

# Environmental Policy

## CETIN Bulgaria

|                       | Position                      | Name               | Signature |
|-----------------------|-------------------------------|--------------------|-----------|
| <b>Approver</b>       | CEO                           | Petar Mudrinic     |           |
| <b>Policy Owner</b>   | Human Resources Director      | Vessela Takova     |           |
| <b>Policy Manager</b> | Internal Communication Expert | Elizabet Mihaylova | N/A       |

## Environmental Policy

CETIN Bulgaria EAD is a technological company which offers a wide range of wholesale services such as: telecommunication infrastructure ensuring mobile and fixed voice and data, internet connectivity, etc. We at CETIN build and maintain the crucial technological infrastructure, which allows our clients to offer new services and products via innovative technologies, stimulating development, change and improvement.

We at CETIN Bulgaria believe that managing environmental impact caused by our operations and reducing it by utilizing the best techniques and practices available to us constitutes an integral part of the company's culture. This includes conserving resources by reducing the consumption of raw materials and energy, as well as by alternative waste management, and minimizing waste production and pollution, thus contributing to national and international goals set for the preservation of the environment. Therefore, we at CETIN Bulgaria commit ourselves to:

- Assessing our impact on the environment.
- Define and periodically review the context of the organization and all external and internal issues related to the environment management as well as any changes related to them and keep the commitments related to the context.
- Applying a preventive approach regarding pollution in our decision making and activities identified to pose environmental risks.
- Define and periodically review the risks and opportunities for the environmental management processes and plan the necessary measures for realizing positive and reducing negative impacts on the environment
- Constantly improving our environmental performance by annually setting, monitoring and reviewing concrete and measurable environmental objectives and follow up on their achievement.
- Acting with foresight and complying with the requirements of applicable legislation, or even exceeding these, where we can.
- Educating and encouraging our employees to participate in environmental management, thus adopting an environmentally responsible way of life.
- Turning our customers', suppliers', contractors' and other stakeholders' attention to environmental issues. This includes anticipating and responding to local society's needs in terms of critical environmental issues, as well as participating in public dialogue on environmental issues. In addition, we expect our suppliers and our contractors to demonstrate environmental care and to put into practice environmental management programmes.
- Putting into practice the requirements of ISO 14001 standard with regard to the implemented environmental management system in all our activities and services.
- Maintaining the current policy documented, available and implemented in the company by reviewing it at least annually as part of the management review.

These commitments are coherent with the way CETIN Bulgaria operates, as these are coherent with our operational processes and procedures. We commit to continually improve the environmental management system as well as to ensure that the employees actively participate in this process.

## Change Log

| Version | Revision category<br>(new requirement, update, wording) | Placement<br>(chapter) | Description of main revisions | Date       |
|---------|---|------------------------|-------------------------------|------------|
| 1.0     | New Policy  |                        | Policy creation and approval  | 20.10.2020 |
| 1.1     | Reconfirmed by the new CEO                              |                        | Reconfirmed by the new CEO    | 15.03.2021 |