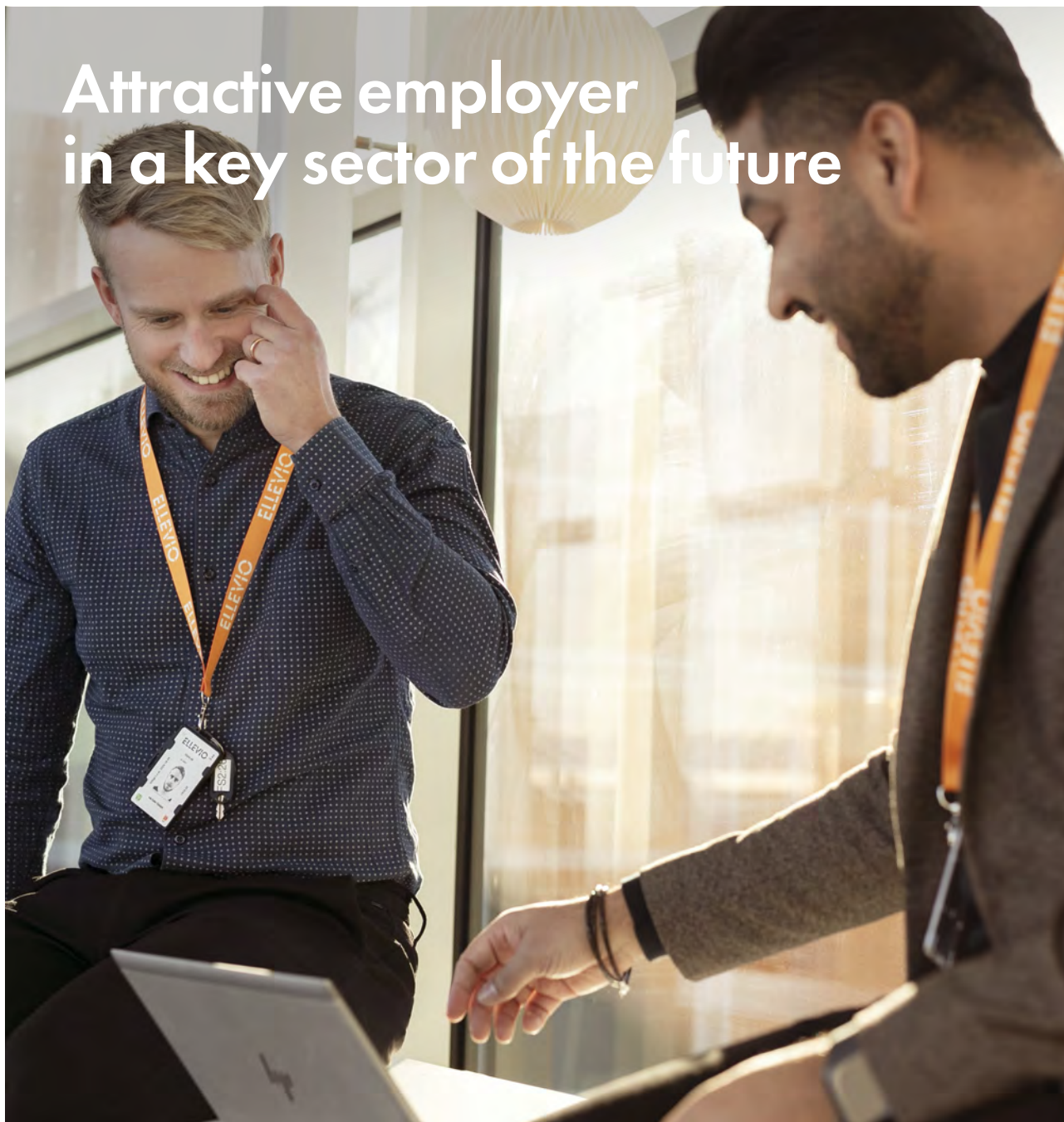


Attractive employer in a key sector of the future



The energy sector is a rapidly changing and expanding sector. This means that we at Ellevio need more people – and that we need some new expertise. Attracting and developing the best people is therefore crucial to achieving our goals. In 2023, Ellevio was highlighted several times as an attractive employer.

