# 2024

## Annual and Sustainability Report

TELE2

# Contents

# This is Tele2

## What we do

We are an integrated provider of fixed and mobile connectivity and entertainment services across our markets.

## What we offer

Tele2 believes in unleashing the unlimited opportunities that connectivity provides to all our customers. Our fast networks enable mobile and fixed connectivity, telephony, data network services, TV, streaming and global IoT solutions for millions of customers.

## How we deliver

**Consumer**
Connectivity and entertainment services for individuals and households

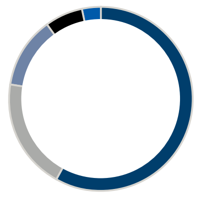
**Business**
Communication and integrator solutions and IoT for businesses and the public sector

**Wholesale**
National and international wholesale, carrier services, and SMS services

## Where we operate

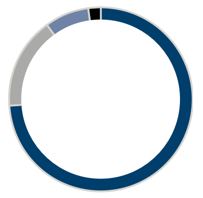
Our footprint is focused on our core markets in Sweden and the Baltics, where we can achieve sustainable growth and good profitability.

**End-user service revenue, 2024**



- Sweden Consumer, 58%
- Sweden Business, 19%
- Lithuania, 12%
- Latvia, 7%
- Estonia, 3%

**Underlying EBITDAaL, 2024**



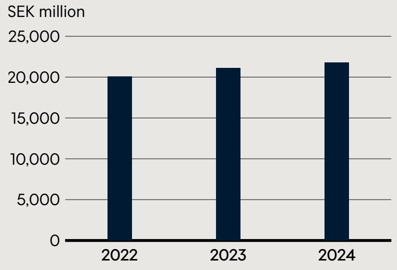
- Sweden, 74%
- Lithuania, 16%
- Latvia, 8%
- Estonia, 2%

# 2024 in brief

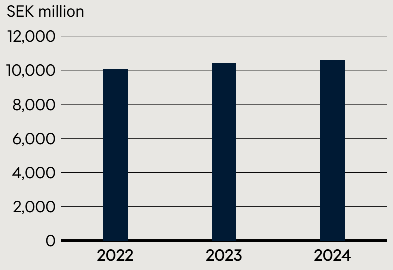
| REVENUE | EMPLOYEES | EMISSIONS |
|---|---|---|
| 29,583 | 4,328 | 96% |
| SEK million | unlimited employees | scope 1 and 2 reduction since 2019 |

- End-user service revenue of SEK 21,799 million increased by 3% compared to full year 2023 on an organic basis driven by growth across operations.
- Total revenue of SEK 29,583 million increased by 2% compared to 2023 on an organic basis.
- Underlying EBITDAaL of SEK 10,612 million increased by 2% organically compared to 2023 as end-user service revenue growth and cost savings from the Strategy Execution Program more than offset cost inflation.
- Operating profit of SEK 5,817 million increased by 6% compared to 2023.
- Net profit from total operations of SEK 3,870 (3,735) million and earnings per share of SEK 5.59 (5.40).
- Continued intense rollout of 5G networks across markets, and of gigabit fixed broadband upgrades in Sweden, enabling faster, more reliable and secure services to our customers.
- Ranked as the most sustainable company in Sweden by Time Magazine, and as the top Climate Leader 2024 in Sweden by the Financial Times.
- Kinnevik, Tele2's largest owner for decades, sold its shareholding to Freya Investissement, which became the largest shareholder in April 2024.
- Kjell Johnsen stepped down as CEO and Jean Marc Harion took office as the new CEO in November.
- The Board of Directors of Tele2 proposes an ordinary dividend of SEK 6.35 (6.90) per share, to be decided at the 2025 AGM.

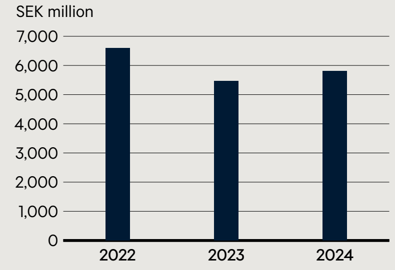
### End-user service revenue



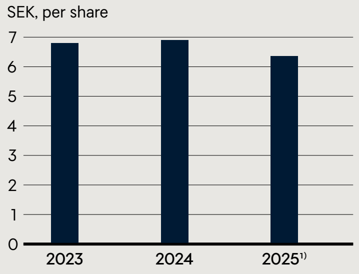

### Underlying EBITDAaL




### Operating profit




### Dividend paid




[1] Proposed dividend.

# Chairman's statement

Dear Shareholders,

The year 2024 has been a pivotal step for our group, marked by major strategic developments and essential transformations to ensure our long-term success.

One of the most significant events this year was the arrival of Freya, a new reference shareholder linked to the Iliad group, which took over from Kinnevik. This transition took place smoothly and constructively, ensuring continuity and stability for the company. On behalf of the Board of Directors, I would like to thank Kinnevik for its commitment and key role in the creation and development of the group over the past years.

This change in shareholding was accompanied by an evolution in the composition of the Board of Directors, with the addition of new talents from diverse backgrounds. Our ambition has been, and will remain, to strengthen our governance by bringing together complementary expertise: experience in publicly listed companies, deep knowledge of the telecommunications sector, in-depth understanding of the Swedish and Baltic markets, as well as key skills in finance, cybersecurity, and IT.

As part of this transformation, we have undertaken extensive work to support these ongoing changes, including the appointment of a new CEO, Jean Marc Harion, who will implement an ambitious vision and lead our company into a new phase of development.

Additionally, 25 percent of the Board of Directors will be renewed in 2025. We would like to express our deep gratitude to Lars-Åke Norling and Eva Lindqvist, who have served as board members for over eight years, for their dedication and essential contributions to the group's growth. At the same time, we are pleased to welcome new members who will bring fresh perspectives and strategic expertise to help us tackle the challenges of the future.

The year 2025 will be a decisive one. In an increasingly demanding environment, we will focus our efforts on cost control and setting ambitious guidance to enable the company to return to eFCF growth after the decline observed in 2024. These efforts have required difficult decisions, particularly in terms of job reductions, which we have approached with responsibility and pragmatism.

Aware of the impact of these measures, I have decided, as Chairman of the Board, to propose to the Nomination Committee to propose to the AGM a reduction of my remuneration by 25 percent. It seemed essential to me that the governance structure accompany these decisions with strong commitments, in line with the efforts required from the entire group. In the same spirit of alignment with our shareholders, board members will now commit to investing at least 25 percent of their remuneration in Tele2 shares, further strengthening their engagement and involvement in the company's success.

Finally, we are proud to note that our stock performance in 2024 has reflected investor confidence in our strategy. With a 35 percent total shareholder return over the year, our share has significantly outperformed the broader Swedish stock market, underscoring the strength of our model and our ability to create value for our shareholders.

We thank you for your trust and loyalty, and we are fully committed to continuing this positive momentum in 2025.

**Thomas Reynaud**
Chairman of the Board

# We move forward by embracing where we came from

2024 already feels like a distant memory. Over the past few months, we have been fully focused on building and executing on our transformation plan for 2025, looking ahead rather than behind. That said, taking a moment to reflect on our achievements and lessons learned is always a useful exercise.

Looking back, 2024 can be seen in two ways – a glass half-full or half-empty.

Tele2 delivered many critical milestones in 2024. The most significant was the mandatory swap of 5G equipment, which had to be completed by year-end. Thanks to careful planning and strong execution, we delivered on time. In 2025, we will complete the major 5G rollout, covering 99 percent of the Swedish population. Already by year-end, our network reached above 90 percent with 5G and an impressive 75 percent with 5G+, earning recognition for providing the best 5G availability in Sweden.

Beyond infrastructure, 2024 was a pivotal year for modernising our IT systems. The migration from six IT stacks to just two was as crucial as the 5G rollout. Previously, our go-to-market teams struggled with fragmented systems, making it difficult to fully leverage our broad product portfolio and cross-selling opportunities. Now, with a streamlined setup, we are equipped to engage customers with precision.

Another major strategic move was our decision to phase out the terrestrial TV network. While this led to short-term churn, it was the right long-term decision, both for the customer experience and our profitability. Our new Wi-Fi-based TV solution has been well received, and customers appreciate its flexibility and richer content.

Despite extensive IT and network transformations throughout the year, we experienced very few technical incidents in 2024. Our improved change management capabilities meant not only fewer disruptions but also faster resolution times, which is a particularly critical

factor for our B2B customers, whose operations depend on reliable connectivity.

In 2024, we proudly helped some of our customers disrupt their industries or transforming their business models. One concrete case, visible to anyone living in Stockholm, is the world's first autonomous commercial passenger ferry, which relies on our high-performance 5G network to cruise between islands. A game-changer for commuting in central Stockholm.

In the Baltics, our teams continued to excel in attracting and retaining customers. Lithuania and Latvia made strong financial contributions to the group, while Estonia showed solid operational progress in the second half of the year, entering 2025 in a better shape and stronger position.

Our sustainability efforts once again gained global recognition. We were named Sweden's most sustainable company by Time Magazine, ranked #2 on the Financial Times list of Europe's Climate Leaders, and were one of just 11 Swedish companies to receive an A grade in climate from CDP. Additionally, our initiatives to protect children online received widespread attention and strong engagement from customers who appreciate our work to combat the spread of child sexual abuse material.

On the financial front, we delivered all key metrics within our guidance range – glass half full.

However, we also face challenges, and our profitability is the most pressing one.

In 2024, our equity free cash flow declined by 7 percent. Also, when compared to our European peers, our profitability is not where it should be. Our top line growth and underlying EBITDAaL growth slowed down in the second half of 2024, impacted by the migration of our Boxer customers. In our constantly evolving market, status quo would be unsustainable for us, making Tele2 too vulnerable, and ultimately leaves us with a half empty glass.

That is why 2025 will be a year of transformation with a sharp focus on cost and simplification. Since December, we have been scrutinising every single expense to ensure that every SEK spent contributes to business growth or enhances the customer experience.

Cost reductions alone will not make us a stronger company though. We must also again become disciplined in our priorities and reduce the complexity our organisation has inherited. This simplification includes a reduction of our workforce, which is always a difficult exercise to go through. However, this transformation is necessary to seize the growth opportunities we see ahead of us, and it will make Tele2 faster, stronger, and more resilient.

Tele2 is unique in its kind and a worldwide reference for challenger telcos. We are simply going back to our roots to take back control of our future, and we will move forward by embracing where we came from.

I am optimistic for 2025 and eager to see the results of our collective efforts.

A heartfelt thank you to our customers for your trust and loyalty, to our employees for your dedication and hard work, and to our shareholders for supporting us on this transformation journey!

**Jean Marc Harion**
President and CEO

# Who we are:

# The natural born challengers

At Tele2, we are not afraid to make bold moves. The constant drive to shake things up defines us. We always try to find new ways to deliver better value, higher quality, and more fun – for both customers and all Tele2'ers.

Our ambition:

## The leading telco in the Nordic and Baltic region

Driven by our purpose, our ambition is to be the leading telco in the Nordic and Baltic region. This ambition recognises the strength of our brands and our position in the markets where we operate as well as our history as a challenger and proven ability to generate value for our customers, investors, employees and society.

We focus on:

**Superior customer experience:** Giving our customers what they want with reliability and flexibility throughout the customer journey creates a superior customer experience.

**Best industry shareholder return:** An efficient organisation and operations that together with an effective capital allocation model creates the conditions for sustainable and attractive shareholder remuneration.

**High employee engagement:** An organisation that gives us a competitive advantage, motivated by our purpose and ambition and led by our values reliable, insight driven, and collaborative.

**Lead in sustainability:** Achieving our ambitious sustainability goals and a sustainability strategy integrated into our business that meets the demands of stakeholders, including customers, investors, and our employees.

# Our growth strategy

Our strategy builds on the deep insights we have into what our customers want more of, on our leading brands, and leverages the investments we have made in our networks, services and information technology. Focusing on customer needs, we are growing our business segments with a combination of volume and value growth.

TELE2



## Accelerate growth in Sweden Consumer

**Sweden is our largest market, and we have a long history of innovation and challenging the status quo. With our strong brand portfolio and leading-edge fixed and mobile networks, our Sweden Consumer business is positioned to deliver sustainable growth in the next phase of fixed-mobile convergence.**

### Distinctly positioned leading brands

We have consumer brands that target distinct market segments. One of Sweden's most recognised names in connectivity, Tele2 is a premium brand offering our customers the full suite of mobile, broadband, and entertainment services.

Comviq is a much-loved brand targeting the mid-price segment with a wide reach in Sweden. Our Comviq customers benefit from our latest mobile network investments and both pre-paid and post-paid mobile services.

### Win the household through fixed-mobile convergence and an excellent customer experience

With a customer base of more than 2 million people in Sweden, we are ideally placed to leverage trends in fixed-mobile convergence. Through the Tele2 brand, we offer additional personalised services to existing customers, providing a premium-level quality of service and superior connectivity. At the same time, the strength of the Tele2 brand allows us to attract new customers and build our position in the Swedish market.

### Delivering on digitalisation

Our digital first approach will create a unified and seamless customer experience. By investing in our information technology systems, we will give our customers efficient and attractive digital interfaces enhancing the customer experience.

## Recognised leader in Sweden Business and IoT

**The products and services we provide are in line with our vision to enable society with unlimited possibilities. At the same time they are an important foundation for achieving our ambition. To serve our customers well, we have adopted a multi-segment approach to the market. We leverage all our expertise and technology capabilities to deliver solutions and services that enable our customers to do better businesses and improve their operations.**

### To be the trusted digital integrator

We want to be the partner that delivers reliable and premium services and be our customers' friendly expert. With rapidly changing technologies and increasing demands on our customers, being a trusted partner is more important than ever. We build trust by providing reliable services, being able to support change in our customers' businesses, and ensuring easy access to services and support.

### Multi-segment approach with a value creation focus

To support our customers in the best possible way, we have adopted a target-oriented multi-segment approach divided into small & medium sized enterprises, large private enterprises, and the public sector. We create value for all customers and Tele2 by addressing the different needs of these segments, the types of services and solutions they want, and how they are delivered.

### Lead through fixed-mobile convergence, sustainable business models and resilient technologies

To meet the future needs of our customers in each segment, we provide fixed and mobile services. We utilise the assets and the strong capabilities within Tele2 and our partners to build sustainable business models.

## Mobile centric champion in the Baltics

**In Estonia, Latvia and Lithuania, we focus on growing our mobile business and providing mobile-centric bundle of voice and broadband services. We continue to invest in our mobile networks to build customer satisfaction in all markets.**

### Lead in customer satisfaction and brand reputation

We will continue to lead and build our brand reputation based on the strength of our service offerings on the back of significant network investments. With a superior customer experience we continue to attract and retain customers.

### Strengthen our position in business-to-business

With the support of a broader product portfolio, we continue to expand in the business-to-business market. We focus on small and medium sized business customers. We tailor services to the needs of our customers and become a trusted digitalisation and communication partner.

### Develop next generation household offerings

We have the ability to provide both fixed and mobile services to households. With the investments in 5G, we provide attractive mobile broadband offerings to fulfill the household broadband need. Through our own and partners' infrastructure, we enable attractive fixed broadband services.

## Our strategic enablers

**Our strategy is realised through strategic enablers that provide the competencies, connectivity and operational excellence we need.**

**Unique people and culture**
We place great responsibility on our employees, and we are evolving our unique culture to give us a competitive advantage and create a workforce that is engaged and aligned around our strategy. We want to retain our already talented and driven staff and be able to attract new performance-driven people with emerging skills that will future-proof our business. We strive to achieve a diverse and inclusive workplace that will add to our competitive advantage and reflect our customers and the communities in which we operate.

**The best 5G and network capabilities**
As a premium provider, we are investing in our mobile and fixed networks to provide faster and more reliable connectivity. Investments in 5G provides higher speeds and more capacity to support our customers' needs. With an end-to-end approach, we evolve our information technology systems to support a more digital environment with increasing demand on security and reliability.

**Best-in-class operations**
We are constantly looking for new ways to deliver to our consumer and business customers. By simplifying and streamlining our operational and technical landscape, and digitising our processes and customer experience, we will create a cost-effective and fit-for-purpose organisation.

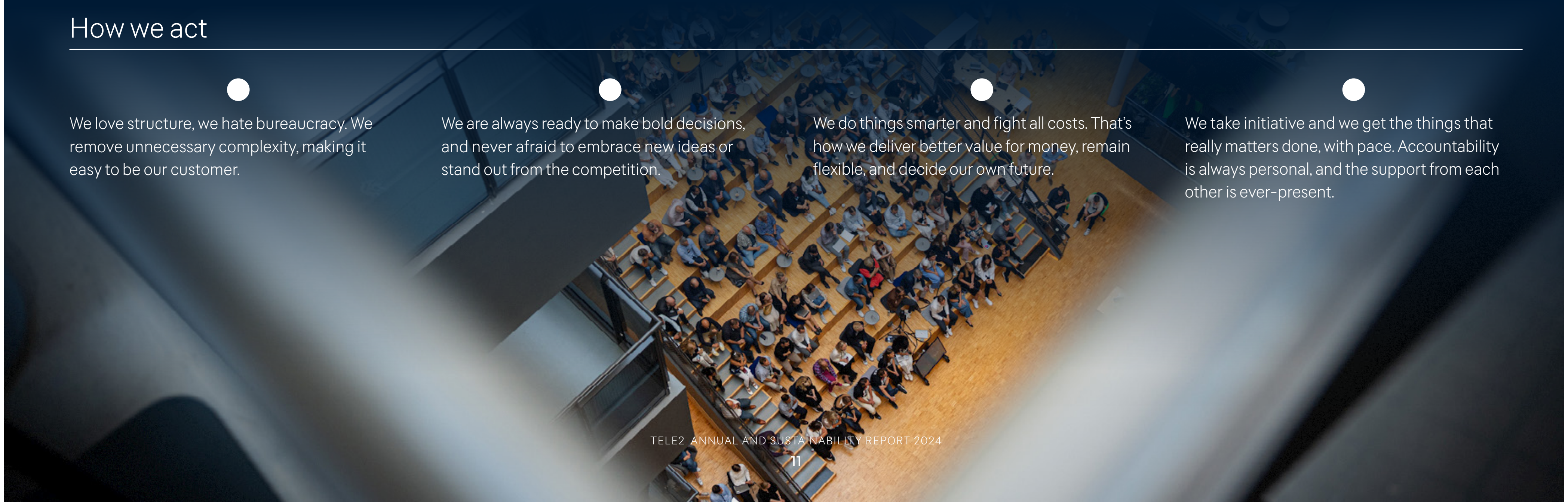
## How we act

We love structure, we hate bureaucracy. We remove unnecessary complexity, making it easy to be our customer.

We are always ready to make bold decisions, and never afraid to embrace new ideas or stand out from the competition.

We do things smarter and fight all costs. That's how we deliver better value for money, remain flexible, and decide our own future.

We take initiative and we get the things that really matters done, with pace. Accountability is always personal, and the support from each other is ever-present.



# Executing on our growth strategy

Tele2 believes in unleashing the unlimited opportunities that connectivity provides to all our customers. Today, our high-speed networks enable mobile and fixed connectivity, telephony, data network services, TV, streaming and global IoT solutions for millions of customers. We are a value-driven company that is enabling a society of unlimited possibilities by being a leading telco in the Nordic and Baltic region. This is done through clear ambitions where we aim to provide superior customer experience, give the best industry shareholder return, have a high employee engagement and lead in sustainability. Our growth strategy focuses on accelerating growth in the Swedish consumer segment, being a recognised leader in Sweden B2B and IoT and a mobile centric champion in the Baltics.

Tele2 is a strong cash generative company and shareholder remuneration is at the core of Tele2's equity strategy. During the last 10 years, we have distributed SEK 91 per share to shareholders through dividends, of which SEK 56 in ordinary dividends. Going forward we are committed to maintaining leverage within the 2.5–3.0x range as underlying EBITDAaL grows and distribute at least 80 percent of equity free cash flow to shareholders.

The vision for Tele2's sustainability efforts is to lead in sustainability, and we have reaped the rewards of our accelerate actions based on our strategy launched in 2021. In 2024, we won several illustrious awards, including being named number one among Swedish companies and European telecom operators, and second overall among 500 European companies in Financial Times list of Europe's Climate Leaders 2024, and being named Sweden's most sustainable company and ranked 37th globally by Time Magazine and Statista on their inaugural World's Most Sustainable Companies list, featuring 500 companies from more than 30 countries.

In 2024, Tele2 continued its accelerated nationwide roll-out of 5G in Sweden and the Baltic states. By the end of 2024, we covered over 90 percent of Sweden's population with 5G and 70 percent with high-performance 5G+ that offers speeds between 200 and 800 Mbit/s and is ideal for data-intensive services such as live streaming and video calls.

Our strong 5G network position was recognised in January 2025 when Opensignal named Tele2 the winner of the 5G Availability award in Sweden.

## Sweden

During the year, we executed on the Strategy Execution Program, which was launched in the beginning of the year and will run until Q4 2026. The program is targeting SEK 600 million of run-rate cost savings in three years and will support our digitalisation journey and create even more focus on value and efficiency. The program achieved annual run-rate savings of SEK 250 million by the end of 2024 driven by organisational changes and network optimisations. While achievements in terms of customer experience and value will continue to be reported as they occur, the specific financial reporting will be discontinued as the program now is part of the new transformation initiatives.

Tele2's strategy in the consumer market is to increase customer satisfaction through fixed-mobile-convergence offerings. By continuously improving the customer experience through additional personalised services, we will drive growth through churn reduction and price adjustments in the premium and mid-tier segment. Through our optimised brand portfolio with Tele2 being the converged premium brand and Comviq the much-loved mid-price segment brand, we remain relevant to all customer demographics. We also have the Boxer operations, known for terrestrial TV, which in 2024 has been upgraded to modern technology enabling full-fledged TV and streaming experience for its customers.

We believe that TV will continue to play a vital role for our business and our role as aggregator of great content remains relevant as content becomes more and more fragmented across different services and devices. To better serve the changing behavior and viewing patterns of our customers, both the Tele2 Play+ standalone streaming service and the corresponding combined streaming linear service were significantly reinforced through the addition of Disney+ during 2024.

In Sweden Business we continue to execute on our strategy, which involves taking a segmented approach to the business by differentiating the approach in the SME, large private and large public segment. We increasingly utilise the assets and strong capabilities within Tele2 and our partners to build sustainable business models. In the SME segment, we focus on growth through a combination of volume and value by offering simplified packages and fixed-mobile convergence based on customer needs. In the large private segment, the ambition remains to improve profitability by deepening our customer collaborations to enable larger contracts, grow through as-a-service and mobile bundling. In the large public segment, the ambition is to maintain and develop our assets by carefully choosing our business opportunities and continue delivering reliable solutions for a sustainable society.

## The Baltics

In the Baltics, we have continued to maintain strong top and bottom-line growth by successfully executing on our mobile-centric-convergence and more-for-more strategy, despite a continued challenging macro environment. We will continue to lead in customer satisfaction and reinforce our position in business-to-business through a broader product portfolio. Our investments in 5G enable attractive mobile broadband offerings to fulfill the household broadband need, and our own and partners' fixed infrastructure enable attractive fixed broadband services.

# Tele2's approach to sustainability

During 2024, Tele2 has continued on its path towards leadership in sustainability. Tele2 ambition is to enable a sustainable society by being a sustainable business, and thereby enabling our customers to be more sustainable. Being a sustainable business is a prerequisite for our long-term success as a company. To achieve this, sustainability must be an integrated part of our core business, and at the same time create shared value for customers, investors, employees, society at large, and other stakeholders. To make sustainability a part of our everyday operations, we engage and communicate to our employees in sustainability matters in different ways. Examples of this includes our CEO's company-wide all-hands meetings, news related to sustainability on our intranet, and live-streamed deep dive session with internal and external experts.

Tele2 has also included sustainability key-performance indicators in both our short- and long-term incentive programs. For 2024, the sustainability key-performance indicators in our short-term incentive program were related to the performance of our emissions reduction efforts in scope 1 and 2, as well as our diversity and inclusion efforts. These sustainability key-performance indicators are included in the short-term incentive program for all managers in Sweden, the Tele2 Group Leadership Team and the CEOs of our Baltic operations. For our long-term incentive program, the sustainability key-performance indicator was related to our result in the CDP Climate ranking.

## The Tele2 Sustainability Strategy

To ensure that our resources and efforts are used in a way that creates the biggest impact and business value, we have set four clear focus areas in our sustainability strategy. Taking a leading position in the focus areas of our sustainability strategy, will help Tele2 to retain and attract customers, investors and employees, as well as help to attract new customers, investors and employees. Tele2's updated sustainability strategy was presented in January 2024, and contains the following four focus areas:

- Accelerate sustainability through tech
- Advance circular economy to combat climate change
- Grow business through diversity, equity and inclusion
- Protect children in a connected society

By delivering on the annual activities that we set, we make progress towards the long-term ambitions that we have for each focus area, thereby strengthening our position. More information about the updated strategy can be found on the following page "Tele2's sustainability strategy".

## Sustainability governance

Tele2's Board of Directors is responsible for setting the sustainability strategy and its targets. To advance the Board's knowledge of sustainable development, the sustainability department has given two presentations and regular written updates to the Audit Committee, and four presentations at Board of Directors' meetings. The Board of Directors has approved Tele2's Climate Transition Plan, as well as the sustainaibility activities for 2025. Our auditors, together with the sustainability department, led a learning session on the EU Corporate Sustainability Reporting Directive for the board.

Four Executive Vice Presidents, who are members of Tele2's Group Leadership Team, and all report to Tele2's President and CEO, are responsible for the strategy execution. Tele2's Group Head of Sustainability is responsible for proposing a strategy, reporting and communication. The Head of Sustainability collaborates with the Executive Vice Presidents to execute the strategy and make progress towards the targets in the affected business units. At the country level, each country has a single point of contact who is responsible for sustainability, which simplifies coordination between the markets that we operate in.

## ESG targets

Tele2 has set short- and long-term targets for the company's most material sustainability topics, including climate, circularity, diversity and inclusion, and child protection. More information about these targets can be found in the sustainability statement starting on page 47.

In addition to these targets, Tele2 sets yearly actions and activities for the four focus areas of its sustainability strategy. For 2024, a majority of these targets have been of a qualitative nature. Having measurable sustainability targets helps our organization focus on the most important issues and maximise the value that we create.

## Sustainability reporting

As a leading telecommunications provider in Sweden and the Baltics, Tele2 is committed to transparency and accountability in its sustainability reporting. In the 2024 report, Tele2 conducts its first Corporate Sustainability Reporting Directive (CSRD) disclosure, aligning with the European Sustainability Reporting Standards (ESRS). This report reflects Tele2's double materiality assessment, addressing both the company's sustainability impacts and financial risks and opportunities.

Tele2 integrates environmental, social, and governance (ESG) factors into its business strategy, ensuring compliance with EU regulations and meeting stakeholder expectations. Through its CSRD reporting, Tele2 enhances data quality, comparability, and transparency, reinforcing its commitment to driving a sustainable digital future in all our markets.

As part of our first ESRS-aligned disclosure, Tele2 has conducted a double materiality assessment to evaluate impacts, risks, and opportunities across the short-, medium-, and long-term horizons. The assessment covers Tele2's direct operations, upstream and downstream value chains, and end-of-life management. The initial materiality assessment was conducted in 2023, with a review and update in 2024 to ensure relevance and accuracy.

Based on the double materiality assessment, Tele2 has identified and assessed material impacts, risks and opportunities across its upstream and downstream value chain and in its own operations.

Materiality was identified within the following topics:

- **E1** Climate change
- **E2** Pollution
- **E3** Water and marine resources
- **E5** Resource use and circular economy
- **S1** Own workforce
- **S2** Workers in the value chain
- **S4** Consumers and end-users
- **G1** Business conduct

Tele2's auditor KPMG has performed limited assurance of Tele2's sustainability statement. For more information, please see the auditor's limited assurance report on page 204.

# Tele2's sustainability strategy

Tele2 exists to enable a society of unlimited possibilities. That includes enabling a sustainable society. During 2024, Tele2 presented an update to its successful sustainability strategy, which was first launched in 2021. The purpose of the updated strategy is to ensure that sustainability is an integrated part of the core business and creates shared value for Tele2's stakeholders. As a sustainable business Tele2 maximises new business opportunities with a win-win-win perspective for the company, its customers and society at large.

The updated strategy has identified four focus areas for Tele2, where Tele2 can differentiate itself from its competitors in these areas. This will enable the company to both create impact and business value. These focus areas have been identified through a rigorous stakeholder dialogue that involved over 6,000 participants, and a materiality assessment which is based on the EU CSRD requirements for double materiality.

The updated strategy sets new ambitions for 2026, and new activities will be developed each calendar year to make progress towards the 2026 ambition. Each of the four focus areas has an Executive Vice President and member of the Group Leadership Team as focus area owner. The four focus areas of the updated strategy are presented in the model below.

# Sustainability achievements and awards

## Sweden's Most Sustainable Company

In its first ever ranking of the world's most sustainable companies, TIME Magazine has named Tele2 Sweden's most sustainable company, and the world's 37th most sustainable company. This extensive ranking considers 5,000 companies globally, and these companies are evaluated through a 4-step process. TIME analyses over 20 different data points such as CDP score, alignment with GRI and SASB, emissions and energy intensity and employee turnover and work safety.

We see that our most important stakeholders, such as customers and investors, to an increasing extent are requiring deeper and more detailed information about our sustainability efforts. We strive towards continuously increasing the quality of our sustainability data, to ensure that our reporting meets or exceeds the high demands that our stakeholders set for us. With our leading climate efforts, we are pleased that the high level of quality and transparency that we strive for in our climate reporting is so highly considered.

## Climate Leaders in Europe 2024

The Financial Times has named Tele2 as #2 on its list of Climate Leaders in Europe 2024, down from its #1 place in the same ranking in 2023. This places Tele2 at the top of their list of 500 companies in various industries. The list was compiled by calculating companies' performance in cutting their emission intensity in scope 1 and scope 2, but also by assigning a score to reflect transparency in scope 3, supply chain emissions, and other indicators of commitment to reducing emissions.

In addition to reducing our value chain emissions, we can play a key part in enabling the transition to a net-zero society for our customers. We estimate that we enabled our customers to avoid emissions equivalent to more than 1 million tonnes $CO_2$-eq in 2024.

## Equileap Global Top 100

In Equileap's 2024 rating for gender equality, Tele2 is ranked number 58 in the world, with a score of 70%. This puts Tele2 in the top 100 globally, of the more than 4,000 companies that are part of the evaluation. Equileap's evaluation is based on several different criteria, including gender composition at different levels of the company, gender pay gap, parental leave, commitments against discrimination and harassment, and signatory of the UN Women's Empowerment Principles. The result is a signal from the top of the organisation of how important gender equality is to Tele2. Improving our gender balance and ensuring that we have an inclusive environment where our diverse workforce can perform their best is a key part of Tele2's sustainability strategy.

## KEY HIGHLIGHTS 2024

**>7M**

### Blocked attempts to access child sexual abuse material

Tele2's blocking of child sexual abuse material increased to 7 million, up by 40% compared to 2023. Part of this success comes from the blocking list from Project Arachnid, developed by the child rights organisation the Canadian Center for Child Protection.

**A**

### Ranking in CDP Climate

For the 3rd year in a row Tele2 has maintained its top rating A from CDP. CDP particularly highlights Tele2's strong performance in target-setting, reduction initiatives, integration of climate issues in business strategy, and impacts, risks and opportunities process.

**–96%**

### Reduction of scope 1 and 2 emissions

Compared to 2019, Tele2's scope 1 and 2 emissions have decreased with 96% in 2024, putting Tele2 ahead of its 2025 target of a 90% reduction. Tele2 continues its efforts to reach 0 emissions in scope 1 and 2 by 2029, in line with our science-based targets.

# Working with the SDGs

The United Nations' Sustainable Development Goals (SDG) has established a framework for the most important issues in society that we collectively must address by 2030. With an ambition to lead in sustainability, Tele2 has done an analysis of which goals and targets the company addresses, and ensure that all 3 dimensions are supported; biosphere, social and economic aspects.

In addition to supporting all 3 dimensions Tele2 also addresses SDG 17 – Partnerships for the goals, as this is a goal that all companies should work with. Below you will find a presentation of which goals, and targets within each goal, that Tele2 works with, along with a brief description of how the company works with them.

## SDG 5 – Gender equality

TARGET 5.1 – END DISCRIMINATION AGAINST WOMEN AND GIRLS

Tele2 has a dedicated anti-discrimination policy, and promotes and monitors gender equality.

TARGET 5.5 – ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISION-MAKING

Tele2 has set a goal to be gender-balanced in executive and managerial roles, to ensure full and effective participation for women and equal opportunities for leadership.

## SDG 8 – Decent work and economic growth

TARGET 8.4 – IMPROVE RESOURCE EFFICIENCY IN CONSUMPTION AND PRODUCTION

Tele2 contributes to increasing resource efficiency, among other things by reusing and recycling returned phones and technology hardware.

## SDG 9 – Industry, innovation and infrastructure

TARGET 9.5 – ENHANCE RESEARCH AND UPGRADE INDUSTRIAL TECHNOLOGIES

Tele2 is furthering research in innovative technology based on connectivity, such as IoT. This is likely to create both social and environmental value for various stakeholders.

## SDG 11 – Sustainable cities and communities

TARGET 11.6 – REDUCE THE ENVIRONMENTAL IMPACT OF CITIES

Smart buildings, transports and cities, using IoT solutions, can significantly reduce the environmental impact of cities, creating more sustainable cities and communities.

## SDG 12 – Responsible consumption and production

TARGET 12.2 – SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES

Tele2 promotes a more sustainable consumption and minimising the use of natural resources.

TARGET 12.5 – SUBSTANTIALLY REDUCE WASTE GENERATION

Tele2 is committed to reducing the amount of waste generated throughout the value chain.

## SDG 13 – Climate action

TARGET 13.2 – INTEGRATE CLIMATE CHANGE MEASURES INTO POLICIES AND PLANNING

Climate action matters are addressed in policies and the planning processes within Tele2 by promoting sustainable ways of operating through lowering the emissions of greenhouse gases and considering the adverse impacts of climate change.

## SDG 16 – Peace, justice and strong institutions

TARGET 16.2 – PROTECT CHILDREN FROM ABUSE, EXPLOITATION, TRAFFICKING AND VIOLENCE

To eradicate violence and abuse against children, Tele2 is an active, co-founding member of ECPAT's Tech coalition. Tele2 works actively to block access to websites containing child sexual abuse material.

## SDG 17 – Partnerships for the goals

TARGET 17.17 – ENCOURAGE EFFECTIVE PARTNERSHIPS

Tele2 actively supports civil society to foster sustainable development. Tele2 is a founding member, and long-standing partner, of Reach for Change. Other partnerships include Civil Rights Defenders, ECPAT and Prince Carl Philip and Princess Sofia's Foundation.

# Board of Directors' report

**The Board of Directors and the CEO herewith present the annual report and consolidated financial statements for Tele2 AB (publ), corporate reg. no. 556410-8917 for the financial year 1 January – 31 December 2024.**

The sustainability information reviewed by the auditors comprises pages 47-138, which also includes the statutory sustainability report.

Figures presented in this report refer to continuing operations unless otherwise stated, with comparable figures for the previous year in parentheses. For information about discontinued operations, see Note 32.

## Operations

Tele2 Group is an integrated provider of fixed and mobile connectivity and entertainment services. Its primary geographical markets are Sweden and the three Baltic States; Lithuania, Latvia, and Estonia. Since Tele2 was founded in 1993 it has continued to challenge prevailing norms. Today, the group's network enables mobile and fixed connectivity, telephony, data network services, TV, streaming and global IoT solutions for millions of customers. Customer satisfaction and smart combined offerings are driving growth. Tele2 has been listed on Nasdaq Stockholm since 1996 and has around 4,300 employees.

## Revenue

In 2024, revenue increased by 2% organically to SEK 29,583 (29,099) million for the group driven by continued strong growth in the Baltics and solid growth in Sweden Consumer partly offset by a decline mainly in Operator revenue. End-user service revenue increased by 3% organically to SEK 21,799 (21,130) million supported by continued strong growth in the Baltics and solid growth both in Sweden Consumer and Business.

## Underlying EBITDAaL

Underlying EBITDAaL grew by 2% organically to SEK 10,612 (10,409) million as higher end-user service revenue and cost savings from the Strategy Execution Program in Sweden more than offset cost inflation. During 2024, energy costs were approximately 10% higher organically than the previous year mostly due to received electricity support in Sweden in 2023.

## Operating profit and net profit

Operating profit grew by 6% to SEK 5,817 (5,466) million, driven by increasing gross profit partly offset mainly by increasing selling expenses.

Financial income and expenses increased by 20% to SEK -1,068 (-888) million partly due to higher financing costs for outstanding debt, and partly due to a SEK 77 million other financial gain related to bond repurchase in 2023.

Net profit amounted to SEK 3,834 (3,731) million, and earnings per share were SEK 5.54 (5.40).

## Investments

Capital expenditures excluding spectrum and leases amounted to SEK 4,073 (3,941) million. Capex mainly consisted of 5G related network investments, upgrade of the fixed network in Sweden and IT investments.

Spectrum capex amounted to SEK 0 (738) million.

## Financial position and cash flow

The group's financial leverage was 2.5x (2.5x) as of 31 December 2024. Economic net debt increased to SEK 26.2 (25.6) billion mainly as the payout of the ordinary dividend exceeded the cash generated in the business. During 2024, Tele2 has paid cash dividends of SEK 4.8 billion.

Cash flow from operating activities amounted to SEK 9,778 (10,013) million.

Cash flow from investing activities amounted to SEK -3,999 (-3,926) million.

Equity free cash flow declined by 7% to SEK 4,378 (4,720) million or SEK 6.32 (6.83) per share, mainly as higher net financial items paid, higher amortisation of lease liabilities and higher taxes paid exceeded higher Underlying EBITDA.

The Board of Directors proposes an ordinary dividend of SEK 6.35 per share, or SEK 4.4 billion in total, to be paid in two tranches and to be decided at the 2025 Annual General Meeting in May.

## Significant sustainability awards during 2024

- Tele2 was ranked number one among Swedish companies and European telecom operators, and second overall among 500 European companies in Financial Times list of Europe's Climate Leaders 2024.
- Tele2 was named Sweden's most sustainable company and ranked 37th globally by Time Magazine and Statista on their inaugural World's Most Sustainable Companies list, featuring 500 companies from more than 30 countries.
- The global environmental non-profit organisation, CDP, recognized Tele2 as the only telecom operator in Sweden for its leadership in corporate transparency and performance on climate change by placing Tele2 on its annual 'A List' for the second year running.
- For the second consecutive year, Tele2 earned a coveted spot on Equileap's Global Top 100 list of companies succeeding in gender equality. Only 4 Swedish companies made it to the top 100 positions, and the report suggests that Sweden is behind countries like Spain, Norway, and the UK, but ahead of Germany and the US.

### Other significant events during 2024

- Kinnevik, Tele2's single largest owner for decades, sold its shareholding in Tele2 to Freya Investissement, jointly controlled by Iliad and its Chairman and founder Xavier Niel through NJJ Holding. Freya became the largest shareholder in Tele2 in April 2024.
- After four years as CEO of Tele2, Kjell Johnsen informed the board that he will be stepping down.
- Tele2's Board of Directors appointed Jean Marc Harion as President and CEO, effective from 10 November 2024. Jean Marc Harion was previously the CEO of Polish telecom operator Play and serves on Tele2's Board of Directors.
- In December, Tele2 and Telenor announced coverage of over 90% of Sweden's population with 5G and 70% with high-performance 5G+ through the joint venture Net4Mobility. 5G+ offers speeds between 200 and 800 Mbit/s and is ideal for data-intensive services such as live streaming and video calls.
- Tele2 launched an updated sustainability strategy, setting new benchmarks and targets reaching to 2026 in the four focus areas Circular economy, Child online protection, Sustainability through tech and Diversity. Some of the new and updated targets include taking back 100,000 mobile phones in 2026 and increasing blocking of attempts to access child sexual abuse material by 10%.
- Tele2 upgraded Boxer TV services by replacing program cards with the new WiFi-based TV solution Tv Hub Mini ahead of the planned discontinuation of terrestrial distribution after 2024.
- Tele2 and The Walt Disney Company entered an agreement to provide Tele2 customers with more entertainment through Disney+. This was the first Disney+ bundle offering in Sweden.
- Tele2 announced a EUR 140 million loan agreement with the European Investment Bank (EIB) to support the roll-out of the 5G network and upgrade of the 4G network in Sweden.
- Tele2 and the q-trade platform foodora announced the launch of food deliveries using IoT and 5G connected drones. The deliveries will be made wherever possible to the customers' property or garden and lowered by a cable from the drone. The first deliveries started in spring 2024 on Värmdö outside Stockholm.
- Tele2 launched a new complete communication solution designed for the public sector. The service is called Tele2 Collaborate and combines chat functionality, video meetings, whiteboard and document sharing – all under one roof. The solution is the first of its kind that enables collaboration without worrying about sensitive data leaving Sweden.
- Tele2 and Cisco strengthen partnership to deliver enhanced global IoT connectivity management solutions for businesses across Industries. This will create new offers on a global scale to support the diverse demands of new and existing IoT customers.

### Employees

On 31 December 2024, the number of employees in Tele2 was 4,328 (4,494). Please refer to Sustainability statements S1 and Note 30 for additional information regarding our employees.

### Guidance

Tele2 provides financial guidance for the inherent year.

The guidance for 2025 is low single-digit organic growth of end-user service revenue, mid- to high single-digit organic growth of underlying EBITDAaL, and around 13% capex to sales (excluding spectrum and leases) as our 5G network investments and intense customer-centric transformation continue at a high pace.

Tele2 confirms growth potential across all segments in 2025. The Swedish operations are expected to continue growing, with Sweden Consumer driven by new offers and propositions, offsetting expected headwind from Boxer's discontinuation of terrestrial TV distribution, and with Sweden Business driven by IoT, SMEs and Large Enterprises. The Baltic operations are expected to continue growing driven by our strong market positions in Lithuania and Latvia alongside continued turnaround in Estonia.

Tele2 has initiated a deep transformation to improve profitability by addressing organisational complexity in Sweden and low profitability in Estonia and some parts of Sweden Business. Radical changes to improve efficiency are already in progress based on two key priorities: Simplify our operating model and organisation, and Rejuvenate Tele2's smart, change and cost-savvy culture.

Tele2 has begun extensive group-wide cost-optimisations including an objective to reduce total workforce by around 15% (600–700 full-time equivalents), subject to union negotiations.

The ongoing Strategy Execution Program will continue. While achievements in terms of customer experience and value will continue to be reported as they occur, the specific financial reporting will be discontinued as the program now is part of the new initiatives.

### Parent company

Tele2 AB is the parent company of the Tele2 Group. The operations include group management. In 2024, net sales were SEK 60 (51) million. Net profit for the full year was SEK 5,158 (5,510) million and consisted mainly of dividend from group companies.

### Risks and uncertainty factors

The present challenging macroeconomic and geopolitical environment also affects Tele2 Group and Tele2 AB, primarily through inflationary pressure and a somewhat cautious customer sentiment. Tele2 has a resilient business model, offering services that are highly valued and prioritised by our customers. In addition, we have a solid balance sheet. We are convinced that we are able to navigate through these uncertain times. Please refer to the section Enterprise risk management in the Board of Directors' report and Note 2 for more information about Tele2's risk exposure and risk management.

### Sustainability report

Tele2 has prepared Sustainability statements in accordance with the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG). The Sustainability statements are included in the Board of Directors' report. The scope and content of the Sustainability statements can be found in ESRS 2 General disclosures in the Sustainability statements.

# Five-year summary

The five-year summary includes certain alternative performance measures that are not defined by IFRS. For additional information please refer to section Definitions at the end of the report.

| SEK million | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|
| **CONTINUING OPERATIONS** | | | | | |
| End-user service revenue | 21,799 | 21,130 | 20,097 | 19,349 | 19,184 |
| Revenue | 29,583 | 29,099 | 28,102 | 26,789 | 26,554 |
| Underlying EBITDA | 12,149 | 11,885 | 11,395 | 10,900 | 10,484 |
| EBITDA | 11,756 | 11,616 | 11,101 | 10,517 | 12,329 |
| Operating profit | 5,817 | 5,466 | 6,596 | 4,787 | 7,371 |
| Profit after financial items | 4,749 | 4,578 | 5,907 | 4,307 | 6,855 |
| Net profit | 3,834 | 3,731 | 5,213 | 3,960 | 7,233 |
| | | | | | |
| Underlying EBITDAaL | 10,612 | 10,409 | 10,060 | 9,639 | 9,239 |
| CapEx excluding spectrum and leases | 4,073 | 3,941 | 3,171 | 3,158 | 2,717 |
| Operating cash flow | 6,540 | 6,468 | 6,889 | 6,482 | 6,523 |
| Equity free cash flow | 4,378 | 4,720 | 3,461 | 5,760 | 4,799 |
| | | | | | |
| **Key ratios** | | | | | |
| End-user service revenue growth, organic | 3% | 4% | 3% | 1% | -1% |
| Underlying EBITDAaL growth, organic | 2% | 2% | 3% | 5% | 2% |
| Underlying EBITDAaL margin | 36% | 36% | 36% | 36% | 35% |
| Operating profit margin | 20% | 19% | 23% | 18% | 28% |
| | | | | | |
| **Value per share (SEK)** | | | | | |
| Equity free cash flow | 6.32 | 6.83 | 5.01 | 8.35 | 6.97 |

| SEK million | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|
| **TOTAL OPERATIONS** | | | | | |
| Net profit | 3,870 | 3,735 | 5,574 | 4,306 | 7,408 |
| Total assets | 64,442 | 66,059 | 67,656 | 74,251 | 75,411 |
| Equity | 22,097 | 22,780 | 23,683 | 31,142 | 32,751 |
| Cash flow from operating activities | 9,778 | 10,013 | 8,250 | 10,297 | 8,816 |
| Cash flow from investing activities | -3,999 | -3,926 | 5,259[1] | -3,025 | -654 |
| Equity free cash flow | 4,378 | 4,720 | 3,461 | 5,785 | 4,879 |
| | | | | | |
| **Key ratios** | | | | | |
| Return On Capital Employed (ROCE) | 11% | 10% | 11%[2] | 8% | 12% |
| Economic net debt to Underlying EBITDAaL | 2.5x | 2.5x | 2.5x | 2.5x | 2.6x |
| | | | | | |
| **Value per share (SEK)** | | | | | |
| Net profit/loss | 5.59 | 5.40 | 8.07 | 6.25 | 10.76 |
| Net profit/loss, after dilution | 5.56 | 5.37 | 8.03 | 6.21 | 10.71 |
| Equity | 31.91 | 32.94 | 34.27 | 45.14 | 47.56 |
| Equity free cash flow | 6.32 | 6.83 | 5.01 | 8.39 | 7.09 |
| Dividend, ordinary | 6.35[3] | 6,90 | 6,80 | 6.75 | 6.00 |
| Dividend, extraordinary | — | — | — | 13.00 | 3.00 |
| Market price at closing day | 109.25 | 86.54 | 85,10 | 129,10 | 108,60 |

[1] Divestment of associated company T-Mobile Netherlands 2022, SEK 8,956 Million.
[2] 8% excluding the capital gain of SEK 1,589 million from the divestment of T-Mobile Netherlands.
[3] Proposed dividend.

# Group summary

| Continuing operations SEK million | 2024 | 2023 | Organic % |
|---|---|---|---|
| **END-USER SERVICE REVENUE** | | | |
| Sweden | 16,919 | 16,531 | 2% |
| Lithuania | 2,704 | 2,508 | 8% |
| Latvia | 1,463 | 1,394 | 5% |
| Estonia | 714 | 697 | 3% |
| **Total** | **21,799** | **21,130** | **3%** |
| **REVENUE** | | | |
| Sweden | 22,607 | 22,300 | 1% |
| Lithuania | 4,086 | 3,944 | 4% |
| Latvia | 2,053 | 2,024 | 2% |
| Estonia | 979 | 977 | 1% |
| Internal sales, elimination | -143 | -146 | -2% |
| **Total** | **29,583** | **29,099** | **2%** |
| **UNDERLYING EBITDAaL** | | | |
| Sweden | 7,837 | 7,768 | 1% |
| Lithuania | 1,707 | 1,598 | 7% |
| Latvia | 862 | 834 | 4% |
| Estonia | 206 | 209 | -1% |
| **Total** | **10,612** | **10,409** | **2%** |

| Continuing operations SEK million | 2024 | 2023 | Organic % |
|---|---|---|---|
| **CAPEX** | | | |
| Sweden | 3,327 | 3,245 | 3% |
| Lithuania | 337 | 309 | 9% |
| Latvia | 239 | 218 | 10% |
| Estonia | 170 | 169 | 1% |
| **Capex excluding spectrum and leases** | **4,073** | **3,941** | **3%** |
| Spectrum | — | 728 | |
| Rights-of-use assets (leases) | 1,370 | 420 | |
| **Total** | **5,442** | **5,089** | |
| *of which:* | | | |
| – Network | 2,653 | 2,501 | |
| – IT | 807 | 913 | |
| – Customer equipment | 588 | 491 | |
| – Other | 24 | 36 | |
| **Capex excluding spectrum and leases** | **4,073** | **3,941** | |
| Capex to sales (excluding spectrum and leases) | 14% | 14% | |

# Shareholder information

**Tele2 AB's shares are listed on Nasdaq Stockholm under the ticker symbols TEL2A and TEL2B.**

## Share performance

During 2024, the Tele2 B share price increased by 26.2%, from SEK 86.54 to SEK 109.25, while the broad OMX Stockholm PI increased by 5.7% and the European sector index STOXX Europe 600 Telecommunications (SXKP) increased by 15.9%. The highest closing price for the Tele2 B share in 2024 was SEK 119.00 on 9 and 10 September and the lowest closing price was SEK 81.96 on 9 February. The average closing price during 2024 was SEK 102.98.

Total shareholder return (share price development including reinvested dividends) for Tele2 B shares was 34.6% in 2024, meanwhile the OMX Stockholm All-Share Gross Index (OMXSGI) increased by 8.8%.

The total shareholder return for the Tele2 B share for the last five years has been 24%, and for the last ten years 170%.

During 2024, 27% of the trade in Tele2 B shares took place on Nasdaq Stockholm, while 73% of the trade took place on other trading venues.

## Shareholder remuneration

During 2024, shareholders were remunerated by a total of SEK 4.8 billion in the form of ordinary dividend of SEK 6.90 per share.

For the financial year 2024, the Board of Directors of Tele2 AB has decided to recommend to the Annual General Meeting (AGM) on 13 May 2025 to resolve on an ordinary dividend of SEK 6.35 per A and B share, in total SEK 4.4 billion. The dividend shall be paid in two tranches of SEK 3.20 and SEK 3.15 per share, in May and October 2025. The proposed dividend corresponds to 100% of the equity free cash flow during 2024.

## Financial policy

Tele2 will aim to maintain target leverage of 2.5–3.0x economic net debt/underlying EBITDAaL by distributing capital to shareholders through:

- An ordinary dividend of at least 80% of equity free cash flow; and
- Extraordinary dividends and/or share repurchases, based on remaining equity free cash flow, proceeds from asset sales and releveraging of underlying EBITDAaL growth.

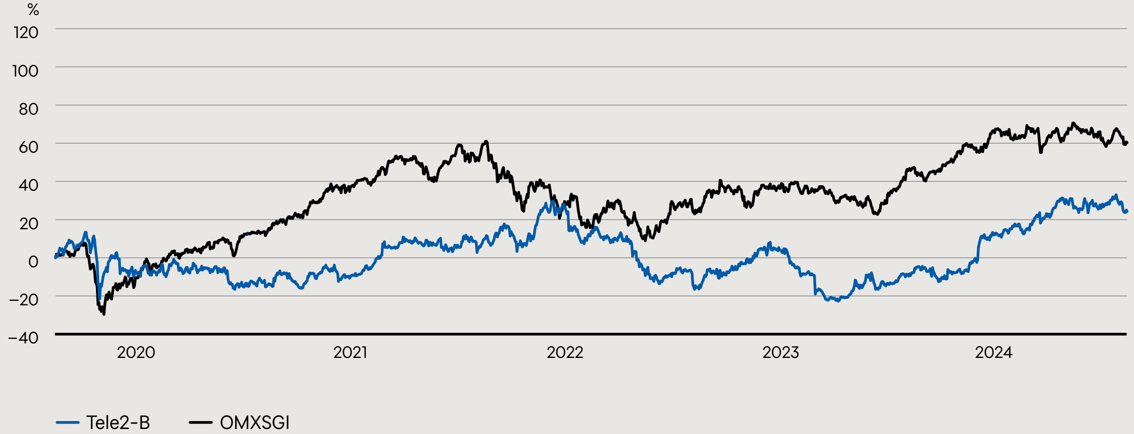
Based on this policy, Tele2 is expected to distribute in excess of 100% of equity free cash flow to shareholders through a combination of dividends and/or share repurchases.

## Share capital

The share capital in Tele2 AB is divided into three classes of shares: class A, B and C shares. All classes of shares have a quota value of SEK 1.25 per share. The A and B shares have the same rights to the company's net assets and profits while the C shares are not entitled to dividends. The A shares entitle the holder to 10 voting rights per share and the B and C shares to one voting right per share.

The purpose of the C shares is to enable future deliveries of B shares to senior executives and other key employees participating in Tele2's performance-based incentive programs. The C shares will be converted into B shares prior to delivery.

**5-year Total Shareholder Return (TSR) for Tele2-B share and benchmark index OMXSGI**




Source: Infront Finance

As of 31 December 2024, there were 9.8 million registered A shares, 683.3 million B shares (of which 0.7 million held in treasury), and 3.1 million C shares (all of which held in treasury).

The Tele2 A and B shares are listed on Nasdaq Stockholm. For detailed information about the share capital and number of outstanding shares refer to Note 23.

### Shareholders

During 2024, the number of shareholders in Tele2 decreased by 8% to 111,018. The market capitalisation of the company was SEK 75.6 billion at year end.

As of 31 December 2024, Freya Investissement owns 19.8% of the capital and 27.0% of the votes. No other shareholder owns, directly or indirectly, more than 10% of the shares in Tele2.

On 31 December 2024, the 15 largest shareholders represented 44.0% of the share capital and 48.5% of the votes. Foreign shareholders held 53.7% of the share capital and 56.6% of the votes.

### New largest shareholder

On 26 February 2024, Kinnevik, Tele2's single largest owner for decades, agreed to sell its shareholding in Tele2 to Freya Investissement, jointly controlled by Iliad and its Chairman and founder Xaviel Niel, for a total consideration of SEK 13 billion. Freya became the largest shareholder in Tele2 in April 2024.

### Top 15 shareholders

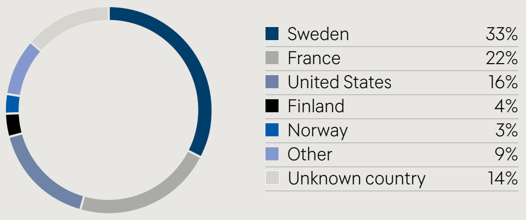
| As of 31 December 2024 | Capital (%) | Votes (%) |
|---|---|---|
| Freya Investissement | 19.8 | 27.0 |
| BlackRock | 5.5 | 4.9 |
| Vanguard | 3.1 | 2.8 |
| Nordea Fonder | 2.9 | 2.6 |
| Handelsbanken Fonder | 1.9 | 1.7 |
| Norges Bank | 1.7 | 1.5 |
| Swedbank Robur Fonder | 1.5 | 1.4 |
| Folksam | 1.3 | 1.1 |
| Länsförsäkringar Fonder | 1.0 | 0.9 |
| Avanza Pension | 1.0 | 0.9 |
| State Street Global Advisors | 0.9 | 0.8 |
| Avanza Fonder | 0.9 | 0.8 |
| Storebrand Fonder | 0.9 | 0.8 |
| Folketrygdfondet | 0.8 | 0.7 |
| AFA Försäkring | 0.8 | 0.7 |
| **Total top 15** | **44.0** | **48.5** |
| Others | 56.0 | 51.5 |
| **Total** | **100.0** | **100.0** |

Source: Modular Finance

### Owner type

| As of 31 December 2024 | Capital (%) | Votes (%) |
|---|---|---|
| Other | 22.9 | 29.8 |
| Foreign institutional owners | 33.5 | 29.2 |
| Swedish institutional owners | 15.9 | 14.2 |
| Swedish private individuals | 14.2 | 14.1 |
| Unknown owner type | 13.5 | 12.7 |
| **Total** | **100.0** | **100.0** |

### Ownership by country based on capital




Source: Modular Finance

# Overview by segment

## Sweden

### 2024 in brief

End-user service revenue increased by 2% compared to 2023 driven by solid performance both within Consumer and Business operations.

Underlying EBITDAaL increased by 1% as higher end-user service revenue and cost savings from the Strategy Execution Program (SEP) were partly offset by cost inflation and continued margin pressure from product mix changes as legacy services decline.

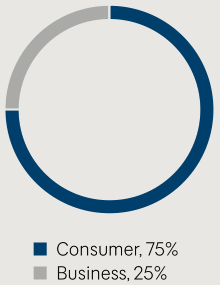
During the year, we successfully completed a couple of multi-year projects: the 5G network equipment replacement, driven by regulatory requirements; and the reduction of our IT platforms from the original six to our target level of only two, enabling significantly more efficient operations .

SEP was launched in the first quarter of the year. The program, which will support our digitalisation journey and create even more focus on value and efficiency, is targeting SEK 600 million of run-rate cost savings in three years. The main focus is on reshaping customer journeys, optimising channel and customer operations, providing our Business operations with the next level of operating environment, as well as consolidating data centers and decommissioning our joint 3G JV.

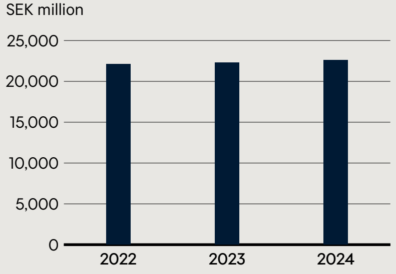
SEP reached SEK 250 million of annualised run-rate savings at the end of the year, mainly driven by organisational changes and network optimisations. In 2024, the program had a net impact of SEK 165 million on underlying EBITDAaL year-on-year.

| Financials SEK million | 2024 | 2023 | Organic % |
|---|---|---|---|
| **End-user service revenue** | **16,919** | **16,531** | **2%** |
| Revenue | 22,607 | 22,300 | 1% |
| Underlying EBITDA | 9,123 | 9,015 | |
| **Underlying EBITDAaL** | **7,837** | **7,768** | **1%** |
| Underlying EBITDAaL margin | 35% | 35% | |
| **Capex** | | | |
| Network | 2,033 | 1,960 | |
| IT | 699 | 801 | |
| Customer equipment | 584 | 471 | |
| Other | 10 | 13 | |
| **Capex excluding spectrum and leases** | **3,327** | **3,245** | |
| Spectrum | — | 706 | |
| Right-of-use-assets (leases) | 1,129 | 322 | |
| **Capex** | **4,456** | **4,273** | |
| Capex to sales (excluding spectrum and leases) | 15% | 15% | |

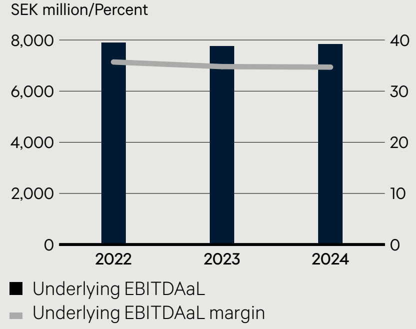
End-user service revenue per business area, 2024




Revenue




Underlying EBITDAaL



# Sweden Consumer

## 2024 in brief

During the year, Sweden Consumer continued to develop the FMC proposition centered around the Tele2 brand and our core connectivity services. Our FMC penetration has continued to increase and so has efficiency in our customer operations resulting in reduced cost to serve. We have also continued on our commercial innovation path by introducing the new WiFi 6 broadband router and yearly pricing for Tele2, and sim-only binding propositions for Comviq. In addition , we have improved our TV and streaming portfolio further by adding Disney+ and by upgrading Boxer away from terrestrial distribution into modern technology enabling full-fledged TV and streaming experience for its customers.

Total end-user service revenue growth improved to 2% driven by strong growth in fixed broadband and mobile postpaid, exceeding decline mainly in legacy DTT and mobile prepaid.

Mobile postpaid net intake was positive with 68,000 RGUs driven by both brands including mobile broadband.

Mobile end-user service revenue grew by 2% as growth in postpaid RGUs and ASPU more than offset a decline of 7% in prepaid end-user service revenue.

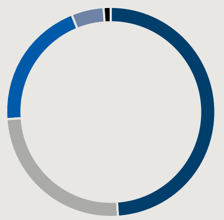
Fixed broadband net intake was negative with 12,000 RGUs largely due to a one-time clean-up in Q1 of 11,000 RGUs with no effect on revenues.

Fixed broadband end-user service revenue grew by 8% driven by strong ASPU growth.

Digital TV Cable & Fiber net intake was negative with 5,000 RGUs entirely due to a one-time clean-up in Q1 of 16,000 RGUs with no effect on revenues.

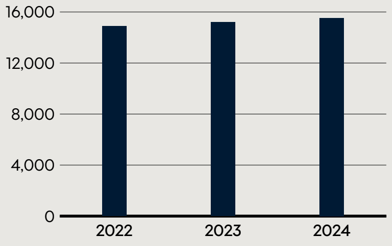
Digital TV end-user service revenue declined by 3% driven by the legacy DTT business, which declined by 9% ahead of the end of Boxer's terrestrial TV distribution from January 2025.

End-user service revenue per service, 2024




Revenue

SEK million




| | 31 December 2024 | 31 December 2023 | Organic % |
|---|---|---|---|
| **RGUs (thousands)**[1] | | | |
| Mobile | 2,800 | 2,843 | -2% |
| – Postpaid | 2,151 | 2,083 | 3% |
| – Prepaid | 649 | 760 | -15% |
| Fixed | 1,865 | 1,958 | -5% |
| – Fixed broadband | 957 | 969 | -1% |
| – Digital TV | 796 | 857 | -7% |
| – Cable & Fiber | 626 | 632 | -1% |
| – DTT | 170 | 226 | -25% |
| – Fixed telephony & DSL | 112 | 131 | -15% |
| **Total RGUs** | **4,665** | **4,801** | **-3%** |

| | 2024 | 2023 | Organic % |
|---|---|---|---|
| **ASPU (SEK)**[1] | | | |
| Mobile | 182 | 172 | 6% |
| – Postpaid | 209 | 206 | 1% |
| – Prepaid | 100 | 90 | 12% |
| Fixed | 256 | 243 | 5% |
| – Fixed broadband | 278 | 259 | 7% |
| – Digital TV | 259 | 253 | 2% |
| – Cable & Fiber | 225 | 224 | 0% |
| – DTT | 366 | 330 | 11% |
| – Fixed telephony & DSL | 72 | 80 | -10% |
| **Revenue (SEK million)** | | | |
| Mobile | 6,151 | 5,961 | 3% |
| – Postpaid | 5,303 | 5,052 | 5% |
| – Prepaid | 848 | 909 | -7% |
| Fixed | 5,882 | 5,776 | 2% |
| – Fixed broadband | 3,208 | 2,982 | 8% |
| – Digital TV | 2,568 | 2,654 | -3% |
| – Cable & Fiber | 1,699 | 1,702 | 0% |
| – DTT | 870 | 952 | -9% |
| – Fixed telephony & DSL | 106 | 139 | -24% |
| Landlord & Other | 659 | 663 | -1% |
| **End-user service revenue** | **12,693** | **12,400** | **2%** |
| Operator revenue | 772 | 734 | |
| Equipment revenue | 2,062 | 2,057 | |
| Internal sales | 0 | 0 | |
| **Revenue** | **15,526** | **15,191** | **2%** |

1) Unaudited.

# Sweden Business

## 2024 in brief

Sweden Business' continued strategy execution, based on our multi-segment approach in the SME, large private and large public segments, once again proved successful as we maintained end-user service revenue growth despite economic headwinds and the closure of our copper decommissioning project.

According to SKI (Swedish Quality Index), Tele2 Sweden, for the second consecutive year, has the most satisfied business customers among major mobile operators, hence another great confirmation of our efforts to be the number one in customer experience.

During the year, we have completed a multi-year business intelligence transformation program which has delivered upgraded analytical capabilities across our operations.

As competence and certifications are crucial for our business, we are proud to have been recognised as Growth Partner of the Year by Fortinet and to have achieved Expert level with Fortinet as well as maintained our level Gold Partner Integrator with Cisco.

Total end-user service grew by 2% driven by mobile and solutions exceeding decline in fixed.

Mobile net intake was positive with 34,000 RGUs during the year.

Mobile end-user service revenue grew by 6% mainly driven by continued strong growth in IoT and partly by solid volume growth in mobile regular.

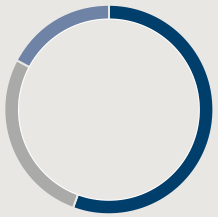
Fixed end-user service revenue declined by 7% driven by the copper shutdown in Q2, whereas the underlying trend has improved significantly during the course of the year.

Solutions end-user service revenue grew by 2% mainly driven by high activity levels in the Networking and Security areas.

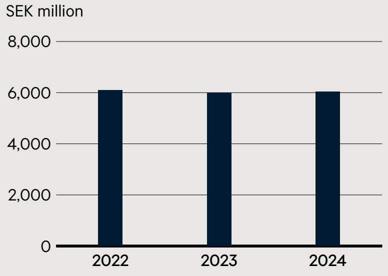
Equipment revenue decreased somewhat during the year as our customers have been affected by economic headwinds for some time. Although growth turned positive in the second half of the year, we continue to see caution around equipment purchases due to the economic situation.

Sweden Wholesale revenue declined by 6% mainly due to declining sales within A2P (Application to Person).

### End-user service revenue per service, 2024




### Revenue




### Sweden Business

| | 31 December 2024 | 31 December 2023 | Organic % |
|---|---|---|---|
| **RGUs (thousands)**[1] | | | |
| Mobile (excluding IoT) | | | |
| – Postpaid | 1,089 | 1,055 | 3% |

| | 2024 | 2023 | Organic % |
|---|---|---|---|
| **ASPU (SEK)**[1] | | | |
| Mobile (excluding IoT) | | | |
| – Postpaid | 144 | 143 | 0% |
| **Revenue (SEK million)** | | | |
| Mobile | 2,359 | 2,236 | 6% |
| Fixed | 705 | 759 | -7% |
| Solutions | 1,162 | 1,135 | 2% |
| **End-user service revenue** | **4,226** | **4,131** | **2%** |
| Operator revenue | 96 | 95 | |
| Equipment revenue | 1,716 | 1,774 | |
| Internal sales | 4 | 4 | |
| **Revenue** | **6,041** | **6,004** | **1%** |

### Sweden Wholesale

| Financials SEK million | 2024 | 2023 | Organic % |
|---|---|---|---|
| Operator revenue | 1,034 | 1,096 | |
| Equipment revenue | 0 | 1 | |
| Internal sales | 4 | 5 | |
| **Revenue** | **1,039** | **1,103** | **-6%** |

[1] Unaudited.

# Baltics

## Lithuania

### 2024 in brief

Tele2 Lithuania continued to focus on executing our successful mobile-centric convergence more-for-more strategy and on the nationwide 5G network rollout.

