

Group CFO

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All Eltel companies

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ENVIRONMENTAL POLICY

1 PURPOSE

This Environmental Policy "the Policy" sets out the basic standards and objectives in the area of environmental management at Eltel.

2 APPLICABILITY AND SCOPE

This Environmental Policy applies to all companies and legal entities within the Eltel Group.

3 POLICY STATEMENT

Eltel is committed to sustainable development, environmentally sound business practices and responsible use of natural resources.

Eltel strives to consider environmental impacts in all of its operations. It is dedicated to mitigating adverse environmental impacts across its operations and throughout its value chain. Eltel supports a precautionary approach, proactively addressing environmental and climate concerns while minimizing adverse effects on biodiversity and ecosystems.

Eltel is committed to complying with all applicable environmental regulations. Eltel works diligently to minimize environmental non-compliances and incidents that may arise during our operations.

Sound environmental management is crucial to Eltel's sustainability commitments as well as for ensuring ongoing operations as outlined in the Sustainability Policy and HSSEQ Policy. Eltel is dedicated to a continuous improvement approach in enhancing the environmental efficiency of its operational methods and services.

3.1 Climate action

Eltel is committed to combating climate change, and has set science-based climate targets to reduce carbon dioxide emissions in line with the Paris Agreement. To achieve the targets upon agreed timeframes, Eltel will expand its use of electric and low-emission vehicles in its fleet and prioritize renewable energy adoption where technically and economically feasible. While climate change mitigation is an immediate priority, in the long term, we prioritize mitigation efforts that address both CO2 and other forms of pollution. Additionally, Eltel shall actively encourage its key suppliers to adopt science-based emissions reduction targets, fostering a collective commitment to decreasing emissions-intensity.

3.2 Resource use and circularity

Eltel is dedicated to responsible waste management practices and with a primary focus on sorting, recycling, and minimizing disposal diverted from reuse. Eltel is committed to responsible water conservation and the appropriate treatment of effluents.

3.3 Biodiversity and ecosystems

Eltel aims to mitigate adverse direct and indirect impacts on land and aquatic ecosystems in connection with its operations. Biodiversity-related aspects are included in the environmental impacts assessed at a project level as required by local legal and regulatory requirements. When involved with the planning of any major infrastructure projects, Eltel pays particular attention to any impacts on endangered species, protected areas or threatened ecosystems and invasive species in accordance with local legal and regulatory requirements while also addressing the long-term risks on ecosystems posed by climate change.

3.4 Chemicals and hazardous materials

To ensure the safety of people and the environment, Eltel requires the appropriate and safe storage, handling, and disposal of chemicals and hazardous materials. Employees shall take immediate actions to address any environmental incidents, such as leaks or spills.

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RESPONSIBILITIES

Head of Sustainability is responsible for steering and monitoring environmental management in accordance with the Policy.

An appointed person from the HSSEQ organization in each country unit is responsible for overseeing Eltel's compliance with the ISO standards specified in the HSSEQ Policy.

All employees are responsible for supporting Eltel's environmental objectives within the scope of their respective duties. Eltel also expects its subcontractors and suppliers to operate in an environmentally responsible manner.

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EXCEPTIONS

There are no exceptions to this Policy.

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REFERENCES TO ASSOCIATED DOCUMENTS

- Sustainability Policy
- HSSEQ Policy
- Supplier code of conduct