



CUBRO
NETWORK VISIBILITY



POLICY ON ENVIRONMENTAL SUSTAINABILITY

MARCH 2025

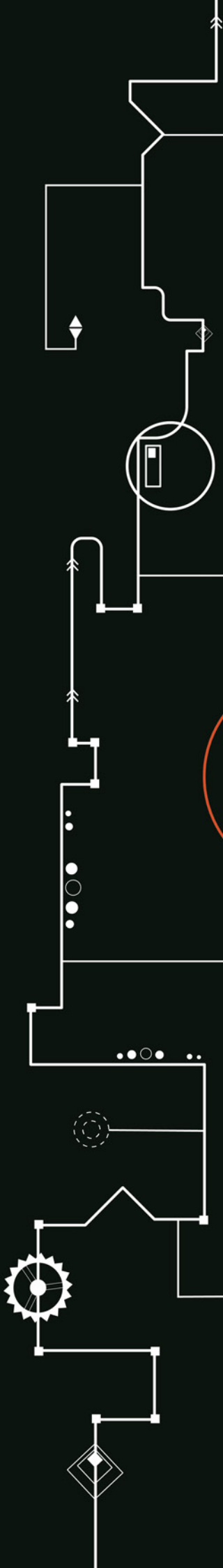


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Environmental Sustainability				
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Version 1	06.11.2024	Public	Tamanna Bhatia	Sascha Naunovic
Version 2	06.02.2025	Updated with QHSE framework and Cubro's commitment.	Tamanna Bhatia	Sascha Naunovic

At Cubro, sustainability is integral to our operations and mission. As a global leader in network visibility tools, we are committed to minimizing the environmental impact of our activities, products, and supply chain. This Environmental Policy is part of our broader **Quality, Health, Safety, and Environment (QHSE)** framework, ensuring a holistic approach to sustainable and responsible operations.

Scope



This policy applies to all Cubro entities, including our head office in Austria, global subsidiaries, employees, contractors, and business partners. It covers all stages of our operations, from product design and manufacturing to distribution and end-of-life management.

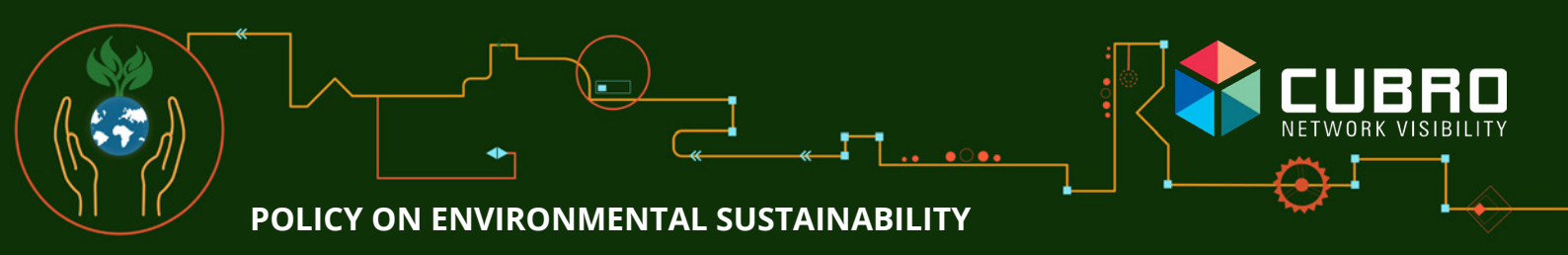
Policy Statement

We believe in contributing towards a future where technology creates a better world for everyone. Reducing the environmental impact in both manufacturing and services is a priority for Cubro. We are committed to improving the environmental performance as a technology company by adapting sustainable practices and therefore we have set long term goals to address the environmentally significant impacts from our products and business operations.

We are extremely proud of our heritage as an Austrian based company. Austria has been a pioneer for the preservation and sustainability of the natural environment ever since the 19th century when it established the first University of Natural Resources and Life Sciences in Vienna in 1872. Austria has a leading international position in fields such as clean energy technologies, water management and waste management as well as eco-efficient construction and exhibits a dynamic development. As a company with its roots in Austria, we are determined to play our role in being socially responsible. As a first step towards achieving this, we are transforming our company culture and implementing sustainable business practices to reduce environmental impact.

