



Environmental Policy of the A1 Telekom Austria Group

A1 Telekom Austria Group (hereinafter 'the A1 Group') is committed to operating as an environmentally and socially responsible company, minimizing negative impacts and maximizing the benefits to people and the planet. With ESG (Environment, Social, Governance) as one of the company's strategy enablers, we aim to achieve more efficient, resource-conserving, and thus more sustainable ways of working and living. Moreover, the Group considers these initiatives as long-term value drivers whose growth and success are not only expressed through the financial performance indicators but also include the measures associated with the A1 Group's environmental footprint. Our commitment is further expressed in our ESG Strategy.

Public policy, regulation, and environmental management systems

The A1 Group endorses and complies with legal requirements and contributes to international commitments such as the Paris Agreement, the UN Sustainable Development Goals (SDGs) and the Taskforce on Climate-related Financial Disclosures (TCFD).

The Group is implementing an audited Environmental Management System (EMS) in all subsidiaries to manage risk and opportunities as well as to detect and define potential areas of improvement. This ensures that we constantly drive targeted changes.

Climate change and energy

The A1 Group is strongly committed to protecting our planet and combating climate change, reporting regularly on environmental issues, as well as going above and beyond the requirements of the environmental regulations and mandatory standards.

We aim to keep our environmental impact to a minimum by increasing our energy efficiency and raising the share of renewables in the energy mix. The latter is further strengthened by our [Clean Energy Strategy](#). We are committed to decreasing our emissions and keeping the alignment with the 1.5 Degrees reduction ambition across all scopes, as defined by the [Science Based Targets Initiative](#) (SBTI) and recommended in the Paris Climate Accord and the Net-zero ambition.

We are committed to constantly monitoring our emissions, transparently reporting on our progress against targets, and verifying our emissions in line with the GHG Corporate Accounting and Reporting Standard. A key pillar in our efforts to monitor and reduce emissions is our Climate Transition Plan (CTP). This strategic roadmap articulates our long-term ambitions for climate action, outlines key decarbonization levers, required investments, and timeline, ensuring alignment between financial planning and climate objectives. Aligned with our strategy, it serves as a transparent framework, guiding our journey toward a more sustainable and resilient future. Progress against targets and resource needs is reviewed and reported regularly.

We recognize that our supply chain generates more than two-thirds of our total GHG emissions. For this reason, we are implementing ambitious programs that look to address decarbonization both upstream and downstream in our value chain, including supplier engagement and support for SMEs.

We are committed to optimising energy usage and implementing innovative technologies to enhance overall efficiency. By maximizing the effectiveness of our energy consumption, we aim to minimize our environmental footprint while maintaining operational excellence. A large source of emissions in the ICT sector are Data Centres (DCs). The A1 Group aims to increase the level of energy efficiency across all our DCs and to adopt a Code of

Conduct for energy efficiency in our major DCs. In addition, we keep investing in developing products and services that enable our customers to reduce their carbon footprint.

Strategic oversight to ensure alignment of group decarbonisation strategy and execution with 1.5 Degrees is vested in the A1 Group Head of ESG, who is a top executive, reporting directly to the Group Deputy CEO. Steering the climate-related risks and opportunities, as well as climate-related impacts, is vested in the A1 Group Head of Risk, a top executive reporting directly to the Group CFO. Board oversight for climate and environmental topics is ensured by being a regular agenda item in the Group Management Board Meeting.

Circular economy and resource conservation

The A1 Group commits to keeping the materials, components, and products in circulation for as long as possible. We engage in projects that extend the lifespan of products and materials via reuse and maintenance and foster the development of environmentally friendly products and services. In addition, in our own operations, we commit to driving the use of sustainable office materials and equipment.

We are committed to developing a state-of-the-art circular economy strategy within the A1 Group (based on the '9R' principles), which will allow us to harness the potential of digital transformation and allow for the responsible use of materials across our value chains.

As we look to the future, the A1 Group is dedicated to continuously adapting and innovating our circular economy practices to meet emerging environmental challenges and leverage new technological advancements. Therefore, we monitor and review our measures to assess the impact and effectiveness of our initiatives, allowing us to refine our strategies and achieve tangible improvements over time.

We commit to being aligned with the best practices and international guidelines for the disposal of electronic waste.

Waste

The A1 Group recognizes responsibility for the waste generated in our operations as well as for the end-of-life treatment of the products sold. The A1 Group is committed to monitoring waste-related data and creating guiding principles for waste management by third parties on behalf of the A1 Group.

Acknowledging the significant environmental challenges posed by plastic waste, the A1 Group plans to adopt robust measures to minimize the use of plastics across our operations and throughout the lifecycle of our products. We want to enhance our use of recycled and recyclable materials, reduce the usage of single-use plastics, and ensure that all plastic waste generated is managed according to local law and state-of-the-art procedures.

