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## SUSTAINABILITY POLICY

### 1. OVERALL GOAL

We must consider the sustainability perspective in every decision we make, and we must ensure that all applicable laws, regulations and licensing are complied with. 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, mainly Goal 5 "Gender Equality", Goal 7 "Affordable and clean energy" and Goal 9 "Industry, innovation and infrastructure".

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. We must fulfil our vision of a bright and sustainable future in a way that is economically, socially and environmentally sustainable.

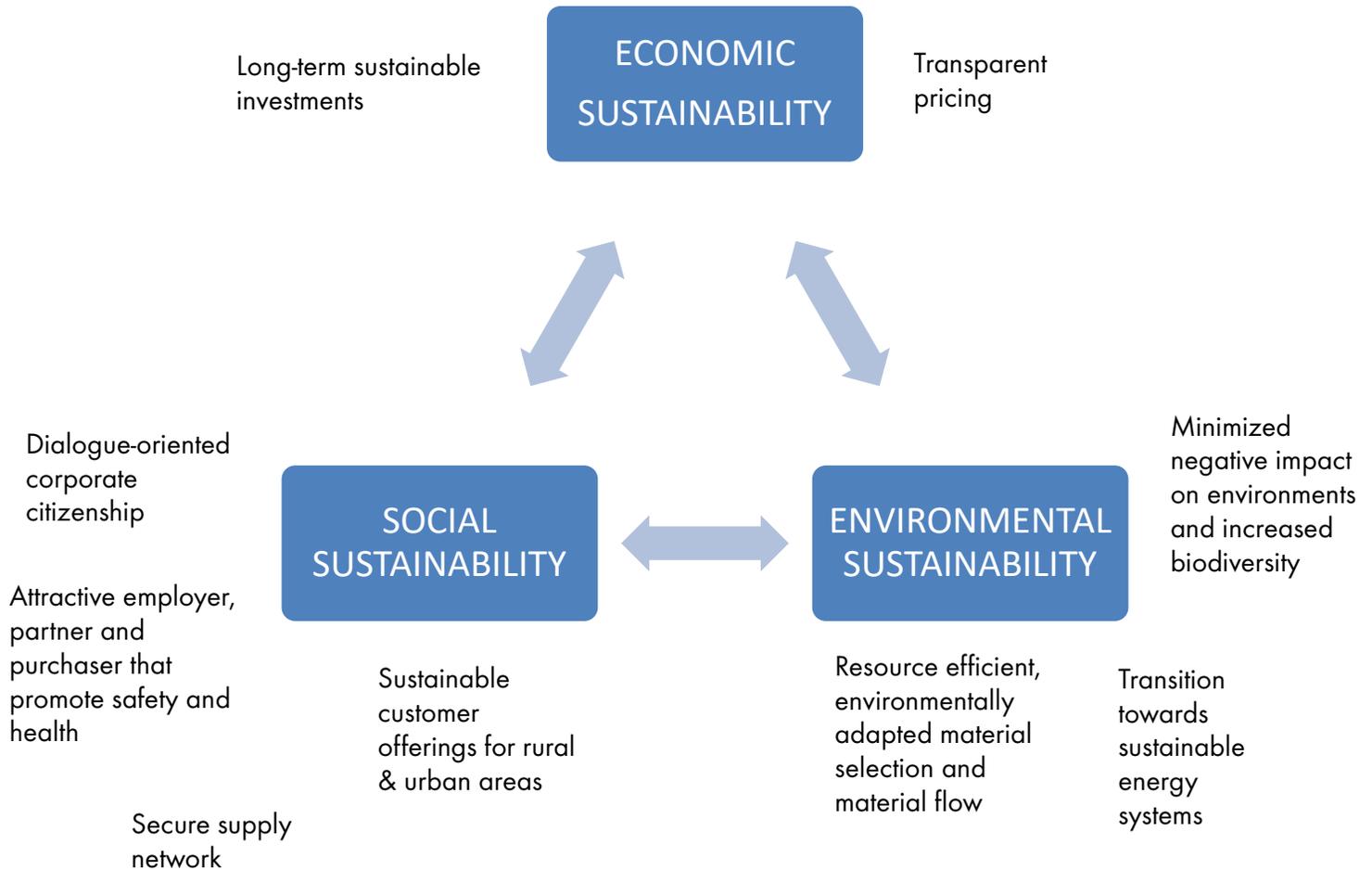
### 2. TARGET AUDIENCE AND LIMITATIONS

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.

### 3. POLICY

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



### 3.1 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 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.

### 3.2 Social sustainability

Ellevio will be a safe and attractive employer. By safe employer we distinct 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 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.

### **3.3 Environmental sustainability**

Our business and our electricity grid has an environmental impact.

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

- Placing environmental requirements when purchasing, taking into account the environmental aspects (e.g. *Sfö, Oil, Carbon, losses*) of business development and rewarding solutions that contribute to a reduced 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.
- 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.

## **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.