

## ENVIRONMENTAL POLICY

Starting from its strategic commitments and realizing the importance of sustainable development, with the protection of environment as its indelible part, Joint Stock Telecommunications Company Telekom Srbija Beograd /registered name: *Preduzeće za telekomunikacije „Telekom Srbija“ a.d. Beograd/* (hereinafter: Company) complies with the following principles in the implementation of its business activities and processes:

- Protection of environment is one of the Company's fundamental commitments underlying all business processes;
- Constant application of organization-wide, technical and technological and other respective measures and instruments towards preventing, controlling, reducing and remedying all types of pollution of environment, as well as an optimal and sustainable use of natural and energy resources during business operations;
- Raising the awareness of all Company employees about the importance of healthy environment, by providing information, education and trainings and their full commitment to the establishment, application and improvement of the procedures for the environment quality enhancement of and the preservation of eco-balance and natural assets (air, water, soil, forests, geological resources, plants and animals, etc.) and the conditions for the survival of all life forms;
- Upgrading the competences of the Company employees in the area of their professional activities and environmental protection, which facilitates the achievement of the set goals of environmental protection;
- Observing legal and other requirements in the sphere of environmental protection, including the requirements and expectations of the stakeholders we have opted for and the overall society, is an integral part of all business activities;
- Continuous monitoring of external and internal issues relevant for the environmental management system for the purpose of enabling efficient reactions and prevention of adverse effects upon the environment and the Company's operations;
- Special commitment to the assessment of climate risks, as well as planning and application of technical, technological and organizational measures for mitigating the impact of climate changes and adapting to the same;
- Constant reappraisal of the environmental aspects, monitoring the achievement of the set goals and the application of remedies in order to enhance the environmental performance are one of the basis for making business decisions by the Company's management.

The Environmental Policy is publicly announced and it applies to all business processes and activities of the Company.