

## **Annex 2**

### **Wholesale Roaming Access – Resale**

#### **1. Scope of the Roaming Resale Service**

- 1.1 Wholesale Roaming resale services are offered under the following conditions:
- 1.2 The Wholesale Roaming Access Services is based on Tele2 providing the Access Seeker with interfaces to the network components necessary, as stated in Annex 6, to enable Wholesale Roaming Access Services on dedicated IMSI series from Tele2.
- 1.3 The Access Seeker provides its own network elements, billing platforms and all other support systems necessary to offer Roaming services.
- 1.4 The Access Seeker manages and bills its own Roaming Customers. For avoidance of doubt, the Access Seeker is responsible for (including but not limited to); rating and billing and distribution of invoices and collection payments, 1:st line customer support, provisioning of subscriptions, distribution of SIM cards for its Roaming Customers, pricing, sales, marketing, any and all contact with Access Seeker's Roaming Customers.
- 1.5 The Access Seeker does not have wish to have any direct roaming relations with international roaming partners, but wishes to access the international roaming agreements used by the Tele2 for its own roaming services.
- 1.6 For avoidance of doubt, traffic services that fall outside the scope of the Wholesale Roaming Access Services, such as outbound Roaming traffic to non EEA countries, shall be handled directly by Tele2.

#### **2. General obligations under Roaming Re-sale**

- 2.1 The Access Seeker Roaming Customers using the Access Seeker's Services shall be registered in the Access Seeker's core network database(s), and they shall be a Roaming Customer of the Access Seeker.
- 2.2 The IMSI range of the Access Seeker's Roaming Customers under this Agreement will be assigned by Tele2. The IMSI range shall be specified in writing between the Parties before the Commercial Launch. Any changes in the used IMSI range shall be agreed between the Parties in writing. Access Seeker shall issue, in accordance with national regulation, its own SIM/USIM cards and numbering series and shall cover all and any costs related to Access Seekers SIM/USIM cards and numbering.
- 2.3 The Parties' respective networks are the property of the respective Party in question.
- 2.4 Both parties agree to comply with all binding GSMA PRDs and also those non-binding GSMA PRDs that are agreed between Parties from time to time.
- 2.5 The Access Seeker agree that all the services, information, data and the Global Titles under this Agreement is provided to the Access Seeker for purpose of providing International Roaming Services, and must only be used for this purpose.
- 2.6 Tele2's and Access seeker's networks are connected as described in Annex 6.
- 2.7 Access Seeker shall inform Tele2 without undue delay if the Access Seekers MSISDN series, which are allocated from [PTS], are altered.

- 2.8 Each SIM card shall be assigned a unique IMSI number within the IMSI series allocated by Tele2.

### **3. Specifications of Roaming Re-sale Services**

- 3.1 The services will be provided in accordance with relevant GSM/UMTS Specifications and the GSM/3GPP Association Permanent Reference Documents, as may be modified from time to time in accordance with Article 12 of the Agreement. Additional requirements and exceptions to the specifications may be agreed in writing between the Parties.
- 3.2 Access Seeker shall be fully responsible for the substance – including tariffs – and performance of agreements into which it enters with Access Seeker Roaming Customers. Tele2 shall not be responsible for the content of any message originating from Access Seeker Roaming Customers or generated by Access Seeker.
- 3.3 Tele2 offers outbound roaming services according to Tele2's Coverage Area. Without prejudice of what is stated in Article 4 the Agreement, the Coverage Area shall be the same for Access Seeker's Roaming Customers as compared to the roaming customers of Tele2 (no discrimination).
- 3.4 The services may only be used by Access Seeker for the provisioning of Access Seeker Roaming re-sale services to Roaming Customers.

