

Responsible process/function People, Culture and Sustainability	Information class Open
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Sustainability Policy

Version history (only versions with significant updates described below)

Version	Comment	Reviewed by	Approved by	Valid from
1.0	First version	Sustainability Committee	Board of Directors	2015-12-15
1.1	Clarification that policy is reviewed by the Sustainability Committee and a clearer visual picture of sustainability perspectives	Sustainability Committee	Board of Directors	2018-04-26
2.0	Clarification that we follow the UN Global Compact's 10 principles and which of the UN's global goals we are actively contributing to. Clarification that the policy also covers the psychosocial work environment and not just safety.	Sustainability Committee	Board of Directors	2021-04-28
3.0	Clarification regarding the climate perspective, risks and opportunities and mitigation hierarchy principles. New template.	Sustainability Committee	Board of Directors	2022-05-03
3.0 eng	English version updated to reflect wordings in Swedish version 3.0	Sustainability Committee	Board of Directors	2023-05-30



1. Scope

This policy regulates sustainability within Ellevio.

2. Validity and review

The policy is approved by the Board of Directors and is reviewed and updated annually.

3. Purpose

The purpose of the sustainability policy is to define overall principles for Ellevio's governance of sustainability issues.

4. Overall Goal

We will enable society, people and organizations to take vital actions in the energy transition towards a climate-neutral sustainable future. In order to replace fossil fuels with climate-smart electricity, we are developing the electricity grid in accordance with agreed political agendas, contributing to the UN Sustainable Development Goals and the Swedish national target net-zero 2045.

We must consider the sustainability perspective in every decision we make, and also ensure that all applicable laws, regulations and licensing are complied with. We develop our business and sustainability work by taking into account both risks and opportunities and by taking care of stakeholders' expectations and needs. This is how Ellevio contributes to a sustainable development. Our sustainability perspective encompasses economic, social and environmental responsibility and we follow the 10 principles of the UN Global Compact. Thanks to our skills and core operations, we also have the opportunity to make an active contribution to several of the UN's sustainable development goals. We have a direct impact on 7 "Affordable and clean energy", Goal 9 "Industry, innovation and infrastructure", Goal 11 "Sustainable cities and communities and Goal 13 "Climate Action". We also contribute to the following of UN's sustainable development goals: Goal 5 "Gender Equality", Goal 15 "Life on land", Goal 16 "Peace, justice and strong institutions and Goal 17 "Partnerships for the goals".

For Ellevio economic responsibility means continuous work to streamline operations and to implement network investments that create long-term value for customers, society, investors and employees. Social responsibility means taking into account the employees' and other people's health, safety, well-being and equal opportunities. Environmental responsibility means that we should have as little impact on our climate and natural resources as possible. At the same time, we are proud that our business is making a positive contribution to the climate change by electrifying the society. All three responsibilities are interdependent.



Ellevio's electricity network will be flexible in order to receive and distribute all energy (e.g. renewable and weather-dependent) in a manner that ensures security of supply. When building and developing our electricity network we strive for finding a balance between economic, social and environmental responsibility in order to mitigate a negative impact on the environment, people and society. Ellevio will contribute to society achieving both national and international goals for sustainable development, and facilitate an energy system with significantly less environmental impact. Risk management, including climate- and environmental related risks, is an integral part of planning, governance, and follow-up of operations. We must fulfil our vision of a bright and sustainable future in a way that is economically, socially and environmentally sustainable.

