

## Yettel Bulgaria reports strong progress in its sustainability activities for 2022

*In 2022, the company, together with its customers, has prevented 20,3 tonnes of e-waste from going to landfills*

**Sofia, 28.09.2023** - Yettel has published its 2022 Sustainability Report, outlining its achievements for the year across the telecom's four strategic areas - environment, people, technology for a sustainable future, and governance based on integrity and transparency. The report reinforces the company's long-term commitment to environmentally and socially responsible business governance.

In 2022 Yettel's main focus was on nature preservation and e-waste reduction. Thanks to the company's efforts in this direction, the operator managed to prevent 20,3 tonnes of e-waste from going to landfills last year. The Recycle and Save campaign, which motivates consumers to submit an old electronic device for recycling or repairment, also contributed to this result. As part of the campaign, the telco reports a threefold increase in collected devices in 2022 compared to the previous year. The company's ambition is to prevent 127,000 kg of old electronic devices going to landfills over the next five years.

Developing technologies for a sustainable future is also among the highlights of the Yettel report. With its technology solutions benefiting businesses, people, and the environment, the company is contributing to the development of the country's digital economy by providing secure 5G connectivity. In its report, the telco reports that in 2022, Yettel's 5G network covers 59.2% of the population in Bulgaria, up from 49% in 2021. This year (2023) Yettel's network also received its sixth consecutive Best in Test certification for network quality by the international independent benchmarking company umlaut, part of Accenture. Among the technological innovations is the electronic signing of documents in all the telecom's stores. Yettel was thus able to save 35 tonnes of paper in just one year.

Taking care of people is also among the main areas included in the company's report. With its "zero" report for 2021, the company has already set a target of reaching 2.5 million people a year with information on sustainability topics. In this direction, the operator has implemented numerous activities, including an educational campaign on the importance of recycling, which reached 2,991,500\* people in 2022. The operator has also created a special video series, The Green Emission, in which children introduce users to the small and easy steps they can take to protect nature. Through the perspective of the young news anchors, the videos show that positive change is a shared responsibility and that even small efforts in our daily lives help to achieve a common goal – a cleaner and safer future. In 2022, in cooperation with Sofia University "St. Kliment Ohridski", and PricewaterhouseCoopers Bulgaria, the telecom held an ESG Academy and a series of internal training for employees and managers, responsible for key topics for the implementation of the goals in the sustainable development strategy.

Following an analysis, Yettel set itself the ambitious target of having 40% of technology roles in the company filled by women by 2028. Along this line, the operator reports a 2% growth for 2022 compared to 2021.

In terms of diversity and inclusion in the workplace, the operator also runs a number of programs and initiatives aiming at creating a working environment that promotes professional growth and equal opportunities for everyone. Among Yettel's key efforts in this direction is the "Shoulder to Shoulder" program, which aims to support the professional development and social integration of people with disabilities. Five people started their careers through the program in 2022, while since the initiative began in 2015, a total of 34 people have been given the opportunity to develop professionally at Yettel. The operator believes it is important to invest in the next generations' skills development. Therefore Yettel continues its apprenticeship programme Hub by Yettel. Since its launch, a total of 52 participants have started their professional journey, with 10 new trainees joining the program in 2022. "Second Shift" is another Yettel initiative dedicated to employees' children and their early career orientation. A total of 50 young people have gained experience working in different teams across the company as part of the program in 2022.

At the end of last year, Yettel announced its Sustainability Strategy 2028, setting measurable sustainability targets. With the publication of the annual reports, the company commits to providing stakeholders with detailed information on its performance in this regard.

The 2022 report was prepared according to the internationally recognized sustainability reporting standards, including the Global Reporting Initiative (GRI) 2021, and the GHG Protocol for Scope 1, 2, and 3 emissions calculation and reporting.

The report is available on the Yettel's [website here](#).

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\* Numbers represent results from TV Reach 3, meaning that each viewer saw the ad at least three times.