The competitive situation in the mobile market has generally been centered around 5G with campaigns to increase quality perception in general and network quality leadership in particular. Towards the end of the year, all mobile operators also prepared for the prepaid registration requirement from January 2025 by adjusting their offers.

Net intake in mobile postpaid was positive with 57,000 RGUs and in mobile prepaid negative with 1,000 RGUs during the year.

Mobile ASPU increased by 7% in local currency driven by successful execution of our more-for-more strategy, upselling of prolongation contracts, additional revenue from new products, increasing data usage and migration from prepaid to postpaid.

End-user service revenue grew by 8% in local currency driven by both ASPU and RGU growth.

Underlying EBITDAaL increased by 7% in local currency driven by end-user service revenue growth, successful cost management, partly offset by inflation and increased workforce costs.

Capex to sales (excluding spectrum and leases) remained unchanged at 8% due to continued network investments.

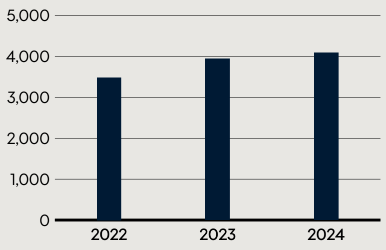
| | 31 December 2024 | 31 December 2023 | Organic % |
|---|---|---|---|
| **RGUs (thousands)[1]** | | | |
| Mobile | 2,062 | 2,006 | 3% |
| – Postpaid | 1,410 | 1,352 | 4% |
| – Prepaid | 653 | 653 | 0% |

| | 2024 | 2023 | Organic % |
|---|---|---|---|
| **ASPU (EUR)[1]** | | | |
| Mobile | 9.6 | 9.0 | 7% |
| – Postpaid | 11.7 | 11.0 | 7% |
| – Prepaid | 5.3 | 5.1 | 3% |
| **Revenue (SEK million)** | | | |
| Mobile | 2,687 | 2,495 | 8% |
| – Postpaid | 2,212 | 2,021 | 10% |
| – Prepaid | 475 | 473 | 1% |
| Fixed | 17 | 13 | 30% |
| **End-user service revenue** | **2,704** | **2,508** | **8%** |
| Operator revenue | 133 | 176 | |
| Equipment revenue | 1,172 | 1,179 | |
| Internal sales | 76 | 81 | |
| **Revenue** | **4,086** | **3,944** | **4%** |
| Underlying EBITDA | 1,815 | 1,688 | |
| **Underlying EBITDAaL** | **1,707** | **1,598** | **7%** |
| Underlying EBITDAaL margin | 42% | 41% | |
| Capex | 543 | 322 | |
| **Capex excluding spectrum and leases** | **337** | **309** | |
| Capex to sales (excluding spectrum and leases) | 8% | 8% | |

[1] Unaudited.

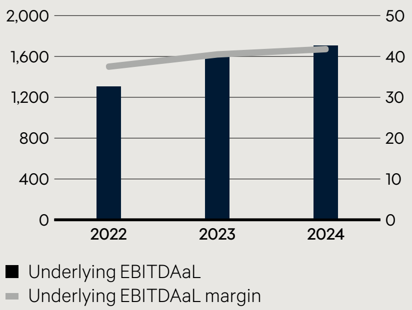
**Revenue**

SEK million




**Underlying EBITDAaL**

SEK million/Percent



# Latvia

## 2024 in brief

During the year, Tele2 Latvia focused on continued data monetisation, the more-for-more strategy, efforts to improve our service offerings and a continued high pace of 5G network rollout.

Economic growth and private consumption remained weak during the year. However, some improvement in consumer sentiment was observed towards the end of the year. Although the competitive environment has been challenging, we once again managed to increase the overall customer base thanks to a combination of new product launches and customer retention measures.

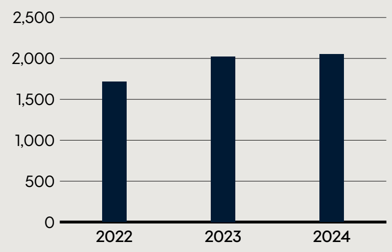
Net intake in mobile postpaid was positive with 25,000 RGUs and in mobile prepaid negative with 19,000 RGUs during the year.

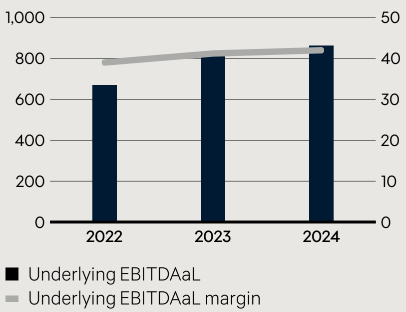
Mobile ASPU increased by 3% in local currency driven by postpaid following price adjustments and prepaid to postpaid migration, partly offset by decreased prepaid ASPU.

End-user service revenue grew by 5% in local currency mainly driven by ASPU growth.

Underlying EBITDAaL increased by 4% in local currency driven by end-user service revenue growth, prudent operational cost management and lower energy costs.

Capex to sales (excluding spectrum and leases) increased to 12% from 11% in the previous year due to continued high network investments.




| | 31 December 2024 | 31 December 2023 | Organic % |
|---|---|---|---|
| **RGUs (thousands)**[1] | | | |
| Mobile | 1,063 | 1,057 | 1% |
| – Postpaid | 847 | 821 | 3% |
| – Prepaid | 216 | 235 | -8% |

| | 2024 | 2023 | Organic % |
|---|---|---|---|
| **ASPU (EUR)**[1] | | | |
| Mobile | 10.0 | 9.7 | 3% |
| – Postpaid | 11.7 | 11.3 | 4% |
| – Prepaid | 3.5 | 4.0 | -12% |
| **Revenue (SEK million)** | | | |
| Mobile | 1,452 | 1,387 | 5% |
| – Postpaid | 1,343 | 1,261 | 7% |
| – Prepaid | 109 | 126 | -13% |
| Fixed | 11 | 7 | 54% |
| **End-user service revenue** | **1,463** | **1,394** | **5%** |
| Operator revenue | 91 | 119 | |
| Equipment revenue | 457 | 469 | |
| Internal sales | 43 | 42 | |
| **Revenue** | **2,053** | **2,024** | **2%** |
| Underlying EBITDA | 927 | 892 | |
| **Underlying EBITDAaL** | **862** | **834** | **4%** |
| Underlying EBITDAaL margin | 42% | 41% | |
| Capex | 305 | 279 | |
| **Capex excluding spectrum and leases** | **239** | **218** | |
| Capex to sales (excluding spectrum and leases) | 12% | 11% | |

[1] Unaudited.

# Estonia

## 2024 in brief

During the year, Tele2 Estonia has undergone significant changes, including implementation of various business strategy initiatives. Market conditions have remained challenging as aggressive campaign prices have continued. However, price increases by competitors during the first half year have been supportive to our customer base. Our strong brand and our position as a price leader have continued to be key components in maintaining competitiveness during times of macroeconomic uncertainty and periods of intense win-back campaigning.

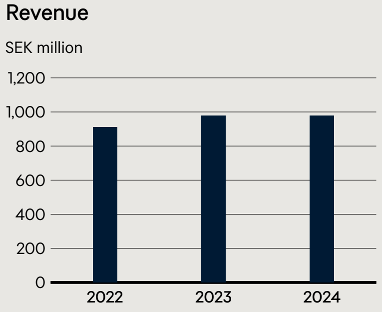
Net intake in mobile postpaid was positive with 7,000 RGUs and in mobile prepaid negative with 1,000 RGUs during the year.

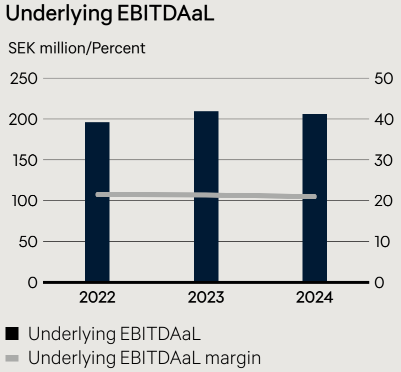
Mobile ASPU increased by 3% in local currency driven by pricing activities in postpaid during the second half year.

End-user service revenue grew by 3% in local currency following accelerated growth during the latter part of the year.

Underlying EBITDAaL decreased by 1% in local currency as end-user service revenue growth was more than offset by factors such as inflation, marketing and temporarily increased organisational costs, lower equipment margins impacted by the macroeconomic situation, and a renegotiated business customer contract.

Capex to sales (excluding spectrum and leases) remained unchanged at 17% due to continued high network investments.




| | 31 December 2024 | 31 December 2023 | Organic % |
|---|---|---|---|
| **RGUs (thousands)[1]** | | | |
| Mobile | 461 | 455 | 1% |
| – Postpaid | 418 | 412 | 2% |
| – Prepaid | 43 | 44 | -1% |

| | 2024 | 2023 | Organic % |
|---|---|---|---|
| **ASPU (EUR)[1]** | | | |
| Mobile | 10.4 | 10.1 | 3% |
| – Postpaid | 11.1 | 10.8 | 3% |
| – Prepaid | 3.1 | 4.0 | -23% |
| **Revenue (SEK million)** | | | |
| Mobile | 652 | 632 | 3% |
| – Postpaid | 634 | 606 | 5% |
| – Prepaid | 18 | 26 | -30% |
| Fixed | 62 | 64 | -4% |
| **End-user service revenue** | **714** | **697** | **3%** |
| Operator revenue | 77 | 82 | -6% |
| Equipment revenue | 173 | 185 | -6% |
| Internal sales | 16 | 13 | 20% |
| **Revenue** | **979** | **977** | **1%** |
| Underlying EBITDA | 285 | 290 | |
| **Underlying EBITDAaL** | **206** | **209** | **-1%** |
| Underlying EBITDAaL margin | 21% | 21% | |
| Capex | 138 | 214 | |
| **Capex excluding spectrum and leases** | **170** | **169** | |
| Capex to sales (excluding spectrum and leases) | 17% | 17% | |

1) Unaudited.

# Employees

## Unique People and Culture

At Tele2 we believe that a creative, energetic, and flexible work environment brings out the best in people – everyone contributes to our success. Our open culture of collaboration and inclusion is an important foundation for a strong sense of belonging, psychological safety and wellbeing. We are profoundly purpose driven and take great pride in delivering superior customer experiences. We trust our people with responsibility and accountability. Engaged colleagues have a stronger performance and are personally motivated to make Tele2 an even better place to work.

As part of Tele2's ambition to become the leading Telco in the Nordic & Baltic region we have defined four strategic enablers, each with clear KPI's and targets that we track on a quarterly basis.

- Further strengthen Tele2's culture to maintain competitive advantage
- Walk the talk leadership that aligns and engages
- Attract, recruit, develop and retain talent with future proof competencies
- Promote a diverse and inclusive workplace to be proud of

## Further strengthen Tele2's culture to maintain competitive advantage

Our culture and the straight-forward Tele2 Way of doing things have always been our competitive advantage, and enabled us to rapidly adapt to the market and customer needs. The challenger spirit is in the DNA of Tele2 and our people will always continue developing and moving forward.

To continue to strengthen our culture during this year we have conducted learning sessions and workshops reaching our employees across the organisation. We have also developed a Culture Compass to use as a basis for discussion when reflecting about what builds up a culture and what behaviors we all should demonstrate to live it to its full extent. We have an engagement level across the group that is above high performing benchmark.

## Walk the Talk Leadership that aligns and engages

To align and engage our people around the business strategy is key for Tele2 leaders, and it's about walking the talk in everyday actions. Being a leader means being an ambassador and role model for Tele2's culture and values, and to continuously inspire, engage and develop teams and individuals.

We continue our efforts to enable, develop and support new leaders by taking them through the My Leadership @ Tele2 program, offering refreshment sessions for existing leaders and providing learning lunches for insights and inspiration. During the year, 70 leaders and aspiring leaders were selected to participate in our leadership programs. By living our leadership principles, our leaders show direction and lead by example, drive change and execute to deliver results – engaging and developing our brilliant people along the way. This continues to be a successful way forward as leaders at Tele2 again and again are highly appreciated and regarded by our employees – with a manager score at high performing benchmark levels as measured in the engagement survey MyVoice.

## Attract, recruit, develop and retain talent with future proof competencies

By having our people at the center and business priorities as consistent guidance we create the best possible prerequisites for Tele2 to become the leading Telco. We continue to challenge ourselves to constantly improve and we set high expectations on ourselves and others – because we want to make an impact and a difference.

We encourage a growth mindset with relevant feedback and performance dialogue between leader and employee, as well as between peers. The approach seeks to ensure that all employees have clear goals and meaningful conversations with their leader around aspirations, performance, and individual development. We believe in growing future-proof competencies and the right organisational capabilities to deliver superior customer experiences. This means learning on the job, participating in relevant training as well as taking on challenging extra assignments. Evolving the opportunities to learn, expand skills and acquire new insights help us to stay one step ahead.

During this year we continued to implement our different development programs, such as the Aspiration Program with the purpose to unleash the participants' potential as leaders. Our Executive Trainee program continues to provide a great entry point for young professionals. We have also showcased numerous of ways to grow your career at Tele2, by describing how colleagues have developed their competence both inside and outside the company, and we were once again appointed Career Company by Karriärföretagen. At Tele2 we will always do our best to make sure our employees are safe, motivated and happy working for Tele2. We believe in a healthy work-life balance and do not measure excellence in the number of hours worked. During the year we have welcomed our first virtual employee Ava to Tele2. She assists with onboarding and is a helpful tutor for certain training sessions.

## Diverse and inclusive workplace to be proud of

As part of Tele2's ambition to become a leading Telco in the Nordic & Baltic region is also to be leading in sustainability. To achieve this ambition, we have four prioritised areas, each with clear accountability in the Group Leadership Team, long-terms goals and defined KPIs to measure progress. Diversity & Inclusion is one of these four areas. We want to build an inclusive culture where everyone can bring their full self and unique perspectives to work, and a level playing field where everyone has the same chance to develop and reach their full potential. To continuously drive high awareness, concrete actions and sustainable change, we work with an annual event calendar encompassing a wide range of different D&I activities.

We engage in Pride, Women in Tech, recognise different seasonal celebrations and cultural elements. Tele2's ambition is always to employ the best talent, considering values, experience and competence that match our ambition and culture. By offering growth opportunities and development through internal paths, we are committed to continue building a company that values diversity in all its forms. We are also proud to have an inclusion score above high performing benchmark in our employee survey MyVoice.

# Remuneration guidelines

### Guidelines for remuneration to senior executives

The current guidelines for remuneration to senior executives were approved by the Annual General Meeting 2023 and are presented in Note 30. The Boards' proposal for the Annual General Meeting in 2025 to resolve on updated Guidelines for remuneration to senior executives is presented below.

### Applicability

Senior executives covered by the provisions of these guidelines include the CEO and members of the Group Leadership Team ("senior executives"). For the purpose of these guidelines, senior executives also include Board Members, elected at General Meetings, to the extent such Board Members perform services within their respective areas of expertise outside of their Board duties. The guidelines are forward-looking, i.e. they are applicable to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the Annual General Meeting 2025. These guidelines do not impose restrictions on any remuneration decided or approved by General Meetings. Remuneration under employments subject to other rules than Swedish may be duly adjusted to comply with mandatory rules or established local practice, taking into account to the extent possible, the overall purpose of these guidelines.

### Our approach to the remuneration guidelines

The remuneration policy provides a structure that aligns remuneration with the successful delivery of our long-term business strategy, interests and sustainability. A prerequisite for successfully implementing the company's business strategy and safeguarding its long-term interests and sustainability is the ability to attract and retain driven and engaged talent. To this end, it is necessary that the company offers competitive remuneration packages to attract, motivate and retain key employees within the context of an international peer group. The aim is to create incentives for the management to execute strategic plans and deliver excellent operating results, and to align management's incentives with the interests of the shareholders. For more information regarding the company's business strategy, please see www.tele2.com and the company's annual and sustainability report.

General Meetings in Tele2 have separately resolved on long-term share and share-price related incentive plans. Going forward, any new long-term share and share-price related incentive plans will be resolved upon separately by General Meetings and are therefore not covered by these guidelines since these guidelines do not impose restrictions to any remuneration decided or approved by General Meetings. The performance criteria used to assess the outcome of these long-term share and share-price related incentive plans are distinctly linked to the business strategy and thereby to the company's long-term value creation, including its sustainability. As for the latest program launched, these performance criteria comprise Tele2's TSR versus a defined Peer Group ,Tele2s cashflow and a sustainability measure currently Tele2s CDP Score. However, such criteria may change in future long-term share and share-price related incentive plans. Current plans are also conditional upon the participant's own investment and certain holding periods of several years. For more information regarding these long-term share-related incentive plans, including the performance criteria which the outcome depends on, please see www.tele2.com.

### Remuneration elements

Remuneration to the senior executives should comprise annual fixed base salary, variable short-term remuneration, variable long-term incentives, pension benefits and other benefits. To define the total remuneration for the senior executives, the Remuneration Committee uses external benchmarks within the Telecom, Hi-Tech and General industry and reviews peer companies.

### Annual fixed base salary

The Board considers the remuneration of employees and the average annual increases an important element in determining the annual salary increase for senior executives.

### Variable short-term remuneration, including criteria for awarding

The variable short-term remuneration ("STI") shall be linked to predetermined and measurable criteria, measured over a period of maximum one year, which can be financial, such as EBITDA or revenue, or non-financial, such as sustainability. In addition, they may be individualized, quantitative or qualitative objectives. For senior executives, the financial criteria are weighted 80 percent and the non-financial criteria are weighted 20 percent. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the senior executive's long-term development. The variable short-term remuneration can amount to a maximum of 150 percent of the annual fixed base salary. To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated and/or determined when the measurement period has ended. The remuneration committee is responsible for the evaluation so far as it concerns variable cash remuneration to the senior executives. The evaluation for financial objectives shall be based on the latest financial information made public by the company.

### Variable long-term incentives, including criteria for awarding

The structure of any variable long-term incentives shall ensure a long-term commitment for Tele2's development and value creation and may be both share and share-price related as well as cash based. Going forward, any long-term share and share-price related incentive plans will be resolved upon separately by General Meetings and are therefore not covered by these guidelines.

### Pension benefits

The senior executives are offered defined contribution pension plans, including health insurance. For expatriated senior executives the pension plan can be offered in cash instead of a defined contribution plan. Defined contributions for pensions to the CEO and the other senior executives can amount to a maximum of 20 percent premium based on the annual fixed base salary and the STI, which could maximum lead to 50 percent contribution of the annual fixed base salary.

### Other benefits

Other benefits may include health care insurances and for expatriated senior executives e.g. housing benefits for a limited period of time. Such benefits may amount to not more than ten percent of the annual fixed base salary.

### Termination of employment

The maximum period of notice of termination of employment shall be twelve months in the event of termination by the CEO and six months in the event of termination by any of the other senior executives. In the event of termination by the company, the maximum notice period during which compensation is payable is eighteen months for the CEO and twelve months for any of the other senior executives. Additionally, remuneration may be paid for non-compete undertakings and such remuneration shall compensate loss of income. The remuneration shall be paid during the time the non-compete undertaking applies, however not for more than six months. With regard to the CEO, the remuneration shall amount to not more than 60 percent of the CEO's average monthly remuneration (both fixed and variable) paid by the company during the twelve months preceding the time of termination and with regard to other senior executives, the remuneration shall amount to not more than 80 percent of the senior executive's monthly base salary at the time of the termination.

### Salary and employment conditions for employees

In the preparation of the Board's proposal for these remuneration guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the remuneration committee's and the Board's basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable. The development of the gap between the remuneration to executives and remuneration to other employees will be disclosed in the remuneration report.

### The decision-making process to determine, review and implement the guidelines

The Board has established a remuneration committee. The committee's tasks include preparing the Board's decision to propose guidelines for remuneration to senior executives. The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the General Meeting. The guidelines shall be in force until new guidelines are adopted by a General Meeting. The remuneration committee shall also monitor and evaluate programs for variable remuneration for the senior executives, the application of the guidelines for remuneration to senior executives as well as the current remuneration structures and compensation levels in the company. The members of the remuneration committee are independent of the company and its executive management. The CEO and other senior executives do not participate in the Board's processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

### Derogation from the guidelines

The Board may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As set out above, the remuneration committee's tasks include preparing the Board's resolutions in remuneration-related matters. This includes any resolutions to derogate from the guidelines.

### Description of material changes to the guidelines and how the views of shareholders' have been taken into consideration

The remuneration committee and the Board have consulted with shareholders and proxy advisors and have followed up on comments and questions. The remuneration committee and the Board have resolved to propose adjustments to the company's remuneration guidelines, allowing the possibility to increase the variable short- term remuneration as well as other possible benefits, in order to ensure delivery and execution on the company's business strategy and transformation going forward. The proposed adjustments have been reflected in these guidelines which will be subject to the shareholders' approval at the General Meeting 2025.

# Enterprise risk management

Tele2 works proactively to identify and monitor the most significant risks through an enterprise risk management process, in relation to strategy, financial reporting and operations. The purpose of this process is to minimise surprises, improve decision making in order for Tele2 to achieve its strategic, financial, compliance and operational objectives and actively work to reduce the impact and likelihood of identified risks.

This section describes the Strategic Risk Management process and summarises the most important risk and uncertainty factors. The process related to risk management for financial reporting and other operational risks is elaborated in the Corporate Governance Report in the section related to Internal Controls over Financial Reporting (sub-section 'Risk Assessment').

## Strategic risk management

Risks which could threaten Tele2's ability to achieve its strategic objectives are assessed by the Group Leadership Team (GLT). These risks could relate to our strategic initiatives, financial targets or the purpose, but they could also relate to other risks illustrated in the section 'Internal control over financial reporting', considered to have a potential material effect on the group's strategic objectives.

The strategic risk management process begins with identification of risk areas. Each of these risk areas are then assigned to a risk owner who is responsible for breaking down the risk into quantifiable risk scenarios, for which potential impact and likelihood is then assessed. The risk owners are also responsible for identifying actions to mitigate the risks and to monitor and report any development to the GLT.

The strategic risks are also reported and discussed with the Audit Committee and/or the full Board of Directors. A summary of the most important risks and uncertainty factors that are identified by Tele2 and how they are managed is presented below.

**The strategic risk management process**


**The most important strategic risks**

| RISK | DESCRIPTION | RISK MITIGATION |
|---|---|---|
| **Risks related to spectrum auctions** | The winning of spectrum auctions is vital in order for Tele2 to conduct a substantial part of the business. A failure to obtain a spectrum license at a reasonable price, award of such license to one of Tele2's competitors and the burden of compliance to license requirements could result in Tele2 not being able to upgrade, maintain and expand its network. | Tele2 has put in place processes to ensure compliance with license requirements to increase chances of renewal and extension of existing licenses or obtaining new licenses. Tele2 also works in close contact with regulators and industry associations to become aware of upcoming license distributions or redistributions. However, the outcome of such distributions is coupled with uncertainty. |
| **Risks related to regulations** | Tele2's ability to effectively respond to introduction of and changes in legislation, regulations and decisions from authorities for telecommunication services can have a considerable effect on Tele2's business operations, cost control and the competitive situation in the operating markets (e.g. less flexibility in setting tariff structures for interconnection and roaming services, relaxation of regulation for access to incumbents' copper and fiber networks, potential regulation of cable services to multi-dwelling units, or the deregulation of open access to single dwelling units in Sweden, net neutrality, consumer protection legislation and security-related regulations and provisions adding administrative burdens, limiting our choices of network and system design and/or limiting our choice of partners and vendors). | Tele2 closely monitors developments in the regulatory area in order to meet changes proactively. Tele2 also works actively with these types of topics and engages in ongoing dialogue with the relevant authorities and interest groups in order to achieve fair and balanced conditions for Tele2 to operate and develop in the markets, including promoting sufficient regulation which supports fair competition. |

| RISK | DESCRIPTION | RISK MITIGATION |
|---|---|---|
| **Risks related to conducting business in a highly competitive environment and changing technology** | Increase in competitors' activity, new entrants, lower prices and new customer offerings, new technology and market dependency could lead to adjustments in the business model, changes in the company's business and pricing strategy, development of new market segments (e.g. IoT) or new forms of connectivity (e.g. VoIP, embedded SIM, 5G, fiber replacing cable), changed customer behavior (due to revenue migration from voice to data, shift from traditional broadcast linear TV to pay TV and OTT – over the top offerings, loss of content rights for linear TV), decrease in customer growth rates and loss of market share and competitive position. | Tele2's senior executives closely monitor technological advances and competitive market changes to adapt the company's strategies to be able to benefit from their possibilities and safeguard against potential threats. |
| **Risks related to strategy implementation and integration** | Successful implementation of strategic initiatives, such as acquisitions (including integration), divestments and customer offerings (such as fixed mobile convergence offerings) are dependent upon Tele2's ability to transform the organisation, financial and management information control systems and processes that are capable to foresee if the development of such offerings meets customer needs. Should Tele2 be unable to execute the business strategy and successfully implement strategic initiatives, it could impact the Group's business, financial condition and result of operations. Also, the efficient integration of acquisitions as well as the positive development of the acquired operations, are expected to enhance Tele2's results of operations both in the long and short term, but there is a risk that this does not occur. | To ensure successful execution of the strategy, Tele2 is continuously developing the financial and management information control systems, executing strong integration programs and attracting and retaining qualified management and personnel. |
| **Risks related to network quality towards customers** | The mobile and fixed networks are important assets and a pre-requisite to be able to deliver a qualitative and profitable service. Any incident or disruption as well as delays in roll-out and upgrades could have serious consequences. | Tele2 manages this risk by ensuring changes and upgrades are made in a controlled manner, ensuring redundancy of systems and networks, ensuring back-up of data and performing restoration testing, and by closely monitoring systems and network performance and incidents on a 24/7 basis. |
| **Risks related to network and IT integrity and personal data security** | The Group's operations manage significant network and data volumes and therefore aims to ensure network integrity, data security and protect customers' personal data. Tele2 needs to protect assets such as personnel, customers, information, IT infrastructure, internal and public networks as well as office buildings and technical facilities. Along with increased digitalisation, cyber-attacks are increasing and becoming more advanced and could, if not properly mitigated, lead to major disruptions on customer services and on internal IT infrastructure. Also, as per the Data Protection Regulation, breaches of customer's personal information could potentially result in major fines and significant reputational damage. | Tele2 has high focus on network and IT security and is also working actively to comply with regulatory requirements through; strengthening of systems and processes, updating security systems and softwares to prevent intrusions and attacks, performance of frequent penetration testing, and ensuring solid processes for incident management and escalation in order to ensure that Tele2 customer's personal data is secured and protected. |
| **Risks in relation to external relationships** | Tele2 conducts certain activities through joint operations in which Tele2 does not have and will not have a controlling interest. Such companies include Svenska UMTS-nät AB together with Telia Company and Net4Mobility Handelsbolag together with Telenor. Also, Tele2 is dependent on handset manufacturers such as Apple and Samsung for attracting customers, and equipment and network suppliers such as Ericsson and Nokia for rolling out networks. Also, Tele2 depends on agreements with other network operators to provide services in major parts of the Tele2 network. Any of these third party relationships impose risks, be it in the form of delays in roll-out, limitations for customised development, supplier dependency and lack of alternative suppliers, longer supply chain lead times, limitations on operating profitability or legal proceedings. | Tele2 continuously evaluates existing agreements and manages co-operations with partners through continuous dialogue or through legal options, if necessary. Also, Tele2 continuously manages and assesses the risks associated with the supply chain in order to maintain a competitive and well-functioning infrastructure. |

| RISK | DESCRIPTION | RISK MITIGATION |
|---|---|---|
| **Risk related to customer churn** | Customer churn may increase due to Tele2's inability to deliver satisfactory services over the Tele2 network, unsatisfactory customer service, customers' reduced willingness to pay for converged offerings and Tele2's inability to respond to competitors' product and pricing activities. Also, landlords' termination of contracts or refusal to renew existing contracts or loss of a large B2B customer could contribute to increased customer churn. These risks could lead to increased costs and reduced revenue and could have a material adverse effect on Tele2's business, financial condition and results of operations. | Tele2 continuously works to improve the customer experience and increase customer satisfaction, which will continue to be the company's focus in future years. |
| **Risks related to the ability to recruit and retain skilled personnel** | To remain competitive and implement the strategy, and to adapt to changing technologies, Tele2 will need to recruit, retain and, where necessary, retrain highly skilled employees with the relevant expertise. The loss of key individuals or other employees who have specific knowledge of, or relationships with, customers in the markets in which Tele2 operates could have a material adverse effect on Tele2's business, financial condition and results of operations. | Tele2 has recruited a number of skilled employees and works continuously to provide incentives for them to retain and contribute to the continued development of the company. |
| **Financial risks** | Through the operations, the Tele2 Group is exposed to various financial risks such as currency risks, interest rate risks, liquidity risks, credit risks, risks related to tax matters and impairment of assets. The current macroeconomic climate has led to some of these risks being realised in the last years, with increasing inflation leading to cost increases and higher interest rates. | Financial risk management is mainly centralised to the Finance function (responsible for treasury, tax matters and impairment recognition). The aim is to control and minimise Tele2's financial risks as well as financial costs, and optimise the relation between risk and cost. Further information on financial risk management can be found in Note 2. |
| **Risks related to climate change** | The transition to a low carbon economy is associated with transitional risk, e.g. policy, liability or technology risks, that may all incur additional costs. Climate change is increasingly driving regulation and taxation related to reduction of greenhouse gas emissions and the use of fossil fuels. Increasing scarcity of natural resources, particularly rare minerals used in network and consumer technology hardware, may lead to increased hardware costs. Increasing energy costs, Greenhouse Gas (GHG) emissions taxation and price increases caused by natural resource scarcity may incur additional costs. | Tele2 has transitioned to renewable electricity and has certified the Environmental Management System according to ISO 14001:2015. Tele2 is also working to reduce emissions of Greenhouse gases (GHG) as quickly as possible to reduce transitional risk, gradually transition to renewable energy when feasible and make Tele2's networks more energy efficient by taking a leading position in the AI4Green research project. Tele2 also continues efforts to reduce e-waste and follow-up to ensure compliance with relevant environmental laws and regulations. |
| **Risk related to unstable geopolitical conditions** | Since Tele2 operates in a global environment, it is and will be affected by the general economic environment, political uncertainties, local business risks as well as laws, rules and regulations in individual countries, thereby affecting demand for the company's services. | Tele2 is closely monitoring the development on world events and is kept informed by local management, government officials and independent sources. |
| **Risks related to corruption and unethical business practices** | Throughout the operations of Tele2, there are risks of corruption, especially in areas linked to market regulation, price setting, supply chain and third-party management and customer service. Actual or perceived corruption or unethical business practices may damage the perception of Tele2 and result in financial penalties and debarment from procurement and institutional investment processes. Fraud may significantly impact financial results. | Tele2's anti-corruption policy establishes the principles applied by Tele2 to prevent corruption within the business. All employees and business partners have been informed of the company's code of conduct and efforts to combat corruption and reduce the risk of unintentional mistakes. Tele2's guidelines for gifts, entertainment and hospitality, which are included in the anti-corruption policy have also been communicated throughout the organisation, provide detailed information on how everyone at Tele2 should act in terms of external hospitality, as well as the rules governing giving and receiving gifts or other benefits. Fraud risks are monitored and managed through the internal security department. |
| **Risks related to pandemics** | Pandemics have the capability of affecting the global economic, social, and political landscape. The consequences of such global events (for example the COVID-19 pandemic) can cause disruption to Tele2's employees, suppliers and customers. Should Tele2 be unable to adapt and manage the impact of such pandemics, it could have a material adverse effect on the business, financial condition and results of operations. | Tele2 is constantly monitoring operations to ensure continuity of Tele2 services to customers and the society. There is an adaptive crisis management plan in place and capable of implementing mitigation actions. Tele2 also remains in close contact with local health authorities and governmental agencies to react and adapt to any developments and minimise any risks to Tele2's employees, customers, and suppliers. |

# Corporate governance report

## Introduction

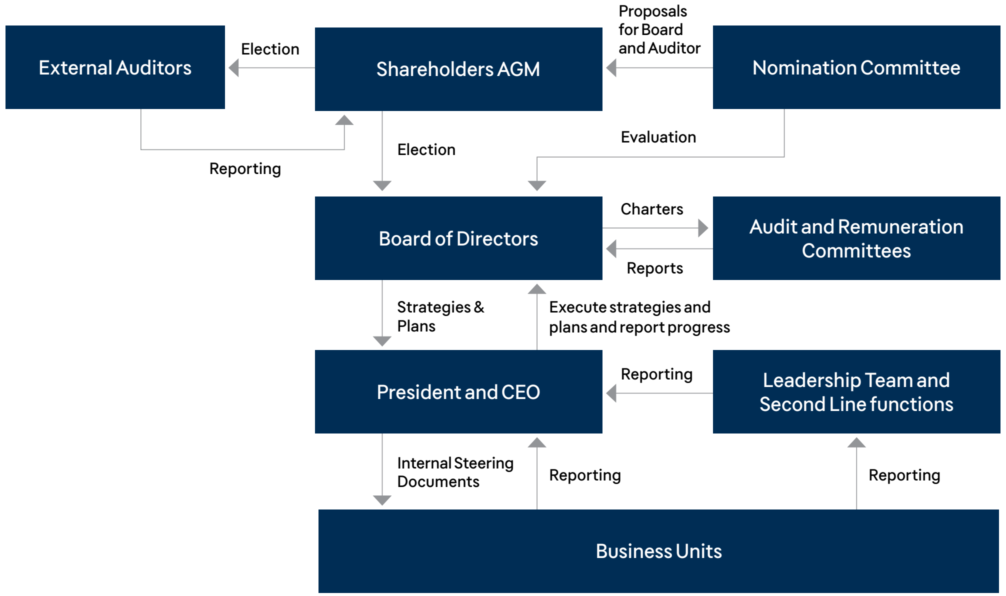
The Corporate Governance Report is prepared in accordance with the Swedish Annual Accounts Act and the provisions of the Swedish Corporate Governance Code. Listing information is described in the Shareholder information section of the Board of Directors' report. Corporate Governance Reports prior to 2019 and other corporate governance documents (which were published separately from the Annual Report) are available on the corporate website, www.tele2.com.

The Code is based on the principle of comply or explain, which means that companies can deviate from single rules in the Code, provided that they offer an explanation for the deviation. Tele2 has not deviated from the Code during 2024.

## Overview of corporate governance at Tele2

Sound corporate governance at Tele2 means the establishment of an appropriate framework for decision making, assignment of responsibility and the implementation of transparent reporting that supports the understanding and monitoring of the development of the company. Tele2's overall corporate governance framework can be visualised as below:

### Tele2's governance structure




**External Steering Documents, such as**

- Swedish Companies Act
- The Annual Accounts Act
- The Swedish Code of Corporate Governance
- Rule Book for Issuers Nasdaq Stockholm
- Industry regulations, etc.

# General Meetings and Nomination Committee

## Annual General Meeting

The 2024 Annual General Meeting ("AGM") was held on May 15 2024. At the meeting, 1,317 shareholders were in attendance, personally or by proxy, representing 55 percent of the votes. Tele2's Annual General Meeting was carried out both through advance voting (postal voting) as well as in person at Operaterassen in Stockholm. David Andersson, an external lawyer was elected Chairman of the meeting.

The following significant resolutions were adopted by the AGM:

- Approval of the Annual and Sustainability Report for 2023 and resolution on ordinary dividend of SEK 6.90 per share in two separate payments of 3.45 SEK per share. The record date for the first dividend was decided as May 17, 2024 and the second as October 15, 2024. The dividend was paid out to the shareholders on May 22, 2024 and October 18, 2024 respectively;
- Discharge the directors of the Board and the CEO from liability for the financial year 2023;
- Approval of remuneration to the Board and auditor and procedures for the Nomination Committee;
- Re-election of Eva Lindqvist, Lars-Åke Norling, Stina Bergfors and Sam Kini as directors of the Board and election of Thomas Reynaud, Aude Durand, Jean Marc Harion, and Nicholas Högberg as directors of the Board. Furthermore, Thomas Reynaud was elected as Chairman of the Board;
- Election of KPMG as auditor until close of the 2025 AGM with Tomas Gerhardsson as the auditor-in-charge; and
- Approval of guidelines for the remuneration to senior executives as well as the principles and scope for Tele2's long term share related incentive program 2024.
- The Board of Directors was authorised by the Annual General Meeting 2024 to (i) resolve to issue up to 1,960,000 Class C shares, (ii) resolve to repurchase own Class C shares, (iii) resolve to sell own Class B shares and (iv) resolve to repurchase up to 10% of the company's own shares. The authorisations are valid to the next Annual General Meeting. The detailed conditions for the authorisations are set out in the minutes from the AGM.

The minutes of the AGM are available on Tele2's corporate website, www.tele2.com.

## Nomination Committee for the 2024 AGM

For the 2024 AGM, the Nomination Committee, consisted of; Anna Stenberg appointed by Kinnevik AB; Viktor Kockberg appointed by Nordea Funds and Frank Larsson appointed by Handelsbanken Funds. Following the agreement for Freya Investissement to aquire Kinneviks entire shareholding in Tele2, the Nomination Committee decided to change its composition accordingly to reflect the ownership structure by appointing Thomas Reynaud as a new member. The Committee held a number of meetings during 2024 in person and by phone, with additional contact over email and interviews with Board members between meetings.

The Committee's work has primarily focused on the long-term development of the overall Board composition and succession planning, with the overall aim to provide stability with particular consideration to the proposed change of the Chairman of the Board. In its assessment of the degree to which the proposed Board met the requirement placed on it, the Nomination Committee reviewed the Board members' ability to devote the necessary time and commitment required, as well as the balance and diversity of contributions of experiences and competences from different areas and geographic regions of the broader digital communications industry.

The Committee also had the benefit of an internal performance review of the Board and its individual members, presented to the Committee by the Chairman of the Board. In its work, the Nomination Committee applied rule 4.1 of the Swedish Corporate Governance Code as its diversity policy. Accordingly, the Committee gave particular consideration to the importance of diversity on the Board, including gender, age and nationality, as well as depth of experiences, professional backgrounds and business disciplines. The Committee believed the composition of the Board to be fit-for-purpose in respect of the various dimensions of diversity and will continue to pursue a high degree of diversity and gender balance in its efforts to compose the most capable Board.

The Committee submitted proposals to the 2024 AGM for the election of the Board and auditor, and their remuneration, Chairman of the AGM and the procedure for the Nomination Committee.

No compensation has been paid by Tele2 to any member of the Nomination Committee for their work.

## Nomination Committee for the 2025 AGM

In accordance with the procedures for the Nomination Committee as decided by, and in force since the 2018 AGM, Nicolas Didio, as representative for Freya Investissement, has convened a Nomination Committee consisting of members appointed by the largest shareholders in terms of voting interest in Tele2 AB who wished to appoint a committee member. The members of the Nomination Committee for the 2025 AGM are shown in the table below.

| Name | Representing | Share of votes (Oct 2024) |
|---|---|---|
| Nicolas Didio (Chairman) | Freya Investissement | 26.98% |
| Mats Hellström | Nordea Funds | 2.48% |
| Frank Larsson | Handelsbanken Funds | 1.86% |

# The Board

According to Tele2's Articles of Association, the Board shall consist of at least five and a maximum of nine members, to be elected by the AGM. The Articles of Association of Tele2 are available on the corporate website, www.tele2.com.

At the 2024 AGM, Tele2's shareholders re-elected Eva Lindqvist, Lars-Åke Norling, Stina Bergfors and Sam Kini and elected Thomas Reynaud, Aude Durand, Jean Marc Harion and Nicholas Högberg as directors of the Board. Furthermore, Thomas Reynaud was elected as Chairman of the Board.

The President and CEO, CFO and Head of Legal/Company Secretary also attend the Board meetings except for when their own work is being evaluated. Other employees participate in the Board meetings to discuss specific matters, or as required by the Board.

### Independence of the Board

The Board's assessment regarding each member's position of independence in relation to the company, its shareholders and the management is mentioned in the Board member profiles in the Board of directors´ section. One of the Board members is part of the senior management (CEO) of the company, there are no union representatives. Four of the total eight Board members as of end of 2024 were women.

Tele2 meets the Code's requirement that the majority of the members be independent in relation to the company and its executive management. Five of the total eight Board members as of the end of 2024 are independent of the company, its executive management and, additionally, its major shareholders.

### The Board's responsibility and work procedures

The Board's work procedures are established every year and govern the organisation of the Board's duties and its meetings, as well as written instructions for the Board's work and evaluation of its performance. Furthermore, the Board has issued "Instructions to the Managing Director" to the President and CEO regarding his responsibilities towards the Board, and to establish his authority to execute the company's management, including any limitations thereto.

**The Board:**

- Oversees Tele2's overall long-term strategies and goals,
- Approves budgets, business plans, financial reports, investment and personnel proposals,
- Makes decisions regarding acquisitions and disposal of business interests,
- Monitors the CEO's work and the company's performance, and
- Evaluates the quality of the company's internal control functions, risk management and financial reports, and communicates with the company's auditors directly and through regular reports from the Audit Committee and the company's CFO.

### The Board's work in 2024

During the 2024 financial year, the Board has met sixteen (16) times in person (in Stockholm) and through a combination of video meetings and in person, and per capsulam meetings.

Below is a summary of the main topics handled by the Board during 2024:

- Review and approval of financial reports,
- Review and follow-up of internal controls, risk management and corporate governance,
- Treasury matters,
- Corporate responsibility matters, including data privacy, corruption risks and ethical business practices,
- Human resources matters, including talent management, succession planning and remuneration guidelines,
- Strategy review, including review of growth opportunities, product portfolio, business model challenges and marketing strategies,
- Oversight and evaluation of Tele2's environmental and social activities and governance practices (ESG), related risks and target setting as well as their implementation and effectiveness in the company,
- Oversight of security risks and their management, including cyber security,
- Review of the budget for 2025,
- Evaluation of the Board,
- Auditors' reports.

### Attendance of Board members

| Name | Board meetings | Audit Committee | Remuneration Committee |
|---|---|---|---|
| Number of meetings, including video and per capsulam meetings | 16 | 7 | 5 |
| Thomas Reynaud[2] | 11 | – | – |
| Georgi Ganev[1] | 5 | – | – |
| Jean Marc Harion[2] | 11 | – | 1 |
| Aude Durand[2] | 11 | 4 | – |
| Nicholas Högberg[2] | 11 | – | 2 |
| Lars-Åke Norling | 16 | 7 | 5 |
| Andrew Barron[1] | 5 | – | – |
| Eva Lindqvist | 15 | 7 | – |
| Stina Bergfors | 16 | – | 5 |
| Sam Kini | 15 | 7 | – |

[1] Board/Committee member until AGM 2024.
[2] Board/Committee member from AGM 2024.

The Board members are all compensated for their Board work in accordance with the resolution passed at the AGM. Details of compensation are shown in Note 30. In addition, Board members are reimbursed traveling expenses for Board work, according to submitted receipts. There is no outstanding share or share price related incentive program for the Board.

### Annual Evaluation of the Board

The Chairman of the Board ensures that an annual self-assessment of the Board's work is performed, where the Board members are given the opportunity to share their views on working methods, Board material, their own and other Board members' work, as well as the scope of their assignment. The assessment was performed in 2024.

The Board also receives reports from the Audit and Remuneration Committees and evaluates their work. The evaluation is presented to the Nomination Committee.

An assessment of the Audit Committee is also done annually to ensure fulfilment of the Committee's written charter. Input is collected from the Committee members themselves, selected members of Tele2 management and the external auditor.

# Committees and auditor

In order to carry out its work more effectively, the Board has appointed members for a Remuneration Committee and an Audit Committee with special tasks. These Committees are the Board's preparatory bodies and do not reduce the Board's overall and joint responsibility for the handling of the company and the decisions made.

Furthermore, where needed, the Board appoints members to form preparatory working groups on topics of special interest, such as a capital structure committee working with questions on shareholder remuneration and capital structure.

## Audit Committee

The Audit Committee has the primary task of assisting the Board in its supervision and review of the internal and external audit processes, and reviewing and ensuring the quality of the company's external financial reporting. Furthermore, the Audit Committee supervises the internal control functions of the company.

When performing its work, the Audit Committee is guided by a written charter and instructions that the Board has determined, as well as the provisions contained in the Code. The Board has delegated the following decision-making powers to the Audit Committee:

- The right to establish procedures for accounting, internal control and auditing,
- The right to determine the procedure for receiving and managing complaints received by the company with regard to accounting, internal control or audit issues.

At the statutory Board Meeting following the 2024 AGM, the Board re-appointed Eva Lindqvist as the Chairman of the Audit Committee, and Lars-Åke Norling, Sam Kini and Aude Durand as ordinary members. Tele2 meets the independence requirements of the Code vis-à-vis the Audit Committee, also mentioned in the Board member profiles in the Board of directors section.

The Audit Committee usually meets in connection with Board meetings or in order to review, assess and approve the release of the group's external financial results. The Audit Committee has met seven (7) times in 2024 – through a combination of per capsulam, video and in person (in Stockholm) participation. The President and CEO and the CFO together with the Head of Legal, Head of Internal Audit, Head of Financial Reporting and Operations, Head of Investor Relations and the company's external auditors were also present at the meetings, as required. Other management representing IT and Network, Sustainability and Security were also present in part or some of the meetings.

In 2024, the primary matters dealt with by the Audit Committee were the approval of financial reports, capital structure, crisis management, tax, reports from the external auditor, follow-up of internal audits and risk assessments, corporate responsibility, compliance, the process of electing new external auditors and information regarding significant financial and control projects. The Audit Committee, through its Chairman, also meets with the external auditor independently to exchange views regarding the company's accounting and control environment. The results of the Audit Committee's work in the form of observations, recommendations and proposed decisions and measures are reported regularly to the Board of Directors.

## Remuneration Committee

The Remuneration Committee's main work includes presenting recommendations to the Board regarding remuneration and terms of employment for executive management. These recommendations and guidelines regarding remuneration for executive management are also submitted to the President and CEO. The recommendations, including recommendations for long-term incentive programs, are submitted by the Board to the AGM for adoption.

Following their adoption at the AGM, the Board applies the remuneration guidelines.

When performing its work, the Remuneration Committee is guided by a written charter and instructions that the Board has determined.

The Board appoints the members and the Chairman of the Remuneration Committee. At the statutory Board meeting following the 2024 AGM, Lars-Åke Norling was appointed Chairman of the Remuneration Committee and Stina Bergfors, Jean Marc Harion and Nicholas Högberg were appointed member of the Committee. Following Jean Marc Harion´s appointment as CEO he stepped down as member of the Remuneration Committee and was replaced by Aude Durand.

During 2024, the Remuneration Committee held five (5) meetings.

Refer to Note 30 for information regarding remuneration to senior executives.

## Auditor

At the AGM 2024, the audit firm KPMG AB, Sweden, was elected as external auditor until the AGM 2025 in compliance with the proposal from the Nomination Committee. Tomas Gerhardsson is the auditor in charge. He is an authorised public accountant and partner at KPMG.

During 2024, KPMG performed a sustainability assurance assignment for Tele2 besides the ordinary audit assignments. These audit related services have been approved by the Audit Committee.

Refer to Note 31 for information regarding fee to the auditors.

# Internal control over financial reporting

The internal controls over Tele2's financial reporting aims to provide reasonable assurance of the reliability of internal and external financial reporting, and to ensure that external financial reporting is prepared in accordance with legislation, applicable accounting standards and other requirements for listed companies.

Tele2's system for internal controls and risk management is based on the "Internal Control – Integrated Framework" issued by the Committee of Sponsoring Organizations of the Treadway Commission, also referred to as "the COSO model". This section reproduces the key elements of Tele2's application of this model and how it assists the Board and the Leadership Team in providing assurance over the financial reporting as well as operational, compliance and strategic objectives.

## Control environment

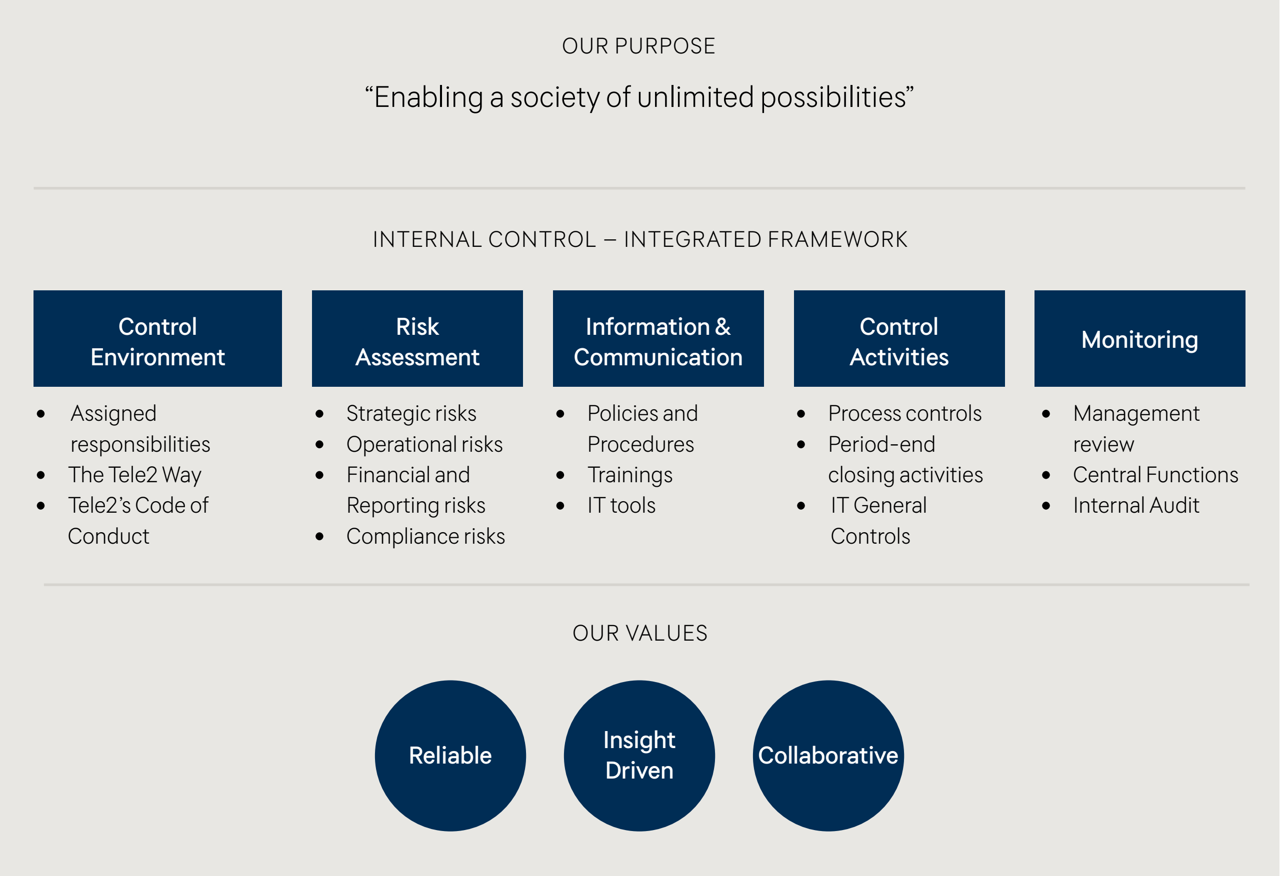
The Board of Directors bears overall responsibility for internal controls related to financial reporting. As a result, the Board has established a written work plan, "Work and delegation procedures for the Board of Directors of Tele2 AB", that clarifies its responsibilities and regulates the Board's and its committees' internal distribution of work. Furthermore, the Board has appointed an Audit Committee with a written charter, the primary task of which is to ensure that established principles for financial reporting and internal controls are adhered to and that appropriate relations are maintained with the company's auditors. Results of internal and external audits, which are reported to the Audit Committee, as well as management's reporting on risks and incidents forms the basis for the Board's evaluation of the internal controls over financial reporting.

## Responsibilities for maintaining Internal Control over Financial Reporting

The responsibility for maintaining an effective control environment and ongoing work on internal controls has been assigned to the President and Group CEO and documented in the "Instructions to the Managing Director of Tele2 AB". The President and Group CEO has, in turn, allocated responsibility for maintaining internal controls to the Tele2 Group Leadership team.

## Control environment, Tele2 values and the Tele2 Code of Conduct

The overall control environment in Tele2 (including that over its financial reporting) is much influenced by our common values which are reflected in all parts of our business, from trainings for new employees to developing corporate strategy. There are also control activities in place to ensure that the values are, not only known by employees and managers, but also that we act in accordance with them, i.e. that we "walk the talk". All employees are evaluated against these common values and managers are required to conduct training on "The Tele2 Way" in order to discuss and gain greater insight into the company's values and practices. Another key aspect of the overall control environment is the Executive Management's



enforcement of the Tele2 Code of Conduct and, as part of this, the four-eyes principle, which means that important decisions and contracts signed on behalf of Tele2 should always be made by at least two persons. The Code of Conduct is signed by all employees upon joining Tele2 and then reconfirmed annually. All employees are accountable for compliance with the code of conduct. When entering into a contractual arrangement with Tele2, suppliers and other business partners also need to give their assurance regarding compliance with Tele2's standards by signing Tele2's Business Partner Code of Conduct.

Also, our whistleblower process ensures that anyone working for or with Tele2 can report any wrongdoing. It also provides protection to any individual making a report of potential misconduct. We have implemented low-threshold possibilities for reporting any wrongdoing related to Tele2. Reporting can be done either anonymously, confidentially or openly and through different methods. Members of the Group Leadership Team and the Board (including the Audit Committee) are informed ad-hoc of ongoing or concluded investigations.

The Code of Conduct and detailed information on the whistleblower process is available on the company's intranet and on Tele2's corporate website www.tele2.com.

### Risk assessment

Tele2's operational risk management is integrated into the financial reporting and operational processes to ensure accountability, effectiveness, efficiency, business continuity and compliance with corporate governance, legal and other requirements. The line managers are inherently responsible for the risk identification and risk mitigation related to their respective market or corporate area for financial reporting and other operational processes. On top of this, Internal Audit performs a risk assessment which forms the basis for the annual internal audit plan. This risk assessment considers the fact that there is risk both from how we operate and from where we operate, as illustrated in the Tele2 Company risks.

Other inputs to this risk assessment and the internal audit plan include a financial impact assessment, time since and results of prior audits, known incidents and reporting issues, external risk benchmarks and the strategic risk assessment referred to in section "Enterprise risk management". The internal audit plan is reviewed and approved by the Board through the Audit Committee.

### Information and communication

Corporate policies and procedures are available for employees on the company's intranet or directly through the relevant central function. Manuals and guidelines of significance to financial reporting are regularly updated and continuously communicated to the employees concerned. Monthly closings follow a pre-defined

process and are preceded by monthly meetings with all senior finance managers. Feedback is also provided to the reporting subsidiaries regarding their financial reporting processes. The company management reports regularly to the Audit Committee and the Board according to established procedures.

Controls such as IT and access security, change management and monitoring of systems performance for IT systems supporting the financial reporting are of high importance for the internal controls over financial reporting. Requirements related to these areas are described in policies and standards and further reinforced through continous training. Compliance to these requirements are followed up on a continuous basis.

### Control activities

For Sweden, the President and CEO with his Group Leadership Team bear the responsibility for the implementation of control activities in compliance with central policies and governance documents, as well as for managing any further risks that they may identify.

The finance organisation led by the Group CFO has the specific responsibilities for ensuring correct and timely financial reporting through functions such as Financial Reporting and Operations, Business Control, Investor Relations and Treasury. This includes controls in the financial reporting processes as well as controls in other processes which could be expected to impact financial reporting. These controls comprise a mix of detailed controls at transaction level and analyses based on aggregated data.

For the Baltics, similar responsibility lies with the country CEOs and their line managements.

In conjunction with monthly consolidation and reporting to management, Financial Reporting and Operations also performs a review of the figures reported.

Other departments that are vital to maintaining a sound control environment are for example Corporate Affairs (consisting of Legal and Regulatory, Security, M&A), Procurement, Communications & Sustainability and People & Change (HR). Each of these departments are also responsible for maintaining internal control for the whole Tele2 Group by issuing group wide policies (including the group wide Code of Conduct), procedures, financial manuals etc. and following up on related issues.

The Audit Committee reviews every interim and annual report prior to publication. The company's financial reporting procedures are also evaluated regularly.

### Monitoring

Monitoring means ensuring that the control activities described and referred to in the previous section are appropriate and performed as intended. This follow-up is performed at various levels within the company.

#### Follow-up within the Swedish operations

The President and CEO with his Group Leadership team are responsible for follow up on controls and compliance with the company's policies and governance documents. Where needed, this is performed through reviews with the help of experts in the respective areas. For example, the Security organisation identifies risk of fraud and the Procurement department together with the Legal department follows up on the application of Tele2's Code of Conduct for business partners, and the controlling functions led by the Group CFO clarify and follow up on matters related to financial reporting.

#### Follow-up within the Baltics

The line managers in the markets follow up on controls in their respective areas with the help of their own staff.

In addition, compliance with the company's policies and governance documents are followed up by the functions based out of Sweden such as legal, security and finance (including financial reporting, clarification and adherence to the financial manual through regular interactions between finance teams of countries and the Financial Reporting and Operations team). In addition, there is the Baltics Supervisory Board Meeting with all local CEOs and CFOs, as well as Group CEO, Group CFO, EVP Corporate Affairs and EVP CTIO.

#### Follow-up assisted by Internal Audit

Independently of line responsibilities and without any limitation by area of responsibility, Internal Audit follows up compliance with Tele2's rules and control activities through the performance of internal audits and other activities. The internal audits naturally also take into account the risk of errors in the financial reporting and are intended to ensure compliance with policies, procedures and accounting standards, particularly when reviewing the account closing process. Significant risks and issues noted by Internal Audit are communicated to both the Audit Committee and to the relevant corporate functions for the purpose of not only correcting errors, but also enhancing or clarifying policies and other governance documents, and thereby reducing the risk of future errors.

# Risk management and internal controls over sustainability reporting

Tele2 has established internal controls for its sustainability reporting to support the reliability of both internal and external reporting. These controls are designed to ensure that sustainability data aligns with legal requirements, applicable standards, and other mandatory guidelines.

## Governance and oversight

The Board of Directors holds the ultimate responsibility for ensuring that the company's organisation is structured in such a manner that there are sufficient internal controls governing sustainability reporting. The Audit Committee plays a key role in this process by being a sub-committee to the Board of Directors and by assisting the board in fulfilling its financial and sustainability control responsibilities. The Audit Committee oversees the financial and sustainability reporting process, overseeing transparency and integrity. It monitors the Company's accounting policies, financial and sustainability statements, and external audit processes, providing advice or conducting investigations as needed to support effective operations and controls. The Audit Committee also oversees the Company's internal controls and risk management by evaluating key risks and control systems, and monitors the efficiency data recording, and compliance frameworks. It monitors the risks pertaining to system security, contingency planning and sustainability reporting. The Audit Committee regularly evaluates internal control effectiveness, informs the Board of findings, and recommends improvements. These findings include identified risks, compliance status, and recommended improvements to enhance sustainability reporting and overall governance. It reviews financial and sustainability statements for compliance, integrity, and critical accounting issues while incorporating regulatory updates and auditor insights. The Audit Committee oversees the annual reporting process, discusses key judgments with management and auditors, including interim and annual statements.

Operational accountability for the maintenance and implementation of these internal controls is entrusted to the Tele2 Group Leadership Team (GLT).

## Processes and systems

Tele2 has identified several risks related to sustainability reporting, which are outlined below. To address these risks, the company has implemented dedicated processes and systems to ensure accuracy, compliance, and transparency. Additionally, Tele2 continuously monitors these risks and takes mitigation actions as needed to enhance the reliability and effectiveness of its reporting.

Tele2 has identified data accuracy and reliability as a sustainability reporting related risk. To mitigate this risk, several actions have been implemented. Tele2 applies the "grandfather principle" to ensure the quality and reliability of sustainability data. Data is collected within a specialised sustainability reporting system. There are reporters for all measure points who are responsible for data collection and verification in each of Tele2s markets, followed by a secondary review by another reporter in that country.

Before finalising the data, the controller verifies the trustworthiness of the source and system, ensures quality assurance methods are applied, confirms that the data covers the entire reporting period and all relevant entities and analyses significant changes. Tele2's Head of Sustainability acts as the overall responsible for approving data in the system and is responsible for final approval for submitting data to Tele2 Group's sustainability report.

Tele2 has identified data completeness, integrity and estimation accuracy as a sustainability reporting related risk. To mitigate risks related to data completeness, integrity and estimation accuracy in sustainability reporting, several actions have been implemented. Tele2 has established clearly defined roles and responsibilities, supported by an adequate reporting system. Data validation is strengthened through the grandfather principle and additionally, standardised estimation models and well documented and traceable assumptions to enhance accuracy when required.

Tele2 has identified risks related to data completeness and estimation accuracy from actors in its value chain, for example in areas such as climate calculations . To mitigate this, Tele2 collaborates with value chain partners and leverages external expertise, including third-party benchmarking, to improve and validate data.

Continuous improvement is ensured through regular monitoring and risk assessments. These measures collectively enhance data reliability, promote transparency, and uphold the integrity of sustainability reporting processes.

Tele2 has identified risks related to compliance and regulatory risks related to sustainability reporting. To mitigate this, Tele2's sustainability department follows the latest regulatory updates and evaluates its impact on its sustainability reporting. Additionally, Tele2 leverages external expertise to ensure accuracy and completeness of its reporting.

Tele2 has identified risks related to reputational loss resulting from incorrect reporting, or making sustainability claims that are not based on correct information. To mitigate these risks, Tele2 employs internal control efforts to ensure the accuracy of the information published in the sustainability report. In addition to this, Tele2 uses common international frameworks, such as the European Sustainability Reporting Standard, and the Greenhouse Gas Protocol, for its sustainability reporting.

This systematic approach aims to make sustainability reporting at Tele2 reliable, thorough, and aligned with established principles and legal standards.

Further details regarding the Board's responsibilities for internal controls, including those related to financial and sustainability reporting, as well as the risk assessment approach and the risk prioritisation methodology, are available in the Board of Director's Report, section "Enterprise risk management" on page 32 and section "Internal control over financial reporting" on page 39-41.

# Board of directors

**Thomas Reynaud**

Chairman of the Board, elected in 2024

**Born**: 1973 | **Nationality:** French citizen

**Independence**: Independent in relation to the company and management but not in relation to the company's major shareholders

**Holdings in Tele2**: 256,000 B shares indirectly

**Committee work**: None

**Other current assignments**: CEO and Board member of iliad Group, Board member of Mozaïk Foundation, as well as a partner of several innovative ventures in the agri-food sector

**Previous assignments**: Board member of Millicom. Head of Business Development, Chief Financial Officer and Senior Vice-President of iliad Group

**Education**: Graduate of HEC business school and New York University

**Stina Bergfors**

Board member, elected in 2021

**Born**: 1972 | **Nationality**: Swedish citizen

**Independence**: Independent in relation to the company and management as well as in relation to the company's major shareholders

**Holdings in Tele2**: 2,900 B shares

**Committee work**: Member of the Remuneration Committee

**Other current assignments**: Board member of H&M and Handelsbanken.

**Previous assignments**: CEO for Google and YouTube in Sweden, Co-founder and CEO of United Screens, CEO of Carat Media Agency, Board member of Ingka Group Supervisory Board, TV4 and Budbee

**Education**: B.Sc. in Business and Economics and an honorary doctorate from Luleå University of Technology

**Aude Durand**

Board member, elected in 2024

**Born**: 1992 | **Nationality:** French citizen

**Independence**: Independent in relation to the company and management but not in relation to the company's major shareholders

**Holdings in Tele2**: Does not hold any shares or rights

**Committee work**: Member of the Audit Committee and the Remuneration Committee

**Other current assignments**: Deputy CEO of iliad Group, Chair of the Board of Scaleway and Free Pro as well as Board member of Monaco Télécom

**Previous assignments**: Board member of Millicom. Deputy CEO of iliad Holding, Chief of Staff to the CEO of Orange Wholesale & International Networks and held various positions within Orange's B2B division

**Education**: M.Sc. in Management Science & Engineering from the University of Stanford and graduated as an engineer from Ecole Polytechnique, France

**Jean Marc Harion**

CEO and board member, elected in 2024

**Born**: 1961 | **Nationality:** French citizen (Born in Belgium)

**Independence**: Dependent in relation to the company and management and in relation to the company's major shareholders (to be considered independent in relation to the company's major shareholders from 31 May 2025, when Jean Marc Harion's current advisor assignment with Play Poland terminates)

**Holdings in Tele2**: Does not hold any shares or rights

**Committee work**: None

**Other current assignments**: President and CEO of Tele2, and French Foreign Trade Advisor

**Previous assignments**: CEO of Play and UPC Polska, CEO of Orange Egypt, Mobistar in Belgium and Orange Dominicana (now Altice), VP Business Development Americas at Orange based in New York and founder of Computer Channel

**Education**: Master's degree from the Institut d'Etudes Politiques de Paris and Master's and post-graduate degree from the Université Libre de Bruxelles

**Nicholas Högberg**

Board member, elected in 2024

**Born**: 1974 | **Nationality:** Swedish citizen

**Independence**: Independent in relation to the company and management as well as in relation to the company's major shareholders

**Holdings in Tele2**: 1,500 B shares

**Committee work**: Member of the Remuneration Committee

**Other current assignments**: Board Member at Amanda AI and Canucci

**Previous assignments**: CEO and Deputy CEO of telecom operator 3 (Hi3G Access) and Chairman of the Board, Partner and CEO of Bannerflow

**Education**: Degree in Business Administration (Marketing & Management) from Stockholm University

**Sam Kini**

Board member, elected in 2021

**Born**: 1974 | **Nationality:** British citizen

**Independence**: Independent in relation to the company and management as well as in relation to the company's major shareholders

**Holdings in Tele2**: Does not hold any shares or rights

**Committee work**: Member of the Audit Committee

**Other current assignments**: Group CIO at Unilever

**Previous assignments**: Chief Data and Information Officer of easyJet Group, 20 years in IT-focused executive roles at Telenet Group, Virgin Media and Liberty Global

**Education**: BA in Administrative Management from the University of Lincoln

**Eva Lindqvist**

Board member, elected in 2018

**Born**: 1958 | **Nationality:** Swedish citizen

**Independence**: Independent in relation to the company and management as well as in relation to the company's major shareholders

**Holdings in Tele2**: 2,891 B shares

**Committee work**: Chairman of the Audit Committee

**Other current assignments**: Elected Member of the Royal Swedish Academy of Engineering Sciences, Member of the Board of CLS Holding plc

**Previous assignments**: Board member of Nordlo, Excillum, Keller Group plc, Nominet Ltd, Bodycote plc, Sweco, ACAST, Chip First, Tarsier Studios, Mr Green & Co, Kährs Holding, Com Hem Holding, Assa Abloy, Alimak Group and Caverion Oy. Senior Vice President of TeliaSonera's mobile operations, CEO of TeliaSonera International Carrier and senior positions at Ericsson

**Education**: M.Sc. Engineering Physics, MBA

**Lars-Åke Norling**

Board member, elected in 2018

**Born**: 1968 | **Nationality:** Swedish citizen

**Independence**: Independent in relation to the company and management as well as in relation to the company's major shareholders

**Holdings in Tele2**: 3,000 B shares

**Committee work**: Chairman of the Remuneration Committee and Member of the Audit Committee

**Other current assignments**: CEO of pan-Nordic banking group Nordnet, Board chair in Modular Finance Group AB

**Previous assignments**: Investment Director at Kinnevik with responsibility for the TMT sector, Board director of Millicom, CEO of Dtac and Digi, Executive Vice President of Developed Asia at Telenor, CEO of Telenor Sweden, CTO/COO of Bredbandsbolaget

**Education**: M.Sc. in Engineering Physics from Uppsala University, M.Sc. in Systems Engineering from Case Western Reserve University, MBA from University of Gothenburg

# Leadership team

**Jean Marc Harion**

President and CEO

Joined the company in 2024

Board member, elected in 2024

**Born**:1961

Jean Marc brings over 25 years of experience in leadership roles across telecom operators, including CEO positions at Play, UPC Polska, Orange Egypt, Mobistar (Belgium), and Orange Dominicana (now Altice). He has also served as VP of Business Development Americas for Orange, based in New York, and is the founder of Computer Channel.

