

FACT-SHEET: ESG GOALS - A1 GROUP

ENVIRONMENT



Empowering a sustainable future

CO₂ emissions

On our path to Net-Zero – By 2030:

Reduce Scope 1 and Scope 2 CO_{2e} emissions vs. 2019 by 90%

Reduce Scope 3 CO_{2e} emissions vs. 2019 by 60%

Energy Efficiency

Efficiency goal – By 2030:

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

MWh = Megawatt hour

TB = Terabyte of transported data

Recycle / Refurbish

Circularity goal – By 2025:

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

Waste minimization

Circularity goal – By 2030:

Obtain the “Zero-waste to landfill” certificate by carbon trust having no waste disposed in landfills by 2030 (except unavoidable waste as well as the remains of waste treatment such as ash)

Product reuse

Circularity goal – By end of 2024:

Launch one flagship project in each of our seven operating countries for “product reuse” in 2024, followed by a continuous rollout of successful projects.

SOCIAL



Empowering our communities & employees

Digital Education

Community goal – By 2030:

Having 500,000 participants actively taking part in our digital education initiatives between the years 2021 and 2030.

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

Corp. Volunteering

Community goal – By end of 2024:

In 2024, there will be at least one quarterly volunteering opportunity available for our employees

Gender pay gap

Employee goal – By end of 2024:

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

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

GOVERNANCE



Empowering a fair, digital life

Compliance mgmt.

Audit goal – By 2030:

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

Board incentives

Incentivization goal – By 2030:

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

Supplier policy

Audit goal – By 2030:

Conduct 5 on-site audits on the premises of our suppliers to enforce high supplier standards along our value-chain in each year up till 2030