### **4. Additional and unregulated Services**

- 4.1 Other roaming services, not included in the scope of re-sale service, according to Section 1 of Annex 2, shall be offered in accordance with this Section 4. The inclusion of any supplementary services in this Agreement shall be agreed by the Parties in written form.
- 4.2 Tele2 may offer the Access Seeker termination of incoming calls and termination of SMS.
- 4.3 Tele2 may offer the Access Seeker access to international Roaming agreements for network operators situated outside the EEA, in order for the Roaming Customer of the Access Seeker to use the Access Seekers roaming services in the whole world.
- 4.4 Tele2 may forward NRTRDE flow from international roaming partners relating to Access Seeker Roaming Customers generated traffic.
- 4.5 Additional and unregulated services will be negotiated on an individual basis and shall be agreed on in writing prior to the launch of such service.

### **5. Roaming related services**

- 5.1 Tele2 will make TAP3 files available daily over the interface specified in Annex 6.
- 5.2 Technical inquiries from Tele2's wholesale roaming agreement partners regarding Access Seekers Roaming customers in roaming partners network will be handled by Tele2 and Access Seeker will be contacted as necessary.

## **Annex 3**

### **Price List Wholesale Roaming Access Service**

#### **1 General**

1.1 The Prices stated in this Annex are stated in EUR and are excluding VAT.

1.2 The Prices in section 2, 3 and 4 below only apply to Regulated Roaming Services and only to Roaming Customers who are identified by European Numbering Resources.

1.3 The prices are the maximum average charges at wholesale level according to Art. 9, 10 and 11 of Roaming Regulation(EU) 2022/612 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL.

#### **2 Price for Roaming Call**

2.4 The average wholesale charge towards the Access Seeker for the provision of a Regulated Roaming Call shall not exceed a safeguard limit of EUR 0,022 per minute.

2.5 The maximum wholesale charge shall decrease to EUR 0,019 per minute on 1 January 2025.

2.6 The price is calculated by aggregating the fee on a per-second basis, Tele2 will apply an initial minimum charging period of 30 seconds.

#### **3 Price for Roaming SMS**

3.1 The price for Roaming SMS when Access Seeker's Roaming Customer is on a Visited Network within EEA and sending the SMS to a recipient located within EEA shall not exceed a safeguard limit of EUR 0,004 per SMS message. That maximum wholesale charge shall decrease to EUR 0,003 per SMS message on 1 January 2025.

#### **4 Price for Roaming Data**

4.1 The price for Roaming Data when Access Seeker's Roaming Customer is in a EEA Visited Network shall not exceed a safeguard limit of EUR 2,00 per gigabyte of data transmitted. That maximum wholesale charge shall decrease to EUR 1,80 per gigabyte of data transmitted on 1 January 2023, to EUR 1,55 per gigabyte on 1 January 2024, to EUR 1,30 per gigabyte on 1 January 2025, to EUR 1,10 per gigabyte on 1 January 2026 and to EUR 1,00 per gigabyte by 1 January 2027.

4.2 The price is calculated by aggregating the fee on a per-kilobyte basis.

#### **5 Price for non –regulated services**

5.1 Prices for any additional and unregulated services shall be agreed in writing by the Parties prior to the Commercial Launch of the additional service.

## **Annex 4**

### **Billing and Accounting**

#### **1 Access Seeker Invoicing of Access Seeker Roaming Customer**

- 1.1 Access Seeker shall solely be responsible for the billing of Access Seeker Roaming Customers. Tele2 shall provide billing information to Access Seeker as further described in Annex 2. For the enquiries in connection to billing, the listed contact points according to Raex OpData, List of Contacts are responsible. They shall handle the billing process between the Parties.

#### **2 Invoicing of Wholesale Roaming Access Service**

- 2.1 Tele2 shall invoice the Access Seeker within fourteen (14) days from the end of the calendar month that carried the Wholesale Roaming Access Service traffic for which the invoice correlates to.
- 2.2 In the case that Tele2 is delayed in the delivery of an invoice, Tele2 shall inform the Access Seeker in advance of such a delay and express the foreseen duration of the delay.
- 2.3 An invoice shall cover all generated costs in accordance with the Agreement, which has occurred during one calendar month.
- 2.4 Invoices shall be paid in full within thirty (30) days from the day they were issued.
- 2.5 For any overdue payments, Tele2 has the right to charge interest and other delay charges in accordance with stipulations in national law.