Ellevio's electricity network enables the energy transition. This makes Ellevio the right workplace for employees who want to contribute to Sweden's climate targets and a fossil-free society. In 2023, we recruited 145 new employees who are now helping us to realise our vision of a bright and sustainable future.

Wide range of efforts to create strong corporate culture

Ellevio has a strong corporate culture that is well established and continuously developed through a wide range of activities.

All new recruits participate in a company-wide induction day and receive training in collective intelligence. The programme promotes cooperation through a common methodology and contributes to the success of the group rather than the individual. Organisations with a high level of collective intelligence have more committed employees and perform better.

As part of our investment in a robust corporate culture, we have trained a dozen employees to become change managers. They spend part of their working hours training their colleagues in collective intelligence and serve as an internal resource to promote team-level development across the organisation.

Employees' performance, development and ability to be culture-promoters are discussed on a continuous basis through employee dialogues based on our employee profile. This profile is illustrated on page 30. Through responsibility, collaboration, commitment and innovative thinking, employees help foster a work environment in which everyone is respected and included.

Employees

The way in which we should conduct ourselves is described in our Code of Conduct, which is communicated in training courses, workplace meetings and information sessions. All employees sign the code by completing an online training course every year, and the Code of Conduct is adopted annually by Ellevio's Board of Directors.

Our corporate culture is further reinforced each year during a Culture Week involving meetings and digital broadcasts on prioritised themes. In 2023, the Culture Week featured programme items and activities on topics such as social sustainability, safe workplace, protective security and preparedness, and effective collaboration in a hybrid world.

Internal communication a prioritised tool

Ellevio identified internal communication as a prioritised tool at an early stage, both for providing information and for promoting commitment and collaboration. Throughout the year, digital lunchtime broadcasts – known as Learning Lunches – are organised on current topics from different parts of the business. A personal weekly newsletter from the CEO gives all employees insight into the management's priorities and the most important events at the company. The intranet publishes news, editorial material and important documents and links. The management team also invites employees to quarterly meetings to provide information on aspects such as financial performance and strategy.

Vital leadership

Leadership at Ellevio focuses on attracting and recruiting, developing and retaining and clear communication.

Since Ellevio is facing new challenges – and will need employees with some different types of expertise – one of the most important tasks of managers is to work on employee development. The aim is for everyone to make the most of their potential. Continuous dialogue and feedback are crucial here, and regular employee appraisals are held to offer more comprehensive reflection and evaluation.

An employee in today's flexible work life must have the ability to quickly adapt and do things differently. This also places intense demands on managers' ability to be clear and communicative.

A mandatory management programme offers support and guidelines to managers by highlighting four different aspects: the manager role, work environment, attractive employer and development. All managers at the company gather each year for "Ellevio's Management Days", which combine theory and practice with the aim of strengthening leadership so that Ellevio can implement its strategy and achieve its business goals. All managers also meet through the managers' forum each quarter to discuss and inspire each other on leadership issues.

Extensive opportunities for learning and development

Ellevio offers extensive opportunities for learning and development, which are managed through individual development plans. We encourage internal mobility, and in 2023 some 40 percent of open vacancies were filled current employees. This is one way of developing and retaining skilled employees.

We also have a digital training platform containing courses in areas such as a safe workplace and the Code of Conduct.

Technological and social developments mean that Ellevio will need some new skills in the future. These include digitalisation, data analysis, modelling, security and skills to create energy solutions customised to customers. To meet these needs, we need to recruit new employees and train existing ones.

Recruitment and collaboration

All recruitment is managed by an internal recruitment function that ensures efficient processes, has a focus on business and equality targets and checks that we recruit people with the right values.

We increase awareness of Ellevio among students and talented young people by collaborating with colleges, offering summer jobs and participating in work experience placements. We also participate in industry initiatives and the public debate to raise awareness about ourselves and the industry.

Ellevio's offering to employees

Opportunities for development

We have clear career paths and a strong focus on personal development.

Our culture

Our corporate culture is proven to be inclusive and positive.

Our offering

We offer a generous package of benefits and bonus programmes.

