

The employees of the future

Future new requirements placed on the electricity system involve major changes for us at Ellevio. One aspect is that we need new skills – as well as more people. It is crucial that we are able to recruit, train and retain the right employees. For this reason, some of our top priorities are recruitment, skills development and being an attractive employer.

We enable the energy transition. This makes Ellevio the right workplace for employees who want to contribute to Sweden’s climate target and a fossil-free society. In 2022, we recruited 150 new employees who are now helping us to realise our vision of a sustainable future.

We have a strong corporate culture guided by our values of reliability, commitment and development, and we believe in an inclusive culture where diversity is seen as an asset.

Collective intelligence and inclusion

Through responsibility, collaboration, commitment and innovative thinking, employees help foster a work environment in which everyone is respected and included.

Organisations with a high level of collective intelligence have more committed employees and perform better. Collective intelligence can be described as the ability of individuals to cooperate and share knowledge so that the group’s results are greater than those of the individual. All of those employed at Ellevio therefore take a course on collective intelligence.

→ More information about Ellevio as employer is available in Swedish on our website.



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.

Contents

- About Ellevio (+)
- Market and drivers (+)
- Strategy (+)
- Employees (-)**
- Customers (+)
- Investments and financing (+)
- Owners (+)
- Financial reports (+)
- Corporate governance (+)
- In-depth sustainability information (+)

Employees

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' results are discussed in continuous employee dialogues, alongside their development and ability to be a culture-promoter, of which collective intelligence forms an important part. These dialogues are based on our employee profile, which is illustrated on page 27.

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 undertaking an online course each year.

Our corporate culture is also reinforced each year during a culture week involving meetings and digital broadcasts on prioritised themes. The 2022 culture week had four themes: customer focus; thinking innovatively and testing new things; trust and reliability; and collaboration and inclusion.

Vital leadership

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

Ellevio is facing new challenges and will need employees who in part offer a different type of skill set than previously needed. One of our managers' most important tasks is therefore to develop employees so that each one of them is able 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". The themes for 2022 were changing management, the importance of a shared purpose and time for reflection. 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 2022 some 40 percent of open vacancies were filled current employees. This is one way of developing and retaining skilled employees.

All new recruits to Ellevio are able to participate in a company-wide introduction day offering strategically important content and a course on collective intelligence. We also have a digital training platform containing course in areas such as safety and the Code of Conduct. Digital lunch broadcasts are arranged continuously during the year, known as Learning Lunches.

Contents

About Ellevio	+
Market and drivers	+
Strategy	+
Employees	−
Customers	+
Investments and financing	+
Owners	+
Financial reports	+
Corporate governance	+
In-depth sustainability information	+



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 of all who work for us, our impact on the environment and our responsibility as an employer, business 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.

Employees

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 help to spread knowledge about Ellevio and our sector through participation in sector initiatives and societal debates.

