

Waystream Group Sustainability Plan





Who we are

Waystream is a Swedish company with headquarter in Kista just outside Stockholm and development offices in Sweden and China.

We have been building fibre network equipment since 2001 and have delivered more than two million ports across the world. We help communities and network operators create service rich broadband networks for connecting businesses and private individuals.

Our products are easy to operate, reliable and deliver stable and future-proof services. We understand the particular challenges involved in building fibre-to-the-home and to business networks and our products are tailor made for this task.

As of November 2015, the company is listed on the NASDAQ First North index.

We work with local partners for sales and technical expertise for our customers around the world with a particular focus on the leading fibre broadband countries in Europe.

Waystream offers products and services that streamline our customers' networks and businesses across multiple areas. The global environmental impact resulting from electronic communication services our customers provide to the market using our products can be reduced by replacing business trips and paper documents with video conferencing and electronic communications.



Our vision, business plan and goals

Communication everywhere!

The world needs networks to connect each home, each company and each person. We bring the world closer together through communication and build progress towards a better society. All aspects of life require communication. Waystream is helping make this possible.

Our vision is an interconnected world where ideas and knowledge can bridge borders and lead to new discoveries. Innovations that improve society, how we live, work and interact.

Fibre broadband is the ultimate means of communication and the infrastructure that is necessary to achieve our vision. Building broadband networks has many challenges – it's a journey that takes many years to complete. Laying fibre is just the beginning, and is something other companies do. The journey with Waystream begins when the network needs to have services set up – for now and for the future. We see it as our task to make that journey as efficient and sustainable as possible.

The UN Sustainable Development Goals

Waystream acknowledges the importance of the UN

Sustainable Development Goals (SDGs) as a shared global ambition to protect our planet and create prosperity for all. As a company, we can have a large influence by adapting the way we work to meet the needs of future generations. The SDGs have been integrated into our sustainability agenda where we believe our business can contribute towards them.

Strategic sustainability goals

- Working actively in line with the UN Sustainable Development Goals with a shared global ambition of protecting our planet and creating prosperity for all.
- Our long-term ambition is to reduce our environmental impact and to achieve net-zero in the short term.
- Aiming at improving staff diversity and, in the long-term, achieve a 50/50 division of the sexes in our workplace.

Sustainable entrepreneurship

Sustainable entrepreneurship has to be an integral part of every business today. Sustainability is one of the conditions for us, together with the outside world, to be able to move to a life that doesn't deplete the world's resources. It requires sustainable consump-



The UN's global goals.

tion, which in its turn requires sustainable production. We all need to aim at minimising our negative impact on the environment and climate. Developing Waystream in a way that incorporates sustainable production into all areas of the business means that we can take responsibility for our sustainable development and aim to reach net-zero.

Profitability is a condition for the survival of the company, which is why sustainability work must be a completely integrated part of the company's financial and daily working life. Examples of sustainable efforts include travelling by train instead of plane or car, holding virtual meetings, minimising the amount of paper used in printing and packaging, minimising product transportation and so on. Below we describe how Waystream sees its value-creating sustainability work as well as concrete goals and efforts for achieving our overall aims. The sustainability plan is updated annually, and as a result the environmental aspects identified are turned into our environmental goals with their associated action plans.

Our thoughts on sustainability

Profitability, environmental consideration and social engagement all meet at Waystream. Thanks to these perspectives, we have developed a sustainability plan with measurable goals and activities where we can see our influence and contribution. Sustainable entrepreneurship involves, among other things, not wasting your resources while always trying to reduce the negative environmental impact associated with all forms of production.

We have started to carefully calculate our environmental footprint in terms of our hardware through ClimatePartner, www.climatepartner.com, as well as prioritising qualitative working processes, reduced energy consumption and the conscious management of materials. As a company, we always assess our opportunities to adapt our ways of working so that they meet the needs of tomorrow.

