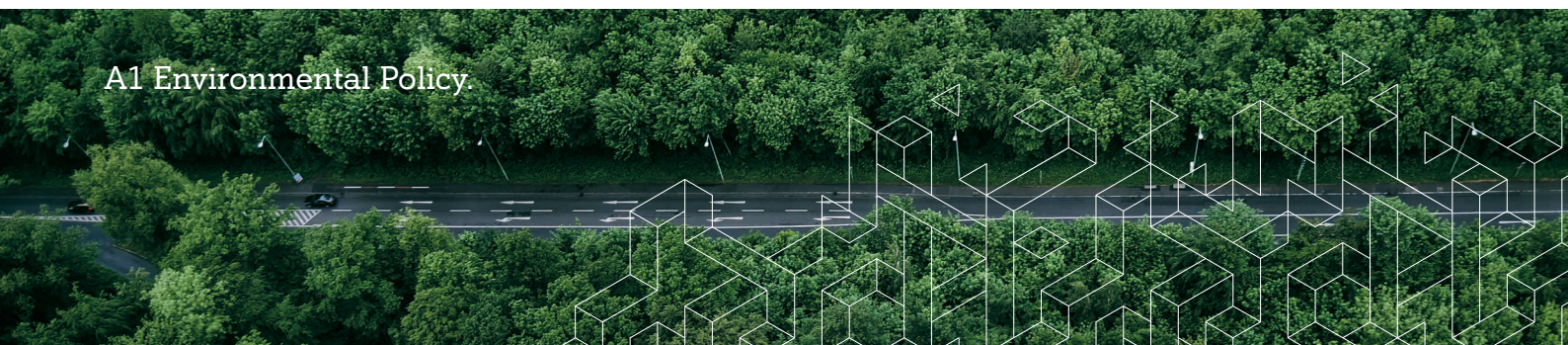


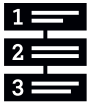
1. Purpose.

The environmental policy of the Unitary Enterprise «A1» (hereinafter – the «Policy») establishes the requirements for managing the activities of the Unitary Enterprise «A1» (hereinafter – the «A1»), which is aimed at minimizing the environmental impact.

The given Policy is based on the integration of ESG (Environmental, Social and Corporate Governance) principles into the company's sustainable development strategy and is developed with the aim of establishing the basic principles and obligations of A1 in the field of environmental protection and ensuring environmental safety, ways and mechanisms for their implementation.

The policy comes into effect from the date of its approval and applies to all A1 employees, and is also integrated into all aspects of the company's activities.





2. General provisions.

A1 is a telecommunications, ICT and content services provider in Belarus. The company began its commercial activities on April 16, 1999, becoming the first mobile operator of the GSM standard in the country. Since November 2007, the company is part of A1 Telekom Austria Group, the European subsidiary of the multinational holding América Móvil, one of the world's largest wireless service providers. Until August 2019, the company conducted operations under the brand name velcom.

A1 customers in Belarus are more than 4.9 million people, over 1 million households have accessibility to a fixed communication network using GPON and Ethernet technologies in all regional cities and most district centers. In addition, A1 provides IPTV digital television services under the brand name VOKA, as well as data storage and cloud services based on its own data center, one of the largest in the country. The company employs about 3,000 people, and branded sales and service centers are located in all major cities of the country.

In accordance with the ESG (Environmental, Social and Corporate Governance) principles, A1 is actively implementing socially significant projects in the field of corporate social responsibility. In 2020, a new direction of environmental protection has been added to the number of existing priorities that include helping children and supporting national self-identification.

A1 emphasizes improving the ecological situation and creating better environmental conditions as the basis for sustainable development of business, government, and society and considers the environmental aspect as one of the main principles of its activities.

A1 considers environmental protection activities as an integral part of its daily work, fully realizing the need to maintain ecological balance, ensure environmentally stable social and economic development of society.

In carrying out its activities A1 is aware of its responsibility for the preservation of the environment, safety and reliability in fulfilling obligations within the priorities outlined in the given Policy, and also undertakes obligations to minimize this impact, and considers its consequences and possible compensation for the damage caused.

The commitments and strategic goals defined in the given Policy are aimed at ensuring the preservation of the favorable environment and natural resource potential.



A1 Environmental Policy



3. Principles.

- Compliance with the requirements, norms, obligations in the field of environmental protection, rational use of natural resources, environmental safety, established by the legislation of the Republic of Belarus and ratified by international treaties within the frameworks of A1's activities.
- Commitment to the principles of sustainable development in planning and carrying out A1's activities: A1's implementation of its economic interests should not worsen the existing environmental situation, the quality of life and health of the population or harm the environment and its individual components.
- Absence of obstacles for A1's employees as well as citizens of the Republic of Belarus, affected by the activities of A1, to exercise their constitutional right to a healthy environment.
- Consideration of potential environmental risks when making management decisions that determine the A1 development strategy. Consideration of ecological, economic, and environmental aspects alongside traditional financial and economic parameters.
- Increasing energy efficiency and solving the problem of energy saving in a set of measures.
- Ensuring the reduction of CO₂ emissions as a result of the company's activities, preventing and reducing the negative impact on the environment in the process of A1's activities, taking all possible measures to compensate for the caused damage.