#### **3 Objections**

- 3.1 If Access Seeker questions an invoice received by Tele2, Access Seeker shall pay the undisputed amount. Regarding the disputed amount, the Parties shall coordinate amongst themselves a meeting of the responsible contact points. They have 15 days to come up with a solution, which is binding for both Parties. If they do not agree they shall write a status report, which is to be forwarded to the management of both Parties. Again, they have 15 days to come to a solution. If a solution cannot be reached, the dispute settlement mechanism in the Agreement applies.

## **Annex 5**

### **Customer Care Principles**

#### **1. GENERAL**

- 1.1 Access Seeker will provide customer care services to Access Seeker Roaming Customers. Access Seeker will ensure that Access Seeker Roaming Customers contact Access Seeker for any customer care services. For avoidance of doubt, Tele2 will not provide any customer care services to Access Seeker Roaming Customers.

#### **2. BILLING ENQUIRIES**

- 2.1 Access Seeker customer care shall handle all billing enquiries from Access Seeker's Roaming Customers. Access Seeker will ensure that Access Seeker Roaming Customers contact Access Seeker for any such services.

#### **3. NETWORK FAULTS**

- 3.1 In the event of a perceived network fault Access Seeker will ensure that Access Seeker Roaming Customers contact Access Seeker for any related enquiries or services..
- 3.2 In the event that the Access Seeker has a query concerning potential faults, the Access Seeker shall proceed with a second level escalation as defined in Raex OpData.

#### **4. LOST/STOLEN SIM CARDS**

- 4.1 In the event that a SIM card from a dedicated IMSI series from Tele2 is lost or stolen, Access Seeker will ensure that Access Seeker Roaming Customers contact Access Seeker for any related enquiries or services.

#### **5. LOST/STOLEN OR FAULTY MOBILE EQUIPMENT**

- 5.1 In the event that mobile equipment is lost, stolen, or faulty, the Access Seeker will ensure that Access Seeker Roaming Customers contact Access Seeker for any related enquiries or services.

## **Annex 6**

### **TECHNICAL REQUIRMENTS AND TESTING**

#### **1. General Aspects of Testing Execution**

- 1.1 Testing will be executed in cooperation between Tele2 and Access Seeker. Tele2 and Access Seeker will in writing agree on a test specification before Commercial Launch. All test cases will be executed together by both Parties. If it is necessary to extend the testing period, both Parties have to agree this in writing. Both Parties will create a detailed joint test schedule after setting up test cases. This time schedule is not part of this Annex. Both Parties have to ensure that experienced personal is available during testing.
- 1.2 Results of executed test cases will be exchanged as soon as possible after completion. A test case is successful, if all expected test results are fulfilled. Executed test cases will be marked as successful / not successful with the date of execution. Testing is successfully finalized when all major test cases are tested without major failures.
- 1.3 After end of testing one common detailed test report will be created and provided to the Parties. This report contains a short description of every test case including test result and the execution date.
- 1.4 Both Parties will endeavour to perform the testing according to the test plan and schedule. Tele2 is allowed to interrupt tests, if there is a need for tests to solve major problems in the Tele2 Networks.

#### **2. SIM- cards, mobiles and other test equipment**

- 2.1 Access Seeker is responsible to provide at least 10 Access Seeker SIM cards (within Tele2s provided IMSI range), which are suitable for executing all test cases.

#### **3. Test Configuration (Hard- and Software)**

- 3.1 Final test configuration will be clarified between both Parties, but Access Seeker has to ensure that Access Seeker hardware is already available for testing. Both Parties shall exchange necessary configuration data for establishing connection. Details have to be specified between both Parties and are not part of this Annex.