**Education**: Master's degree from the Institut d'Etudes Politiques de Paris and Master's and post-graduate degree from the Université Libre de Bruxelles.

**Holdings in Tele2**[1]: Does not hold any shares or rights

**Petr Cermak**

Executive Vice President, Chief Commercial Officer

Joined the company in 2025

**Born**: 1979

Petr has extensive telecom experience and has throughout his career driven transformation and growth in competitive markets. He spent over three years at Telia, most recently as Group Chief Commercial and Strategy Officer, following his role as CEO of Telia Denmark. In addition, he has worked for Bain & Company and The Boston Consulting Group.

**Education**: MBA from Manchester Business School, Manchester, United Kingdom, MBA from China Europe International Business School and a Master of Science in Economics from Prague University of Economics, Prague, Czech Republic.

**Holdings in Tele2**[1]: Does not hold any shares or rights

**Stefan Trampus**

Executive Vice President, Tele2 B2B

Joined the company in 2018, joined the leadership team in 2021

**Born**: 1969

Stefan has experience from more than 30 years in the Swedish telecommunication industry, including senior roles such as Chief Sales Officer at Com Hem, Head of the B2B and Landlord business units at Com Hem and Head of Broadband Services at Telia Sweden. Stefan was also CEO of Tele2's subsidiary iTUX.

**Education**: Degree from IHM Business School, Sweden.

**Holdings in Tele2**[1]: 92,119 B shares

27,000 share rights (LTI 2022)

60,000 share rights (LTI 2023)

60,000 share rights (LTI 2024)

**Johan Gustafsson**

Executive Vice President, Communications & Sustainability

Joined the company in 2023

**Born**: 1986

Johan has worked with multiple different high profile brands in a variety of sectors and roles, including communications consultant at Prime Weber Shandwick, Head of Corporate Communications at TV4 and C More and recently Director of Policy and External Relations at Klarna.

**Education**: Master of Science in Marketing & Consumption from School of Business, Economics and Law at the University of Gothenburg, Sweden. Bachelor of Science, Marketing Program, Halmstad University, Sweden.

**Holdings in Tele2**[1]: 8,500 B shares

24,000 share rights (LTI 2023)

27,000 share rights (LTI 2024)

[1] Allocated share rights at grant date, before compensation for dividend and share issue.

**Torkel Sigurd**

Executive Vice President, Corporate Affairs

Joined the company in 2007, joined the leadership team in 2021

**Born**: 1975

Torkel has 20 years of experience within telecom and has been part of the Tele2 family for more than 17 years. He has had several senior positions with both strategic, operational, commercial and product related focus. He also headed Tele2's M&A unit during the company's international consolidation.

**Education**: Master of Science in Engineering Physics from KTH Royal Institute of Technology in Stockholm, Sweden. Bachelor of Science in Business Administration and Economics from Stockholm University, Sweden.

**Holdings in Tele2**[1]: 67,823 B shares

27,000 share rights (LTI 2022)

27,000 share rights (LTI 2023)

27,000 share rights (LTI 2024)

**Peter Landgren**

Executive Vice President, Group CFO

Joined the company in 2005, joined the leadership team in 2025

**Born**: 1979

Peter has more than 20 years of experience, primarily at Tele2, where he has held key roles including manager positions in the fields of financial reporting, controlling and investor relations. Previously, he worked as an auditor at Deloitte.

**Education**: Master of Science in Business and Economics from Uppsala University, Sweden

**Holdings in Tele2**[1]: 9,000 B shares

12,000 share rights (LTI 2022)

12,000 share rights (LTI 2023)

12,000 share rights (LTI 2024)

**Karin Wadström Sjöstedt**

Executive Vice President, Chief People Officer

Joined the company in 2023, joined the leadership team in 2025

**Born**: 1981

Karin has held several senior HR leadership roles within the telecom industry. Before joining Tele2, she spent over a decade at Telia. Earlier in her career, she worked as a Senior Consultant at Source Executive Recruitment.

**Education**: Degree from Uppsala University, Sweden.

**Holdings in Tele2**[1]: 4,000 B shares

4,000 share rights (LTI 2024)

**Ove Wik**

Executive Vice President, CTIO (acting)

Joined the company in 2021, joined the leadership team in 2024

**Born**: 1964

Ove has over 30 years of experience in the global telecommunications industry and has worked for several leading companies. Between 2015 and 2020, he was the Head of Digital Enablement at Veon Group in the Netherlands. He has also held roles such as Director of Business Transformation at Orange Switzerland and Vice President & COO at Yoigo. In addition, Ove spent over 20 years at TeliaSonera in various positions.

**Education**: Degree in telecommunications engineering, Falun, Sweden.

**Holdings in Tele2**[1]: 6,000 B shares

6,000 share rights (LTI 2022)

6,000 share rights (LTI 2023)

12,000 share rights (LTI 2024)

[1] Allocated share rights at grant date, before compensation for dividend and share issue.

# Sustainability statement

## Content

# General disclosures

## GENERAL BASIS FOR PREPARATION OF THE SUSTAINABILITY STATEMENT

### Frameworks and data selection

The sustainability statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG). As of financial year 2025, Tele2 is required to comply with the ESRS under the EU Corporate Sustainability Reporting Directive as implemented into the Swedish Annual Accounts Act. In preparation for these requirements, Tele2's reporting structure and contents have been updated to seek alignment with the ESRS.

The data points included within the Environmental (E), Social (S), and Governance (G) topics in this sustainability statement have been evaluated as material through the conducted double materiality assessment. For details on the scope limitations and methodology of the double materiality assessment, please refer to ESRS 2, section Double materiality assessment on page 68. All greenhouse gas data, including Scope 1, Scope 2, and Scope 3 emissions, are reported in accordance with the Greenhouse Gas Protocol.

### Consolidation

The data is consolidated according to the same principles as the financial statements. Thus, the consolidated quantitative ESG data comprises the parent company Tele2 and its subsidiaries. Tele2 does not have any subsidiaries that are excluded from individual or consolidated sustainability reporting pursuant to Articles 19a(9) or 29a(8) of Directive 2013/34/EU.

Consolidation of all quantitative ESG data follows these principles, unless otherwise specified in the accounting principles accompanying each reported data point within the Environmental, Social, and Governance sections.

### Restatement principles

For adjustments to financial figures, Tele2 adheres to the financial statements. Adjustments to ESG data are assessed on a case-by-case basis, based on whether a restatement is necessary or not. Any restatement and changes are disclosed in the E, S, and G sections below.

### Covering of Tele2's value chain

To map its value chain, Tele2 has followed the ESRS requirements and EFRAG's IG2 Value Chain guidelines. For details on the value chain elements that are material to Tele2, refer to the overview provided in ESRS 2, section Strategy, business model and value chain on page 54.

## DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

### Time horizons

In the sustainability statement, the applied time horizons are generally aligned with ESRS guidelines:

- Short-term: up to one year
- Medium-term: one to five years
- Long-term: more than five years

Exceptions include the climate resilience and scenario analysis, which use extended time-frames. For more details, please refer to E1, section Climate scenario analysis, on page 76. Tele2 uses extended timeframes for climate resilience and scenario analysis to address long-term climate impacts, align with policy targets, and support strategic resilience investments. This approach facilitates adaptability and sustainability while meeting stakeholder expectations.

### Value chain estimation

Tele2 has utilised estimations based on indirect sources, such as sector-average data and other proxies, when reporting data related to its upstream and downstream value chains.

Certain estimates are applied to data associated with Tele2's taxonomy KPIs, direct emissions (Scope 1), energy-related indirect emissions (Scope 2), and other indirect emissions (Scope 3), which leads to the involvement of measurement uncertainty. Please refer to the following sections for more information:

- E1 Climate Change: EU Taxonomy, E1-6

For details on value chain estimations, please refer to the relevant topics of this sustainability statement, which provide information on the application and calculation methods.

Tele2 is working to enhance data quality and expand the use of primary data. This includes conducting supplier surveys and implementing measures to regulate supplier contracts, striving for provision of primary data.

### Changes in preparation or presentation of sustainability information

Tele2 has re-evaluated "operational control" concerning its joint operation companies, resulting in adjustments across several categories. Further details can be found in E1 Climate Change on page 71 and S1 Own Workforce on page 101.

Corrections have also been applied to data from previous years, as a result of improved data quality or reporting errors in prior periods. Corrected data is clearly indicated in the respective topics.

General disclosures cont.

### Reporting errors in prior periods

During the disclosure for 2024, an earlier reporting error for refrigerant leakage was identified in the Estonian facilities. This error was corrected during the year. For more information please refer to E1, section Accounting principles E1.6, Scope 2 on page 82. A reporting error for breaches of customer privacy was also identified for Estonia for the 2023 disclosure. This was corrected during the year. For more information, please refer to S4 and the table "Entity-specific: Customer privacy" on page 123.

### Entity-specific disclosures

Tele2 has chosen to include measurement points that are not explicitly covered by the ESRS but are linked to the company's material impacts, risks, and opportunities. For further details on the entity-specific disclosures, please refer to the appendix, section Disclosure requirements and incorporation by reference, on page 130.

### External Assurance and Phase-In Provisions

KPMG has been engaged to validate the accuracy of sustainability data and adherence to ESRS requirements by providing limited assurance on the Sustainability Statement in its entirety. Details of the assurance scope and results are provided in the auditor's report on page 199.

Tele2 utilises phase-in provisions under ESRS 1 Appendix C, including E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities, E2-6 Anticipated financial effects from pollution-related risks and opportunities, E3-5 Anticipated financial effects from water and marine resources-related risks and opportunities, E5-6 Anticipated financial effects from resource use and circular economy-related risks and opportunities, and S1-12 Persons with disabilities.

## THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

Tele2's governance framework upholds accountability and oversight of sustainability impacts, risks, and opportunities. The Board of Directors holds ultimate accountability for aligning strategic objectives, including sustainability goals, with the company's broader vision and regulatory requirements. The Board's responsibilities include approving high-level sustainability targets and monitoring progress, with a focus on ensuring the necessary skills and expertise to oversee sustainability-related matters effectively.

The roles and responsibilities of the Board of Directors' Remuneration Committee are detailed in the Remuneration Committee Charter. The charter outlines the Remuneration Committee's sustainability-related roles and responsibilities, stating that the committee shall consider all aspects of remuneration and employment terms for the CEO and Executive Vice Presidents in the Group Leadership Team. It is also responsible for making recommendations to the Board regarding remuneration guidelines, incentive programs (including sustainability key-performance indicators), as well as the overall strategy and framework for this group of employees.

The roles and responsibilities of the Board of Directors' Audit Committee are outlined in the Audit Committee Charter. The charter defines the overall purpose and objective of the Audit Committee concerning sustainability, stating that the committee shall oversee the financial and sustainability reporting process and monitor the preparation of the company's financial and sustainability statements. The Audit Committee is also responsible for reviewing the effectiveness of the company's internal financial and sustainability control and risk management systems. Additionally, it oversees the process for monitoring compliance with laws, regulations impacting financial and sustainability reporting, the Code of Conduct, as well as the company's sustainability strategy, impacts, risks, opportunities, and overall progress.

Strategic oversight and operational implementation are delegated to various levels of management. The Group Leadership Team, led by the CEO, is tasked with operationalising the Board's strategies by setting measurable targets across the organisation. The Head of Sustainability oversees sustainability initiatives and ensures compliance with the European Sustainability Reporting Standards, while the Head of Internal Audit integrates sustainability risks and opportunities into the Enterprise Risk Management framework.

To manage material impacts, risks and opportunities, Tele2 applies structured controls and procedures across its operations. The company annually reviews its double materiality assessment to evaluate both impact materiality and financial materiality. This assessment is supported by a risk-scoring framework, where risks and opportunities are evaluated based on their likelihood, severity, and time horizon to ensure they are prioritized effectively. Additionally, Tele2 actively engages with stakeholders, including employees, suppliers, investors, regulators, and communities, to align its approach with external expectations.

Sustainability-related risks are fully integrated into the company's Enterprise Risk Management framework. These risks are included in the corporate risk register, ensuring that they are considered in enterprise-wide risk assessments. Climate risks are further analysed through scenario analysis aligned with the Task Force on Climate-related Financial Disclosures, providing insights that inform the company's business continuity planning.

Tele2 has also implemented sustainability-linked policies that guide its approach to managing impacts, risks and opportunities. These include the Code of Conduct, Environmental Policy, Business Partner Code of Conduct, and Climate Transition Plan. Compliance with these policies is monitored through various processes, detailed in the policy descriptions within the topic-specific sections. Quarterly reports are submitted to the Board for review. To track progress, the company measures key performance indicators related to greenhouse gas emissions reduction, circular economy initiatives, and social responsibility goals. Additionally, sustainability disclosures and reported data undergo limited assurance to ensure reliability and accuracy.

General disclosures cont.

The management of impacts, risks and opportunities is integrated into Tele2's internal functions. The risk management function embeds sustainability-related risks within broader enterprise risk mitigation strategies, while the procurement team enforces the Business Partner Code of Conduct, conducting audits to monitor compliance with sustainability standards. In the network teams, climate resilience is embedded in risk planning, and human resources provide employee engagement on sustainability-related risks and opportunities.

To maintain the effectiveness of these controls, Tele2 conducts annual reviews of its sustainability-related policies to ensure alignment with evolving regulatory and business requirements. Additionally, feedback from stakeholders and findings from external audits are continuously integrated into Tele2's risk controls and governance structures to ensure ongoing improvements.

Through this structured approach, Tele2 ensures that sustainability-related impacts, risks, and opportunities are effectively managed, monitored, and continuously improved. By embedding sustainability considerations into governance, risk management, and operational functions, the company reinforces its commitment to responsible business practices, regulatory compliance, and long-term value creation.

Below is a detailed overview of Tele2's governance structure for sustainability:

| Body/Role | Responsibilities | Reporting Lines | Skills/Expertise | Key Activities | Frequency of Reporting |
|---|---|---|---|---|---|
| **Board of Directors**<br>Specialised committees:<br>– Audit committee<br>– Remuneration committee | • Ultimate oversight of sustainability impacts, risks, and opportunities<br>• Approves strategic goals | Receives updates from Group Leadership Team and committees | • Climate risk management<br>• Diversity<br>• Ethical supply chain practices | • Approving high-level sustainability goals<br>• Overseeing net-zero strategy<br>• Supply chain governance | Quarterly and annually |
| **Group Leadership Team** | • Implements Board strategies<br>• Sets measurable sustainability targets | Led by Chief Executive Officer, reports to the Board | • Strategy implementation<br>• Sustainability performance management | • Translating Board goals into actionable plans<br>• Monitoring operational performance | Quarterly |
| **Executive Vice President Communications & Sustainability** | • Bridges sustainability initiatives between Head of Sustainability and Board | Part of Group Leadership Team; escalates key issues to the Board | • Communication strategies<br>• Stakeholder engagement | • Consolidating progress and material issues<br>• Escalating critical risks to the Board | Quarterly |
| **Head of Sustainability** | • Leads sustainability initiatives<br>• Ensures compliance with ESRS and other regulations | Reports to Executive Vice President Communications & Sustainability | • Sustainability regulations<br>• Materiality assessments | • Developing sustainability KPIs<br>• Monitoring regulatory compliance<br>• Identifying and mitigating sustainability risks | Monthly progress updates to Group Leadership Team |
| **Head of Internal Audit** | • Manages enterprise risk management framework | Reports to Board and Audit Committee | • Materiality assessments | • Conducting audits to validate adherence | Quarterly |

General disclosures cont.

### Reporting and Accountability Mechanisms

Tele2 has established adequate reporting and accountability frameworks to allow transparency. The Head of Sustainability reports directly to the EVP Communications & Sustainability, who escalates key issues to the Board and its subcommittees. Operational teams report progress to functional heads, who consolidate updates for the GLT. This structured delegation and reporting system aims to facilitate seamless communication across governance bodies and timely interventions when critical risks or deviations from set targets are identified.

The Board receives quarterly updates on key performance indicators (KPIs) and risk assessments, while critical issues are escalated for immediate action. Specialized committees, such as the Audit Committee and the Remuneration Committee, further enhance governance by linking sustainability targets to financial and non-financial risks and executive incentives, respectively.

### Integration of Expertise and Policies

Tele2 strives to equip its governance bodies with the necessary skills to address material sustainability-related impacts, risks and opportunities. Several board members have prior experience in industries with relevant sustainability considerations, such as telecommunications and technology. Moreover, board members possess expertise in climate risk management, diversity and inclusion, and ethical supply chain practices, with additional support from external consultants and advisors for specialized issues like CSRD compliance and climate-related risks. Additionally, general expertise from Tele2's sustainability team is readily accessible, along with specific expertise regarding impacts, risks, and opportunities. For further details on updates and sustainability-related information aimed at developing sustainability expertise within Tele2's administrative, management, and supervisory bodies, please refer to ESRS 2, section Information provided to and sustainability matters addressed by the company's administrative, management, and supervisory bodies on the pages below.

Key policies such as the Code of Conduct, Supplier Code of Conduct, and Whistleblower Policy establish ethical guidelines and provide a framework for responsible operations. The Enterprise Risk Management system supports the consistent identification and mitigation of sustainability risks, with internal compliance and audit teams monitoring adherence to objectives and validating data and processes.

As of December 31st, the Group Leadership Team consisted of 60% men and 40% women. Employees and other workers are not represented within the administrative, management and supervisory bodies of Tele2. For comprehensive details about Tele2's current administrative, management, and supervisory bodies, including their composition, experience, independence, and whether they serve as executive or non-executive members, please refer to the Board of Director's report, pages 37-38 and 43-46.

## RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

Tele2 has implemented internal controls to ensure the reliability of its sustainability reporting, aligning data with legal requirements, standards, and mandatory guidelines.

The Board of Directors holds ultimate responsibility for ensuring sufficient internal controls over sustainability reporting. The Audit Committee supports this by overseeing financial and sustainability reporting, ensuring transparency, and monitoring accounting policies, statements, and external audits. It evaluates key risks, internal controls, and compliance frameworks, including system security and contingency planning. Regular assessments inform the Board of findings and recommended improvements. The committee also reviews financial and sustainability statements for compliance and integrity, incorporating regulatory updates and auditor insights. Operational accountability for maintaining and implementing these controls lies with the Tele2 Group Leadership Team (GLT).

Tele2 has identified several key risks related to sustainability reporting, including data accuracy and reliability, data completeness and estimation accuracy, compliance with regulations, and reputational risks. To mitigate these, the company has implemented structured processes and systems to ensure transparency, accuracy, and compliance.

To address data accuracy and reliability risks, Tele2 applies the "grandfather principle," ensuring multiple levels of data verification within a specialized sustainability reporting system. Each market has designated reporters responsible for data collection and review, with a final approval process overseen by the Head of Sustainability.

For data completeness and estimation accuracy, Tele2 has defined clear roles and responsibilities, strengthened validation processes, and standardized estimation models. Risks from value chain data, such as climate calculations, are managed through collaboration with partners, third-party benchmarking, and continuous monitoring.

To mitigate compliance risks, Tele2's sustainability department closely monitors regulatory updates and engages external expertise to ensure adherence to reporting standards. Reputational risks associated with incorrect reporting or unverified sustainability claims are addressed through internal controls and alignment with international frameworks, including the European Sustainability Reporting Standard and the Greenhouse Gas Protocol. Through these measures, Tele2 enhances the integrity and reliability of its sustainability reporting.

For more information on Tele2's risk management and internal controls over sustainability reporting please refer to the Board of Director's report on page 42.

General disclosures cont.

## INFORMATION PROVIDED TO AND SUSTAINABILITY MATTERS ADDRESSED BY THE COMPANY'S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

The Board of Directors plays a key role in shaping Tele2's sustainability strategy. As part of its annual review process, the sustainability strategy is presented, discussed, and evaluated to ensure alignment with the company's overall goals and regulatory requirements. The Board provides feedback to refine the strategy and ultimately approves it, demonstrating its commitment to integrating sustainability into Tele2's core business strategy and signaling that sustainability is a top priority at the highest governance level.

The implementation of the sustainability strategy is delegated to Tele2 Group Leadership Team, with the Board closely monitoring progress to maintain accountability. The Audit Committee of the Board regularly discusses sustainability-related topics, emphasising governance and risk management's importance in driving sustainability outcomes. The frequency and structure of updates provided to the Board, the Audit Committee, and the Group Leadership Team are outlined in the table below:

| Governance Body | Frequency of Updates | 2024 Meetings | Information Provided | Primary Topics Discussed | Material Impacts, Risks and Opportunities (IROs) Discussed | Actions Taken |
|---|---|---|---|---|---|---|
| **Board of Directors** | At least annually | 4 | • Written updates<br>• Presentations<br>• External auditor insights from KPMG | • Climate transition plan<br>• Energy sourcing<br>• Circular economy<br>• Diversity and inclusion<br>• Data privacy<br>• Supplier due diligence | • GHG emissions from supply chain<br>• Energy consumption<br>• Increase in energy prices<br>• Energy efficiency enablement<br>• Resource depletion<br>• Value through circular economy initiatives<br>• Empower workforce through inclusion and development<br>• Potential inequality and discrimination<br>• Supply chain compliance<br>• The right to privacy<br>• Child safety and well-being<br>• Industry-leading within online-safety for children | • Approved climate transition plan<br>• Investments in renewable energy<br>• Updated Business Partner Code of Conduct<br>• KPIs for diversity in leadership |
| **Audit Committee** | Bi-annually | 2 | • Performance dashboards<br>• Written updates<br>• Detailed presentations | • Sustainability governance and compliance<br>• Risk assessments<br>• Progress on ESG metrics | | • Conducted annual review of sustain-ability metrics and targets<br>• Reviewed internal controls for ESG data accuracy |
| **Group Leadership Team** | Quarterly | 6 | • Written updates and presentations from sustainability team<br>• Including double materiality insights and stakeholder feedback | • Environmental management system<br>• Water<br>• Biodiversity<br>• Circular economy<br>• Employee engagement | • In addition to the IROs discussed by the Board:<br>• Supplier cooperation<br>• Failure to meet sustainability targets<br>• Weakening/ strengthening market position<br>• Water abstraction<br>• Waste management<br>• Workforce stress and work-life balance<br>• Workforce well-being and safety<br>• Workforce management<br>• Labour exploitation<br>• Human rights and inclusion<br>• Human Rights Violations and Exploitation in the Supply Chain<br>• Digital trust and integrity<br>• Insufficient child online protection<br>• Social inclusion of consumers/end-users<br>• Accessible connectivity growth<br>• Lack of ethical business conduct<br>• Whistleblower protection<br>• Proactive improvement through whistleblower engagement<br>• Political engagement<br>• Corruption and bribery | • Monitored progress on sustainability-related policies and targets<br>• Implemented lead-ership and employee development initia-tives based on survey feedback |

General disclosures cont.

### Governance body engagements

The Board of Directors and its committees ensure sustainability-related impacts, risks, and opportunities are integrated into the company's strategic planning and decision-making processes, including decisions on major transactions. This includes assessing potential trade-offs between financial performance and sustainability objectives to ensure balanced and responsible business decisions. These governance practices reflect Tele2's ambition to lead in sustainability as part of its broader mission to be a leading telco in the Nordic and Baltic region. For example, sustainability considerations were critical in the approval of Tele2's long-term strategy, which includes achieving net-zero emissions by 2035 and integrating circular economy offerings for customers.

During meetings, the Board and its committees address material sustainability topics, as identified through the company's materiality assessment and stakeholder engagement processes. In 2024, these discussions included:

Climate Change and Carbon Emissions: The Board approved the climate transition plan and monitored progress on Scope 1, 2, and 3 emission reductions. Actions included advancing the transition to electric vehicles and engaging suppliers on Scope 3 emissions.

Supply Chain Human Rights Risks: The Board approved an updated Business Partner Code of Conduct and a revised Human Rights and Due Diligence Policy. These updates were informed by a human rights impact assessment, emphasizing climate-related supplier requirements and enhanced supplier due diligence frameworks.

Diversity and Inclusion: The Board discussed the company's diversity and inclusion strategy, approving new KPIs for gender diversity in leadership roles and reviewing progress against existing targets. Initiatives included training employees on inclusion and diversity topics.

Data Privacy and Cybersecurity: The Board reviewed updates to the company's privacy framework, ensuring compliance with new regulations such as the EU's Digital Services Act. Actions included rolling out training programs on data privacy compliance.

These discussions and decisions demonstrate the Board's role in ensuring alignment between sustainability and long-term business objectives while mitigating risks and addressing material impacts. For example, the Board considered trade-offs, such as the increased cost of renewable energy procurement against the long-term benefits of reduced emissions, when making key decisions.

Information shared with the Board and committees is prepared by the Executive Vice President Communications & Sustainability, the Head of Sustainability, and the sustainability team. This structure strives to make governance processes transparent, informed, and aligned with Tele2's sustainability goals.

By embedding sustainability considerations into governance, strategy, and risk management, Tele2 strives to have material issues comprehensively addressed at the highest levels. This commitment to transparency and accountability is integral to the company's long-term success and resilience.

### INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

Tele2's executive compensation framework integrates both short-term and long-term incentive schemes to align leadership performance with the company's strategic objectives, including sustainability goals.

The long-term incentive scheme, available to senior executives and selected key employees, incorporates the CDP score as a performance criterion. CDP is an independent global non-profit that runs the world's most comprehensive environmental disclosure system. The CDP score is assessed annually for the years 2024, 2025, and 2026. The score determines performance achievement levels, with an "A" score corresponding to 100% achievement, "-A" to 75%, and "B" to 50%. Scores below "B" result in 0% achievement. A weighted average of the scores across the three years determines the outcome of performance shares to vest. If the score "B" is achieved in at least one year, 16.67% of the performance rights vest, while an "A" score for all three years results in 100% vesting.

Short-term incentive schemes for managers also include sustainability goals, which account for 5% of the total weighting. These metrics focus on diversity and inclusion (3%) and CO2 emission reductions (2%), alongside financial goals (80%) and business impact/individual goals (15%). This structure intends to have a balanced approach, linking executive rewards to both financial and sustainability priorities.

The Remuneration Committee at Tele2 oversees the design, approval, and review of these incentive schemes. The committee strives to have the performance criteria aligned with Tele2's broader sustainability strategy, consulting relevant internal teams and external benchmarks where necessary. The Board of Directors monitors the committee's work, ensuring a consistent connection between sustainability targets and executive rewards. Both the long-term and short-term incentive schemes are subject to approval by the Annual General Meeting, allowing shareholders to evaluate and approve the proposed structures.

The Board, Remuneration Committee, and relevant stakeholders collaborate to review progress toward sustainability goals linked to the incentive schemes. For example, during the reporting period, progress on the CDP score, $CO_2$ reductions, and diversity and inclusion initiatives were reviewed. These reviews aim to keep the criteria relevant and aligned with Tele2's material sustainability risks and opportunities, as identified through its double materiality assessment.

Further details on the incentive schemes, including their alignment with Tele2's strategy, are available in the Remuneration Report on page 139.

General disclosures cont.

## STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Tele2 operates with a structured and comprehensive value chain designed to deliver telecommunication services while addressing sustainability impacts, risks, and opportunities. The value chain encompasses upstream, internal operations, and downstream activities, with each segment involving specific stakeholders and processes essential to Tele2's business model and sustainability strategy. Tele2 operates within the following ESRS sector group and related sectors:

- Sector Group: Technology
- Sectors: Information Technology (TIT), Media and Communication (TMC)

### The value chain can be divided into three key segments:

**Upstream**

This segment includes sourcing raw materials, manufacturing products and components, distributing and packaging materials, network deployment, renting masts, and operating call centers. Key stakeholders involved in the upstream segment include workers in the value chain, suppliers, subcontractors, consultants, governments, and local communities. Supporting activities, such as cybersecurity management, legal compliance, and vendor management, ensure that upstream operations align with Tele2's goals for sustainability and ethical business practices.

**Own operations**

Tele2's internal operations primarily focus on fixed and mobile connectivity, entertainment services, data network services, digital solutions, mobile services, and performing core supporting activities, such as marketing and customer service. Employees, as primary stakeholders, along with shareholders, investors, and governmental agencies, play a crucial role in driving operational success and advancing sustainability initiatives.

**Downstream**

The downstream segment includes sales and transportation of products, sales of telecommunication services to B2B and B2C customers, maintenance and operation of data center technology , installation services, and waste treatment, refurbishment, or recirculation of hardware. Customers, suppliers, partners, and subcontractors play a critical role in these downstream processes.

Tele2's business model is built on a strong commitment to ethical and sustainable practices in all aspects of its operations, ensuring that raw materials, energy, network equipment, and human capital are acquired and managed responsibly. To secure these inputs sustainably, Tele2 collaborates with certified suppliers adhering to the Business Partner Code of Conduct. The company prioritises resource efficiency and circular economy initiatives and has established contracts with renewable energy providers to support its decarbonisation goals.

Supply chain risks, such as component shortages, are mitigated through diversified sourcing strategies and close collaboration with key partners.

The outputs of Tele2's value chain and main products include telecommunication services, broadband internet, IoT solutions, and mobile devices, and provide considerable benefits for customers, investors, and other stakeholders. These offerings cater to B2B and B2C customers across various markets. The company's core markets include Sweden and the Baltics (Latvia, Lithuania, Estonia), where it provides a wide range of products and services, including mobile connectivity, broadband internet, and IoT solutions, as mentioned above.

### Stakeholders and sustainability considerations

Tele2 focuses on a diverse range of stakeholders across the value chain in relation to sustainability-related targets and initiatives, including:

- Consumers (B2C): The company offers customer hardware take-back programs, which aim to increase the return rate of used devices for repair, reuse, or recycling.
- Business Customers (B2B): Tele2 supports enterprises with tailored sustainability-focused solutions, including IoT-based energy efficiency tools, unified communication platforms, and the Climate Impact Tool for tracking carbon footprints.
- NGOs and Communities: Partnerships with NGOs promote digital inclusion and enhance online safety, addressing societal challenges such as the digital divide.

Through regular stakeholder engagement, Tele2 identifies opportunities to address sustainability challenges and align its strategy with societal expectations.

- In the upstream segment, Tele2 prioritises sustainable sourcing of materials, compliance with environmental standards, and fair labour practices. Efforts to improve circularity in this segment include collaborating with suppliers to reduce carbon emissions and increase the use of recycled materials.
- Downstream, Tele2 focuses on waste treatment, refurbishment, and recirculation of hardware to minimise the environmental footprint of its products. The company also works with customers to encourage participation in take-back programs, enhancing the circularity of electronic devices.

### Strategy and future goals

Tele2's sustainability-related targets extend across significant product and service categories, key customer segments, and geographical areas. Specifically, Tele2 has set ambitious targets and has integrated sustainability into offerings including energy-efficient mobile networks, IoT solutions for resource optimization, and circular economy initiatives such as device refurbishment programs. The efforts are tailored to both B2B and B2C customers, providing digital inclusion programs and environmentally conscious service options, focusing on the key markets Sweden and the Baltics.

General disclosures cont.

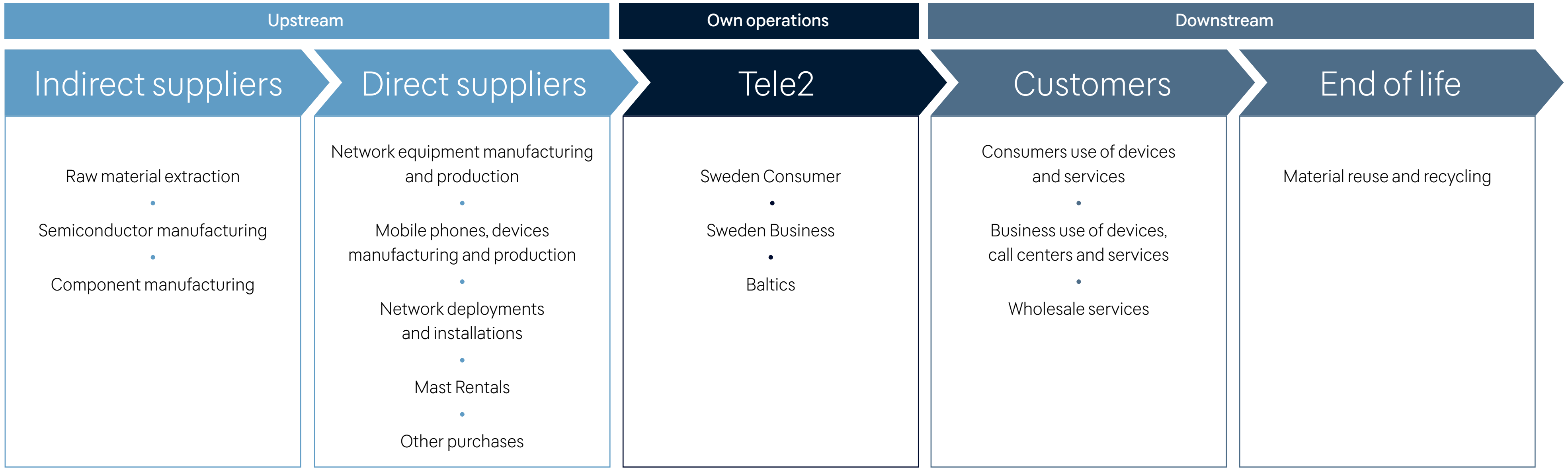
Tele2's strategy prioritises the integration of sustainability across its value chain. Key goals include achieving 100% circularity of network equipment by 2025 and expanding take-back and recycling programs as well as achieve net-zero emissions in its own operations and value chain by 2035. The main challenges ahead include addressing supply chain emissions, scaling refurbishment programs, and maintaining compliance with evolving regulatory standards.

Material actual impacts or material potential negative impacts derive from the described offerings and related business actions of Tele2 and are therefore seen as significant. Tele2 generates revenue primarily from the telecommunication sector, with contributions from B2B and B2C sales, IoT services, and data center operations. For more information regarding the revenue breakdown by business sector, please refer to the financial statement, Note 3 on page 163. For more information regarding Tele2's overall strategy please refer to the Board of Directors report on pages 7-11. For more information regarding Tele2's headcount by country, please refer to S1, section Metrics on page 107.

**Value chain overview**

To map its value chain, Tele2 has followed the ESRS requirements and EFRAG's IG2 Value Chain guidelines. Excluding the value chain and its stakeholders would hinder Tele2 from presenting an accurate depiction of its sustainability impact. Thus, Tele2 has consistently engaged with and considered the actors within its value chain, both upstream, in its own operations and downstream.

All activities in Tele2s value chain have been mapped to identify material activities and those with the most significant sustainability impacts. For details on the value chain elements that are material to Tele2, please refer to ESRS 2, section Material impacts, risks and opportunities, on page 57.



General disclosures cont.

## INTERESTS AND VIEWS OF STAKEHOLDERS

Tele2 is committed to fostering a transparent and inclusive stakeholder engagement process that prioritises the views, interests, and concerns of its diverse stakeholder groups. Guided by principles of openness, accountability, and integrity, Tele2's stakeholder engagement framework aligns with internationally recognised standards, such as the United Nations Guiding Principles on Business and Human Rights and the European Sustainability Reporting Standards.

Tele2's stakeholder approach emphasises ongoing dialogue with stakeholders to identify their positions, expectations, and concerns regarding the company's sustainability-related impacts. This dialogue is facilitated through structured mechanisms, including interviews with key stakeholders, surveys, and regular feedback channels. These methods allow Tele2 to capture the diverse interests of its stakeholders and integrate these insights into its corporate strategy, sustainability efforts, and risk management processes.

Tele2 aims to regularly communicate stakeholder views to governance bodies, including the Board of Directors and the Audit Committee. Periodic updates on grievance mechanisms, such as whistleblowing channels, and presentations on materiality assessment findings allow stakeholder concerns being incorporated into decision-making.

| Stakeholder group | Interests and views | Engagement methods | Purpose of engagement | Examples of outcomes |
|---|---|---|---|---|
| **Customers (B2B & B2C)** | • Reliable connectivity<br>• Competitive pricing<br>• Sustainable products and services<br>• Protecting children online<br>• Data protection and integrity | • Surveys<br>• Customer feedback mechanisms<br>• Direct consultations | • Align offerings with customer needs<br>• Enhance satisfaction<br>• Co-create sustainability solutions | • Developed Climate Impact Tool<br>• Improved 5G services<br>• Cooperations with NGOs for child online safety<br>• IoT solutions tailored to business needs |
| **Employees** | • Diversity and inclusion<br>• Career growth<br>• Psychological safety<br>• Mental health<br>• Sustainability contribution | • MyVoice surveys<br>• Diversity, equity and inclusion initiatives<br>• Training programs<br>• Internal communications<br>• CEO-led all-hands meetings | • Foster engagement<br>• Align employee development with company goals<br>• Ensure psychological safety | • Expanded diversity, equity and inclusion initiatives<br>• MyVoice results integrated into strategy and action plans |
| **Shareholders & investors** | • Strong financial performance<br>• High ESG performance<br>• Transparency in reporting<br>• Governance practices | • Investor meetings<br>• Presentations<br>• ESG reporting on EU Taxonomy and ESRS | • Build investor confidence<br>• Demonstrate leadership in ESG<br>• Ensure alignment with investment priorities | • Maintained MSCI AAA rating<br>• Received top-tier CDP score<br>• Launched EU Taxonomy-aligned initiatives |
| **Regulatory authorities** | • Compliance with laws and regulations<br>• Environmental laws<br>• Industry regulations | • Regular dialogue<br>• Compliance mechanisms<br>• Participation in industry standard updates | • Ensure adherence to regulations<br>• Reduce compliance risks<br>• Stay proactive in addressing new regulatory developments | • Risk management processes in place to mitigate risks of non-compliance<br>• Annual privacy audits |
| **Suppliers & partners** | • Sustainability in operations<br>• Adherence to ethical standards<br>• Transparency in supply chains | • Supplier audits<br>• Business Partner Code of Conduct<br>• Continuous supplier evaluations | • Ensure supplier alignment with sustainability and ethical practices<br>• Foster collaborative supply chain management | • Strengthened supplier audits<br>• Circular economy initiatives for hardware<br>• Supplier engagement on climate ambition |
| **NGOs & local communities** | • Digital inclusion<br>• Child safety<br>• Addressing societal challenges | • Partnerships (e.g., ECPAT, Prince Couple's Foundation)<br>• Community projects<br>• Consultations | • Enhance digital safety<br>• Reduce the digital divide<br>• Create positive social impact | • Expanded digital inclusion programs<br>• Developed tools for child online safety |

General disclosures cont.

## MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

The identification of material topics to be reported on has followed the guidelines of the ESRS standard and EFRAGs IG1, the implementation guidance for materiality assessment. Based on the double materiality assessment, Tele2 has identified and assessed material impacts, risks and opportunities across its upstream and downstream value chain and in its own operations.

### Material sustainability-related impacts, risks, and opportunities

Based on the double materiality assessment, Tele2 has identified and assessed material impacts, risks and opportunities across its upstream and downstream value chain and in its own operations.
Materiality was identified within the following topics:

- E1 Climate change
- E2 Pollution
- E3 Water and marine resources
- E5 Resource use and circular economy
- S1 Own workforce
- S2 Workers in the value chain
- S4 Consumers and end-users
- G1 Business conduct

In the environmental domain, the company's supply chain contributes significantly to greenhouse gas emissions and resource depletion, with high reliance on virgin materials for mobile devices and network infrastructure. Additionally, waste generation and non-renewable energy consumption present further environmental challenges. Rising energy prices pose a financial risk, while circular economy initiatives and energy efficiency solutions offer opportunities for cost savings and competitive advantage.

From a social perspective, risks related to labour exploitation, discrimination, and unsafe working conditions in the supply chain remain a concern. Internally, gender imbalances and workforce wellbeing are identified as areas requiring attention. In the consumer space, digital trust, data privacy risks, and online safety for children are critical challenges. However, inclusive connectivity solutions and responsible digital services provide growth opportunities.

From a governance perspective, corruption, unethical business practices, and non-compliance with evolving regulations present reputational and financial risks. Ensuring whistleblower protection and ethical corporate culture remains a priority, while transparent governance and compliance leadership strengthen market position and investor confidence.

Overall, while Tele2 faces significant sustainability risks throughout its value chain, opportunities exist in climate action, circular economy, social inclusion, and responsible innovation, reinforcing the company's role as a sustainability leader.

No resilience analysis was conducted in 2024, but Tele2 will evaluate conducting such an analysis in 2025.

The tables below present the sustainability-related impacts, risks and opportunities that Tele2 has identified and evaluated as material through its double materiality analysis. The tables provide an overview of each material ESRS topic, specifying the relevant sub-topics associated with the material impacts, risks, and opportunities.

The time-frame applied for assessing potential impact likelihood includes more than five years for low likelihood, once every one to five years for medium likelihood, and up to one year for high likelihood. More details on the assessment of likelihood can be found in the section Double materiality assessment on page 69.

Additionally, the tables specify whether the identified impacts, risks, and opportunities occur within Tele2's own operations or across the value chain. The upstream value chain includes stakeholders such as direct and indirect suppliers, workers in the value chain, governments, and consultants. It covers activities such as sourcing raw materials, manufacturing products and components, deploying network infrastructure, leasing masts, and operating call centers. The downstream value chain involves stakeholders such as B2B and B2C customers, suppliers, partners, and subcontractors. Activities within the downstream value chain include the sales and transportation of products, the provision of telecommunication services to both B2B and B2C customers, the maintenance and operation of data center technology, installation services, and the waste treatment, refurbishment, or recirculation of hardware. Own operations primarily involve employees as key stakeholders, along with shareholders, investors, and industry organizations. Activities within own operations include product packaging, data center operations, both fixed and mobile network operations, as well as supporting functions such as HR management, customer service and support, business strategy, and operations.

It is also specified whether the impacts are positive or negative, actual or potential, along with the severity of the identified impacts, risks, and opportunities, followed by a description of these. The severity of impacts, risks, and opportunities in Tele2's value chain was assessed based on three key factors: scale (magnitude of impact), scope (extent of affected stakeholders or resources), and remediability (how easily the impact can be reversed or mitigated).

General disclosures cont.

# Environment

## E1 Climate Change: Climate Change Mitigation

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity | | | Description |
|---|---|---|---|---|---|
| | | Upstream | Own Operations | Downstream | |
| Negative Impact (actual) | GHG Emissions from supply chain | ● | | ● | Tele2's supply chain significantly contributes to its greenhouse gas emissions, particularly from energy-intensive processes in technology manufacturing and network infrastructure production. Additionally, the use of sold goods by customers contributes to emissions, as devices and services rely on energy consumption. To mitigate this impact, Tele2 enforces its Business Partner Code of Conduct, requiring suppliers to meet sustainability standards, and integrates circular economy practices like recycling and refurbishing equipment. Despite these efforts, supply chain activities remain a source of environmental impact that Tele2 continues to address through collaboration with suppliers and ambitious climate targets. |
| Positive Impact | Supplier cooperation | ● | | | Tele2 actively contributes to climate change mitigation by fostering close cooperation with its suppliers to reduce environmental impacts and promote sustainable practices. The company evaluates the climate targets of its largest suppliers and engages in dialogue to ensure alignment with Tele2's science-based targets. By encouraging suppliers to adopt lower-emission production processes and integrate sustainability into their operations, Tele2 drives positive change across its value chain. |
| Risk | Failure to meet sustainability targets | | ● | | Tele2 has issued a Sustainability-Linked Bond tied to specific sustainability targets. Failure to achieve these targets by the end of 2026 would trigger a financial penalty, resulting in the repayment of the bond's nominal amount plus an additional 1%, equating to SEK 16 million. This structure underscores Tele2's commitment to its sustainability goals while aligning financial performance with environmental and social impact. |
| | Weakening market position | | ● | | Through strong commitment to sustainability and ambitious climate goals, Tele2 is considered a leader in climate change mitigation, a position vital for attracting employees, customers and investors. Losing this leadership could result in reputational damage, reduced investor confidence, and customer attrition. To safeguard its standing, Tele2 actively addresses misalignments between its climate stance and that of its membership associations, ensuring consistent and credible sustainability efforts. |
| Opportunity | Strengthening market position | | ● | | Tele2 strengthens its market position by attracting environmentally conscious employees, customers and investors. The company supports climate-focused regulations, seeing the low-carbon transition as a driver of innovation and business value. Through sustainable practices, Tele2 positions itself as a leader in creating value while addressing climate goals. |

General disclosures cont.

## E1 Climate Change: Energy

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity | | | Description |
|---|---|---|---|---|---|
| | | Upstream | Own Operations | Downstream | |
| Negative Impact (actual) | Energy consumption | ● | ● | ● | Tele2 faces significant environmental challenges across its value chain due to the reliance on non-renewable energy. In its upstream value chain, energy-intensive processes, such as technology manufacturing and network infrastructure production, contribute to high greenhouse gas emissions, conflicting with the company's broader climate goals despite efforts to mitigate these impacts through supplier engagement and science-based targets. Similarly, non-renewable energy use by customers in Tele2's downstream value chain exacerbates greenhouse gas emissions, further misaligning the overall value chain with sustainability objectives. Within its own operations, energy consumption for electricity, heating, and cooling in offices, data centers, networks, servers, and stores represents an environmental impact. However, Tele2 mitigates this through the use of 100% renewable electricity, demonstrating leadership in reducing its operational carbon footprint while emphasising the need for collective action to address fossil fuel dependency across all levels of the value chain. |
| Risk | Increase in energy prices | | ● | | The significant increase in energy prices in the past years poses a notable financial risk to Tele2. Projected continued increases and fluctuations in energy costs are likely to impact the company's balance sheet, as energy is a critical component of its operations. Managing this volatility is essential to mitigate potential effects on profitability and ensure the company remains resilient in a rapidly changing energy market. Tele2's ability to adapt to these cost pressures will be crucial in sustaining its financial performance and operational stability. |
| Opportunity | Energy efficiency enablement | | ● | | Tele2's innovative products and services present a significant opportunity to enhance energy efficiency for its clients. The company's IoT solutions enable smarter operations, helping clients reduce energy consumption, as research indicates. Additionally, the roll-out of Tele2's 5G network offers transformative energy efficiency gains, estimated to be more efficient than previous generations, depending on usage. These advancements not only align with Tele2's sustainability goals but also provide clients with the tools to optimise their energy use, reduce costs, and achieve their own environmental targets. By leveraging these capabilities, Tele2 positions itself as a key partner in driving energy-efficient innovation across industries. |

## E2 Pollution: Substances of concern and Substances of very high concern

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity | | | Description |
|---|---|---|---|---|---|
| | | Upstream | Own Operations | Downstream | |
| Negative Impact (actual) | Handling of substances of concern and substances of very high concern | ● | | | Tele2 recognises the environmental risks associated with substances of concern (SVC) and substances of very high concern (SVHC) in both its upstream and downstream value chains. In its supply chain, these substances may be used by suppliers in regions with minimal environmental regulations, potentially polluting soil, water, air, and food resources, with significant ecological and health impacts. To address these risks, Tele2 enforces its Business Partner Code of Conduct, aligned with international environmental standards. Suppliers representing 90% of addressable spend have committed to these guidelines, supported by regular risk assessments, audits, and corrective action plans to minimise environmental harm. |

General disclosures cont.

## E3 Water and marine resources: Water

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity | | | Description |
|---|---|---|---|---|---|
| | | Upstream | Own Operations | Downstream | |
| Negative Impact (potential) Occurance: low likelihood (more than five years) | Water abstraction | ● | | | Tele2's upstream supply chain involves significant water abstraction primarily for the manufacturing of semiconductors, but also within raw material extraction, and other manufacturing processes. This can deplete local water resources and harm ecosystems, particularly in water-scarce regions. To mitigate this, Tele2 enforces its Business Partner Code of Conduct, requiring suppliers to adopt sustainable water management practices, aligning with the company's environmental goals. |
| Opportunity | Smart water management solutions | | ● | | Tele2's IoT solutions offer a significant opportunity to enhance water management. These technologies enable real-time monitoring, early issue detection in water networks, and optimised resource use. By addressing challenges like water scarcity, Tele2 supports industries and municipalities in adopting sustainable practices, creating new revenue streams while strengthening customer relationships. |

## E5 Resource use & circular economy: Resource outflows related to products and services + Waste

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity | | | Description |
|---|---|---|---|---|---|
| | | Upstream | Own Operations | Downstream | |
| Negative Impact (actual) | Resource depletion | ● | | ● | Tele2's value chain is associated with significant resource outflows, as a majority of the materials used by its suppliers are newly manufactured. These virgin materials, utilised in mobile phones, servers, masts, base stations, and related devices, contribute to resource depletion and environmental strain. To mitigate this risk within its supply chain, Tele2 enforces its Business Partner Code of Conduct, which requires suppliers to prioritise sustainable practices, including material reuse and recycling. By holding suppliers accountable to these standards, Tele2 aims to reduce reliance on virgin materials and minimize environmental impacts across its value chain.<br>In its downstream value chain, Tele2's outflows are linked to sold products, that is where the company has identified itself as having a greater impact. Tele2 actively works to promote and advance the circular economy, partnering with organizations and private actors to transition the information and communications technology (ICT) industry toward more sustainable practices. |
| | Waste management | | ● | | Waste occurs across all aspects of Tele2's operations, including e-waste, hazardous waste, and general waste. The company's circular economy initiatives aim to extend product lifecycles, reduce waste, and enhance resource efficiency, aligning with its sustainability goals to minimize environmental harm and drive industry-wide transformation. |
| Opportunity | Value through circular economy initiatives | | ● | | As stakeholders increasingly prioritise products and services with lower environmental impact, Tele2 has an opportunity to create value by advancing circular economy initiatives. Transitioning to a circular approach aligns with stakeholder expectations, enhances customer satisfaction with sustainable solutions, and opens new business opportunities, positioning Tele2 as a sustainability leader while strengthening its market position. |
| | Tax reduction on recycled electronics | | ● | | A potential reduction in the tax on recycled electronics, from 25% to 12%, presents financial benefits for Tele2. This change supports Tele2's circular economy program, enhances sustainable practices, and reinforces its commitment to circular economy initiatives. |

General disclosures cont.

# Social

## S1 Own workforce: Working conditions; Equal treatment and opportunities for all

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity | | | Description |
|---|---|---|---|---|---|
| | | Upstream | Own Operations | Downstream | |
| Negative Impact (potential) Occurance: medium likelihood (one to five years) | Workforce stress and work-life balance | | ● High | | Unmanaged employee stress can negatively impact well-being and organizational performance, leading to health issues such as anxiety, depression, and cardiovascular diseases. These challenges contribute to increased absenteeism, lower productivity, and higher turnover rates. To mitigate these risks, Tele2 promotes regular manager check-ins to foster open communication and identify early stress signals. Workforce sick leave patterns are monitored to detect potential well-being concerns. Additionally, Tele2 offers health-related activities and an annual wellness allowance to support employee health. By prioritizing work-life balance and proactive well-being initiatives, Tele2 fosters a healthier, more engaged workforce. Due to its potential impact on employee well-being, productivity, and overall organizational performance, workforce stress and work-life balance are considered high-severity issues for Tele2, requiring proactive management and continuous monitoring. |
| | Inequality and Discrimination | | ● High | | Tele2 operates across Sweden, Estonia, Latvia, and Lithuania—countries generally deemed low-risk for social sustainability violations. However, regional assessments indicate potential discrimination against ethnic minorities and LGBTQ+ individuals in Estonia, Latvia, and Lithuania, which could indirectly impact Tele2's operations. Additionally, the company's workforce reflects gender imbalances, with men overrepresented in higher management positions, a pattern consistent with the historically male-dominated telecommunications sector. These factors suggest potential challenges related to unequal treatment within the organisation.<br>To address these challenges, Tele2 fosters diversity and inclusion through initiatives led by its Diversity and Inclusion Council. These include diversity plans, employee engagement activities, and training programs to promote awareness. Flexible work arrangements and equitable pay analysis further ensure fairness. Partnerships with programs like Ruter Dam for female executive mentorship also help improve representation. These actions align with Tele2's Code of Conduct, which mandates respect for labor rights and non-discrimination across its operations. |
| Positive Impact | Workforce well-being and safety | | ● High | | Tele2 creates a supportive and secure workplace by prioritising work-life balance, health and safety, and employee well-being. The company ensures compliance with health and safety regulations, provides occupational training, and equips employees with tools to maintain a safe working environment. In Sweden, rehabilitation programs help to support long-term employee health, and collaboration with unions enables effective risk management. By conducting regular surveys on work-life balance, satisfaction, and inclusion, Tele2 proactively identifies and addresses workforce concerns. These efforts foster a culture of psychological safety and engagement, enabling employees to thrive personally and professionally. Through its commitment to well-being, Tele2 strengthens employee satisfaction and productivity, driving organisational success and building a resilient workforce. Ensuring a safe, healthy, and supportive work environment is considered high severity for Tele2, as it directly impacts employee well-being, engagement, and productivity while also mitigating risks related to health, safety, and regulatory compliance. |

General disclosures cont.

## S1 Own workforce: Working conditions; Equal treatment and opportunities for all

Low · Medium · High

| | Material impact, risk or opportunity | Value Chain Severity: Upstream | Value Chain Severity: Own Operations | Value Chain Severity: Downstream | Description |
|---|---|---|---|---|---|
| Opportunity | Empower workforce through inclusion and development | | High | | Tele2 creates a significant positive impact on its workforce by fostering a diverse, inclusive, and supportive workplace that prioritises equality, well-being, and professional development. Through active employee engagement, the company gains valuable insights into its culture, allowing for continuous improvement in diversity and inclusion. Collaborations with NGOs and industry partners further promote a more diverse technology sector, while targeted programs like leadership development and MyVoice surveys enhance engagement and inclusion.<br>By ensuring secure working environments and offering equal opportunities for training and growth, Tele2 empowers its employees to thrive personally and professionally. These efforts not only boost employee satisfaction and productivity but also reinforce Tele2's position as a leading employer, driving organizational success and aligning with its broader sustainability goals. Fostering a diverse, inclusive, and supportive workplace is of high severity for Tele2, as it directly influences employee engagement, retention, and organizational success while aiming at long-term sustainability and alignment with industry and societal expectations. |
| Risk | Workforce management | | High | | Building and maintaining trust, diversity, inclusion, and collaboration is vital for Tele2's success. Failure to do so risks increased employee turnover, higher operational costs, reduced innovation, and reputational harm, particularly as stakeholders stress the importance of advancing equality and diversity. Additionally, failure to ensure equal treatment could result in legal fines or penalties.<br>Tele2 addresses these risks through initiatives led by its Diversity and Inclusion Council, which promotes inclusion and engages employees to improve workplace culture. Diversity training is integrated into the onboarding program, and leadership workshops help managers foster inclusive teams. Partnerships with NGOs like Women in Tech and Ruter Dam further enhance workforce diversity. Progress is tracked with KPIs, including inclusion scores and improved gender balance in leadership. |

## S2 Workers in the value chain: Working conditions

Low · Medium · High

| | Material impact, risk or opportunity | Value Chain Severity: Upstream | Value Chain Severity: Own Operations | Value Chain Severity: Downstream | Description |
|---|---|---|---|---|---|
| Negative Impact (potential)<br>Occurance: medium likelihood (one to five years) | Labour exploitation | Medium | | Low | Workers in Tele2's value chain are likely to be exposed to negative impact. Workers employed by suppliers in regions with weak human rights enforcement may be subject to low wages, excessive work hours and unsafe work environments. Vulnerable groups, such as women, migrants, and minors, are at particular risk of the violation of labour rights.<br>Suppliers operating in countries with limited safeguards and inadequate capacity to address human rights abuses may exacerbate these issues. Tele2's extensive supplier network increases the likelihood of association with such violations. Enforcing the Business Partner Code of Conduct, conducting regular supplier assessments, setting strict supplier standards and monitoring compliance is essential to mitigate these risks effectively. |

General disclosures cont.

## S2 Workers in the value chain: Equal treatment and opportunities for all

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity: Upstream | Value Chain Severity: Own Operations | Value Chain Severity: Downstream | Description |
|---|---|---|---|---|---|
| Negative Impact (potential) Occurance: medium likelihood (one to five years) | Human rights and inclusion | ● | | ● | Tele2's operations may contribute to negative impacts on equal treatment and opportunities within its upstream value chain. Workers employed by suppliers in regions with weak human rights enforcement may face discrimination based on gender, religion, political opinion, or other ILO-defined factors. Vulnerable groups such as women, migrant workers, minors, LGBTQ+ individuals, and ethnic minorities are at particular risk of harassment and unequal treatment.<br>Suppliers operating in countries with limited safeguards and inadequate capacity to address human rights abuses may exacerbate these issues. Tele2's extensive supplier network increases the likelihood of association with such violations. Enforcing the Business Partner Code of Conduct, conducting regular supplier assessments, setting strict supplier standards and monitoring compliance is essential to mitigate these risks effectively. |

## S2 Workers in the value chain: Other work-related rights

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity: Upstream | Value Chain Severity: Own Operations | Value Chain Severity: Downstream | Description |
|---|---|---|---|---|---|
| Negative Impact (potential) Occurance: medium likelihood (one to five years) | Human rights violations and exploitation in the supply chain | ● | | ● | Tele2's supply chain may expose workers and children to harm in the absence of adequate safeguards. In upstream processes like raw material extraction and manufacturing, poor conditions, forced labor, and child labor are prevalent, especially in mining. Children may face violations of their rights, including protection from harmful work, exploitation, and lack of access to basic needs like health, food, and housing.<br>Suppliers and sub-suppliers may exploit forced labor in high-risk regions, with practices such as debt bondage, withholding passports, and coercion through threats. Downstream, waste management workers may face hazardous conditions, including toxic exposure, risking health and safety.<br>To address these issues, Tele2 enforces its Business Partner Code of Conduct, promoting ethical labor practices, safe conditions, and compliance with international standards. This ensures accountability across its value chain and reducing harm to workers and children. |
| Risk | Supply chain compliance | ● | | | The Corporate Sustainability Due Diligence Directive will require extensive control over supply chains to ensure compliance with human rights and labor standards. For Tele2, this means addressing risks such as forced labour, child labour, and unsafe working conditions. While meeting these requirements can be costly, Tele2 has already initiated processes like Human Rights Due Diligence and risk assessments to align with these expectations.<br>However, breaches in the supply chain pose significant reputational and financial risks. Violations could lead to public criticism, loss of trust, and distancing by customers and investors, resulting in financial losses and increased compliance costs. By enhancing due diligence and transparency, Tele2 can mitigate these risks and maintain its position as a responsible and ethical business leader. |

General disclosures cont.

**S4 Consumers and end-users: Information-related impacts for consumers and/or end-users**

Low Medium High

| | Material impact, risk or opportunity | Value Chain Severity | | | Description |
|---|---|---|---|---|---|
| | | Upstream | Own Operations | Downstream | |
| Negative Impact<br>(potential)<br>Occurance: medium likelihood (one to five years) | The right to privacy | | Medium | Medium | The right to privacy is primarily related to Tele2's own business activities (telecom, broadband, stores and offices). Tele2 collects limited personal and private data from employees and individuals and is also obliged to comply with government and public authority requests to provide information on individual users' data. These activities can expose Tele2 to potential risks of negative impact on the right to privacy. Tele2 may negatively impact the right to consumer privacy by, for example:<br>• Tele2 looses or exposes employee and customer private and personal data due to intentional or unintentional misuse, leaks, and external attacks.<br>• Tele2 collects, stores, and uses more personal and private data other than the purpose agreed.<br>• Governments and public authorities make overly broad requests for personal data.<br>• Tele2 provides governments with data, and the governments use the data to violate further human rights. |
| | The right to freedom of expression | | Medium | Medium | The right to freedom of expression is primarily related to Tele2's own business activities (telecom, broadband, IoT). Tele2 has the possibility to restrict network services and block certain online content. Tele2 is also legally obliged to comply with government and public authority requests to restrict network operation and block online content. These activities can expose Tele2 to potential risks of negative impact on the right to freedom of expression. For example:<br>• Tele2 over-blocks legitimate content during efforts to block illegal online content.<br>• Governments and public authorities make overly broad requests to block, restrict, or take down online or TV content or to shut down network. |
| Risk | Digital trust and integrity | | | High | Failing to protect consumer data privacy and ensure ethical AI risks reputational damage and customer loss. Data breaches erode trust, harm reliability, and drive dissatisfaction. Negative publicity amplifies damage, deterring customers and pushing them to competitors. GDPR fines strain finances and highlight weaknesses, reducing stakeholder confidence. Prioritising robust privacy measures and ethical AI is essential for customer loyalty and preserving Tele2's trusted reputation. |

General disclosures cont.

## S4 Consumers and end-users: Personal safety of consumers and/or end-users

● Low ● Medium ● High

| | Material impact, risk or opportunity | Value Chain Severity: Upstream | Own Operations | Downstream | Description |
|---|---|---|---|---|---|
| Negative Impact (potential) Occurance: medium likelihood (one to five years) | Child safety and well-being | | | ● | Tele2's negative impact on children includes the transmission of Child Sexual Abuse Material (CSAM), enabling victimisation despite blocking efforts. Children accessing inappropriate content online harm their mental health and safety, leading to anxiety and stress. Additionally, the network facilitates harmful behaviors like grooming and bullying, jeopardizing children's well-being. Excessive digital media use via Tele2's services contributes to mental and physical health issues, such as sleep disturbances and reduced physical activity. While Tele2 has initiatives to address these challenges, stronger measures are needed to better protect children in the digital age. |
| | Consumer health and safety issues | | | ● | Tele2's negative impact on consumer health arises from defective products, such as overheating chargers or chemical leakage violating RoHS/REACH standards. These issues risk physical injuries, toxic exposure, and erode trust in Tele2's safety commitment. While efforts are made to monitor product safety, gaps in compliance with safety standards could harm consumers and damage Tele2's reputation. |
| Risk | Insufficient child online protection | | | ● | Tele2 faces significant reputational risk if it fails to protect children online, an issue critical to societal trust. Neglecting child safety could lead to customer distrust, reduced stakeholder confidence, and harm to its competitive position. To mitigate this, Tele2 collaborates with organisations such as ECPAT and the Prince Carl Philip and Princess Sofia's Foundation, implementing technologies such as Project Arachnid to block harmful content. Tele2 also recognises emerging threats, like AI-generated CSAM, and emphasises continuous innovation to uphold its reputation as a socially responsible leader. |
| Opportunity | Industry-leading within online-safety for children | | | ● | Possibility to position Tele2 as a thought-leader in the work with creating a responsible online environment for children. |

General disclosures cont.

## S4 Consumers and end-users: Social inclusion of consumers and/or end-users

Low Medium High

| | Material impact, risk or opportunity | Value Chain Severity: Upstream | Value Chain Severity: Own Operations | Value Chain Severity: Downstream | Description |
|---|---|---|---|---|---|
| Negative Impact (potential) Occurance: medium likelihood (one to five years) | Social inclusion of consumers/end-users | | | Medium | Tele2 recognises that failing to consider the needs of vulnerable societal groups, such as the elderly or individuals with disabilities, in its products and services could lead to digital exclusion. As a provider of communication infrastructure, Tele2 aims to ensure that its offerings are inclusive and accessible to all, preventing negative impacts on social inclusion.<br>To promote inclusion, Tele2 actively addresses the needs of underserved groups. The company offers affordable connectivity solutions, such as free low-speed broadband for underserved communities, helping bridge the digital divide. Tele2 also collaborates with organisations like Prince Carl Philip and Princess Sofia's Foundation to enhance online safety for children, providing tools and educational resources for safer internet use. These initiatives reflect Tele2's commitment to fostering a more inclusive digital society, ensuring its infrastructure and services empower all societal groups while combating digital exclusion. |
| | Customer detriment impact | | | Medium | When Tele2 fails to comply with marketing practices, customers face significant harm. Misleading advertisements and unclear terms lead to confusion, financial strain, and dissatisfaction. Data privacy violations compromise security and confidence, while lack of transparency on pricing or service changes disrupts the customer experience. These issues damage customer relationships, reduce loyalty, and undermine confidence in Tele2's brand over time. |
| Risk | Marketing compliance | | | Medium | Fines arise for Tele2 when marketing fails regulatory or ethical standards. Misleading claims or hidden terms in promotions lead to penalties. Exploitative targeting of vulnerable groups, or data breaches in marketing, violates GDPR. Lack of transparency about price changes or disruptions risks unfair practice allegations. These fines cause financial loss and harm Tele2's reputation, emphasizing the need for ethical, transparent marketing. |
| Opportunity | Accessible connectivity growth | | | Medium | Tele2 sees opportunities to expand its customer base by focusing on the inclusion of the elderly and disabled. By offering tailored solutions like simplified interfaces, voice controls, and assistive technologies, the company can attract underserved demographics. Investments in 5G and IoT enable advanced applications like health monitoring, appealing to these groups. This focus not only captures new customer segments but also strengthens brand loyalty and positions Tele2 as a leader in accessible digital services, driving growth and market presence. |

General disclosures cont.

# Governance

**G1 Business Conduct: Corporate Culture** — Low · Medium · High

| | Material impact, risk or opportunity | Value Chain Severity: Upstream | Value Chain Severity: Own Operations | Value Chain Severity: Downstream | Description |
|---|---|---|---|---|---|
| Negative Impact (potential) Occurance: medium likelihood (one to five years) | Lack of ethical business conduct | Medium | Medium | Medium | Tele2 may face negative impacts from lapses in ethical conduct, such as corruption, bribery, or regulatory non-compliance, which could harm its reputation, reduce stakeholder trust, and lead to financial penalties or procurement exclusion. These risks are particularly relevant in supply chain management and third-party partnerships.<br>To address these risks, Tele2 enforces a robust Code of Conduct and Business Partner Code of Conduct, supported by regular business ethics training. In 2024, Tele2 achieved a 100% completion of the code of conduct training. Whistleblowing mechanisms, audits, and risk assessments further help identify and mitigate breaches, ensuring alignment with international frameworks like the UN Global Compact. |
| Risk | Whistleblower protection | Low | Medium | | Tele2 acknowledges the risks associated with whistleblower protection, including insufficient safeguards that could deter reporting of misconduct, undermine trust, and lead to unreported violations with operational or reputational consequences.<br>To mitigate these risks, Tele2 has established a robust whistleblowing process aligned with its Code of Conduct. Accessible reporting channels allow for anonymous, confidential, or open submissions by employees and external stakeholders. Protections for whistleblowers are guaranteed, and all reports are escalated to senior leadership, including the Group Leadership Team and Audit Committee, ensuring transparency and accountability. Regular reviews of the whistleblower policy further enhance its effectiveness and alignment with best practices. |
| Opportunity | Proactive improvement through whistleblower engagement | | Low | | Empowering everyone at Tele2 to report potential issues creates an opportunity to identify improvements early, address risks proactively, and learn from mistakes. A trusted reporting system enhances transparency, builds stakeholder trust, and reinforces Tele2's commitment to accountability and ethical practices, strengthening its reputation as a responsible organisation. |

**G1 Business Conduct: Political Engagement** — Low · Medium · High

| | | | | | |
|---|---|---|---|---|---|
| Positive Impact | Political engagement | | Medium | | Our lobbying efforts and political influence contribute to positive sustainability outcomes by driving legislative changes. |

**G1 Business Conduct: Corruption and Bribery** — Low · Medium · High

| | | | | | |
|---|---|---|---|---|---|
| Risk | Corruption and bribery | | Medium | | Tele2 faces risks related to corruption and unethical practices in areas such as regulation, supply chain management, and customer service. These risks could harm its reputation, lead to financial penalties, and impact investor confidence or procurement opportunities.<br>To mitigate this, Tele2 enforces an Anti-Corruption Policy, Code of Conduct, and Business Partner Code of Conduct, aligned with international standards. Mandatory annual training for employees and partners ensures awareness of ethical business practices, while supplier screenings and audits address corruption risks. A whistleblowing system allows confidential reporting of misconduct, with oversight from the Leadership Team and Audit Committee to address issues proactively. |

General disclosures cont.

