



VEON statement on Dutch National Contact Point (NCP) report

VEON operates across numerous emerging market countries and is committed to human rights as a core value that is intrinsic to how we conduct our business activities. Customer privacy, appropriate labour practices, health and safety, equal employment opportunities, diversity, anti-bribery and anti-corruption are considered every day during the course of our operations.

In countries where unions are established legitimately and duly represent members of our workforce, we work together on matters including employee remuneration and welfare. We respect the various regulatory and cultural approaches to employees' freedom of association and collective bargaining paired together within the framework of national laws and regulations of the countries in which we operate. Furthermore, we do not impose restrictions or limitations on employees' freedom to associate, unionise, or to request collective bargaining.

With regards to the Final Statement issued by the Dutch National Contact Point (NCP) about our operating company in Bangladesh, we note that the NCP found no wrongdoing by VEON or our operating company in Bangladesh. We further note that the NCP's recommendations need to be considered within the context of prevailing Bangladeshi law. VEON is currently studying the findings and assessing next steps.

In Bangladesh, VEON complies with local laws and regulations and expects the same from employees and third parties. Our employees in the country are encouraged to join ongoing engagement forums with each other and management, and the local company takes pride in maintaining a workplace culture of openness and respect for human rights.

VEON's broader continued commitment to human rights is demonstrated throughout our Group's business principles and policies. Human rights issues are integral aspects of both the Group Code of Conduct and Business Partner Code of Conduct, which all suppliers are required to comply with in order to work with our companies. In parallel, the Group Health and Safety Policy provides guidelines to maintain a safe and effective working environment for all VEON employees and third parties.

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