## **Annex 7**

### **Service Level Agreement**

#### **1. LEVEL OF PERFORMANCE**

- 1.1 The quality of Tele2's Wholesale Roaming Access Services experienced by Access Seekers Roaming Customers shall not differ substantially from the quality of roaming services that Tele2 provides to its own subscribers, other Service Providers' or MVNOs' roaming customers (no discrimination), taking into account the different technical solutions used in providing services to Access Seeker Roaming Customers and Tele2 Roaming customers with the exception of any priorities required by Legal Authorities.
- 1.2 The level of performance for Wholesale Roaming Access Services is dependent, among other things, on the performance of other network operators.

#### **2. SERVICE LEVEL GUARANTEES**

- 2.1 If Tele2 detects that the level of performance differs between Access Seekers Roaming Customers and Tele2's own retail services, or roaming services provider or MVNO's, and the fault lies within the control of Tele2, Tele2 shall without undue delay correct the failure.
- 2.2 If the Access Seeker can present evidence that the Access Seeker's Roaming Customers service experience is substantially lower than that of Tele2's own roaming customers, or other Service Provider or MVNO's roaming customers, the Access Seeker shall contact Tele2 to inform of the lack of equivalence.
- 2.3 Tele2 shall, after receiving information about experienced discrepancy in performance level as stated in Section 2.2 above, carry out an investigation in order to establish if there is a discrepancy and try to detect the reason for the fault.
- 2.4 If a fault is detected during the investigation, stated in section 2.3 above, and the fault is within the control of Tele2, Tele2 shall without undue delay ensure that the level of performance of Access Seekers Roaming Customers is once more equivalent to the level of Tele2s' own roaming customers, other Service Providers' and MVNOs' roaming customers.

## **Annex 8**

### **FORECAST PROCESS ROAMING**

#### **1. Traffic Forecast Procedures**

- 1.1. Tele2 shall ensure that there is necessary capacity to provide the Wholesale Roaming Access Services in Tele2's telecommunication network according to applicable quality requirements set out in Annex 6 and Annex 7.
- 1.2. The Access Seeker shall submit, on a quarterly basis, forecasts to Tele2, for the next five (5) quarters in advance. The forecast shall include the Access Seekers anticipated total minutes of circuit switched voice, total number of SMS and total MB packet Data per quarter.
- 1.3. Forecasts will be delivered by the persons listed in the Contact List in Raex OpData, within two (2) weeks from the start of the quarter. Forecasts shall be supplied in written form.

#### **2. Ordering and provision of additional capacity**

- 2.1. If capacity additions are needed which require expansion of Tele2 hardware, the connection shall be provided within 3 months. Tele2 shall inform Access Seeker within 2 weeks from the request, if the capacity forecasted cannot be provided within the lead times mentioned before.

**Annex 9**

**Technical Support**

**1. TELE2 INCIDENT MANAGEMENT**

- 1.1 Tele2 has an incident management function that handles incident requests from Access Seeker. Both normal TT (Trouble Ticket) handling and priority 1 and 2 incidents are handled by TCS (Technical Customer Service) workdays between 08:00 and 18:00 CET(Central European Time).
- 1.2 After normal working hours the phone number to TCS is diverted to Tele2 TCS Info who receives the call and escalates priority incidents to Tele2 Network Operation Center (NOC). NOC supervises the work and escalates the issue to 3:rd line support groups and/or field technicians.

Tele2 unit	Monday-Friday	Saturday-Sunday
Mobile Technical Customer Support (2:nd Line support)	08.00-18.00	N/A
TCS Info	18.00-08.00	24 h
Mobile NOC For priority 1 and 2 incidents during non office hours.	18.00-08.00	24 h

**2. Second line support for system and related incidents**

- 2.1 System related incidents (billing, provisioning, secure access, OTA etc) are to be reported to the responsible support group within Tele2.