Cubro has been awarded ISO 9001:2015 and ISO 14001:2015 certifications which demonstrates our commitment to continually improving the processes, products and services.

	
Cubro is certified with ISO 9001 for Quality management according to international standards.	Cubro is certified with ISO 14001 for managing the efforts to protect our environment.



Commitments: Qualitative Objectives

Cubro is committed to:

- **Sustainable product design:** Embedding sustainability in product development by sourcing hardware from European suppliers to reduce transportation emissions and prioritizing energy efficiency and recyclability.
- **Energy and emissions management:** Utilizing 100% renewable energy at our Austrian headquarters and striving to reduce Scope 1 and 2 GHG emissions globally.
- **Sustainable logistics:** Partnering with DHL's GoGreen Plus program to cut logistics-related Scope 3 emissions by up to 80% through the use of Sustainable Aviation Fuels (SAF) supports our alignment with the Science Based Targets initiative (SBTi).
- **Waste minimization:** Maintaining minimal waste generation by procuring pre-assembled hardware from suppliers and implementing recycling programs in all offices.
- **Water conservation:** Monitoring and optimizing water usage across all facilities, ensuring no water is wasted, particularly in our head office operations.
- **Environmental health and safety:** Designing safe, energy-efficient, and environmentally friendly products that align with customer and regulatory expectations.

Commitments: Quantitative Targets

To achieve our objectives, Cubro has established the following measurable goals:

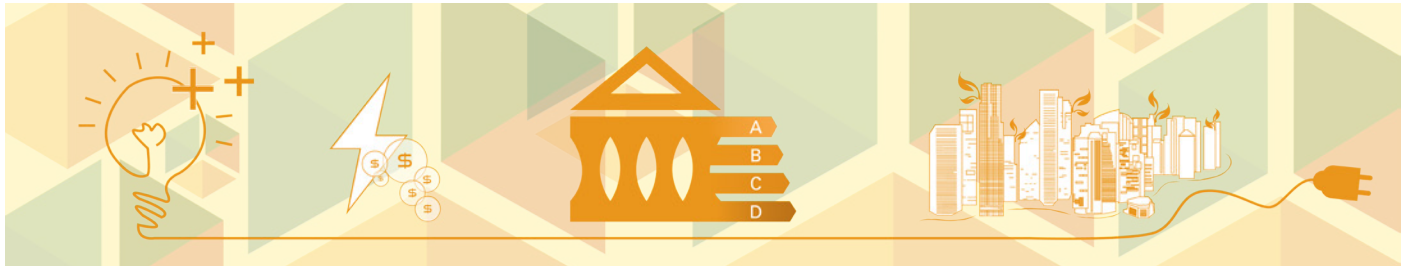
- **Energy efficiency:** Reduce global office energy consumption by 15% by 2027 (compared to a 2022 baseline).
- **Carbon neutrality:** Attain carbon neutrality for Scope 1 and 2 emissions by 2035.
- **Sustainable packaging:** Transition to 80% recyclable or biodegradable packaging materials by 2028.
- **Logistics emissions:** Reduce logistics-related Scope 3 emissions by 50% by 2030 through green logistics partnerships.
- **Recycling:** Ensure comprehensive recycling initiatives in 100% of our facilities by 2026.

Integration with the QHSE Framework

This Environmental Policy is an integral component of Cubro's **QHSE framework**, which ensures a unified approach to quality, health, safety, and environmental stewardship. All environmental initiatives are aligned with our quality and safety standards, promoting synergies across all domains.

Areas of focus

Energy reduction



Cubro makes all efforts to reduce energy consumption in its processes of manufacturing, supplying and at its offices worldwide. Cubro products are in use for several years and therefore it is sometimes not possible to measure the exact impact of the products in terms of energy consumption. However, through our continuous innovation, we try to manufacture products which meet the industry standard and consume lowest possible energy.

We also participate in educating our customer of the best option to optimize the network which includes minimizing tools and improving performance. Our solutions aim to minimize hardware requirement and as a result low power consumption while providing a better network infrastructure.