- Waste reduction and environmentally friendly management.
- Openness and availability of the results of environmental monitoring for all stakeholders.
- Creation and development of A1's ecological culture, environmental values, shaping the image of A1 as an environmentally cautious company committed to the principles of corporate social responsibility.



4. Aims and targets.

4.1. The aim of the given Policy is the increase the level of environmental safety and the introduction of an integrated approach to the rational use of energy and natural resources, minimizing the environmental damage caused by activities of A1, preserving a favorable environment for future generations, and A1's public positioning as an environmentally cautious company.

This Policy defines the priority activity streams:

- Energy Efficiency and Energy Saving;
- Reduction of Carbon Dioxide Emissions into the Atmosphere;
- Waste Reduction.

For each of them, a set of specific measures will be developed and implemented for 2021-2025 with the possibility of further prolongation.

4.2. Targets and their implementation:

4.2.1. Energy Efficiency and Energy Saving:

- Maintaining the share of renewable energy sources in the structure of energy consumption. Using environmentally friendly energy sources such as photovoltaic panels.
- Implementation of energy-saving and resource-saving technologies at the facilities of A1. Implementation of energy-saving measures.
- Technological re-equipment and gradual decommissioning of obsolete equipment, implementation of the best existing technologies in the work of A1.
- Reduction of specific energy consumption in the process of rendering services. Decreasing the share of auxiliary processes in the total energy balance of A1.

4.2.2. Reduction of Carbon Dioxide Emissions into the Atmosphere:

- Increasing the share of electric vehicles in the company's vehicle fleet.
- Reduction of the company's own vehicle fleet.
- Using a more economical high-speed style of driving on the highway.
- Reducing the number of business trips (by plane and by car).
- Increase in the number of bicycle parking near offices and other facilities of the company.

4.2.3. Waste Reduction:

- Reducing waste volumes and ensuring safe handling, ensuring separate collection of household waste (in case of technical possibility in a particular region and economic feasibility). Transfer of all types of generated reusable waste for recycling to third parties, if possible.
- Reducing the consumption of paper and ink for printers within the company and when working with customers through the promotion of electronic document circulation.
- Increasing the level of sorting and decreasing the volume of waste by informing employees.

4.2.4. Priority of preventive measures over reaction measures to eliminate the consequences of negative impacts:

- Considering environmental risks and possible environmental consequences at the design stage, strategic planning of activities.
- Considering environmental requirements when purchasing technologies, materials and equipment, works and services by contractors.
- Priority use of environmentally friendly materials, technologies and equipment certified in accordance with Belarusian and international environmental standards.

4.2.5. Openness and availability of environmental protection information:

- Publishing the given Policy on the official website of A1. Bringing this Policy and all related documents to the attention of all A1's employees.
- Informing the public on the official website of A1 about the implementation of environmental responsibility mechanisms provided by this Policy and internal regulatory documents adopted within the frameworks of the Policy.

4.2.6. Creation and development of A1's ecological culture and ecological values:

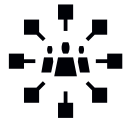
- A1's participation in environmental campaigns held by organizations and institutions, non-profit and commercial organizations, public associations.
- Implementation of information support for educational and promotional activities in the field of environmental protection, rational nature management, conservation, protection of rare species of plants and animals.
- Ensuring the participation of A1's representatives in public hearings, public discussions of environmental initiatives, draft regulations affecting A1's activities, in case it is possible.
- Commitment to acting in accordance with A1's environmental values when presenting products and services, interacting with customers, counterparties and other contact persons.
- Motivating A1's employees to participate in environmental protection activities. Providing environmental trainings among A1's employees by means of corporate information resources.



5. Disclaimer.

The tasks and activities listed in section 4 of this Policy cannot be implemented in the following cases:

- Lack of technical feasibility of their implementation in a specific region where A1 operates.
- Extremely low or zero environmental performance due to external reasons beyond the control of A1.
- For other external reasons beyond the control of A1.



6. Responsibility.

A1's responsibility for the obligations under the given Policy is to ensure personal responsibility of managers for the environmental consequences of their management decisions, as well as for the completeness of fulfilling the company's obligations within the framework of the priority areas of activity set forth in the given Policy.



7. Final provisions.

The given Policy expresses the position of A1 in relation to the environment and the implementation of principles of sustainable development in modern conditions. It is the basis for determining the company's environmental strategy, target planning of its activities in the field of environmental protection for the short, medium and long term.

The given Policy is a priority stream to be communicated to all A1's employees.

The given Policy is subject to timely revision, adjustments and improvement in case of changes in external conditions, as well as development priorities and conditions for A1.