

FACT-SHEET: ESG GOALS - A1 GROUP

ENVIRONMENT



Empowering a sustainable future

SOCIAL



Empowering our communities & employees

GOVERNANCE



Empowering a fair, digital life

CO₂ Emissions

On our path to net zero – By 2030:

Reduce Scope 1 and Scope 2 CO₂e emissions vs. 2019 by 90%

Reduce Scope 3 CO₂e emissions vs. 2019 by 60%

Digital Education

Community goal – By 2030:

Achieving 500,000 participations in our digital education initiatives between 2021 and 2030

Compliance Mgmt.

Audit goal – By 2030:

Maintain a best-practice and externally certified compliance management system in the years up until 2030

Energy Efficiency

Efficiency goal – By 2030:

Increase energy efficiency [MWh/TB] by 80% vs. 2019

MWh = Megawatt hour
TB = Terabyte of transmitted data

Diversity, Equity, Incl.

Employee goal – By 2025:

Increase the share of our female leaders to 40% by 2025

Increase the share of our overall female employees to 40% by 2025

Board Incentives

Incentivization goal – By 2030:

Implement a set of ESG goals within the board remuneration plan in all years up until 2030

Recycle/Refurbish

Circularity goal – By 2025:

Increase the percentage of recycled and refurbished devices to 20% of the total amount of devices and equipment distributed by 2025

Corp. Volunteering

Community goal – By the end of 2023:

Launch one volunteering flagship project in each of our seven operating countries, giving every employee the possibility to participate *

Supplier Policy

Audit goal – By 2030:

Conduct five on-site audits on the premises of our suppliers to enforce high supplier standards along our value chain each year up until 2030

Waste Minimization

Circularity goal – By 2030:

Obtain the Zero Waste to Landfill certificate from Carbon Trust by having no waste disposed in landfills by 2030 (except unavoidable waste and the remains of waste treatment such as ash)

Gender Pay Gap

Employee goal – By the end of 2023:

Standardize groupwide gender pay gap calculation on the basis of existing regulations and legal requirements and define a set of measures to continuously decrease the gap *

Product Reuse

Circularity goal – By the end of 2023:

Launch one flagship project in each of our seven operating countries for "product reuse" in 2023 followed by a continuous rollout of successful projects *

Employee Learning

Employee goal – By 2030:

Increase employee learning hours and reach an average of 40 hours of learning per employee per year by 2030

HIGHER AMBITION

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NEW TARGETS

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