

ENT

**Quality,
environmental
and
occupational
health and
safety policy**

Members of Ericsson Nikola Tesla Group are committed to developing, creating and delivering technologically advanced, reliable, safe and quality ICT solutions, products and services in the operators' segment and the Industry & Society segment. The mother company is also an associated member of the global Ericsson corporation.

Through an entrepreneurial strategy that balances long-term growth and competitiveness and its credibility in relation to all the stakeholders, the Group promotes sustainable development and corporate social responsibility principles.

Our focus on the current and foreseeable customer's needs is the foundation of our stability in business and our success. Our integrated approach to quality, environmental and occupational health and safety management encompasses the implementation of preventative activities to recognize threats as well as mitigate risks related to the Group's operations. The achieved level of our customers, shareholders, employees, partners and suppliers' cooperation and satisfaction as well as the well-being of the community indicate the Group's success.

By respecting all legal and ethical norms in its relationship with the stakeholders, the Management Board of the mother company develops ambitious business plans to set challenging, but achievable and measurable goals through which we continuously develop and improve our own competences in finding optimal solutions as well as consolidate our position of a business partner and employer of choice. The Group is, therefore, also focused on ensuring that its employees are content; the employees together with the Management Board and Executive Management maintain and improve a stimulating working environment, providing the possibility and obligation for continuous professional and personal development and appropriate labor and living standards.

Ericsson Nikola Tesla Group recognizes its role and importance in mitigating risks to its employees and others that might be affected by its activities. Taking preventative actions to remove causes of threats and mitigate risks with the aim of preventing occupational injuries and other incidents includes the application of all legislative requirements and requirements under relevant international standards. The Group provides consultation with its employees in the communication through the employees' commissioner and other ways of communicating; it also actively engages them to cooperate in activities of developing and maintaining the quality, environmental and occupational health and safety systems. In line with circumstances and relevant legislation, members of the Group update the risk assessment and inform their employees and all other stakeholders about that.

We are aware that every activity we undertake has an impact on the environment; we are, therefore, committed to monitoring and continuously minimizing that impact, primarily by adhering to legislative and other enforceable requirements, to meet more than the legal minimum, taking into consideration the life cycle perspective. Therefore, continuous minimization of negative environmental impact, optimization of the use of natural resources and rational energy consumption, through our activities and our portfolio, are integrated in all our plans and decision-making. By using advanced technologies and through popularization of new ecologically

oriented solutions, we improve our systems for environmental protection and health and safety management as well as encourage our suppliers, partners and the broader community to do the same.

With this policy and its implementation, the Group commits to continuously improve the implemented integrated quality management system based on ISO 9001:2015 norm, environmental management system based on ISO 14001:2015 norm and occupational health and safety management systems based on ISO 45001:2018 norm, as well as to the fact that its every employee is familiar with it and accepts it as a permanent principle in their work.