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

**Goal by 2030:** Reduction of Scope 1 and Scope 2 (market-based) CO<sub>2</sub> emissions by 90% and Reduction of Scope 3 CO<sub>2</sub> emissions by 60% (BY 2019)

**Status:** -58% Scope 1 and Scope 2 (market-based), -26% Scope 3

## Digital Competences

**Goal by 2030:** Achieving 1,000,000 participations in our digital competence initiatives between 2021 and 2030

**Status:** 437,526 participations

## Compliance Management

**Goal until 2030:** Maintain the externally certified Best-Practice Compliance Management System (CMS)

**Status:** Successful recertification (2022/2023) of the CMS

## Energy Efficiency

**Goal by 2030:** Increase energy efficiency by 80% (BY 2019)

**Status:** Increase of 60%

## Volunteering

**Goal until 2030:** The A1 Group offers its employees at least four corporate volunteering options annually until 2030

**Status:** Offered in all countries

## Board Remuneration

**Goal until 2030:** Implementation of ESG goals in the management board remuneration plan in all years until 2030

**Status:** ESG goals included in Short-Term and Long-Term Incentives

## Circular Economy

**Goal by 2030:** Device take-back will be increased to 50% by 2030 compared to the annual volume brought to market

**Status:** Take-back of 28% of devices brought to market in 2024

## Diversity

**Goal by 2030:** Increase the share of women in the company and women in leadership positions to 40% by 2030

**Status:** 40% women in the company, 35% in leadership positions

## Supply Chain

**Goal by 2030:** Conduct five on-site inspections of suppliers each year until 2030 to ensure high supplier standards along the supply chain

**Status:** 5 on-site audits conducted

## E-Waste

**Goal by 2030:** We aim for the sustainable processing of 100% of CPEs (modems, routers, TV receivers, etc.) by 2030

**Status:** 100% of the CPEs have undergone sustainable processing

## Gender Pay Gap

**Goal by 2030:** Reduce the adjusted income gap to 1% or less and continue efforts to reduce the unadjusted income gap by 2030

**Status:** New goal – status will be published for the first time in 2025

## Employee Learning\*

**Goal by 2030:** Increase employee learning hours to reach an average of 40h per employee by 2030

**Status:** 42 hours per FTE/year