

Declaration on the Principles of Corporate Social Responsibility

Company Profile

Virtual Access is now part of the Westermo Group and has been rebranded as Westermo Ireland Ltd. We have been producing and shipping telecommunications equipment and solutions to customers worldwide since 1996. Our focus is on rugged routers for critical applications and these products provide resilient and secure connectivity for tens of thousands of substations and business networks worldwide. Many of the world's leading telecom providers, inc. BT, NTT, Teliasonera and Deutsche Telekom are using our resilient network solutions.

We offer a range of devices that are used to deliver wired and wireless managed connectivity services for telecommunications operators and large enterprises. Over the years our technology has evolved from TDM and ISDN systems to various broadband technologies including DSL, GSM, GPRS, 3G, 4G/LTE, 5G, and CDMA450, Ethernet in the First Mile and VoIP.

Our Commitment

At Westermo Ireland Ltd. we recognise the importance of social responsibility and we are dedicated to ensure the interests of our clients, employees, shareholders and society are met through practical practices on Corporate Social Responsibility (CSR).

As proof of our accountability to our impact on society and the environment, we are certified to ISO 14001 and ISO 9001.

We subscribe to the principles of social responsibility. We commit to:

- **Accountability:** be accountable for our impacts on society, the economy and the environment.
- **Transparency:** be transparent in our decisions and activities that have impact on society and environment.
- **Ethical behavior:** engage in ethical behavior at all times.
- **Respect for stakeholder interest:** respect, consider and respond to the interest of our stakeholders.
- **Respect the rule of law:** accept that respect for the rule of law is mandatory.
- **Respect for international norms of behavior:** respect international norms of behavior, while adhering to the principle of respect for the rule of law.
- **Respect for human rights:** respect human rights and recognize both their importance and their universality.

We commit to inventory our material CSR issues, establish clear objectives and targets, develop and maintain social responsibility management systems, and dedicate sufficient resources to respond to these principles. Management and employees are expected to contribute to this policy.



Environment

Westermo Ireland Ltd. is committed to developing services and goods that have a minimal impact on the environment. Using sustainable methods of production, packaging and reducing our product and shipping emissions to benefit society at the community and global level.

We are fully compliant with WEEE legislation and are registered in all countries that we export our electronic goods to.

We review our values, CSR strategy and performance annually to ensure that our commitments are in line with all CSR legislation.

Date: 16/06/23

Dublin, Ireland

Westermo Ireland Ltd. (Ireland) Ltd

Managing Director

Declan Carew