



MITEL NETWORKS CORPORATION

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04 December 2025

Re: Compliance with WEEE Directive 2012/19/EU– Mitel Networks Corporation

Compliance with WEEE Directive 2012/19/EU

Mitel acknowledges its responsibilities as a “producer” of EEE within the meaning of Directive 2012/19/EU on waste electrical and electronic equipment (WEEE) and the corresponding national implementing legislation in the EU Member States where our products are placed on the market.

Mitel takes the following actions in each relevant EU Member State, in accordance with applicable legislation:

- Registering as a producer with approved compliance scheme
- Financing the collection, treatment, recovery of WEEE
- Reporting quantities of EEE placed on the market and WEEE managed, to national registers or compliance schemes at the required intervals.

All Mitel products subject to the WEEE Directive and supplied by Mitel are compliant with the WEEE marking requirements and are marked with the crossed-out wheeled bin symbol in accordance with Directive 2012/19/EU and EN 50419. Mitel customers are informed via product documentation, commercial agreements and/or our website about the applicable arrangements for return, collection or treatment of WEEE from our equipment.

Mitel designs and develops its products with consideration for reuse, dismantling and recovery of WEEE, components and materials, in line with the objectives of the WEEE Directive and applicable eco-design principles.

Where applicable, Mitel holds producer registration(s) or is represented by an authorised representative and/or producer responsibility organisation (PRO) in the EU Member States where our products are placed on the market.

For business-to-business equipment, end users are responsible for ensuring that WEEE from our products is collected and treated via appropriate channels in accordance with national WEEE requirements and any contractual arrangements with Mitel or its distributors.

Customers should contact Mitel or their local distributor for information about available take-back, return or treatment options for end-of-life equipment.

A handwritten signature in blue ink, appearing to read "Paul Scott", with a stylized flourish extending to the right.

Paul Scott
Senior Manager, Regulatory Approvals and Compliance
Mitel Networks Corporation