**3. Incident management service goals**

- 3.1 Incidents reported to Tele2 shall be prioritized in accordance with the severity level classifications defined in the agreement between tele2 and Access Seeker. At the time an incident is reported, Access Seeker and Tele2 shall mutually agree on the appropriate severity classification of the incident. Response time is calculated from registration time of TT in ITSM. The response time and time of repair can only be upheld by Tele2 if the problem is caused by equipment under Tele2s control. Should the fault be caused by a fault in the roaming agreement partner network where the Roaming Customer is located any such time frames are decided by the roaming partner of Tele2 and cannot be guaranteed by Tele2.
- 3.2 Tele2 is not liable for any damages connected to any service interruptions, other faults or difficulties.

## **Annex 10**

### **1. Code of Conduct**

#### **Introduction**

At Tele2, we believe that the success of the company depends on the success of the societies in which it operates. Sustainable growth in society and sound business practices go hand in hand. In order to maintain a sustainable business model and help build a better society, we have to take responsibility for the impact our operations have on the world around us. Tele2's requirement is that sound business practices shall prevail throughout our operations and our daily business, which is why Tele2 has chosen to approach corporate responsibility in the same way as we do all our business – the Tele2 Way.

#### **Basis of the code**

The code is based on the ten principles provided by the United Nations (UN) Global Compact. For further details please refer to Appendix 1.

#### **Scope of the code**

It is important that goods and services handled by Tele2 are produced and provided in an ethical way. Therefore, Tele2 expects this Code to be applied and upheld not only in Tele2 but also in the organisations of every affiliate, supplier, sub-supplier and vendor to Tele2. Regarding some areas of the Code Tele2 has adopted more detailed guidelines, policies and/or standards. These documents forms an integrated part of the Code and you will therefore find references to the documents in this Code. The documents can be found on our intranet.

#### **Legal compliance and the code**

Tele2 complies with local laws and regulations of each country in which we operate. This Code sets up a minimum requirement. If provisions in other laws, regulations or rules, be it local, national or international, have a more stringent position to the Sustainability matters mentioned in this Code, those shall be observed and complied with. In situations where neither the law nor the Code gives guidance, the UN Global Compact principles shall prevail. In cases of conflict between this Code and a mandatory local regulation, the regulation shall prevail.

#### **Safety of products and services**

Tele2 wins customers and builds long-term relationships by providing cost efficient and good quality services. This is done by demonstrating honesty and integrity in all interactions. Our marketing or advertising material, in writing or by employed personnel, shall be accurate, truthful and comply with mandatory laws.

#### **Customer integrity**

In the course of its operations, Tele2 has access to customer data for processing and storing. When handling data, Tele2 shall take into account its customers' rights to maintain personal integrity and privacy.

Tele2 complies with applicable laws and regulations on the freedom of speech, the right to privacy and personal integrity as well as on personal data retention. Tele2 will endeavour to prevent any unauthorized access to personal information. Tele2 does not process customers' personal data other than as allowed by applicable legislation. Tele2 should be trusted by customers and employees to handle their data.

If you are unsure of your responsibilities in terms of customer integrity you should familiarize yourself with the specific policies, guidelines and standards that Tele2 has adopted in these areas.

#### **Customer safety**

Tele2 actively works to prevent fraud and abuse of its communications services. Therefore, Tele2 offers tools to prevent exposure to unwanted content. We are particularly careful in protecting the safety of children and young adults in this regard.

#### **Exposure to electromagnetic fields**

When in use, electric equipment emits radiation and creates electromagnetic fields (EMF). In handling EMF related to its networks, Tele2 follows recommendations made by the relevant

authorities. By following these science-based recommendations Tele2 protects people and the environment from unwanted effects of radiation now and in the future.

**Suppliers and vendors**

Our contractual relationships with suppliers, vendors and dealers are important elements of the company's success. Supplier, vendor selection and purchasing decisions must be made objectively and in Tele2's best interests, striving for the best deal by evaluating costs, requirement fulfilment, expected delivery capability, quality and other relevant factors. Any agreement with a supplier and vendor should be concluded according to Tele2's Purchasing Policy.

