

## Teleste Group Environmental Policy

### 1. Purpose and Scope

The purpose of this policy is to provide a framework to reduce negative impact on environment. This policy shall be applied globally in all Teleste sites.

### 2. Commitment and environmental aspects

We are committed to protecting the environment. We support sustainable development by minimizing resource consumption, greenhouse gas emissions and environmental pollution. These are company's most important environmental aspects in normal operating conditions. Other environmental aspects such as water consumption are also continuously monitored. We comply with environmental legislation and regulations.

Environmental targets are set based on the most important environmental aspects and materiality assessment where stakeholders' perceptions are considered. Environmental performance is continuously monitored against targets and results are reviewed quarterly by Teleste's management team.

We train our employees on environmental topics to ensure awareness of environmental effects of employees' activities and to ensure the employees understand their responsibilities regarding environmental protection. We are committed to continuous improvement of our environmental management system in order to enhance our environmental performance.

### 3. Principles that steer our operation

#### 3.1 Product design

- Product design aims to cut products' energy consumption or increase their energy efficiency.
- The aim is to extend product life cycle by improving product reliability, durability and serviceability.
- Modular solutions support backwards compatibility in product updates and therefore prevent unnecessary scrapping from customer systems.
- Easy dismantling and recyclability are considered in early design phase.
- Design for logistics practices are used for optimizing product packing and packing on pallets and is thus increasing transportation efficiency.

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### 3.2 Energy consumption and GHGs

- We are committed to continuous improvement of our practices and processes to reduce energy consumption at our premises. Teleste uses renewable energy in factories where possible.
- Telecommuting is increasingly recommended in order to reduce commuting emissions among other benefits.
- Remote maintenance actions are preferred in service business.
- Distribution center location selected to minimize transportation distances and emissions.
- Carbon footprint is reduced by prioritizing rail and sea transport over air cargo and by consolidating shipments when possible.

### 3.3 Materials and waste

- Teleste always strives to ensure that materials come from ethically and environmentally responsible sources.
- Plastic, metal and cardboard used in our products and packages are recyclable. Preference is to use recycled materials. The use of Single-use plastics is to be avoided.
- Materials used in our products and manufacturing are evaluated to avoid and phase-out the use of substances of very high concern (SVHC).
- Scrap avoidance with sales and operations planning.
- Repairing is preferred over product replacement.
- Teleste uses resources efficiently and reduces the amount of waste generated. All waste generated is appropriately sorted.

For receiving further information and guidelines concerning Environmental Policy, please contact Quality and Sustainability Director Leena Hälinen.

Owner: CEO