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Other interest holders	Head of Sustainability
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# Environmental Policy

PROMOTING ENVIRONMENTAL PERFORMANCE AT THE HIGHEST STANDARD

At Tele2, our vision is to be the smartest telco in the world, creating a society of unlimited possibilities, and we believe that a smart telco is an environmentally sustainable business. Tele2's ambition is to lead in sustainability, meaning we incorporate sustainability in everything we do. We do not only want environmental sustainability to be integrated in our own organisation, we expect that our business partners and suppliers take action on reducing their negative environmental impact. We also want to encourage our customers to take environmental responsibility, and we want to lead the way towards a more environmentally sustainable society.

## 1. Objective and scope

For Tele2 it is important to ensure a low negative environmental impact through our entire value chain, which should prevail throughout our operations and our daily business. This Environmental Policy has been adopted to guide on how to make environmentally friendly decisions, and to ensure that environmental considerations are taken in all parts of our business. This Environmental Policy applies to everyone employed by Tele2, directly or indirectly. This includes members of the Board and the Leadership Team. For the purpose of this policy, Tele2 means Tele2 AB and all of its majority owned or controlled subsidiaries. The Environmental Policy also applies and should be upheld by parties upstream and downstream in the organisation's supply chain, for example affiliates, suppliers, and producers to Tele2, notwithstanding if the party delivers services or goods. Upstream value chain includes for example suppliers to procurement departments of products and services. Downstream value chain includes the stages from sales departments and retailers to final customers and end of life management for products.

## 2. Compliance

Tele2 shall comply with all applicable laws, rules and regulations in the countries where we operate and shall strive to comply with industry standards and best practices. This Environmental Policy sets a minimum requirement. If provisions in other laws, regulations or rules, be it local, regional or international, have a more stringent position to the environmental matters mentioned in this Environmental Policy, those shall be observed and complied with. In cases of conflict between this policy and a mandatory local regulation, the regulation shall prevail. All employees are responsible to act in accordance with the policy.

## 3. Environmental management

### 3.1 The precautionary approach

Tele2 supports the precautionary approach towards environmental and climate matters and to protect biodiversity and ecosystems, thus minimising the negative environmental impact as much as possible.

### 3.2 Environmental integration

At Tele2 we recognise, monitor and manage environmental issues and risks, which may have a significant impact on our organisation, throughout our entire value chain. These risks are integrated into our overall risk assessment and actions are taken to anticipate and mitigate these risks.

### 3.3 Environmentally friendly technology

Tele2 aims to reduce our resource consumption and emissions by implementing innovative technology. We invest in research and development of innovative solutions enabling the reduction of greenhouse gas emissions and with the potential to solve environmental issues. Tele2's products and services contribute to a more environmentally sustainable society, for instance by enabling unlimited connectivity, Internet of Things, and smart cities. By using Tele2's products and services our customers can reduce their negative environmental impact, for instance their greenhouse gas emissions and energy consumption.

### 3.4 Continuous improvement

At Tele2 we seek to continuously improve our environmental performance. Therefore we monitor, measure and reduce the environmental impact from our operations. As a means for achieving this, we apply both short-term and long-term targets as well as key performance indicators which are compared against previous years to display the development. The performance is communicated via our website and our sustainability report.

## 4. Environmental aspects

### 4.1 Renewable energy and energy efficiency

Tele2 has a pronounced strategy to increase our energy efficiency. Tele2 operations and networks should be the most energy efficient on the markets where we operate. Tele2 shall use electricity from 100% renewable sources and aspire to only use energy from renewable sources.

### 4.2 Take action against climate change

Our long-term ambition is to have zero climate impact as a result of our business. To achieve this, we shall take measures to significantly decrease greenhouse gas emissions in own operations as well as upstream and downstream. We shall actively promote services to our customers which enables them to increase efficiency and minimise greenhouse gas emissions. We place strict environmental demands on all emitting parts of our operations such as

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transportation, travel, production and IT infrastructure. The Tele2 Travel Policy outlines guidelines on how to minimize impact related to business travel.

### 4.3. Sourcing and use of products and services

Procurement is a significant part of the company's environmental impact. At Tele2 we shall incorporate environmental criteria such as ecolabelled and local products, when procuring products and services. Tele2 further works actively to manage and reduce the use of resources in our operations. In our daily operations, this means that we shall seek to reduce the use of unnecessary materials and resources through more efficient use.