Ellevio came third in the Institute of Human Resource Indicators' ranking of Sweden's most attractive employers and was named a "Career Company" for the third consecutive year in 2023.



You can read more here about our employee offering.



“The corporate culture is deeply embedded in our business strategy and we will be an attractive and inclusive workplace.”

Susanne Bragée
Head of People & Culture at Ellevio

AWARD-WINNING CULTURAL WORK

“We are building a strong corporate culture”

Susanne Bragée is Head of People & Culture at Ellevio. Here she talks about Ellevio’s award-winning efforts to create an attractive and modern corporate culture.

What?

“In 2023, several awards, listings and nominations have put Ellevio in the spotlight as an employer. This is the result of a dedicated effort to build a strong corporate culture.”

Why?

“Ellevio will continue to expand and future-proof the electricity network – and we need more people to help. To attract and retain the right people, we need to be an attractive and inclusive workplace.”

How?

“The corporate culture is deeply embedded in our business strategy, and a variety of activities are carried out to build this strong culture. For example, all employees undergo a three-day collective intelligence training course that creates a common foundation for collaboration, team building and respect. We also invest in leadership development, offer training opportunities and encourage internal mobility. Employee communication also plays an important role and we have a wide range of channels, including digital broadcasts (Learning Lunches), a frequently updated intranet, weekly CEO newsletters and an annual Culture Week.”

Employees

Committed employees

Ellevio carries out monthly “employee pulses” containing a total of 40 questions distributed to all employees during the year. This helps managers get a clear and up-to-date picture of their mood, commitment, health and workload. Thanks to frequent feedback from across the organisation, we are able to react quickly to the feedback that is submitted. Each manager receives the results from their group on a monthly basis and holds an ongoing dialogue with the employees about them.

The monthly surveys have been carried out since mid-2020 and provide us with an “Employee Engagement Index” based on responses to questions concerning satisfaction, pride and the willingness to recommend Ellevio as an employer. The result for the rolling 12-month period in December 2023 was 8.3 (on a scale of 1–10). Commitment has increased every year in recent years. We see this as proof of great commitment and that we take rapid action and do the right things, which creates a corporate culture in which employees thrive.

Flexible working life

During the COVID-19 pandemic in 2020–2021, Ellevio quickly adapted to new ways of working and learnt a lot at the same time. We have taken these experiences with us and created we refer to as Worklife 2.0, which offers the option of combining

remote working with work at our offices. Our ambition with this is to gain the best of both worlds. It gives employees the chance to have a better balance in life, while retaining the important personal meetings at the office.

An inclusive culture

Diversity is an important asset at Ellevio, and we take active steps to create an inclusive corporate culture in which everyone feels welcome and can flourish.

While the initial focus of diversity has been on increasing gender equality, we are now focusing on a broader concept of diversity that also includes gender. It is important for our competitiveness, our business goals, and our attractiveness as an employer that everyone gets what they are due.

Our recruitment function has a specific focus on attracting more female employees and other minority groups. We always strive to have at least one woman among the final candidates for each advertised position. This has yielded results, with the number of women and female managers at the company totaling 38 and 34 percent respectively at the end of 2023. 6 out of 10 members of the management group are women.

Internally, Ellevio has created an inclusion group with representatives from different parts of the business. Its task is to initiate activities and steer these issues in the right direction. We also have an internal women’s network – ELLEnätet – which

organises meetings to foster contacts and exchange experiences, among other things.

Our external collaborations focus on young girls, gender equality and inclusion. Through these, we want to support young girls and gender equality in other areas, as well as gain valuable insights and learn from others.

Ellevio in the spotlight in 2023

In 2023, Ellevio was highlighted several times as an attractive employer:

- The Institute of Human Resource Indicators’ ranking showed that the energy sector is one of the most attractive and gender equal sectors, and Ellevio came in third place in the overall ranking (covering all sectors).
- For the first time, Ellevio was included in Academic Work’s list of Sweden’s 100 most attractive employers for young professionals, an annual survey that lists workplaces at which recent graduates prefer to start their careers.
- The 2023 Career Company of the Year award. This award is given to an employer with exceptional career and development opportunities. Ellevio was also ranked as the most attractive company among graduate engineers with one to four years’ experience in the company Karriärföretagen’s survey.

