

Owner
Head of CPS, Magnus Zetterberg

Approval Date **Version**
2019-03-13 3

No.
T 2816-15 UEN

Security
Public

Approved by
Board of Directors

Related
50087282

Group Policy - Electromagnetic Fields (EMF)

POLICY

- We ensure that our products, services and networks adhere to local norms related to EMF that have been issued by authorities and the World Health Organization (WHO), as well as follow the guidelines of the International Commission on Non-Ionizing Radiation Protection (ICNIRP)
- We have up-to-date knowledge of EMF related research, and strive to maintain such knowledge and competences within all relevant parts of the organization
- We support independent and transparent research on EMF
- We establish clear and effective responsibilities and processes for managing complaints, enquiries and grievance in a fair and timely manner
- We pay particular attention to children's rights considerations in EMF related processes

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

Please note that there is a Group Instruction connected to this Group Policy.

PURPOSE

The purpose of this Group Policy is to ensure a common, responsible approach to EMF, which supports Telia Company's operations and addresses relevant stakeholder concerns throughout the Group.

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 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.

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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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 - Speak Up and Non-Retaliation.

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

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.

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.

