

**COMMUNICATION ON PROGRESS (COP)
BASIC TEMPLATE**

Period covered by your Communication on Progress (COP)

From: To:

***1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR
PRESIDENT IN THE CASE OF SMALL BUSINESSES)***

Please use the box below to include the statement of continued support signed by your company's chief executive

November 12, 2021

To our stakeholders:

I am pleased to confirm that Tele2 AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Kjell Morten Johnsen
President & CEO

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights.

- Developed a separate Human Rights Policy to complement our Code of Conduct and Business Partner Code of Conduct.
- Taken measures to support diversity and gender equality, including re-evaluating diversity & inclusion targets and implementing an anti-bias training which a majority of our managers have taken.
- Actively supported NGO that promote equality in our industry, eg Women in Tech and Female Digital Engineer.

Labour

Please use the box below to describe **actions** your company has taken in the area of labour.

- Following requests from customers, Tele2 has initiated a dialogue with a significant amount of our hardware suppliers to request information about their efforts to stave the use of forced or bonded labour of Uyghur and other Turkic and Muslim peoples in China.

Environment

Please use the box below to describe **actions** your company has taken in the area of environment.

- Set ambitious Science Based Targets to reduce our emissions in line with the 1,5 degrees target and the requirements of the Paris Agreement.
- Renewed third party verification of our Environmental Management System.
- Introduced half-size SIM card holders, reducing plastic waste by ~6 tons/year

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption.

- Annual Code of Conduct training, which includes one chapter on anti-corruption.
- Update to the Code of Conduct and Business Partner Code of Conduct to reflect a higher level of ambition and references to new and updated policies.

3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**.

- Greenhouse gas emissions in scope 1 & 2
- Gender equality broken down into employees, manager and top management
- Energy efficiency