Our responsibility

Waystream carries out active environmental work in collaboration with our customers, suppliers, employees and other interested parties, and it is our aim to meet and exceed regulatory requirements among other things. Our industry is characterised by high energy consumption since our products run on electricity. That is why it's important that Waystream takes consideration of environmental aspects and energy consumption in our products. At the very least, Waystream shall observe applicable legal requirements with respect to environmental issues, and prevent pollution from occurring in those aspects of the business where it is possible to do so. The Chief Executive Officer of the group is responsible for compliance and is ultimately responsible for Waystream's environmental work.

Our products and suppliers

Waystream's products are used every day in facilitating digital communication between people. Digital meetings and distance working and studying reduces people's need to travel, which contributes to reduced transport emissions.

At the same time, Waystream operates on an international market where customers as a rule expect low prices and just-in-time deliveries. These expectations often run contrary to sustainability goals and a reduced environmental impact. Waystream has introduced various initiatives to reduce environmental impacts and to contribute to increased sustainability:

- We offer a range of low-energy optical broadband packages. Up to 70% lower energy consumption reduces both energy bills and the environmental impact of broadband networks.
- We have reduced our use of dangerous chemicals such as bromine, chlorine and phosphorus in our key products.
- We design our key products so that they can be upgraded over time and used for many more years than what is the standard in the IT industry. This contributes to an overall reduced pressure on resources for our planet.
- We have reduced the size of our packaging and made some accessories into order items instead of being sent automatically with each delivery. This reduces the amount of waste, but also the environmental impact of manufacturing and transportation.
- We have assigned a large proportion of our production to Sweden, which significantly reduces our need for air transport from the factory to warehouses.



Environmental impact

Environmental goals and self-monitoring

Conducting active environmental work and reducing the company's environmental impact is an ongoing task of making constant improvements.

Checks are carried out every year to ensure that we are meeting our environmental goals. If this has not happened, then an action plan needs to be drawn up. All employees at Waystream are responsible for this self-monitoring.

Environmental aspects

The company has identified the following areas in its activities as the most important environmental aspects:

Product design and manufacturing

Our choice of components, contract manufacturers and other subcontractors affect which environmental impacts our products produce. The company shall observe all regulatory requirements for the markets we manufacture and sell our products on, and we shall actively work with subcontractors to reduce their environmental impact. Product transportation to markets also involves an environmental impact that

the company, as far as possible, attempts to minimise through efficient and environmentally smart transport.

Recycling

We report in accordance with applicable regulations for imports and sales of electronics and batteries and pay green taxes for recycling our products. In our daily work, various kinds of waste is produced, for example, paper, packaging, electronics, fluorescent lamps and batteries. The company aims to reduce the amount of waste and that the waste is sorted to be recycled in an environmentally friendly way.

Waystream's products are classified as electronics and are therefore automatically included in the EU's recycling system and have WEEE certification. This means that the cost of recycling Waystream products has already been paid when they leave our warehouses.

Purchasing

When making purchases, we weigh up the most environmentally friendly supplier or product and, as long as we can maintain our competitiveness, this should be Waystream's first option as a way of reducing our



environmental impact. Consumable goods we purchase should feature some of the well-established ecolabels.

Energy

The business consumes energy in the form of heat, hot water and electricity. Energy is also used in transportation and by customers using our products. Waystream plans to work continuously to reduce our energy consumption.

Suppliers

Our suppliers are mainly located in Europe and Asia. We have developed long-term partnerships with our suppliers, which are also usually large companies that have created extensive sustainability programmes and pursued responsible entrepreneurship.

All of our suppliers go through an approval process which evaluates product safety and corporate responsibility and adherence to the UN Sustainable Development Goals. We also carry out periodical follow-ups and reviews. The aim of this is to ensure that we observe international principles on human rights, workers' rights, the environment and corruption.

They send reports of all consumption of the different forms of materials which are used in the production of our equipment.

Beyond taking the environment into account when choosing suppliers, Waystream shall work to reduce our suppliers' environmental impact.

