

Teleste Group Environmental Policy

1. Purpose and Scope

The purpose of this policy is to establish a framework to minimize our environmental footprint and promote positive impacts on the environment. This policy shall be applied globally to all employees, contractors and stakeholders in all Teleste sites.

2. Commitment and environmental aspects

We are committed to protecting the environment and aim to minimize resource consumption. We recognize that the most significant climate impacts arise within our value chain and from the usage of our products. We are actively seeking ways to reduce our emissions. Resource consumption, waste generation and GHG emissions are company's most important environmental aspects in normal operating conditions. Additionally, we monitor other resource consumption such as water.

We support sustainable development and our operations fulfill the environmental principles of UN Global Compact corporate sustainability initiative. We comply with environmental legislation and regulations, and we continuously monitor changes to these requirements.

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 regularly by Teleste's management team. Environmental objectives are considered in the reward system for both management and personnel.

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 and to minimize GHG emissions.
- Teleste uses renewable energy in factories where possible.
- Telecommuting and remote maintenance are preferred in order to reduce commuting and service business related emissions.
- Distribution center location is selected to minimize transportation distances and emissions.
- With thorough and professional planning we are able to prioritize more sustainable freight solutions and we aim to use sea freight over air freight as much as possible.
- We optimize our inbound and outbound shipments to reduce emissions, consolidate shipments and utilize biofuel options offered by freight forwarders whenever possible.
- GHG emissions are annually calculated in accordance with the GHG protocol, encompassing all three scopes: 1, 2, and 3.
- Our target is to reduce scope 1 emissions by 100% and scope 2 emissions by 50% by the end of 2030.
- We also aim to reduce emissions from downstream and upstream transportation by 20% by the end of 2030.

3.3 Materials and waste

- Teleste always strives to ensure that materials come from ethically and environmentally responsible sources. This is implemented in Teleste Supplier Code of Conduct.
- We actively seek opportunities to foster a circular economy within our operations.
- 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).
- Product scrap is limited by matching purchasing with end-of-life demand.

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- Teleste uses resources efficiently and reduces the amount of waste generated. All waste generated is appropriately sorted and the target is to increase the recyclability rate and to avoid final disposal of waste.
- Repairing is preferred over product replacement in order to minimize material consumption.
- Our target is to increase the share of recycled aluminium in our products to 96% by the end of 2030.
- Additionally, we aim to increase recyclability rate of our waste to 80% by the end of 2030 while maintaining a 100% recovery rate.

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

Owner: CEO

This policy is reviewed biannually. It may be revised earlier, if activities or operations change significantly. Next review by 31st of December, 2025.