

TELESTE CODE OF CONDUCT**PURPOSE AND SCOPE**

The purpose of Teleste Code of Conduct ("referred to as "Code") is to set common requirements and principles and to provide guidance to all employees concerning ethical behaviour. The Code is based on internationally recognised standards, guidelines, and conventions, such as the UN Global Compact, UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

The Code applies to Teleste Corporation and all its affiliates and jointly owned companies (referred to as "Teleste"), including all Teleste's employees throughout all functions and business units in all countries, where Teleste operates.

Teleste expects the third parties such as suppliers, representatives, and other contractors to adhere to Teleste's Supplier Code of Conduct which is based on the same values and principles as this Code.

CORPORATE RESPONSIBILITY

At Teleste, we are committed to conducting our business according to high ethical standards. Corporate responsibility is at the core of Teleste's work, and it is reflected in Teleste's values: customer centricity, respect, reliability and result orientation.

Compliance with the laws and regulations

Teleste respects and complies with all applicable national and international laws and regulations and requires its suppliers and business partners to respect the same.

Financial information

Teleste is committed to providing accurate and timely financial information. The financial reports of Teleste are prepared in accordance with the International Financial Reporting Standards (IFRS) and Finnish accounting and company legislation.

Fair and transparent business

Teleste strives to be the preferred supplier to current and new customers. Co-operation with every business partner is based on trust, respect, honesty and confidentiality. Teleste is committed to long lasting partnerships and business integrity.

Teleste respects fair competition and is committed to comply with applicable antitrust and other laws regulating competition. Teleste will not co-operate with competitors in any manner that restricts competition, including price fixing, allocation of customers or geographic markets or bid rigging. Abuse of a dominant market or business position is also forbidden.

Teleste prohibits corrupt practices in any form and complies with all laws, regulations and standards relating to bribery prevention, corruption, money laundering, and financing for illegal or illegitimate purposes. Teleste avoids any action that may create a conflict-of-interest situation.

Teleste complies with applicable trade control laws and regulations, including export control and sanctions compliance.

Teleste complies with the Finnish Corporate Governance Code and the insider guidelines prepared by the Stock Exchange in its applicable version.

Confidential information and intellectual property

Teleste's confidential information and intellectual property including its patents, software and other copyrighted material, know-how and trade secrets are Teleste's valuable corporate assets. Each Teleste employee, contractor and other relevant stakeholder is responsible for ensuring the proper protection of such assets. Teleste's employees also respect the intellectual property rights and confidential information of third parties and manage such rights in accordance with applicable laws.

Information security and privacy

Teleste respects the privacy of individuals and is committed to protecting the privacy, confidentiality, and security of company's own and other stakeholder's information. Teleste has processes, policies, software, and hardware that ensure safe, secure, and proper handling of information, especially confidential information, and personal data. This includes having cyber security systems that protect the information systems and networks from security threats. Teleste's personnel are regularly trained in information security and privacy policies.

Product quality and safety

Teleste is committed to providing high quality products and services. Teleste's strengths include strong and versatile technological expertise and uncompromisable product safety. The key areas of technological development are energy efficiency of products and solutions, quality-related features, security, modularity, processability, recyclability and total life-cycle cost of usage. The aim is the production of smart, safe and sustainable products and technology which enables Teleste's customers to provide a high quality of service experience to their own customers.

PEOPLE AND ETHICS

At Teleste, people are at the heart of everything we do. Guided by our company values, we foster a safe, inclusive, and respectful workplace. We are committed to human rights, ethical employment practices and employee well-being, whilst enabling our people to achieve shared goals through people-centred leadership, engagement, and continuous development.

Human rights and labour ethics

Teleste is committed to respecting internationally recognised human rights, in line with the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

We strictly prohibit forced labour, child labour, and human trafficking across our operations and supply chain. Our internal policies, training, and grievance mechanisms support compliance and accountability. We regularly assess risks and strive for continuous improvement in ethical labour practices.

Health, safety and well-being

Teleste is committed to ensuring a safe, healthy, and inclusive working environment for all employees and on-site partners. We comply with all applicable health and safety regulations and expect the same from our business partners. Teleste promotes physical and mental well-being through proactive risk management, health initiatives, and support for work-life balance.

Respect and diversity

Teleste fosters a diverse, inclusive, and respectful workplace where all individuals are treated fairly throughout their employment lifecycle - from recruitment to exit. We value the unique perspectives of our global workforce and are committed to equal opportunity, non-discrimination, and professional conduct at all levels.

Leadership and engaged employees

Every employee has the right to excellent leadership that enables them to enjoy and succeed in their daily work and achieve common goals. The company culture encourages employees' competence and passion. Teleste engages and motivates its employees to share their employee experience by listening to them and systematically collecting their feedback.

ENVIRONMENTAL RESPONSIBILITY

Teleste is committed to protecting the environment and is continuously improving its environmental awareness and performance. Teleste complies with all relevant environmental legislation and embraces the principles of the UN Global Compact. Key environmental aspects are greenhouse gas (GHG) emissions, resource use and waste generation.

Climate Change

To mitigate climate change, Teleste actively works to reduce energy consumption and GHG emissions throughout its operations. Teleste assesses its greenhouse gas emissions annually across the entire value chain (scope 1,2 and 3). Teleste is committed to continuously reducing emissions in line with science-based targets and the Paris Agreement. Teleste reduces its own emissions by using renewable energy where feasible and improving energy efficiency. Teleste promotes climate-friendly practices across the value chain by encouraging business partners to emission reductions.

Resource Use and Circular Economy

Efficient use of natural resources and the promotion of circular economy are central to Teleste's operations. Product design emphasizes energy efficiency, long life cycles, reparability, and recyclability. Teleste favors recyclable and recycled materials wherever possible. Environmentally and ethically responsible sourcing is ensured through supplier processes and requirements. Teleste strives to minimize the use of hazardous chemicals, and substances used are following relevant laws and regulations, e.g., REACH and RoHS. Teleste seeks to minimize use of resources by aligning production with demand, preferring repair over replacement, and optimizing packaging. Materials are sorted appropriately, and recycling is prioritized to reduce waste.

Employees are trained to understand the environmental impacts of their work and their responsibilities in promoting sustainability. Environmental goals are integrated into the company's management systems to support continuous improvement.

WHISTLEBLOWING

Teleste employees and other stakeholders are encouraged to report their concerns on possible misconduct in Teleste's business or other operations related to the company.

The whistleblowing communication channel ensures that whistleblowers can express their concerns anonymously and without fear of consequences. Teleste's whistleblowing communication channel is available in Teleste Intranet, as well as in Teleste public webpage for third parties.