Some of our efforts include:

1. Choosing a green energy supplier which has strong credentials of supplying 100% renewable energy
2. Practicing smart approaches to utilization and power management in our lab
3. Giving customer the option of some accessories which they might require along with the products, however, have the ability to opt out if case they do not need (SFPs, cable cords, etc)
4. Using recyclable packaging
5. Naturally lit office space which reduces the use of energy consumption
6. Regularly monitoring our annual utility budget
7. Engaging employees to participate in resource conservation
8. Turning off all lights and equipment when they do not need to be operating
9. Using energy efficient office equipment and power saving functions where they will be most effective.



Water Conservation



Cubro has integrated water sustainability into its long term business model. The growing global population and environmental pollution are continually straining the availability of water. The world is running out of water and we believe that every business plays a vital role in developing water initiatives that can ease the stress on environment. Saving water has become a necessity and at Cubro we take initiatives to reduce the usage of water.

In Austria, water is mainly protected under the Water Act which prohibits endangering water bodies and contaminating soil and groundwater.

Some of the practices we have for water conservation include:

1. Monitoring water use
2. Routinely checking water pipes and leakages
3. Enforcing water use practices
4. Educational programs about water
5. Continuously improve based on yearly audits



Waste management



As part of our commitment to protect human health and environment, we make sure to ethically dispose the waste and have an environmentally sound waste management system. Since we are headquartered in Austria, we follow the principals of Viennese waste management which are waste prevention, waste separation and waste utilization.

Our practices include:

- 1.Reducing the amount of plastic waste
- 2.Using recycle bins at workplace
- 3.Strictly following the waste management legislation
- 4.Reducing waste in our offices globally and in particular hazardous waste



Resource efficiency

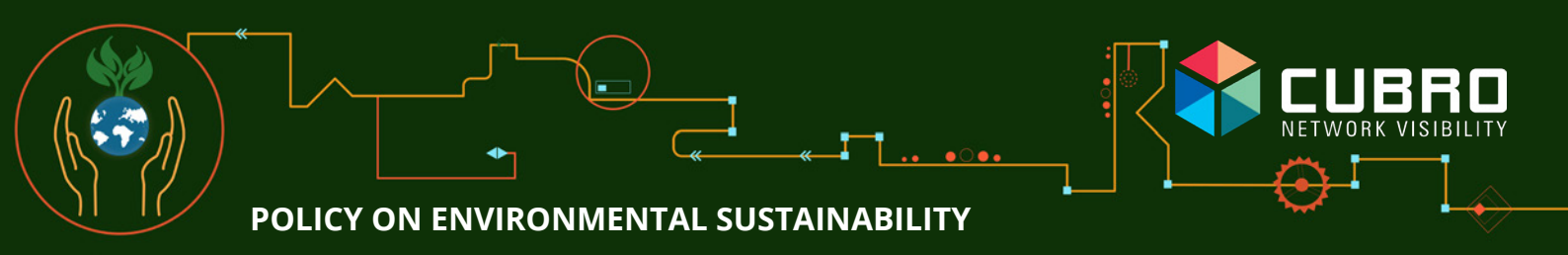


Cubro strives to manage energy and resources in a way that we can maximise its value and output while minimizing its environmental impact. We believe that by achieving greater productivity from resources will reduce costs and the environmental impact associated with the extraction, use and disposal of materials. As a result, this will contribute to improving productivity, reducing costs and increasing the competitiveness of our business.

Our efforts to be resource efficient include:

- 1.Storing supplies only what we need. By streamlining the inventory, we ensure we use our resources cautiously.
- 2.Keeping our storage area uncluttered and neat.
- 3.Ensuring all the production material is stored safely and separately. Employee safety and health is of utmost importance at Cubro.
- 4.Encouraging staff not to print documents unless absolutely necessary.
- 5.Not using plastic cups or bottles in the office.
- 6.Brainstorming with the team to develop a list of improvement options for eliminating or reducing wastage.





Our Initiative

Allocation of Responsibility

- **Leadership Team:** The leadership team tailors initiatives to local needs and monitors performance.
- **Employee Engagement:** All Cubro employees and contractors are expected to support environmental initiatives and incorporate sustainable practices into their daily tasks.

Commitment to Managing Environmental Impacts from Product Use

Cubro is committed to the effective management of environmental impacts resulting from the use of our products by customers and clients. We recognize that the lifecycle of our products extends beyond manufacturing and includes the environmental responsibilities associated with their use and eventual disposal.

