

Owner
Head of Communications, Brand and Sustainability
Approval Date
2024-04-24
No.
T 2598-15 Uen

Version
7

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Approved by
Board of Directors
Related
50087276

Group Policy - Environment

1 PURPOSE

The purpose of this Group Policy is to ensure that Telia Company achieves its environmental goals, manages its impacts, risks and opportunities related to environment throughout the value chain and meets legal and stakeholder requirements and expectation.

2 PRINCIPLES

Telia Company's key environmental aspects are:

- a) **Climate change**, 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) **Resource use and circularity**, taking into account material inflows and outflows, waste and energy across the value chain

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

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

1. Follow all applicable laws, regulations and frameworks (national, regional and international) in the countries where it operates.
2. Apply a structured management approach through ISO 14001 and other management standards.
3. Support a precautionary approach in its operations and throughout its value chain.
4. Reduce greenhouse gas emissions with activities that match the ambition level and pace required to achieve Telia Company's environmental goals, including halving emissions by 2030 and achieve net zero by 2040, with priority to our supply chain, including but not limited to network construction and maintenance (field services), network equipment, mobile phones and other hardware, and other purchased products and services.
5. Apply the circular principles of "Prevent, Reduce, Reuse, Recycle" in its own operations and when shaping customer offerings, including minimizing resource use, reducing waste and prioritizing secondary (non-virgin) resources in own operations and in procurement.
6. Create a resilient energy strategy including Only use renewable electricity and set a plan to phase out other fossil-based energy sources.

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7. Improve energy efficiency and act on Telia's ambition to increase the share of energy coming from own production and/or long-term power purchasing agreements.
8. Prioritize suppliers and partners with climate targets in line with science, that have a decarbonization plan and apply circular economy principles.
9. Ensure a product portfolio that meets stakeholder demands by developing, using and promoting technology, products and services that are low carbon, circular and energy efficient and provide accurate environmental information to stakeholders.
10. Scale the enablement effect through digital solutions
11. Ensure business continuity despite extreme weather events.
12. 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
13. Communicate Telia's environmental performance, with focus on the company's most material topics, in a transparent, reliable and timely manner.
14. Monitor and mitigate eventual human rights risks related to the company's environmental agenda.

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 Whistleblowing Line. The Whistleblowing Line is available on Telia Company's internal and external webpages. [EthicsPoint - Telia Company](#)

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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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.

5 TARGET GROUP

This Group Instruction is applicable and most relevant for the following target group: Telia Company AB, including Group Functions and countries, and its Subsidiaries and Joint Operations as their own binding instruction to all directors, members of the boards, officers, and employees.

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:

- Code of Conduct, Purpose and Values, Strategy, Group Policies, and Instructions for the CEO as approved by the Board of Directors;
- 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
- Guidelines, best practices, process descriptions, templates or working routines developed within the area of responsibility of Head of Group Function.

8 VERSION HISTORY

Version	Date	Revised By	Items Changed Since Previous Version
7	2024-01-15	Head of Sustainability	<ul style="list-style-type: none"> Text and terminology alignment with CSRD New requirement, already existing in SCoC: prioritize suppliers and partners with climate targets in line with science, that have a decarbonization plan and apply circular economy principles. New requirement: ensure business continuity despite extreme weather events.

9 TERMS AND ABBREVIATIONS

Terms and abbreviations	Definition
CSRD	Corporate Sustainability Reporting Directive
SCoC	Supplier Code of Conduct

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Note! For further information, refer to Group Instruction – Environment, Supplier Code of Conduct, Group Policy – Human Rights.