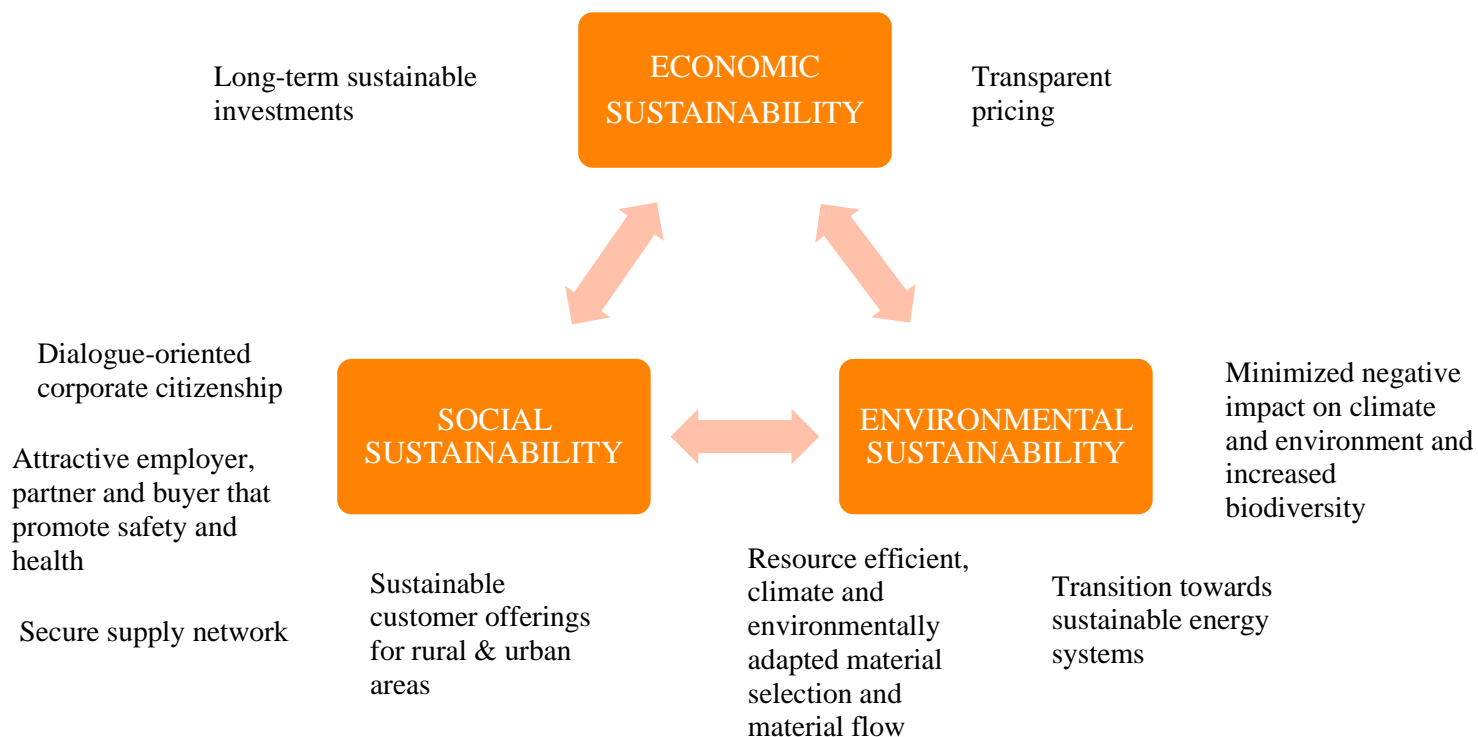
5. Target audience and limitations

This policy is agreed by Ellevio's board and applies to all Ellevio's employees (including consultants and temporary staff). Managers are responsible for ensuring that all employees are aware of and understand the sustainability policy. The sustainability policy permeates Ellevio's organisation and is reflected in our business strategy, environmental management, work environment, our interaction with stakeholders and the daily work. As the policy is a governing document it means that it must be taken into account in daily operations as well as in purchasing and business development.

This policy will be reviewed annually by Ellevio Sustainability Committee.

6. Policy

Ellevio's sustainability efforts take into account economic, social and environmental sustainability.



6.1. Economic sustainability

Our responsibility is to over time ensure a financially stable business for the sake of our customers, society, investors and employees. A financially stable business is able to make the investments needed to ensure a sustainable electricity network for our customers, a fair and sustainable return to our investors and provide a great workplace for our employees.

A reliable electricity network contributes to the national economy and is essential for maintaining society's vital functions and innovative power as well as contributing towards a good quality of life.

We will offer long-term sustainable investments by:

- Being profitable, resource-efficient, development-oriented and meeting our own and stakeholders' needs.
- Building our network in a long-term sustainable manner and securing the supply in order to maximise availability, minimise risks that may affect the network in the short and long term, and increase customer satisfaction and reduce costs.
- We contribute to social development through our role as employer and assignment owner



We have good transparency in our pricing through clear dialogue with stakeholders regarding how laws, regulations and investment needs affect pricing.

6.2. Social sustainability

Ellevio will be a safe and attractive employer and buyer of subcontracted services. As a safe employer and buyer of subcontracted services we strive for health and safety and good working conditions. The goal is to prevent accidents and an unhealthy workplace. By attractive employer, we mean our ability to attract and retain qualified and skilled labour.

We will be a safe and attractive employer and buyer of subcontracted services by:

- Aspiring for a zero vision when it comes to occupational accidents. We will ensure a safe and secure work environment for everyone who works for us, via a systematic work environment management to ensure that everyone follow and comply with legislation within the work environment area. Ellevio works actively with reporting and investigation of accidents and near misses to prevent future accidents. We ensure a systematic way of safe working. We require all people working for and with us to comply with current health and safety legislation.
- Making sure our facilities meet all safety requirements (e.g. electrical) and everyone how works with our grid must have the required training.
- Taking a systematic health focused approach in every aspect of the working environment; psychological, social and physical. We do this by communication and cooperation through our work environment organisation. Employee surveys and systematic follow-up are important corner stones to help identify, plan, implement and manage the work environment at Ellevio and at every level of the organisation.
- Defending diversity, actively combating discrimination and ensure professional development of our employees.

We will be a good corporate citizen by:

- Striving for good cooperation with partners, customers, authorities and other stakeholders and meet their expectations in order to contribute to the development of energy system.
- Making long-term sustainable investments and rewarding solutions that ensure long service life and reduce the environmental impact of our electricity grid.
- Our outlook is promoting a price harmonization between the rural areas and urban areas.
- Improve customer experience through transparency, simplification and digitalization of customer interfaces.



Maintaining and investing in an electricity network requires a long-term perspective. This also requires Ellevio engaging actively in dialogue with other players in order to increase awareness of the impact of legal and financial requirements.

6.3. Environmental sustainability

Our business and our electricity grid has an environmental impact.

We will reduce our impact on the environment and biodiversity by:

- Placing climate and environmental requirements when purchasing, taking into account the environmental aspects (e.g. *SF6, Oil, Carbon, losses*) of business development and rewarding solutions that contribute to a reduced climate and environmental impact.
- Striving to apply a life-cycle perspective to all our activities (e.g. material selection).
- Avoiding wherever possible, materials and substances that can be harmful to humans, animals and the environment.
- Applying waste hierarchy principles to minimise waste and to enable the transition to a circular economy.
- Applying mitigation hierarchy principles when planning new power lines.
- Providing information and raising awareness about how our activities can affect the environment.
- Starting from a sustainability perspective when selecting meeting options and means of transport for travel.

6.4. In conclusion

Without reliable and stable electricity distribution, modern life as we know it would not be possible. We have been, and will be, an integral part of Sweden's development. Our services simplify and improve daily life for our customers, and enable new solutions and innovations and the ongoing transformation into a more sustainable energy system.

At Ellevio, we believe we can make a difference and we want to contribute to a bright and sustainable future. We do so by improving quality of life through ensuring a long-term sustainable and reliable power grid.