Production

Our production is divided between two large subcontractors with production centres in Sweden (Lund) and in China (Suzhou). We divide production like this in order to ensure access to components and supplies. At the same time, it is our ambition to minimise the number of dispatches to minimise our environmental impact.

Chemicals

The chemicals used must be approved for the markets they are used in, such as in manufacturing. Furthermore, Waystream shall, in dialogue with its subcontractors, try to influence the choice of environmentally friendly alternatives.

Travel

For work-related travel, we always try to consider a more environmentally friendly option for the mode of transport by, for example, using trains instead of planes, using alternatives to travel such as video conferencing as well as choosing vehicles with a lower environmental impact.



Social issues

Internal social aspects touch on issues such as working environment, safety, diversity and gender equality, etc. We perform internal social work so our employees have a balanced, satisfying and equal working life. Waystream condemns all forms of sexual harassment and does not tolerate it happening in the workplace. Harassment is a serious threat to employees' work satisfaction, health and opportunities for development in their work. It also affects the business by leading to worse work performance.

We believe in a dynamic working environment with a mixture of men and women, ethnic and religious backgrounds, etc., and working for the equal distribution of different types of work and among different categories of employees.

All employees are required to work to actively promote gender equality and to not accept any form of discrimination in their daily work.

As far as gender is concerned, our long-term goal is to achieve a gender balance of 50 percent men and 50 percent women across our overall staff body and at all executive levels.

Recruitment

Waystream aims to recruit applicants from the under-represented gender and to work for a successive increase in the proportion of employees of that gender.

We use, among other things, recruitment agencies that specialise in recruiting women, and we design our job adverts in a manner that encourage both men and women to apply.

Working environment

Waystream will take all the necessary measures, insofar as the resources and general circumstances permit, to ensure that working conditions are suitable for both men and women. All workplaces are ergonomically adapted for the needs of both men and women.

Staff welfare

Waystream has a staff policy, which clearly stipulates that regardless of role and competency, everyone is a family member of the company and its employees are regarded as objective, open, result-oriented, responsible, willing to work together and respectful. This applies to our attitude in relation to our workplace



as well as to the people we meet in the course of working life.

Waystream works actively to prevent illnesses in the workplace and so to promote good well-being among our employees and to create the conditions for a good work-life balance.

As an employee at Waystream, everyone has a special responsibility for their work attitude that rests on a common set of values for the company. This includes building sustainable entrepreneurship. It also includes democracy, rule of law, objectivity, respect for all people's equal value and for the freedom and dignity, efficiency and service of the individual person.

Our staff handbook includes recruitment and promotion guidelines that constitute an important basis for our ambitions around diversity and inclusion. People with the same qualifications shall be given the same employment conditions and opportunities without discrimination based on age, ethnicity, religion, sex or disability.

Business ethics

Waystream is an international company working with suppliers, partners and retailers in countries that all have different laws, cultures and traditions. All activities must be conducted so that they comply with current legislation in a sustainable manner and in accordance with the company's values.

Our "Code of Conduct" contains principles that apply to all our employees and provides guidance in conducting ethically proper business, respecting human and employee rights, along with following legislation in the areas of the environment, anti-corruption, competition and anti-discrimination.

Complying with laws and regulations is always our highest priority, however in a changing world, we believe that adopting a broader perspective in compliance is just as important.



Sustainability reporting

An open dialogue with our stakeholders is key to us successfully being able to identify what they think is important, global trends and market expectations. Our stakeholder engagement happens in both a structured way through, for example, investor meetings, as well as in ongoing conversations with suppliers and customers.

Over the year, management conducted a materiality analysis of our sustainability work and increased ambition of eventually reaching net-zero. The materiality analysis was conducted considering Waystream's employees, customers, suppliers, owners and society in general, as well as our capacity to create long-term value. Materiality discussions have been conducted to create a sustainability agenda with clear and relevant priorities.