#### 4.3.1 Mineral sourcing

Responsible minerals sourcing from conflict-affected and high-risk areas are a material issue to our industry. It is relevant to Tele2 since the core of our business is operating networks, which consist of equipment that contain tungsten, tantalum, tin, and gold (3TG). We also resell equipment (handsets) containing 3TG materials. Our efforts regarding responsible minerals is based on our proximity to the issue. However as an industry and individual company, we can through our buying power, have a meaningful influence. In this context our due diligence means we verify the due diligence undertaken in the value chain by our direct business partners.

#### 4.3.2 Chemicals and hazardous substances

Tele2 shall maintain an accurate inventory of all hazardous chemical containers, which are to be correctly labelled, stored, handled and disposed of in a manner that limits exposure and damage to human health and/or to the environment. Material Safety Data Sheet (MSDS), which shall be available for immediate access. Tele2 works in accordance with the following two important directives:

- The Restriction of the use of certain Hazardous Substances in electrical and electronic equipment (RoHS) directive aims to reduce risks to humans and the environment by hazardous chemicals in electronic equipment and improve recycling of electronic equipment waste.
- The Waste of electrical and electronic equipment (WEEE) directive aims to decrease the negative environmental impact of unwanted electrical and electronic equipment at end-of-life disposal.

### 4.4 Responsible supply chain management

At Tele2 we incorporate environmental criteria in the procurement process, when we evaluate and select suppliers and business partners. This applies to both existing and potential new business partners. Tele2 conducts dialogues with suppliers and business partners with the purpose of encouraging them to reduce and report their environmental impact.

### 4.5. Circular economy

At Tele2 we apply a circular economy approach with the aim of maximising the resource utilisation and minimising the amount of waste created. As part of the circular economy system, we strive to reduce, reuse and recycle, in that priority order. What cannot be reduced, is reused, and what cannot be reused is recycled, with the goal of minimizing the amount of waste disposed.

### 4.6 Communication and knowledge sharing

Tele2 seeks to increase the employee awareness and knowledge regarding environmental impact through education and motivation. Tele2 shall ensure that all employees receive training in environmental issues. We further include our stakeholders in dialogues regarding environmental impact and welcome suggestions for improvement. We educate and disseminate knowledge regarding environmental impact, to both internal and external stakeholders.

#### 4.6.1 Reporting

Tele2 believes in transparency, and regularly reports advancement regarding environmental performance, including progress towards our environmental targets, to our stakeholders both directly and via the annually issued Sustainability Report. Tele2 shall provide KPIs regarding greenhouse gas emissions, energy consumption and waste, and shall report on environmental performance in scope 1, 2 and 3, and disclose to CDP.

## 5. Electromagnetic Fields

When in use, electric equipment emits radiation and creates electromagnetic fields (EMF). In handling EMF related to its networks, Tele2 follows recommendations made by the relevant authorities. This includes the EMF norms that are published by the World Health Organization, following the International Commission on Non-Ionizing Radiation Protection's guideline. At Tele2 we make sure that we are updated about the latest EMF research, and spread this information to all relevant parts of our organization.

## 6. Governance

This policy has the authority of the Board of Directors and the leadership team and is governed by the Audit Committee of the Board. The Environmental Policy must be reviewed annually by the Head of Sustainability.

### 6.1 Key responsibilities and roles

The Environmental Policy is drafted and maintained by the Head of Sustainability under the responsibility and supervision of the Executive Vice President Communications & Sustainability. The Head of Sustainability is available to answer questions from managers in case they need guidance beyond what is provided in the policy. The Tele2 Communication function is responsible to take due care to communicate this policy to its employees and stakeholders and must make it available in an easily accessible form. Each Head of Department is responsible to identify the need for training in their organisation with the Head of Sustainability. The Head of Procurement is responsible for ensuring that business partners and suppliers are informed of the Environmental Policy, which they commit to adhere to through our Business Partner Code of Conduct, and understand their responsibilities.

## 7. Violation of the Environmental Policy

Employees are required to report any violations of this policy. They can do so to their manager, or through the channels provided in the Whistleblowing Policy.