



The road to a sustainable society

As an electricity network company, Ellevio is essential for a sustainable society. But the transition also requires us, like everyone else, to make a contribution via our own operations. Ellevio wants to be a role model and have the smallest possible footprint. For that reason, sustainability is a driving force throughout the organisation.

The areas and targets that we have prioritised in the area of sustainability in 2023 were decided in a materiality analysis produced in 2020 and updated in 2022. These are issues where Ellevio has a major impact on the operating environment from an economic, social and environmental perspective. We measure performance and drive continuous improvements in these areas, and the results are reported annually in the section In-depth sustainability information, on page 83–120.

At the end of 2023, we conducted a new materiality analysis that fulfils the requirements of the new EU Corporate Sustainability Reporting Directive (CSRD). Preparations for reporting under the new directive are ongoing. As a result, we will review and clarify our sustainability targets and present and report them in a slightly different way. Essentially, however, the areas we prioritise will remain the same.

Strategic focus areas	Material sustainability issues	Contribution to the UN SDGs
 The energy system of tomorrow Climate-smart energy solutions	Security of supply	7, 9, 11, 13
	Affordable electricity supply	
	Lower climate impact	
 Operational excellence	Business ethics and anti-corruption	5, 8, 15, 16
	Responsible supply chain	
	Local dialogue and environmental considerations	
	Biodiversity	
The employees of the future	Attractive employer	5, 8
	Health and safety	





The electricity systems of tomorrow and climate-smart energy solutions

Security of supply

Security of supply in electricity distribution is one of our most important social sustainability issues. It forms the basis of our activities and is a prerequisite for a functioning society and customer satisfaction. As more and more sectors become electrified, its significance is increasing.

Affordable electricity supply

Ellevio's customers should pay the same price for the same service, and prices should be stable and reasonable.

The cost of electricity grids should not vary depending on where you live or work. That's why, since 2023, Ellevio has been applying "flat pricing" – the same price regardless of location. For prices to be stable and reasonable, there needs

to be a predictable and long-term network regulation. We are actively lobbying to achieve this.

Lower climate impact

There are several aspects to our climate initiatives. Our core business enables an electrified, fossil-free society through tomorrow's climate-smart energy systems, and we limit our own footprint by gradually endeavouring to reduce the negative climate impact of our operations, both directly and indirectly.

Ellevio takes an active role in enabling the energy transition and, together with customers and partners, contributes to efforts to achieve a climate-neutral society in line with the Paris Agreement and Sweden's climate targets. All our investment decisions contribute directly or indirectly to the climate transition and

to meeting climate targets. We must be highly aware of our important role in the climate transition, and we work actively to reduce our own carbon and environmental footprint.

For example, we measure the proportion of connected renewable energy, the number of connected charging streets, the number of installed smart electricity meters and the reduction in greenhouse gas emissions. We have a target that all vehicles and machinery used in our operations will be electrically powered by 2030, and we have run several pilot projects in 2023 with a focus on sustainability.

However, it is a fact that climate change is already happening and therefore an important part of our climate work also involves analysing risks and adapting our operations and facilities to the changing conditions.



Security of supply in electricity distribution is one of our most important sustainability issues.



Operational excellence

Business ethics and anti-corruption

Ellevio's operations are to be defined by good business ethics. Our values – reliability, commitment and development – serve as guiding principles for every employee and permeate everything we do. Ellevio's Code of Conduct describes our ethical guidelines and core values, how we behave towards others and each other, how we do business and how we protect the company's assets. Corruption and bribery are never tolerated, and anti-corruption efforts form part of the Code of Conduct. All employees and other representatives of the company are covered by the Code and must complete an online training course on the Code every year.

Responsible supply chain

We set the same high standards for suppliers and partners as we do for ourselves and have a specific Code of Conduct for them. This is important because the organisation depends on a large number of suppliers and contractors. Most purchases are made via call-off orders from procured framework agreements that contain social and environmental requirements, or through project procurements where equivalent requirements are set for the projects. All tenderers and suppliers who wish to participate in Ellevio's procurements make extensive declarations about their sustainability initiatives. Field and factory visits and major audits are carried out to check compliance with requirements.

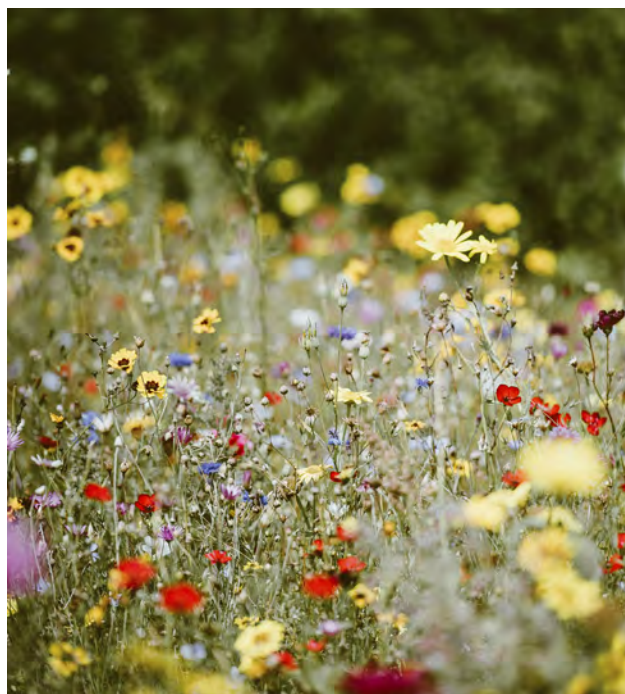
Local dialogue and environmental considerations

An active dialogue with local communities is a priority, not least in order to increase acceptance of, and confidence in, Ellevio's operations and the required investments in network infrastructure. This dialogue is pursued during both the planning and implementation phases. When implementing major projects, we carry out a stakeholder analysis to identify who will be affected and how.

Communication should be clear, simple and accurate, and both negative and positive aspects are raised.

Biodiversity

Contributing to the maintenance and enhancement of biodiversity and natural environments is an important environmental issue for Ellevio, and we strive to have a net-zero impact. We apply the damage mitigation hierarchy. This means that in the first instance we try to avoid or minimise any impact, and secondly limit the impact through damage prevention measures. Through power line inventories and adapted management measures, we work to preserve and strengthen threatened meadow and pasture species.



The employees of the future

Health and safety

Safety is always put first and we have a zero vision for accidents and work-related illnesses. Everyone who works for us should come home healthy and unharmed – every single day. This applies to our own employees as well as our contractors.

Both employees and contractors attend Ellevio's mandatory "Safe Workplace" training programme every three years. Investigations, measures, follow-up work and improvements are all vital aspects of the systematic work environment initiatives in place to prevent serious incidents, accidents and work-related illnesses. The work environment initiatives are followed up every month and reported to the management and Board of Directors. Reporting and follow-up of accidents, incidents and risk observations are processed in a special deviation management system.

Attractive employer

Ellevio is to be an attractive employer with a safe and sustainable work environment; a committed, clear and robust corporate culture with an active focus on continuous learning. Creating good working conditions is a significant issue in terms of Ellevio's ability to have the best and most skilled employees and thus meet the needs of today and tomorrow. Read more in the Employees of the future section on pages 26–32.



➔ Read more about our material sustainability issues and events during 2023 in the In-depth sustainability information section that starts on page 83.