### Current Financial Effects

Tele2 has evaluated the current financial effects of the identified material risks and opportunities related to climate change (E1), Tele2's own workforce (S1), workers in the value chain (S2), and customers and end-users (S4) in line with the requirements specified in ESRS 1;SBM-3. The assessment includes evaluation of the effect on financial position, financial performance, and cash flow, with a SEK 1 million threshold to be considered a significant financial effect. No current financial effect related to risks above threshold value has been identified. The significant current financial effects are presented below.

#### Climate change

Tele2 has identified an opportunity of strengthening its market position by attracting environmentally conscious customers, which would lead to increased revenue. The company can however not quantify this financial effect for the reporting year. Tele2 has also identified an opportunity of enabling energy efficiency, which would lead to decreased energy costs for the company. The company can however not quantify this financial effect for the reporting year.

#### Workforce management

During 2024, the opportunity related to building and maintaining diversity and inclusion and the related risk of failing to do so, have been related to minor financial effects. This includes impact on Tele2's operating expenditure of approximately SEK 3.6 million related to the costs for external activities as well as costs for the FTEs working with diversity, equity and inclusion, legal compliance and stakeholder dialogues with worker representatives. This furthermore has resulted in a negative impact on cashflow due to the increased costs during 2024. There have been no effects on Tele2's financial position as a result of the management of this risk during 2024.

#### Industry-leading within online safety for children

Tele2 has identified financial effects related to the opportunity to position Tele2 as a thought leader within online safety for children. This includes impact on Tele2's operating expenditure of up to SEK 2.5 million related to the costs for external activities as well as costs for the FTEs working with development and implementation of Tele2's human rights due diligence processes. This furthermore has resulted in a negative impact on cashflow due to the increased costs during 2024. There have been no effects on Tele2's financial position as a result of the management of this opportunity during 2024.

## DOUBLE MATERIALITY ASSESSMENT

### Introduction

Tele2's double materiality assessment includes impacts, risks and opportunities from short-term, medium-term and long-term. The assessment covers direct operations, upstream value chain, downstream value chain and end of life management. In its double materiality assessment, Tele2 did not limit the focus to specific business activities, relationships, or geographies. Instead, the company aimed to encompass the broadest possible range of business activities and stakeholders it impacts. Additionally, it considered both its primary operating markets and the markets where its suppliers are located, recognizing the indirect impact it has in those regions. Tele2 aims to include as many supply chain tiers as possible, and the scope of this assessment primarily includes tier 1-3 (exclusions in the assessment apply on the parts of the supply chain where Tele2 is smaller than its suppliers and doesn't have the same opportunity to exercise control – in these cases only a risk-based supply chain approach is applied). The initial materiality assessment was conducted in 2023, which was reviewed and updated during 2024.

### Methodology

#### General information

The materiality assessment included extensive input from various sources, including: internal and external data sources from industry and competitor research and analysis, market trends, insights from internal risk- and impact assessments on related topics, and regulatory changes; Insights from engagement and consultation with internal and external stakeholders, including the Board, employees, customers, investors, suppliers and other external actors; Input from internal and external topic experts.

Furthermore, the assessment was based on a set of key assumptions to enable an overall assessment based on the provided input. These include assumptions that Tele2's largest suppliers included in the stakeholder engagement are representative of the larger supplier base in Tele2's value chain, assumptions that industry analysis and benchmarks are relevant and comparable to Tele2's operations and assumptions on future expected market developments that will favour companies with a focus on sustainable practices, products and services.

Tele2's double materiality assessment further includes the use of LEAP methodology when assessing the topics climate change, pollution and biodiversity and ecosystems. As such environmental interconnections are integrated into the overall materiality assessment process.

General disclosures cont.

**Process to identify and assess impact**

The process was initiated by a thorough assessment on trends, industry analysis and competitor analysis and followed by the steps for a double materiality assessment according to ESRS. The double materiality analysis considered all material topics, sub-topics and sub-sub topics defined in the European Sustainability Reporting Standards. An industry and competitor analysis was conducted using secondary data and research findings. In the industry analysis, Tele2 conducted a mapping of risks and opportunities within the value chain of the telecommunications industry as a basis to identify material aspects. In the competitor analysis, Tele2 benchmarked the sustainability governance and performance of both competitors in local markets, as well as international peers. The identification of impact was additionally informed by input from stakeholder dialogues.

The assessment of impact materiality included evaluation of the impact based on the details of the specific impact, the severity of the impact and the likelihood, which is further specified below:

*Impact details*

Determining if the impact is:

- Positive or negative
- Actual or potential
- Where in the value chain
- Business area relevance

*Severity*

Determining:

- Scale (thresholds: None, Mild, Medium, Grave, Very Grave)
- Scope (thresholds: None, Contained, Medium, Widespread, Very Widespread)
- Irremediability (thresholds: N/A, Easy, Average, Difficult, Impossible)

*Likelihood*

Assessment of likelihood was only applicable in cases where potential impact was identified, and include an assessment of the likelihood of the potential impact to materialise, based on the thresholds: Low, Medium, High. In line with ESRS methodology for potential negative human rights impact, the severity of the impact takes precedence over its likelihood. The time-frame applied for assessing impact likelihood includes more than five years for low likelihood, one to five years for medium likelihood, and up to one year for high likelihood. In 2024, the categorisation of likelihood was conducted only at the sub-topic level. In 2025, Tele2 will update the double materiality assessment by introducing categorisation at the sub-sub-topic levels.

**Process to prioritise impact**

The evaluation of scale and scope was combined into an overall level of impact to prioritise topics and provide input to the exclusion of any topics. Topics with a severity on the scale from none to medium combined with the lowest scope of impact were deemed not material. The other topics were assessed based on their relative severity and likelihood to determine an order of priority for the material topics.

**Stakeholder consultation**

The views and input from stakeholders are a key part in the process of identifying, prioritising, and monitoring material impact.

To receive such input, Tele2 continuously engages with key stakeholders. For example, through regular meetings and presentations with investors, evaluations in tenders and feedback from B2B and B2C customers, employee surveys and meetings and through meetings with suppliers and business partners. To inform the materiality analysis, Tele2 also engages with internal and external experts and NGOs to consult on identified impact areas and their priority.

**Process to identify and assess financial materiality**

The process to identify and assess financial materiality considered both risks and opportunities in relation to the identified material impact areas, as well as any additional topics not assessed as material from an impact perspective. The financial materiality assessment considers risks, opportunities, financial magnitude, and likelihood. The basis for the assessments is quantified monetary risks and opportunities pertaining to the ESRS topics. Additionally, identified actual and potential impact from the impact materiality assessment served as input for evaluations of financial materiality resulting from impacts and dependencies. In certain cases, where variables are fluctuating heavily, high-level estimates have been used. Few topics, such as pollution to water, lacks the potential for an adequate financial assessment as the data sets available on the markets are not sufficient. In these cases, Tele2 has applied the worst possible scenario of fines and sanctions to estimate a potential risk with extremely low likelihood. The analysis has looked at whether each ESRS topic had a potential material influence on Tele2's development, financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium- or long-term.

Whether a risk or opportunity is material from a financial perspective is assessed based on 1) Financial effects (the magnitude of the financial effect triggered by the risk or opportunities), 2) Likelihood of risks and opportunities (short term, medium term, long term). The thresholds applied for financial effects are low, medium and high impact based on the financial impact on EBITDA, damage or loss of assets, and compensation to third parties, fines or legal costs. The applied threshold for assessment of likelihood are low likelihood (more than five), medium likelihood (one to five years) and high likelihood (up to one year).

General disclosures cont.

### Process to prioritise financial materiality

The evaluation of magnitude and likelihood for each area with identified risks and/or opportunities was combined into an overall level of financial assessment to prioritise topics based on financial materiality. Topics with no related risks or opportunities for Tele2 were deemed not financially material.

Sustainability risks are also included in Tele2's enterprise risk management process, described in further detail in the Enterprise risk management chapter of the Board of Directors' report. This means that sustainability risks are assessed and prioritised using the same criteria as for other risks with a potential financial impact.

### Process to monitor impact and financial materiality

The double materiality analysis is reviewed and updated annually to reflect any changes in potential or actual impact on people and the environment that may influence the assessment.

The review includes input from stakeholder dialogues on any actual or potential impact, industry and market changes, as well as input from reported impact through Tele2's stakeholder communication and complaints channels, such as the incident report system, supplier on-site audits and Tele2's whistleblowing channels.

Additionally, general risks and financial risks are monitored continously within Tele2's general risk management process, described in further detail under "Enterprise risk management" in the Board of Directors' report on page 32.

### Materiality assessment results

All topics, sub-topics and sub-sub topics that were assessed as above the thresholds for materiality from either an impact or financial perspective were concluded in the final results of the assessment. The assessment resulted in 10 material topics for Tele2. A consolidated list of all disclosure requirements related to the identified material topics, sub-topics and sub-sub topics was thereafter reviewed to determine the final scope of disclosures to be included in the report. This review was conducted by identifying mandatory disclosures, voluntary disclosures that are material to Tele2 as well as any additional entity specific disclosures that are not included in the list. Tele2's entity specific reporting disclosures have been assessed as material in cases where the topics are deemed material for Tele2's long-term sustainability strategy, but they do not have a corresponding disclosure requirement.

### Validation of the double materiality assessment

The process for the materiality assessment and identification of material topics is led by Tele2's Head of Sustainability and Executive Vice President Communications & Sustainability. Tele2 applies a number of controls and internal procedures to validate the assessment and the identified impacts, risks and opportunities.

The initial materiality assessment conducted in 2023 involved workshops with the Group Leadership Team to determine and decide on the material ESRS topics and their prioritisation.

The annual review of the materiality analysis in 2024 was concluded by the Head of Sustainability, with final decision from the Executive Vice President Communications & Sustainability. Relevant internal departments have also been consulted to provide input to and to validate the assessment of topic materiality.

Furthermore, sustainability risks are included in Tele2's enterprise risk management process, described in further detail in the Enterprise risk management chapter of the Board of Directors' report on pages 32–34. Through this process, sustainability risks are assessed and prioritised based on financial impact and likelihood to inform Tele2's operational risk management process and mitigation of risks.

Additionally, the process for identifying, assessing and managing sustainability opportunities is integrated into the overall process for sustainability strategy development and implementation. Tele2's sustainability strategy is primarily focused on the topics where Tele2 has identified the greatest opportunities to lead in sustainability and help to maintain its current and win new customers, investors and employees. Based on the annual materiality analysis, Tele2 sets annual activities for its sustainability strategy that will support the ambition to lead in sustainability. More details on Tele2's sustainability strategy and its governance can be found in the introduction under "Leading in sustainability" on page 13.

# Section E – Environment

## E1 CLIMATE CHANGE

**Climate change mitigation is an important topic to address for companies such as Tele2, in light of it being a global challenge. The information and communication technology industry contributes to global emissions of greenhouse gases, but can also contribute to solving problems and promote mitigation, through offering sustainable innovation based on connectivity.**

### GOVERNANCE

#### Integration of sustainability-related performance in incentive schemes

At Tele2, climate metrics are incorporated into both short-term and long-term incentive programs as part of its incentive schemes. The long term-incentive program links performance shares to the company's Carbon Disclosure Project (CDP) score, ensuring participants are rewarded for strong climate performance, with an "A" score leading to full vesting. The short-term incentive (STI) program includes $CO_2$ reduction targets (amounting to 2% of the total STI program), reinforcing climate action in annual goals. Oversight from the Remuneration Committee and Board ensures alignment with Tele2's sustainability strategy, with shareholder approval at the Annual General Meeting. For more information, please refer to ESRS 2, section Integration of sustainability-related performance in incentive schemes, on page 53.

### STRATEGY

Tele2 has embedded sustainability into its business strategy, aligning with global standards and addressing critical challenges across its business model and value chain. The company's approach integrates sustainability principles into its products, services, and markets, supported by governance oversight, measurable goals, and targeted initiatives. The approach is based on an extensive stakeholder dialogue where input was gathered to set the sustainability strategy. For more information, please refer to ESRS 2, section Strategy, business model and value chain, on page 54.

#### Material impacts, risks and opportunities

As detailed in ESRS 2, section Material sustainability-related impacts, risks, and opportunities on page 57, the disclosure includes material impacts, risks, and opportunities associated with environmental topics. Furthermore, the process for identifying material impacts, risks and opportunities related to environmental topics such as climate change follows the same methodology as described in ESRS 2, section Double materiality assessment, on page 68.

Understanding climate change and the associated climate risks is fundamental to future-proofing Tele2's business. Already in 2021, Tele2 implemented the Task Force on Climate-related Financial Disclosure (TCFD) reporting recommendations to disclose current knowledge about the climate risks and opportunities most material to Tele2. The TCFD recommendations include disclosures within four categories: Governance, Strategy, Risk Management, and Metrics and Targets. Tele2 published its TCFD report in 2021, and an updated version in 2023. These can be found on Tele2's website.

Tele2 annually reviews the conducted climate risk assessments which is utilising scenario analysis aligned with the TCFD framework. The company prioritises physical risks, such as heatwaves that may affect data centre cooling systems and flooding that could impact network infrastructure. Additionally, Tele2 evaluates transitional risks, including evolving regulatory requirements and stakeholder expectations, to understand their financial and operational impacts. The company also identifies opportunities to advance renewable energy technologies. The current financial effects of the company's material risks and opportunities on its financial position, financial performance and cash flows can be found in ESRS 2, section Material impacts, risks and opportunities, on page 57.

Tele2 has evaluated the resilience of its strategy and business model in relation to climate change, with a focus on its own operations and its upstream value-chain. No material physical or transition risks identified by the TCFD have been excluded from the analysis. The basis for the resilience analysis was carried out in 2021, and has been continuously updated since, with a major updated conducted during 2023. Tele2 utilises phase-in provisions under ESRS 1 Appendix C, including E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities. For Tele2, the impact of climate change on the need to adjust or adapt the company's business model or strategy is low. Details of this evaluation can be found in E1, section Climate scenario analysis, on page 76.

#### Policies related to climate change mitigation

Tele2 has developed policies to manage its material impacts, risks, and opportunities related to climate change mitigation. These policies are integrated into the company's overall strategy, and seek alignment with several international frameworks, emphasising sustainability and ethical business practices. As outlined in the strategy section above, stakeholder dialogues played a key role in shaping the sustainability strategy, upon which these policies are built to effectively implement the strategy. There are several policies that concern climate change mitigation within the company.

The Business Partner Code of Conduct is based on the ten principles by the UN Global Compact.

Other policies that also adresses this topic is the Environmental Policy and Climate Transition Plan that align with the 1.5°C ambition set by the Paris Agreement. Additionally, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals is followed, promoting responsible sourcing. These alignments reflect Tele2's commitment to global standards and sustainability goals.

The Environmental Policy forms the basis of Tele2's environmental commitment, integrating environmental considerations across business operations. It applies to Tele2 AB, its subsidiaries, and all entities within its supply chain, including suppliers, affiliates, and business partners. The policy outlines a framework for mitigating environmental risks, reducing emissions, promoting circular resource use, and aligning with international sustainability standards and regulatory frameworks.

Section E – E1 cont.

The two primary policy documents that govern this topic, the Climate Transition Plan and the Environmental Policy, have been approved by the Board of Directors. These policies collectively address climate change mitigation by reducing emissions, promoting energy efficiency, and transitioning to renewable energy. Specifically, the transition plan outlines the need for the company to also reduce its own energy consumption, and promote energy efficiency within the fixed and mobile network.

Climate change adaptation is non-material for the company but still monitored through ongoing risk assessments and proactive measures to mitigate environmental risks. The company's approach aims to meet regulatory requirements, contributes to global climate goals, and supports a sustainable future for all stakeholders. The policies are directly affecting the company's direct operations as well as the value chain and are not excluding any geographies per say.

The relevant policies have been made publicly available to all stakeholders through Tele2's website.

## Environmental Policy

Tele2's Environmental Policy adopts a precautionary approach, aiming to protect biodiversity and ecosystems while minimising negative environmental impacts. Efforts to reduce and optimise the consumption of energy, water and materials shall be promoted. If available in the country, renewable energy sources shall be prioritised. Tele2 shall strive to reduce, reuse and recycle materials and products, in that priority order. Hazardous waste and effluents shall be handled appropriately. Emissions of greenhouse gases should be measured, monitored and a plan to minimise such should be developed.

This policy is developed with double materiality considerations, recognising both the environmental impact of Tele2's activities and the financial risks associated with sustainability challenges. Tele2 works to prevent, mitigate, and remediate negative environmental impacts while exploring opportunities to improve sustainability performance. The company aligns its environmental commitments with the Paris Agreement and European Union environmental regulations, aiming to integrate sustainability into its business strategy.

*Governance and Accountability*

Governance of the Environmental Policy is led at the highest levels of the organisation. The Executive Vice President of Communications & Sustainability is responsible for overseeing its implementation, maintaining alignment with business strategy and regulatory requirements. The Board of Directors provides strategic oversight, helping to integrate environmental considerations into business operations.

The Head of Sustainability is assigned to update and adapt the policy to reflect emerging best practices and regulatory developments. Regular reviews are conducted to assess the policy's effectiveness and determine whether adjustments are needed in response to environmental challenges or stakeholder expectations.

Monitoring and reporting processes are structured into the policy, allowing ongoing evaluation of environmental performance. These processes involve internal audits, sustainability key performance indicators (KPIs), and third-party reviews. Tele2 publicly reports on its environmental impact and progress through its annual sustainability report and external reporting platforms such as the Carbon Disclosure Project (CDP). The sustainability statement presents key environmental metrics, including greenhouse gas emissions, energy consumption, waste reduction, and supply chain sustainability performance.

*Integration into Business Operations and Stakeholder Engagement*

Tele2 has introduced environmental training programs to build awareness among employees, suppliers, and business partners, supporting the integration of sustainability considerations into decision-making processes. The company is also in regular dialogue with stakeholders, including customers, suppliers, investors, and regulators, to incorporate sustainability perspectives into business operations.

To promote accountability and transparency, Tele2 has developed reporting mechanisms that allow employees and stakeholders to bring attention to potential violations of the Environmental Policy. Reports can be submitted through whistleblowing mechanisms and compliance reporting structures, allowing concerns to be addressed appropriately.

*Scope and Exclusions*

The Environmental Policy applies across all regions where Tele2 operates, covering:

- Corporate offices
- Data centres and digital infrastructure
- Retail stores and customer service centres
- Network and telecommunications infrastructure projects
- Procurement and supply chain operations

The policy also applies to engagement with Tele2's value chain, encompassing both upstream and downstream suppliers, service providers, and business partners. With the objective of ensuring that environmental and ethical standards are maintained throughout procurement, operations, and product lifecycle management.

However, there are specific exclusions:

- Joint operations where Tele2 does not hold majority control are not required to comply unless specific agreements are made.
- Suppliers operating in regions with less stringent environmental regulations may be subject to enhanced sustainability requirements beyond those specified in the Environmental Policy, as outlined in Tele2's Business Partner Code of Conduct.

Tele2 assesses environmental risks in business relationships and may introduce additional sustainability measures where operations pose higher environmental risks.

Section E – E1 cont.

*Monitoring, Reporting, and Continuous Improvement*
The effectiveness of the Environmental Policy is regularly reviewed using performance evaluations, environmental impact assessments, and external audits. Tele2 has set annual and long-term targets, and progress is assessed through:

- Internal performance reviews and compliance audits
- Third-party certifications and external sustainability assessments
- Stakeholder consultations and feedback mechanisms

Tele2's sustainability performance data is included in its annual sustainability report and submitted to external ESG disclosure platforms, such as the CDP and the EU Taxonomy for Sustainable Activities.

As part of its approach to continuous improvement, Tele2 reviews the Environmental Policy on an annual basis, adapting it as needed to address regulatory changes, evolving sustainability risks, and stakeholder expectations. The company's environmental strategies, such as climate action planning, resource efficiency initiatives, and pollution reduction efforts, are reviewed to align with global sustainability frameworks.

The environmental policy addresses the management of the undertaking's GHG emissions, however it does not address GHG removals and transition risks.

### Climate Transition Plan

Tele2's Climate Transition Plan outlines actions to reduce greenhouse gas emissions. The company aims to eliminate fossil fuels in its operations by 2029, transition to electric vehicles, and use renewable energy sources. The plan includes engaging with suppliers to reduce emissions, promoting renewable energy use among customers, and developing a circular economy for electronic hardware. The plan also describes that carbon dioxide removals must be used by 2035 to achieve net zero emissions in the value chain. Regular reviews are conducted to assess the policy's effectiveness and determine whether adjustments are needed in response to environmental challenges or stakeholder expectations. The management of the company's climate change transition risks include:

- Value chain risks include physical risks, such as disruptions to our supply chain; price risks, that can be caused by disruptions to our suppliers' supply chain or carbon taxation; and product risks, such as more insecurity in terms of product availability.
- External stakeholder risks include legislation risks, such as carbon taxation; reputational risks, such as decreased brand value due to negative climate impact; and ratings risks, such as poorer ESG ratings leading to being considered less attractive as an investment.

The progress of the climate transition plan is monitored throughout the year, key actions are reported to the Group Leadership Team on a quarterly basis, to the Audit Committee on a bi-annual basis, and in the annual report. The geographies covered by the climate transition plan are Tele2's countries of operations. The most senior level in the organisation that is accountable for the implementation of the climate transition plan is the group leadership team. The Head of Sustainability is assigned to update and adapt the policy to reflect emerging best practices and regulatory developments. In setting the Climate Transition Plan, considerations have been given to the interests of key stakeholders by conducting regular dialogue with key stakeholders, including customers, suppliers, investors, and regulators, to incorporate their interests in Tele2's climate efforts.

### Business Partner Code of Conduct

The Business Partner Code of Conduct extends Tele2's commitments related to environmental principles to Tele2's suppliers and partners, requiring adherence to high standards of ethical conduct, legal compliance, and sustainability. This includes due diligence on environmental, social and governance issues. Efforts to reduce and optimise the consumption of energy, water and materials shall be promoted.

Tele2 requires its business partners to set climate reduction targets that are in line with the latest climate science. Moreover, they shall have a plan to reduce their emissions across all relevant Scope 1, Scope 2 and Scope 3 categories. The business partners are also required to have a plan to transition to renewable energy sources. Additionally, business partners are required to report on their greenhouse gas emissions on annual basis. For more information on the Business Partner Code of Conduct please refer to G1 on page 125. The Business Partner Code of Conduct is included in all contracts., except for those where an exception is approved. There are no geographical boundaries to the Business Partner Code of Conduct as it needs to follow where the business partners and their supply chains operates. Regarding renewable energy deployment, the policy does not explicitly states requirement about renewable energy deployment. It is meant to be promoted within the environmental management and target fulfillment, and is up to each stakeholder to act upon to fulfill the business partner requirement of Tele2.

The Business Partner Code of Conduct addresses the management of the value chain's GHG emissions, however it does not address GHG removals and transition risks.

## ACTIONS AND TARGETS

### Climate transition plan targets

Tele2 is dedicated to leading in climate action, aiming for net zero greenhouse gas emissions across the value chain by 2035. The climate commitment by the company aligns with the Paris Agreement's objective to limit global warming to 1.5°C, and is set to be achieved through the climate transition plan.

The climate transition plan is developed to support the company in reaching its climate targets, and supporting the company's customers to reach their climate targets. The targets in the transition plan are approved by the Science Based Targets initiative and includes:

- The near-term targets for scope 1 and 2 emissions includes a 90% GHG emission reduction by 2025 and reducing 100% by 2029. For scope 3, the target is to reduce GHG emissions by 60% per subscription by 2029.

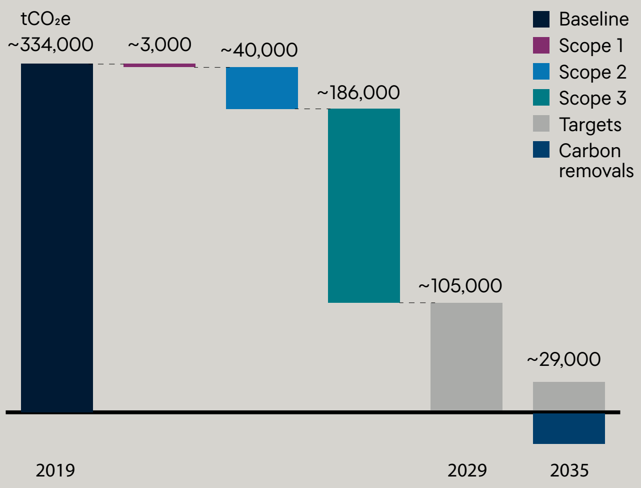
Section E – E1 cont.

- The long term Science Based Target initiative target is to reach net zero emissions within the value chain by 2035 from 2019 base year. Within this target, the company commits to maintain 100% absolute scope 1 and 2 greenhouse gas emission reductions from 2029 through 2035, and 90% reduction in the value chain. The residual emissions will be neutralised to achieve the net zero commitment.

To achieve the goal of reducing scope 1 and 2 emissions by 100% by 2029, Tele2 aims to eliminate the use of all fossil fuels in own operation by 2029. Three main sources of fossil fuels are used at Tele2, namely company cars, service vehicles and equipment, and back-up power generators. Company cars shall be transitioned to electric vehicles (EV) by 2027 according to current policy, while service vehicles and equipment shall have 100% EV or hydrogen by 2029. Back-up power generators shall have 100% biodiesel by 2027, and 100% fuel cells by 2029.

Stakeholder input from both investor dialogues and customer requests through procurement requirements have been used to set the direction of the targets. Ultimately, the targets were approved by the Board of Directors. The climate targets are also closely linked to the company's circular economy objectives, which are further described in E5, section Actions and targets, on page 90.

Decarbonisation potential by 2029




To drive Scope 3 emissions reduction, the company set a target for the reporting year to assess whether its largest suppliers had climate goals aligned with Tele2's science-based targets and to update its Business Partner Code of Conduct accordingly.

**Decarbonisation levers and actions**

To achieve the set targets and ultimately reach net zero emissions within the value chain, several decarbonization levers and actions have been identified. The figure above illustrates the anticipated reductions within each greenhouse gas (GHG) scope between the base year and the near-term target year of 2029. The decarbonization levers are based on the current business model and do not include any changes in service or product portfolio. These projections contains forward-looking statements reflecting current expectations. Factors included both include acions that the company can directly control, but also factors that the company only has limited influence over. These statements are based on assumptions and involve risks beyond the company's control. Actual results may differ, and Tele2 disclaim any obligation to update these forward-looking statements in the future.

In terms of geographies, Tele2's scope 1, 2 and scope 3 downstream emissions are found in the markets where the company operates. Tele2's scope 3 upstream emissions have not been mapped in detail in terms of geographies, however a significant part of these emissions would be found in Europe and Asia, where Tele2 suppliers and sub-suppliers have manufacturing sites.

*2029 decarbonization plan and actions for scope 1 and 2*

For scope 1, reductions of ~3 000 tonnes $CO_2e$ are anticipated by 2029. Key decarbonization levers to achieve the reductions include:

- Transitioning the vehicle fleet to 100% electric by 2027 (with potential shifts to scope 2 and scope 3 if the fleet is charged externally).
- Replacing refrigerants in data centres with low-emission alternatives to further reduce scope 1 emissions (specific reduction figures are pending).
- Reducing emissions from backup generators by transitioning to biodiesel, fuel cells, or other zero-emission technologies.

Scope 2 emission reductions of ~40 000 tonnes $CO_2e$ by 2029 will be primarily driven by the company's commitment to purchasing 100% renewable electricity. Scope 2 was reduced by 99.6% compared to base year, already in 2023. The residual 0.4% of the emissions derive from heating and cooling. Unfortunately, these scope 2 emissions are harder to abate, due to uncertainties of how to reduce district heating and cooling emissions. Therefore, the company is still evaluating internally how to reduce the emissions from this category.

In 2024, Tele2 has continued transitioning its company car fleet to a greater proportion of electric vehicles, resulting in a reduction of scope 1 emissions. The company has also conducted a comprehensive inventory of its backup generators and cooling systems to assess opportunities for reducing emissions

Section E – E1 cont.

from diesel-powered backup generators and refrigerants used in cooling systems. As part of its efforts to lower emissions from diesel generators, the company has initiated a pilot project utilising hydrogen fuel cells to provide backup power for base stations. The results of this project will be evaluated to determine its feasibility from both a sustainability and financial perspective before considering potential expansion.

*2029 decarbonization plan and actions to achieve scope 3*
Scope 3 are expected to be reduced by up to 186,000 tonnes $CO_2e$ annually by 2029, with the following areas:

- Supplier climate action: a 66% reduction (171,000 tonnes $CO_2e$).
- Renewable energy deployment in use of sold products: a reduction of 47% (9,000 tonnes $CO_2e$).
- Other scope 3 decarbonization levers related to fuel, travel and transports: a 49% reduction (6,000 tonnes $CO_2e$).

Actions to achieve scope 3 reductions in emissions include:

- Supplier climate action: to reduce emissions within purchased goods & services, focus will be on supplier decarbonization. 33% of suppliers, accounting for a substantial share of expenditures, have already established targets to achieve net zero emissions by 2030 or significantly reduce their emissions. Tele2 anticipates that two other key suppliers will follow suit, increasing this the potential reductions, if they achieve their targets, by up to 46% reduction. A further 20% reduction is also planned to be obtained through setting demands on the remaining key suppliers, helping to support the anticipated 66% reduction within the two scope 3 categories.
- Renewable energy deployment in use of sold products:: As renewable energy growth continues, the company anticipates a 42% reduction in emissions from the electricity used by customers to power their products. Further emissions reductions of 5% are expected through customer communication on the importance of using renewable electricity. There may be an additional 5% reduction potential in this category if customer communication is successful.
- Fuel and Energy: a 50% reduction potential driven by the lever to transition to 100% renewable energy and engagement with energy providers.
- Business Travel reductions: includes a 50% reduction where 25% can come from airline emission reductions by 2030 and 25% from reduced air travel as a result of policy changes and increased use of video conferencing.
- Transportation & Distribution: a 40% reduction, reflecting the increased use of renewable energy in this sector. The company will continue to also internally work on reducing emissions from this category to support the decarbonization efforts.
- Employee Commuting: a 50% reduction can probably be managed . Herein, 25% is anticipated from replacing fossil fuel vehicles with electric vehicles and another 25% from the company's actions to encourage sustainable commuting options like public transport, biking, and car sharing.

*Supplier performance*
During the year, the company has evaluated its largest suppliers, to determine whether these have set $CO_2$ reduction targets that are sufficiently ambitious to contribute to Tele2 achieving its science-based targets. An assessment of the company's ten largest suppliers revealed that only two had an emissions trajectory aligned with Tele2's climate targets. This initial assessment will be followed by discussions with Tele2's top suppliers, and an annual evaluation of the company's suppliers' performance in relation to its targets. To underline Tele2's commitment to the reduction of scope 3 emissions related to activities in its upstream value-chain, the company has updated its Business Partner Code of Conduct to include strict requirements related to suppliers' climate performance.

**Implementing the transition plan**
The climate transition plan is incorporated into the company's sustainability strategy, which, in turn, is integrated into the business strategy. Specifically, climate action is included in the sustainability strategy focus area of "advancing circular economy to combat climate change." For more information, please refer to ESRS 2, section Strategy, business model, and value chain, on page 54.

Climate-related goals are integrated into financial planning through dedicated budget allocations for renewable energy projects, the transition to electric vehicles, and supply chain engagement programmes. Long-term financial planning incorporates scenario analysis to assess the potential impact of climate risks and opportunities on business operations and profitability.

According to the evaluations conducted when developing the climate transition plan, there is limited financing needed to implement the plan within Tele2's value chain. Based on Tele2's current position, the company should not finance transition activities either upstream or downstream. While Tele2 may anticipate price increases from suppliers for products with better climate performance, the company also expects a higher willingness from customers to pay for products and services with improved climate performance. For core internal climate-related actions, resources are allocated based on the degree of integration of the sustainability strategy into the business. Therefore, the company will need to continue to integrate and execute on the actions within the organisations. So far, no issues have been identified that are solely dependent on the availability and allocation of resources.

The highest contributing factor, the company's supply chain emissions, targets supplier emissions, and a sustainable procurement programme is ongoing, focusing on the top impact suppliers.

However, if Tele2 needs to finance emissions reduction activities, there is an option to issue green and/or sustainability-linked bonds using the Green and Sustainability-Linked Financing Framework. The company anticipates some operational and capital costs associated with the transition plan and its actions, but currently the company has not focused on developing a more detailed cost analysis of this. Therefore, Tele2 will not disclose future financial effects of the transition plan, as there are currently many unreliable sources for future effects of external factors, such as increased procurement costs due to supplier climate actions.

Section E – E1 cont.

Tele2 has not supported in provision of remedy for those harmed by actual material impacts of climate change. In relation to the climate transition plan, locked-in GHG emissions for key assets have been assessed from the company's operations. Key assets that do not use electricity consumption include company cars, backup generators, and installations that contain refrigerants. There is currently a technological constraint of accessing refrigerants with low emissions. However, as emissions from refrigerants are less than 0.01% of total GHG emissions in 2024, the company has assessed that there is no identified current risk for a significant GHG lock-in effect.

The Company is not excluded from the Paris Aligned Benchmark.

**Avoided emissions**

Tele2 can act as an enabler in reducing emissions from customers, which can be labeled "avoided emissions". The entity-specific disclosure on avoided emissions is connected to a potential opportunity, strengthening market position, as outlined in ESRS 2, section Material impacts, risks and opportunities on page 57. By maintaining this disclosure, Tele2 ensures transparency regarding sustainable practices to position Tele2 as a leader in creating value and addressing climate impact.

**EU taxonomy alignment and plans**

Since 2021, Tele2 have assessed the taxonomy-alignment of economic activities related to the Climate Change Mitigation objectives (6.5, 7.7, 8.1, and 8.2). In line with the commitment to achieving net zero emissions across the value chain and supporting the EU's climate ambitions, the company will continue to evaluate opportunities to increase the proportion of conomic activities that align with the criteria established under Commission Delegated Regulation (EU) 2021/2139.

Particularly in relation to circular economy initiatives, alignment can be further enhanced as the company expand business activities in these areas. However, it is important to note that not all activities within the climate transition plan needs to be taxonomy-aligned in order to generate a positive environmental impact e.g. leasing of electric vehicles, purchasing of renewable electricity and decarbonizing products and services within the supply chain. For more detailed information on EU Taxonomy alignment and the specific activities covered, please refer to pages 94-100.

## CLIMATE SCENARIO ANALYSIS

Understanding climate change and the associated climate risks is fundamental to future-proofing Tele2's business. In 2021, Tele2 implemented the Task Force on Climate-related Financial Disclosures' (TCFD) reporting recommendations to disclose current knowledge about the climate risks and opportunities most material to Tele2. The TCFD recommendations include disclosures within four categories: Governance, Strategy, Risk Management, and Metrics and Targets. Tele2 published its TCFD report in 2021, and it can be found in full on Tele2's website.

Tele2 has identified climate related-hazards over the short-, medium- and long-term, and screened whether its assets and business activities may be exposed to these hazards. Tele2 has identified the assets and business activities that may be exposed to hazards as primarily being its infrastructure consisting of fixed and mobile networks, and that hazards are related to temperature, wind, water and solid-mass. The relevant time horizons are until 2030, 2040 and 2050. Although it is difficult to accurately assess the expected lifetime of the relevant assets, it is likely in the span of 10-20 years, and the strategic planning horizons and capital allocation plans are aligned with this. Tele2 has not yet conducted a detailed assessment of likelihood, magnitude and duration of hazards, nor considered its value-chain, but plans to do so during 2025. These assessments have been made using the climate scenario RCP 8.5.

Tele2 has assessed transition events over the short-medium and long-term horizon, the result of which is presented in the table under "Transition risks".

**Risk governance**

Tele2's Board of Directors holds the responsibility to approve the sustainability strategy, which also supports Tele2's business strategy. The Board is also responsible for the ongoing quality evaluation of the company's internal control functions and risk management, ensuring that the company is adequately equipped to mitigate and manage all kinds of risks.

The Board reviews and approves the sustainability strategy and strategic risk registry once a year, whilst the mandate to execute on the strategy has been delegated to the Head of Sustainability and for the strategic risk registry to the Head of Internal Audit, who reports to the EVP Corporate Affairs. The Audit Committee reviews the sustainability strategy and the progress made on a quarterly basis. As part of the advancement of Tele2's sustainability strategy and its deepened understanding of how climate risks can affect the company, Tele2 will assess how the proactive approach to climate change and climate risks should best be strengthened.

**Risk strategy**

In 2020, Tele2 initiated a risk assessment to gain a more complete picture of Tele2's climate risk landscape, assessing both physical risks and transition risks, according to the TCFD recommendations. These include acute and chronic physical risks, and transition risks concerning reputation, market, technology, policy and legal risks. The assessment includes activities upstream and downstream, as well as the daily operations. In the assessment, the potential financial impact was put into context in terms of whether it could have an impact on tangible assets, such as infrastructure, or on intangible assets, such as the company's reputation. The risk assessment was conducted considering potential financial impact, risk likelihood, and timeline for risks to manifest. An overview of the risk assessment can be found in the table below.

Section E – E1 cont.

## Overview of climate-related risks

| Risk category | Tangible assets | Intangible assets | Timeline |
|---|---|---|---|
| **Physical** | | | |
| Acute | X | | Mid term |
| Chronic | X | X | Long term |
| **Transitional** | | | |
| Reputation | | X | Mid term |
| Market | X | | Short term |
| Technology | X | | Mid term |
| Policy and legal | | X | Short term - mid term |

For full disclosure of climate risks, please refer to Tele2 TCFD Report 2020.
Short term: 0–5 years
Mid term: 6–10 years
Long term: 11–50 years

The table shows an overview of the risk assessment. The X's indicate an identified potential financial impact on tangible and/or intangible assets from physical and transitional risks.

## Overview of climate-related opportunities

| Opportunities | Tangible assets | Intangible assets | Timeline |
|---|---|---|---|
| Efficiency | X | X | Mid term |
| Market | | X | Long term |
| Reputation | | X | Short term |

The X's indicate an identified potential financial positive impact on tangible and/or intangible assets from climate-related opportunities.

## Identified specific climate-related risks

**Physical risks**

1. Extreme weather and frequent storms
2. Floodings and flash floods
3. Wildfires
4. Cold waves
5. Heat waves
6. Decreases in precipitation
7. Increases in precipitation
8. Increased mean temperature
9. Sea level rise

**Transition risks**

10. Failure to meet investor demands on climate change performance
11. Failure to meet banking criteria for credit and financing
12. Increased and/or volatile raw material prices as a result of increased pricing of carbon
13. Fossil fuel industry and fossil fuel reliant industries become banned or heavily restricted
14. Restrictions and bans on refrigerants used in data centres
15. Increased pricing and/or taxes on greenhouse gas emissions
16. Increasing stakeholder demands on corporate climate action
17. Unreliable electric grid capacity
18. Disruptive change of user behavior

Physical risks can have a considerable impact on Tele2. However, the mitigation of several physical risks are included in Tele2's operations. Transition risks are unpredictable, however changes in regulation can usually be prepared for in advance. Based on the assessment made of these risks, 18 detailed risks have been evaluated to determine the impact that they could have on Tele2's operations. The 18 risks have been evaluated in terms of their likelihood of occurring and the impact it would have if occuring. To ensure correct assessment of the risks, this evaluation has been conducted with the concerned parties in the organisation. The conclusion was that risks (1), (12), (13), (15) and (17) have the highest combined potential likelihood and impact of occurring. Identified potential mitigators relate to measures that increase resilience to climate-related risks and a deeper understanding of the implications that transitional changes can have on Tele2's business areas.

## Risk management

Risk management is fundamental to Tele2's ability to achieve its strategic objectives, and all material risks are assessed by the Group Leadership Team (GLT). Although the climate risk exposure is lower compared to other sectors such as heavy industry, materials and buildings or agriculture, Tele2 must work proactively to mitigate the risks associated with climate change.

The work with climate risks is at the early stages and Tele2 must increase the capacity and know-how of how to deal with climate risks and what they entail, dispersing climate change knowledge throughout the organisation. The risks associated with climate change will only grow bigger with time, and as such, climate risks are listed in Tele2's strategic risk registry on page 34 of the Annual and Sustainability Report 2024. This means that strong effort is made by the Group Leadership Team to discuss, evaluate and mitigate the climate risks.

As per the risk management process, risk areas identifying the climate risks have been defined. The risk areas have been assigned to a risk owner (an individual Group Leadership Team member) who is responsible for the ongoing work and continuous assessments of potential impact and likelihood. Challenges and advancements are to be reported to the Group Leadership Team, as well as to the Audit Committee and/or the Board of Directors. During 2023, the Group Leadership Team conducted a more detailed review of the climate risk management program. This included reviewing a comprehensive list of suggested actions

Section E – E1 cont.

to mitigate both physical and transitional risks. The suggested actions for physical risks related both to the fixed and mobile networks. The transitional risks primarily have impacts related to Tele2's Finance department, but also to the Sustainability department, B2B, B2C as well as the fixed and mobile networks.

Climate risks have undergone the initial integration into the overall risk management framework and Tele2 will continuously work to implement them. Tele2's operational risk management has been integrated into the financial reporting and operational processes to ensure accountability, effectiveness, efficiency, business continuity and compliance with corporate governance, legal and other requirements.

### Metrics and targets related to risks

Tele2 has laid the groundwork for assessing the climate risks and opportunities material to the company, considering the kind of impact a risk can have on business. The progress on scope 1, 2 and 3 GHG emissions can be found in E1, section Metrics and progress on page 81. To demonstrate the commitment to fighting climate change, Tele2 has developed Science-Based targets, that have been approved by the Science-Based Target initiative.

Metrics that have been considered on a general level besides carbon emissions and carbon intensity (per subscription), are operational costs such as those of interrupted service and the cost of renovation and increased maintenance, disrupted supply chains, increased or volatile energy prices and changes in the energy supply, and national and regional taxes and fees. To strengthen the work with climate risks Tele2 recognises the need to involve more company functions to develop and quantify the metrics especially relevant to its business. This includes the development of performance metrics related to climate risk mitigation.

### Climate scenarios and business resilience

The Paris Agreement commits the world to limit the global temperature rise to 2°C by 2100, and aims to limit it to 1.5°C. Tele2's scenario analysis has been conducted using two emission reduction pathways as defined by the Intergovernmental Panel on Climate Change (IPCC), the Representative Concentration Pathway (RCP) 2.6 and the RCP8.5 and was updated during 2023 to include the IEA Net Zero Emissions by 2050 Scenario (IEA NZE 2050).

The transition to a lower-carbon and resilient economy is shaped by multiple factors, including macroeconomic conditions and technological advancements. Tele2's resilience analysis is based on critical assumptions related to three main areas. Firstly, anticipated implementation of carbon taxes or cap-and-trade schemes may affect operational costs, for instance through increased costs for purchased products. Secondly, an increase in renewable energy sources in the company's value chain may affect value-chain emissions by reducing supplier and customer emissions. Thirdly, a high pace of innovation leading to new technologies becoming commercially viable and widely adopted that lead to higher energy efficiency and lower emissions, for instance through improvements in network equipment, cooling systems or back-up power generators. To mitigate risks and maximise opportunities, Tele2 actively supports policies and initiatives that expand production of renewable energy, and facilitate the continued expansion of the technology that the company uses.

Time horizons applied are until 2030, until 2040 and until 2050. These time horizons are the most relevant to the climate scenarios used, although business scenarios considered in determining material physical and transition risks and setting GHG emissions reduction targets mainly focus on 2030.

As the future physical and transitional climate impact on Tele2 is uncertain, it is difficult to be precise regarding to what extent assets and business at activities at risk will be affected. Tele2 continuously monitors this and will make changes to strategy, investment decision and current and future mitigation actions as appropriate.

Tele2 has identified areas where adaption of its strategy and business model to address climate change may be necessary, over the short-, medium- and long-term. By utilising its Green and Sustainability-Linked Financing Framework, Tele2 supports the transition to a low-carbon economy while maintaining access to affordable capital. Collaboration with key stakeholders strengthens the company´s ability to reallocate resources and responsibly decommission assets where necessary, reinforcing the long-term sustainability ambitions. The introduction of circular solutions, such as Devices as a Service, demonstrates Tele2's ability to shift its products and services portfolio.

#### RCP2.6:

RCP2.6 is the emissions reduction pathway compatible with the Paris Agreement, and Tele2's science-based targets. This scenario sees a drastic reduction of emissions of carbon dioxide and other greenhouse gases, a transition to a zero, and even net negative, carbon economy, partly relying upon carbon capture technologies.

On a general level, transition risks are expected to be greater than physical risks under this scenario, but Tele2's business model implies a moderate exposure to transition risks. The highest risk exposure to transition risks will be found in highly polluting industries such as manufacturing, buildings and materials, agriculture and energy. Given the accumulative characteristics of greenhouse gases, the world will see climate change and physical risks even in the RCP2.6 scenario, but they can be expected to be a little less frequent and severe compared to less stringent emission trajectories.

#### RCP8.5:

RCP8.5 is the emissions reduction pathway that the world is currently on, i.e. a future where emissions of carbon dioxide and other greenhouse gases follow current trajectories. With it comes global warming of 3-5°C and a range of other changes.

The physical effects are expected to be severe in this scenario, with a direct impact on the geographies where Tele2 operates, with even more severe impacts upstream in the supply chain, as well as downstream in the wider value chain. Even though limited transition risks are anticipated in the RCP8.5, it is crucial to remember that the EU has already made regulatory and policy decisions that will impact Tele2. National governments have also passed climate-related legislation that will bring changes to companies even in this lax policy future, and transition risks must thus be understood and mitigated.

Section E – E1 cont.

**IEA NZE 2050:**
The IEA Net Zero Emissions by 2050 Scenario is a pathway for the global energy sector to achieve net zero $CO_2$ emissions by 2050. It is consistent with keeping global temperature rise below 1.5°C in 2100. The scenario assumes that $CO_2$ emission reductions primarily take place within the energy sector, with global energy-related and industrial $CO_2$ emissions to fall by around 40% between 2020 – 2030 and to reach net zero in 2050, and that universal access to sustainable energy is achieved by 2030. Current and future technologies play the largest part of the transition in this scenario, while behavioural changes only account for a small part of $CO_2$ emission savings.

Given that the IEA NZE 2050 transition scenario focuses on the transition of the energy sector, several risks included in Tele2's analysis are impacted. The following four transition risks are considered to be most relevant for Tele2 in IEA NZE 2050 transition scenario:

- Increased and/or volatile raw material prices as a result of climate change policy and/or depletion of resources. Possible implications for Tele2 include increased costs due to higher prices of critical materials throughout the value chain, and increased demand for critical materials could lead to supply shortages, impacting both Tele2's sales and infrastructure.
- Fossil fuels industry becoming outlawed or heavily restricted. Possible implications for Tele2 include increased investments in R&D and renewable energy solutions and increased prices throughout Tele2's value chain as suppliers need to consider higher costs of energy.
- Increased prices/taxes on greenhouse gas emissions. Possible implications for Tele2 include increased cost due to higher prices of production throughout the value chain and increased costs due to higher prices on renewable energy.
- Unreliable electric grid capacity. Possible implications for Tele2 include business disruptions due to power shortages or energy disruptions, causing unforeseen costs and potential loss of revenue.

METRICS AND PROGRESS

### E1-4 Targets related to climate change mitigation

| GHG Target | Type | 2019 ($tCO_2e$) | 2024 actuals | 2025 target | 2029 target | 2035 target | 2024 progress from 2019 | SBTi status |
|---|---|---|---|---|---|---|---|---|
| Scope 1 &2 | Absolute | 43,256 | 1,540 | -90% | -100% | -100% | -96% | 1.5C aligned |
| Scope 3 [1)] | Intensity | 0.034 | 0.031 | - | -60% | NA | -11% | Validated |
| Scope 1, 2 & 3 [2)] | Absolute | 333,739 | 255,785 | - | - | >90% | -23% | Validated |
| Removals | Absolute | 0 | 0 | - | - | <10% | Not started | Validated |

[1)] Reduce scope 3 GHG emissions 60% per subscription by 2029. The reduction presented is based on actual numbers, non rounded.
[2)] Scope 1, 2 and 3 refers to the company net zero target that aims to reduce the company value chain emissions by at least 90% by 2035 from 2019 baseline, and neutralise the remaining residual emissions through approved carbon removals. In 2019, Scope 1 and 2 stood for 13% of emissions within the target and scope 1 for less than 1%.

The relevant geographies related to Tele2's targets are Tele2's countries of operations.

**Performance**
Compared to 2019, Tele2's scope 1 and 2 emissions have decreased with 96% in 2024, putting Tele2 ahead of its 2025 target of a 90% reduction. Tele2 continues its efforts to reach zero emissions in scope 1 and 2 by 2029, in line with the science-based targets. This has been achieved through the purchase of renewable electricity certificates and the continuation of switching the company car fleet to electric vehicles. The company is on track to meet the 2029 science-based targets for Scope 1 and 2, with some remaining emissions coming from refrigerants, company fleet vehicles, and heating/cooling for its facilities. The Scope 3 emissions per RGU target is also on track, with an 11% reduction since the base year. For the 2035 net zero target, verified by SBTi, a 23% reduction has been achieved. This reduction is primarily due to improvements in supplier performance and more granular data from certain suppliers, which have contributed to decreased emissions from capital goods. The targets are monitored and reviewed through this annual sustainability report and are considered to be on track with initial expectations. From the outset, the company anticipated that Scope 3 reductions would progress more slowly than Scope 1 and 2 reductions, as the company has less direct control over these.

**Accounting principles**
Scope 1, 2 and 3 are calculated according to the GHG inventory accounting principles E1.6 on page 82. The SBTi target to reduce scope 3 emissions per subscription (RGU) is dividing total scope 3 emissions by total number of subscriptions in 2024.

There are no exclusions of categories in scope 1, 2 or 3 targets but all company verified emission categories are covered within the company net zero target. The target includes all geographies where Tele2 is operational together with the upstream suppliers operational boundaries for targets covering scope 3 emissions. The Company's overarching climate targets have been set to align to the 1.5°C pathway, set by the UN Paris agreement, and verified by the Science Based Target initiative. The target has greater ambition than the reduction trajectories outlined in the SBTi's ICT sector guidance. The ICT sector guidance, in turn, is based on the ITU L1470 and L1471 recommendations, which utilise IPCC scenarios P2 to develop near-term and net zero target trajectories for ICT sector stakeholders, including mobile network operators, fixed network operators, and data centre operators.

No changes in business operations and models was assumed during the target setting process. Within the target setting and identified potential reductions, there is assumptions on increased uptake on climate action across suppliers and access to renewable energy provision. The Majority of it is not within the company's direct control, but will nonetheless be worked upon to be achieved. The targets were also set to support the EU climate ambition.

The rest of emissions are within scope 3. The baseline values are considered representative as no significant external factors were identified for 2019. All business operations in 2019 that are no longer relevant, are already excluded from the base year emissions inventory.

Section E – E1 cont.

## E1-5 Energy consumption and mix

| MWh | 2024 | 2023 | 2019 |
|---|---|---|---|
| Fossil sources | | | |
| Fuel consumption from coal and coal products | 0 | 0 | 0 |
| Fuel consumption from crude oil and petroleum products | 4,863 | 5,526 | 16,717 |
| Fuel consumption from natural gas | 152 | 47 | 376 |
| Fuel consumption from other fossil sources | 0 | 0 | 0 |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources | 764 | 6,447 | 109,495 |
| **1. Total fossil energy consumption** | **5,779** | **12,020** | **126,588** |
| *Share of fossil sources in total energy consumption (%)* | 2% | 4% | 45% |
| Nuclear sources | | | |
| **2. Consumption from nuclear sources** | **0** | **0** | **0** |
| *Share of consumption from nuclear sources in total energy consumption (%)* | 0% | 0% | 0% |
| Renewable sources | | | |
| Fuel consumption from renewable sources | 705 | 1,595 | 0 |
| Consumption of self-generated non-fuel renewable energy | 114 | 105 | 0 |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources | 290,146 | 258,394 | 151.455 |
| **3. Total renewable energy consumption** | **290,965** | **260,094** | **151,455** |
| *Share of renewable sources in total energy consumption (%)* | 98% | 96% | 55% |
| *Share of renewable sources in total electricity (%)* | 100% | 100% | 72% |
| **Total energy consumption (1+2+3)** | **296,744** | **272,114**[1] | **278,043**[2] |
| Total energy consumption from activities in high climate impact sector | 2,326 | - | - |
| Total renewable energy produced | 129 | 108 | 0 |

| Energy intensity from activities in high climate impact sector MWh/Net revenue SEK million | 2024 |
|---|---|
| Activities in high climate impact sectors[3] | 1.5 |

[1] Identified error, more information within Scope 2 on page 82.
[2] Also includes energy consumptions for Croatia and German operations as the company had operations there at the point of time.
[3] Activities and energy consumption from high climate impact sectors will not be reported retroactively. High impact cimate sector includes activities from the retail stores, where mobile devices are sold.

### Performance

Tele2 continues to purchase 100% renewable electricity for its operation. Renewable energy share of total energy is 98%. There is also an increase in renewable energy production within the company operations from 108 MWh in 2023 to 129 MWh in 2024.

Fossil energy consumption has increased due to a swap from pellets in 2023 to natural gas in 2024 for one location due to cost reasons. Further actions are investigated to see what can be done to reduce the consumption again. There is a overall slight increase of total energy consumption for the company, mostly due to expansion of 5G across the mobile networks. However, the increase is also followed by increased renewable elctricity purchases that match increased consumption.

### Accounting principles

Tele2 reports energy consumption across all of its operations, including cars, energy used in its offices, data centres, network infrastructure, and other facilities directly controlled by the company. The reporting covers both direct and indirect energy consumption, with internal distinctions made between energy used for operational activities (Scope 1 and Scope 2) and energy used by the joint operations entities Sunab and Net4Mobility. While Tele2 continues to enhance the accuracy of its energy consumption data, there remain some uncertainties associated with the measurements, particularly in relation to heating and cooling, which involve estimations. The data reported in the annual report is provided in megawatt-hours (MWh). To collect energy consumption data, Tele2 employs a combined approach, utilising energy expenditure invoices, reported metrics from utility providers, internal systems, and direct measurements at specific facilities.

Energy consumption is categorised into two main sources: non-renewable and renewable. Non-renewable energy consumption includes all fossil fuels used in company cars, back-up generators, and the consumption of purchased heat from fossil sources. In contrast, renewable energy consumption encompasses renewable fuels, as well as electricity and heat sourced from renewable origins such as wind, solar, and water. Additionally, self-generated non-fuel renewable energy, primarily from solar power production at Tele2's own sites, is also accounted for.

Tele2 generates revenue from retail sale of telecommunications equipment in specialised stores, which is classified as activities in high climate impact sector, according to Regulation (EU) No. 2022/1288. Therefore, Tele2 discloses its energy intensity associated with these activities. The denominator used to calculate this metric is the total net revenue in SEK million from retail stores and can be found in E1-6 in table: Connectivity of energy intensity based on net revenue with financial reporting information on page 81. The nominator is the total energy consumption from retail stores, presented in table E1-5.

Section E – E1 cont.

## E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

| $tCO_2e$ | Retrospective | | | Comparisons | |
|---|---|---|---|---|---|
| | 2024 | 2023 | 2019 | Change 2024 to 2023 | 2024 % of total emissions |
| **Scope 1 GHG emissions** | | | | | |
| Gross Scope 1 GHG emissions [1] | 1,394 | 1,356 | 3,310 | 3% | <1% |
| **Scope 2 GHG emissions** | | | | | |
| Gross market-based Scope 2 GHG emissions | 146 | 197 | 39,946 | -13% | <1% |
| Gross location-based Scope 2 GHG emisions | 50,712 | 47,817 | 44,816 | 6% | - |
| **Scope 3 GHG emissions (significant)** | | | | | |
| Purchased goods and services | 163,856 | 165,720 | 213,358 | -1% | 64% |
| Capital goods | 52,901 | 76,448 | 45,075 | -31% | 21% |
| Fuel and energy-related activities | 3,173 | 2,977 | 4,496 | 7% | 1% |
| Upstream transportation and distribution | 3,544 | 2,749 | 2,898 | 29% | 1% |
| Waste generated in operations | 18 | 17 | 6 | 6% | <1% |
| Business travel | 1,332 | 1,318 | 2,546 | 1% | <1% |
| Employee commuting | 2,835 | 2,734 | 3,384 | 4% | 1.% |
| Use of sold products | 26,554 | 19,962 | 18,696 | 33% | 10% |
| End-of-life treatment of sold products | 31 | 22 | 24 | 41% | <1% |
| **Total Gross indirect (Scope 3) GHG emissions [2]** | **254,245** | **271,947** | **290,483** | **-7%** | **99.4%** |
| **Total GHG emissions (location-based)** | **306,351** | **321,120** | **338,609** | **-5%** | **-** |
| **Total GHG emissions (market-based)** | **255,785** | **273,470** | **333,739** | **-6%** | **-** |

[1] 0% of Scope 1 GHG emissions are from regulated emissions trading schemes
[2] 23% of scope 3 emissions are derived based on primary data.

## Biogenic emissions

| Tonnes $CO_2e$ | 2024 |
|---|---|
| Biogenic Scope 1 emissions of $CO_2$ | 87 |
| Biogenic Scope 2 emissions of $CO_2$ (market-based) | 277 |
| Biogenic Scope 3 emissions of $CO_2$ | 220 |
| **Total emissions (market based) [1]** | **584** |
| *Biogenic Scope 2 emissions of $CO_2$ (location-based)* | 2,523 |

[1] Biogenic emissions will not be reported retroactively.

## GHG intensity based on net revenue

| $tCO_2e$/SEK million | 2024 |
|---|---|
| Total GHG emissions (market-based) per net revenue | 8.6 |
| Total GHG emissions (location-based) per net revenue | 10.4 |

## Connectivity of energy intensity based on net revenue with financial reporting information

| SEK million | 2024 |
|---|---|
| Net revenue from activities in high climate impact sectors used to calculate energy intensity [1] | 1,600 |
| Net revenue from other activities than high climate impact sectors | 27,983 |
| **Total net revenue** | **29,583** |

[1] Net revenue from activities in high climate impact sectors is stemming from the company's retail segment. The reconciliation of the net revenue used to calculate GHG intensity, is disclosed in the Board of Directors Report, section Group Summary on page 20.

## Performance

### Direct and indirect emissions Scope 1 and 2

For 2024, Tele2's operations included the markets in Sweden, Estonia, Latvia, and Lithuania, referred to in this report as continuing operations. The total emissions in scopes 1 and 2 for Tele2 in 2024 were 1,540 tonnes $CO_2e$ which is a decrease of over 96% compared to 2019. However, compared to 2023, the scope 1 emissions have increased with 3%, from 1,356 tonnes of $CO_2e$. This can be traced to increased consumption of natural gas from facilities.

During the last few years, Tele2's scope 2 emissions have decreased greatly due to increased sourcing of renewable electricity with Guarantees of Origin certificates. In 2024, Tele2 continued its sourcing of 100% renewable electricity which means that the emissions from purchased electricity using the market-based method are zero. Herein, 55% of the renewable energy is purchased via purchased electricity bundled with certificates and 45% via unbundled renewable energy purchases.

The impact from cars corresponds to 81% of Tele2's total scope 1 and 2 emissions and primarily comes from petrol and diesel consumption. The emissions from cars have increased by 1% since 2023, mainly due to more diesel consumption in Estonia. Diesel usage in Sweden has however been reduced in favour of electric cars. To reduce these emissions, Tele2 can further transition to electric cars and increase the share of cars operated on E85, biogas or other biofuels.

Meanwhile, emissions from refrigerant leakage has increased by 24% compared to 2023, due to specifically having another more potent refrigerant in use within one facility. Emissions from energy use have decreased by 13%.

If Tele2 were part of the EU ETS (the European Emission Trading System), their total climate impact in scopes 1 and 2 would result in a cost of 108.000 EUR (market-based) of allowances. This calculation is based on a EU ETS price of 69,96 EUR per tonne $CO_2e$ as of the last trading day of 2024.

Section E – E1 cont.

### Indirect emissions Scope 3

Emissions in scope 3 are in total 254,245 tonnes $CO_2$e. This is a decrease of 23% compared to last year. The decrease is largely due to decreased emissions in capital goods relating to Tele2's purchases of network equipment. The decrease in emissions for purchased goods and services (1%) and capital goods (31 %) compared to 2023 is primarily due to purchases in Sweden. The category Capital goods has decreased due to a decrease in spend, changed purchasing habits and improved data quality. In total, 80% of Tele2's total emission comes from purchases of goods, services and capital goods. Emissions from purchased goods and services decreased by 23% since the base year, with the impact of inflation on the spend factors playing a significant role in this result.

The greenhouse gas inventory is reviewed on an annual basis as part of this sustainability report. It reflects the company's expected outcomes, despite the inherent challenges in reducing Scope 3 emissions, particularly in the area of supply chain decarbonisation.

## ACCOUNTING PRINCIPLES E1.6

The measurement of the 2024 metrics presented in E1 are not validated by an external body other than the assurance provider. For more information on emission factors, please see Appendix on page 130.

### Scope 1:

Tele2 applies the operational control approach to the calculations, meaning that emissions from facilities and vehicles under the operational control of Tele2 is reported. Emissions from company cars include all cars operated by Tele2's employees in duty and includes company owned cars, leased cars, rental cars and private cars operated in business purposes. Refrigerant leakages emissions are included in scope 1 for facilities where Tele2 has the operational control. The primary source of data for fuel combustion was the actual volume of fuel consumed per fuel type, e.g. litres of diesel or cubic meters of gas. If the fuel volume was not available, the traveled distances per fuel type was used, e.g. km traveled using diesel cars. Refrigerant leakages are assumed to equal the refilled volumes of a cooling system or heating system. If data was not available, assumptions based on known data sources were made to estimate the unknown parts. For example, extrapolations were made based on consumption in kWh per square meter, to fill any data gaps During the disclosure for 2024, an earlier reporting error for refrigerant leakage was identified in the Estonian facilities. This error was corrected during the year. The Estonian refrigerant leakage was also updated for 2023, resulting in emissions of about 9 tonnes of $CO_2$e compared to no reported leakage last year.

### Scope 2:

Emissions in scope 2 relate to purchased electricity, district heating and district cooling. Data on actual energy use was primarily used, e.g. the actual electricity consumption for a facility. Where primary data was not available, the energy use was based on the energy cost and an assumed cost per kWh. If spend data was not available, assumptions based on known data sources were made to estimate the unknown parts, such as extrapolations based on consumption in kWh per square meter to fill any remaining primary data gaps. Tele2 primarily applies the market-based method when calculating scope 2 emissions. However, emissions were also calculated with the location-based method, in accordance with the recommendations in the GHG Protocol, and reported separately. The calculation methods are based on the same data and assumptions but different emission factors were applied.
Electricity consumption from the company's joint operations are also included in scope 2, as in previous years and follow the same accounting principles. Tele2's allocated emissions from total joint operations account for 50%, corresponding to its equity share.

### Scope 3:

Purchased goods and services: The methodology for Scope 3 category 1 was updated for the 2023 calculations and further developed in 2024. Where possible, Tele2 collected data through surveys to hardware suppliers requesting product-level data. If the data was unavailable, Tele2 requested aggregated emissions data allocated to Tele2 based on revenue. Secondly, surveys were sent out to service suppliers asking for aggregated company-level emissions which were allocated to Tele2 based on revenue. To close the remaining data gaps a combination of additional methodologies were used, including the use of emission factors from public sources and extrapolation of supplier data from previous years. Data on purchased hardware was used to estimate the emissions from hardware unless no representative emission factors were available. In cases where none of the above methodologies were applicable, a spend-analysis was applied. In 2024, the underlying spend data was also updated, as it was identified that there was missing spend in year 2019.

Capital goods: Calculations follow the same methodology as described in the Purchased goods and services section above since these emissions also relate to purchases from Tele2's suppliers.

Fuel and energy related activities: This category represents the life-cycle emissions from direct fuel use and indirect purchased energy, i.e. production and distribution of fuels and energy that had direct emissions reported in scope 1 and 2. The same data used in scope 1 and 2, was used to calculate the emissions in scope 3. The supplier-specific method was used when emission factors were available. If this was not available, an average-data method was used, e.g. industry averages for fuel production and distribution.

Upstream and downstream transportation and distribution: Emissions from outbound transports are based on data reported directly by carriers and extrapolated emissions in cases where data was unavailable. Since Tele2 is not the owner of the inbound transport contracts, no data was available internally. As the methodology was updated in 2023 and applied backwards, Tele2 estimated the inbound transport emissions using the weights from the purchased hardware together with assumptions on transport distances and shares of travel modes. The transport emissions were accounted for well-to-wheel (WTW) and a radiative forcing index (RFI) of 2.7 was added.

Section E – E1 cont.

Waste generated in operations: Data on waste disposal and transports is mainly based on primary data. If data was not available, extrapolations based on known data sources were made to estimate the unknown parts. Data covers consumer and network waste, and waste generated in offices. If the waste is used to produce e.g. district heating or new materials, this should be accounted for in the created product's lifetime and is therefore not included in Tele2's inventory. Note that emissions from waste management are accounted for in cases where waste is sent to landfill. Additionally, emissions resulting from waste transportation are included within this category. These calculations also incorporate the average waste emission factor provided by Defra. Waste also includes waste from joint operations. The emissions allocated of the total joint operations are 50%, and is related to Tele2's equity share.

Business travel: Emissions from business travel are primarily based on data from travel agencies used by Tele2 and cover flights, hotel nights, taxis, and train travel. If reporters had travel data on trips not booked via travel agencies, the data from the travel agencies was used as benchmarks for estimates. The distance-based method was used for these calculations. As some travels were booked outside the travel agencies where good activity data was not always available, the spend-based method was used where needed. These emissions were estimated using the same emission intensity per EUR as for the travel booked by the travel agency. This methodology applied to flights, hotel nights and train travel whereas taxi emissions were based on spend figures.

Employee commuting: in 2023, a commuting survey was sent out to the employees in Sweden and the Baltics. The responses were used to calculate the number of days spent at the workplace weekly, which travel modes were used and the commuting distances for an average employee in each country. The results were then multiplied by the number of FTEs in 2024, the number of workdays during the year and emission factors for each travel mode.

Use of sold products: This category is calculated using the average-data method and includes emissions from the products sold to end users by Tele2. The number of sold products in different categories were used as a basis for the calculation. The electricity consumption from the sold products were estimated and the resulting emissions were calculated by applying the respective country's electricity emission factor (using the production mix). Product lifetimes, usage and required power were estimated for product groups using reference products. The decision to use the production mix was based on the assumption that Tele2's mix of consumers was assumed to represent the average electricity consumer in each country.