Negotiations with suppliers, vendors and dealers should be conducted in a professional manner, engaging Tele2 employees and with the use of the four-eyes principle. Our people must always be sure that business decisions are made without any unjustified influence from a third party. Suppliers and vendors which are proven to attempt to unduly influence Tele2's purchasing decisions will be excluded from any future transaction with the company.

### **Business integrity**

#### **Anti-corruption**

No Tele2 employee or member of our Board of Directors may offer, ask, give or accept, directly or indirectly, any undue advantage for personal gain from any third party, unless it can be constituted as being within the boundaries of accepted business practices such as representation and reasonable hospitality given in the ordinary course of business.

As guidance, no single gift or benefit should exceed the value of 50 Euro. When in doubt, employees are expected to read through Tele2's Anti-Corruption policy and other available company guidelines and if needed seek advice from their managers.

In most countries gifts or benefits to government employees or public officials are considered a violation of law or regulation. Tele2 employees must not offer money or any gift to an official or employee of a governmental entity, except for symbolic gifts of insignificant monetary value, provided this is allowed by local law.

#### **Fair competition**

Tele2 is firmly committed to fair competition and open markets. One of the foundations for our success has been the break-up of monopoly power. We remain firm believers that free and fair competition works in our favour allowing us to provide expected quality and cost efficient communication services to our customers.

All Tele2 employees are expected to protect the interests of Tele2's final consumers anywhere in the world and to fight against collusive practices and monopoly foreclosures in every aspect of their activities. It therefore goes without saying that Tele2 expects all Tele2 employees to comply with competition laws. Employees who have to deal with competition issues in their day to day work are expected to understand the basic principles of competition law. In case a specific competition law question arises, employees must seek advice from Tele2's Fair Competition Standard and if needed from their general counsel.

#### **Conflict of interest**

Business decisions are always made in the best interest of the company. The power invested in us by the company may not be used for other goals than furthering Tele2's interests. Personal relations or considerations may never influence our decision making. This includes not only potential gains for us, but also for our relatives and friends.

To avoid risk of conflict of interest, the following applies:

- Employees may not, without the company's written consent, work outside Tele2 in any capacity (e.g. employment, consultancy, Board membership) if there is any sort of risk for a conflict of interest.

- If there is any risk, however small, for conflict of interest, employees are expected to immediately inform their manager.

A specific aspect of conflict of interest is Insider information. In short, anyone with access to non-public information that is likely to materially influence the price of any financial instruments in Tele2 is prohibited from trading in Tele2 equity. For further information, please see Tele2's Insider Policy. If you are registered as an Insider (PDMR) by Tele2 you will have been notified

by Tele2 that you will need to consider special Swedish reporting regulations and Tele2's Internal Insider rules.

**Grandparent and “four-eyes” principle**

To further limit the risk of conflicting interests and to make sure that business decisions are always made in the best interest of Tele2, all contractual relationships of material significance between the company and a third party (e.g. suppliers, vendors, dealers and partners etc.) need to be negotiated and approved in writing by at least two persons (= four-eyes principle) prior signing of the final agreement. Whenever possible the second person approving the contractual relationship should be the manager of the first approver ( grandparent principle). Final agreements shall be approved and signed in accordance with the local legal policy, however never signed by less than by two signatories jointly. In certain cases, as outlined in other policies and guidance, the grandparent principle is mandatory.

For the purpose of this Code material significance shall mean if 1) the procured value (agreement value) is more than 100.000 SEK (or 10.000 EUR), and/or 2) the agreement term is more than three years, and/or 3) more than one country/operation are or might be involved, and/or 4) the procurement or contracts are of strategic importance or imply an important legal or reputational risk to Tele2.

**Political involvement**

Tele2 observes neutrality with regard to political parties and candidates, and abides with the applicable international treaties and national legislation on lobbying activities.

