

**Millicom International Cellular S.A. COP-US link Bond 4 (a) 2 Private Placement– Regional
Environmental and Social Action Plan (or ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Organizational capacity and competency	Assign two professionals, each one, responsible for: i) Occupational Health and Safety (OHS) at the corporate level; and ii) overseeing implementation of the Environmental and Social Management System across subsidiaries.	Appointment letters or organizational chart showing designated Corporate OHS lead and Corporate ESMS Focal Point.	180 days after the first disbursement.
1.2	Monitoring and Review	Establish a corporate-level procedure to (i) systematically monitor the ESHS performance of its subsidiaries, (ii) determine audit plans for subsidiaries where significant environmental, social, or OHS issues have occurred, and (iii) periodically report to senior management and relevant external stakeholders on ESHS matters.	Corporate Level ESHS Monitoring and Review Procedure.	365 days after the first disbursement.
PS 2: Labor and Working Conditions				
2.1	Retrenchment	Develop a corporate-level procedure to document how subsidiaries should deal with retrenchments, in accordance with both local legislation and international good practices.	Corporate Retrenchment Procedure	180 days after the first disbursement.
PS 4: Community Health, Safety, and Security				
4.1	Community Health and Safety	Develop a corporate-level Vehicle Management and Safety Procedure to be applied by subsidiaries, that includes: i) the definition of responsibilities; ii) a list of mandatory training; iii) the need for periodic inspections iv) protocols for incident reporting; v) preventive maintenance requirements, and vi) a list of compliance controls for fleet usage.	Corporate Vehicle Management and Safety Procedure	365 days after the first disbursement