

<b>Responsible process/function</b> People, Culture and Sustainability	<b>Information class</b> Open
<b>Author</b> Karolina Viksten	<b>Approved by, date</b> Board of Directors, 2025-04-22
<b>Document owner</b> Sustainability	<b>Valid from</b> 2025-04-22

# 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
4.0	Extensive revision as a result of new materiality analysis based on the CSRD directive	Sustainability Committee	Board of Directors	2024-04-24
4.0	(Yearly review without changes)	Sustainability Committee	Board of Directors	2025-04-22



## 1. Scope

This policy covers how Ellevio (Ellevio Holding 1 AB and its subsidiaries) works with environmental, social and economic sustainability.

Sustainable corporate governance and business ethics are also among our material sustainability topics, and are covered by Ellevio's Code of Conduct.

## 2. Validity and review

This policy has been approved by the Board. It is reviewed and updated as necessary on an annual basis.

## 3. Purpose

The purpose of the Sustainability Policy is to define the overall principles for Ellevio's governance of and work with sustainability topics.

## 4. Our strategic sustainability work

Ellevio will build the energy system of tomorrow and develop climate-smart energy services – to provide the conditions for the energy transition and a fossil-free society by 2045. We lay the foundations for societal development and, together with customers and strategic partners, we will be a driving force towards an electrified, sustainable society.

Ellevio's sustainability work shall be integrated into its operations and include climate and environmental as well as social and financial responsibility throughout the value chain.

We continuously identify our impact as well as our risks and opportunities along our entire value chain from a sustainability perspective. Our sustainability work shall be based on identified material topics. Sustainability work includes ensuring that current legislation, regulations and permits are complied with, and that stakeholder expectations and needs are taken into account. Ellevio is a signatory and follow the ten principles of the UN Global Compact.

By setting goals, creating and implementing action plans and following up on our results, we shall constantly improve our sustainability performance. We shall be transparent and report the targets and results of our sustainability work both internally and externally.

The Sustainability Policy shall be implemented through Ellevio's business plan, goals and action plans as well as in its processes.



## 5. Climate and environment

We shall work to reduce our negative climate and environmental impact by:

- reducing our greenhouse gas emissions, both from our direct and indirect value chain emissions with the ambition of net-zero greenhouse gas emissions by 2045.
- working for energy efficiency and a higher proportion of fossil-free energy in both our own operations and in developing the energy system.
- setting climate and environmental requirements when purchasing materials and services and collaborating with our suppliers and partners to find new solutions for reduced climate and environmental impact.
- minimising pollution to air, water and land.
- avoiding dangerous substances in materials and chemical products.
- striving for resource efficiency and increased circularity in our use of materials and resources.
- protecting and promoting biodiversity and endangered species and avoiding high-value natural environments when we build new facilities.
- collaborating with local communities to take local environmental impact into account.

## 6. Health, safety and sustainable work life

Ellevio shall be an attractive employer that offers good working environments and conditions for a good work-life balance. We shall ensure:

- that employees are satisfied, feel committed and are driven by the desire to continuously learn new things and develop.
- good working environment from an organisational and social perspective.
- an inclusive and equal workplace, free from discrimination where all employees have the same opportunities, rights and obligations.
- a systematic approach to create work environments that are well integrated into processes and routines and include both organisational, social and physical conditions.

We have a zero vision for accidents and unhealthy working conditions, that includes both employees and everyone who works on our behalf. This means that:

- our safety culture shall be well anchored in the company and with everyone who works on our behalf.
- we ensure that our facilities meet all safety requirements (e.g. electrical safety) and that everyone who works within Ellevio's operations has the necessary training.



- we place high demands on the health and safety work of contractors and suppliers which is reflected in requirements in procurements and agreements as well as in our follow-up of these.
- we require that our suppliers follow the ten principles of the UN Global Compact, respect human rights and international labour law rules, and take active measures to promote and implement the corresponding requirements in their supply chain.
- we shall have close collaboration with contractors, suppliers and partners to enable proactive approach to work environments where we strive together to promote safe behaviour and work processes.
- we carry out systematic and proactive work based on statistics and analysis. In order to obtain a basis for improvements, we ensure that risk observations, near misses and accidents are reported, investigated and followed up.
- through knowledge and awareness of our roles, we create safe conditions for those who work for us.

## 7. Customers and other stakeholders

Ellevio shall safeguard the interests of customers, surrounding communities, owners and investors by:

- ensuring a high level of supply security for our customers.
  - implementing the investments and measures required to support our customers and stakeholders in the climate transition.
  - ensuring the continued climate adaptation of our operations.
  - ensuring that our facilities and projects are safe and do not pose a danger to our customers and people in the surrounding community.
  - ensuring that the rights of customers and people in the surrounding community are respected throughout our operations.
  - working for a long-term and predictable electricity grid regulation that balances the needs of stakeholders.
  - providing a reasonable and long-term sustainable return of investments to owners and investors.
-