End of life treatment of sold products: Previously, the weight of the sold products was estimated based on reference products for several product categories to calculate the total weight of waste in the end-of-life treatment process. This year, better weight data was gathered by Tele2 Sweden which meant that no reference products had to be used for Sweden. For the Baltics, the same reference products as last year were used with an additional ten categories added. Emissions from the end-of-life treatment were calculated using the same emission factors as for the waste generated in the operations category. The average-data method was applied in this case. The average-data method was applied for these calculations, where the share of waste to recycling, combustion and landfill was estimated based on national statistics. The waste transport emissions were also included. Data on packaging waste for B2C reported to Swedish authorities was used for Sweden and was extrapolated to the Baltics using the average packaging weight per RGU.

Emissions in the remaining Scope 3 categories have been assessed as not material and are therefore not reported. Scope 3 emissions are associated with inherent uncertainties due to limitations in data availability and accuracy of primary data, which is why the reported figures should not be regarded as exact measurements.

GHG emissions intensity based on net revenue is calculated by dividing total GHG emissions (market based) with the total net revenue as shown in the Board of Directors Report, Group Summary on page 20. The energy intensity per high climate impact sector is calculated by dividing energy consumption of the retail stores per country of operations with net revenues from the same scope of retail stores.

### Changes in Activity Data Compared to Previous Years

- The data quality for hardware weights has been improved since last year. This meant that general weight factors did not have to be used for products purchased and sold by Tele2 Sweden. For the product category that previously was one network category without sub-categories, this caused a large difference in weight per piece. Previously, the weight used was around 1.02 kg per piece. The new average weight per piece was around 3 kg per piece. This also meant that the overall weight purchased by Tele2 increased which resulted in an increase of inbound transportation emissions.
- Last year, Lithuania's emissions were estimated based on Latvia and Estonia. This year, data regarding hardware and spend in categories have been used. The share between purchased goods and services and capital goods are estimated based on Latvia's share. Previous year's data have been retroactively updated based on 2024 data for several suppliers, e.g. Cisco and Ericsson. For Cisco, a calculation error was discovered in year 2023, which related to a product being wrongly classified. Year 2019 was extrapolated based on data from year 2024.
- Last year, the weight for network product was estimated based on an average weight which resulted in much lower weight compared to this year when the weight estimations were better and based on each product. Previous year's average weight was hence updated.
- An error connected to the emission factor related to taxi rides was identified during this year's reporting and has been updated. This resulted in an increase by approximately 11 tonnes of $CO_2e$ compared to the calculation last year.
- In total, previously reported 2023 figures amount to 274,731. Now, 2023 total GHG emissions amount to 273,470 tonnes. For 2019, total GHG emissions amount to 333,739 versus previously reported to 289,529. The increase relates mostly to sope 3, category 1 and 2 increases.

Section E – E1 cont.

### Changes in methodology

- To adapt to the updated ESRS requirements, emission factors that specify biogenic emissions and as well as share of renewable content in fuels, district heating as well as electricity has been included in this year's calculation.
- The categorisation for purchased network products has been improved and resulted in 40 subcategories. Emission factors were found for all categories with some calculated based on material and weight instead of per piece.
- Emission factors for waste have been updated as DEFRA discovered a calculation error in their emission factors. This affects previous year's emissions for category 6, waste and category 12, end-of-life treatment of sold products.
- Tele2 has re-evaluated its definition of 'operational control' for its joint venture companies, classifying them as joint operations. However, since this has already been reported in previous GHG accounting, there are no historical changes in Scope 1 and 2 emissions. Emissions from joint operations are now reported in category 5 but are not added retroactively.

### Limitations in methodology

The methodology described in the GHG protocol has been followed for scope 1 and 2. According to the protocol, it is allowed to make estimations and interpolations. However, the main limitations for an even more accurate emission inventory are:

- Estimations of fuel use have been made based on fuel cost with an assumption about the cost per kWh.
- Extrapolations has been needed to cover data gaps on fuel use.
- Calculations have been made based on energy spend and not energy use in some cases in scope 2.

The methodology described in the GHG protocol Corporate Value Chain (Scope 3) Standard has been followed. Tele2 has made several improvements in the methodology this year but there are always limitations that can acted on. The main identified limitations are:

Category 1 and 2

- The supplier specific data has been reviewed based on plausibility but not reviewed in detail
- Extrapolations has been needed to cover data gaps.
- Much of the hardware data has been sorted into product categories for which we have used average emission factors.
- Spend-based analysis does not consider low-emission products and services that suppliers may have.

Category 4

- Estimations of transports have been made based on the weight of purchased products and an assumed distances as well as assumptions about transport mode.

Category 5

- Average emission factors for handling waste have been used instead of real data from waste handling suppliers.

Category 7

- Employee commuting was based on a survey last year and extrapolated this year based on FTE.

Category 11

- Emissions from use of sold products are based on product categories and an average product.
- The usage time as well as the lifetime of the product is based on estimations.

Category 12

- End of life emissions has been calculated based on weight of sold products and are using an average waste factor for electronic waste.

### E1-7 GHG removals and carbon credits

As part of its 2035 net zero target, the company is committed to purchasing carbon removal certificates to neutralise residual emissions from its value chain. The removals will not amount to more than 10% of the base year emissions, in line with requirements of the Science Based Target initiative.

### E1-8 Internal Carbon pricing

As disclosed in 2023, Tele2 had an ambition to evaluate an internal carbon price. During 2024, the company started a pilot project on internal carbon pricing within procurement. The price was a shadow price and was set to 636 SEK/tonnes of $CO_2e$. The price was calculated based on an average price paid for carbon credits in 2023, with and addition of 6% based on best practices. Procurement of services and products, stands for around 60% of the company's total GHG emissions. No scope 1 or 2 emissions are currently covered by the carbon price pilot project. The ambition of the pilot project is to learn and further develop a plan for if and how this can be scaled across the company. In 2025, outcomes of the project will be evaluated and decision on further actions will be taken.

### Entity-specific: Avoided emissions

Tele2 has conducted an analysis of its impact on avoided emissions of carbon and energy consumption that are enabled through our products and services. Based on the report "The Enablement Effect" published by GSMA and Carbon Trust in 2019, which explores the role of digital technologies in reducing carbon emissions across various industries, both general data and specific Tele2 data were used. The analysis accounts for the annual avoided carbon dioxide equivalent for each included product or service and the energy saved by Tele2 customers through the use of certain products and services. The purpose of calculating the avoided emissions is to assess the contribution of a service/product to the 1.5°C target from the Paris Agreement. As it is based on scenarios, the results inherently come with a degree of uncertainty.

Section E – E1 cont.

In the analysis, the solutions listed in the GSMA's "The Enablement Effect" report were compared to Tele2's products and services, after which key solutions were identified based on their relevance with regard to their possible enablement effect. The selected key solutions cover the following categories of solutions that Tele2 offers:

**Smart buildings:**
- Building Energy Management Systems (electricity commercial)
- Building Energy Management Systems (gas commercial)
- HVAC Control (commercial buildings)
- Smart meters (electricity residential)

**Smart working, living and health:**
- Audio conferencing
- Video-calling with friends and families
- Working from home
- Sharing economy
- Smart homes

**Smart transport and cities:**
- Smart logistics - efficient routing and fleet management
- Fleet vehicle driver behaviour improvement

**Smart energy:**
- Electric vehicle connection

**Smart manufacturing:**
- Inventory management

In total, Tele2 enables the avoidance of around 1,100,000 tonnes of $CO_2e$ through the products and services included in the analysis. Compared to Tele2's total gross emissions in scope 1, 2 and 3 in 2024, the avoided emissions represent more than 430% of the gross emissions across the supply chain. The majority of Tele2's avoided emissions are enabled by fleet vehicle driver behaviour improvement, working from home and video-calling with friends and family. These four categories represent close to 78% of the avoided emissions.

**Accounting principles**
The avoided emissions represent the difference in emissions from a business as usual (BAU) scenario and a scenario where a certain Tele2 product or service is used. The amount, or "enablement effect", is calculated by multiplying the quantity of a certain product or service by a so-called avoided emissions factor:

*Avoided emissions (kg CO2e) = Quantity (qty) x Avoided emissions factor (kg CO2e/qty)*
While data on the quantity was provided by Tele2 in most cases, the avoided emissions factor was always calculated.

The avoided emissions factor indicates to which extent a product or service contributes to avoided emissions. Hence, it represents the difference between the BAU scenario and the scenario where the product or service is used, taking into account potential emissions from the product or service as well as any rebound effect (i.e. unintended increase in emissions due to the usage):

*Avoided emissions factor (kg $CO_2e$/qty) = Emissions from BAU (kg $CO_2e$/qty) – Emissions from product or service (kg $CO_2e$/qty) – Rebound effect (kg $CO_2e$/qty)*
In this assessment, the avoided emissions factor for each subcategory was calculated using several different data points. Since rebound effects are largely related to behavioural aspects and hence difficult to estimate, they were not included in the assessment unless explicitly stated.

Section E – E1 cont.

The estimated avoided emissions per category are presented in the table below:

| Enablement Category | Enablement Sub-Category | Enablement Mechanism | Unit of Measuremen | Range of Tele2's avoided emissions (best estimate) ton $CO_2$-eq |
|---|---|---|---|---|
| Smart buildings | Building Energy Management Systems (electricity commercial) | Energy management systems lead to optimised energy and heating demand, resulting in energy savings. | Number of connected BEMS systems | 2,000 – 8,000 (4,900) |
| Smart buildings | Building Energy Management Systems (gas commercial) | Energy management systems lead to optimised energy and heating demand, resulting in energy savings. | Number of connected BEMS systems | 200 – 600 (400) |
| Smart buildings | HVAC Control (commercial building) | Monitoring and control of HVAC systems, including automatic reaction based on occupancy, leads to a reduction in energy consumption. | Number of offices with connected HVAC | 4,000 – 7,000 (5,300) |
| Smart buildings | Smart meters (electricity residential) | Use of smart meters enables monitoring of energy used, raises awareness, and leads to behavioural change reducing energy consumption and therefore emissions. | Number of connected smart meters | 9,000 – 26,000 (17,000) |
| Smart working, living and health | Audio conferencing | Use of smartphones to join conference calls reduces the need for business travel, thus reducing carbon emissions. | Audio conferencing minutes | 22,000 – 170,000 (70,000) |
| Smart working, living and health | Video-calling with friends and families | Use of mobile device for video calls to friends and family, thus reducing carbon emissions by reducing the need for travel to visit them. | Number of mobile subscriptions | 38,000 – 227,000 (116,000) |
| Smart working, living and health | Working from home | Use of smartphone technology allowing people to work from home, reducing the need for business travel and thus reducing carbon emissions . | Home office days | 16,000 – 1,800,000 (162,000) |
| Smart working, living and health | Sharing economy | Use of mobile technology facilitates a market for secondhand goods. Renting equipment avoids the purchase and manufacture of new goods, thus reducing carbon emissions. | Number of mobile subscriptions | 600 – 1,600 (1,000) |
| Smart working, living and health | Smart homes | Use of smart phone to remotely control devices in the home, thus reducing energy us | Number of connections for smart homes | 64,000 – 77,000 (70,000) |
| Smart transports and cities | Smart logistics, efficient routing and fleet management | Better routing and coordination of vehicle fleets, enabled through telematics systems connected via mobile networks in HGVs, results in reduction of total distance traveled, avoiding areas of high congestions, optimising fuel usage and ultimately reducing emissions. | Number of connected HGV/cars/buses | 9,000 – 19,000 (14,000) |
| Smart transports and cities | Fleet vehicle driver behaviour improvement | Improvement of driver behaviour, enabled through telematics systems connected via mobile networks in HGVs, leading to reduced overall journey distance, fuel consumption and lower emissions. | Number of installed systems | 380,000 – 770,000 (580,000) |
| Smart energy | Electric vehicle connection | Smart grids enabling connection of electric vehicles, therefore increasing shift from petrol and diesel cars to electric cars. | Number of charging points | 11,000 – 46,000 (23,000) |
| Smart manufacturing | Inventory management | Inventory management systems reduce the overall level of inventory needed. As a result, less warehouse storage space is required. Smaller storage space requires less energy for lighting and cooling, resulting in energy savings and emission reductions. | Number of installed systems | 32,000 – 42,000 (37,000) |

## COLLABORATIONS AND PARTNERSHIPS FOR ENVIRONMENT

To ensure Tele2 has topic-specific expertise required to reach its long-term environmental sustainability goals, Tele2 has strategic partnerships with a selected number of organisations and associations. These partnerships are an important way for Tele2 to support the Sustainable Development Goals, particularly Goal 17's target to encourage and promote effective partnerships, that builds on the experience and the resources of the partners.

By coming together as an industry, partners can learn from each other, and gain the strength needed to tackle some of the issues that the industry faces. Through our industry association the GSM Association (GSMA), Tele2 can both contribute to and gain access to the shared global expertise of the industry.

During 2024, Tele2 has remained a project manager for the GSMA project on circular economy for devices. The project has developed a circularity target to take back at least 30% of distributed mobile phones by 2030 that Tele2 and 11 other telcos from Europe, Africa and Asia committed to.

Tele2 has continued its partnership with the Exponential Roadmap Initiative. The initiative brings together companies from various sectors with the common mission to halve emissions by 2030 and to reach net zero emissions before 2050.

# E2 POLLUTION

## STRATEGY

### Process to identify impacts, risks, and opportunities

Tele2 has analysed its business activities within its own operations and in the upstream and downstream value chain to identify potential materiality related to pollution on a sub-topic level. This materiality analysis was based on an industry overview of the telecommunications sector, mapping impacts, risks, and opportunities associated with these activities, and incorporating feedback from stakeholder dialogues. During the industry analysis, Tele2 mapped risks and opportunities within the telecommunications value chain as a basis for identifying material aspects. For more information on the double materiality assessment, please refer to ESRS 2, section double materiality assessment on page 68.

### Policies related to pollution

Tele2 recognises the environmental risks associated with substances of concern and substances of very high concern in its upstream and downstream value chain. Upstream in the supply chain, these substances may be used by suppliers in regions with minimal environmental regulations, potentially polluting soil, water, air, and food resources, with significant ecological and health impacts.

To address these risks, Tele2 applies its Business Partner Code of Conduct, which is aligned with international environmental standards.

Tele2 is determined to continue to demand that business partners minimise the use of pollutants in the short and long term. By minimising the use of hazardous substances and promoting safe handling practices, Tele2 not only aims to safeguard the environment but also aims at regulatory compliance, reducing legal risks.

Suppliers are encouraged to report any incidents through Tele2's incident reporting system, promoting transparency and accountability. Furthermore, Tele2 requires its business partners to implement pollution control technologies to proactively mitigate environmental incidents and conduct employee training on emergency response protocols to promote preparedness and effective incident management.

#### Business Partner Code of Conduct

Tele2 requires suppliers to adhere to the principles outlined in the Business Partner Code of Conduct, which includes that the Business Partner to Tele2 should apply the substitution principle for chemicals that can be replaced by those that are less hazardous. Additionally, they must have a process in place to identify Substances of Very High Concern present in products delivered to Tele2, in accordance with the REACH (EC1907/2006) regulation. Electric and electronic products delivered to Tele2 must not contain any of the following substances: lead, mercury, cadmium, hexavalent chromium, PBBs, PBDEs, DEHP, BBP, DBP, or DIBP, as per the Restriction of the use of certain Hazardous Substances in electrical and electronic equipment (RoHS) directive.

Through regular risk assessments, on-site audits, and continuous dialogue, Tele2 supports suppliers in identifying hazardous substances and implementing effective measures to phase them out. This collaborative approach not only aims for regulatory compliance but also fosters innovation and sustainability within the supply chain. By working together, the aim is to create safer products and minimise the negative impact on the environment, reflecting Tele2's commitment to responsible business practices and long-term partnerships with suppliers. For more detailed information on the Business Partner Code of Conduct, please refer to G1, section Business Partner Code of Conduct, on page 125.

#### Environmental Policy

Tele2's Environmental Policy establishes a framework for reducing pollution risks associated with hazardous substances. Tele2 is committed to maintaining an accurate inventory of all hazardous chemical containers, ensuring they are correctly labeled, stored, handled, and disposed of in a manner that limits exposure and damage to human health and the environment. Material Safety Data Sheets shall be readily accessible at all times.

*Compliance with Key Directives*

Tele2 follows three key directives:

- REACH (EC1907/2006) Regulation: As described in Tele2's Business Partner Code of Conduct, Tele2 requires its business partners to apply the substitution principle for hazardous chemicals and have a process in place to identify SVHCs in products delivered to Tele2.
- RoHS Directive: This directive aims to reduce risks to humans and the environment by regulating hazardous chemicals in electronic equipment and improving recycling of electronic equipment waste.
- WEEE Directive: This directive aims to decrease the negative environmental impact of unwanted electrical and electronic equipment at end-of-life disposal.

For more information on the Environmental Policy, please refer to E1, section Environmental Policy, on page 72.

## ACTIONS AND TARGETS

Tele2 is aware of the importance of addressing pollution and is committed to taking proactive measures. Although an action plan specifically targeting pollution has not yet been implemented, and targets have not been set, Tele2 is in the process of developing such a plan. The company is dedicated to finalising and rolling out this pollution action plan in 2025. This initiative will outline specific strategies and steps to reduce pollution across Tele2's operations and supply chain, aligning with the company's broader environmental objectives and regulatory requirements. Tele2's ongoing commitment to environmental stewardship will guide the development and implementation of this action plan.

Section E – E2 cont.

Along with this action plan Tele2 is also committed to setting targets related to pollution in 2025. In 2024, the focus has been on integrating the topic more thoroughly and prioritising it higher in our internal processes. Updates have been made to policies and supplier surveys as a result of in-depth stakeholder dialogues. Tele2 plans to formally adopt these targets in 2025, reinforcing our commitment to reducing pollution and promoting sustainable practices, both within our own operations and in our value chain.

Clear requirements have been established within the purchasing department, and by increasing the number of signed Business Partner Codes of Conduct, Tele2 can contribute to a reduction of Substances of Concern and Substances of Very High Concern in purchased products.

### Substances of Concern and Substances of very high Concern

Tele2 acknowledges the presence of Substances of Concern and Substances of Very High Concern in its products it places on the market, including lead, cadmium, flame retardants, bisphenol A, phthalates, and hexavalent chromium. In accordance with EU's Registration, Evaluation, Authorisation and Restriction of Chemicals regulation, the company is conducting a systematic mapping of its product portfolio to identify the most critical substances. This process involves self-assessment questionnaires for suppliers and structured supplier dialogues to track and assess the presence of these substances. Tele2 is currently unable to disclose consolidated figures on substances of concern and substances of very high concern. However, the company is actively working to collect and consolidate this data and will engage in further dialogue with suppliers to facilitate its acquisition during 2025.

Tele2 faces material risks from regulatory, operational, and reputational challenges related to these substances. Stricter environmental regulations may lead to compliance costs, restrictions, or mandatory phase-outs, impacting supply chains. Operational risks arise from supplier dependencies in tracking and replacing substances, while growing stakeholder expectations make transparency and proactive management essential to maintaining market competitiveness.

To mitigate regulatory risks, Tele2 ensures compliance with the Waste from Electrical and Electronic Equipment Directive, Substances of Concern In Articles as Such or in Complex Objects reporting requirements, and supplier obligations under Registration, Evaluation, Authorisation and restriction of chemicals.

#### Supplier dialogues

The primary objective of supplier dialogues is to evaluate the extent of suppliers internal substance mapping, the availability of data on specific substances used in Tele2's products, the quantities of these substances in Tele2's product offerings, and the progress made in replacing these substances. Based on the scale of their deliveries to our company, we have selected three product suppliers and, in collaboration with them, conducted a review of existing measures to minimise the presence of substances of concern and substances of very high concern.

Supplier 1 has implemented a restricted materials list and actively works to phase out hazardous substances. Their suppliers receive documentation from the company on banned and restricted substances, as well as materials under observation, which are gradually being replaced with less problematic alternatives. The company collects material declarations from suppliers, requiring full disclosure of product compositions, including substances on the Registration, Evaluation, Authorisation and Restriction of Chemicals candidate list and critical raw materials. To ensure compliance with EU Waste Framework Directive requirements, they utilise the Substances of Concern In articles as such or in complex objects SCIP reporting process and continuously strive to eliminate harmful substances of concern and substances of very high concern in their products and components.

Supplier 2 maintains a traceability system to monitor product composition, with compliance proofs collected from supplier communication platforms, industry databases, and designated web portals. Their compliance documentation follows international standards, including Full Material Declarations and laboratory analysis for high-risk components. While there are no immediate substitutes for certain substances, they track product-level data and ensure compliance with Registration, Evaluation, Authorisation and restriction of chemicals regulation and Restriction of Hazardous Substances regulations.

Supplier 3 follows a structured supplier selection process to monitor and control substances of concern. Policies ensure that suppliers comply with strict substance regulations, often exceeding standard requirements. These controls apply at the component or product group level, with suppliers required to meet stringent substance management protocols. While detailed material reports are not typically provided, they can be produced upon request. Furthermore, R&D efforts focus on identifying safer alternatives.

### Current and future financial resources

Actions related to managing the identified environmental impacts risks and opportunities are integrated into the regular operations at Group and market level. Human and financial resources allocated to pollution are thereby not tracked independently, but included in overall OpEx and CapEx.

#### Targets

Tele2 is actively working to minimise the presence of substances of concern and substances of very high concern across its product portfolio and across all geographic locations where the company operates. Currently, Tele2 has not established any outcome-oriented targets regarding substances of concern and substances of very high concern, but will evaluate setting such targets during 2025. Tele2 will during 2025 deepen its analysis of substances present in its products, focusing on identifying specific chemicals, assessing their quantities, and advancing efforts to phase out hazardous materials, with the aim of enhancing data collection across the value chain, improving substance tracking, and accelerating the transition to safer alternatives. Tele2 is also refining its reporting processes to ensure greater accuracy in compliance documentation while increasing transparency in its sustainability efforts. By taking these steps, Tele2 seeks to not only meet regulatory requirements but also to drive broader industry progress in substances of concern and substances of very high concern management.

# E3 WATER AND MARINE RESOURCES

## STRATEGY

### Process to identify impacts, risks, and opportunities

Tele2 has analysed its business activities within its own operations and throughout the upstream and downstream value chain to identify potential materiality related to water and marine resources on a sub-topic level. Affected communities were not specifically consulted in the identification of risks, impacts, and opportunities related to water and marine resources, apart from the stakeholders included in the analysis. For more information on the double materiality assessment, please refer to ESRS 2, section double materiality assessment on page 68.

To identify more specific material topics related to water, Tele2 has analysed business activities and sites in its own operations through water risk assessments, and analysed business activities in its value chain through an industry analysis of the telecommunications industry to determine material impact, dependencies, risks and opportunities.

Tele2 regularly assesses the impacts, risks, and opportunities related to water usage in its own operations, with the latest being conducted in 2024. This covered Tele2's largest sites and the majority of the company's employees and included an assessment of water usage and climate-related risks to mitigate potential damage to ecosystems and infrastructure. The assessment considered the three aspects of water scarcity risk, water quality risk, and proximity to a water body, and was based on two water risk screening methodologies: the World Wildlife Fund Water Risk Filter and an evaluation of the proximity to the nearest water. The results of Tele2's water risk assessment indicated a generally low risk at all assessed facilities, namely offices, data centers, and telecommunication infrastructure.

Despite the minimal impact and risk associated with water and marine resources in Tele2's own operations, the company remains committed to further reducing water usage in its value chain. Potential negative impacts have been identified upstream in the supply chain, particularly in product manufacturing and raw material extraction.

Negative impact associated with the supply chain are significant, and Tele2 is actively addressing these concerns by engaging with its suppliers. Tele2 has gathered input from suppliers regarding the most water-intensive parts of their processes. Stakeholder engagement is ongoing, and Tele2 plans to continue conducting risk analyses related to water usage in product manufacturing and material sourcing.

### Policies related to water

Tele2 recognises the environmental risks associated with water usage, not only in its own operations but also, and more critically, within its upstream value chain. Suppliers operating in regions with minimal environmental regulations may contribute to water pollution, potentially contaminating water sources and impacting local ecosystems and communities. These risks highlight the importance of responsible water management practices throughout the supply chain to safeguard water resources and minimise ecological and health impacts. Tele2 requires its business partners to implement measures that protect water and marine ecosystems from pollution and damage, including minimising the discharge of harmful substances into water. These requirements are further outlined in the policies described below. Across its own operations, water usage is monitored and water management measures are in place to ensure responsible water use and minimise environmental impact. Tele2 continuously evaluates opportunities to enhance environmental responsibility within its product and service design.

### Environmental Policy

Tele2 recognises that the primary water abstraction and potential environmental impact in its value chain occur upstream. To mitigate these impacts, Tele2 requires business partners to implement measures to protect marine ecosystems from pollution and damage. This includes minimising the discharge of harmful substances into water, as outlined in Tele2's Business Partner Code of Conduct. Understanding that fresh water is a scarce and invaluable resource, Tele2 is committed to promoting responsible water stewardship across all its facilities, including offices, warehouses, stores, and data centres. Tele2 strives to minimise its water consumption and ensure the proper treatment of all wastewater. Furthermore, Tele2 is dedicated to continually improving its water management practices, by conducting annual monitoring and reporting on water usage within the operations to track progress and identify areas for further improvement. Through these efforts, Tele2 aims to contribute to the preservation of water resources and the protection of local ecosystems, ensuring sustainable and responsible use of water. Currently, Tele2 does not explicitly include water treatment as a step towards more sustainable water sourcing in either its Environmental Policy or Business Partner Code of Conduct. For more information please refer to E1, section Environmental Policy, on page 72.

### Business Partner Code of Conduct

Tele2 expects suppliers to follow the principles outlined in the Business Partner Code of Conduct, which emphasise responsible water management. Suppliers should measure their water usage and actively work to reduce consumption, promoting efficient use and conservation of water resources. This involves implementing processes to minimise water consumption and taking steps to protect marine ecosystems from pollution and damage, such as minimising the discharge of harmful substances. All chemicals and materials that could pose a risk to the aquatic environment must be handled safely to prevent contamination.

Through ongoing risk assessments, audits, and continuous dialogue, Tele2 assists suppliers in identifying opportunities for water conservation and implementing effective measures to achieve sustainable water management. By working together, the goal is to protect water resources and create a healthier environment, reflecting Tele2's dedication to responsible business practices and long-term partnerships with its suppliers. For more information please refer to G1, section Business Partner Code of Conduct on page 125.

Section E – E3 cont.

## ACTIONS AND TARGETS

While Tele2 recognises the importance of mitigating risks related to water stress or water scarcity, the impact of Tele2's direct operations is deemed low. Tele2 measures water consumption and continuously monitors any development of the risks or potential negative impact from its operations by conducting water risk assessments of its operational sites. To further mitigate any potential negative water impact of any new sites, Tele2 has during 2024 established a water guideline that aims to support efficient water use and contribute to good status and ecological potential of water bodies that may be affected at current sites or new establishments.

To prioritise the areas within Tele2's operational control, Tele2's initiatives to understand and mitigate its water impact have mainly focused on its own operations in the past years. This has included conducting water risk assessments of operational sites and measuring water consumption in Tele2's operations, with the latest being conducted in 2024. As these assessments have indicated a low risk of water-related impact, and the water consumption is on low levels, Tele2 has not deemed it material to set a target related to its own operations. However, Tele2 is committed to annually monitor and report on the water use in its operations, and work to minimise water consumption and ensure that all wastewater is treated correctly.

In Tele2's upstream value chain, Tele2 sets requirements on suppliers to reduce their water impact. These requirements are included in Tele2's Business Partner Code of Conduct and followed up through annual risk assessments and on-site audits of high-impact suppliers. To take further actions to reduce water impacts in the upstream value chain, Tele2 will during 2025 formalise a plan for engaging its value chain partners more specifically around water intense production processes in their own operations and their value chain. The plan may for example include supplier communication and training or additional risk assessments and prioritisation of engagement towards regions and industries that have an especially high impact. Tele2 has not yet set a target for water-related impacts in its upstream value chain but will investigate the possibility of setting a target during 2025.

Tele2 assesses the effectiveness of its policies and actions through regular evaluations, including on-site and compliance audits, to determine how well suppliers adhere to for example the Business Partner Code of Conduct. These audits focus on monitoring water management practices, ensuring that suppliers implement responsible water use, pollution prevention, and conservation efforts in line with our sustainability commitments. In addition, Tele2 tracks how many suppliers have signed the Business Partner Code of Conduct.

Tele2's ambition is to ensure that 100% of audited suppliers comply with the water-related requirements outlined in our Business Partner Code of Conduct. Progress is evaluated using on-site audit results and supplier self-assessments, with findings reviewed annually. The base year for measuring improvements is 2023, and performance is tracked on a rolling basis to identify trends and areas requiring further action.

### Mitigating negative water impact in the upstream value chain

Tele2 has identified is most material risks and impact in its upstream value chain, in particular the production of electronic hardware. These impacts are mainly related to the manufacturing of semiconductors and microchips which require large quantities of ultrapure water. Additionally, the extraction and processing of raw materials, such as copper, gold, and lithium used in electronics, is dependent on significant water usage in its process.

To mitigate these impacts, Tele2 is enforcing its Business Partner Code of Conduct, requiring suppliers to adopt sustainable water management practices, aligning with the company's environmental goals. Compliance with Tele2's requirements is followed up through annual risk assessments of Tele2's suppliers based on their country of operations, industry and their score in the EcoVadis Business Sustainability assessment – a third-party evaluation tool that Tele2 utilises to evaluate and follow up on its suppliers. The risk assessment also lays the foundation for the selection of suppliers subject to on-site audits, when the suppliers' compliance with the Business Partner Code of Conduct is assessed and evaluated on-site.

### Promoting positive impact through smart water management solutions

By offering connected services, Tele2 has the opportunity to leverage Internet of Things and smart technologies by connecting smart devices. This has the potential to enable more efficient use of resources, improved maintenance processes and lower costs for the management of for example energy, water or other key natural resources. Within water management, connected devices enables the use of real time data in sewage and water systems which could help to improve early discovery of water leakages, optimised water resource usage and prolonged lifetime of the water-related infrastructure. Opportunities have already been realised for Tele2 as its connectivity is already being delivered to several customers to enable the functioning of their smart water management devices, such as smart sewer holes and water sensors.

### Current and future financial resources

Actions related to managing the identified environmental impacts risks and opportunities are integrated into the regular operations at Group and market level. No significant financial effects were identified, human and financial resources allocated to water and marine resources are thereby not tracked independently, but included in overall OpEx and CapEx.

### Targets

Tele2 is committed to minimising its environmental impact, including its influence on water and marine resources. While the company does not currently have specific targets related to water pollution or the presence of harmful substances in water systems, it recognises the importance of responsible resource management. In 2025, Tele2 will further analyse its operations and supply chain to assess potential impacts on water quality, focusing on identifying sources of water usage and evaluating opportunities to reduce pollutants and improve water stewardship. The company will also explore the possibility of setting outcome-oriented targets to strengthen its commitment to protecting water and marine ecosystems.

## E5 RESOURCE USE AND CIRCULAR ECOMONY

### STRATEGY

#### Process to identify impacts, risks, and opportunities

Within the double materiality assessment, Tele2 analysed its business activities within the value chain to identify potential material impact related to resource use and circular economy. For more information on the double materiality assessment, please refer to ESRS 2, section double materiality assessment on page 68.

Tele2 has identified a potential opportunity related to resource use and the circular economy. A proposed reduction in the tax on recycled electronics, from 25% to 12%, could provide financial benefits for the company. This change would support Tele2's circular economy program, enhance sustainable practices, and strengthen its commitment to circularity. However, since this tax reduction is still under discussion, it will only become a tangible opportunity if it is officially implemented into law. Tele2 closely monitors this topic to stay updated on developments and assess its potential impact.

#### Policies related to resource use and circular economy

Tele2 recognises the environmental risks associated with resource use and circular economy, not only within its own operations but also, and more critically, across its upstream and downstream value chains. The extraction and use of virgin materials in manufacturing processes contribute to resource depletion and environmental strain, while improper waste management can lead to pollution and increased regulatory risks as outlined in the double materiality assessment. These challenges highlight the importance of responsible resource management and circularity in mitigating environmental impact, ensuring business resilience, and aligning with evolving regulatory frameworks.

Tele2 has established comprehensive policies to manage its material impacts, risks, and opportunities related to resource use and circular economy. These policies are primarily structured through the company's Environmental Policy and its Business Partner Code of Conduct, ensuring a holistic approach that integrates sustainability across Tele2's operations, supply chain, and product lifecycle management.

**Environmental Policy**

Tele2 recognises that its upstream value chain is highly dependent on raw materials, particularly in the production of mobile devices, network infrastructure, and electronic components. The company aims to mitigate the environmental impact of these materials by prioritising circularity and reducing dependency on virgin resources. The policy also mandates compliance with EU waste management regulations, including the Waste Electrical and Electronic Equipment Directive and the Restriction of Hazardous Substances Directive, ensuring responsible disposal and material recovery. Tele2 follows the waste hierarchy, prioritising reduction, reuse, and recycling to minimise environmental impact. The company focuses on prevention by reducing resource consumption and integrating sustainability into product development. Tele2 promotes reuse through product take-back programs, extending product lifecycle and refurbishing used devices. If reuse is not possible, recycling is prioritised, particularly for electronic waste. In 2024, 15.5% of mobile phones were collected, with 92.8% reused and 9.5% recycled. Through these efforts, Tele2 aims to contribute to the conservation of natural resources and the reduction of environmental impact, ensuring sustainable and responsible material use throughout the value chain. For more information please refer to E1, section Environmental Policy, on page 72.

**Business Partner Code of Conduct**

The Tele2 Business Partner Code of Conduct requires suppliers to incorporate circular economy principles in their manufacturing processes, prioritising recycled content, minimising hazardous substances, and designing products for reuse and refurbishment. Tele2 follows the waste hierarchy, prioritising reduction, reuse, and recycling to minimise environmental impact. The policy enforces strict due diligence requirements, requiring that suppliers align with EU sustainability regulations, conduct environmental impact assessments, and report their circular economy performance. Non-compliance with these standards may lead to contract termination, reinforcing Tele2's commitment to sustainable procurement practices. For more information please refer to G1, section Business Partner Code of Conduct on page 125.

### ACTIONS AND TARGETS

Tele2's circular economy actions address all three stages of the product lifecycle across all geographic locations where the company operates.

- In the production phase, the company is actively reducing reliance on virgin raw materials by increasing the proportion of recycled and refurbished components in network infrastructure and mobile devices. This is complemented by stricter supplier requirements for material efficiency and responsible sourcing.
- During the use phase, Tele2 implements circular business models such as leasing and take-back programs to increase product reuse and promote modular and repairable design.
- At the end-of-life stage, the company ensures responsible disposal and recycling of network equipment in compliance with the EU Waste Electrical and Electronic Equipment Directive. By expanding take-back programs for consumer electronics, Tele2 increases material recovery rates while minimising electronic waste.

This holistic approach ensures that circularity is embedded throughout Tele2's value chain.

Furthermore, sustainable sourcing plays a key role in Tele2's circular economy strategy. The company prioritises materials and components that minimise reliance on virgin raw materials, comply with environmental regulations such as the Restriction of Hazardous Substances and the Registration, Evaluation, Authorisation, and Restriction of Chemicals, and support transparency and accountability in supply

Section E – E5 cont.

chain sustainability. Supplier audits and sustainability requirements in the Business Partner Code of Conduct are used to reinforce industry-wide improvements in responsible material sourcing.

**Circular economy initiatives**

In 2024, Tele2 has strengthened its circular economy and resource efficiency commitment by introducing initiatives across its operations and value chain. A key focus has been on extending product lifecycles, increasing rates of reuse and refurbishment, and minimising material waste.

Tele2 has during 2024 introduced a Mobile Buy-Back Program for large B2B clients in both private and public sector in Sweden to facilitate the repair, reuse, and recycling of mobile phones. More than 34,000 mobile phones were bought-back in 2024 in Sweden. This initiative, which remains ongoing without a set end date, not only helps reduce electronic waste but also supports long-term sustainability goals. The company has also increased its communication efforts for B2C take-back during 2024, aiming to improve collection and recycling rates for mobile devices among private consumers, with almost 30,000 mobile phones taken back during 2024 in Sweden. Additionally, a new process has been implemented in 2024 to facilitate the return of end-of-life equipment used in Tele2's Network-as-a-Service offering in Sweden, aiming at having leased network hardware properly reintegrated into the supply chain instead of being discarded.

Additionally, Tele2 is working to expand the reuse of network equipment with the ambition to achieve the 2025 target on 100% circularity for network hardware. This initiative not only reduces e-waste but also lowers carbon emissions by extending the lifespan of equipment, minimising the need for new raw material extraction, and supporting a circular economy approach.

**Cross-sectoral collaboration**

Tele2 recognises that circular economy strategies require collective action across the value chain. As part of its commitment to industry-wide collaboration, the company is engaged in initiatives that promote greater material circularity. Tele2 continues to lead the GSMA Circular Economy Project for Mobile Phones, a global industry initiative, which remains ongoing without a set end date, aimed at improving circularity in mobile devices. During the year, the project group has worked on developing the business case for circularity, conducted surveys with consumers on their willingness to purchase refurbished devices, and quantified the emissions that can be avoided by increasing device circularity. Through this collaboration, Tele2 has contributed to the joint industry commitment to take back at least 30% of all distributed mobile phones by 2030. Furthermore, the company has strengthened its engagement with its top 20 suppliers, promoting circular business practices across the supply chain. During meetings with suppliers, Tele2 has discussed expectations on suppliers to design products with refurbishment and recycling in mind, for instance for mobile phones and network equipment, as well as how suppliers can increase the use of recycled material as input material, for instance for routers.

In addition to industry collaborations, Tele2 has been working with competitors, retailers, local authorities, and government agencies to develop circular economy initiatives. These include smart waste collection systems that optimise material recovery and encourage customer participation in take-back and recycling programs. By engaging with these stakeholders, Tele2 leverages collective expertise and infrastructure to accelerate the transition to a more circular economy.

Through these initiatives, Tele2 is making significant progress in advancing a circular economy while reducing its environmental footprint. The company's structured action plans and measurable targets ensure alignment with scientific methodologies and EU sustainability regulations. By integrating circularity principles across its entire business model, Tele2 supports the transition toward a more sustainable and resource-efficient economy. The above-mentioned initiatives are not directly related to waste management or the waste hierarchy but are generally connected to circular economy and resource use, and as a result, have an indirect connection to waste.

**Current and future financial resources**

To support these initiatives, Tele2 has allocated financial resources towards circular economy programs, involving both operational expenditures and capital investments. Key expenditures include funding for refurbishment and repair programs, the introduction of refurbished phones by Tele2 in Sweden, and the expansion of take-back systems. Additionally, the company has conducted an evaluation of financing instruments, such as Green and Sustainability-linked loans and bonds, and will continue to assess their effectiveness in determining the optimal approach to funding circular economy projects and scaling up material recovery initiatives.

**Targets**

Tele2 has established ambitious circular economy targets aimed at reducing resource consumption, minimising environmental impact, and transitioning towards a low-carbon business model, incorporating stakeholder perspectives through the double materiality assessment and stakeholder dialogues in the target-setting process. These targets encompass the entire product lifecycle, including production, use, and end-of-life phases, covering waste management and treatment, and are aligned with the company's Business Partner Code of Conduct.

In pursuit of its circular economy ambitions, Tele2 has set voluntary and absolute targets across all markets where it operates. The methodology for defining targets is aligned with the EU Circular Economy Action Plan and ITU-T standards, with a primary focus on $CO_2$ reduction, extended product lifespans, and resource efficiency. This approach incorporates reuse, repair, and recycling frameworks, fostering sustainable development through regulatory alignment and infrastructure sharing.

- By 2025, the company aims to achieve 100% circularity for network equipment used in its own infrastructure, ensuring that all hardware is resold, reused, re-manufactured, or responsibly recycled.
- By 2030, at least 30% of all mobile phones distributed by Tele2 will be returned for repair, reuse, or recycling.

Section E – E5 cont.

No subsequent targets have been set for 2024. Currently, Tele2 has not established any outcome-oriented targets regarding resource use but will evaluate setting such targets during 2025. Tele2 has previously considered its circular economy targets to also cover resource use. However, with the new legislation and ESRS requirements, separate targets for resource use will be established.

## METRICS

Measuring progress remains a key component of Tele2's circular economy strategy. In 2024, the company continues to track its performance against its long-term circularity goals, ensuring transparency and accountability. Tele2 remains on track to achieve 100% circular network hardware, with implementation progressing as planned. The GSMA-led mobile phone take-back initiative is ongoing, contributing to Tele2's 2030 target of a 30% recovery rate for distributed mobile devices. B2C take-back programs are being expanded.

### Resource outflows

As described previously in this chapter, Tele2 is committed to minimising resource outflows and promoting circular economy principles by designing products and materials for durability, reuse, recycling, and responsible waste management. This commitment is integrated across the company's operations, supply chain, and customer interactions, ensuring compliance with the Waste Framework Directive (Directive 2008/98/EC) and alignment with the European Waste Catalogue.

Tele2 contributes to the circular economy by designing products and materials in line with circular economy principles. The company prioritises durability, reusability, repairability, and recyclability, ensuring that its products, materials, and waste are recirculated in practice after first use. Products introduced to the market, including mobile phones, routers, and telecom equipment, are developed with extended lifespans, and customers are encouraged to participate in repair and refurbishment programs. As part of its circular economy initiatives, Tele2 has introduced take-back programs that enable customers to return used devices and equipment for refurbishment, resale, or material recovery. These programs help maintain high recovery rates, decreasing reliance on virgin raw materials and reducing environmental impact. Additionally, Tele2 collaborates with certified recyclers to ensure the responsible end-of-life management of electronic devices.

Tele2's sector-specific waste streams primarily consist of electronic waste (e-waste), packaging materials, and hazardous materials such as batteries and network components. The majority of the generated waste is constituted of metal, plastics, and minerals. The company follows the European Waste Catalogue classifications to accurately report on waste materials. Additionally, waste is generated in Tele2's offices and operational sites. These waste streams include materials such as glass, cardboard, foodwaste and plastics.

Hazardous waste management follows strict regulatory compliance measures. Batteries, chemicals, and other hazardous materials are properly stored, labeled, and disposed of through certified channels. The company ensures that all hazardous waste is handled by authorised waste management partners to minimise environmental impact.

Currently, Tele2 does not have data on durability, reparability, or recycling rates of its products. However, in 2025, the company will intensify its efforts to gain a better understanding and improve data collection to enable disclosure of this information in the future.

### E5-5 Resource outflows [1) 2)]

| Tonnes | 2024 | | | | 2023 | | | |
|---|---|---|---|---|---|---|---|---|
| | Consumer | Network | Facility | Total | Consumer | Network | Facility | Total |
| **Hazardous waste** | | | | | | | | |
| for reuse | 249.4 | 0.8 | 24.0 | 274.2 | 100.0 | 0.4 | 0 | 100.4 |
| for recycling | 1.8 | 350.0 | 11.4 | 363.2 | 2.7 | 257.7 | 7.1 | 267.5 |
| other recovery operations | 0 | 0.04 | 0 | 0.04 | 0 | 0 | 0 | 0 |
| for incineration | 0 | 0 | 0 | 0 | 0 | 52.1 | 0 | 52.1 |
| sent to landfill | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| sent to disposal | 0 | 0 | 4.7 | 4.7 | 0 | 17.0 | 0 | 17.0 |
| radioactive waste | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Total hazardous waste** | **251.2** | **350.8** | **40.1** | **642.1** | **102.7** | **327.2** | **7.1** | **437.0** |
| **Non-hazardous waste** | | | | | | | | |
| for reuse | 0.7 | 7.5 | 0 | 8.2 | 1.5 | 12.4 | 0.3 | 14.2 |
| for recycling | 97.8 | 738.5 | 32.0 | 868.3 | 50.0 | 571.1 | 32.5 | 653.6 |
| other recovery operations | 0 | 174.7 | 0 | 174.7 | 0 | 0 | 0 | 0 |
| for incineration | 0 | 0 | 41.2 | 41.2 | 0 | 191.0 | 14.4 | 205.4 |
| sent to landfill | 0 | 2.9 | 69.3 | 72.2 | 0 | 0 | 0 | 0 |
| sent to disposal | 1.5 | 0 | 0 | 1.5 | 1.5 | 5.2 | 0 | 6.7 |
| **Total non-hazardous waste** | **100.0** | **923.6** | **142.5** | **1,166.1** | **53.0** | **779.7** | **47.2** | **879.9** |
| **Total amount of waste** | **351.2** | **1,274.4** | **182.6** | **1,808.2** | **155.7** | **1,106.9** | **54.3** | **1,316.9** |

1) Consumer includes reclaimed electronic waste, Network includes waste from construction and maintenance of the mobile network, Facility includes waste from offices.
2) Calculations are based on data from waste disposal suppliers and their classification of hazardous and non-hazardous waste. In cases of unavailable information, data has been extrapolated from known waste data.

### E5-5 Non-recycled waste

| Tonnes | 2024 | 2023 |
|---|---|---|
| Total amount of non- recycled waste | 119.6 | 281.1 |
| Percentage of non-recycled waste | 6.6% | 21.3% |

# EU Taxonomy

**Reporting according to article 8 of the EU Taxonomy Regulation**
The EU Taxonomy is part of the EU Action Plan on Sustainable Finance and provides a common classification system for environmentally sustainable economic activities. The EU Taxonomy consists of six environmental objectives:

- Climate change mitigation
- Climate change adaptation
- The sustainable use and protection of water and marine resources
- The transition to a circular economy
- Pollution prevention and control
- The protection and restoration of biodiversity and ecosystems

The first two environmental objectives are included in the Climate Delegated Act and the other four environmental objectives in the Environmental Delegated Act. Since the previous year, Tele2 has reported on its eligible activities for the above six environmental objectives, pursuant to Article 8 of Regulation 2020/852 and in line with the delegated acts. Telecommunications is not included in the Taxonomy Regulation, whereas a majority of Tele2's operations is recognised as non-eligible.

As part of Tele2's sustainability efforts, measures have been implemented in 2024 that will help move parts of Tele2's business covered by the regulation to be taxonomy compliant. This is reflected for activity 5.4 Second-hand goods sales and 5.5 Product-as-a-service and other circular user and result-oriented service models.

**Assessment of Taxonomy-eligibility**
Tele2's taxonomy-eligibility assessment is based on a review of all economic activities covered by the six environmental objectives in relation to Tele2's turnover and capital and operating expenses. Tele2's taxonomy-eligible activities include:

*5.4 Sale of second-hand goods*
The activity covers turnover from the sale of pre-used electronic devices (NACE code C26 Manufacture of computer, electronic and optical products), which are resold to third parties.

*5.5 Product-as-a-service and other circular use- and result-oriented service models*
This activity includes turnover and capital expenditures related to products-as-a-service in the B2B segment (NACE code C26 Manufacture of computer, electronic and optical products). The products are provided to the customer with the condition that it must be returned to Tele2 at the end of the contract, with the most common product category being mobile phones.

*6.5 Transport by motorbikes, passenger cars and commercial vehicles*
Capital expenditures for leased company cars are included under this activity.

*7.7 Acquisition and ownership of buildings*
Under this activity, we report capital expenditures in relation to our leased office spaces and stores. We may extend our assessment of buildings to also include potential smaller buildings connected to our network infrastructure in 2025, but for this year we do not separate these capital expenditures.

*8.1 Data processing, hosting and related activities*
This activity covers our data centre services which are generating direct revenue, and investments made during the year to maintain Tele2's data centres, as well as certain direct production costs. The activity does not include Tele2's services that require data centres to function.

*8.2 Data-driven solutions for GHG emissions reductions*
This activity covers online meeting services within our B2B segment which are assessed to enable GHG emission savings for our customers compared to alternative physical meetings.

**Assessment of Taxonomy-alignment**
For an activity to be considered taxonomy-aligned, there are three criteria that must be fulfilled; the activity must make a Substantial Contribution to at least one of the six environmental objectives outlined above, it must Do No Significant Harm to the other five objectives and the company must have established Minimum Safeguards in relation to human rights, labour rights, and anti-corruption. In 2024, the taxonomy-aligned assessment has been carried out for Tele2's eligible economic activities.

**Substantial Contribution**
*5.4 Sale of second-hand goods*
Significant contribution to a circular economy implies that Tele2 only includes pre-used products under this activity and ensures that the packaging used to supply these products consists of at least 65 % recycled material. Tele2 only accounts for pre-used electronics under this activity, and on average during the year, 45% of the packaging materials used in 2024 has met the requirement of at least 65% recycled material. The packaging meeting the criteria consisted of 100% recycled material.

The technical screening criteria contain additional requirements for substantial contribution that have been evaluated as non-applicable to Tele2. Such requirements include, among other things, specific requirements for consumer purchase agreements, which are not applicable as Tele2 does not sell pre-used electronics to consumers (private individuals), and requirements for waste management in the event of potential repair, refurbishment or remanufacturing prior to resale, which Tele2 does not carry out itself. Rather, sales are made to actors with electronic repair and refurbishment as a part of their core business.

EU Taxonomy cont.

*5.5 Product-as-a-service and other circular use- and result-oriented service models*
The criteria for substantial contribution to a circular economy for products-as-a-service includes to have contractual terms that ensure that the customer has the right to use the product, while the ownership remains with Tele2. In addition, the business must lead to an extended lifespan or increased use intensity of the product, and the packaging used to supply these products shall consist of at least 65% recycled material.

Tele2 fulfils the above requirements through our agreements specifying that customers have the right to use the products for which the agreement relates, while Tele2 retains ownership. When Tele2 takes back the products, these are either repaired and/or refurbished through our logistics partner for reuse within Tele2's operations. Alternatively, the products are sold to actors with electronic repair and refurbishment as a part of their core business, who in turn resell the product. The service model enables products to be taken-back by Tele2, leading to an increased lifespan and/or use intensity as the product is either reused in Tele2's operations, or resold after repair and/or refurbishment via a third party. Compliance with the criteria related to packaging materials follows the same reasoning as for activity 5.4.

*6.5 Transport by motorbikes, passenger cars and commercial vehicles*
Compliance with the technical screening criteria for substantial contribution requires Tele2 to collect and review data from leasing partners for vehicles related to specific emissions. Currently, it is possible to identify the electric vehicles in the carpool, but for the remaining part of our vehicles, an assessment will need to be conducted on the compliance with the transitional criteria for emissions (<50g$CO_2$/km). In 2025, Tele2 will review the possibility to obtain this data for all leased vehicles, and also take into account that the emission threshold will be updated to 0g$CO_2$/km as of January 1, 2026.

*7.7 Acquisition and ownership of buildings*
Compliance with the technical screening criteria for substantial contribution requires Tele2 to collect and review data from real estate owners related to energy performance of buildings that Tele2 lease. Tele2 does not comply with the substantial contribution criteria due to a lack of data. Tele2 will review the possibility of obtaining such data in 2025.

*8.1 Data processing, hosting and related activities*
The activity is eligible but not aligned with the technical screening criteria for substantial contribution as the threshold for this activity includes usage of refrigerants with a Global Warming Potential (GWP) not exceeding 675. Tele2's data centres do not yet fulfil the refrigerant requirements. In addition, it also requires implementation of all relevant practices listed as "expected practices" in the latest version of the European Code of Conduct on Data Centre Energy Efficiency.

*8.2 Data-driven solutions for GHG emissions reductions*
The criteria for substantial contribution with regards to our online meeting services enabling emission reductions, requires demonstration of substantial life cycle GHG emission savings compared to the best performing alternative solution on the market. Online meeting services reduce the need for transportation, as well as other potential physical materials related to physical meetings. This reduces emissions substantially as the emissions from online meeting services are assessed as low in comparison to physical meetings. Please read more about avoided emissions in relation to our video meeting services on page 85.

## Do No Significant Harm (DNSH)

### Generic DNSH criteria

In 2024, Tele2 has implemented measures in line with several of the generic DNSH criteria that applies to the majority of our eligible activities. This includes a climate risk and vulnerability assessment in accordance with Appendix A and water risk assessment in accordance with Appendix B. More information about Tele2's updated TCFD analysis (in line with Appendix A) can be found on page 76 and the water risk assessment on page 89. The climate risk and vulnerability assessment is a DNSH criteria applying to all our eligible activities. The water risk assessment is a DNSH criteria only applicable to activity 5.4, 5.5 and 8.1.

An additional generic DNSH criteria is to ensure that the activity does not lead to the manufacture, place on the market, or use of chemicals and substances listed in Appendix C. This requirement is applicable to activity 5.4 and 5.5. For both activities, the focus is on electronic equipment, either as second-hand product, or a product provided as a service. These are mainly customer-premises equipment (CPEs), and for such equipment it is ensured, as part of Tele2's purchasing process, that they are CE marked. CE marking shall in turn be a proof of the product being compliant with health and safety, and environmental protection requirements within the EU, and thus also the chemical regulations that Appendix C refers to. In addition, Tele2 also has an environmental management system certified in accordance with ISO 14001 which includes to monitor significant environmental aspects of our business.

### Activity-specific DNSH criteria

For Tele2's two activities identified as taxonomy-aligned, there are also two activity-specific DNSH criteria that are applicable to both 5.4 and 5.5. The first includes the production of on-site heating, cooling and electricity, and that such production must have direct GHG emissions below 270 g$CO_2$e/kWh. Tele2 has backup generators at selected data centres to be able to generate electricity in the event of e.g. a power outage. Emissions from these generators have been evaluated against the emission threshold and are below the threshold.

EU Taxonomy cont.

Furthermore, the two activities have requirements on developing a strategy to account for and reduce GHG emissions arising from the services upstream and downstream of the value chain. Tele2 complies with this through its science-based emission targets. Please read more about Tele2's work on page 73.

**Minimum Safeguards**

*Human rights*

Tele2's human rights due diligence (HRDD) process was developed during 2022 and is being continuously implemented throughout the company. The responsibility for the HRDD process is assigned to the Head of Sustainability. The HRDD-process takes action against negative impact on human rights, measures and follows-up on actions, provides remedy where needed, and continuously involves vulnerable groups. The HRDD process is carried out in accordance with the UN Guiding Principles of Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

In 2022, Tele2 carried out a Human Rights Impact Assessment (HRIA) which identified negative human rights impacts through its activities and business relations. For each human rights impact, Tele2 assessed whether the company causes, contributes, or is directly linked to the impact; the severity of the impact; and how the impact should be managed based on company connection. This impact assessment was reviewed and confirmed in 2024. A review of the human rights impact assessment will be carried out annually. During 2023, Tele2 expanded its human rights impact assessment by conducting a Child Rights Impact Assessment (CRIA). The CRIA was conducted using UNICEF's Child Rights Impact Self-Assessment Tool for Mobile Operators (MO-CRIA), which has been created for telecommunication companies to understand their impact on children in their operations. The analysis has identified actual and potential impacts on child rights that Tele2 may be contributing to through its operations, partnerships and throughout its value chain. A review of the child rights impact assessment will be carried out annually and published in a child rights impact assessment report.

Tele2 has not been found in breach of any of the OECD Guidelines, nor has Tele2 been found non-compliant with the OECD Guidelines by any of the OECD's national contact points. The Business and Human Rights Resource Centre has not accused Tele2 of violating human rights and labour laws.

**Tax**

Tax compliance is essential to Tele2, and governance and tax compliance are treated as important elements of oversight. Tele2 strives to comply with tax regulations in every jurisdiction in which it operates and ensures tax compliance through adequate tax risk management processes and strategies. Tele2's tax risk management strategies and processes are described in Tele2's Tax Process Narrative, which is continuously developed to ensure compliance with market developments. Furthermore, Tele2 has a Tax Policy that applies to all group companies in which Tele2 has decisive control. Tax risks are managed within Tele2's financial risk management system, which is centralised within the Corporate Affairs function. Tele2 should always endeavour to seek tax advice from large and reputable accounting or law firms. Neither Tele2, nor its senior management, has been found in violations of tax laws.

**Free and fair competition**

Tele2 strongly believes in the necessity for continued competition in telecommunications and content markets. No company should hold a decisive power to act independently from competitors, suppliers, or customers, in any market or submarket, at retail or wholesale level. Tele2's Fair Competition Standards, Anti-corruption policy, Code of Conduct, and Business Partner Code of Conduct stipulates Tele2's commitments to fair competition. To fulfil these commitments, Tele2 promotes employee awareness of the importance of compliance with all applicable competition laws and regulations through the annual Code of Conduct training and invest to make sure that employees, who in their day-to-day work may encounter competitors, are trained to do so in a way that is compatible with relevant laws and regulations. Neither Tele2, nor its senior management, have been convicted of violations of competition laws.

**Anti-corruption**

Tele2 is committed to conducting its business at the highest ethical levels and therefore has anti-corruption processes in place. Tele2 has developed and adopted adequate internal controls, ethics and compliance programs, and measures for preventing and detecting corruption and bribery. Tele2 governs corruption and business ethics through various anti-corruption policy frameworks (e.g., Anti-corruption policy, Code of Conduct, and Business Partner Code of Conduct) and identifies and monitors risks through the enterprise risk management system and supply chain management system. Tele2 trains management and employees on anti-corruption, bribery, and business ethics as part of the annual Code of Conduct training and requires business partners and suppliers to sign the Business Partner Code of Conduct. Furthermore, suppliers are screened for anti-corruption and bribery risk, and high-risk suppliers are followed-up through supplier audits. Neither Tele2, nor its senior management, have been convicted of corruption or bribery.through the enterprise risk management system and supply chain management system. Tele2 trains management and employees on anti-corruption, bribery, and business ethics as part of the annual Code of Conduct training and requires business partners and suppliers to sign the Business Partner Code of Conduct. Furthermore, suppliers are screened for anti-corruption and bribery risk, and high-risk suppliers are followed-up through supplier audits. Neither Tele2, nor its senior management, have been convicted of corruption or bribery.

EU Taxonomy cont.

### Accounting standards and principles

The consolidated financial statements for 2024 have been prepared in accordance with International Financial Reporting Standards (IFRS). In accordance with the EU Taxonomy Regulation, Tele2 discloses the three key performance measures for taxonomy-taxed economic activities described above. How the key figures have been determined is described below. During the year, Tele2 has not had any significant taxonomy-related investment plans and has not identified any relevant purchases of taxonomy-related products and services.

By clearly defining our taxonomy activities and separating revenue and costs by activity, Tele2 minimizes the risk of double reporting. Tele2 has also excluded activity 5.1 Repair, refurbishment, and remanufacturing to further reduce this risk, as the repairs Tele2 carries out are performed by third parties, and those funded by Tele2 are intended to give products new life within Tele2's own operations.

| Row | Nuclear related activities | Yes/No |
|---|---|---|
| 1. | The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle. | No |
| 2. | The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies. | No |
| 3. | The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades. | No |
| | Nuclear related activities | |
| 4. | The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels. | No |
| 5. | The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels. | No |
| 6. | The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels. | No |

EU Taxonomy cont.

## Turnover

| Financial year 2024 | 2024 | | | Substantial Contribution Criteria | | | | | | DNSH criteria ('Does Not Significantly Harm') | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic Activities | Code[1] | Turnover | Proportion of Turnover 2024 | Climate Change Mitigation | Climate Change Adaptation | Water | Pollution | Circular Economy | Biodiversity | Climate Change Mitigation | Climate Change Adaptation | Water | Pollution | Circular Economy | Biodiversity | Minimum Safeguards | Proportion of Taxonomy aligned (A.1) or eligible turnover (A.2) 2023 | Category enabling activity | Category-transitional activity |
| | | SEK million | % | Yes (Y)/ No (N)/ Non-eligible (N/EL) | | | | | | Yes / No | | | | | | Yes / No | % | E | T |
| **A. TAXONOMY-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **A.1 Environmentally sustainable activities (Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| Sale of second hand goods | CE 5.4 | 15 | 0.05% | N/EL | N/EL | N/EL | N/EL | Y | N/EL | Y | Y | Y | Y | N/A | N/A | Y | 0.0% | - | - |
| Product as a service | CE 5.5 | 138 | 0.46% | N/EL | N/EL | N/EL | N/EL | Y | N/EL | Y | Y | Y | Y | N/A | N/A | Y | 0.0% | - | - |
| Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 153 | 0.52% | 0.0% | 0.0% | 0.0% | 0.0% | 0.52% | 0.0% | Y | Y | Y | Y | N/A | N/A | Y | 0.0% | | |
| Of which Enabling | | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 0.0% | E | |
| Of which Transitional | | - | 0.0% | 0.0% | | | | | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 0.0% | | T |
| **A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| Sale of second hand goods | CE 5.4 | 19 | 0.06% | N/EL | N/EL | N/EL | N/EL | EL | N/EL | | | | | | | | 0.17% | | |
| Product as a service | CE 5.5 | 168 | 0.57% | N/EL | N/EL | N/EL | N/EL | EL | N/EL | | | | | | | | 14.66% | | |
| Data processing, hosting and related activities | CCM 8.1 | 112 | 0.38% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.37% | | |
| Data-driven solutions for GHG emissions reductions | CCM 8.2 | 90 | 0.30% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.10% | | |
| Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 389 | 1.31% | 0.68% | 0.0% | 0.0% | 0.0% | 0.63% | 0.0% | | | | | | | | 15.30% | | |
| A. Turnover of Taxonomy Eligible activities (A.1 + A.2) | | 542 | 1.83% | 0.68% | 0.0% | 0.0% | 0.0% | 1.15% | 0.0% | | | | | | | | 15.30% | | |
| **B. TAXONOMY-NON-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-non-eligible activities | | 29,041 | 98.17% | | | | | | | | | | | | | | | | |
| TOTAL | | 29,583 | 100,00% | | | | | | | | | | | | | | | | |

[1] **Abbreviated activity codes:**
**CE:** Circular economy
**CCM:** Climate change mitigation
[2] **EL:** Eligible
**N/EL:** Non-eligible

### Turnover

The denominator for turnover is defined as the Group's total group revenue excluding internal sales, as shown in Note 3 on page 163 of the Annual and Sustainability Report 2024. The numerator is based on financial and customer data and includes revenue from services provided to customers. The numerator includes turnover related to our respective taxonomy-eligible activities, except for activities 6.5 and 7.7. Unlike in 2023, revenue from subscription services has been completely excluded for activity 5.5, which means that the share of eligible revenue is lower for 2024.

For activities 5.4 and 5.5, only a certain proportion of turnover is accounted for as taxonomy-aligned, as one of the technical screening criteria is only met to 45%.

| | Proportion of turnover/total turnover | |
|---|---|---|
| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
| Climate change mitigation | 0.0% | 0.68% |
| Climate change adaptation | 0.0% | 0.0% |
| Water and marine resources | 0.0% | 0.0% |
| Circular economy | 0.52% | 1.15% |
| Pollution prevention and control | 0.0% | 0.0% |
| Biodiversity | 0.0% | 0.0% |

EU Taxonomy cont.

## CapEx

| Financial year 2024 | 2024 | | | Substantial Contribution Criteria | | | | | | DNSH criteria ('Does Not Significantly Harm') | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic Activities | Code[1] | Turnover | Proportion of CapEx year 2024 | Climate Change Mitigation | Climate Change Adaptation | Water | Pollution | Circular Economy | Biodiversity | Climate Change Mitigation | Climate Change Adaptation | Water | Pollution | Circular Economy | Biodiversity | Minimum Safeguards | Proportion of Taxonomy aligned (A.1) or eligible CapEx (A.2) 2023 | Category enabling activity | Category-transitional activity |
| | | SEK million | % | Yes (Y)/ No (N)/ Non-eligible (N/EL) | | | | | | Yes / No | | | | | | Yes / No | % | E | T |
| **A. TAXONOMY-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **A.1 Environmentally sustainable activities (Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| Product-as-a-service | CE 5.5 | 200 | 3.67% | N/EL | N/EL | N/EL | N/EL | Y | N/EL | Y | Y | Y | Y | N/A | N/A | Y | 0.0% | - | - |
| CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 200 | 3.67% | 0.0% | 0.0% | 0.0% | 0.0% | 3.67% | 0.0% | Y | Y | Y | Y | N/A | N/A | Y | 0.0% | | |
| Of which Enabling | | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 0.0% | E | |
| Of which Transitional | | - | 0.0% | 0.0% | | | | | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 0.0% | | T |
| **A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| Product-as-a-service | CE 5.5 | 244 | 4.49% | N/EL | N/EL | N/EL | N/EL | EL | N/EL | | | | | | | | 0.0% | | |
| Transport by motorbikes, passenger cars and commercial vehicles | CCM 6.5 | 42 | 0.78% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.91% | | |
| Acquisition and ownership of buildings | CCM 7.7 | 8 | 0.15% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.21% | | |
| Data processing, hosting and related activities | CCM 8.1 | 25 | 0.46% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.36% | | |
| CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 320 | 5.88% | 1.39% | 0.0% | 0.0% | 0.0% | 4.49% | 0.0% | | | | | | | | 1.48% | | |
| A. CapEx of Taxonomy Eligible activities (A.1 + A.2) | | 520 | 9.55% | 1.39% | 0.0% | 0.0% | 0.0% | 8.16% | 0.0% | | | | | | | | 1.48% | | |
| **B. TAXONOMY-NON-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| CapEx of Taxonomy-non-eligible activities | | 4,923 | 90.45% | | | | | | | | | | | | | | | | |
| TOTAL | | 5,442 | 100,00% | | | | | | | | | | | | | | | | |

1) **Abbreviated activity codes:**
**CE:** Circular economy
**CCM:** Climate change mitigation
2) **EL:** Eligible
**N/EL:** Non-eligible

### Capital expenditure (CapEx)

The denominator for Capex is defined as the direct investments related to property assets and includes additions to intangible assets (excluding goodwill), tangible assets and rights-of-use before amortisation and impairment, and can be found in Notes 11, 12 and 13 on pages 169, 171 and 172 in the Annual and Sustainability Report 2024. The numerator includes the value of purchased products (5.5), the value of leased vehicles (6.5) and the value of ned lease contracts for buildings (7.7) and investments related to data centre services (8.1).

For activities 5.4 and 5.5, only a certain proportion of capital expenditure is accounted for as taxonomy-aligned, as one of the technical screening criteria is only met to 45%.

| | Proportion of CapEx/total CapEx | |
|---|---|---|
| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
| Climate change mitigation | 0.0% | 1.39% |
| Climate change adaptation | 0.0% | 0.0% |
| Water and marine resources | 0.0% | 0.0% |
| Circular economy | 3.67% | 8.16% |
| Pollution prevention and control | 0.0% | 0.0% |
| Biodiversity | 0.0% | 0.0% |

EU Taxonomy cont.

