

## 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

2022-11-11

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 Johnsen  
President and 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. Examples include:

- Conducted on-site audits and follow-ups with suppliers to ensure that human rights violations do not take place in Tele2's value chain
- Conducted Re-wire for Inclusion training sessions for managers and employees to challenge biases and reduce the risk for any form of discrimination or harassment
- Initiated efforts to conduct a Human Rights Impact Assessment

### **Labour**

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

- Evaluated risks for injuries by examining, implementing and following up company activities in a way that accidents are avoided
- Conducted gender pay gap evaluations

### **Environment**

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

- Improved the refurbishment of Customer Premise Equipment to increase re-use and recycling and minimize waste
- Engaged in dialogue with our top 20 suppliers regarding setting climate reduction targets
- Set a net-zero target for 2035, which has been verified by the Science-based targets initiative

### **Anti-Corruption**

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

- Train 100 % of employees on Code of Conduct, including an annual re-signing process
- Include anti-corruption in Business Partner Code of Conduct, which is included in contracts with business partners.

### 3. MEASUREMENT OF OUTCOMES

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

- Greenhouse gas emissions in scope 1, 2 and 3
- Gender equality broken down into employees, manager and top management
- Energy efficiency
- % completion rate of annual Code of Conduct training and re-signing