A1 Group recognizes that effective waste management practices and programs are closely linked to, and serve as a key indicator of, our efforts to align our business with circular economy principles.

Water

A1 Group is aware of global environmental challenges related to water consumption, and we recognise access to clean and fresh water as a basic human right.

Data Centres (DCs): When it comes to direct water use, the ICT industry is seen as water-intensive due to water use for cooling DCs. None of the DCs directly owned by A1 Group are built around this technology, and we are committed to not using this technology in the future.

Own Use (other): By combining the results of the internal risk assessment and the World Resources Institute (WRI) Aqueduct tool, we believe that our short and long-term water risks, as well as impacts on the global state of water, can be considered marginal. Yet, we commit to further reducing water use and collaborating on projects that bring further improvements in water efficiency.

Supply Chain: While our impact on water supply and quality of water is limited in our direct business, we recognise that larger challenges might occur in our value chain. We commit to bringing about the topic of water use to our partners across the value chain and raising awareness of the related challenges to our environment.

Biodiversity

We recognise the global challenges associated with biodiversity loss. We commit to conducting an impact-related biodiversity risk assessment to understand A1 Group's footprint on biodiversity. If the assessment will identify

any activities taking place in protected areas or areas of high biodiversity value, we commit to monitoring these activities and working to reduce our impact. We commit to respecting legally designated protected areas.

Where applicable, we commit to engaging with our stakeholders on the topic of biodiversity. We will also work with renowned NGOs for the betterment of biodiversity in the areas we directly operate in.

We recognise that most of the impact of the Telecommunications industry on biodiversity happens in our value chain. This is why we commit to requesting our business partners to avoid operational activities near sites containing globally or nationally important biodiversity.

We are committed to managing the safety risks associated with electromagnetic fields (EMFs) and the impact they might have on biodiversity. Therefore, we commit to avoiding negative impacts on threatened and protected species. Additionally, we are committed to communicating clearly and transparently all scientific information related to EMFs and their potential impact on humans and all living species.

Responsible Mineral Sourcing

We commit to collaborating only with partners who recognize the importance of fairly-sourced minerals, in particular, 3TG (tin, tantalum, tungsten, and gold), cobalt, and other minerals. We commit to ensuring that our own Responsible Minerals Policy is binding for the vendors we work with. Our due diligence process does investigate the environmental and social impacts of conflict minerals in our supply chain. We commit to working with partners who ensure that no minerals or precious materials come from uncertified mines. We acknowledge that the mining business brings complex socio-environmental circumstances to our supply chains. We will thus work towards partnering up with third parties and industry peers to eliminate child and forced labour, but also impose EHS standards.

Supply Chain

The A1 Group is aware of our responsibility along the value chain. We, therefore, expect from and encourage our suppliers to act in the best interest of our planet and people. We recognize the importance of healthy value chains and commit to working with our value chains across all the relevant topics listed in our Environmental Policy and work on setting up ambitious Supply Chain Standards to be applied across our value chain. This ambition is expressed in our [Responsible Sourcing Policy](#) and exercised through our Responsible Sourcing Program.

We commit to continuously monitoring our supply chain following a complex vendor risk assessment matrix founded on a set of ESG-based criteria. Our monitoring includes a set of risk-based measures, such as due diligence self-assessment, introducing ESG criteria in key tender negotiations, and external audits on vendor locations administered through our membership in the [JAC Initiative](#) (Joint Alliance for CSR).

Our ambitions and expectations of vendor relationships are underlined in our [Supplier Code of Conduct](#), which we expect all our suppliers to adhere to.

Enablement

Our employees receive regular training on environmental topics to drive behavioural change within the company as well as in their everyday lives. Moreover, we foster digitalization to trigger the positive environmental changes that come with it, to enable our customers to limit their environmental footprint.

Communication and transparency

The A1 Group communicates our own environmental activities and KPIs and thus promotes credibility and transparency in our own performance. We engage with our stakeholders to drive our agenda and map topics material to our business. We further engage stakeholders in roundtable discussions and steer the ESG agenda.

Disclaimer

This policy is valid for the entire A1 Group and its subsidiaries. Based on this policy, we set ourselves targets and regularly measure progress as we strive for continuous environmental improvement.

This policy is aligned with the current practices in the A1 Group and is also forward-looking. To affirm our deep commitment to the environment and sustainability, we commit to regularly reviewing our steering documents

and staying on the course of sound, socially and environmentally responsible business with the best-in-class policies and programs for the benefit of people and the planet.

On the 14th of May 2025

In Vienna, Austria