

Environmental and Energy Management Policy

	Position	Name	Signature
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Owner	Chief Corporate Affairs Officer	Michaela Kalaijieva	
Manager	ESG Manager	Margita Kolcheva	
Manager	Fleet and Fleet Manager	Galin Rashkov	

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Yettel Bulgaria EAD is a telecommunications company that offers a wide variety of mobile and fixed services, data transmission, television, fixed broadband wireless Internet access, fixed voice lines (over a mobile network) and other technological solutions. For us, technology is the foundation on which we strive to build an exceptional experience for our customers. It allows us to provide lightning-fast data transfer speed, reliable network coverage, and innovative services that meet the changing needs of our users.

For us at Yettel Bulgaria, managing and reducing the environmental impact of our operations through the use of the best available technologies and practices is an integral part of the company's culture. This includes preservation of resources by reducing raw material and energy consumption, improving energy efficiency, alternative waste management, as well as minimizing waste and preventing pollution. These and other activities in the field contribute to the achievement of environmental protection and carbon footprint reduction goals both nationally and internationally.

At Yettel Bulgaria, we are committed to:

- assess our environmental impact and energy performance;
- identify and periodically review the context of the organization and all external and internal issues concerning environmental and energy management, as well as changes thereto, and comply with the commitments made related to the context;
- take a proactive approach in terms of pollution prevention, both in decision-making and in the implementation of all activities that pose a risk to the environment;
- identify and periodically review the risks and opportunities for the processes related to environmental and energy management, and plan the necessary measures to realize positive and reduce negative environmental impacts;
- continuously improve our environmental and energy performance by annually setting, monitoring and reviewing specific and measurable environmental and energy targets. We are also committed to providing the resources and access to information necessary to achieve them, as well as to monitor their achievement;
- operate responsibly and in accordance with the requirements set by applicable legislation and/or stakeholders regarding the environment, energy efficiency, energy use and energy consumption, and even exceed them where possible;
- educate and encourage our employees, through participation in the management of the environmental and energy system, to lead a responsible lifestyle towards the environment;
- draw the attention of our customers, suppliers, contractors and other stakeholders to environmental and energy efficiency issues. We anticipate and respond to the needs of the public on critical issues, as well as participate in the public dialogue on environmental and energy management issues. We expect our suppliers and contractors to also demonstrate care for the environment and energy efficiency and to implement environmental and energy management measures and programs;
- support the purchase of energy-efficient products and services that have an impact on our energy performance;
- support design activities to improve energy performance;
- apply the requirements of the international standards ISO 14001 and ISO 50001 regarding the implemented Environmental and Energy Management System in all our activities and services and strive for continuous improvement of the performance in relation to the environment, energy performance and the system as a whole;
- maintain this policy in a documented form – disclosed and applied in the company, reviewing it for relevance at least once a year, during the review by the management.

These commitments are in line with the practices, processes and procedures implemented in Yettel Bulgaria. We are committed to continuously improving the environmental and energy management system, as well as ensuring that employees are actively involved in this process.

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Change history

Version	Revision category (new requirement, update, paraphrasing)	Point (chapter)	Description of the main changes	Date
1	Policymaking.		-	03.01.11
2	New requirements		For greater compliance with the requirements of ISO 14 001.	20.05.13
2.1	Update		Change of CEO.	13.12.13
3	Update		Change of the legal name of the company.	29.10.14
4	Update		Change of CEO.	04.10.16
5	Update		Change of CEO and transition to the new version of ISO 14001:2015.	02.10.17
6	Update		Change of CEO.	7.10.2019
6.1	Update		Adding a more detailed description of the company's activities. Change of ownership and policy manager.	22.10.2020
6.2	Update		Change of logo and company name to Yettel Bulgaria.	01.03.2022
7.0	Update		Integration of ISO 50001 into the functioning Environmental Management System.	12.08.2024
8.0	Update		Change of CEO.	01.07.2026