## OpEx

| Financial year 2024 | 2024 | | | Substantial Contribution Criteria | | | | | | DNSH criteria ('Does Not Significantly Harm') | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic Activities | Code[1] | Turnover | Proportion of OpEx year 2023 | Climate Change Mitigation | Climate Change Adaptation | Water | Pollution | Circular Economy | Biodiversity | Climate Change Mitigation | Climate Change Adaptation | Water | Pollution | Circular Economy | Biodiversity | Minimum Safeguards | Proportion of Taxonomy aligned (A.1) or eligible OpEx (A.2) 2023 | Category enabling activity | Category-transitional activity |
| | | SEK million | % | Yes (Y)/ No (N)/ Non-eligible (N/EL) | | | | | | Yes / No | | | | | | Yes / No | % | E | T |
| **A. TAXONOMY-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **A.1 Environmentally sustainable activities (Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 0.0% | | |
| Of which Enabling | | - | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 0.0% | E | |
| Of which Transitional | | - | 0.0% | 0.0% | | | | | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 0.0% | | T |
| **A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| Data processing, hosting and related activities | CCM 8.1 | 41 | 2.32% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 1.96% | | |
| Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 41 | 2.32% | 2.32% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | | | | | | | | 1.96% | | |
| A. OpEx of Taxonomy eligible activities (A.1 + A.2) | | 41 | 2.32% | 2.32% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | | | | | | | | 1.96% | | |
| **B. TAXONOMY-NON-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| OpEx of Taxonomy-non-eligible activities | | 1,725 | 97.68% | | | | | | | | | | | | | | | | |
| TOTAL | | 1,766 | 100.00% | | | | | | | | | | | | | | | | |

[1] **Abbreviated activity codes:**
**CE:** Circular economy
**CCM:** Climate change mitigation
[2] **EL:** Eligible
**N/EL:** Non-eligible

### Operating expenditure (OpEx)

The denominator for OpEx is defined as the direct costs related to the maintenance of property assets that are necessary for the continued and correct functioning of these assets, including short-term leases, maintenance and repairs, and third-party license and service agreements. The numerator includes the direct production costs related to data centre services (8.1).

| | Proportion of OpEx/total OpEx | |
|---|---|---|
| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
| Climate change mitigation | 0.0% | 2.32% |
| Climate change adaptation | 0.0% | 0.0% |
| Water and marine resources | 0.0% | 0.0% |
| Circular economy | 0.0% | 0.0% |
| Pollution prevention and control | 0.0% | 0.0% |
| Biodiversity | 0.0% | 0.0% |

# Section S – Social

## S1 OWN WORKFORCE

STRATEGY

### Interests and views of stakeholders

Tele2 places significant emphasis on integrating workforce interests and rights into its corporate strategy, ensuring alignment with employee priorities and fostering a supportive and inclusive work environment.

Tele2 employees value an inclusive workplace with equal opportunities and representation, making gender equality and an inclusive culture top priorities. Tele2's 2024–2026 sustainability strategy includes a goal of achieving a 40/60 gender balance in leadership roles by 2026, with an inclusive culture benchmarked against top-performing organisations. Tele2 enforces a zero-tolerance policy for discrimination and harassment, fostering trust across the workforce. The company's Code of Conduct and Human Rights Policy align with international standards, including the UN Guiding Principles on Business and Human Rights.

Tele2 uses the MyVoice employee survey to assess employee satisfaction, inclusion, and well-being, with results directly informing internal improvements. These include enhancing internal communication and offering leadership training.

Career progression, learning opportunities, and skill development are critical to Tele2's employees. Tele2 invests in training and development programs to enhance internal mobility and long-term employee retention. Employees also prioritise physical and mental health support. Tele2 ensures that all of its workforce is covered by an Occupational Health and Safety Management System tailored to local regulations.

Employees highly value a transparent and ethical workplace culture. Tele2 reinforces this by providing a whistleblowing system that enables employees to anonymously report misconduct, promoting trust and accountability.

### Material impacts, risks and opportunities and their interaction with strategy and business model

The telecommunications industry is highly competitive, requiring Tele2 to continuously advance its technology and services to sustain its market position. While striving for innovation and growth, this competitive environment may pose risks related to stress and work-life balance if not mitigated properly. Tele2 prioritises employee health and well-being by implementing measures to mitigate potential stress and work-life balance challenges associated with a fast-paced environment. These measures include regular check-ins between employees and managers, as well as providing support for those experiencing stress or health-related concerns.

In relation to Tele2's overall business strategy and ambition, "unique people and culture" is identified as one of three strategic enablers that are key to delivering on the strategy. To realise this strategy, Tele2 works with four related areas that all have activities and KPIs which are followed-up on a quarterly basis. Activities are based on the needs and opportunities for the organisation, including any identified material impacts. More details on the strategy can be found on page 29. Furthermore, the identified impacts, risks and opportunities related to Tele2's own workforce are integrated into the overall sustainability strategy process, which is further described in ESRS 2, section Double materiality assessment on page 68.

All employees and workers in Tele2's own workforce are included in the scope of information provided in this disclosure, unless otherwise specified.

### Vulnerable groups of employees identified

While all Tele2's employees could be impacted by the identified material topics, such as stress or work-life balance, there are some groups of employees that have been identified as especially vulnerable in this sense.

Tele2 is actively working to enhance gender diversity across its operations; however, a disparity remains between the number of female and male employees in leadership positions within its Swedish operations. As a result, increasing diversity among Tele2's leadership remains a key priority.

In 2024, Tele2 conducted an assessment of the cultural diversity at Tele2 Sweden, based on data from Statistics Sweden (Statistiska Centralbyrån), which indicated a slight gap between the percentage of employees at Tele2 with foreign background (23%) and the percentage of the Swedish population with foreign background (27%). This is an indication of the materiality of this topic.

While many of Tele2's employees work in office environments with generally low health and safety risks, certain employee groups perform tasks or work in locations with elevated risk levels. Employees in stores and customer operations may face risks related to customer interactions, including threats or attempted fraud, as well as the potential for physical assault or robbery. To mitigate these risks, Tele2 has implemented safety measures such as security training, assault alarms, and established protocols for handling threats. Additionally, employees engaged in on-site maintenance and repair of Tele2's communications infrastructure are exposed to risks associated with working with chemicals, electricity, and tasks performed at high altitudes. To ensure their safety, Tele2 has established procedures and guidelines to manage these specific occupational hazards.

Furthermore, a small share of Tele2's workers are consultants. These individuals are managed by a Tele2 employee and are in most cases located in one of Tele2's own sites as part of the regular team of employees. The consultants are hired based on competence to perform specific work tasks within a limited time period, and are not identified as an especially vulnerable group of employees.

The identified material impacts are both widespread and systemic. For example, impacts related to diversity are of a systemic nature as they are highly interlinked with the predominantly male workforce in the telecommunications and IT industry historically, while impacts related to health and safety of field services employees are rather related to individual incidents at the company and in the industry in general.

S – S1 cont.

### Positive impact

By conducting regular surveys on work-life balance, satisfaction, and inclusion, Tele2 proactively identifies concerns that can be addressed regarding its workforce. These efforts foster a culture of psychological safety and engagement, enabling employees to thrive personally and professionally. Through its commitment to well-being, Tele2 strengthens employee satisfaction and productivity, driving organisational success and building a resilient workforce.

Through active employee engagement, Tele2 gains valuable insights into its culture, allowing for continuous improvement in diversity and inclusion. Collaborations with NGOs and industry partners further promote a more diverse technology sector, while targeted programs like leadership development and MyVoice surveys enhance engagement and inclusion.

By fostering a secure working environment and providing equal opportunities for training and professional development, Tele2 seeks to empower its employees to excel both personally and professionally. These initiatives contribute to enhanced employee satisfaction and productivity while strengthening Tele2's reputation as an employer of choice, supporting organisational success and aligning with its broader sustainability objectives.

### Risks

Establishing and maintaining trust, diversity, inclusion, and collaboration is essential to Tele2's long-term success. Failure to uphold these principles may lead to higher employee turnover, increased operational costs, diminished innovation, and reputational risk, particularly as stakeholders emphasise the importance of promoting equality and diversity. Furthermore, non-compliance with equal treatment standards could result in legal fines or penalties. The identified material risks are not confined to a specific employee group but have the potential to impact the entire workforce.

### Additional information

No significant impact on own workforce related to the implementation of Tele2's climate transition plan has been identified, and no operations have been identified as having a significant risk of incidents of forced-, compulsory-, or child labour. The current financial effects of the company's material risks and opportunities on its financial position, financial performance and cash flows can be found in ESRS, section Material impacts, risks and opportunities, on page 57.

### Policies related to own workforce

Tele2's Code of Conduct applies to all employees at Tele2 and stipulates the level of ethical business conduct that Tele2 aims to achieve in all operations. The Code of Conduct includes Tele2's commitments to respect the human rights of its own workforce, including commitments on labour rights such as working hours, remuneration and child labour, commitments on freedom of association and employees' right to collective bargaining, commitments on zero tolerance for discrimination and harassment and providing equal opportunities for employees, and commitments on the health and safety of employees. It further includes the responsibility of every employee and every leader to ensure that the commitments of the Code of Conduct are upheld. For more information on the Code of Conduct, please refer to G1 on page 124.

Diversity and inclusion are integral aspects of Tele2's operations and the company's standpoint is described in Tele2's Code of Conduct as well as in local diversity and inclusion policies in Sweden and Lithuania. The policy and its commitments are implemented throughout the employment process from recruitment and selection to promotion and career development, training and rewards and recognition.

Tele2 maintains a strict zero-tolerance policy against discrimination, whether direct or indirect, at any stage of the hiring process or throughout the course of employment, as outlined in its Code of Conduct. The policy encompasses all employees and vulnerable groups and explicitly reference the prohibition of discrimination based on gender, ethnic background, religion or other belief, age, sexual orientation, gender identity and expression, physical ability, trade union affiliation, or parental status. These commitments are upheld through the everyday work of employees and their managers, where managers have a responsibility to regularly assess and address the wellbeing and work climate of its team to prevent discrimination or unwanted behaviour and to act promptly if any situations arise.

In Sweden and Lithuania, additional policies have been implemented to specifically address discrimination, harassment, and violence, outlining procedures and responsibilities in the event of incidents. In Sweden, these commitments are incorporated into the Diversity and Inclusion Policy and the Policy on Harassment, Sexual Harassment, Reprisals, and Victimization. In Lithuania, they are covered under the Equal Opportunity Policy and the Policy Against Violence and Harassment.

Policies directly affecting the own workforce, such as the Code of Conduct and Diversity and Inclusion policy are discussed with the local Swedish union representatives prior to approval.

### Diversity, Equity and Inclusion Policy

*Content and objectives*

Tele2 has adopted a comprehensive Diversity, Equity, and Inclusion Policy to manage significant sustainability issues related to diversity and inclusion within the organisation. This policy aims to foster an inclusive workplace where all employees feel valued and respected, regardless of their background. The primary objectives of the policy include to promote a diverse and inclusive work environment, ensure equal opportunities for all employees, prevent discrimination and harassment, and enhance employee engagement and satisfaction. The policy is aligned with internationally recognised standards and sustainability commitments, including UN Global Compact and UN Guiding Principles on Business and Human rights. The policy is aligned by, for example, including commitments to respect human

S – S1 cont.

rights, including equal opportunities and anti-discrimination, by describing the applicable due diligence process for assuring compliance with the policy, as well as the available channels to provide for remedy. The material impacts, risks, and opportunities covered by the policy include:

- Workplace Diversity: Ensuring representation of diverse groups across all levels of the organisation.
- Equity: Providing equal access to opportunities and resources for all employees.
- Inclusion: Creating an environment where all employees feel included and their contributions are valued.
- Discrimination and Harassment: Implementing measures to prevent and address any form of discrimination or harassment in the workplace.

*Scope*

The Tele2 Diversity, Equity, and Inclusion Policy applies to all employees, contractors, and stakeholders across the Swedish organisation. It covers various aspects of diversity, including but not limited to gender, age, ethnicity, nationality, disability, sexual orientation, socio-economic background, religion or other self-identified categories. The policy is designed to ensure that all individuals within the organization are treated with respect and have equal opportunities to succeed.

The Diversity, Equity, and Inclusion Policy is applicable to all areas of the business, including recruitment, training and development, performance management, and employee engagement.

*Governance and accountability*

The implementation of Diversity, Equity, and Inclusion Policy is overseen by senior management, with specific responsibilities assigned to the Swedish Chief Human Resources Officer. The Chief Human Resources Officer is responsible for ensuring that the policy is effectively communicated and integrated into all aspects of the organisation's operations. The policy is communicated on Tele2's intranet and external website.

*Stakeholder engagement*

Tele2's Diversity, Equity, and Inclusion Policy aligns with international standards and best practices, including the UN Global Compact and the International Labour Organisation's conventions on non-discrimination. The policy is developed in consultation with key stakeholders, including employees, labour unions, and diversity advocacy groups, to ensure it reflects their interests and expectations.

*Availability and monitoring*

Tele2 has established mechanisms to monitor and report on the effectiveness of the policy. This includes regular internal assessments, employee surveys, and review of any incoming complaints and feedback through the incident report system.

## Health and safety

Tele2 strives to manage its risks and impact on its workforce by fostering a safe and healthy work environment that enables employees to pursue their long-term ambitions. To mitigate these risks, the company has established policies and processes that ensure access to healthcare and promote accident prevention. Tele2's approach to health and safety is adapted to the local legislation in each of its countries of operation. As stated in the Tele2 Business Partner Code of Conduct, Tele2 expects business partners to take similar responsibility for the health and safety of employees within their organisations, including workers that are working on behalf of Tele2. For more information on the Business Partner Code of Conduct, please refer to G1 on page 125.

All of Tele2's employees are covered by an occupational health and safety management system, including the physical and psychosocial work environment. This means that Tele2 has a systemic approach to promoting health and safety as well as preventing accidents in the workplace. These processes include for example workplace hazard identification and prevention, rehabilitation and emergency procedures, which are summarised in various workplace instructions communicated to employees based on their specific role and the associated risks. For example, instructions for working at heights, working with electricity or for evacuations and first aid instructions.

## Processes for engaging with own workforce and workers' representatives about impacts

Tele2 has implemented a structured and proactive approach to employee engagement, aiming to gather valuable insights to strengthen its role as an employer, drive continuous operational improvements, and proactively identify and address workforce-related risks or concerns. The responsibility for employee engagement rests with the HR directors in each local market.

Tele2 has established a structured process of regular check-ins between employees and their managers, providing a platform for employees to share feedback and suggest improvements to their work environment. This approach also ensures that employees have clear, up-to-date goals and engage in ongoing discussions with their managers regarding their ambitions, performance, and key drivers of engagement.

Another relevant element of Tele2's employee engagement is the employee survey MyVoice, which is carried out two to three times per year for all Tele2 employees. The survey includes questions on employees' views on areas such as leadership, culture, inclusion, feedback, coaching and career opportunities, and measures the overall employee engagement at Tele2. The survey is anonymous, and results are shared on an aggregated level with team members to provide insights into positive development as well as areas of improvement. Employees are also provided with regular updates on important news and company progress through Tele2's intranet and in quarterly company-wide all-hands meetings held by Tele2's CEO.

In Sweden and Estonia, Tele2 has work environment representatives that form work environment committees, in line with local legislation. Regular meetings are held with the committees to discuss and follow-up on all work-related incidents and work environment conditions.

S – S1 cont.

Engagement with employees in Sweden also includes weekly meetings with union representatives. The purpose is to share information about the company's development, receive feedback from employees and to negotiate any suggested changes with potential impact on Tele2's employees. In Sweden, Tele2 has established a Diversity and Inclusion Council which consists of employee representatives who provide regular feedback on the diversity strategy and arrange internal activities to raise awareness on the topic.

The views of worker representatives are considered when applicable, for example in relation to organisational changes or when developing action plans to improve the working environment and working conditions.

Tele2 has not engaged with its own workforce or workers' representatives regarding potential impacts of reducing carbon emissions and transitioning to greener, climate-neutral operations, as no impacts on its own workers or their representatives have been identified.

### Process to remediate impact and channels for own workforce to raise concerns

Tele2 is dedicated to addressing any negative impacts that its workforce may experience in the workplace. To systematically identify and address any negative impacts, Tele2 has put in place internal structures and routines that enable employees to raise concerns. This includes the anonymous employee survey MyVoice, conducted by a third party and distributed two to three times per year (detailed under Processes for engaging with own workforce and workers' representatives about impacts on page 103), regular check-ins between employees and managers, Tele2's incident reporting system, and its whistleblowing channels. In Sweden and Estonia, work environment representatives may also alert the company in case of any identified work-related risks and suggest improvements.

Tele2's incident reporting system covers several reporting areas, of which two are directly related to impacts on own workforce: HR incidents related to work environment, staff and partners, and security related incidents related to Tele2's staff. All employees are introduced to the incident report system during their onboarding, and a section of the annual Code of Conduct training covers the reporting of violations. All incidents reported through the Incident Reporting System are assigned to a dedicated handling officer depending on the type of incident and country which will handle the case.

Procedures are in place to investigate and address any grievances or complaints from employees, such as those related to policy violations, workplace hazards, or work-related risks. The immediate manager holds primary responsibility for investigating these grievances. However, in cases of significant gravity reported through the whistleblowing channel, or if the grievance involves the immediate manager, the manager's superior or the HR department should support the investigation. Depending on the severity of the issue, the manager may also involve the HR department for additional guidance and support. Once the investigation confirms that a negative impact has occurred, an action plan is developed to implement appropriate measures aimed at mitigating future negative impacts.

Processes are in place to report or escalate incidents to the relevant group functions or to the highest governing bodies if warranted. Members of the Group Leadership Team and Audit Committee of the Board are immediately informed of any ongoing or concluded investigations when their importance requires this.

Effectiveness of the remediation channels are ensured by providing continuous communication of the various reporting channels available, their purpose and how any reported information are treated in each channel. This aims to ensure that the available channels are used and trusted by employees. To follow up on the awareness and effectiveness of reporting channels, Tele2 reviews the usage of the available channels. For Tele2 MyVoice, a high response rate indicates high awareness of and trust in these channels. Additionally, the number of comments provided by employees reflect their active involvement. The effectiveness of check-ins with managers is also evaluated through the MyVoice survey, which includes a question that specifically addresses manager check-ins.

Tele2 has adopted a Whistleblowing policy including commitments to protect individuals from retaliation. More information can be found in G1 on page 127.

## ACTIONS AND TARGETS

### Process for identifying actions needed and effectiveness of actions

Tele2 continuously improves workplace conditions and employee development by assessing workforce needs, gathering feedback, and monitoring key performance indicators. A core part of this process is employee engagement, which includes regular dialogue between employees and managers to identify development opportunities, workload concerns, and well-being challenges. Tele2 facilitates this through structured check-ins, feedback sessions, and engagement surveys such as MyVoice, which tracks indicators like inclusion and work-life balance. The insights gained from these interactions guide the development of action plans at both company-wide and team levels.

In addition to qualitative feedback, Tele2 systematically measures and follows up on workforce-related KPIs to identify trends and areas for intervention, as well as the effectiveness of implemented actions. These include diversity metrics for employees and managers, which are reviewed quarterly, ethnic diversity in Sweden tracked annually, and long-term and short-term sick leave trends to detect potential well-being risks. Workplace injury cases are also followed up individually in collaboration with work environment representatives.

By combining employee feedback with data-driven insights, Tele2 continuously refines its approach to workforce management, ensuring that necessary actions are taken to prevent or mitigate potential negative impacts. This structured process enables Tele2 to foster an environment where both employees and the company can thrive while adapting to evolving workplace challenges.

Risks related to the own workforce are also included in the strategic risk registry and enterprise risk management process. For more information, please refer to Enterprise risk management on pages 32-34.

S – S1 cont.

### Actions related to stress and work-life balance

Tele2 engages in various proactive actions to enable work-life balance and wellbeing of its employees. By offering a hybrid work model that gives employees more flexibility in terms of work hours and working from home parts of the week, Tele2 aims to provide a workplace better suited for various needs and work tasks and help support employees to better balance work with their private life. Tele2 regularly organises wellness events to help improve the wellbeing of employees by providing tools and guidance on how to create work-life balance and a healthy work environment.

Tele2 actively monitors employee absence and provides rehabilitation plans for long-term ill employees with support from external experts. Employees have access to an insurance program covering rehabilitation and preventive care from specialists. Tele2 is committed to protecting employee privacy and ensuring the confidentiality of personal and medical information. Additionally, policies are in place to support employees in injury prevention and treatment. To uphold legal compliance and maintain a positive work environment, Tele2 utilises self-assessment checklists for both managers and employees, which are regularly updated. In Estonia, Latvia, and Lithuania, employees are also provided with additional health insurance coverage, including outpatient assistance.

In Estonia, Tele2 offers employees vacation days beyond the legal requirements, as well as additional paid health days where employees may address any health issues without it affecting their regular vacation days.

### Actions related to health and safety

Tele2's approach to health and safety is adapted to the local legislation in each of its countries of operation. As stated in the Tele2 Business Partner Code of Conduct, Tele2 expects business partners to take similar responsibility for the health and safety of employees within their organisations, including workers that are working on behalf of Tele2.

Tele2 takes a systematic approach to identifying work-related hazards and mitigating risks associated with high-consequence injuries through both internal and external commitments. This includes assessing, implementing, and monitoring workplace safety improvements. Risk assessments are conducted in compliance with local occupational health and safety legislation. In Sweden, this process is carried out in collaboration with the company's affiliated unions. In Lithuania, health and safety requirements are overseen and developed by a third-party organisation. In Estonia, employers are legally required to arrange medical examinations for employees whose health may be impacted by workplace risks. These examinations are provided for all employees and repeated at least every three years. In Latvia, Tele2 partners with an external provider to assess workplace risks, evaluate job-specific hazards, and determine whether employees need a medical examination, which is conducted at least once every three years.

In order to minimise impact from health and safety hazards identified in the workplace, all employees are provided training in occupational health and safety during paid working hours. Employees are also provided the necessary instructions, safety equipment and training depending on their position which is intended to ensure that all work can be performed safely in line with local health and safety legislation.

In Sweden and Estonia, Tele2 has work environment representatives to form work environment committees, in line with local legislation. Regular meetings are held with the committees to discuss and follow-up on all work-related incidents and work environment conditions. In Latvia, the health and safety functions are managed in collaboration with an external third party which provides services related to occupational health and safety such as risk assessments, employee training and related mitigation efforts.

Tele2 has identified risks specifically related to customer-facing employees in stores and employees, as described in S1, section Material impacts, risks and opportunities on page 101. In an effort to manage these risks, Tele2 has implemented routines for both preventing and mitigating any negative impact, such as safety training, assault alarms in stores and routines for how to manage and report any incoming threats in stores or through Tele2's customer service channels.

In Estonia, Latvia and Lithuania, employees are offered additional health insurance coverage, including outpatient assistance which aims to improve the health and safety of employees.

### Actions related to diversity and inclusion

Tele2 recognises that effective diversity and inclusion efforts require both strong leadership and active employee engagement. In Sweden, Tele2 has established a Diversity and Inclusion Council, comprising employee representatives, to provide feedback and insights on the company's diversity and inclusion strategy and goals. The council also intends to raise awareness and foster an inclusive workplace culture among employees.

In Sweden, Tele2 offers the training Rewire for inclusion - a workshop-based training focused on unconscious bias and inclusion habits in the workplace. The training is available to both employees and managers and its purpose is to foster a culture of diversity and inclusion by making employees aware of the unconscious bias that is present in everyday behaviours and decisions. In 2024, Tele2 has rolled-out an additional e-learning on diversity and inclusion to all employees in Sweden. The purpose of the training is to increase awareness of the topic and to limit unconscious bias that may result in behaviours favouring some individuals before others.

Tele2 has implemented a structured recruitment and selection process designed to support fair treatment at every stage of hiring. Particular emphasis is placed on the accuracy and transparency of job advertisements, the interview process, and the formulation of interview questions. This approach aims to promote equal opportunities for all candidates while upholding worker rights in accordance with local legislation and applicable collective bargaining agreements. In Sweden, Tele2 has during 2024 reviewed and updated its job advertisements to increase the number of female applicants.

S – S1 cont.

### Collaboration with NGOs and industry partners

Tele2 engages with various NGOs and industry partners to realise opportunities related to building an employee brand characterised by diversity and inclusion, as well as to promote a more inclusive and diverse industry. Since 2019, Tele2 collaborates with the Swedish organisation Tjejer Kodar (Girls Code), one of Sweden's largest forums for women and non-binary in tech. The collaboration with Girls Code is an opportunity for Tele2 to actively promote a diverse workplace by inspiring girls to start a career within IT and to highlight career opportunities at Tele2. Tele2 was a co-creating partner to Women in Tech in 2024, the largest conference in the Nordics aimed towards women that work in the tech-industry held annually. Tele2 is also part of the Diversity Charter Sweden, a network for companies and organisations that provides support and inspiration to help increase diversity and inclusion in the workplace.

### Implementation and follow up of key actions

The key actions mentioned are implemented continuously throughout the company, with the goal to proactively prevent potential negative impacts and risks on a daily basis by ensuring consistently safe working conditions and complying with the standards and requirements of established policies and local regulations. Effectiveness is monitored on both a daily basis through check-ins between managers and employees at various levels, as well as through the employee survey MyVoice. MyVoice is conducted two to three times per year and provides input into the progress on implemented actions. Tele2 also tracks effectiveness by tracking the identified key KPIs and targets, which are described in detail below.

### Current and future allocated resources

Actions related to managing the identified social impacts risks and opportunities are integrated into the regular operations at Group and country level. Human and financial resources allocated to own workforce are thereby not tracked independently, but included in overall OpEx and CapEx.

### Targets

Tele2's current targets related to its own workforce were established during 2023 to reflect Tele2's updated sustainability strategy which was released in early 2024. The targets are determined based on the identified material impact on Tele2's own workforce and the markets where the impact is the most significant. For example, Tele2 has decided to set targets specifically for its Swedish operations related to workforce diversity, as the diversity in its Baltic operations is on balanced levels. The targets were established by Tele2 Sweden's Diversity and Inclusion Steering Committee, which includes representatives from the Group Leadership Team, HR specialists, and the Head of Sustainability. The targets were set based on Tele2's strategic ambition, market research and the possible transition within the set time frametime frame. Employees can also contribute with feedback on the established targets and strategy through Tele2's Diversity and Inclusion Council—an employee-led resource group aimed at offering insights and suggestions for the D&I strategy while enhancing inclusion at Tele2 through increased awareness and improvements.

Progress against the targets are reviewed and analysed regularly by each business unit as well as by top management to ensure that actions are implemented in case there are opportunities for improvement.

**By 2026, Tele2 will have a gender balance in the Group Leadership Team with at least 40% women**

The target is monitored on a quarterly basis, and reported annually. The Group Leadership Team at Tele2 is a relatively small group and tends to have small variations in its composition over time. The target applies to the period 2024-2026. Progress is measured from the base year 2023, when the gender diversity in the group leadership team was at 40%.

**By 2026, Tele2 will have a gender balance among its leaders, with at least 40% women in Sweden**

The target is monitored every quarter, and publicly reported at least once per year in Tele2's Annual and Sustainability Report. The target applies to the period 2024-2026. Progress is measured from the base year 2023, when the share of female leaders was at 37%.

**By 2026, Tele2 will have at least 35% female employees in Sweden**

The target is monitored every quarter, and publicly reported at least once per year in Tele2's Annual and Sustainability Report. Tele2 has seen a relatively stable share of female employees in the past years, with a slight increase in the past three years. The target applies to the period 2024-2026. Progress is measured from the base year 2023, when the share of female employees was at 33%.

**By 2026, Tele2 will have 25% share of employees with foreign background in its Swedish operations**

The data on foreign background of employees was first collected in 2023, and as such there is no comparable data available. The target is monitored based on data provided by Statistics Sweden (Statistiska Centralbyrån), on an annual basis. The target applies to the period 2024-2026. Progress is measured from the base year 2023, when the share of employees with foreign background was at 23%.

**By 2026, Tele2 will have a MyVoice inclusion score above high-performing benchmark in Sweden**

Inclusion score is measured through Tele2's employee survey My Voice, conducted twice a year. High performing benchmark in 2024 was at 81, and the inclusion score at the same time was 85, 4 points above high-performing benchmark. The target applies to 2024-2026. Progress is measured from the base year 2023, when the inclusion score was at 85 points, 4 points above high-performing benchmark that year.

S – S1 cont.

### Targets and results

| Area | Base Year Value 2023 | 2024 Value | Target Value 2026 |
|---|---|---|---|
| Gender balance in Group Leadership Team | 40% | 40% | At least 40% women |
| Gender balance among leaders in Sweden | 37% | 37% | At least 40% women |
| Female employees in Sweden | 33% | 33% | At least 35% women |
| MyVoice inclusion score in Sweden | 85 points (4 points above benchmark) | 85 | Above high-performing benchmark |
| Share of employees with foreign background in Sweden | 23% | 23% | 25% |

The progress towards the set targets remain unchanged during 2024. This indicates that the targets set remain relevant to Tele2's operations and the actions set for managing the related impacts will be implemented as planned.

## METRICS

The measurement of all the following metrics are not validated by an external body other than the assurance provider. Tele2 currently does not have details on employees identifying as other genders than female or male, and will investigate the possibility of including this in future reports.

### S1-6 Employee head count by gender and region

| Number of own employees (headcount) by gender | 2024 | | | | 2023 | | | |
|---|---|---|---|---|---|---|---|---|
| | Women | Men | Other/ not reported | Total | Women | Men | Other/ not reported | Total |
| Sweden | 904 | 1,846 | - | 2,750 | 952 | 1,906 | - | 2,858 |
| Lithuania | 504 | 236 | - | 740 | 516 | 247 | - | 763 |
| Latvia | 262 | 194 | - | 456 | 278 | 218 | - | 496 |
| Estonia | 258 | 122 | - | 380 | 251 | 124 | - | 375 |
| Netherlands | 0 | 2 | - | 2 | 0 | 2 | - | 2 |
| Total | 1,928 | 2,400 | - | 4,328 | 1,997 | 2,497 | - | 4,494 |

Accounting principles

Employee characteristics are reported by employment type, gender, contract type and age, and figures are derived from records in Tele2 Group's registration systems and are based on headcount at the end of the reporting period. Limitations to the methodology may include human error in the input data, however a significant reporting error caused by this is deemed unlikely. To align with the updated accounting principles under ESRS and the operational control approach, the reported total headcount for Sweden has been adjusted compared to the last published report. As a result, the table above now includes Tele2's share of employees from Tele2's joint operations Sunab and Net4Mobility. The total headcount in Sweden is 2,750 employees, of which 12 employees belong to the joint operations. Tele2's standalone headcount, excluding joint operations, is 2,738 employees (see table below). Due to updates in accounting principles aligned with the ESRS, the 2023 figures have been adjusted accordingly. As a result, there is a difference between the previously reported 2023 figures and this year's reported figures. The number of employees was 3.7% lower at the end of 2024 compared to 2023.

Please refer to note 30 on page 182 for further details on characteristics of employees.

### S1-6 Employee head count by contract type, gender and region

| Number of own employees (headcount) by gender | 2024 | | | | | | |
|---|---|---|---|---|---|---|---|
| | Full-time employees | | | Part-time employees | | | |
| | Women | Men | Other/ not reported | Women | Men | Other/ not reported | Total |
| Sweden | 851 | 1,788 | - | 49 | 50 | - | 2,738 |
| Lithuania | 462 | 227 | - | 42 | 9 | - | 740 |
| Latvia | 262 | 194 | - | - | - | - | 456 |
| Estonia | 230 | 119 | - | 28 | 3 | - | 380 |
| Netherlands | - | 2 | - | - | - | - | 2 |
| Other | - | - | - | - | - | - | 12 |
| Total | 1,805 | 2,330 | - | 119 | 62 | - | 4,328 |

| Number of own employees (headcount) by gender | 2024 | | | | | | |
|---|---|---|---|---|---|---|---|
| | Permanent employees | | | Temporary employees | | | |
| | Women | Men | Other/ not reported | Women | Men | Other/ not reported | Total |
| Sweden | 862 | 1,798 | - | 38 | 40 | - | 2,738 |
| Lithuania | 470 | 211 | - | 34 | 25 | - | 740 |
| Latvia | 248 | 187 | - | 14 | 7 | - | 456 |
| Estonia | 248 | 120 | - | 10 | 2 | - | 380 |
| Netherlands | - | 2 | - | - | - | - | 2 |
| Other | - | - | - | - | - | - | 12 |
| Total | 1,828 | 2,318 | - | 96 | 74 | - | 4,328 |

| Non-guaranteed hours | 2024 | | | |
|---|---|---|---|---|
| | Women | Men | Other/ not reported | Total |
| Sweden | 29 | 29 | - | 58 |
| Lithuania | - | - | - | - |
| Latvia | 143 | 45 | - | 188 |
| Estonia | 8 | 2 | - | 10 |
| Netherlands | - | - | - | - |
| Other | - | - | - | - |
| Totalt | 180 | 76 | - | 256 |

*Accounting principles*

Employees on permanent contracts refer to all individuals with indefinite, non-time-bound agreements. Employees on temporary contracts encompass those with time-limited agreements. The share of employees with part-time and/or temporary contracts is mainly related to employees working in stores or customer operations where the work demands may vary more than in the other roles. The category Other includes 12 employees from Tele2's joint operations, Sunab and Net4Mobility, as reported under the ESRS definition of operational control. Currently, no data on the employment contracts of joint operations are available and there is not enough data available to make qualified estimates of the composition of these workers. The definition of the employment categories are the same across Tele2's countries of operations.

## S1-6 Employee turnover

| | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|
| | Women | Men | Other/ not reported | Women | Men | Other/ not reported |
| Employee turnover rate | 23.3% | 17.1% | - | 26% | 14% | - |
| Number of employees who left the company | 449 | 409 | - | 514 | 354 | - |

*Accounting principles*
The employee turnover rate is calculated as the number of permanent employees who have left the company relative to the average number of permanent employees in the financial year. The figures include all employees leaving regardless of reason.

## S1-7 Characteristics of non-employees in the undertaking's own workforce

| Number of headcounts | 2024 | 2023 |
|---|---|---|
| Sweden | 244 | 303 |
| Lithuania | 1 | 1 |
| Latvia | 2 | 4 |
| Estonia | - | - |
| **Total** | **247** | **308** |

*Accounting principles*
Numbers for non-employees are presented in head count as per the end of 2024, as required by ESRS. Data is derived from records in Tele2 Group's registration systems and are based on head-count at the end of the reporting period. Non-employees refer to consultants who are managed by a Tele2 employee and, in most cases, are based in one of Tele2's offices or premises, working as part of the regular employee team. These consultants are hired for their expertise to carry out specific tasks within a defined time-frame. The reasons for hiring consultants vary, with common cases including project-based needs and temporary replacements for employees on leave. The majority of Tele2's consultants work in the IT/Technology sector, with typical roles including developers, architects, project managers, engineers, and various other specialist positions. Due to updates in accounting principles, the reporting scope has changed to exclude the employment category "service persons" which has been updated retroactively for 2023. As a result, there is a difference between the previously reported 2023 figures and this year's reported figures. Limitations to the methodology may include human error in the input data into Tele2's registration systems.

## S1-8 Collective bargaining coverage and social dialogue

| Coverage rate | Collective bargaining coverage | Social dialogue |
|---|---|---|
| | Employees - EEA | Workplace representation - EEA |
| 0-19% | Lithuania, Latvia, Estonia | Lithuania, Latvia |
| 20-39% | | |
| 40-59% | | |
| 60-79% | | |
| 80-100% | Sweden | Sweden, Estonia |

*Accounting principles*
In Sweden, all employees, except for the Group Leadership Team employed at Tele2 AB, are covered by the collective agreement. Reported figures for Sweden therefore includes all Tele2's employees except the Group Leadership Team. Joint operations are excluded due to the lack of full authority over contractual arrangements for these workers. For Tele2's other countries of operations, working conditions and terms of employment are determined according to local labour laws. Tele2 has a positive view on collective bargaining and supports the right of all employees to form trade unions and sign collective bargaining agreements. Tele2 does not have a European works council. Non-employees are not covered by Tele2's collective bargaining agreement.

The coverage by worker representation in Sweden and Estonia is based on local legal legislations and the Swedish collective bargaining agreement. As the local legislation differs in Lithuania and Latvia, there is no formal requirement on worker representatives, however employees may elect representatives if they wish.

All Tele2's markets are within the European Economic Area (EEA).

## S1-9 Diversity metrics

| Number of employees in Group Leadership Team by gender | 2024 | Share in 2024, % | 2023 | Share in 2023 |
|---|---|---|---|---|
| Male | 6 | 60% | 6 | 60% |
| Female | 4 | 40% | 4 | 40% |
| **Total** | **10** | **100%** | **10** | **100%** |

*Accounting principles*
Diversity in top management includes the total members of Tele2's Group Leadership Team. No significant assumptions or limitations are identified related to this metrics.

S – S1 cont.

## S1-9 Age distribution

| Continuing operations | 2024 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Women | | | | Men | | | |
| | Total | <30 | 30-50 | >50 | Total women | <30 | 30-50 | >50 | Total men |
| Sweden | 2,738 | 171 | 551 | 178 | 900 | 260 | 1,013 | 565 | 1,838 |
| Lithuania | 740 | 164 | 324 | 16 | 504 | 93 | 134 | 9 | 236 |
| Latvia | 456 | 94 | 154 | 14 | 262 | 58 | 124 | 12 | 194 |
| Estonia | 380 | 83 | 156 | 19 | 258 | 38 | 71 | 13 | 122 |
| Netherlands | 2 | - | - | - | - | - | - | 2 | 2 |
| Other | 12 | - | - | - | - | - | - | - | - |
| **Total** | **4,328** | **512** | **1,185** | **227** | **1,924** | **449** | **1,342** | **601** | **2,392** |

*Accounting principles*
The age groups are calculated as head count of employees at the end of the reporting period. The category Other includes 12 employees from Tele2's joint operations, Sunab and Net4Mobility, as reported under the ESRS definition of operational control. Limitations to the methodology include the lack of data on Tele2's joint operations.

## S1-10 Adequate wages

Tele2 has committed on the right to freedom of association and collective bargaining. In Sweden employees through their trade union representatives, are deeply involved in the salary development process which supports the living wage concept and which is a significant part in negotiating the collective bargaining agreement. Negotiations between Tele2 and the trade unions results in the collective bargaining agreements which stipulates salary development and other relevant working condition issues. These generally binding agreements are mandatory to enforce at Tele2 in Sweden. Tele2 will investigate the possibility to conduct an analysis of adequate wages across its markets during 2025.

## S1-11 Social protection

All employees are covered by social protection through both public programs according to local legislation and through benefits offered by the company, such as insurances. Employees are protected against loss of income due to sickness, unemployment starting from when the own worker is working for Tele2, employment injury and acquired disability, parental leave and retirement. The metric is based on the coverage of social security and insurance offered by Tele2 and through local legislation.

## S1-12 Persons with disabilities

Tele2 is currently not collecting data on persons with disabilities within its own workforce due to GDPR restrictions.

## S1-13 Training and skills development

| | 2024 | | |
|---|---|---|---|
| | Total | Women | Men |
| Proportion of performance reviews per employee | 9% | 90% | 95% |
| Average number of training hours per employee | 1.8 | - | - |

*Accounting principles*
Percentage on employees participating in performance appraisals is expressed as the proportion of annual performance reviews per employee, with the total number of employees as the denominator. This is based on the employees participating in the annual performance review, defined in line with the requirements of the ESRS. Exceptions to the participation in performance review may include new employees starting after the annual performance review or employees on long-term leave. This methodology does not consider other performance reviews that employees participate in other than the annual review.

Average numbers of training hours includes mandatory trainings regarding business ethics and business security. The figure is reported as an average per employee, based on the total completed training hours divided by the total number of employees. Training hours are extracted from Tele2's learning platforms based on the number of completed training hours per employee. Training hours are either logged in the system or estimated based on the type of training. Training hours per gender is omitted as Tele2 does not have complete data in their systems.

## S1-14 Health and safety

| | 2024 |
|---|---|
| Percentage of employees covered by health and safety management system (based on head count) | 100% |
| Number of work-related accidents | 3 |
| Rate of recordable work-related accidents | 0,44 |
| Number of days lost due to work-related injuries from work-related accidents | 0 |
| Number of fatalities as a result of work-related injuries/ill health | 0 |

*Accounting principles*
Accidents are based on reported incidents in Tele2 incident reporting system. Three work-related injuries were reported during 2024, none of which have caused or contributed to high-consequences injuries. The types of accidents reported relate to accidents that occurred at work, but not related to employees' performance of work or to identified work-related hazards. Reported incidents cover Tele2's own employees. Tele2 determines significance of work-related injuries based on whether they are related to the work environment and/or work tasks and their severity. Severe cases are those resulting in at least one day away from work. Rate of recordable work-related accidents is based on the number of cases divided by the total number of hours worked by employees in own workforce and multiplied by 1,000,000.

S – S1 cont.

### S1-15 Work-life balance

| Share of employees (head count) | Employees entitled to take family-related leave | Males that took family-related leave | Females that took family-related leave | Total |
|---|---|---|---|---|
| Sweden | 100% | 15% | 21% | 17% |
| Lithuania | 100% | 37% | 46% | 43% |
| Latvia | 100% | 0% | 9% | 5% |
| Estonia | 100% | 6% | 14% | 12% |

*Accounting principles*

Tele2's employees are entitled to family-related leave in all markets. This table omits data from Tele2's operations in the Netherlands as the total number of employees is too low to maintain anonymity. Family-related leave includes long-term parental leave and other short-term parental leave as provided by local regulations. Employees taking family-related leave is derived from records in Tele2 Group's registration systems. In Lithuania, family-related leave also includes extra parental leave in line with local labour legislation, where all employees with 2 or more children under 12 years old are allowed 1 day per month paid leave for child care. In Sweden, family-related leave also includes short-term parental leave in line with local legislation. In Estonia, employees are also granted additional days off for child leave up to 10 days per child. This methodology does not adjust for any differences in local legislation.

### S1-16 Pay equity

| Average gender pay ratio (%) | 2024 | |
|---|---|---|
| | All employees including Group CEO | All employees excluding Group CEO |
| Sweden | 13% | 11% |
| Lithuania | 18% | 18% |
| Latvia | 13% | 13% |
| Estonia | 30% | 30% |
| Netherlands | – | – |
| **Total** | **24%** | **23%** |

*Accounting principles*

The average gender pay ratio is calculated based on the average gross hourly pay of all Tele2's employees, including managing directors and Tele2's Group CEO. Figures are presented both including and excluding Group CEO to reflect the impact of senior level remuneration on the total gender pay gap. The CEO remuneration includes both the former CEO and the new CEO as reported in financial note 30 from page 139, yet excluding CEO remuneration during notice. The gender pay gap has been calculated by counting the difference between the male's and female's salaries and dividing that by the male's salary. Gross pay includes salaries and remuneration excluding pension and social security expenses as defined in financial note 30 in the table "Personnel costs". The figure is reported without joint operations due to the lack of full authority over contractual arrangements for these workers. The difference in pay is mainly due to gender imbalance at senior level positions, rather than unequal pay due to gender for the same kind of position or job. Additionally, differences can be explained by higher average age and average years in service for men compared to women.

### S1-16 Total annual remuneration

| | 2024 | 2023 |
|---|---|---|
| Total salaries and remunerations Group CEO in relation to employees | 45 | 56 |

*Accounting principles*

The remuneration ratio includes remuneration of the CEO compared to the average pay for all Tele2 employees excluding the CEO. The CEO remuneration includes both the former CEO and the new CEO as reported in note 30, yet excluding CEO remuneration during notice. Remuneration include salaries and remuneration, but exclude pension and social security expenses, as defined in financial note 30 in the table "Personnel costs". The remuneration ratio does not account for differences in purchasing power across Tele2's markets. The figure is reported without joint operations due to the lack of full authority over contractual arrangements for these workers.

### S1-17 Incidents, complaints and severe human rights impacts

In 2024, no severe human rights impacts or incidents have been reported. Data is complied based on incoming cases through the incident reporting system and whistleblowing channels, and therefore the methodology is based on the efficiency of Tele2's reporting mechanisms. One reported case of discrimination including harassment has been reported for Tele2 Sweden. The case has been handled, and remedial actions have been taken. No fines, penalties or compensation for damages as a result of incidents and complaints have been filed.

## S2 WORKERS IN THE VALUE CHAIN

### Interests and views of stakeholders

Tele2 recognises that workers in its value chain face potential risks related to human rights, labor conditions, health and safety, and environmental impacts. The company integrates their interests and perspectives into its supplier risk assessment and due diligence processes. These inputs come from engagement with suppliers, on-site audits, sustainability evaluations, and grievance mechanisms.

To ensure that worker voices are heard, Tele2 incorporates stakeholder feedback from workers' rights organisations, industry associations, and direct supplier interactions. Specific engagement channels include regular supplier meetings, human rights impact assessments, and worker interviews conducted through on-site audits.

Insights gained through these mechanisms inform policy updates in Tele2's Business Partner Code of Conduct and sustainability strategies. For example, past assessments have led to stricter requirements for subcontractor health and safety standards and targeted training programs on labor rights.

To drive continuous improvement, Tele2 has established grievance mechanisms accessible to workers throughout its value chain, allowing concerns to be raised and addressed. The company also monitors remediation actions taken by suppliers and integrates these findings into its broader sustainability strategy.

### Material impacts, risks and opportunities and their interaction with strategy and business model

Tele2 operates in countries with a low risk of negative impacts on human rights. However, Tele2 may face increased geographical risk in its supply chain, as many supply chain activities (i.e., hardware manufacturing, mineral sourcing, and software development and IT-services/solution) takes place in high risk countries. There is potential social and environmental impact throughout Tele2's entire value chain which is described in the Business Partner Code of Conduct, the Human Rights and Due Diligence Policy, and the Environmental Policy, including how this is managed and the grievance mechanisms that are available.

Tele2 considers both the impacts and dependencies on value chain workers by assessing risks such as labor exploitation or human rights violations. These factors are integrated into Tele2's strategy and business model through supplier due diligence, grievance mechanisms, and sustainability initiatives to ensure responsible business practices and long-term value creation.

To mitigate these risks, Tele2 has adopted a sustainability supplier program which defines routines for sourcing new business partners, and how Tele2 follows up on strategic and critical suppliers. These procedures include sustainability as a part of the Request for Proposals process, the use of EcoVadis Business Sustainability Ratings scores, an annual risk assessment of suppliers, and a process for selecting suppliers for on-site audits. The on-site audits are conducted to assess compliance, and any identified deviations may result in corrective action plans.

### Identified workers at risk

Through the human rights risk assessment and double materiality assessment, Tele2 has identified workers at particular risk of being materially impacted. These include people working for entities upstream and downstream in Tele2's value chain. The workers identified as potentially impacted through Tele2's business relationships include workers in the production, provision and end-of-life management of Tele2's purchased hardware and services. Impacted human rights may include the right to adequate working standards, decent working hours, wages and remuneration, health and safety, and adequate standards of living. Tele2 has not identified any specific groups of workers in the value chain but have considered all workers independent of type across the entire value chain.

### Negative impact

Tele2's supplier risk assessment includes assessing the risks related to countries and industries at high risk of negative impact on human rights. The risk assessment is reviewed and updated annually. Risk countries are identified based on data from the World Governance Indicator and classified in line with Amfori BSCI methodology. While risk countries may vary, the main risks related to Tele2's business relationships are related to the Asian region for the production of electronic hardware. Risk industries are identified based on desktop research of Tele2's footprint from its operations and business relations. Identified risk industries include technology software and services, technology hardware and semiconductors, construction and maintenance, and building materials. The identified potential negative impacts are systemic to the ICT sector and the production of hardware and services required for its operations.

### Positive impact

Through Tele2's supplier engagement, a selection of suppliers are audited on their compliance with the requirements specified in Tele2's Business Partner Code of Conduct. In case any deviations from Tele2's requirements are found during the audit, a corrective action plan is put in place to close these gaps. In case any potential or actual negative impact on value chain workers is discovered, the supplier is required to showcase mitigation actions which will likely improve the working conditions of the workers. Tele2 also offers capacity building for suppliers on its website based on the requirements of Tele2's Business Partner Code of Conduct to help suppliers in their implementation of the requirements.

### Identified risks

As Tele2's value chain is complex and widespread, with a vast number of suppliers in various countries, negative impact on the human rights of Tele2's value chain workers is identified as a material risk. Violations could lead to public criticism, loss of trust, and distancing by customers and investors, resulting in financial losses and impact on Tele2's reputation. Enhancing due diligence and transparency in the supply chain enables Tele2 to identify and mitigate these risks.

S – S2 cont.

The upcoming implementation of the EU Corporate Sustainability Due Diligence Directive will also require extensive control over supply chains, including compliance with human rights and labour standards. To support compliance with these requirements, Tele2 has and will need to continue to invest in the development of its processes for Human Rights Due Diligence and risk assessments.

The current financial effects of the company's material risks and opportunities on its financial position, financial performance and cash flows can be found in ESRS, section Material impacts, risks and opportunities, on page 57.

### Policies related to workers in the value chain

Tele2 is committed to respecting and upholding the human rights of every individual affected by its business activities, including customers, employees, workers in the value chain, and local communities. Conducting business in an ethical, legal, and environmentally and socially responsible manner is integral to Tele2's operations. Tele2 believes that contributing to a sustainable future requires acting with respect for human rights in every aspect of its business.

Tele2's policies addressing the human rights of value chain workers include Tele2's Human Rights and Due Diligence Policy, Business Partner Code of Conduct, and Conflict Minerals Policy. The policies are aimed at ensuring that human rights are respected in Tele2's operations and through its business relationships, and includes commitments that address forced or compulsory labour, child labour and other fundamental human rights. The policy encompasses value chain workers and vulnerable groups and explicitly reference the prohibition of discrimination based on gender, ethnic background, religion or belief, age, sexual orientation, gender identity and expression, physical ability, trade union affiliation, or parental status.

By committing to internationally recognized instruments and frameworks in creating the policies and their contents, Tele2 has received input that takes the affected stakeholders' interests into account. Tele2's policies refers to principles that Tele2 aims to adhere to, and reflects Tele2's commitment to international guidelines, including: The UN Global Compact; The OECD Guidelines for Multinational Enterprises; The UN Guiding Principles on Business and Human Rights; The UN Universal Declaration of Human Rights; The Core Conventions of the International Labor Organisation; The Children's Rights and Business Principles; The 1.5°C Ambition of the Paris Agreement; The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas. No cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises involving value chain workers have been reported during 2024.

### Human Rights and Due Diligence Policy

Tele2 is committed to conducting ongoing human rights due diligence and respecting human rights throughout its operations and value chain. The Human Rights and Due Diligence Policy outlines Tele2's approach to upholding these principles and provides a framework for identifying, preventing, and addressing human rights impacts. The primary objectives of the policy are to promote and protect human rights in all aspects of Tele2's business operations, ensure compliance with international human rights standards and regulations, foster a culture of respect and dignity for all individuals associated with the organisation, prevent and mitigate adverse human rights impacts within Tele2's value chain.

The company's approach is guided by the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, involving meaningful engagement with internal and external stakeholders, and considering those potentially and actually affected, as well as their legitimate representatives.

*Scope*

Tele2's Human Rights and Due Diligence Policy applies to all employees of Tele2 in all markets, including the leadership team and Board of Directors. Tele2 expects its employees, including part-time and temporary employees, to respect human rights in a manner that is consistent with this policy. As human rights issues are systemic, Tele2 must also rely on the concerted, continued, and honest efforts of all stakeholders. Tele2 expects that its business partners comply with applicable local laws and regulations and Tele2's Business Partner Code of Conduct.

*Governance and accountability*

Human Rights and Due Diligence Policy has the authority of the Board of Directors and the Group Leadership Team. The policy is governed by the Executive Vice President Communications and Sustainability, and operational responsibility for implementation lies with the Head of Sustainability.

*Stakeholder engagement*

Tele2 takes into account the interests of affected stakeholders by adhering to internationally recognised standards and frameworks in the development of its policy commitments.

*Availability and monitoring*

Tele2 makes the Human Rights and Due Diligence Policy publicly available on its company website and on Tele2's internal communication platforms.

Tele2 annually reviews the due diligence process and salient risks, monitors and assesses the effectiveness of implemented actions, and publicly reports on its efforts. To ensure respect for human rights, Tele2 aims to continually enhance its risk-based due diligence processes, including supply chain assessments and prevention measures.

S – S2 cont.

*Remediation*
In the case of a human rights violation, Tele2 promotes access to remedy for any victims of human rights abuses connected to its operations. When the company identifies that it has caused or contributed to adverse impacts, it commits to providing for or cooperating in remediation for affected individuals or groups. In cases where negative impacts arise from its business relations, Tele2 will exercise its leverage, and increase such leverage where necessary, to address the adverse impacts.

**Business Partner Code of Conduct**
Tele2 and its Business Partners shall respect human rights and remediate if they cause or contribute to violations of human rights. This includes principles 1-6 of the UN Global Compact which outlines that businesses should support human rights, ensure they do not cause human rights abuses, uphold freedom of association and the right to collective bargaining, eliminate all forms of forced and compulsory labour, abolish child labour, and eliminate employment discrimination. These commitments are also aligned with the UN Universal Declaration of Human Rights, and the International Labour Organisation's 8 core conventions.

Through the Business Partner Code of conduct, Tele2 prohibits any form of harassment, abuse, and forced labour (including human trafficking) by its suppliers and business partners, ensuring compliance with international labour conventions and addressing material impact areas. Business partners are required to ensure that workers do not have to lodge deposits or original identity papers for employment and that work is completed within legal limits for regular and overtime hours, with overtime compensated at the legally required rate. Business Partners are expected to implement measures to prevent accidents and health hazards in the workplace. Child labour is strictly prohibited, and suppliers are expected to implement mechanisms to verify age and mitigate risks. Employees under eighteen should not be engaged in hazardous work or night shifts. Business Partners must implement child labour policies and provide remediation if child labour is found in their operations or value chain. For more information on the Business Partner Code of Conduct, please refer to section G1 on page 125.

**Conflict Minerals Policy**
Tele2 is committed to conducting its business at the highest ethical levels, particularly in relation to conflict minerals. The Conflict Minerals Policy outlines Tele2's commitment to not use conflict minerals in products used or sold and describes its approach to responsible sourcing of minerals. The primary objectives of the Conflict Minerals Policy are to ensure ethical business conduct and compliance with international standards, prevent the use of conflict minerals that directly or indirectly finance armed groups or security forces in conflict regions, and promote responsible sourcing of minerals throughout Tele2's supply chain.

Tele2 does not directly source raw materials or refine minerals, but has requirements on its business partners to have a policy and due diligence process in place, consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Tele2's commitments to manage risks included in the conflict minerals policy includes: requirements on suppliers to sign and adhere to the Business Partner Code of Conduct which contains requirements on conflict minerals' policy commitment and due diligence process; requirement that Business Partners work proactively to ensure that minerals (such as, but not limited to, tungsten, tantalum, tin, and gold) in their products and supply chain are responsibly sourced; and requirements to identify, assesses and mitigate any risks related conflict minerals in products sold to Tele2.

*Scope*
Tele2's Conflict Minerals Policy applies to all employees of Tele2 in all markets, including the leadership team, as well as Tele2's business partners, which is specified in Tele2's Business Partner Code of Conduct.

*Governance and accountability*
The Conflict Minerals Policy has the authority of the Group Leadership Team. The policy is governed by the Executive Vice President Communications and Sustainability, and operational responsibility for implementations lies with the Head of Sustainability.

*Stakeholder engagement*
Tele2 takes into account the interests of affected stakeholders by adhering to internationally recognised standards and frameworks in the development of its policy commitments.

*Availability and monitoring*
Tele2 makes the Conflict Minerals Policy publicly available on its company website and on Tele2's internal communication channels. Tele2 annually reviews the due diligence process and salient risks, monitors and assesses the effectiveness of implemented actions, and publicly reports on its efforts. To ensure respect for human rights, Tele2 aims to continually enhance its risk-based due diligence processes, including supply chain assessments and prevention measures.

### Process for value chain worker engagement
Tele2 conducts on-site audits of a selection of suppliers annually based on the requirements of the Business Partner Code of Conduct. Tele2 aims at identifying risks affecting vulnerable workers such as women, migrant workers, or workers with disabilities. In case of any breaches to these requirements, Tele2 initiates a time-bound corrective action plan with the supplier to ensure they take action to mitigate any actual or potential negative impact, including impact on their workers. During these on-site

S – S2 cont.

audits, Tele2 also conducts sample interviews with workers on site to receive input on their working conditions and any negative impact, which informs any corrective action plan set up with the supplier.

The effectiveness of engagement is measured by compliance rates, corrective action completion rates, and audit results over time. Outcomes of engagement include corrective action plans and improved labour conditions.

During 2024, Tele2 has expanded its engagement with value chain workers by conducting stakeholder engagement in one identified high-risk market in Asia. The pilot will serve as a framework for Tele2's engagement plan with value chain workers going forward.

Tele2's engagement plan is planned to be carried out on an annual basis, and aligns with its supply chain management process. The engagement plan is divided into two steps:

1) **Standard engagement**

Includes preparatory steps to be completed prior to executing the engagement (Step 2. Market engagement). This approach allows Tele2 to identify risks and potential stakeholders to engage with, ensuring a foundational understanding of the market and industry of its suppliers. This step includes risk assessment and identification of relevant stakeholders, with the support from desktop research and dialogues with NGOs, civil society organisations, expert groups, local communities, etc. The purpose of the engagement is twofold: to create a general understanding of potential human rights risks within a specific market or industry, and to guide meaningful interactions with stakeholders based on these insights. These steps establish a foundation for market engagement.

2) **Market engagement**

An executing step where Tele2 visits the target market to engage directly with the stakeholders identified during the preparatory phase and/or with credible proxies, focusing on the topics highlighted in the risk assessment. This step deepens Tele2's understanding of market- and industry-specific risks, providing insights into risks of adverse human rights and environmental impacts and risk mitigation measures.

Operational responsibility for engaging with value chain workers and integrating the results into Tele2's Human Rights Due Diligence process and other business operations lies with the Head of Sustainability and Head of Procurement.

Currently, Tele2 does not have agreements in place with global union federations related to respect of human rights of workers in the value chain.

### Process to remediate negative impact

Tele2 encourages raising any concerns and reporting any activities which are not consistent with Tele2's policies or violations against regulations. Tele2 provides a whistleblowing service to enable anyone to report concerns anonymously. All internal and external stakeholders can raise concerns without fear of retaliation or reprisal in accordance with Tele2's Whistleblowing Policy. Information about Tele2's whistleblowing channels is available on Tele2's company website. In addition to the current whistleblowing system, Tele2 will assess a possible implementation of notification and complaints mechanism among workers in the value chain that is more accessible to workers. This would also include assessing the awareness and trust of the available grievance mechanisms, which is not currently conducted.

Tele2 requires that its business partners provide access to grievance mechanisms for its employees and other potentially affected stakeholders, where they can report on any concerns or complaints related to the contents of Tele2's Business Partner Code of Conduct, at a minimum. The available grievance mechanisms should make sure that reports can be submitted anonymously, that the information is treated confidentially and without fear of retaliation. Effectiveness of the reporting channels available to value chain workers in the workplace is included in Tele2's supplier follow-up through on-site audits.

Processes are in place to report or escalate any incidents reported through Tele2's Whistleblowing channels to the relevant group functions or to the highest governing bodies if warranted. Members of the Leadership Team and the Audit Committee of the Board are informed on an ad-hoc basis about ongoing or concluded investigations when deemed necessary due to their significance.

## ACTIONS AND TARGETS

Tele2 sets its actions and targets for workers in the upstream and downstream value chain based on the identified material impacts and risks on its supply chain workforce and the markets where these are most significant. To ensure that these targets are relevant and effectively address actual working conditions, Tele2 directly engages with suppliers and workers through on-site audits and interviews. These interactions help capture workers' perspectives and concerns, which are then integrated into the target-setting process. The process for managing material risks related to value chain workers is embedded within the supplier risk management framework.

No actual material impacts were identified during 2024 and therefore no key actions have been necessary to provide for and cooperate in or support the provision of remedy for those harmed by such impacts. During the reporting period, no dependencies turning into risks were identified for Tele2's workers in the value chain.

### Tele2's sustainability supplier program

To achieve its commitment to fostering a responsible and transparent value chain, Tele2 has implemented several actions aimed at remediating any negative impact, addressing risks, and promoting sustainable practices in all markets where Tele2's suppliers are present. The actions are integrated into Tele2's supplier sustainability program, aimed at both avoiding potential negative impact through preventative actions and to correct any negative impact if discovered in Tele2's value chain.

Tele2's sustainability supplier program is established to confirm that Tele2's suppliers not only meet the ethical standards set by Tele2 but also make continuous improvements in regard to sustainability.

S – S2 cont.

The foundation of this program is Tele2's Business Partner Code of Conduct, which includes Tele2's commitments and requirements on suppliers related to sustainability and human rights. The Business Partner Code of Conduct reflects the standards that Tele2 sets on its own operations, covered by the Tele2 Code of Conduct. To mitigate risks related to human rights, labour conditions and environment in its supply chain, Tele2 requires its significant business partners to sign the Tele2 Business Partner Code of Conduct. Suppliers representing over 90% of addressable spend have committed to these guidelines, supported by regular risk assessments, audits, and corrective action plans to minimise social and environmental harm. For the content and commitments of the policy please refer to G1, section Business Partner Code of Conduct, on page 121. For those unable to comply, Tele2 has an exception process to assess whether the business partner's code of conduct aligns with Tele2's requirements. Through this continuous process, Tele2 includes clauses about human rights, labour rights, anti-corruption and environment into a vast majority of its agreements with new and existing business partners.

### Supplier selection and relationship management

When selecting new suppliers, all bidding suppliers are required to complete a sustainability assessment, either through EcoVadis or through Tele2's internal Supplier Sustainability Assessment. The responses are evaluated and included in the evaluation framework of new suppliers, where a minimum of 10% weighting is assigned to sustainability performance. Sustainability is integrated into Tele2's supplier relationship management. All strategic and critical suppliers of Tele2 are requested to register an EcoVadis score, which is part of the continuous evaluation of suppliers. Tele2 follows up on supplier performance in EcoVadis every quarter and sets up corrective action plans for suppliers with scores at critically low levels, meaning below 45.

Tele2 aims to be an engaging business partner that uses its leading position to share resources, best-practices, and other tools that can facilitate suppliers in their efforts to strengthen their human rights, ethical business conduct and environmental protection. As a step to further support its suppliers in implementing the requirements of the Business Partner Code of Conduct, Tele2 has created a deep-dive training course on the content of the policy and how suppliers can improve their performance within these areas. The deep dive can be found on Tele2's website and ends with a certification for participating suppliers. The training is open to any supplier seeking to enhance their performance and understanding of Tele2's Business Partner Code of Conduct and is mandatory for Tele2's significant suppliers (strategic, critical, and key). The deep dive was rolled out in 2024, with the ambition for Tele2's top suppliers to redo the training regularly.

### Supplier Risk Assessments and Audits

Tele2 performs annual risk assessments of its suppliers to identify material risks within its value chain and inform the selection of suppliers for on-site audits. The assessments and audits are designed to identify and mitigate potential and actual impacts on value chain workers and other stakeholders in Tele2's value chain. The risk assessment includes an analysis of the ESG risks of Tele2's supplier stock, based on an assessment of material risk countries and industries, as described in SBM-3, section Interests and views of stakeholders, on page 56, as well as an assessment of suppliers with critically low EcoVadis scores. The result of the risk analysis presents a weighted risk score which creates the basis for suppliers that will be selected for follow-up on their compliance with the Business Partner Code of Conduct through an on-site audit. Audits are arranged by the sustainability department and concluded with an audit report and a corrective action plan with the supplier for any identified deviations from Tele2's supplier requirements.

The time-frame for remediation of identified deviations or issues is determined by the severity of the deficiencies. The target is to conduct 5-10 audits annually on high-risk suppliers.

Although there have been no severe cases requiring Tele2 to provide remedies for affected workers, the company proactively addresses potential impacts on value chain workers by implementing corrective action plans for audited suppliers. By following up on corrective action plans with audited suppliers and verifying the mitigative actions taken, Tele2 can also ensure the effectiveness of these processes.

The action required and timeline depend on the severity of the issue discovered and is determined case by case. If a corrective action plan would not produce the desired changes, Tele2 may terminate the relationship with the specific business partner. Results from the audits further provide feedback into which actions to take – both in terms of the audited suppliers and for Tele2's overall due diligence process.

Initiated in 2024, Tele2 aims to conduct annual stakeholder dialogues with workers in selected parts of its supply chain. This engagement allows Tele2 to receive valuable input on material risks in specific regions or industries relevant to Tele2, ensuring that significant concerns are addressed. For more information please refer to S2, section Process for value chain worker engagement on page 113-114. Moreover, supplier training and dialogues are intended to generate additional positive material impacts for workers in the value chain.

### Due diligence and impact assessments

Tele2 conducts continuous human rights due diligence to ensure that human rights considerations are integrated into Tele2's business operations. Tele2's approach is guided by the UN Guiding Principles on Business and Human Rights and the OECD Guidelines as described above, and is specifically focused on identifying and managing impact in Tele2's supply chain. Furthermore, Tele2 conducts human rights impact assessments regularly and reviews and updates its assessments based on identified risks. Conducting human rights impact assessments helps Tele2 understand the impact of its operations and business relationships, identifying the most critical areas to address. Tele2 conducted a general human rights impact assessment in 2022 to identify Tele2's salient human rights impact in its operations and value chain. Based on the results of the initial assessment, a specific child rights impact assessment was conducted in 2023, to deepen Tele2's knowledge of its impact on children's rights.

S – S2 cont.

With upcoming requirements on how companies manage human rights in their value chain through the implementation of the Corporate Sustainability Due Diligence Directive, it is of high importance to continuously develop and improve the human rights due diligence process to align with and comply with the new regulations. This improves Tele2's processes and mitigates potential risks of human rights violations in its operations and value chain.

### Current and future allocated resources

Actions related to managing the identified social impact risks and opportunities are integrated into the regular operations at Group and market level. Human and financial resources allocated to workers in the value chain are thereby not tracked independently, but included in overall OpEx and CapEx.

### Targets

Tele2 has set an absolute target to complete 5-10 on-site audits of its suppliers per year. The audits are conducted against the commitments and requirements of Tele2's Business Partner Code of Conduct.

The intended outcome of this target is to identify risks and actual negative impact on workers in Tele2's value chain. By visiting suppliers and conducting audits, Tele2 can set up corrective action plans that improve the working conditions of employees at those suppliers. Value chain workers have not been engaged in setting this target, as the established targets are based on Tele2's capacity to conduct high-quality audits, with strategic and critical suppliers selected for these assessments. While the goal is to increase the number of on-site audits in the future, the primary focus remains on quality rather than quantity.

The target is monitored and reviewed through internal follow-ups at least quarterly, where both conducted and planned on-site audits are covered. Five on-site audits have been successfully conducted during 2024. One audit was conducted in China, one in Vietnam and three in Sweden. Progress in 2024 is slightly below initial plans due to logistical challenges in completing all audits within the fiscal year. However, the number of completed audits have increased compared to the previous year, and has performed within the boundaries of the ambition to complete 5-10 on-site audits per year.

## S4 CONSUMERS AND END-USERS

### STRATEGY

**Interests and views of stakeholders**

Tele2 integrates the interests, views, and rights of its consumers and end-users into its strategy, focusing on privacy, digital inclusion, child online safety, customer satisfaction, and sustainability. These priorities inform the company's business practices and strategic objectives.

**Privacy and Data Protection**

Consumers prioritise robust data protection, transparency in data usage, and compliance with privacy regulations like GDPR. They expect ethical handling of personal information, particularly in digital services. Tele2 addresses these expectations through Tele2's Privacy Management System, which includes annual GDPR training for employees, vulnerability testing and penetration testing. Privacy-related risks are also mitigated through third-party cybersecurity evaluations.

**Digital Inclusion and Accessibility**

Consumers value accessible, reliable digital services that bridge the digital divide, particularly in underserved areas. Lower-income users require affordable solutions for basic connectivity. Tele2 offers affordable internet access, such as a service offered in select landlord agreements where tenants can be offered lower-speed broadband as part of their rental agreement. Additionally, the company's 5G network expansion improves digital inclusion across both rural and urban areas, ensuring equitable access to digital resources.

