

**Owner**  
Head of People & Brand**Approval Date**  
2020-03-11**No.**  
T 2598-15 Uen**Version**  
4**Security**  
Public**Approved by**  
Board of Directors**Related**  
50087276

## GROUP POLICY - ENVIRONMENT

This is a Group Policy related to environmental responsibility and is a binding document for Telia Company AB and its Subsidiaries ("Jointly referred to as Telia Company").

Telia Company has adopted the principles stated in this Group Policy in order to proactively manage its environmental impacts.

There is a Group Instruction – Environment connected to this Group Policy.

### 1 PURPOSE

The purpose of this Group Policy is to ensure that Telia Company manages its negative and positive environmental impacts throughout the value chain and the life cycle of delivering its products and services, to meet its long-term environmental ambitions and goals.

### 2 PRINCIPLES

Telia Company's key environmental aspects are:

- a) **sustainable energy use**, meaning energy efficiency as well as use and generation of renewable energy,
- b) **climate change mitigation and adaptation**, taking into account both physical and transition risks and opportunities, and
- c) **hazardous and non-hazardous waste reduction**, with emphasis on electronic waste (e-waste) but also including other material waste streams.

Other environmental aspects on which Telia Company does not have a material impact, such as water and biodiversity, are nevertheless continuously evaluated where relevant.

The following principles shall apply for the activities under this Group Policy. Telia Company:

- follows all applicable domestic and international laws and regulations in the countries where it operates, as well as other relevant national and international frameworks.
- applies a structured management approach based on continuous improvement, meaning target setting, monitoring, measuring, and evaluating impacts and risks, to minimize its negative environmental impacts.
- supports a precautionary approach in its operations and throughout its value chain.
- promotes circularity by applying the principle of Reduce, Reuse, Recycle in its own operations and in customer offerings.

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- develops, uses and promotes environmentally friendly technology, products and services in its operations and throughout its value chain, and prioritizes suppliers and partners with similar objectives.
- engages in research, knowledge sharing and public policy development with relevant stakeholders on topics that promote environmental responsibility.
- communicates its most material environmental performance in a transparent, reliable and timely manner.

These principles apply to the extent that they do not place Telia Company in violation of domestic laws and regulations.

### **3 ROLES AND RESPONSIBILITIES**

This Group Policy applies to Telia Company AB and its Subsidiaries<sup>1</sup> and Joint Operations<sup>2</sup> as their own binding policy to all directors, members of the boards, officers and employees. In addition, Telia Company works towards promoting and adopting this Policy's principles and objectives in other associated companies where Telia Company does not have control but has significant influence.

Each Group Executive reporting to the CEO of Telia Company is responsible for ensuring that this Group Policy is duly communicated and implemented, and that the employees within his/her area of responsibility are familiar with and follow this Group Policy.

Each country CEO is responsible for ensuring that all relevant entities within the CEO's geographic location has adopted and implemented this Group Policy.

### **4 BREACHES AGAINST THE POLICY**

Any Telia Company employee who suspects violations of the Code of Responsible Business Conduct or this Group Policy must speak up and raise the issue primarily to their line manager, and secondly to the Human Resources department, to the Ethics and Compliance Office, or through the Speak-Up Line. The Speak-Up Line is available on Telia Company's internal and external webpages.

Telia Company expressly forbids any form of retaliation for people who speak up. For specific requirements, please see our Group Instruction on Internal Reporting and Non-Retaliation.

Violations against this Group Policy can lead to disciplinary action, up to and including termination.

### **5 TARGET GROUP**

- People & Brand
- CEO's
- Sustainability
- Sourcing
- Ethics and Compliance

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<sup>1</sup> All entities over which Telia Company AB has majority control.

<sup>2</sup> The joint operations over which Telia Company AB has joint control and management responsibility.

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- Consultants and contingent workers working for or on behalf of Telia Company when the Policy applies to their area of work responsibility

## 6 EXEMPTIONS

A Subsidiary-specific corresponding policy shall be compliant with this Group Policy while adapting to the concerned business activities, local laws, local circumstances and language. If a deviation or exemption from this Group Policy is deemed necessary, the Country CEO shall escalate the matter to the Group General Counsel.

## 7 GROUP GOVERNANCE FRAMEWORK

This Group Policy is part of the Group Governance Framework, which includes without limitation:

- a) Code of Responsible Business Conduct, Purpose and Values, Strategy, Group Policies, and Instructions for the CEO as approved by the Board of Directors;
- b) Decisions made by the CEO, the Delegation of Obligations and Authority as approved by the CEO, Group Instructions as approved by the CEO or by the responsible Head of Group Function; and
- c) Guidelines, best practices, process descriptions, templates or working routines developed within the area of responsibility of Head of Group Function.

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*Note! For further information, refer to Group Instruction - Environment.*