

Owner Head of Communications, Brand and Sustainability	Security Public	
Approval Date 2023-03-08	Version 6	Approved by Board of Directors
No. T 2598-15 Uen	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 its products and services, to meet its long-term environmental ambitions and goals.

2 PRINCIPLES

Telia Company’s key environmental aspects are:

- a) **climate change mitigation and adaptation**, taking into account both risks and opportunities that are physical (e.g. extreme weather events) and transitional (triggered by changes in e.g. legislation, consumer demand),
- b) **circularity across the value chain**, with priority to our own operations and networks, including but not limited to:
 - hazardous and non-hazardous waste reduction, with emphasis on electronic waste (e-waste) but also including other material waste streams
 - sustainable energy use, meaning energy efficiency as well as use and generation of renewable energy
 - circularity of products and services

Other environmental aspects which Telia Company does not impact materially, such as water consumption and biodiversity protection, are nevertheless continuously evaluated and shall be acted upon where relevant.

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

- follow all applicable laws, regulations and frameworks (national, regional and international) in the countries where it operates.
- apply a structured management approach to minimize risks and capture opportunities based on continuous improvement and environmental protection.

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- support a precautionary approach in its operations and throughout its value chain.
- promote circularity by applying the principle of “Prevent, Reduce, Reuse, Recycle” in its own operations and when shaping customer offerings.
- develop, use and promote technology, products and services that are low carbon, circular and energy efficient and prioritize suppliers and partners with similar objectives.
- engage in research, knowledge sharing and public advocacy with relevant stakeholders on topics that promote environmental responsibility and a transition into a low-carbon and circular economy
- monitor and mitigate eventual human rights risks related to the company’s environmental agenda.
- communicate its most material environmental performance and challenges 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 Subsidiaries¹ and Joint Operations² 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 their 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 Conduct or this Group Policy must speak up and raise the issue primarily to their line manager, managers manager, People Partner or Ethics & Compliance Officer 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.

¹ All entities over which Telia Company AB has majority control.

² The joint operations over which Telia Company AB has joint control and management responsibility.

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5 TARGET GROUP

- Group and local CEO's
- CFO, COO and CIO
- Group Strategy & Commercial
- Group Governance, Risk and Compliance
- Group and local Finance
- Heads of Infra
- Group Sustainability, local/functional Sustainability Leads, the EMS team
- Sourcing and Supply Chain
- CPS
- Division X
- TV/Media unit
- Group and local Legal
- Group and local People & Culture
- Group and local Communication and Brand
- Additional employees, consultants and contingent workers working for or on behalf of Telia Company when the Policy applies to their area of work responsibility

6 EXEMPTIONS

If a deviation or exemption from this Group Policy is deemed necessary, the Country CEO or Head of Group function shall escalate the matter to the Group General Counsel and the document owner jointly. The exemption shall be documented, and a prior written approval must be given.

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.

7 GROUP GOVERNANCE FRAMEWORK

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

- a) Code of 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.

Note! For further information, refer to Group Instruction – Environment, Group Instruction – Sourcing of Electricity, Group Policy – Human Rights.