



Environmental Rule

2023

Table of Contents

1	Purpose and Objectives	3
1.1	Purpose.....	3
1.2	Objectives	3
2	Scope.....	3
2.1	Target group	3
2.2	Exceptions.....	3
3	Rule	4
3.1	The principles of the Environmental Rule.....	4
3.2	Minimizing environmental footprint in our supply chain	4
3.3	Increasing the environmental handprint for our customers	5
3.4	Change history	5

1 Purpose and Objectives

1.1 Purpose

The fundamental principles in environmental protection have been set forth in Tietoevry's Code of Conduct. Sustainability Game Plan, our long-term sustainability strategy, outlines the focus areas and sets the targets. The purpose of the Environmental Rule is to give further guidance regarding those principles, outline the potential of sustainable IT solutions to have bigger environmental handprint than footprint and give guidance to all employees towards a more environmentally sustainable way of working. We believe that digital solutions can greatly enhance sustainable development in our society. Environmental sustainability is also beneficial to our stakeholders, and it is necessary for the development of future societies.

This Rule is connected to the Code of Conduct and to the Supplier Code of Conduct.

1.2 Objectives

The main objectives of this Rule are

- Provide understandable guidance to all employees towards environmentally sustainable way of working.
- Set fundamental principles in environmental protection.
- Support Sustainability Game Plan and Science Based Target implementation.

2 Scope

The Environmental Rule outlines the principles implemented in Tietoevry's Environmental Management System (EMS) which is ISO 14001 certified. This Rule is also Tietoevry's communication on commitment to United Nations Global Compact, Sustainable Development Goals and Science Based Targets. This Rule applies to all Tietoevry's companies and employees in all countries of operation. Companies under Tietoevry's control and their employees are also included in the scope of application. Each Business Area and Business Unit are responsible for implementing processes and actions based on this Rule. This adheres to all employees. Tietoevry will strive to promote this Rule with all parties contributing to Tietoevry's services, products and other business activities. Tietoevry's suppliers and subcontractors are expected to follow the principles set out in Tietoevry's Supplier Code of Conduct.

2.1 Target group

The target group of this rule is all employees within Tietoevry.

2.2 Exceptions

Deviations may be approved from this Rule if those are not prohibited by law or compromise precautionary approach. The Head of Sustainability has the authority to approve such deviations. Requests for deviations and approvals shall be stored in an appropriate manner.

3 Rule

3.1 The principles of the Environmental Rule

Tietoevry aims to take a proactive and responsible approach in minimizing environmental footprint in the whole life cycle of its business operations. We are committed to the protection of the environment and prevention of pollution. We follow the environmental legal requirements and other compliance obligations in each country of operation. We also respect the principles of sustainable development by considering the needs and opportunities of future generations. Thus, we aim to use natural resources wisely and responsibly, proactively minimize our environmental footprint and apply the principles of continual improvement of the environmental management system to enhance our environmental performance.

This Rule consists of three main areas: first to explain how we reduce environmental footprint in our operations; second to describe the areas and actions to enhance environmental sustainability upstream and downstream in our supply chain; third to increase our environmental handprint for benefitting our customers.

Tietoevry's direct environmental impact is mainly related to our office premises, data centers and business travel. We are working towards a zero environmental footprint in our operations. For us, an environmentally sustainable and responsible way of conducting business operations means:

- Measuring and setting targets for reducing our environmental footprint and increasing our handprint
- Reducing our direct and indirect energy consumption and greenhouse gas emissions in offices and data centers by
 - Using energy efficient equipment and implementing energy saving actions
 - Switching to green certified (LEED, BREEAM) buildings when upgrading facilities where possible
 - Switching to energy from renewable, clean sources where possible
- Using natural resources and materials wisely and in a responsible manner
 - Avoid causing waste and reduce waste where possible
 - Sorting and recycling obsolete materials and waste according to local guidelines and opportunities
 - Reusing and recycling electronic waste according to best practice from environmental and human rights points of view
 - Implementing circular economy principles to conserve resources.
 - Minimizing the use of environmentally harmful and hazardous materials
 - Using energy from renewable and clean sources
 - Replacing travel, where feasible, by virtual meetings or more sustainable transport alternatives
- Increasing environmental competence among all employees by establishing learning resources to promote sustainable insights, solutions, and knowledge.
- Co-operate with our customers and other stakeholders to create a more environmentally sustainable society.

3.2 Minimizing environmental footprint in our supply chain

Tietoevry's operations cause environmental impact in our supply chain. Our new and renewed suppliers shall comply with our Supplier Code of Conduct requirements. We also recognize the following:

- Procurement and purchasing of environmentally sustainable goods and services considering the life cycle aspect

- Responsible recycling of Waste from Electrical and Electronic Equipment and implementing the principles of circular economy
- Co-operate with our supply chain partners to enhance environmental sustainability

3.3 Increasing the environmental handprint for our customers

A handprint refers to the beneficial environmental impacts that we can achieve and communicate by providing products and services that reduce our customers environmental footprint. For us this means:

- Strive to develop IT solutions and services that enable our customers and the society to become more environmentally sustainable
- Strive to develop IT solutions and services that help our customers reduce their environmental footprint
- Evaluate, measure, and report the impact of our IT solutions in reducing customers’ environmental footprint and increasing our handprint.

3.4 Change history

Version	Approval date	Owner	Approved by	Changes
V2.1A	2023-04-19	Head of Communications and Sustainability	CEO	Reviewed

Tietoevry creates digital advantage for businesses and society. We are a leading digital services and software company with local presence and global capabilities. Our Nordic values and heritage steer our success. Headquartered in Finland, Tietoevry employs around 24 000 experts globally. The company serves thousands of enterprise and public sector customers in more than 90 countries. Tietoevry’s annual turnover is approximately EUR 3 billion and its shares are listed on the NASDAQ in Helsinki and Stockholm as well as on the Oslo Børs. www.tietoevry.com