Our values

Reliability

Our customers should be able to rely on our electricity network and on those of us who work at Ellevio. We are available around the clock to provide the technology and expertise required to supply electricity all the way to customers.

Commitment

It should be evident that we care about our customers and our community – and that we listen. We are driven and take sustainable action in terms of the safety and health of all who work for us, our impact on the climate and environment and our responsibility as an employer, business partner and supplier.

Development

We have an innovative approach to matters both large and small. We continuously develop and improve our services and look for new expertise while sharing our own, with the aim of ensuring that Sweden’s electricity system is developed in a long-term and sustainable manner. Our network should be constructed in a way that meets society’s existing and future energy needs. We are building the electricity network of tomorrow, today.

Safety always comes first

Ellevio is to be a sustainable company for everyone who works for, or is affected by, our operations. Health and safety are always put first and we have a zero vision for accidents and work-related illnesses.

At Ellevio, we work every day to ensure safe workplaces, train staff and review procedures and working methods. We follow up on accidents and incidents, collaborate with – and place demands on – contractors, organise training courses, undertake site visits and regularly raise safety issues in our internal communication.

Internal initiatives for a safe working environment

To ensure that Ellevio, in line with its role, creates good conditions for safe work in the field, we have had a comprehensive programme for a couple of years now, including training, updates to supporting documents and procedures, a clarification of roles and responsibilities and follow-up of metrics.

Safety is a recurring theme of our internal “Learning Lunch” programmes, and in 2023 this was also one of four themes during Ellevio’s digital Culture Week, in which employees participated in seminars, lectures and work meetings focusing on corporate culture.

Each year, employees also participate in educational seminars and workshops and conduct announced and unannounced site visits. In 2023, we also organised training for

those involved in incident management and on how accidents and incidents should be investigated, followed up and communicated to prevent similar incidents from happening again.

Safety collaboration with contractors

The contractors we engage must have a high level of professional competence, a systematic approach to the work environment and training in safety procedures. They should apply a good safety culture and safe behaviours to ensure safe workplaces.

In 2018, Ellevio became the first network company to join the construction sector’s safety initiative “Håll Nollan” (Keep to Zero), which aims to reduce work-related accidents at construction sites, and we highlight the organisation’s safety push in September every year.

During the year we expanded our collaboration with, and monitoring of, our contractors to ensure that even their sub-contractors fully live up to our strict safety requirements. Our internal change managers contribute by offering safety training and workshops to increase safety and ensuring that the requirements are complied with through a robust safety culture that focuses on safe behaviours.

Ellevio also conducts regular announced and unannounced site visits, known as flying audits, to ensure compliance with requirements in the areas of work environment, electrical safety and the environment. These site visits are an important tool in terms of identifying potential areas of improvement and enabling a continuous dialogue.

More information about our site visits and safety statistics can be found in the In-depth sustainability information section on pages 83–120.





“ I’m driven by the desire to ensure that all our contractors can work safely in the field.

Karolina Vikström
Head of Sustainability at Ellevio

ZERO-VISION AGAINST ACCIDENTS

“We work safely or not at all

Karolina Viksten is Head of Sustainability at Ellevio. Here she talks about her views on work-related accidents and gives examples of how Ellevio has enhanced its safety initiatives in 2023.

What?

“Work on electricity and building infrastructure inevitably involves risks, and a safe work environment is one of our key sustainability issues. We work safely or not at all! I share this ambition with both the Board and management of Ellevio.”

Why?

“No one should be injured at work. That should be obvious! My view is that there are really no ‘work-related accidents’ – the background is essentially always a shortcoming in a process, procedure or behaviour. A strong safety cul-

ture and the right conditions can help us avoid injuries and illnesses.”

How?

“We set standards and raise the work environment and electrical safety in all meetings with contractors. We also investigate accidents and incidents together. Reporting, investigating and correcting these are essential to prevent accidents. During the year, we started to measure the number of serious accidents and incidents and launched an internal safety programme on how we can create even safer conditions for everyone working in the field.”

