# Environmental Policy

## TP-Link Group

## General Provisions

### 1. Purpose

As a global leader of reliable networking devices, TP-Link has recognized its essentiality to protect the environment and understood its role in building sustainable communities. TP-Link seeks to mitigate environmental impacts, enhance energy efficiency, and raise green awareness while upholding quality excellence.

The TP-Link Environmental Policy (Policy) was developed by TP-Link Sustainability Committee and approved to publish by the CEO of TP-Link Group. The Policy outlines TP-Link's commitment to environmental protection, and the green initiatives that TP-Link adopts including environmental protection, greenhouse gas reduction, energy, water, raw materials conservation, and waste management.

### 2. Scope

This Policy applies to all directors, officers, and employees (temporary or permanent) worldwide, regardless of specific TP-Link entity or subsidiary (wholly or partially held) (hereinafter collectively referred to as "TP-Link Employees" or "Employees"). Business partners, contractors, suppliers, and other agents are also encouraged to apply this Policy where practicable.

### 3. Responsibilities

- **TP-Link Sustainability Committee** is responsible for establishing, reviewing, and updating the Policy annually to ensure its compliance with the industry standards.
- **Senior Management** have the ultimate responsibility for the compliance of this Policy within their operations. Making sure that all Employees are aware of the Policy and know what their responsibilities are in relation to protecting the environment.
- **Employees** are obliged to strictly adhere to the principles set out in this Policy. Actively engaging the related training activities to improve their own awareness. Reporting any potential violation of the Policy promptly and appropriately to continually improve the environmental protection of the Company.
- **Suppliers, contractors, and other stakeholders** are encouraged to monitor the enforcement of this Policy and report any violation of the Policy promptly.

## Core Principles

### 1. Compliance to Laws, Regulations, and Industry Standards

- Comply with all applicable laws, rules and regulations of the countries and regions where we operate. Where laws and regulations do not provide adequate controls, apply higher standards to protect the environment.
- Meet with all applicable internationally recognized environmental standards in the respective jurisdictions of our operations.

### 2. Management System

Operate an environmental management system in accordance with the ISO 14001 standards as well as industry standards and best practices. Improve the performance of the management system continuously.

### 3. Energy Consumption

Improve energy efficiency and explore the potential of adopting renewable energy during the design, manufacture, distribute, transport and working phases.

### 4. Water Consumption

- Conserve water and improve water efficiency.
- Promote efficient water conservation measures in product design and manufacture, and the daily operation of the company.

### 5. Raw Materials Consumption

Promote efficient raw materials consumption by product design and manufacturing technique optimization.

### 6. Waste Management

- Implement the waste collection, classification, storage, transportation, and disposal in compliance with all appliable laws and regulations of the countries and regions where we operate.
- Measure and manage the generation of waste, report the status and results on a regular basis.
- Promote waste prevention and minimization by product design and manufacturing technique optimization, waste reuse and recycling.

### 7. GHG Management

- TP-Link actively responds to global climate warming and insists on reducing energy use and reducing greenhouse emissions.
- Monitor and report the GHG emissions annually in accordance with ISO 14064 as well as GHG Protocol.
- Carry out GHG reduction actions which support and are aligned with The Paris Agreement on Climate Change.
- Commit to set both Near-Term and Net-Zero Science Based Targets in accordance with the SBTi Guidelines.
- Architect its goals and programs to include Scope 1, Scope 2, and Scope 3.
- Strive to improve the supply chain's GHG management performance from both upstream and downstream.

### 8. Eco-Design

- Implement eco-design and optimize life cycle management for our products to minimize environmental impact; Improve the performance of the management system continuously.
- Promote the use of environmentally friendly materials and technologies.

### 9. Training and Education

Promoting and engaging employees, customers, suppliers, and other stakeholders in creating a better environment through education and training.

### 10. Supplier Chain Management

Require suppliers' adherence to the <u>TP-Link Supplier Code of Conduct</u>. Set forth clear environmental protection requirements for business partners, contractors, suppliers, and other stakeholders.

### 11. Communication, Review and Monitoring

- Conduct regular communication regarding this Policy with all Employees, business partners, contractors, and other stakeholders.
- Review the Policy annually to ensure its compliance with the latest local laws and regulations as well as the industry standards.
- Monitor the environmental protection performance and report on a regular basis through the establishment of internal control mechanisms.

## Speaking Up

If you witness any violation of this Policy or have any suggestion towards environmental protection, please promptly report to your supervisor or contact with compliance management department at <u>compliance@tp-link.com</u>.