

EXCERPT FROM THE OCCUPATIONAL HEALTH AND SAFETY POLICY

Starting from its strategic commitments and acknowledging the importance of safe and healthy working conditions for accomplishing business objectives, Joint Stock Telecommunications Company Telekom Srbija /registered name: *Preduzeće za telekomunikacije „Telekom Srbija“ a.d./* (hereinafter: Company) complies with the following principles in conducting its business activities:

- health and safety of employees is one of the Company's cornerstone values that must be maintained and constantly improved.
- safe and healthy working conditions are key drivers of successful implementation of all business activities regardless of their type, content or place of conduct.
- constant application of organizational, technological, technical and other relevant measures and instruments towards eliminating or mitigating threats at work is indelible part of all business activities that carry any harmful effects upon employees.
- heightened awareness of all Company employees about the importance of creating and maintaining safe and healthy conditions in working environment, as well as their full commitment to establishing, implementing and improving the procedures for raising the level of occupational health and safety is prerequisite for successful creation of safe and healthy conditions in working environment.
- high level of competencies of all Company employees, both in the area of their professional activity and in the area of occupational health and safety, create an environment where the work is conducted in a safe and healthy manner.
- observing and fulfilling statutory and other requirements in the sphere of occupational health and safety, including the requirements and expectations of all relevant stakeholders, constitutes an integral part of all business activities in the Company.
- continuous monitoring of changes in external and internal business environments, which special focus on their impact on health and safety of employees, is conducive to efficient reactions and prevention of adverse effects on the Company's operations.
- the results of regular analysis of risks and opportunities regarding the occupational health and safety represent one of the bases for making business decisions by the Company's management.

Occupational Health and Safety Policy applies to all business processes of the Company and the activities directly affecting the occupational health and safety.

All employees in the company are obliged to observe the aforesaid principles.