

Sustainability Directive

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1 Content

The following Directive covers the principles and rules for all Ascom employees related to sustainability on Group level:

- General Principles
- Principles of UN Global Compact
- Code of Conduct
- Specific Ascom Targets

2 General Principles

Ascom, as an internationally operating Group abides by the principles of sustainable business management, which gives equal consideration to environmental aspects, the needs of the community, and economic objectives. Ascom's mission is to deliver offerings which are environmentally friendly, safe and reliable. Sustainable resource management is one of Ascom's priorities.

Ascom must ensure that all processes and products impact the environment as little as possible while still taking the legitimate needs of the company into account, and the resources used for these products must be protected in the best way possible. Every employee shall ensure that his/her environmental impact is as low as reasonably practicable in his area of work, to achieve outstanding performance in this area at his/her workplace.

Ascom has set the goal to continuously improve the performance in implementing the principles of the UN Global Compact and the Specific Ascom Group Standards. A progress report shall be discussed and followed up on in the Executive Board on an annually basis.

Ascom publishes a Sustainability Report each year as part of the Annual Report, where the company's sustainability activities during the reporting period are disclosed for all stakeholders. The current version of the Sustainability Report shall be available online on www.ascom.com.

Ascom is committed to working towards a structured sustainability reporting standard that considers the three main areas Environment, Social and Governance.

3 Principles of UN Global Compact

As a member of UN Global Compact (www.unglobalcompact.org) on the engagement level 'Signatory', Ascom supports the ten principles of the Global Compact with respect to human rights, labor, environment and anti-corruption. Business operations within the whole Group must be aligned with these ten principles in the context of their operation:

Human Rights

- Businesses should support and respect the protection of internationally proclaimed human rights; and
- Make sure that they are not complicit in human rights abuses.

Labor Standards

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced and compulsory labor;
- The effective abolition of child labor; and
- The elimination of discrimination with respect to employment and occupation.

Environment

- Businesses should support a precautionary approach to environmental challenges;
- Undertake initiatives to promote greater environment responsibility; and
- Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Businesses should work against corruption in all its forms, including extortion and bribery.

4 Ascom Code of Conduct

The Ascom Code of Conduct contains binding and worldwide principles covering all business activities in the area of anti-corruption, labor, human rights and environment.

Ascom requires that all employees act in compliance with the following principles:

- We comply with the law
- We do not tolerate any form of corruption or bribery
- We comply with anti-trust law and conduct our business fairly
- We follow insider information and trading rules
- We apply the four eyes principle
- We know our business partners and adhere to accounting rules and export restrictions
- We protect our business property, trade secrets and personal data
- We respect others and lead by example
- We are loyal and avoid conflicts of interest
- We value the environment, health and industrial safety and children's rights

5 Ascom Objectives: Environment

5.1 Energy and Resource Efficiency

- Ascom strives for compliance in all of its ISO 14001 certified operations.
- Ascom requires its Class 1 & Class 2 suppliers to comply with ISO 14001 standard or similar environmental management system requirements.
- Ascom sets yearly targets to aid carbon emission reduction from its operations.
- Ascom sets targets to improve the efficiency of the materials used in the products
- Ascom maintains practices to minimize energy usage by retrofitting and promoting energy efficiency.
- Ascom has, where available, leveraged and increased its share of renewable energy usage in operations.

5.2 Waste Management / Recycling

- As a general principle, all waste shall be reduced to a minimum.
- All non-hazardous waste (e.g. paper, PET, aluminum) shall be recycled to the extent possible according to local preconditions.
- Ascom funds programs for our customers that provide recycling services for our products (e-waste).
- Ascom's packaging materials are based on recycled raw materials.

5.3 Reduction of Greenhouse Gas Emissions

- Employees are encouraged to increase the share of remote support to customers
- Ascom employees are requested and encouraged to use tools such as on-line conference services in general practice wherever possible in lieu of travel and in particular air travel.
- Ascom employees are encouraged to use public transportation for commuting and for short business travel.
- Ascom strives to own only company cars that have low CO₂ emissions.

6 Ascom Objectives: Social

6.1 Human Capital

- Ascom endeavors to recruit, develop and retain the best employees while fostering a culture of diversity and career growth.
- Ascom is committed to the adherence of the principles of its Code of Conduct throughout its entire supply chain and in particular with regard to child labor.
- Ascom supports the growth and development of its employees with function-driven learning and training programs.
- Ascom conducts regular surveys among employees to improve employee satisfaction.

- Employees receive regular information about health protection and the prevention of accidents. The overall absence rate shall be below industry benchmark.

6.2 Diversity

- Ascom supports diversity and works to further engage groups which are traditionally underrepresented in the science, technology, engineering and mathematics (STEM) fields.
- Ascom is committed to having a fair share of women in senior management. Any discrimination of employees based on their gender, race, physical impairments, origins, sexual preferences, political opinion, and religion is prohibited.
- Ascom is committed to equal gender pay.

6.3 Products

- Ascom is committed to delivering product offerings, which are environmentally friendly, safe and reliable.
- Ascom strives to source ethically applying the “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas” including a review of the Reasonable Country of Origin Inquiry (RCOI) for smelters and refiners reported in supply chains.

6.4 Social opportunities

- Ascom donates to a global charity organization annually.

7 Ascom Objectives: Governance

7.1 Corporate Governance

- Ascom follows SIX Exchange Regulations directives on standards relating to Corporate Governance.
- Both the Board of Directors and the Executive Committee shall be diverse in terms of gender, nationality, education, and business acumen.
- Ascom maintains a regular, transparent, and fair exchange with all shareholders and analysts.
- In order to assure a high degree of transparency, all relevant documents and presentations shall be found on our website (www.ascom.com).
- Ascom fully complies with the European General Data Protection Regulation (GDPR).

7.2 Corporate Behavior

- As outlined in the Code of Conduct, no Ascom employee may offer or grant improper advantages in whatsoever form to customers, suppliers or official representatives or indirectly through third parties.
- Ascom employees shall not engage in and shall report any attempted bribery.
- Extensive hospitalities or gifts are forbidden.
- Ascom maintains an anonymous whistleblower channel to report infringements on the Code of Conduct and other Corporate Directives directly to the Board of Directors.

8 Execution / Tracking

- Ascom has appointed a Sustainability Manager to drive the execution of the Directive.
- The Sustainability Manager reports quarterly to the Executive Committee about the progress achieved regarding the execution of the Ascom Sustainability Objectives as described herein.
- The Executive Committee retains decision authority about the implementation of additional measures.
- The Board of Directors will be informed on a regular basis.