**Financial reporting**

Tele2 is required to follow strict accounting principles and standards (IFRS), to report financial information accurately and completely, and to have appropriate internal controls and processes to ensure that accounting and financial reporting complies with legislation. Employees must do everything they can to support Tele2's efforts in this area.

The integrity of Tele2's financial records is critical to the operation of Tele2 business and is a key factor in maintaining the confidence and trust of our shareholders. We must ensure that all transactions are properly recorded, classified and summarized in accordance with Tele2 accounting policies. No employee may enter or remove information in the company's books or records that intentionally hides, misleads or disguises the true nature of any financial or non-financial transaction or result.

Employees involved in financial reporting shall always provide full, fair, accurate, timely and understandable disclosure in reports and documents that Tele2 files with, or submits to, government agencies, tax authorities and in other public communications. Tele2 follows the international guidelines and applies the national regulations relating to transfer pricing.

Comments about financial reporting and prospects to external parties shall only be made by authorized official spokespersons.

**Corporate Governance**

Tele2 strongly believes in transparent and consistent corporate governance practices and abides with the applicable regulations and standards in each of its geographical markets. This protects the legitimate interests of all Tele2's shareholders and stakeholders.

Treating people with respect

**Fair working conditions**

Tele2 employees are entitled to fundamental human rights which shall be known, understood and respected and be applied equally. No one shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. Forced labour, exploited or bonded labour is strictly forbidden. Employees shall not be required to lodge deposits or original identity papers as a condition for employment.

Employees shall not be forced to work more than the limits on regular and overtime hours allowed by the law of the country in which they are employed. Overtime shall be compensated at no less than the legally required rate. All employees shall have contracts specifying the terms of employment. Children under the minimum working age established by local law or fifteen (15) years, whichever is greater, shall not be used as part of the labour force. Employees under eighteen (18) years shall not be engaged in hazardous or heavy work, or on night shifts.

**Child protection**

At Tele2, we take a clear stance against sexual exploitation of children in all our activities and relations. Tele2 employees are under no circumstance allowed to contact or to meet children for any kind of sexual purpose. That applies when working in our domestic markets, when working abroad and when on business trips. We do not visit bars, restaurants or hotels where children are sexually exploited in any way. We report suspected cases of sexual exploitation of minors to the police immediately. Tele2 applies the same standard online as it does offline, and does not allow employees possessing, or searching for, materials documenting sexual abuse of children.

**Diversity and Inclusion**

Tele2 believes in creating an inclusive work environment where everyone can be at their best. Building a diverse employee population is a key element of its approach to talent management. Tele2 does not accept discrimination, whether active or by means of passive support, whether based on ethnicity, national origin, religion, disability, gender, sexual orientation, marital or parental status, union membership, political affiliation or age.

The rights of employees to freely associate and to bargain collectively, in accordance with the laws of the countries in which they are employed, shall be recognised and respected.

Tele2's approach to Diversity and Inclusion is set out in the Tele2 Diversity and Inclusion Policy in which further details are specified.

**Compensation and benefits**

Employees shall be paid a competitive wage as benchmarked against the local market. No employee will be paid less than the minimum total wage required by applicable national law, including all mandated wages, allowances and benefits. All employees shall have the right to equal pay for equal work, as well as periodic holiday with pay.

**Occupational health and safety**

Safety at work is a prioritised concern of Tele2's. Adequate steps to prevent accidents and injury to health shall be taken by minimising the causes of hazards inherent in the working environment and by providing appropriate safety equipment.

**Environment**

Environmental laws and regulations applicable to local surroundings and the relevant business sector shall be complied with. Practices minimising the impact on the environment shall be encouraged and care shall be taken with any environmentally sensitive substances or processes. Tele2 promotes a sustainable development and cost efficiency by proactively reducing resource consumption and thus the impact on the environment. Tele2's environmental efforts are guided by the Tele2 Environmental Policy in which further details on our environmental work are specified.