**Child Safety and Human Rights**

Parents and human rights advocates prioritise protecting children from online exploitation and harmful content. Tele2 collaborates with ECPAT and implements technologies like Project Arachnid to block access to child sexual abuse material (CSAM). The company also develops educational tools in partnership with the Prince Carl Philip and Princess Sofia's Foundation to guide parents and children on safer online practices.

**Alignment with Global Standards**

Tele2 aligns its practices with international frameworks, including the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. This is reflected in Tele2's policy commitments and ensures that consumer rights are respected, particularly regarding privacy, integrity, and safety.

**Material impacts, risks and opportunities and their interaction with strategy and business model**

Tele2 provides products and services that customers and end-users interact with or are in some way impacted by. To provide its services for telecommunications, broadband, TV, and IoT services, Tele2 processes personal data. This includes data both from customers utilising Tele2's services and end-users, including children, young people, and prospective customers. This poses privacy risks from potential breaches, misuse, or government overreach. Material risks, including fines and reputational damage resulting from interactions with consumers and/or end-users, negatively impact Tele2's business model and strategic objectives. Tele2 also provides hardware that is necessary for the functioning of these services, such as mobile phones, routers, and TV boxes. Lastly, Tele2 interacts with end-users through its marketing and external communications. In all interactions with customers and end-users, Tele2 is committed to maintain a high level of ethical conduct and enable a safe and secure use of its products and services through appropriate control processes and actions to mitigate potential negative impact.

**Negative impact**

*The right to privacy*

The right to privacy is primarily related to Tele2's own business activities (telecom, broadband, stores and offices). Tele2 collects limited personal and private data from employees and individuals and is also obliged to comply with government and public authority requests to provide information on individual users' data. These activities can expose Tele2 to potential risks of negative impact on the right to privacy. Tele2 may negatively impact the right to consumer privacy if, for example:

- Tele2 loses or exposes employee and customer private and personal data due to intentional or unintentional misuse, leaks, and external attacks.
- Tele2 collects, stores, and uses more personal and private data than what is agreed.
- Governments and public authorities make excessively broad requests for personal data.
- Tele2 provides governments with data, and the governments use the data to violate human rights.

*The right to freedom of expression*

The right to freedom of expression is primarily related to Tele2's own business activities (telecom, broadband, IoT). Tele2 has the possibility to restrict network services and block certain online content. Tele2 is also legally obliged to comply with government and public authority requests to restrict network operation and block online content. These activities can expose Tele2 to potential risks of negative impact on the right to freedom of expression. For example:

- Tele2 over-blocks legitimate content during efforts to block illegal online content.
- Governments and public authorities issue excessively broad requests to block, restrict, or remove online or TV content, or to disable network access.

S – S4 cont.

*Child safety and wellbeing*
Through the services provided by Tele2's and other telcos, there is a potential impact on children, such as the risk of children falling victim to abuse, fraud, or other forms of harassment through their online interactions. Children may also encounter harmful content or fall victim to sexual abuse enabled through the provided services. Tele2's negative impact on children includes the users accessing Child Sexual Abuse Material (CSAM) using Tele2's networks, enabling victimisation despite blocking efforts. There is also potential negative impact from children suffering from poor mental or physical health from overusing digital media. Implementing measures to safeguard children online is therefore a priority to provide services safe for children.

*Association with consumer health and safety issues*
Tele2's negative impact on consumer health arises from defective products, such as overheating chargers or chemical leakage violating RoHS/REACH standards. These issues risk physical injuries, toxic exposure, and erode trust in Tele2's safety commitment. While efforts are made to monitor product safety, gaps in compliance with safety standards could harm consumers and damage Tele2's reputation.

*Social Inclusion of consumers/end-users*
Tele2 acknowledges that not addressing the needs of vulnerable societal groups, such as the elderly or individuals with disabilities, in its products and services could result in digital exclusion. As a provider of communication infrastructure, Tele2 aims to ensure that its offerings are inclusive and accessible to all, preventing negative impacts on social inclusion.

To promote inclusion, Tele2 actively addresses the needs of underserved groups. The company offers affordable connectivity solutions, such as free low-speed broadband for underserved communities, helping bridge the digital divide. Tele2 also collaborates with organisations like Prince Carl Philip and Princess Sofia's Foundation to enhance online safety for children, providing tools and educational resources for safer internet use. These initiatives reflect Tele2's commitment to fostering a more inclusive digital society, ensuring its infrastructure and services empower all societal groups while combating digital exclusion.

*Customer Detriment Impact*
If Tele2 fails to comply with marketing practices, customers face significant harm. Misleading advertisements and unclear terms may lead to confusion, financial loss, and dissatisfaction. Data privacy violations compromise security and confidence, while lack of transparency on pricing or service changes disrupts the customer experience. These issues damage customer relationships, reduce loyalty, and undermine confidence in Tele2's brand over time.

Risks

*Digital trust and integrity*
Neglecting consumer data privacy poses a risk of reputational damage and customer attrition. Data breaches erode trust, harm reliability, and drive dissatisfaction. Negative publicity amplifies damage, deterring customers and pushing them to competitors. GDPR fines strain finances and highlight weaknesses, reducing stakeholder confidence. These risks are incorporated into Tele2's overall risk management processes. For more information please refer to Board of Directors report, section Enterprise risk management, on page 32-34. Prioritising robust privacy measures is essential for customer loyalty and preserving Tele2's trusted reputation. Tele2 monitors and reports on any breaches involving customer data. Results are presented in the table "Entity specific:Customer privacy" on page 123.

*Insufficient child online protection*
Tele2 faces significant reputational risk if it fails to protect children online. Neglecting child safety could lead to customer distrust, reduced stakeholder confidence, and harm to its competitive position.

To mitigate this, Tele2 collaborates with organisations such as ECPAT and the Prince Carl Philip and Princess Sofia's Foundation, implementing technologies such as Project Arachnid to block harmful content. Tele2 also recognises emerging threats, like AI-generated CSAM, and emphasises continuous innovation to uphold its position as a socially responsible company.

*Marketing compliance risk*
Fines arise for Tele2 if marketing fails regulatory or ethical standards. Misleading claims or hidden terms in promotions may lead to penalties. Exploitative targeting of vulnerable groups, or data breaches in marketing, violates GDPR. Lack of transparency about price changes or disruptions risks unfair practice allegations. These fines result in financial loss and reputational harm for Tele2, underscoring the need for ethical, transparent marketing, which is integrated into the company's broader risk management framework. For more information please refer to Board of Directors report, section Enterprise risk management, on page 32-34. Tele2 considers decisions and guidelines from the local consumer protection agency, which regulates telecommunication service providers and closely follows external developments in the field to ensure compliance with evolving regulatory and ethical standards.Tele2 monitors and reports on any non-compliance with regulations and voluntary marketing initiatives. Results are presented in the table "Entity specific: Marketing communications non-compliance" on page 123.

Children are especially susceptible to marketing and advertising and have not yet developed the critical thinking required to make informed decisions. At the same time, children are exposed to a lot of advertisements and media influences through Tele2's services. Regardless of whether children are the desired target audience or not, they will be exposed to advertisements. It is therefore important to be aware of the potential impact on children from advertising and how to manage it in a responsible manner.

S – S4 cont.

### Opportunities

*Industry-leading within online-safety for children*
Tele2 has identified an opportunity to position the company as a thought-leader in the work with creating a responsible online environment for children.

*Accessible Connectivity Growth*
Tele2 sees opportunities to expand its customer base by focusing on the inclusion of vulnerable end-user groups, such as the elderly. By offering tailored solutions like simplified interfaces, voice controls, and assistive technologies, the Company can attract underserved demographics. Investments in 5G and IoT enable advanced applications like health monitoring, appealing to these groups. This focus not only captures new customer segments but also strengthens brand loyalty and positions Tele2 as a leader in accessible digital services, driving growth and market presence.

All children have right to freedom of expression and right to information. With an increasingly digital society, the digital environment is an important arena for exercising one's rights. Equal access to connectivity is critical to uphold these rights and ensuring that all children can use connected services safely.

The current financial effects of the company's material risks and opportunities on its financial position, financial performance and cash flows can be found in ESRS, section Material impacts, risks and opportunities, on page 68.

### Policies related to consumers and end-users

To manage impact and mitigate any risks associated with consumers and end-users Tele2 has established several policies aimed at managing the related sub-topics. These include Tele2's Code of Conduct, Business Partner Code of Conduct and Group Privacy Policy.

Tele2's Code of Conduct and Business Partner Code of Conduct are both described in detail in ESRS G1 on pages 125-126.

These policies include Tele2's commitments in its own operations and expectations on its business partners related to business ethics, human rights and environment. These include commitments related to respect for the human rights of consumers, customer safety, customer integrity, confidentiality and intellectual property, and child rights. Tele2 is committed to ensuring the safety and integrity of its customers and other end-users of Tele2's products and services. Furthermore, Tele2 is committed to not targeting children inappropriately and respecting children's rights in its marketing and advertising.

### Group Privacy Policy

Tele2's Group Privacy Policy establishes the framework for how the company safeguards personal data, ensuring compliance with data protection regulations, ethical handling of customer information, and respect for individual privacy rights. The policy serves as a governance tool to prevent, mitigate, and remediate privacy-related risks, ensuring transparency, accountability, and alignment with regulatory requirements. It applies across Tele2's operations and throughout its value chain, reinforcing a culture of responsible data management. The policy aligns with several key aspects of the UN Guiding Principles on Business and Human Rights, including adherence to internationally recognised standards such as the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights. Tele2 has recorded no cases of non-compliance. However, its scope remains limited to the identification, prevention, and remediation of privacy-related human rights issues.

*Content and Objectives*
The Group Privacy Policy is designed to uphold Tele2's commitment to data privacy, security, and compliance with applicable regulations. Its objectives include ensuring that personal data is processed lawfully, transparently, and for legitimate business purposes while respecting the rights of individuals. The policy supports compliance with key regulations, including the EU General Data Protection Regulation (GDPR), national data protection laws, and relevant industry standards.

The material impacts, risks, and opportunities covered by the policy include:
- Data Privacy & Protection: Safeguarding customer and employee personal data from unauthorised access, misuse, or breaches.
- Regulatory Compliance: Ensuring full adherence to GDPR and other applicable data protection laws.
- Cybersecurity & Risk Management: Implementing robust security measures to protect sensitive data from cyber threats.

To monitor compliance, Tele2 applies regular privacy impact assessments, internal audits, and training programs, ensuring that employees and business partners follow strict data protection protocols. Tele2 also maintains incident response mechanisms and data breach notification procedures to address privacy risks proactively.

*Scope*
The Group Privacy Policy applies to all employees and business units handling personal data on behalf of Tele2. It covers the entire data lifecycle, from collection and processing to storage, sharing, and deletion. The policy applies across all geographical regions where Tele2 operates.

There are no major exclusions from the policy, as it applies to all customer, employee, and third-party data processed by Tele2. However, the policy allows for adaptation to specific legal frameworks in different jurisdictions, ensuring compliance with country-specific regulations.

S – S4 cont.

*Governance and accountability*
The Executive Vice President Corporate Affairs holds ultimate responsibility for data protection governance, ensuring that the Group Privacy Policy aligns with regulatory requirements and corporate sustainability objectives.

The Data Protection Officers (DPO) oversee the implementation, enforcement, and monitoring of the policy across all business units and provide information and advice on data protection obligations. Operational responsibility lies with business unit leaders, process operations specialists and IT security teams, ensuring that data protection principles are embedded in daily operations.

*Stakeholder engagement*
The Group Privacy Policy is shaped by considering the interests of:

- Customers & End-Users: Ensuring their personal data is protected, processed transparently, and handled ethically.
- Regulators & Policymakers: Complying with GDPR and other data protection laws, actively participating in policy discussions on digital rights.
- Investors & Business Partners: Demonstrating a strong privacy governance framework to reduce legal and reputational risks.

Through continuous stakeholder engagement, Tele2 ensures that its privacy commitments align with expectations and regulatory developments.

*Availability and monitoring*
Tele2 makes its Group Privacy Policy publicly available on its website and on Tele2's internal communication platforms.

To reinforce compliance, Tele2 mandates:

- Privacy training for all employees handling personal data.
- Contractual obligations for suppliers and partners to adhere to privacy standards.
- Customer transparency initiatives, including clear privacy notices and consent management tools.

Additionally, Tele2 maintains reporting channels for data subjects to exercise their privacy rights, including access, rectification, and deletion of personal data. Remediation is regulated by the GDPR and requires companies to inform those concerned directly in case a breach is likely to result in a high risk to the rights and freedoms of individuals

The Group Privacy Policy was revised during 2024 to simplify and correctly reflect the current way of working. This included adding a section regarding the role and responsibilities of Tele2's Data Privacy Officer.

### Process for engaging with stakeholders

Tele2 highlights the importance of engaging with consumers and end-users, as services like mobile networks and internet connectivity are central to its operations. Tele2 aligns its activities with user expectations to ensure satisfaction, compliance, and long-term success. The company engages with consumers to understand their needs, and monitors user feedback and complaints to enhance service quality and mitigate any negative impact.

Consumer perspectives influence Tele2's decisions. Feedback from user surveys, focus groups, and customer service channels informs the development of new products and services. Daily feedback is collected through customer satisfaction surveys across all interaction channels, including customer service, stores, self-service platforms, and websites. These surveys invite customers to rate their satisfaction and provide feedback after each interaction, enabling Tele2 to make informed decisions and continuously improve its services.

Additionally, the company conducts targeted surveys among its existing customer base to assess satisfaction levels and gather feedback on specific services. Insights from these engagements inform internal decision-making, ensuring that customer needs shape strategic actions and contribute to achieving business objectives.

Furthermore, Tele2 receives regular input from children and young people by engaging both with child rights experts, and by conducting surveys and focus groups directly with this user group. In 2024, Tele2 engaged children and their parents in a survey on their approach to children's digital lives. Additionally, Tele2 engaged children and parents in focus groups and interviews to receive more detailed input into children's approach to life online, parents' views and how Tele2 can help support families on this topic.

Responsibility for engagement with customers ultimately lies with the local leadership teams of each market.

### Process to remediate impact

If a material negative impact is identified, Tele2 aims to offer remedy proportionate to the issue. Tele2 adheres to local laws and EU regulations, such as the GDPR, to provide remedy for end-users in case of any negative impact caused or contributed by Tele2.

In case of any breach of data protection rights or obligations with a likely risk to people's rights and freedom, Tele2 is obligated to report this to the local supervisory authorities. In cases where this risk is high, Tele2 must also communicate this directly to the individuals affected by the breach and without delay. This may include advice to individuals on how they can further protect themselves from negative impact resulting from the breach of data protection rights or obligations. Tele2 evaluates the effectiveness of its remedy mechanisms by tracking the resolution rates of complaints and by analysing customer feedback.

S – S4 cont.

In case of a human rights violation, Tele2 promotes access to remedy for any victims of human rights abuses connected to its operations. In case of any identified instances where Tele2 has caused or contributed to adverse impacts, Tele2 is committed to providing or cooperating in remediation for affected individuals or groups.

During 2024, Tele2 has engaged in remediation for impacts on customers and end-users related to breaches of customer privacy. This has included communication with affected customers in line with existing regulations. Furthermore, Tele2 has responded to any cases of violations with voluntary marketing codes to the organisation raising the concern.

**Reporting and monitoring of issues**

Tele2 has established various communication channels for customers to raise concerns and complaints directly with Tele2, for example through its website, in stores and through direct contact with customer service. Tele2 has established a structured process to track and monitor issues raised by consumers, ensuring the effectiveness of customer service channels. These processes include informing customers about available communication channels with the aim to ensure their effectiveness.

Tele2 logs all consumer inquiries and complaints into case management systems, allowing for monitoring of case status, response times, and consistent follow-up on unresolved issues. For cases requiring additional attention, defined escalation procedures ensure specialised teams handle them promptly. Customer feedback and satisfaction surveys are conducted immediately or the next day after all interactions via SMS or email, providing insights into channel effectiveness and areas for improvement. For recurring or complex issues, root cause analysis is conducted to identify trends and areas for improvement. Coordination with external channels, such as consumer protection bodies and governmental organisations, is also part of the process.

Additionally, Tele2 offers whistleblowing channels for all internal and external stakeholders to report anonymously on any complaints, concerns or cases where there has been a breach of Tele2's policies or routines. Tele2 aims to investigate the possibility to involve customers and end-users in the evaluation of the channels' effectiveness going forward. For more information on Tele2's whistleblowing process, please refer to ESRS G1, section protection of whistleblowers on page 127.

Tele2 does not rely on consumer channels provided by its business partners. Instead, Tele2 prioritises its established channels, including customer service, stores, and self-service platforms, as primary contact points for addressing material impacts. These channels allow consumers to reach Tele2 directly, even when issues involve business partners.

No severe human rights impacts have been reported during 2024.

## ACTIONS AND TARGETS

### Process for identifying actions needed

To identify the actions needed, Tele2 reviews and evaluates incoming feedback and complaints from its customers and other end-users using Tele2's communications and complaints channels, in all markets where Tele2 is present. Tele2 may also receive information or reprimands from voluntary marketing initiatives in case of any breaches of ethical marketing practices, which informs any further action needed to prevent potential future impact.

To further identify actions specifically targeted at minimising impact on children, Tele2 engages in continuous dialogue with child rights experts on the topic to receive insights on how Tele2 can improve its protection of children online. Furthermore, Tele2 conducted a child rights impact assessment in 2023 to identify potential negative impact in its own operations and value chain, which is reviewed and updated annually.

### Actions related to privacy, integrity and freedom of expression

In order to manage impacts and the risks related to its dependency on customer data, Tele2 has organisational and technical measures, policies and guidelines, and a governance structure, which all serve to protect its customers' data and meet the requirements of the GDPR in the EU. Tele2 continuously monitors the development of laws and regulations and updates its processes and controls accordingly. Tele2 has a dedicated Data Privacy Officer in all of its markets who works on privacy and data protection. A privacy impact assessment has been integrated in its project model. Data privacy processes are similar in all local operations. All Tele2 employees are required to participate in a data privacy awareness training.

To ensure data privacy and protect the personal integrity of Tele2's customers, regular stress tests, vulnerability tests and penetration tests are conducted to prevent cyberattacks on Tele2's networks. In its proactive activities, Tele2 uses the services of so-called white hat hackers, who look for potential issues in the IT-security measures, and report them to Tele2 to enable the resolution of issues without the risk of damage to customers or other stakeholders.

The General Data Protection Regulation continues to play an important role in Tele2's privacy and integrity efforts. To ensure that all employees have a good understanding of the GDPR, Tele2 conducts an annual online training for all employees. The training explains key concepts of the regulation, describes how employees should act in certain situations, as well as provides information about who they can contact with questions about the regulation.

### Actions related to health and safety of products and services

Tele2 strives to provide its customers with safe products and services that do not have a negative impact on their health, and works proactively to identify and monitor potential health and safety issues related to its products and services. Tele2's network equipment emits radiation and creates electromagnetic fields,

S – S4 cont.

and to manage impacts, Tele2's networks are designed to operate well within the applicable regulations and guidelines of the countries of operation. Tele2 regularly measures the radio wave signals emitted in the networks at the request of property owners.

Tele2 has procedures in place to ensure the health and safety of products and services that it provides to its customers, in all markets where the company is present. Tele2's Business Partner Code of Conduct stipulates requirements on safety of products and services, including integrity and privacy. Tele2 has access to customer data for processing and storing. When handling data, Tele2 and its Business Partners shall consider the Tele2 customers' rights to maintain personal integrity and privacy. Tele2 carries out privacy impact assessments and sets clear standards for privacy and the collection and storage of personal data. Tele2 complies with minimum age and parental consent requirements as defined in the applicable law, GDPR.

### Actions related to protection of children

Protecting children in the online environment is a prioritised area for Tele2 as well for Tele2's stakeholders. Online child protection is one of the four focus areas of Tele2's sustainability strategy, and Tele2 sets up annual activities and goals to ensure continuous progress in promoting children's rights when using connected services. Tele2's commitment to protect children online involves activities beyond its direct services, for example by guiding adults in their support for children's safety across various online platforms. Tele2 actively blocks attempts to access child sexual abuse material in Tele2's network in the markets of its operation, in Sweden and the Baltics. Tele2 has implemented blocking lists provided by the Swedish Police and Interpol, and since 2022 Tele2 has added an additional list from Project Arachnid. Project Arachnid is a blocking tool developed by the Canadian Centre for Child Protection that uses innovative technology to detect, analyse and identify child sexual abuse material in collaboration with a selection of international hotlines, e.g. ECPAT Sweden, and send out take down notices to the server providers hosting this content. In 2024, Tele2 blocked 7.1 million attempts to access child sexual abuse material in its network.

To continue to advance the efforts to prevent the spread of this material, Tele2 is an active member and one of the co-founders of ECPAT Sweden's Tech coalition. The Tech coalition consists of telcos and tech companies with the purpose of increasing collaboration across the industry and share best practices. The common goal of the coalition is to fight sexual abuse and exploitation of children online.

Tele2 is also a partner to the Swedish Prince Carl Philip and Princess Sofia's Foundation. One of the foundation's areas of operation is to create a safer and more empathetic everyday online life for children and youth. It runs projects and initiatives to inform and create awareness of how parents and children can live safer lives online. Through this collaboration, Tele2 and the Foundation regularly share knowledge and guidance to parents on online child protection through public events, customer communication and through a co-created parental site on the Foundation's educational platform Lajka.

To help safeguard both adult and young users of Tele2's services, customers are regularly offered technical safeguarding tools in all countries of operation: Trygg Surf (Sweden), Whalebone, Bitdefender and Plume (Estonia), Internet Security (Latvia), and Internet Protection (Lithuania).

Tele2 believes that gathering insights on children's online habits is important to ensure that its activities and initiatives are impactful. Tele2 gathers insights through close collaboration with partner organisations specialising in children's rights, such as ECPAT Sweden, the Prince Carl Philip and Princess Sofia's Foundation and Reach for Change. Tele2 also gathers insights directly from children and teenagers by conducting its own surveys on current topics. In 2024, Tele2 surveyed both children and parents on children and teenagers' online habits and experiences.

### Actions related to digital inclusion

Tele2 acknowledges its responsibility to bridge the digital divide and ensure that everyone has access to the digital world. By continuously enhancing the reliability and coverage of its connectivity, Tele2 not only improves the customer experience but also expands accessibility to its services. To further support digital inclusion, Tele2 offers a service in select landlord agreements, enabling them to provide broadband connections at a lower speed free of charge to tenants who may otherwise be excluded from digital participation.

Digital exclusion is also a growing problem among the elderly, which can lead to both social isolation and limited access to public services. To counteract this gap, Tele2 launched a pilot project in Sweden, 2024 where seniors in assisted living got the chance to explore the digital world and try out various digital games. The purpose of the project was to open new doors to the digital world and allow seniors to try out an activity that they either did not have access to, or perhaps hesitated to approach due to unfamiliarity or fear of making mistakes.

### Actions related to responsible marketing practices

Marketing communications is a core aspect of Tele2's interaction with its customer base and therefore identified as a material aspect. Responsibility for marketing and sales lies with local teams as legislation differs between countries. To manage impacts and assure compliance, the legal team reviews marketing material before it is published. If incidents occur, they are reported to the responsible management. Ethical communication is also included in the Tele2 Code of Conduct. Relevant functions are introduced to communication and marketing guidelines, and in Sweden there is a training for new employees on these types of guidelines.

Although Tele2 does not directly target children with advertising, children may still be exposed to Tele2's marketing through television, physical advertisements, and digital platforms. Therefore, Tele2 actively strives to eliminate negative stereotypes and behaviours in its advertising content.

S – S4 cont.

### Implementation and follow-up of key actions

The key actions mentioned are implemented continuously throughout the company, with the goal of proactively preventing potential negative impacts and risks on a daily basis. Policy compliance and actions related to customers and end-users are implemented and followed up continuously. Both child protection and digital inclusion are key areas of Tele2's sustainability strategy. Annual activities are established for each strategy area, and progress is followed up with the Group Leadership Team at quarterly meetings and disclosed annually in the Annual and Sustainability report. Tele2 also tracks the effectiveness of actions by monitoring KPIs related to privacy incidents and breaches, marketing non-compliance and the number of blocked attempts to access child sexual abuse material (CSAM).

### Current and future allocated resources

Actions related to managing the identified social impacts risks and opportunities are integrated into the regular operations at Group and market level. Human and financial resources allocated to consumers and end-users are thereby not tracked independently, but included in overall OpEx and CapEx.

### Targets

Tele2 is committed to continuously improve its methods and tools for blocking access to child sexual abuse material in its network. Through close collaboration with external child rights experts representing the interests and views of affected end-users and market research, Tele2 aims to identify, evaluate and implement any new tools or blocking lists that result in an increasing number of blocked attempts. Based on this, Tele2 has set the target:

- Increase blocked attempts to access child sexual abuse material in its networks by 10% per year.

This is one of the key targets of Tele2's sustainability strategy, and applies to the same time horizon as the strategy (2024-2026). Tele2 receives monthly reports on progress and publicly reports on the results at least once per year in the Annual and Sustainability report. Progress is measured from the results of the preceding year, which is the same as the target baseline. Compared to 2023, the number of blocked attempts to access this material in Tele2's network has increased by 39% in 2024. Results for 2023 and 2024 are presented in the table "Blocking of child sexual abuse material". This development could partly be influenced by an increasing number of attempts, but is also attributed to enhancements in blocking lists maintained by the Swedish police and Interpol, as the large year-on-year increase indicates.

Tele2 has not yet established targets related to privacy and marketing and will evaluate the potential for establishing objectives in these areas during 2025.

## METRICS

### Entity-specific: Customer privacy

| Country | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|
| | Total number of substantiated complaints received concerning breaches of customer privacy | | | Total number of substantiated complaints received concerning breaches of customer privacy | | |
| | From outside parties and substantiated by Tele2 | From regulatory bodies | Breaches of customer privacy discovered by Tele2 | From outside parties and substantiated by Tele2 | From regulatory bodies | Breaches of customer privacy discovered by Tele2 |
| Sweden | 4 | - | 14 | 6 | - | 4 |
| Lithuania | 3 | - | 1 | - | - | 1 |
| Latvia | 1 | - | - | 2 | - | - |
| Estonia | - | - | - | - | - | - |
| **Total** | **8** | **-** | **15** | **8** | **-** | **6** |

Number of breaches include all cases of breaches of customer data that have been reported to the local supervisory authority by Tele2 during the reporting period. In 2024, 4 cases of breaches was discovered to have been incorrectly reported for 2023 in Estonia. This has been corrected in the table above. The measurement is not validated by an external body other than the assurance provider.

### Entity-specific: Marketing communications non-compliance

| Number of cases of non-compliance | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|
| | Non-compliance with laws and regulations resulting in a fine or penalty | Non-compliance with laws and regulations resulting in a warning | Non-compliance with voluntary marketing codes | Non-compliance with laws and regulations resulting in a fine or penalty | Non-compliance with laws and regulations resulting in a warning | Non-compliance with voluntary marketing codes |
| Sweden | - | - | 11 | - | - | 4 |
| Lithuania | - | - | - | - | - | - |
| Latvia | - | - | - | - | - | - |
| Estonia | - | - | - | - | - | - |
| **Total** | **-** | **-** | **11** | **-** | **-** | **4** |

Number of cases consists of any cases received by local authorities, consumer organisations and voluntary marketing initiatives during the reporting period. None of the reported incidents are related to marketing to children. The measurement is not validated by an external body other than the assurance provider.

### Entity-specific: Blocking of Child Sexual Abuse Material

| | 2024 | 2023 |
|---|---|---|
| Number of blocked attempts to access child sexual abuse material | 7,130,113 | 5,120,879 |

The number of blocked attempts is based on internal statistics. The measurement is not validated by an external body other than the assurance provider. The results indicate that Tele2's actions in this area are resulting in a substantive number of blocked attempts to access child sexual abuse material, and are increasing well beyond the target level at 10% annual increase. Thereby, this action is clearly well-prioritised and will remain a key action going forward as well.

# Section G – Governance

## G1 BUSINESS CONDUCT

### GOVERNANCE

**The role of the administrative, supervisory and management bodies**

For a description of the role of the administrative, supervisory and management bodies related to business conduct, and the expertise of the administrative, management and supervisory bodies related to business conduct, please refer to ESRS 2, section The role of the administrative, management and supervisory bodies, on page 49.

### STRATEGY

**Process to identify impacts, risks and opportunities**

Tele2 has analysed its business activities within its own operations and throughout the upstream and downstream value chain to identify potential materiality related to business conduct at a sub-topic level. This materiality analysis was based on an industry overview of the telecommunications sector, mapping impacts, risks, and opportunities associated with ethical business practices, compliance, and corporate integrity, while incorporating feedback from stakeholder dialogues. During the industry analysis, Tele2 assessed risks and opportunities as a basis for identifying key material aspects of responsible business conduct. For more details on the process please refer to ESRS 2, section Double materiality assessment, on page 68.

**Policies related to business conduct**

Corporate Culture

As a profit-driven organisation, Tele2 relies on profitability to maintain its viability and sustain operations. The company's profits contribute to economic activity by supporting wages, tax contributions, and the procurement of goods and services. These activities drive economic growth, benefit governments, and positively impact society. Delivering high-quality products and services is central to Tele2's mission, and fostering fair and ethical business practices is an essential component of its daily operations and core values.

To reinforce trust among stakeholders and ensure compliance with local laws and regulations, Tele2 adheres to a Code of Conduct and a Business Partner Code of Conduct, both rooted in the principles of the UN Global Compact. These codes cover critical areas such as labor rights, anti-corruption, environmental protection, freedom of association and collective bargaining, child labor, forced labor, and other fundamental human rights. Tele2 mandates adherence to sound business practices across all operations and requires all employees and business partners to sign and comply with the Code of Conduct, with zero tolerance for breaches.

Since 2020, Tele2 has conducted annual digital training sessions and a re-signing process for the Code of Conduct to ensure employees fully understand and align with its principles. This initiative highlights Tele2's commitment to ethical business practices, achieving a 100% completion rate for training and re-signing among employees and active consultants during the 2024 training process.

Compliance with local laws and regulations in all operating countries is critical to Tele2's success. The company has established a unified approach at the group level to manage compliance, with responsibility delegated to each function to implement practices in their respective markets. Legal teams support compliance efforts by maintaining an open-door policy for employees seeking guidance on ethical and lawful conduct.

Marketing communication, a key aspect of Tele2's customer engagement strategy, has been identified as a material area. Responsibility for marketing and sales rests with local teams, reflecting differences in national legislation. To mitigate risks and ensure compliance, legal teams review marketing materials before publication. Any incidents are promptly reported to the appropriate management. Ethical communication is embedded in the Tele2 Code of Conduct, and relevant teams receive guidance on marketing and communication practices. In Sweden, new employees participate in dedicated training on these guidelines to ensure alignment with the company's ethical standards.

**Code of Conduct**

Tele2's Code of Conduct establishes the ethical foundation for how the company operates and conducts business, ensuring integrity, compliance, and sustainability across all activities. The Code serves as a governance framework to prevent, mitigate, and remediate potential negative impacts, address risks, and leverage opportunities in key sustainability areas, including business integrity, human rights, environmental responsibility, and corporate governance.

*Content and Objectives*

The Code of Conduct outlines the fundamental principles and standards that all employees, managers, and affiliates are expected to uphold. Its primary objective is to ensure ethical business conduct, protect human rights, maintain compliance with legal and regulatory requirements, and foster a responsible corporate culture. The Code defines clear expectations regarding anti-corruption, fair competition, environmental responsibility, labour rights, and customer integrity.

The material impacts, risks, and opportunities addressed by the Code include:

- Business Integrity: Preventing corruption, bribery, fraud, and conflicts of interest while ensuring transparent financial reporting.
- Human Rights & Labour Standards: Upholding labour rights, preventing forced labour (including human trafficking), preventing discrimination, and ensuring freedom of association across Tele2's operations and supply chain.

G – G1 cont.

- Environmental Responsibility: Complying with environmental regulations, minimising environmental impact, and promoting sustainable resource use.
- Data Protection & Customer Integrity: Safeguarding personal data, ensuring cybersecurity, and upholding privacy rights in compliance with legal frameworks.

To monitor compliance, all employees and relevant stakeholders must read, understand, and sign an acknowledgment of the Code. Tele2 ensures adherence through internal training, compliance audits, whistleblowing mechanisms, and corrective action procedures.

*Scope*
The Code of Conduct applies to all employees, management, board members, affiliates, suppliers, vendors, and business partners engaged with Tele2. It covers all geographical regions where Tele2 operates, extending across internal operations and the entire value chain.

There are no major exclusions, as compliance is mandatory for all stakeholders. However, specific requirements may be adjusted based on local laws, industry practices, or Tele2's sector-specific policies.

*Governance, accountability and alignment*
The Chief Executive Officer holds ultimate responsibility for the implementation of the Code of Conduct, ensuring alignment with Tele2's sustainability commitments. Additional key stakeholders involved in governance include the Executive Vice President Corporate Affairs, the Head of Legal, and the Executive Vice President Communications & Sustainability.

Approval and oversight of the Code of Conduct rest with Tele2's Board of Directors, ensuring integration into the company's corporate governance framework.

Tele2's Code of Conduct is built on internationally recognised standards and sustainability commitments, including:
- The UN Global Compact
- The OECD Guidelines for Multinational Enterprises
- The UN Guiding Principles on Business and Human Rights
- The UN Universal Declaration of Human Rights
- The International Labour Organisation Core Conventions
- The Children's Rights and Business Principles
- The Paris Agreement (1.5°C ambition)
- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

These frameworks ensure that Tele2's business conduct aligns with global best practices for ethical, social, and environmental responsibility.

*Stakeholder Engagement*
The development of the Code of Conduct incorporates input from employees, business partners, regulators, industry associations, and civil society organisations. The Code considers the interests of:
- Employees & Human Rights Advocates: Ensuring fair labour conditions, freedom from discrimination, and protection against unethical treatment.
- Regulators & Government Agencies: Maintaining compliance with global anti-corruption, environmental, and corporate governance regulations.
- Investors & Shareholders: Enhancing transparency and accountability in financial reporting, sustainability performance, and risk management.
- Customers & End-users: Conducting business ethically and offering products and services in accordance with high health and safety standards.

A key component of the Code is Tele2's whistleblower mechanism, allowing stakeholders to report violations anonymously, ensuring accountability and ethical business conduct.

*Availability and monitoring*
The Code of Conduct is made publicly available on Tele2's corporate website, internal platforms, and onboarding materials for all employees and business partners.

To ensure awareness and compliance, Tele2 requires:
- All employees and affiliates to sign an acknowledgment upon employment or engagement.
- Business partners to adhere to the Code as part of contractual agreements.
- Regular training and workshops on ethical business practices, human rights, and sustainability topics.

In addition, Tele2 conducts internal audits and policy reviews to assess effectiveness and identify areas for improvement.

**Business Partner Code of Conduct**
Tele2 has established the Business Partner Code of Conduct to ensure ethical, sustainable, and responsible business practices throughout its value chain. The policy aims to prevent, mitigate, and remediate actual and potential negative impacts, address risks, and seize opportunities related to sustainability. The Code serves as a fundamental governance tool to uphold business integrity, environmental responsibility, and human rights within Tele2's network of suppliers, vendors, and business partners.

*Content and Objectives*
The Business Partner Code of Conduct is structured around four core principles: General Compliance, Environmental Responsibility, Social Responsibility, and Business Ethics. The general objective of the policy is to ensure that all Business Partners operate in compliance with applicable laws, international standards,

G – G1 cont.

and Tele2's internal sustainability commitments. The policy is aligned with Tele2's broader sustainability strategy, requiring business partners to uphold sustainability and ethical standards in areas such as climate action, circular economy, human rights, labor rights, anti-corruption, and data protection.

The material impacts, risks, and opportunities addressed by the policy include:

- Human Rights & Labor Standards: Protecting fundamental human rights, ensuring fair working conditions, and preventing forced labor (including human trafficking) and child labour.
- Environmental Impact: Reducing carbon emissions, promoting circular economy practices, and implementing responsible waste and resource management.
- Ethical Business Practices: Preventing corruption, ensuring fair competition, and enforcing responsible procurement decisions.
- Data Privacy and Cybersecurity: Safeguarding sensitive data, ensuring compliance with privacy laws, and promoting ethical use of artificial intelligence.

To monitor compliance, Tele2 requires Business Partners to sign a written or digital acknowledgment of the Code and implement its principles across their operations. Compliance is further ensured through due diligence processes, regular audits, grievance mechanisms, and termination clauses for non-compliant suppliers.

*Scope*
The Business Partner Code of Conduct applies to all affiliates, suppliers, sub-suppliers, and vendors engaged in providing goods and services to Tele2. It extends across the entire upstream and downstream value chain, covering all geographical markets where Tele2 operates. The Code applies to all managers, employees, and workers, including temporary, contracted, and agency staff.

There are no explicit exclusions from the policy, as Tele2 mandates full compliance with its ethical and sustainability standards regardless of sector or location. However, the Code acknowledges that certain requirements may be implemented in a phased manner based on business partner size, sector-specific risks, and regional regulatory differences.

*Governance, accountability and alignment*
The Chief Financial Officer is the designated policyholder for the Business Partner Code of Conduct, and responsible for its implementation and enforcement. Other key stakeholders responsible for the policy include the Executive Vice President for Communications & Sustainability and the Executive Vice President for Corporate Affairs.

Ultimate approval of the policy rests with Tele2's CEO and the Board of Directors, who ensure its alignment with the company's broader sustainability strategy and regulatory commitments.

Tele2's Business Partner Code of Conduct is built upon internationally recognised sustainability principles and regulatory frameworks, including:

- The UN Global Compact
- The OECD Guidelines for Multinational Enterprises
- The UN Guiding Principles on Business and Human Rights
- The UN Universal Declaration of Human Rights
- The International Labour Organisation Core Conventions
- The Paris Agreement (1.5°C ambition)
- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

By adhering to these frameworks, Tele2 ensures that its procurement practices and supplier engagements align with globally accepted environmental, social, and governance standards.

*Stakeholder engagement*
The development of the Business Partner Code of Conduct incorporates feedback from key stakeholders, including suppliers, industry associations, regulators, employees, and civil society organisations. Tele2 considers the interests of:

- Workers & Human Rights Groups: Ensuring fair labor practices and preventing human rights violations within the supply chain.
- Environmental Stakeholders: Addressing climate risks, pollution control, and circular economy initiatives to minimize ecological impact.
- Regulatory Authorities: Ensuring compliance with EU sustainability laws, CSRD, and due diligence regulations.
- Customers & Investors: Maintaining transparency and accountability in supply chain ethics to meet consumer and shareholder expectations.

The policy also integrates grievance mechanisms, allowing affected stakeholders—including suppliers employees and communities—to report violations, misconduct, or environmental breaches via Tele2's whistleblower channels.

*Availability and monitoring*
Tele2 ensures that the Business Partner Code of Conduct is publicly accessible and actively communicated to all relevant stakeholders. The policy is made available via Tele2's website, supplier onboarding materials, and contractual agreements with business partners.

Additionally, Tele2 conducts workshops, training sessions, and compliance audits to reinforce policy implementation across its supplier network.

G – G1 cont.

## ACTIONS AND TARGETS

### Corruption and bribery

Tele2 has established a unified group-wide approach to addressing anti-competitive behaviour and corruption, formalised through its Code of Conduct and Anti-Corruption Policy where the area of fair competition also is covered. As part of enforcing the Code of Conduct, two key principles should always be applied: the four-eyes principle, meaning that all contractual relationships of material significance between the company and a third party need to be negotiated and approved in writing by at least two persons, and the grandparent principle, meaning that whenever possible the second person approving the contractual relationship should be the manager of the first approver. These principles help to support ethically sound business practices in all important decisions. Each function is responsible for implementing these standards within their respective markets, with the legal teams providing support and guidance.

To further mitigate risks, Tele2 conducts an annual risk identification process which includes risks related to corruption and unethical business practices. This process is led by Internal audit and reported to the Audit Committee of the Board. This process is described in detail in the chapter "Enterprise risk management" in the Board of Directors Report.

Tele2 has implemented a robust whistleblowing mechanism and system for receiving, investigating and taking action on any actual or potential breaches to Tele2's policies and ethical business principles related to corruption and bribery. Any suspected cases or incidents are promptly reported through the Tele2 Incident Report System, ensuring appropriate oversight and resolution. All relevant investigations and reports are reported to the Tele2 CEO, Executive Vice President Corporate Affairs and the Chairman of the Audit Committee.

Training on anti-competitive behaviour and anti-corruption is integrated into targeted programs for managers in high-risk functions, such as Procurement and Sales, as well as the annual Code of Conduct training for all employees annually. Each country organisation is accountable for delivering the necessary training to ensure compliance.

### Function at risk

Certain functions face higher exposure to corruption and bribery risks due to the nature of their roles and interactions. Procurement and supply chain management are vulnerable due to large financial transactions and supplier negotiations, while sales face risks in competitive bidding and securing contracts, particularly in markets with weak governance. Government relations and regulatory affairs are at risk during interactions for licenses, spectrum allocations, and regulatory compliance, and infrastructure deployment is exposed to risks related to permits and land rights.

Other areas, such as marketing and sponsorships, may encounter risks of misappropriation disguised as legitimate expenses, and finance and accounting can be vulnerable to unauthorised payments. Additionally, working with third-party intermediaries poses significant risks if external agents engage in corrupt practices without the company's knowledge.

To mitigate these risks, Tele2 has implemented strong internal controls, enforces anti-corruption policies, conduct regular training for all employees on anti-corruption and additional training for selected functions at risk, and conducts due diligence and monitoring of suppliers and other third-parties. Transparent processes, regular audits, and a zero-tolerance approach are essential for Tele2 to maintain ethical operations.

During the 2024 financial year, Tele2 provided anti-corruption training to all its employees through the annual Code of Conduct Training. An additional digital anti-corruption training is conducted by all employees in Sweden annually, and additional classroom trainings are also offered to selected at-risk workers to complement the general training program. At-risk workers are defined as managers or senior roles in the areas procurement, supply-chain management, and sales.

### Protection of whistleblowers

Tele2 upholds the highest standards of transparency, integrity, and accountability. To support this commitment, the Tele2 Whistleblowing Policy ensures clear procedures, safeguards for whistleblowers, and accessible reporting channels for addressing potential misconduct. Employees can report policy violations through the Tele2 Incident Reporting System or raise concerns directly with their managers. To prevent retaliation, the company provides anonymous whistleblowing channels for both employees and external stakeholders.

The legal teams operate an open-door policy, offering guidance to employees on ethical and legal matters. Established processes enable incidents to be reported or escalated to the relevant group functions or, when necessary, to the highest governing bodies. Members of the Group Leadership Team and the Audit Committee are informed on an ad-hoc basis about significant investigations, while regular updates on whistleblowing processes are provided at least quarterly.

In 2024, eight whistleblowing cases were reported to the Audit Committee, none of which were deemed critically concerning. This reflects Tele2's robust commitment to transparency and effective governance.

### Process for identifying, reporting and investigating concerns

Tele2 prioritises transparency, integrity, and accountability at the highest level. The company's whistleblowing policy ensures clear procedures, protection for whistleblowers, and accessible reporting channels to address any potential misconduct. Employees are encouraged to report violations through the Tele2 Incident Reporting System or directly to their managers. To safeguard anonymity, dedicated whistleblowing channels are available for both employees and external parties.

Established processes ensure that incidents can be reported or escalated to appropriate group functions, separate from the chain of management involved in the matter, or senior governing bodies when necessary. Tele2 conducts ongoing investigations related to fraud and similar offenses, with the majority carried out by internal resources within Tele2 Security, often in collaboration with other internal

G – G1 cont.

departments and, when necessary, external expertise. The Group Leadership Team and the Audit Committee are informed on a case-by-case basis of significant ongoing or concluded investigations. Additionally, the Group Leadership Team and Audit Committee receive quarterly updates on the effectiveness and outcomes of Tele2's whistleblowing framework.

Since 2020, Tele2 has implemented an annual digital training and re-signing process for its Code of Conduct, ensuring all employees and functions-at-risk comprehend and adhere to its principles. The components included in the digital training consist of introductions to the following topics: Suppliers and vendors, Business integrity, reporting violations. This initiative underscores the company's commitment to foundational business conduct and ethics. In 2024, Tele2 achieved a 100% completion rate for the training and re-signing process, encompassing all active Tele2 employees, management teams and consultants. For all functions-at-risk, Tele2 also conducts targeted training sessions on anti-corruption and bribery to ensure they are adequately informed. The supervisory bodies do not receive any specialized training beyond that provided to the organization. However, they consist of senior individuals with extensive expertise in the field.

### Compliance with laws and regulations

Tele2 prioritizes compliance with local laws and regulations across all markets in which it operates. The entity-specific disclosure on compliance with laws and regulations is connected to a potential negative impact, the lack of ethical business conduct, as outlined in ESRS 2, section Material impacts, risks and opportunities on page 57. By maintaining this disclosure, Tele2 ensures transparency regarding regulatory compliance and its potential consequences. To address this, Tele2 has established a group-wide compliance framework, ensuring a consistent approach to regulatory adherence. While each function holds responsibility for implementing compliance measures within its respective market, the legal teams provide guidance and support to reinforce these efforts across the organization.

### Political influence and lobbying activities

At Tele2, public and regulatory affairs is an integral part of the strategy endeavours at Tele2, with the main objectives of securing political and regulatory prerequisites for the fulfillmentfulfillment of Tele2's business objectives. Tele2 strives to take full responsibility for and execute as much as possible of its public and regulatory affairs on its own, and thus minimise the use of external resources.

Responsible in the administrative, management and supervisory bodies for the oversight of the political influence and lobbying activities is Head of Regulatory Affairs & Network Sharing Management and the Executive Vice President Corporate Affairs. Tele2 has not appointed any members of its administrative, management, or supervisory bodies who previously held comparable positions in public administration or regulatory bodies within the past two years. Tele2 is registered in the EU Transparency Register, with the identification number 87921819473-65. Tele2 does not make any financial or in-kind political contributions in any of its countries of operation.

Tele2's lobbying activities in 2024 have mainly been related to four topics:

- Topic (1): Ex-ante competition regulation. Main position: Proportional access regulation at infrastructure level shall be secured in line with the Codex, including price regulation
- Topic (2): Spectrum management. Main position: Reasonable payment terms by which spectrum holders are not paying any license fees before licenses come into effect; national control over spectrum management
- Topic (3): Security regulation. Main position: Minimize scope for nation-specific security requirements; maximize EU harmonization
- Topic (4): Environment: Maximize the use of fossil-free reserve power in state-aided resilience schemes

Among these topics, only the fourth—'maximize use of fossil-free reserve power in state-aided resilience schemes'—has a direct correlation with Tele2's material impacts. Through its membership in the industry association the GSM Association Tele2 can both contribute to and gain access to the shared global expertise of the telecommunications industry. The GSM Association promotes the leading role that the telecommunications industry can play in solving some of the challenges that societies face today, from reducing emissions to tackling issues regarding human rights, and the enabler that connectivity can be in tackling these issues. Tele2 is actively participating in the dialogue regarding sustainability and climate issues, as a member of the GSM Association's Sustainability Network and the Climate Action Taskforce. To show leadership in the industry, Tele2 has together with Orange and Vodafone co-led the GSM Association's working group on circular economy for devices. For more details on this working group please refer to E5, section Actions and resources related to resource use and circular economy, on page 92. By supporting the GSMA, Tele2 thereby supports the ambitious sustainability agenda that the association has set for the industry.

For information about the lobbying expenses during 2024, please refer to the table G1-5 below.

G – G1 cont.

METRICS

### G1-4 Incidents of corruption and bribery

| | 2024 |
|---|---|
| Number of convictions for violation of anti-corruption and anti-bribery laws | 0 |
| Amount of fines for violation of anti-corruption and anti-bribery laws | 0 |

### G1-5 Political influence and lobbying activities

| Lobbying expenses (SEK) | 2024 |
|---|---|
| Total monetary amount of internal lobbying expenses | 3 182 808 |
| Total monetary amount of external lobbying expenses | 0 |
| Total amount paid for membership to lobbying associations | 1 885 631 |

**Accounting principles**

Internal lobbying expenses have been calculated based on the number of full-time equivalents (FTEs) engaged in lobbying activities, assuming one person per country. This figure has been multiplied by the average annual salary cost for Tele2's operations in Sweden, Estonia, Latvia, and Lithuania. Costs associated with industry lobbying organizations are based on actual expenditures, derived from invoices from relevant industry associations. The measurement of political influence and lobbying activities has not been validated by an external body. The metric is based on industry standards, considering past incidents, regulatory requirements, and policy effectiveness. Data comes from internal reports, whistleblower cases, and the absence of legal cases on record, supporting transparency.

### Entity-specific: Compliance with laws and regulation

Tele2 had no instances of non-compliance with laws and regulations during 2024.

In 2023, Tele2 received an administrative fine of 12 MSEK from IMY (Swedish Authority for Privacy Protection) regarding the use of Google Analytics. The decision was appealed but the Administrative Court upheld the decision in 2024. Tele2 has appealed the decision to the Administrative Court of Appeal.

**Accounting principles**

Tele2 defines Compliance with laws and regulations as adherence to international treaties, national and local regulations, binding voluntary agreements with authorities, and covenants joined by organisations or enforced through legislation. It covers significant cases that resulted in administrative or judicial sanctions, fines (even if appealed), and non-monetary penalties such as operational restrictions or directives to cease unlawful activities. Significance was determined by evaluating the severity of an actual or potential negative impact, determined by its scale (i.e., how grave the impact is), scope (i.e., how widespread the impact is), and irremediable character (how hard it is to counteract or make good the resulting harm). The measurement of compliance with laws and regulations has not been validated by an external body.

# Appendix

## Disclosure requirements and incorporation by reference

The tables below present all ESRS disclosure requirements outlined in ESRS 2 and the eight topical standards deemed material to Tele2, which have informed the preparation of this sustainability statement. Disclosure requirements from topical standards E4 and S3 have been excluded, as they fall below the materiality thresholds.

These tables serve as a guide to locate information related to specific disclosure requirements within the sustainability statement. Additionally, they indicate where information pertaining to certain disclosure requirements, included by reference, can be found outside the sustainability statements.

SUS Sustainability statement
FS Financial statement

### Cross-cutting standards

| Disclosure requirement | | Section/report | Page | Additional information |
|---|---|---|---|---|
| ESRS 2 | General disclosures | | | |
| BP-1 | General basis for preparation of the sustainability statement | SUS | 48 | |
| BP-2 | Disclosures in relation to specific circumstances | SUS | 48 | |
| GOV-1 | The role of the administrative, management and supervisory bodies | SUS | 49 | |
| GOV-2 | Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies | SUS | 52 | |
| GOV-3 | Integration of sustainability-related performance in incentive schemes | SUS | 53 | |
| GOV-4 | Statement on sustainability due diligence | SUS | 134 | |
| GOV-5 | Risk management and internal controls over sustainability reporting | SUS | 51 | |
| | Strategy, business model and value chain (products, markets, customers) | SUS | 54 | |
| | Strategy, business model and value chain (headcount by country) | SUS | 107 | |
| SBM-1 | Strategy, business model and value chain (breakdown of revenue) | FS | 163, 164 | Note 3 |
| SBM-2 | Interests and views of stakeholders | SUS | 56 | |
| SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model | SUS | 57 | |
| IRO-1 | Description of the process to identify and assess material impacts, risks and opportunities | SUS | 68 | |
| IRO-2 | Disclosure requirements in ESRS covered by the undertaking's sustainability statement | SUS | 130 | |

Disclosure requirements and incorporation by reference cont.

SUS Sustainability statement
FS Financial statement

## Environmental standards

| Disclosure requirement | | Section/report | Page | Additional information |
|---|---|---|---|---|
| **E1 Climate change** | | | | |
| ESRS 2 GOV 3 | Integration of sustainability-related performance in incentive schemes | SUS | 53 | |
| E1-1 | Transition plan for climate change mitigation | SUS | 73 | |
| ESRS 2 SBM-3 | Material impacts, risks and opportunities, and their interaction with strategy and business model | SUS | 57 | |
| ESRS 2 IRO-1 | Description of the processes to identify and assess material climaterelated impacts, risks and opportunities | SUS | 68 | |
| E1-2 | Policies related to climate change mitigation and adaptation | SUS | 71 | |
| E1-3 | Actions and resources in relation to climate change policies | SUS | 73 | |
| E1-4 | Targets related to climate change mitigation and adaptation | SUS | 73 | |
| E1-5 | Energy consumption and mix | SUS | 79 | |
| E1-6 | Gross Scopes 1, 2, 3 and total GHG emissions | SUS | 80 | |
| E1-7 | GHG removals and GHG mitigation projects financed through carbon credits | SUS | 83 | |
| E1-8 | Internal carbon pricing | SUS | 83 | |
| E1-9 | Anticipated financial effects from material physical and transition risks and potential climate-related opportunities | - | - | Phase-in |
| Entity-specific data points | • Avoided emissions | SUS | 84 | |
| **E2 Pollution** | | | | |
| ESRS 2 IRO-1 | Description of the processes to identify and assess material pollution-related impacts, risks and opportunities | SUS | 68 | |
| E2-1 | Policies related to pollution | SUS | 87 | |
| E2-2 | Actions and resources in relation to pollution | SUS | 87 | |
| E2-3 | Targets related to pollution | SUS | 88 | |
| E2-5 | Substances of concern and substances of very high concern | SUS | 88 | |
| E2-6 | Anticipated financial effects from pollution-related impacts, risks and opportunities | - | - | Phase-in |

| Disclosure requirement | | Section/report | Page | Additional information |
|---|---|---|---|---|
| **E3 Water and marine resources** | | | | |
| ESRS 2 IRO-1 | Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities | SUS | 68 | |
| E3-1 | Policies related to water and marine resources | SUS | 89 | |
| E3-2 | Actions and resources related to water and marine resources | SUS | 90 | |
| E3-3 | Targets related to water and marine resources | SUS | 90 | |
| E3-4 | Water consumption | - | - | not material |
| E3-5 | Anticipated financial effects from water and marine resources-related impacts, risks and opportunities | - | - | Phase-in |
| **E5 Resource use and circular economy** | | | | |
| ESRS 2 IRO-1 | Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities | SUS | 68 | |
| E5-1 | Policies related to resource use and circular economy | SUS | 91 | |
| E5-2 | Actions and resources related to resource use and circular economy | SUS | 91 | |
| E5-3 | Targets related to resource use and circular economy | SUS | 91 | |
| E5-4 | Resource inflows | - | - | not material |
| E5-5 | Resoure outflows | SUS | 93 | |
| E5-6 | Anticipated financial effects from resource use and circular economy-related risks and opportunities | - | - | Phase-in |

Disclosure requirements and incorporation by reference cont.

SUS Sustainability statement
FS Financial statement

## Social standards

| Disclosure requirement | | Section/report | Page | Additional information |
|---|---|---|---|---|
| **S1 Own workforce** | | | | |
| ESRS2 SBM-2 | Interests and views of stakeholders | SUS | 56, 101 | |
| ESRS2 SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model | SUS | 57 | |
| S1-1 | Policies related to own workforce | SUS | 102 | |
| S1-2 | Processes for engaging with own workforce and workers' representatives about impacts | SUS | 103 | |
| S1-3 | Processes to remediate negative impacts and channels for own workforce to raise concerns | SUS | 104 | |
| S1-4 | Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions | SUS | 104 | |
| S1-5 | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | SUS | 106 | |
| S1-6 | Characteristics of the undertaking's employees | SUS | 107 | |
| S1-7 | Characteristics of non-employees in the undertaking's own workforce | SUS | 108 | |
| S1-8 | Collective bargaining coverage and social dialogue | SUS | 109 | |
| S1-9 | Diversity metrics | SUS | 109 | |
| S1-10 | Adequate wages | SUS | 109 | |
| S1-11 | Social protection | SUS | 109 | |
| S1-12 | Persons with disabilities | SUS | 109 | |
| S1-13 | Training and skills development metrics | SUS | 110 | |
| S1-14 | Health and safety metrics | SUS | 110 | |
| S1-15 | Work-life balance metrics | SUS | 110 | |
| S1-16 | Remuneration metrics (pay gap and total remuneration) | SUS | 110 | |
| S1-17 | Incidents, complaints and severe human rights impacts | SUS | 110 | |

| Disclosure requirement | | Section/report | Page | Additional information |
|---|---|---|---|---|
| **S2 Workers in the value chain** | | | | |
| ESRS2 SBM-2 | Interests and views of stakeholders | SUS | 56 | |
| ESRS2 SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model | SUS | 99 | |
| S2-1 | Policies related to value chain workers | SUS | 112 | |
| S2-2 | Processes for engaging with value chain workers about impacts | SUS | 113 | |
| S2-3 | Processes to remediate negative impacts and channels for value chain workers to raise concerns | SUS | 114 | |
| S2-4 | Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action | SUS | 114 | |
| S2-5 | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | SUS | 116 | |
| **S4 Consumers and end-users** | | | | |
| ESRS2 SBM-2 | Interests and views of stakeholders | SUS | 56 | |
| ESRS2 SBM-3 | Material impacts, risks and opportunities and their interaction with strategy and business model | SUS | 57 | |
| S4-1 | Policies related to consumers and end-users | SUS | 119 | |
| S4-2 | Processes for engaging with consumers and end-users about impacts | SUS | 120 | |
| S4-3 | Processes to remediate negative impacts and channels for consumers and end-users to raise concerns | SUS | 120 | |
| S4-4 | Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions | SUS | 121 | |
| S4-5 | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | SUS | 123 | |
| Entity-specific data points | | SUS | 123 | |
| | • Customer privacy | | | |
| | • Incidents of non-compliance concerning marketing communications | | | |
| | • Blocked attempts to access child sexual abuse material | | | |

Disclosure requirements and incorporation by reference cont.

SUS Sustainability statement
FS Financial statement

## Governance standards

| Disclosure requirement | | Section/report | Page | Additional information |
|---|---|---|---|---|
| **G1 Business conduct** | | | | |
| ESRS2 GOV-1 | The role of the administrative, supervisory and management bodies | SUS | 49 | |
| ESRS2 IRO-1 | Description of the processes to identify and assess material impacts, risks and opportunities | SUS | 68 | |
| G1-1 | Business conduct policies and corporate culture | SUS | 124 | |
| G1-2 | Management of relationships with suppliers | - | - | not material |
| G1-3 | Prevention and detection of corruption and bribery | SUS | 127 | |
| G1-4 | Incidents of corruption or bribery | SUS | 129 | |
| G1-5 | Political influence and lobbying activities | SUS | 128 | |
| G1-6 | Payment practices | - | - | not material |
| Entity-specific data points | | | | |
| | • Compliance with laws and regulations | SUS | 129 | |

# Sustainability due diligence statement

| Core elements of due diligence | Sections in the sustainability statement | Page |
|---|---|---|
| Embedding due diligence in governance, strategy and business model | The role of the administrative, management and supervisory bodies<br>Governance body engagements<br>Strategy, business model and value chain | 49<br>53<br>54 |
| Engaging with affected stakeholders in all key steps of the due diligence | Interests and views of stakeholders | 58 |
| Identifying and assessing adverse impacts | Material impacts, risks and opportunities | 59 |
| Taking actions to address those adverse impacts | Actions and targets - E1<br>Actions and targets - E2<br>Actions and targets - E3<br>Actions and targets - E5<br>Actions and targets - S1<br>Actions and targets - S2<br>Actions and targets - S4<br>Actions and targets - G1 | 76<br>86<br>89<br>90<br>102<br>110<br>116<br>127 |
| Tracking the effectiveness of these efforts and communicating | Monitoring, Reporting, and Continuous Improvement - E1<br>Actions and targets - E3<br>Actions and targets - E5<br>Actions and targets - S1<br>Due diligence and impact assessments - S2<br>Process for identifying the effectiveness and actions needed - S4<br>Actions and targets - G1 | 76<br>89<br>90<br>102<br>115<br>121<br>127 |

# Data points from other EU legislation

| Disclosure Requirement | Description | SFDR Reference | Pillar 3 Reference | Benchmark Regulation Reference | EU Climate Reference Law | Section | Page |
|---|---|---|---|---|---|---|---|
| ESRS 2 GOV-1 | Board's gender diversity | ● | | ● | | Sustainability statements | 51 |
| ESRS 2 GOV-1 | Percentage of board members who are independent | | | ● | | Board of Directors Report | 37, 43-44 |
| ESRS 2 GOV-4 | Statement on due diligence | ● | | | | Sustainability statements | 134 |
| ESRS 2 SBM-1 | Involvement in activities related to fossil fuel activities | ● | ● | ● | | Sustainability statements | 73 |
| ESRS 2 SBM-1 | Involvement in activities related to chemical production | ● | | ● | | Not relevant | - |
| ESRS 2 SBM-1 | Involvement in activities related to controversial weapons | ● | | ● | | Not relevant | - |
| ESRS 2 SBM-1 | Involvement in activities related to cultivation and production of tobacco | | | ● | | Not relevant | - |
| ESRS E1-1 | Transition plan to reach climate neutrality by 2050 | | | | ● | Sustainability statements | 74 |
| ESRS E1-1 | Undertakings excluded from Paris-aligned Benchmarks | | ● | ● | | Sustainability statements | 75 |
| ESRS E1-4 | GHG emission reduction targets | ● | ● | ● | | Sustainability statements | 78 |
| ESRS E1-5 | Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) | ● | | | | Sustainability statements | 79 |
| ESRS E1-5 | Energy consumption and mix | ● | | | | Sustainability statements | 79 |
| ESRS E1-5 | Energy intensity associated with activities in high climate impact sectors | ● | | | | Sustainability statements | 79 |
| ESRS E1-6 | Gross Scope 1, 2, 3 and Total GHG emissions | ● | ● | ● | | Sustainability statements | 80 |
| ESRS E1-6 | Gross GHG emissions intensity | ● | ● | ● | | Sustainability statements | 81 |
| ESRS E1-7 | GHG removals and carbon credits | | | | ● | Sustainability statements | 83 |
| ESRS E1-9 | Exposure of the benchmark portfolio to climate-related physical risks | | | ● | | Phase-in | - |
| ESRS E1-9 | Disaggregation of monetary amounts by acute and chronic physical risk; Location of significant assets at material physical risk | | ● | | | Phase-in | - |
| ESRS E1-9 | Breakdown of the carrying value of its real estate assets by energy-efficiency classes | | ● | | | Phase-in | - |
| ESRS E1-9 | Degree of exposure of the portfolio to climate-related opportunities | | | ● | | Phase-in | - |
| ESRS E2-4 | Amount of each pollutant listed in Annex II of the E-PRTR Regulation emitted to air, water and soil | ● | | | | Not material | - |
| ESRS E3-1 | Water and marine resources | ● | | | | Sustainability statements | 88 |
| ESRS E3-1 | Dedicated policy | ● | | | | Sustainability statements | 88 |
| ESRS E3-1 | Sustainable oceans and seas | ● | | | | Not material | - |
| ESRS E3-4 | Total water recycled and reused | ● | | | | Not material | - |
| ESRS E3-4 | Total water consumption in $m^3$ per net revenue on own operations | ● | | | | Not material | - |
| ESRS 2-SBM3-E4 | Significant risk of child labor or forced labor in the value chain | ● | | | | Not material | - |
| ESRS 2-SBM3-E4 | Policies related to child labor or forced labor | ● | | | | Not material | - |
| ESRS 2-SBM3-E4 | Human rights commitments | ● | | | | Not material | - |

Data points from other EU legislation cont.

| Disclosure Requirement | Description | SFDR Reference | Pillar 3 Reference | Benchmark Regulation Reference | EU Climate Reference Law | Section | Page |
|---|---|---|---|---|---|---|---|
| ESRS E4-2 | Sustainable land / agriculture practices or policies | • | | | | Not material | - |
| ESRS E4-2 | Sustainable oceans / seas practices or policies | • | | | | Not material | - |
| ESRS E4-2 | Policies to address deforestation | • | | | | Not material | - |
| ESRS E5-5 | Non-recycled waste | • | | | | Sustainability statements | 93 |
| ESRS E5-5 | Hazardous waste and radioactive waste | • | | | | Sustainability statements | 93 |
| ESRS 2-SBM3-S1 | Risk of incidents of forced labour | • | | | | Sustainability statements | 101 |
| ESRS 2-SBM3-S1 | Risk of incidents of child labour | • | | | | Sustainability statements | 101 |
| ESRS S1-1 | Human rights policy commitments | • | | | | Sustainability statements | 101 |
| ESRS S1-1 | Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 | | | • | | Sustainability statements | 103 |
| ESRS S1-1 | Processes and measures for preventing trafficking in human beings | • | | | | Sustainability statements | |
| ESRS S1-1 | Workplace accident prevention policy or management system | • | | | | Sustainability statements | 103 |
| ESRS S1-3 | Grievance/complaints handling mechanisms | • | | | | Sustainability statements | 104 |
| ESRS S1-14 | Number of fatalities and number and rate of work-related accidents | • | | • | | Sustainability statements | 110 |
| ESRS S1-14 | Number of days lost to injuries, accidents, fatalities or illness | • | | | | Phase-in | - |
| ESRS S1-16 | Unadjusted gender pay gap | • | | • | | Sustainability statements | 110 |
| ESRS S1-16 | Excessive CEO pay ratio | • | | | | Sustainability statements | 110 |
| ESRS S1-17 | Incidents of discrimination | • | | | | Sustainability statements | 110 |
| ESRS S1-17 | Non-respect of UNGPs on Business and Human Rights and OECD | • | | • | | Sustainability statements | 110 |
| ESRS 2-SBM3-S2 | Significant risk of child labour or forced labour in the value chain | • | | | | Sustainability statements | 112 |
| ESRS 2-SBM3-S2 | Human rights issues and incidents | • | | | | Sustainability statements | 112 |
| ESRS 2-SBM3-S2 | Policies related to child labour or forced labour in the value chain | • | | | | Sustainability statements | 112 |

Data points from other EU legislation cont.

| Disclosure Requirement | Description | SFDR Reference | Pillar 3 Reference | Benchmark Regulation Reference | EU Climate Reference Law | Section | Page |
|---|---|---|---|---|---|---|---|
| ESRS S2-1 | Human rights policy commitments | • | | | | Sustainability statements | 112 |
| ESRS S2-1 | Policies related to value chain workers | • | | | | Sustainability statements | 112 |
| ESRS S2-1 | Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines | • | | • | | Sustainability statements | 112 |
| ESRS S2-1 | Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 | | | • | | Sustainability statements | 112 |
| ESRS S2-4 | Human rights issues and incidents connected to its upstream and downstream value chain | • | | | | Sustainability statements | 110 |
| ESRS S3-1 | Human rights policy commitments paragraph 16 | • | | | | Not material | - |
| ESRS S3-1 | Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines | • | | | | Not material | - |
| ESRS S3-4 | Human rights issues and incidents | • | | | | Not material | - |
| ESRS S4-1 | Policies related to consumers and end-users | • | | | | Sustainability statements | 119 |
| ESRS S4-1 | Non-respect of UNGPs on Business and Human Rights and OECD guidelines | • | | • | | Sustainability statements | 119 |
| ESRS S4-4 | Human rights issues and incidents | • | | | | Sustainability statements | 119 |
| ESRS G1-1 | United Nations Convention against Corruption | • | | | | Sustainability statements | 127 |
| ESRS G1-1 | Protection of whistle-blowers | • | | | | Sustainability statements | 127 |
| ESRS G1-4 | Fines for violation of anti-corruption and anti-bribery laws | • | | • | | Sustainability statements | 129 |
| ESRS G1-4 | Standards of anti-corruption and anti-bribery | • | | | | Sustainability statements | 127 |

# Emission factors

| Key emission factors used in consolidation | GWP | Unit | Source |
|---|---|---|---|
| **Scope 1 and 2** | | | |
| Electricity (grid) | 251-1043 | g $CO_2e$/kWh | AIB European Residual Mixes (2018,2019,2022), IVL (2017), Swedish EPA (2023) |
| Electricity from renewable sources | 0 | g $CO_2e$/kWh | IVL |
| District heating & cooling | 0-70 | g $CO_2e$/kWh | VMK (2024), Swedish energy agency, Scope 2 Werner 2017 International review of district heating and cooling. |
| Car fuel | 0-2772 | g $CO_2e$/ liter | Swedish EPA |
| Diesel | 2333 | g $CO_2e$/ liter | Swedish Energy Agency (2023) |
| Natural gas | 205 | g $CO_2e$/kWh | Swedenergy- Industry association (2021) |
| Petrol | 2368 | g $CO_2e$/liter | Swedenergy- Industry association |
| Pellets | 19200 | g $CO_2e$/tonnes | Swedish Energy Agency (2023) |
| Refrigerants | 0.006-13299 | Tonnes $CO_2e$/tonnes | DEFRA (2023) |
| Fuels for mobil | 0.000314-0.002678 | tonnes $CO_2e$/liter | DEFRA (2023) |
| **Scope 3** | | | |
| Homeworking | 0,0000334 | tonnes g $CO_2e$/FTE working hour | DEFRA (2023) |
| Embodied emissions-product | 0.167-4288 | kg/ $CO_2e$/unit | Various product specific factors |
| Embodied emissions- spend | 5.2-26.2 | g $CO_2e$/SEK | DEFRA (2020) with inflationadjustment |
| Employee commuting | 0-0.00075 | tonnes CO2e/p.km | Various e.g. IPCC, NTM, AIB, Swedish EPA, transport agency (2023) and Energy agency (2021) |
| RGU | 0.2-25 | g $CO_2e$/RGU | Company specific |
| End of Life treatment | 6410-520334 | g $CO_2e$/tonnes | DEFRA (2024) |
| Business travel taxi | 0,000334 | tonnes CO2e/km | Average from GLOBAL TAXI BENCHMARKING STUDY 2019 |
| Business travel | 0.8631-334.21 | $CO_2e$/pkm | NTM (2018,202,2022), Taxi association (Sweden, 2021) |
| Hotel nights | 2780-31813 | g$CO_2e$/night | Larsson & Kamb (2019) |

In line with the ESRS guidelines and GHG protocol, the most recent emission factors are used whenever possible to calculate Scope 3 emissions. However, in certain instances, earlier versions of emission factors have been utilised due to availability constraints. In the case of earlier versions of spend-based product emission factors, inflation adjustments are made to better reflect current conditions. The use of earlier versions may cause deviations in calculations due to improvements in measurement methods, changes in industry standards, or shifts in energy mixes, including the share of biofuels. However, currently no specific analysis has been conducted on the precise impact of using these earlier editions.

