

# FACT-SHEET: ESG GOALS - A1 GROUP

## ENVIRONMENT



Empowering a sustainable future

## SOCIAL



Empowering our communities & employees

## GOVERNANCE



Empowering a fair, digital life

### CO<sub>2</sub> Emissions

**On our path to Net-Zero – By 2030:**

Reduce Scope 1 and Scope 2 CO<sub>2e</sub> emissions vs. 2019 by 90%

Reduce Scope 3 CO<sub>2e</sub> emissions vs. 2019 by 60%

### Digital Education

**Community goal – By 2030:**

Having 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 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 transported data

### Diversity, Equity, Incl.

**Employee goal – By 2025:**

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

### Corp. Volunteering

**Community goal – By 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 in 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 2030:**

We are committed to equal pay for equal work. We focus on identifying and – if needed – mitigating pay inconsistencies

### Product Reuse

**Circularity goal – By 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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