Our primary objectives to minimize environmental impacts from the use of our products include:

Reducing Energy Consumption: We design our products to be energy-efficient, minimizing the power required during operation to reduce the carbon footprint of our customers' activities.

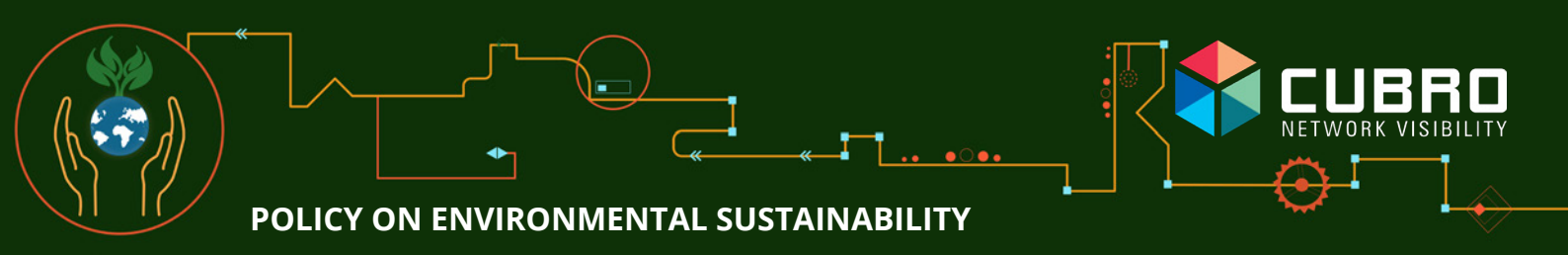
Extending Product Lifespan: Through robust design, comprehensive user manuals, and preventive maintenance guidelines, we ensure that our products have a long operational life, reducing the need for frequent replacements and lowering the environmental impact associated with manufacturing new products.

Promoting Sustainable Disposal Practices: We provide clear instructions on our product labels and in accompanying documentation regarding the responsible disposal of products at the end of their life cycle. Our products are marked with the WEEE label (crossed-out wheeled bin symbol) to indicate that they should not be discarded in general waste. Additionally, customers are encouraged to contact us at support@cubro.com for return shipment arrangements at our cost, ensuring safe disposal or recycling in compliance with environmental regulations.

Consumer Health and Safety

At Cubro, we are committed to ensuring the health and safety of our customers through the careful design and manufacturing of our products. As part of this commitment, our products carry the CE certification, which signifies compliance with stringent European Union health, safety, and environmental protection standards. This certification ensures that our products not only meet regulatory requirements but also contribute to reducing environmental impact by adhering to best practices in safety and sustainability.

By maintaining CE certification, we uphold our responsibility to protect consumer health and safety while minimizing potential environmental risks associated with our products.



Educating Office Staff



Cubro engages its staff to be aware of the environment friendly practices and collaborate in achieving our goals. The environment policy is shared with all the employees to educate themselves and be aware of our environment initiatives. We strongly believe that we can reach our goals only if all our staff members participate. We want to inspire our staff to be 'green ambassadors' and make the workplace more energy and resource efficient.

Environmental practices at Cubro are communicated through internal training programs and company-wide messages to ensure alignment. While we may not have formal sessions, we actively inform employees of changes in sustainable practices, such as waste disposal guidelines.

Socially Responsible Supply Chain



Cubro maintains high standard in its entire manufacturing and delivery process. We ensure that our global supply chain also maintains the same level of standard to ensure that we deliver our customer a reliable and sustainable product. The life cycle of our products is extremely high and the products which we manufactured over a decade ago are still being used by the end customer.

We believe we have a responsibility towards our customer and all external stakeholders. Therefore, we ensure to minimize risk and offer a highest quality product. We are able to do this by collaborating with our supply chain to identify and mitigate any environmental risk and worker health. For more details refer to our [Procurement Policy](#).



Policy Review and Communication

The Environmental Policy is reviewed annually to align with new regulations, best practices, and operational changes. Progress is measured using KPIs, including energy consumption, GHG emissions, waste reduction, and water use.

The policy and updates are communicated to all stakeholders through our internal and external communication channels, onboarding sessions and the Cubro website.

