

WASTE MANAGEMENT POLICY OF UZBEKTELECOM JSC

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I General Provisions

This Policy defines the goals, principles, and measures for the effective management of waste generated in the operations of Uzbektelecom JSC including its office, technical, and logistical infrastructure. Waste management is an integral part of the company's sustainable development strategy and corporate responsibility.

The Policy is mandatory for all branches, subsidiaries, technical centers, data centers, offices, and service units of Uzbektelecom JSC. Heads and employees of branches and subsidiary enterprises of the structures shall be responsible for the implementation, adaptation, and execution of the provisions of this Policy within the framework of local legislation and internal procedures.

II Goals of the Policy

Ensure the safe, cost-effective, and environmentally sustainable handling of waste, including:

- Electronic waste (e-waste): network equipment, modems, telephones, batteries, etc.
- Office waste: paper, plastic, cardboard, cartridges, etc.
- Industrial and construction waste (generated during the installation and dismantling of equipment)
- Hazardous waste: batteries, cables, refrigerants, oils, and others

III Objectives of the Policy

Within the framework of this Policy, Uzbektelecom JSC has defined the following objectives:

- Minimize waste generation
- Ensure separate collection, proper accounting, and safe disposal of waste
- Increase employees' environmental awareness
- Engage customers in initiatives for collecting used devices
- Ensure compliance with national legislation and international standards (including ISO 14001 and ISO 50001)

IV Principles of Waste Management

Waste management hierarchy: prevention → reduction → reuse → recycling → disposal

Responsibility of each department and employee for compliance with environmental requirements

Transparency: waste accounting, monitoring, and regular reporting

Partnership on a contractual basis and cooperation with certified recyclers and environmental organizations within the framework of joint environmental projects.

V Plan of the measures

5.1. Conducting a comprehensive waste audit

Conduct an inventory of all types of waste generated in the company's operations – including electronic, office, construction, hazardous, and domestic waste. This will allow for the assessment of volumes, sources, and types of waste in order to develop effective management solutions.

5.2. Development of internal regulations

Develop waste handling instructions and procedures for each type of unit (office, warehouse, technical services, etc.), including requirements for collection, storage, transfer, and disposal of waste.

5.3. Implementation of a waste segregation system

Organize separate collection of paper, plastic, electronic, and other types of waste across all offices, service centers, and technical facilities. Provide clearly labeled containers and ensure appropriate employee training.

5.4. Organization of storage for hazardous and electronic waste

Designate special areas for the temporary storage of hazardous and electronic waste, in compliance with all safety, ventilation, and access requirements.

5.5. Conclusion of contracts with licensed recycling operators

Select accredited companies for waste recycling and disposal, and sign official contracts with them. Mandatory: transfer of e-waste, batteries, cables, and other materials to licensed organizations.

5.6. Establishment of a waste tracking system

Develop or implement an electronic system (e.g., a module within ERP or BI) to record the volume, type, and route of each waste stream. This will ensure transparency and control.

5.7. Launch of a customer program for collecting old equipment

Organize an initiative aimed at collecting used routers, modems, and other devices from customers for potential reuse or environmentally responsible disposal. Implement the program through sales offices and courier services.

5.8. Employee training on waste management and environmental practices

Conduct training sessions and briefings on safe waste handling, principles of sustainable consumption, and corporate environmental responsibility. Regularly update the training program. Engage external training or competent organizations to conduct both internal and external seminars, trainings, and educational courses.

5.9. Digitalization of environmental documentation and workflows

Switch to electronic document management to reduce paper waste. Implement electronic signatures, digital archives, automated request systems, etc.

5.10. Introduction of environmental KPIs (Key Performance Indicators)

Establish waste reduction and recycling performance indicators for all branches and key departments.

5.11. Monitoring and regular internal reporting on waste and resource efficiency

Conduct quarterly monitoring of waste volumes, recycling rates, violations, and corrective actions. Include the results in the corporate sustainability (ESG) report.

5.12. Environmental certification and independent audit

Undergo annual compliance assessments in accordance with ISO 14001 and ISO 50001 standards, and conduct internal audits on waste management practices.

VI Responsibility and Control

Responsibilities for implementing the waste management policy are distributed across various levels and departments of the company:

Company management is responsible for the strategic approval of the policy, allocation of necessary resources, and fostering a corporate culture of sustainable development.

Responsible employees of departments and divisions are responsible for the development of methodology, record-keeping, monitoring the implementation of measures and preparation of waste reports, as well as participation in the automation of waste accounting, digitalization of document flow, and ensuring the transparency of all processes.

Technical and engineering staff ensure safe handling of equipment and compliance with waste management regulations at telecommunications sites.

Warehouse and logistics services are responsible for the proper storage, sorting, and transfer of waste to specialized disposal organizations.

Office and service center employees must follow regulations on separate waste collection and handle resources responsibly.

The Telecommunications and Personnel Development Center organizes regular training, awareness-raising, and employee engagement in the implementation of the company's environmental policy.

VII Conclusion

Sustainable waste management is not merely an environmental obligation but a strategic element of corporate responsibility and operational efficiency for Uzbektelecom JSC. The implementation of this policy will enable the company to:

- reduce negative environmental impact;
- optimize internal processes and reduce costs;
- comply with legal requirements and international standards;
- strengthen its reputation among clients, investors, and partners;
- contribute to the achievement of sustainable development goals.

Uzbektelecom JSC is committed to regularly reviewing and improving this policy in line with changes in legislation and technological advancements. All employees, contractors, and partners of Uzbektelecom JSC are required to uphold the principles of environmental responsibility and actively participate in the implementation of the activities set forth in this policy.