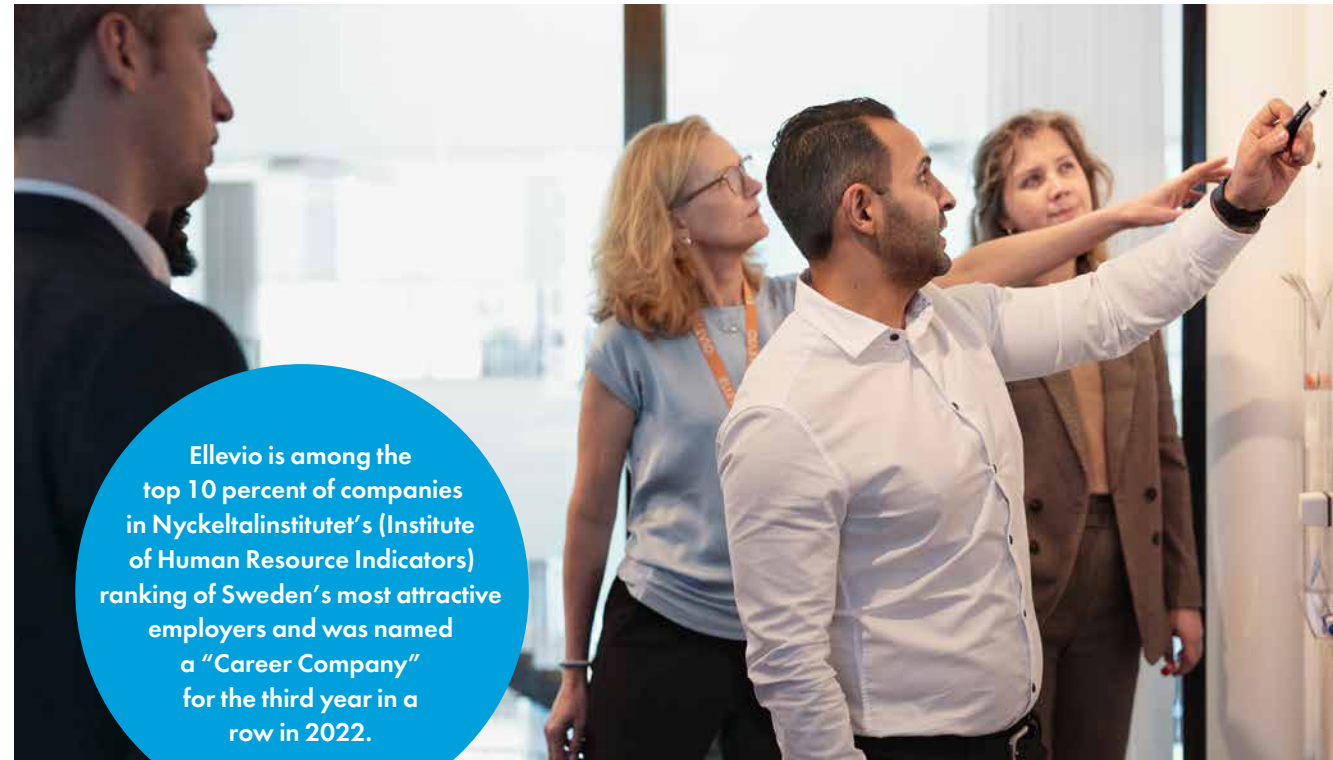
Committed employees

Ellevio takes the pulse of employees each month by putting a dozen questions to all employees via an online survey. This helps managers get a clear and up-to-date picture of their mood, commitment 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 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 2022 was 8.1 (on a scale of 1–10). Commitment has increased year-on-year over the past few years. We see this as a testimony to the fact that we react quickly and are taking the right action, thus creating a corporate culture in which employees feel happy.

Flexible work life with the best of both worlds

During the Covid-19 pandemic of 2020–2021, we rapidly adapted to new ways of working while learning a lot at the same time. We have taken these experiences with us and created what 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 their life, while retaining the important personal meetings at the office.



Ellevio is among the top 10 percent of companies in Nyckeltalinstitutet's (Institute of Human Resource Indicators) ranking of Sweden's most attractive employers and was named a "Career Company" for the third year in a row in 2022.

Diversity – an important asset

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.

Initially, the focus in this area was on increasing gender equality, but we are now focused on inclusion, that is, all minority groups enjoying the same conditions.

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

totalling 36 and 32 percent respectively at the end of 2022. 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 that 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.

Contents

About Ellevio	+
Market and drivers	+
Strategy	+
Employees	–
Customers	+
Investments and financing	+
Owners	+
Financial reports	+
Corporate governance	+
In-depth sustainability information	+

Employee profile

We take responsibility

We create the conditions for a climate-smart future. We offer our customers the best service and help them contribute to the energy transition. We take responsibility for our work, our behaviours and for how we act towards each other. We act sustainably and have a focus on safety. Whether you are a colleague, customer or supplier, you should always be able to rely on us doing our best.



We are committed

We lift up and encourage each other. We work together and are motivated by the fact that our efforts contribute to shared goals and to the sustainable energy society of the future. We care about the world around us, our customers and colleagues and we serve as role models and good ambassadors.

We help each other

We have an important task in society and we work together to find sustainable solutions that help us achieve our goals. We care, we listen and we provide support in both adversity and success, and we contribute to each other's development through clear development goals, dialogue and feedback. We work best together.

We have an innovative approach

We take on challenges linked with a high level of competence and a large dose of curiosity. We show courage and dare to question old approaches and solve challenges together by encouraging each other to find new ways.

Contents

- About Ellevio ⊕
- Market and drivers ⊕
- Strategy ⊕
- Employees** ⊖
- Customers ⊕
- Investments and financing ⊕
- Owners ⊕
- Financial reports ⊕
- Corporate governance ⊕
- In-depth sustainability information ⊕

An accident-free and safe workplace

Ellevio is to be an accident-free and safe workplace for both our own employees and the contractors we hire. We have a zero vision for accidents, and to achieve this we work continuously to ensure safe behaviours, train staff and review safety routines. 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. A decision was taken on a new safety programme in 2022.

Safety is a recurring theme in our internal “Learning Lunch” broadcasts and was one of the four themes of Ellevio’s culture week in 2022. Employees also take part in educational seminars and workshops on behaviour-based safety (BBS) along with both announced and unannounced site visits, known as flying audits. A decision was also taken to launch a new safety programme in 2022. “Säkra förutsättningar” (Safe conditions), which aims to ensure that Ellevio, in line with its role, improves the conditions for safe work out in the field.

Safety collaboration with contractors

The contractors we hire are to have a high level of professional competence, training in safety procedures and apply behaviours that create a safe workplace.

In 2019, Ellevio became the first network company to join the construction industry’s “Håll Nollan” (Keep to Zero) safety initiative, the purpose of which is to reduce work-related accidents at construction sites.

Together with the hierarchical organisation, an internal safety forum develops our safety initiatives and safety culture.

During the year we expanded our collaboration with, and monitoring of, our contractors to ensure that even their subcontractors 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 to ensure compliance with the requirements governing the 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 99–100.



Work is continuously under way to ensure safe workplaces, guided by our motto: We work in a safe manner or not at all.

Contents

About Ellevio	+
Market and drivers	+
Strategy	+
Employees	–
Customers	+
Investments and financing	+
Owners	+
Financial reports	+
Corporate governance	+
In-depth sustainability information	+