Environmental protection and the preservation of all living beings – including plants – is the highest principle of Spreenauten GmbH.

As a technology company in the field of radio technology and product development, we at Spreenauten GmbH understand environmental protection as an integral part of our corporate philosophy and as the highest principle in our agile environment.

Principles and guidelines

1. Sustainable product management

Top priority: Maximum product life with minimum environmental impact:

❯ **End-to-end responsibility**: We always take responsibility for the entire life cycle of our radio equipment – from development and purchasing to proper disposal
❯ **Refurbishment first**: Priority is given to refurbishment and recycling over new purchases
❯ **Modular development**: Our hardware and software are developed according to the principles of repairability and upgradeability.

2. Resource efficiency in development

Core principle: Lean development for green innovation:

❯ **Green coding**: Energy-efficient software development as standard – our DCs are also powered by sustainable energy (mainly hydropower).
❯ **Cradle-to-Cradle Design**: Development of products with well-thought-out recycling concepts
❯ **Minimalist Design**: Reduction to the essentials to conserve resources

3. Operational Excellence in Environmental Protection by Management

Agile Approach: Continuous improvement of our environmental performance:

❯ **Sprint-based environmental targets**: Quarterly definition and review of environmental targets
❯ **Zero waste to landfill**: Strategic elimination of landfill waste by 2026
❯ **Carbon neutral operations**: CO_2 neutrality in all operating processes as a milestone

4. Transparency and compliance

Integration with existing guidelines:

In accordance with our **information security policy**, we guarantee:

❯ Complete documentation of all environmentally relevant data
❯ Secure storage of environmental data in accordance with the highest

standards

> Regular audits of our environmental management system

In accordance with our **anti-corruption policy**, we are committed to:

> Transparent reporting on environmental expenditure
> Ethical selection of suppliers and waste disposal companies
> No compromises on environmental standards due to economic incentives

5. Stakeholder engagement

Community First: Active involvement of all stakeholders

> **Internal champions**: Environmental evangelists in every team
> **Supplier onboarding**: Mandatory environmental criteria for all partners
> **Customer education**: Advising our customers on the sustainable use of wireless technology, especially when this can optimise processes in this area, which is very often the case, e.g. through the use of automated work tickets over large areas.

Implementation and monitoring

Agile governance

> **Environmental Product Owner**: Responsibility for strategic environmental goals
> **Green Scrum**: Integration of environmental aspects into all development sprints
> **Quarterly Business Reviews**: Environmental KPIs as an integral part of all annual reports

Key Performance Indicators

> Reduction of CO_2 footprint by 25% per year
> Recycling rate of 95% for old devices
> 100% green electricity by the end of 2025
> Paperless office implementation by Q2 2026

Commitment

This environmental protection policy is our binding framework for sustainable business practices. It is reviewed annually for effectiveness and continuously developed in line with our agile mindset of continuous improvement.

Next Level Sustainability is not just our claim, it is our guiding principle.