# Remuneration report

## Introduction

This report describes how the guidelines for executive remuneration of Tele2 AB (publ), adopted by the annual general meeting 2023, were implemented in 2024. The report also provides information on remuneration to the CEO and a summary of the company's outstanding long-term share and share-price related incentive plans. The report has been prepared in accordance with the Swedish Companies Act and the Stock Market Self-Regulation Committee's Remuneration Rules.

Further information on executive remuneration is available in note 30 (Employees and personnel costs) in the Annual and Sustainability Report 2024. Information on the work of the remuneration committee in 2024 is set out in the corporate governance report available in the Annual and Sustainability Report 2024.

Remuneration of the board of directors is not covered by this report. Such remuneration is resolved annually by the annual general meeting and disclosed in note 30 in the Annual and Sustainability Report 2024.

## Key developments 2024

The CEO summarises the company's overall performance in his statement in the CEO letter in the Annual and Sustainability Report 2024.

## The company's remuneration guidelines: scope and purpose

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests and its sustainability, is that the company is able to attract and retain driven and engaged employees. To this end, it is necessary that the company offers competitive remuneration packages to attract, motivate and retain key employees within the context of an international peer group. The aim is to create incentives for the management to execute strategic plans and deliver excellent operating results, and to align management's incentives with the interests of the shareholders.

Under the remuneration guidelines adopted by the annual general meeting 2023, executive remuneration shall be on market terms and remuneration to the senior executives should comprise annual fixed base salary, variable short-term remuneration, variable long-term incentives, pension benefits and other benefits. For analysing the remuneration of senior executives, the remuneration committee utilises external vendor benchmark both within the Telecom and General industry sector. The Board considers the remuneration and the average annual increases for all employees an important element in determining the annual salary increase for senior executives. The variable short-term remuneration ("STI") shall be linked to predetermined and measurable criteria, measured over a period of maximum one year, which can be financial, such as EBITDA or revenue, or non-financial, such as sustainability. In addition, they may be individualised, quantitative or qualitative objectives. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the senior executive's long-term development.

The remuneration guidelines, adopted by the annual general meeting 2023 are found in note 30 in the Annual and Sustainability Report 2024 and have been fully implemented. In addition to remuneration covered by the remuneration guidelines, the annual general meetings of the company have resolved to implement long-term share and share-price related incentive plans.

CEO remuneration for the current and former CEO 2024 is presented in the table below.

### Total CEO remuneration in 2024

| kSEK | Fixed remuneration | | Variable remuneration | | | | | |
|---|---|---|---|---|---|---|---|---|
| Name of director | Base salary [1] | Other benefits | One-year variable [2] | Multi-Year variable [3] | Extraordinary items | Pension expense [4] | Total remuneration | Proportion of fixed and variable remuneration |
| Jean Marc Harion[5] | 1, 248 | | 1,039 | | | 445 | 2,732 | 62/38 |
| Kjell Johnsen[6] | 8, 224 | 71 | 6,500 | 11,618 | | 2,780 | 29, 193 | 38/62 |
| Kjell Johnsen[7] | 7, 636 | 7 | 1, 080 | | | 2,620 | 11, 343 | 90/10 |

1) Including holiday pay of 124 kSEK for Kjell Johnsen.
2) Refers to the annual short -term remuneration for 2024 ("STI"), paid out in March 2025.
3) Refers to the value of vested LTI shares in 2021 years program, vested in April 2024 and the value of vested shares is calculated at the market share price in SEK/share (2021: 98.12).This constitue a difference compared to Note 30, due to different reporting rules connected to IFRS2 in Note 30 compared to the Remuneration report.
4) Pension expenses, which refers entirely to base salary and is defined as a premium, has been classified entirely as fixed remuneration.
5) Reported remuneration refers to Jean Marc Harions employment 10 Nov 2024 - 31 Dec 2024.
6) Reported remuneration refers to Kjell Johnsen in position as CEO 1 Jan 2024 -9 Nov 2024.
7) Reported remuneration refers to Kjell Johnsens remuneration during notice from 10 Nov 2024 to 1 Sep 2025.

## Share-based remuneration

### Outstanding share-related and share price-related incentive plans

In 2024 the company vested its 2021 long-term share based incentive plan (LTI), implemented the 2024 LTI plan, and continues to operate the 2022 and 2023 LTI plans. The long term incentive plans are offered to senior executives and a selected number of other key employees within the Tele2 Group. Subject to the employee having made an own investment in shares in the company (savings shares), the employee has been awarded a number of performance share rights.

Tele2s CEO Jean Marc Harion is not yet participating in any LTI program, due to his recent employment with Tele2.

Tele2's former CEO Kjell Johnsen, is participating in the LTI program 2022. The participation in the LTI program 2023 and LTI program 2024 has forfeited due to the resignation as CEO from Tele2. For the plan of participation, the former CEO has invested 20,000 saving shares and thus been awarded 200,000 performance rights for the LTI program 2022. Performance rights have been awarded free of charge (but subject to own investment) and are subject to a vesting period of three years and continued employment. Vesting of performance rights is also subject to the satisfaction of performance conditions, for the 2022 year program – Absolute TSR and Relative TSR vs Peer Group during the three-year period and Operating Cashflow measured on cumulative basis for the consolidated Tele2 Group during the Operating Cash flow measurement period.

### Share awards plans (former CEO)

| SEK | | | | | | Information regarding the reported financial year | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | The main conditions of share award plans | | | | Opening balance | During the year | | | Closing balance | |
| Name of director | Name of plan | Performance period | Award date | Vesting date | End of retention period | Share awards held at beginning of year[1] | Awarded[1] | Vested[2] | Forfeited[3] | Subject to performance condition[1] | Awarded and unvested at year end[1] |
| Kjell Johnsen | LTI 2021 | 2021-2024 | 2021-05-10 | 2024-Q2 | 2024-Q2 | 29,222,713 | | 11,617,899 | | | 0 |
| | LTI 2022 | 2022-2025 | 2022-05-16 | 2025-Q2 | 2025-Q2 | 29,381,132 | 1,945,886 | 0 | | 31,327,019 | 31,327,019 |
| | LTI 2023 | 2023-2026 | 2023-05-29 | 2026-Q2 | 2026-Q2 | 19,840,359 | 674,512 | 0 | -20,514,870 | | 0 |
| | LTI 2024 | 2024-2027 | 2024-05-29 | 2027-Q2 | 2027-Q2 | 0 | 20,254,000 | | -20,254,000 | | 0 |

1) The value is calculated as the market share price at the time of the award in SEK/share (2021: 110.69, 2022: 131.63, 2023: 95.27, 2024: 101.27) multiplied with the number of maximum shares each right entitle to, including compensation for dividends executed during the respective years.
2) The value of vested shares is calculated at the market share price in SEK/share (2021: 98.12 at the time of vesting of the share award and based on the perfomance conditions, of which some were not fulfilled, as presented in below table.
3) Kjell Johnsens right to the LTI programs 2023 and 2024 forfeited due to his resignation as CEO.

### Performance of the former CEO in the reported financial year: share–based incentives

| Name of director | Name of plan | Description of the criteria related to the remuneration component | Relative weighting of the performance criteria | a) Measured performance and b) actual award/ remuneration outcome | Actual awards in shares | Actual award in SEK |
|---|---|---|---|---|---|---|
| Kjell Johnsen | LTIP 2021 | Absolute TSR | 10% | Fulfilment 3.0%, Allotment 100% | 26,403 | 2,590,662 |
| | | Relative TSR | 45% | Fulfilment -18.5%, Allotment 0% | 0 | |
| | | Operating cashflow | 45% | Fulfilment 103.6%, Allotment 77.44% | 92,002 | 9,027,236 |
| | LTIP 2022 | Absolute TSR | 10% | N/A[1] | | |
| | | Relative TSR | 45% | N/A[1] | | |
| | | Operating cashflow | 45% | N/A[1] | | |
| | LTIP 2023 | Absolute TSR | 10% | | | |
| | | Relative TSR | 45% | Forfeited | | |
| | | Cashflow | 45% | | | |
| | LTIP 2024 | Relative TSR | 35% | | | |
| | | Cashflow | 45% | Forfeited | | |
| | | Sustainability CDP Score | 20% | | | |

1) Performance period still running.

## Short term variable remuneration

### Application of performance criteria

The performance measures for the CEO's variable remuneration have been established to deliver the company's strategy and to encourage behaviour which is in the long-term interest of the company. In the determination of performance measures, the strategic objectives and short-term and long-term business priorities for 2024 have been taken into account. The non-financial performance measures individual performance of business related goals and sustainability goals and further contribute to alignment with sustainability as well as the company values. Due to the commercial sensitiveness, the company cannot reveal the exact target measurements of the goal part of the short-term incentive plan until it has been paid out. Each goal has a minimum, target and maximum level, based on a target range and the tables show the exact outcome of each goal.

## Performance of the CEO in the reported financial year: variable cash remuneration

**Jean Marc Harion (10 Nov 2024 - 31 Dec 2024)**

| Measure | Weighting | Threshold performance level | Target performance level | Maximum performance level | Actual performance |
|---|---|---|---|---|---|
| | | kSEK outcome at threshold performance | kSEK outcome at target performance | kSEK outcome at maximum performance | kSEK outcome |
| Underlying EBITDAaL | 30% | 95% | 100% | 105% | 101% |
| | | 0 | 300 | 374 | 310 |
| End User Service Revenue[1] | 30% | 95% | 100% | 105% | 100% |
| | | 0 | 300 | 374 | 300 |
| Operating cash flow[2] | 20% | 90% | 100% | 110% | 104% |
| | | 0 | 200 | 250 | 217 |
| Sustainability Goals[3] | 5% | 96% | 100% | 104% | 100% |
| | | 0 | 50 | 62 | 25 |
| Individual Goals[4] | 15% | 0% | 80% | 100% | 100% |
| | | 0 | 150 | 187 | 187 |
| **Total** | **100%** | 0 | **998** | **1,248** | **1,039** |

**Kjell Johnsen (1 Jan 2024 -9 Nov 2024)**

| Measure | Weighting | Threshold performance level | Target performance level | Maximum performance level | Actual performance |
|---|---|---|---|---|---|
| | | kSEK outcome at threshold performance | kSEK outcome at target performance | kSEK outcome at maximum performance | kSEK outcome |
| Underlying EBITDAaL | 30% | 95% | 100% | 105% | 101% |
| | | 0 | 1,944 | 2,430 | 2,010 |
| End User Service Revenue[1] | 30% | 95% | 100% | 105% | 100% |
| | | 0 | 1,944 | 2,430 | 1,945 |
| Operating cash flow[2] | 20% | 90% | 100% | 110% | 104% |
| | | 0 | 1,296 | 1,620 | 1,410 |
| Sustainability Goals[3] | 5% | 96% | 100% | 104% | 100% |
| | | 0 | 324 | 405 | 162 |
| Individual Goals[4] | 15% | 0% | 80% | 100% | 80% |
| | | 0 | 972 | 1,215 | 972 |
| **Total** | **100%** | 0 | **6,481** | **8,101** | **6,500** |

1) End-User Service revenue excluding equipement, Operator Jv and IC revenue.
2) Cashflow is defined as underlying EBIDTAaL - Capex paid excluding Spectrum +- change in working capital.
3) Sustainability goals for 2024 are measuring percentage of female employees. weighted 3% and CO2 emission reductions, weighted 2% and table display the weighted outcome of the two goals. The D&I goal was not reached and the Climate goal was reached at maximum performance.
4) Individual goals include a weighted assessment of personal business impact goals as well as living up to Tele2 values and Tele2 code of conduct.

### Deviations from the remuneration guidelines

According to the remuneration guidelines, the Board may temporarily resolve to deviate from the guidelines, in whole or in part, if in a specific case there is special cause for the deviation and a deviation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. No derogations from the procedure for implementation of the guidelines have been made. The auditor's report regarding the company's compliance with the guidelines is available on www.tele2.com/governance/general-shareholders-meetings/.

### Comparative information on the change of remuneration and company performance

#### Remuneration and company performance

| kSEK | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|---|---|---|---|---|
| Jean Marc Harion (from 10 Nov 2024) | 2,732 | 0 | 0 | 0 | 0 |
| Kjell Johnsen CEO remuneration (15 Sep 2020 - 9 Nov 2024) [1] | 29,193 | 38,212 | 17,049 | 18,241 | 5,036 |
| Anders Nilsson CEO remuneration (1 Jan 2020 - 14 Sep 2020) | 0 | 0 | 0 | 0 | 13,766 |
| Underlying EBITDAaL | 10,612,000 | 10,409,000 | 10,060,000 | 9,639,000 | 9,239,000 |
| Average remuneration on a full time equivalent basis of employees within Sweden, excluding parent company. [2] | 887 | 855 | 781 | 750 | 743 |
| **Ratio remuneration CEO vs average Employee** | **35.99** | **44.69** | **21.84** | **24.32** | **25.30** |

1) The CEO remuneration for Kjell Johnsen refers to time in position as CEO during 2024, the total remuneration paid until September 1st 2025 is k SEK 40,537.
2) Average remuneration for a Swedish employee includes base salary, holiday pay, benefits, variable pay at target and pension.

# Financial statements

## Financial statements – Group



### Notes



## Financial statements – Parent company



### Notes

# Consolidated income statement

| SEK million | Note | 2024 | 2023 |
|---|---|---|---|
| Revenue | 3, 4 | 29,583 | 29,099 |
| Cost of services provided and equipment sold | 5 | -16,854 | -17,288 |
| **Gross profit** | | **12,729** | **11,811** |
| Selling expenses | 5 | -4,868 | -4,447 |
| Administrative expenses | 5 | -2,280 | -2,176 |
| Result from shares in associated companies and joint ventures | 15 | 5 | 0 |
| Other operating income | 6 | 309 | 387 |
| Other operating expenses | 7 | -78 | -109 |
| **Operating profit** | | **5,817** | **5,466** |
| Interest income | 8 | 115 | 98 |
| Interest expenses | 9 | -1,197 | -1,061 |
| Other financial items | | 15 | 76 |
| **Profit after financial items** | | **4,749** | **4,578** |
| Income tax | 10 | -915 | -846 |
| **Net profit, continuing operations** | 4 | **3,834** | **3,731** |
| Net profit, discontinued operations | 32 | 36 | 4 |
| **Net profit, total operations** | | **3,870** | **3,735** |
| **Continuing operations** | | | |
| Attributable to: | | | |
| Equity holders of the parent company | | 3,834 | 3,731 |
| **Net profit, continuing operations** | | **3,834** | **3,731** |
| Earnings per share (SEK) | 23 | 5.54 | 5.40 |
| Earnings per share, after dilution (SEK) | 23 | 5.50 | 5.36 |
| **Total operations** | | | |
| Attributable to: | | | |
| Equity holders of the parent company | | 3,870 | 3,735 |
| **Net profit, total operations** | | **3,870** | **3,735** |
| Earnings per share (SEK) | 23 | 5.59 | 5.40 |
| Earnings per share, after dilution (SEK) | 23 | 5.56 | 5.37 |

# Consolidated comprehensive income

| Total operations<br>SEK million | Note | 2024 | 2023 |
|---|---|---|---|
| NET PROFIT | | **3,870** | **3,735** |
| **Components not to be reclassified to net profit** | | | |
| Pensions, actuarial gains/losses | 30 | 43 | 5 |
| Pensions, actuarial gains/losses, tax effect | 10 | -9 | -1 |
| **Components not to be reclassified to net profit** | | **34** | **4** |
| **Components that may be reclassified to net profit** | | | |
| Translation differences in foreign operations | | 197 | -6 |
| Reversed cumulative translation differences from divested companies | 6, 32 | — | -1 |
| Translation differences in associated companies | 15 | 1 | 0 |
| **Translation differences** | | **199** | **-7** |
| Hedge of net investments in foreign operations | | -120 | 10 |
| Tax effect on above | 10 | 25 | -2 |
| **Hedge of net investments** | | **-95** | **8** |
| Profit arising on changes in fair value of hedging instruments | 2 | -77 | -91 |
| Reclassified cumulative profit/loss to income statement | 2 | 44 | 39 |
| Tax effect on cash flow hedges | 10 | 7 | 11 |
| **Cash flow hedges** | | **-26** | **-42** |
| **Components that may be reclassified to net profit** | | **77** | **-40** |
| OTHER COMPREHENSIVE INCOME FOR THE YEAR, NET OF TAX | | **111** | **-36** |
| TOTAL COMPREHENSIVE INCOME FOR THE YEAR | | **3,981** | **3,698** |
| Attributable to: | | | |
| Equity holders of the parent company | | 3,981 | 3,698 |
| TOTAL COMPREHENSIVE INCOME FOR THE YEAR | | **3,981** | **3,698** |

# Consolidated balance sheet

| SEK million | Note | 31 December 2024 | 31 December 2023 |
|---|---|---|---|
| ASSETS | | | |
| Goodwill | 11 | 29,988 | 29,898 |
| Other intangible assets | 11 | 11,135 | 12,683 |
| **Intangible assets** | | **41,123** | **42,580** |
| Property, plant & equipment | 12 | 10,117 | 8,986 |
| Right-of-use assets | 13 | 4,071 | 4,216 |
| **Tangible assets** | | **14,188** | **13,202** |
| Shares in associated companies and joint ventures | 15 | 4 | 6 |
| Other financial assets | 16 | 1,085 | 1,044 |
| Capitalized contract costs | 17 | 887 | 810 |
| Deferred tax assets | 10 | 128 | 104 |
| **Non-current assets** | 4 | **57,414** | **57,746** |
| **Inventories** | 18 | **838** | **824** |
| Trade receivables | 19 | 2,020 | 2,111 |
| Other current receivables | 20 | 2,272 | 2,038 |
| Prepaid expenses and accrued income | 21 | 1,506 | 1,622 |
| **Current receivables** | | **5,799** | **5,771** |
| Current investments | | 74 | 84 |
| Cash and cash equivalents | 22 | 317 | 1,634 |
| **Current assets** | | **7,028** | **8,313** |
| TOTAL ASSETS | | **64,442** | **66,059** |

| SEK million | Note | 31 December 2024 | 31 December 2023 |
|---|---|---|---|
| EQUITY AND LIABILITIES | | | |
| Share capital | 23 | 870 | 870 |
| Other paid-in capital | | 27,378 | 27,378 |
| Reserves | | 248 | 171 |
| Retained earnings | | -6,400 | -5,640 |
| **Attributable to equity holders of the parent company** | | **22,097** | **22,780** |
| **Equity** | | **22,097** | **22,780** |
| Liabilities to financial institutions and similar liabilities | 24 | 21,435 | 22,171 |
| Lease liabilities | 29 | 2,829 | 3,111 |
| Provisions | 25 | 958 | 1,045 |
| Other interest-bearing liabilities | 24 | 158 | 162 |
| **Interest-bearing liabilities** | | **25,380** | **26,488** |
| Deferred tax liability | 10 | 3,531 | 3,597 |
| Other non-interest-bearing liabilities | 24 | 354 | 340 |
| **Non-interest-bearing liabilities** | | **3,886** | **3,938** |
| **Non-current liabilities** | | **29,266** | **30,426** |
| Liabilities to financial institutions and similar liabilities | 24 | 4,823 | 4,148 |
| Lease liabilities | 29 | 1,291 | 1,209 |
| Provisions | 25 | 96 | 46 |
| Other interest-bearing liabilities | 24 | 309 | 976 |
| **Interest-bearing liabilities** | | **6,519** | **6,379** |
| Trade payables | 24 | 2,158 | 2,233 |
| Current tax liabilities | | 25 | 33 |
| Other current liabilities | 24 | 664 | 605 |
| Accrued expenses and deferred income | 26 | 3,706 | 3,518 |
| **Non-interest-bearing liabilities** | | **6,553** | **6,388** |
| **Current liabilities** | | **13,073** | **12,767** |
| **Liabilities directly associated with assets classified as held for sale** | 14, 32 | **7** | **86** |
| TOTAL EQUITY AND LIABILITIES | | **64,442** | **66,059** |

# Consolidated cash flow statement

| Total operations SEK million | Note | 2024 | 2023 |
|---|---|---|---|
| **Operating activities** | | | |
| Net profit | | 3,870 | 3,735 |
| Adjustments for items in net profit | | | |
| - Depreciation/amortisation and impairment | 5 | 5,944 | 6,150 |
| - Result from shares in associated companies and joint ventures | 15 | -5 | 0 |
| - Gain/loss on sale of tangible assets | | 22 | 36 |
| - Gain/loss on sale of operations | | -36 | -4 |
| - Incentive program | | 106 | 97 |
| - Financial items | | 1,068 | 888 |
| - Tax expense | 10 | 915 | 846 |
| **Adjustments** | | **8,013** | **8,014** |
| Interest received | | 62 | 61 |
| Interest paid | | -1,111 | -973 |
| Dividend from associated companies | | 2 | 0 |
| Taxes paid | | -1,141 | -987 |
| Other financial items received | | 7 | 77 |
| **Total before changes in working capital** | | **9,702** | **9,927** |
| Working capital | | | |
| - Inventories | | -9 | 431 |
| - Trade receivables | | 116 | -128 |
| - Other current receivables | | -56 | -43 |
| - Other financial assets | | 15 | 37 |
| - Capitalized contract costs | | -75 | -177 |
| - Prepaid expenses and accrued income | | 120 | -13 |
| - Trade payables | | -211 | -232 |
| - Accrued expenses and deferred income | | 184 | 305 |
| - Other current liabilities | | 54 | 14 |
| - Provisions | | -62 | -109 |
| **Changes in working capital** | | **76** | **85** |
| **Cash flow from operating activities** | | **9,778** | **10,013** |

| Total operations SEK million | Note | 2024 | 2023 |
|---|---|---|---|
| **Investing activities** | | | |
| Acquisition of intangible assets | | -892 | -1,295 |
| Acquisition of tangible assets | | -3,083 | -2,764 |
| Sale of tangible assets | | 3 | 7 |
| Sale of shares in group companies, net of cash paid and received | 14 | -43 | 54 |
| Sale of shares in associated companies | 14 | 5 | — |
| Other financial assets, lending | | 10 | 72 |
| **Cash flow from investing activities** | | **-3,999** | **-3,926** |
| **Financing activities** | | | |
| Proceeds from credit institutions and similar liabilities | 24 | 3,510 | 2,949 |
| Repayment of loans from credit institutions and similar liabilities | 24 | -4,334 | -2,570 |
| Amortisation of lease liabilities | 29 | -1,430 | -1,240 |
| Proceeds from other interest-bearing lending | 24 | 140 | 133 |
| Repayment of other interest-bearing lending | 24 | -209 | -159 |
| Dividends paid | 23 | -4,777 | -4,702 |
| **Cash flow from financing activities** | | **-7,100** | **-5,589** |
| **Net change in cash and cash equivalents** | | **-1,322** | **497** |
| Cash and cash equivalents at beginning of the year | 22 | 1,634 | 1,116 |
| Exchange rate differences in cash and cash equivalents | 22 | 5 | 21 |
| **Cash and cash equivalents at end of the year** | 22 | **317** | **1,634** |

# Consolidated statements of changes in equity

| Total operations<br>SEK million | Note | 31 December 2024 | | | | | |
|---|---|---|---|---|---|---|---|
| | | Attributable to equity holders of the parent company | | | | | |
| | | Share capital | Other paid-in capital | Hedge reserve | Translation reserve | Retained earnings | Total equity |
| **Equity at January 1** | | **870** | **27,378** | **-411** | **582** | **-5,640** | **22,780** |
| Net profit | | — | — | — | — | 3,870 | 3,870 |
| Other comprehensive income for the year, net of tax | | — | — | -122 | 199 | 34 | 111 |
| **Total comprehensive income for the year** | | **—** | **—** | **-122** | **199** | **3,904** | **3,981** |
| **Other changes in equity** | | | | | | | |
| Share-based payments | 30 | — | — | — | — | 106 | 106 |
| Share-based payments, tax effect | 10, 30 | — | — | — | — | 7 | 7 |
| Dividends | 23 | — | — | — | — | -4,777 | -4,777 |
| **Equity at the end of the year** | | **870** | **27,378** | **-533** | **781** | **-6,400** | **22,097** |

| Total operations<br>SEK million | Note | 31 December 2023 | | | | | |
|---|---|---|---|---|---|---|---|
| | | Attributable to equity holders of the parent company | | | | | |
| | | Share capital | Other paid-in capital | Hedge reserve | Translation reserve | Retained earnings | Total equity |
| **Equity at January 1** | | **869** | **27,378** | **-378** | **589** | **-4,775** | **23,683** |
| Net profit | | — | — | — | — | 3,735 | 3,735 |
| Other comprehensive income for the year, net of tax | | — | — | -33 | -7 | 4 | -36 |
| **Total comprehensive income for the year** | | **—** | **—** | **-33** | **-7** | **3,739** | **3,698** |
| **Other changes in equity** | | | | | | | |
| Share-based payments | 30 | — | — | — | — | 97 | 97 |
| Share-based payments, tax effect | 10, 30 | — | — | — | — | 3 | 3 |
| New share issue | | 2 | — | — | — | — | 2 |
| Repurchase of own shares | | — | — | — | — | -2 | -2 |
| Dividends | 23 | — | — | — | — | -4,702 | -4,702 |
| **Equity at end of the year** | | **870** | **27,378** | **-411** | **582** | **-5,640** | **22,780** |

# Notes

## NOTE 1 ACCOUNTING PRINCIPLES AND OTHER INFORMATION

### General

The consolidated financial statements are prepared in accordance with IFRS Accounting Standards and interpretations of the IFRS Interpretations Committee as endorsed by the EU at the date of publication of this annual report. The Group also applies the Swedish Corporate Reporting Board recommendation RFR 1 Supplementary Accounting Rules for groups which specifies additional disclosures required under the Swedish Annual Accounts Act.

The consolidated financial statements are prepared on the basis of historical cost, with the exception of some financial instruments in form of other non-current holding of securities, contingent considerations and derivatives which are carried at fair value. A defined benefit pension liability/asset is recognised at the net fair value of plan assets and the present value of the defined benefit liability, adjusted for any asset constraints. Unless otherwise specified, all amounts are in millions of Swedish kronor (SEK) and are based on the twelve-month period January 1 to December 31 for items related to comprehensive income and cash flows, and as of December 31 for items related to financial position. Adjustments for rounding are not made.

### New and revised IFRS applied from January 1, 2024

There are no new or revised standards and interpretations adopted as of January 1, 2024 that have had a significant impact on the Tele2's financial statements.

### New and revised IFRS not yet adopted

There are no new or revised standards and interpretations that will have a significant impact on Tele2's financial statements in 2025. No newly issued IFRS Accounting Standards or interpretations have been adopted in advance.

IFRS 18, effective for annual reporting periods beginning on or after January 1, 2027, has not yet been adopted by the EU, though endorsement is expected before the effective date. The standard establishes requirements for the presentation and disclosure of information in financial statements to ensure they provide relevant and representative information about an entity's assets, liabilities, equity, income, and expenses. Tele2 Group is currently assessing the potential impact of IFRS 18 on its financial reporting.

### Consolidation

#### Subsidiaries

The consolidated financial statements include the parent company Tele2 AB and companies in which the parent company has control. Control is achieved when Tele2 is exposed, or has rights, to variable returns from its involvement with an entity and has the ability to affect those returns through its power over the entity. All intercompany balances and transactions have been eliminated.

The consolidated financial statements are prepared in accordance with the acquisition method. This means that consolidated equity only includes the subsidiary's equity that has arisen after the acquisition and the consolidated income statements only include earnings from the date of acquisition until the date of divestment if the subsidiary is sold. The Group's acquisition value of the shares in subsidiaries, transferred consideration, consists of the total of the fair value at the time of the acquisition of what was paid in cash, incurred liabilities to former owners, fair value of emitted shares, the value of the non-controlling interests in the acquired subsidiary and the fair value of the previously owned shares. Contingent consideration is included in the transferred consideration and is reported at fair value at the time of the acquisition. Subsequent effects from the revaluation of contingent consideration are reported in the income statement. Acquired identifiable assets and assumed liabilities are generally reported initially at fair value at the time of the acquisition. Reported goodwill is measured as the difference between 1) the transferred consideration for the shares in the subsidiary, the value of the non-controlling interests in the acquired subsidiary and the fair value of the previously owned share compared to 2) the fair value of acquired assets and assumed liabilities. Acquisition related expenses (transaction expenses) are recognised as cost in the period in which they arise.

When the Group loses control of a subsidiary, a gain or loss is calculated as the difference between:

- the aggregate of the fair value of the consideration received and the fair value of any retained interests and
- the previous carrying amount of the assets (including goodwill), and liabilities and any non-controlling interests.

Any gain or loss is recognised in profit or loss. All amounts previously recognised in other comprehensive income in relation to that subsidiary are, proportionally in relation to the divested share, reclassified to profit or loss.

#### Joint arrangements

Joint arrangements are arrangements of which two or more parties have a joint control. Joint arrangements are classified either as joint operation or joint venture. Joint operations, usually structured through separate vehicles, are joint arrangements in which Tele2 and one or more parties have rights to substantially all of the economic benefits from the assets of the arrangement. In addition, the liabilities incurred by the arrangement are satisfied by the cash flows received from the parties through their purchases of the output or capital contributions. Joint operations are reported according to the proportional method at which Tele2 reports its part of assets, liabilities, revenues and expenses and its share of joint assets, liabilities, revenues and expenses line by line in the consolidated financial statements. Sales and other transactions with joint operations are eliminated in the consolidated financial statements. For Tele2, joint operations consist of jointly owned companies, please refer to section Estimates and judgments.

Note 1 cont.

Joint ventures are arrangements where Tele2 has right to the net assets of the other entity and are accounted for under the equity method.

At the acquisition of a share in a joint arrangement, a purchase price allocation is prepared at the acquisition date. The acquisition date is the date when the Group becomes a part to and jointly shares the control of the joint arrangement. The starting-point for the purchase price allocation consists of the acquisition value of the share in the joint arrangement. The acquisition value is allocated on the Group's share of the acquisition date fair values of acquired assets and assumed liabilities including related deferred taxes and any implied goodwill.

#### Associated companies

Associated companies are companies in which Tele2 has a voting power of between 20 percent and 50 percent or has significant influence in some other way.

Associated companies are accounted for in accordance with the equity method. This means that the Group's carrying amount of the shares in the company corresponds to the Group's share of equity after application of the Group's accounting principles as well as any residual value of consolidated surplus values. The share of the company's profit or loss after tax is reported under "Operating profit", along with depreciation of the Group surplus values.

Unrealised gains arising from transactions with associates and joint ventures are eliminated to the extent that corresponds to the Group's interest in the company. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no need for impairment.

#### Foreign currency

The accounts of all foreign group companies, joint arrangements and associated companies are prepared in the currency used in the primary economic environment of each company, i.e. the functional currency which for all group companies, joint arrangements and associated companies is the local currency.

The assets and liabilities of foreign group companies, joint arrangements and associated companies are translated into Tele2's reporting currency (SEK) at the closing exchange rates, while revenues and expenses are translated at the period's average exchange rates. Exchange rate differences arising from translation are reported in other comprehensive income. When foreign group companies, joint arrangements and associated companies are divested, the accumulated exchange rate difference attributable to the sold operation is recognised in the income statement.

Goodwill and adjustments at fair value that are made in connection with the acquisition of a foreign operation are treated as assets and liabilities in the functional currency of the acquired operation.

### Discontinued operations

A discontinued operation is a component of the Group which either has been disposed of or is classified as held for sale and represents a separate line of business or geographical area of operation. A discontinued operation is reported separately from continuing operations in the income statement, and comparable information for prior periods is re-presented.

Assets classified as held for sale and associated liabilities are presented separately on the face of the balance sheet. Prior periods are not affected. Assets classified as held for sale are valued at the lower of carrying value and fair value less costs to sell (Note 32).

### Revenue recognition

Revenues include sale of services to consumers, business to business (B2B), landlords and other operators of mobile and fixed telephony, broadband, and TV. Revenues are valued and recognised on the basis of the compensation specified in the contract with the customer, i.e. net of VAT, discounts and returns. Assessments or judgements on customer behavior used in revenue recognition are continually revised as to secure a fair representation.

#### End-user service revenue

End-User service revenue includes subscription and periodic charges, call charges, sale of prepaid cards, connection and installation charges and data and information services. For subscription and periodic charges, Tele2 transfer the control of the service over time and the revenue is recognised on a straight-line basis over the period. The fees are invoiced in advance or monthly after the service has been transferred to the customer, the payment term is typically up to 30 days. Periodic charges for basic television services to landlords are invoiced largely quarterly. When the fees are invoiced in advance and Tele2 has received the consideration or has an unconditional right to the consideration, Tele2 accounts for a contract liability which is recognised as revenue as the customer obtains the control of the service.

Call charges are recognised in the period during which the service is provided.

Revenue from the sale of prepaid cards and similar prepayments are recognised based on the actual use of the card up until the expiry date. The timing of revenue recognition related to the portion expected not to be utilised by the customer will be recognised as revenue in proportion to the customer's use pattern. The timing difference between the payment and the revenue recognised is accounted for as a contract liability.

Connection and installation charges and other upfront fees are recognised at the time of the sale to the extent that Tele2 delivered goods or service according to the same principles as for customer contracts containing multiple performance obligations as described in section Multiple deliverables.

Revenues from data and information services such as data buckets, text messages and third-party services are recognised when the service is provided.

Note 1 cont.

**Operator revenue**
Operator revenue mainly consist of interconnect revenue and communication operator revenue. Interconnect revenue occurs when other operators are using Tele2s network and is recognised in the period during which the service is provided.

**Equipment revenue**
Equipment revenue includes sale of equipment such as mobile phones and broadband routers. The revenue from sales of equipment is primarily recognised at a point in time, when control of the equipment has been transferred to the customer and the group has the right to payment. The payment is made through monthly instalments or at the time of delivery. When there is a significant difference in timing between the payment and the revenue recognised for the equipment, the group adjust the transaction prices allocated to the equipment, for the time value of money.

Services to B2B customers, including functional based solutions for complete telecom and network services that may include switchboard services, fixed and mobile telephony, data communication and other customised services as well as system installations, are recognised over time using the percentage of completion method. The revenues are recognised gradually during the contract as the services are performed as the customer simultaneously receives and consumes the benefits provided. The stage of completion is determined by services performed to date as a percentage of total services to be performed, based on cost incurred in relation to estimated total cost.

**Multiple deliverables**
For customer agreements containing multiple deliverables or parts, the contracted revenue is allocated to each part, based on its relative fair value. Services invoiced based on usage are not included in the allocation. Revenues for each part are recognised in the period when control of the goods or service is transferred to the customer. When re-allocating revenue between equipment and services it can result in revenue recognition taking place at different time (earlier or later) than the goods or service is paid for. The time difference between the payment and the revenue recognised for the performance obligation is recognised as a contract asset or contract liability, for further information refer to Note 16, 20 and 26.

**Act as an Agent**
When Tele2 acts as an agent for another supplier, such as handset sales through third party resellers and content services, the revenue is reported net, i.e. only the part of the revenue that is allocated to Tele2 is reported as revenue when control of the goods is transferred to the customer or in the period during which the service is provided.

**Right of return**
Most goods or subscriptions are sold with a right of return. Right to return vary normally from 14 days up to 30 days. If the right to return is expected to be utilised the revenue is recognised when the right has expired. Right to return does not apply for Tele2 when the good or subscription is sold through a third party.

**Contract modifications**
Contract modifications occur due to changes in the price plan or when adding value added services. A change in the price plan will result in a new recognised revenue going forward. The value added services are distinct and priced at fair value and recognised as a new contract

## Operating expenses
Operating expenses are classified according to function, as described below. Depreciation and amortisation and personnel costs are stated by function. Total costs for depreciation and amortisation are presented in Note 5 and total personnel costs are presented in Note 30.

**Cost of services provided and equipment sold**
Cost of services provided, and equipment sold consists of broadcaster costs, costs for networks and capacity, interconnect charges as well as costs for equipment sold (e.g. handsets, TV boxes and broadband routers) to the extent the costs are covered by recognised revenues. The cost of services provided, and equipment sold also includes the part of the cost for personnel, premises, purchased services and depreciation and amortisation of non-current assets, including right-of-use assets, attributable to the production of sold services.

**Selling expenses**
Selling expenses include costs for the internal sales organisation, purchased services, personnel costs, cost for right-of-use assets, bad debt losses as well as depreciation and amortisation of non-current assets attributable to sales activities. Advertising and other marketing activities are also included and are expensed as incurred. Selling expenses also include the portion of Tele2's cost for handsets and other equipment for which Tele2 does not get full cost coverage.

**Administrative expenses**
Administrative expenses consist of the part of the personnel costs, purchased services as well as depreciation and amortisation of non-current assets, including right-of-use assets, attributable to the other joint functions. Costs associated with the Board of Directors, executive management and corporate functions are included in administrative expenses.

Note 1 cont.

**Other operating income and other operating expenses**

Other operating income and other operating expenses include secondary activities, exchange rate differences in operating activities and gain/loss on the sale of tangible and intangible assets.

## Employee benefits

**Share-based payments**

Tele2 grants share-based payments to certain employees. Share-based payments are settled with the company's own shares, so called equity-settled payments.

The costs for equity-settled payments are based on the fair value of the share rights calculated by an independent party at the date of grant. These payments are reported as employee costs during the vesting period with a corresponding increase in equity. To the extent the vesting conditions in the program are linked to market conditions (TSR), these factors are taken into consideration when determining the fair value of the share rights and is not adjusted for performance. Non-market performance conditions (e.g. operating cashflow and CDP score) and service conditions (employment period) are taken into account in employee cost during the vesting period by the change in the number of shares that are expected to finally vest.

Tele2 records a liability for social security expenses, at each reporting period, for all outstanding share-based payments. Social security expenses attributable to equity-based instruments to employees as compensation for purchased services are expensed in the periods during which the services are performed. The provision for social security expenses is based on the fair value of the share rights at each reporting period.

**Post-employment benefits**

The Group has a number of pension schemes. The main part of Tele2's pension plans consist of defined-contribution plans (Note 30) for which the Group make payments to public and private pension institutions. Amounts paid or payable to defined-contribution pension plans are reported as an expense during the period in which the employees perform the services to which the contribution relates. The defined-contribution plans ensure a certain predefined payment of premiums and negative changes in the value of investments are not compensated by Tele2. Therefore Tele2 does not bear the risk at the time of pension payment. Only a small part of the Group's pension commitments relates to defined benefit plans. The net present value of the obligation for these are calculated separately for each defined benefit plan on the basis of assumptions of the future benefits earned during previous and current periods. The obligation is reported in the balance sheet as the net present value of the obligation less the fair value of any plan assets. The defined-benefit pension plans may be funded (partly or wholly) and non-funded. In the funded plans, assets have been separated in a pension trust. These plan assets may only be used to pay benefits under pension agreements.

The cost for the defined-benefit plans is calculated by application of the Projected Unit Credit Method, which means that the cost is distributed over the employee's period of service. The calculation is performed annually by an independent actuary. The obligation is valued at the net present value of the expected future payments, taking into account assumptions such as expected future increases in salaries, inflation, health expenses and life span. Expected future payments are discounted with an interest rate that is effective on the closing day for first class corporate bonds, if available, considering the estimated remaining tenor for each obligation. In Sweden, in line with prior years, mortgage bonds are used for determining the discount rate. The effects from revaluation are reported in other comprehensive income. For a number of the Group's employees in Sweden, the retirement pension and family pension are secured by a pension plan in Alecta. According to an announcement from the Swedish Financial Reporting Board, UFR 10, this is a defined-benefit multi-employer plan. In situations when Alecta cannot provide sufficient information to determine an individual company's share of the total obligation and its plan assets, these pensions plans are being reported as defined-contribution plans. The plans are financed by pension insurances.

**Termination benefits**

An expense for employee redundancy benefits is recognised at the earliest time when the entity is no longer able to withdraw the offer to employees or when the company recognises a provision for restructuring in accordance with IAS 37. The benefits that are expected to be settled after twelve months are reported at its present value. Benefits that are not expected to be fully settled within twelve months are recognised as long-term provision.

## Income tax

Income taxes consist of current and deferred tax. Income tax is reported in the income statement except when the underlying transaction is reported in other comprehensive income or in equity. In those cases the related tax effect is also reported in other comprehensive income or in equity.

Current tax is tax that is to be paid or received in respect of the taxable profit (tax loss) for the year including any adjustment of current tax related to previous periods and tax on dividends from subsidiaries.

When accounting for deferred taxes, the balance sheet method is applied. The method implies that deferred tax liabilities and assets are recognised for all temporary differences between the carrying amount of an asset or liability and its tax base, as well as other tax-related deductions or deficits. An item which alters the time when an item is taxable or deductible is considered a temporary difference. Deferred tax liabilities and assets are measured at the tax rates that are expected to apply to the period when the asset is realised or the liability settled, based on the tax rates (and tax laws) that have been enacted or substantially enacted by the end of the reporting period.

Note 1 cont.

The recognition of deferred tax assets takes into account tax loss carry-forwards and temporary differences where it is probable that losses and temporary differences will be utilised against future taxable profits. In cases where a company reports losses, an assessment is made of whether there is any convincing evidence that there will be sufficient future profits.

If a deferred tax liability exists and tax loss carryforwards exist for which a deferred tax asset previously hasn't been recognised, a deferred tax asset is recognised for at least the extent it can be netted against the deferred tax liability.

Current and deferred tax assets and liabilities are netted only among group companies within the same tax jurisdiction. This form of reporting is only applied when Tele2 intends to offset tax assets and liabilities.

Tele2 Group falls within the scope of the OECD Pillar 2 model rules, which was entered into force 1st of January 2024. Note 10 Taxes contains more information about the legislation and the impact on Tele2.

### Intangible assets and Property, plant and equipment

Intangible assets (Note 11) and property, plant and equipment (Note 12) owned by Tele2 with a finite useful life are reported at acquisition value with deductions for accumulated depreciation and amortisation. Depreciation and amortisation are based on the acquisition value of the assets less estimated residual value at the end of the useful life and are recognised on a straight-line basis throughout the asset's estimated useful life. Generally, the estimated residual value for intangible asset is nil. Useful lives and residual values are subject to annual assessments. When determining the useful life of groups of assets, historical experience and assumptions about future technical development are taken into account. Depreciation rates are based on the acquisition value of the non-current assets and the estimated utilisation period less the estimated residual value at the end of the utilisation period. If technology develops faster than expected or competition, regulatory or market conditions develop differently than expected, the Group's evaluation of utilisation periods and residual values will be influenced. Useful lives for intangible assets and property, plant and equipment are presented in note 11 and 12.

At the end of each reporting period, an assessment is made whether there is any indication of impairment of any of the Group's assets. If there is any indication that a non-current asset has declined in value, a calculation of its recoverable amount is made.

The recoverable amount is the higher of the asset's value in use and its fair value less costs to sell. The value in use consists of the present value of all cash flows from the asset during the utilisation period as well as the addition of the present value of the fair value less costs to sell at the end of the utilisation period. If the estimated recoverable amount is less than the carrying amount, the asset is written down to its recoverable amount.

### Intangible assets

Tele2 holds a number of spectrum licenses entitling it to conduct telecom operations. The expenses related to the acquisition of these licenses are recognised as an asset and amortised on a straight-line basis through the duration of the license agreements.

Goodwill is measured as the difference between the transferred consideration for the shares in the subsidiary alternatively the acquired assets and liabilities, the value of the non-controlling interest in the acquired subsidiary and the fair value of the previously owned share, and the Group's reported value of acquired assets and assumed liabilities less any write-downs.

Goodwill is allocated to the cash generating units that are expected to obtain benefits as a result of the acquisition and is, along with the intangible assets with indefinite lives and intangible assets that are not yet ready to use, subject to at least an annual impairment testing even if there is no indication of a decline in value. Impairment testing of goodwill is at the lowest level at which goodwill is monitored for internal management purposes and for which there are separately identifiable cash flows (cash generating units). The recoverable value of the respective cash generating unit is based on the higher of estimated value in use and fair value less costs to sell. The most important factors that have influenced this year's impairment testing are presented in Note 11.

In the case of reorganisation or divestment involving a change in the composition of cash generating units to which goodwill has been allocated, the goodwill is allocated to the relevant units. The allocation is based on the relative value of the part of the cash generating unit to which the reorganisation or divestment relates, and the part that remains after the reorganisation or the divestment.

Existing trademarks have previously been reassessed to have a definite useful life and are reported at book value at the date of reassessment less accumulated amortisation.

Customer agreements are valued at fair value in conjunction with business combinations. Tele2 applies a model where the average historical customer acquisition cost or, alternatively, the present value of expected future cash flows, is applied to value customer agreements.

Tele2 capitalizes direct development expenses for software which are specific to its operations if the recognition criteria are fulfilled. The capitalized development expenses that are not yet finalised are subject to at least annually impairment testing. The expenses are amortised over the utilisation period, which begins when the asset is ready for use. Expenses relating to the planning phase of the projects as well as expenses of maintenance and training are expensed as incurred. Other expenses relating to development work are expensed as they arise, since they do not meet the criteria for being reported as an asset.

### Property, plant and equipment

Buildings relate to assets intended for use in operations. The acquisition value includes the direct costs attributable to the building.

Note 1 cont.

Machinery and technical plant include equipment and machinery intended for use in operations, such as network installations. The acquisition value includes the direct costs attributable to the construction and installation of networks.

Additional costs for extension and value-increasing improvements are reported as an asset, while additional expenses are added to cost only if it is likely that the future economic benefits associated with the asset will come to Tele2 and the cost can be reliably calculated. All other additional costs are recognised as an expense in the period in which they occur, e.g. repair and maintenance.

Equipment and installations comprise assets used in administration, sales and operations. Costs for equipment that are rented to or used for free by customers are capitalized.

**Leases**

*Tele2 as lessee*

For all lease agreements in which Tele2 is the lessee, a right-of-use asset (Note 13) and a corresponding lease liability (Note 29) is recognised, except for short-term leases (defined as leases with a lease term of 12 months or less at commencement date) and leases for which the underlying asset is of low value (with a value as new below EUR 5,000). All lease agreements are reported from the date the leased assets are available for use of the Group. For short-term leases and low value leases, the lease payments are recognised as current operating expenses in the income statement. In addition, the practical expedient in IFRS 16 to not separate lease and non-lease components in a lease contract is applied for the lease categories Sites and base stations (typically non-lease component is electricity) and Leased lines (typically non-lease component is repair and maintenance). For all other lease categories, the Group separates the lease components and exclude the service component at calculation of the lease liability. The lease term corresponds to the non-cancellable duration of the signed contracts except in cases where Tele2 is reasonably certain of exercising either an extension option or an early termination option that is included in the contract. Please refer to note 29 for information about open ended contracts.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Group uses its incremental borrowing rate. When determining the incremental borrowing rate considerations take into account the currency in which the asset is leased, the tenor of the contract and the underlying cashflows which the lease generates. Variable rents that do not depend on an index or rate are not included in the measurement of the lease liability and the right-of-use asset. The related payments are recognised as an operating expense in the period in which the event or condition that triggers those payments occurs. The lease liability subsequently increases with the interest on the lease liability (using the effective interest method) and reduces as the lease payments are made. The lease liability is remeasured (with a corresponding adjustment to the related right-of-use asset) whenever the previously determined lease term has changed, the lease payments change due to changes in an index or rate, there is a change in the assessment of exercise of a purchase option, a change in expected payment under a guaranteed residual value, or a lease contract is modified and the lease modification is not accounted for as a separate lease.

The right-of-use asset comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day and any initial direct costs and are subsequently measured at cost less accumulated depreciation and any impairment losses. Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

In the cash flow statement the amortisation of the lease liability is presented in the financing activities while the interest component is presented in the cash flow from operating activities. Short-term lease payments, payments for leases of low-value assets and variable lease payments not included in the measurement of the lease liability is presented within operating cash flow.

*Tele2 as lessor*

Leases for which Tele2 is a lessor are classified as finance or operating leases. A lease is classified as a finance lease if it transfers substantially all the economic risks and rewards of ownership of an asset to the lessee. All other leases are classified as operating leases. When Tele2 act as finance lessor the assets in a financial lease contract are reported in the balance sheet as a financial receivable to an amount equal to the net investment in the lease contract corresponding to the discounted net present value applying a market-based discount rate and a sales revenue in accordance with the principles for customary sales. The financial income arising from a finance lease is accounted for in accordance with a constant remuneration (fixed interest rate) applying the effective interest method.

Rental revenues from operating leases are recognised on a straight-line basis over the term of the relevant lease, including the effect of provided benefits, which normally are accrued over the term. The leased asset is kept on the balance sheet and depreciated over its estimated useful life.

**Dismantling costs**

When there is a legal or constructive obligation to a third party, the estimated cost of dismantling and removing the asset and restoring the site/area is included in the acquisition value of owned and leased assets. Any change to the estimated cost of dismantling and removing an asset and restoring the site is added to or subtracted from the carrying amount of the particular asset.

## Contract assets and contract liabilities

A contract asset is Tele2's right to payment for goods and services already transferred to the customer if that right to payment is conditional on something other than the passage of time. For example, in bundled contracts that include both equipment such as handset and telecom services, Tele2 will recognise a contract asset when it has fulfilled the contract obligation to deliver the handset but must perform the telecom service obligations before being entitled to payment. This is in contrast to a receivable, which is the right to payment that is unconditional, except for the passage of time. A contract liability is Tele2's

Note 1 cont.

obligation to transfer goods or services to a customer at the earlier of when the customer prepays consideration or the time that the customer's consideration is due for goods and services Tele2 will yet provide. Contract assets are included in the balance sheet items Receivable from sold equipment Note 16 and Note 20 and accrued income Note 21. Contract liabilities are included in the balance sheet item Deferred income Note 26.

### Financial assets and liabilities

Acquisitions and sales of financial assets are recognised on the trade date, which is the date that the Group has an undertaking to acquire or sell the asset. Financial liabilities are recognised in the balance sheet when Tele2 becomes a party to the contractual provisions of the instrument.

A financial asset is derecognised when the rights to receive benefits have been realised, expired or the company loses control over the asset. The same applies to components of a financial asset. In instances where Tele2 retains the contractual rights to the cash flows from a financial asset but assumes a contractual obligation to pass on those cash flows to a third party (a pass through obligation), the financial asset is only derecognised when substantially all risks and rewards of ownership of the financial asset has been transferred and the following conditions exist:

- Tele2 has no obligation to pay amounts to the third party unless Tele2 collects equivalent amounts from the original asset,
- Tele2 is prohibited by the terms of the transfer arrangement from selling or pledging the original asset other than as security to the third party for the obligation to pay it cash flows, and
- Tele2 has an obligation to pass on or remit the cash flows that it has collected on behalf of the third party without material delay.

A financial liability is derecognised when the contractual obligation is discharged or extinguished in some other way. The same applies to components of a financial liability.

Financial instruments are initially recognised at the acquisition date fair value and subsequently to either fair value or amortised cost based on the initial categorisation. The categorisation reflects both the Group's business model for managing the assets and the contractual cash flow characteristics of the financial assets and is determined on initial recognition.

### Measurement of the fair value of financial instruments

Various measurement methods are used to estimate the fair value of financial instruments not traded on an active market. When determining the fair value of interest swaps and currency derivatives official market listings are used as input in calculations of discounted cash flows. The fair value of loan liabilities is measured using generally accepted methods, such as discounting expected future cash flows at prevailing interest rates.

### Calculation of amortised cost of financial instruments

Amortised cost is calculated by using the effective interest method, which means that any premiums or discounts and directly attributable costs or income are recognised on an accrual basis over the life of the contract using the calculated effective interest rate. The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial asset or financial liability to the gross carrying amount of a financial asset or to the amortised cost of a financial liability.

### Offsetting financial assets and liabilities

Financial assets and liabilities are offset, and the net amount is presented in the balance sheet when a legal right to set-off exists and the Group intends to settle on a net basis or to realise the asset and settle the liability simultaneously.

### Financial assets

Tele2's trade receivables and other receivables are categorised as "Assets at amortised cost" initially reported at fair value and subsequently at amortised cost. An allowance for expected credit losses has to be calculated according to IFRS 9, no matter if a loss event has occurred or not, please refer to Note 19. Tele2 applies the simplified approach to recognise expected credit losses for trade receivables and contract assets that result from transactions within the scope of IFRS 15 (Revenues from contracts with customers) and for finance lease receivables. For finance lease receivables this is a policy choice. The simplified approach applies a matrix model and is always based on lifetime expected credit losses considering information about historical data adjusted for current conditions and forecasts of future events and economic conditions.

To measure the expected credit losses, trade receivables and receivable from sold equipment have been grouped by credit risk characteristics and past due status. Tele2 has chosen to report the expected credit losses based on customer type since the risk is considered to be diverse. Business customers are defined as customer that uses Tele2's services primarily for business purposes, including public sector and non-profit organisations. A consumer is a customer who is not defined as a business customer. The expected credit losses are based on customers' payment history during a period of between 6 to 12 months together with the historical credit losses during the same period. The historical losses are adjusted to reflect macroeconomic and forward-looking information that can affect the customers' ability to pay, such as changed market expectations and the ability to sell outstanding trade receivables. Tele2 has identified and made specific reservations for customers whose ability to pay are considered to be differentiated from other receivables. Trade receivables and receivable from sold equipment are written off when a payment no longer is considered to be likely. An indication is that the payment is more than 60 days overdue. Any impairment loss is reported as an operating expense.

Note 1 cont.

Cash and cash equivalents are categorised as "Assets at amortised cost" initially reported at fair value and subsequently at amortised cost. Cash and cash equivalents consist of cash and bank balances as well as current investments with a maturity of less than three months from the time of acquisition. The general impairment model in IFRS 9 is applied to cash and cash equivalents and the identified impairment loss was immaterial.

Restricted cash and cash equivalents are reported as current investments if they may be released within 12 months and as non-current financial assets if they are to be restricted for more than 12 months.

**Financial liabilities**

Financial liabilities are categorised as "Financial liabilities at amortised cost". These are initially measured at fair value and then at amortised cost using the effective interest method. Direct costs related to the origination of loans are included in the acquisition value. For trade payables and other financial debts, with a short maturity, the subsequent valuation is done at the nominal amount.

**Derivatives and hedge accounting**

The Group designates certain derivatives as hedging instruments in respect of cash flow hedges, interest rate risk in fair value hedges, and hedges of net investments in foreign operations.

At the inception of the hedge relationship, the Group documents the relationship between the hedging instrument and the hedged item, along with its risk management objectives and its strategy for undertaking various hedge transactions. Furthermore, at the inception of the hedge and on an ongoing basis, the Group documents whether the hedging instrument is effective in offsetting changes in cash flows or fair values of the hedged item attributable to the hedged risk, which is when the hedging relationships meet all of the following hedge effectiveness requirements:

- there is an economic relationship between the hedged item and the hedging instrument;
- the effect of credit risk does not dominate the value changes that result from that economic relationship; and
- the hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the Group actually hedges and the quantity of the hedging instrument that the Group actually uses to hedge that quantity of hedged item.

If a hedging relationship ceases to meet the hedge effectiveness requirement relating to the hedge ratio but the risk management objective for that designated hedging relationship remains the same, the Group adjusts the hedge ratio of the hedging relationship (i.e. rebalances the hedge) so that it meets the qualifying criteria again.

Furthermore, if the Group expects that some or all of the loss accumulated in cost of hedging reserve will not be recovered in the future, that amount is immediately reclassified to profit or loss. Note 2 describes the details of the fair values of the derivative instruments used for hedging purposes as well as the changes in the hedging reserve in equity.

Exchange rate fluctuations on loans in foreign currency and changes in value of other financial instruments (currency derivatives) that meet the hedge accounting requirements of net investment in foreign operations are reported on a continuous basis in other comprehensive income. The Group designates only the intrinsic value of currency swap contracts, designated for hedging of net investments in foreign operations, as a hedged item, i.e. excluding the time value of the swap. The changes in the fair value of the aligned time value of the swap are recognised in the income statement. The ineffective portion of the exchange rate fluctuation and the change in value are reported in the income statement under other financial items. When divesting foreign operations, the previously recognised accumulated exchange rate difference attributable to the divested operation is recycled to the income statement.

Cash flow hedges are reported in the same way as hedges of net investments in foreign operations. This means that the effective portion of the gain or loss on an interest swap which meets the criteria for cash-flow hedge accounting is recognised in other comprehensive income and the ineffective portion is recognised in profit or loss within financial items. When cash flows relating to the hedged item are reported in profit or loss, amounts are transferred from equity to offset them. For more information regarding cash flow hedges, please refer to Note 2 and Note 24.

The Group discontinues hedge accounting only when the hedging relationship (or a part thereof) ceases to meet the qualifying criteria (after rebalancing, if applicable).When a hedging instrument related to future cash flows is due, sold, divested or settled or the Group discontinues the hedge relation before the hedged transaction has occurred and the forecasted transaction is still expected to occur, the accumulated reported gain or loss remains in the hedge reserve in equity and is reported in the income statement when the transaction occurs. If the hedged transaction is no longer expected to occur, the hedging instrument's accumulated gain or loss is immediately reported in the income statement.

For fair value hedges, the effective and ineffective portions of the change in fair value of the derivative, along with the gain or loss on the hedged item attributable to the risk being hedged, are recognised in the income statement in the same line.

Other derivatives, for which hedge accounting is not applied, are measured at their fair value through profit or loss.

**Receivables and liabilities in foreign currency**

Receivables and liabilities of the Group denominated in foreign currencies are translated into Swedish krona by applying the period-end rates.

Gains or losses on foreign exchanges relating to regular operations are included in the income statement under Other operating income/expenses. Gains or losses on foreign exchanges in financial assets and liabilities are reported within profit/loss from financial items.

Note 1 cont.

When long-term lending to/borrowing from Tele2's foreign operations is regarded as a permanent part of the parent company's financing of/borrowing from foreign operations, and thus as an expansion/reduction of the parent company's investment in the foreign operations, the exchange rate changes of these intra-group balances are reported in Other comprehensive income.

A summary of the exchange rate differences reported in other comprehensive income is presented in the statement of comprehensive income and the differences which affected profit or loss for the year are presented in Note 2.

### Capitalized contract costs

Costs to obtain a contract are capitalized as contract costs assets. These costs are incremental costs incurred when obtaining a contract with a customer and are typically internal and external sales provisions. When businesses are acquired, customer agreements acquired as part of the acquisition are fair valued and capitalized as intangible assets.

The asset is amortised on a straight-line basis over the average customer life period if the cost is assessed as recoverable at portfolio level. Amortisation is recognised as an operating cost, in order for this cost to be reflected in the operational business.

*Amortisation periods:*

| | |
|---|---|
| Consumer contracts | 3–24 months |
| Business contracts | 3–36 months |

The contract asset is impaired in accordance with IFRS 15. An impairment exists if the carrying amount exceeds the amount of consideration Tele2 expects to receive in exchange for providing the associated goods and services, less the remaining costs that relate directly to providing those goods and services.

### Inventories

Inventories of materials and supplies are valued in accordance with the first-in, first-out principle at the lower of acquisition value and net realisable value. Tele2's inventories essentially consist of mobile phones, fixed broadband routers, digital TV boxes and IT & Network hardware.

### Equity

Equity consists of registered share capital, other paid-in capital, hedge reserve, translation reserve, retained earnings and profit/loss for the year.

Other paid-in capital relates to share premiums from the issues of new shares. Additional direct costs attributable to the issue of new shares are reported directly against equity as a reduction, net after taxes, of proceeds from the share issue.

The hedge reserve includes translation differences on external loans in foreign currencies and changes in values of financial instruments (currency derivatives) which are used to hedge net investments in foreign operations and the effective portion of gains or losses on interest swaps used to hedge future interest payments.

Translation reserve includes translation differences attributable to the translation of foreign operations into Tele2's reporting currency as well as translation differences on intra-group balances which are considered an expansion/reduction of the parent company's net investment in foreign operations.

### Number of shares and earnings per share

Basic earnings per share are calculated by dividing the profit or loss of the year attributable to the parent company's owners by the weighted average number of outstanding shares during the period. In calculating diluted earnings per share, earnings and the average number of shares are adjusted to take into account the effects of dilutive potential ordinary shares, which in reported periods derive from share rights issued to employees. Furthermore, the number of share rights, and hence shares, that would be vested if the level of fulfilment of the vesting conditions at the end of the current period would also exist at the end of the vesting period, are included (Note 23).

### Provisions

Provisions are reported when a company within the Group has a legal or constructive obligation as a result of past events, and it is probable that payments, which can be reliably estimated, will be required in order to settle the obligation.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense, or as interest income when appropriate.

### Contingent liabilities

A contingent liability exists if there is a possible obligation related to a past event and whose existence is confirmed only by one or several uncertain future events, and when there is an obligation that is not reported as a liability or a provision because it is not probable that an outflow of resources will be required, or the amount of the obligation cannot be calculated with sufficient reliability. Disclosure is presented unless the probability of an outflow of resources is remote.

Note 1 cont.

## Segment reporting

### Segment

The segment reporting is in line with the internal reporting to the chief operating decision maker, which is Tele2's Group Leadership Team. Tele2's segments consist of the countries Sweden, Lithuania, Latvia, and Estonia. Since the risks in Tele2's operations are mainly linked to the various markets in which the company operates, Tele2 follows up and analyses its business on country level. Tele2 has chosen Underlying EBITDAaL as the profit or loss measure for the reportable segments, please refer to the section Non-IFRS measures for the definition.

Tele2 AB and other minor operations are included in the segment Sweden. Segment information is presented in Note 4. The same accounting principles are applied to the segments and the Group.

### Services

Services that are offered within the segments are mobile telephony, entertainment, fixed broadband, fixed telephony and DSL, business solutions and other operations.

The mobile service comprises various types of subscriptions for residential and business customers as well as prepaid cards. Mobile also includes mobile broadband, fixed telephony via mobile network (FVM), IoT (internet-of-things), and mobile carrier. Tele2 owns the networks.

Digital TV includes digital TV delivered via fixed infrastructure, digital terrestrial television and OTT services.

Fixed broadband includes any fixed Internet service for end-customer that is not xDSL-based (copper telephone cables) for the "last mile" connection. For Tele2 this mostly means either Vertical Fibre Coax, Fibre-to-the-Home (FTTH), or Fibre-to-the-Building (FTTB). Connection to customer can be direct access, local-loop unbundling (if not xDSL), or Open network (where Tele2 is Communication service provider).

Landlord as well as communication provider services are also offered as an integrated part of the fixed consumer operation.

Fixed telephony and DSL include resold products within fixed telephony and xDSL-based subscriber services via copper telephone cables and internet via modem.

Business solutions consists of services to business customers that are complex, and custom made, such as managed hardware, hosting, PBX services, consultancy and business LAN networks.

## Estimates and judgement of accounting principles

As part of preparing the consolidated financial statements management is required to make certain estimates and judgements. The estimates and judgements are based on historical experience and a number of other assumptions aimed at providing a decision regarding the value of the assets or liabilities which cannot be determined in any other way. The actual outcome may vary from these estimates and judgements.

The most crucial assessments and estimates used in preparing the Group's consolidated financial statements see below.

### Impairment test goodwill

When estimating the recoverable amount of cash generating units for goodwill impairment purposes, the Group makes assumptions regarding future events and key parameters. The assumptions made and sensitivity analyses are disclosed in Note 11. These kinds of assessments, by nature, include some uncertainty related to projected growth rates, profit margins, investment levels and discount rates. Should the actual outcome for a specific period differ from the expected outcome, the expected future cash flows may need to be reconsidered, which could lead to a write-down.

### Joint arrangements

Tele2 is part of two joint arrangements in Sweden. The arrangements concern mobile networks that are classified as joint operations and consists of Svenska UMTS-nät AB (together with Telia Company) and Net4Mobility HB (together with Telenor). Tele2 has chosen to classify these joint arrangements as joint operations as Tele2 considered that, through the agreements between the parties, they have the rights to the assets and obligations for the liabilities as well as corresponding revenues and expenses related to each arrangement. As basis for the classification, additional decisive factors are that the parties in each arrangement have the rights to substantially all of the economic benefits from the assets in each operation and that the jointly owned companies are dependent on its owners for settling its liabilities on a continuous basis.

Note 1 cont.

**Revenue recognition**
Revenue recognition in Tele2 requires management to make judgments and estimates in a number of cases, mainly to determine fair values and the period in which the revenue should be recognised. Many agreements bundle products and services into one customer offering which for accounting purposes requires allocating revenue to each part based on its relative fair value using accounting estimates. Determining whether revenues should be recognised immediately or be deferred require management to make judgments as to when the services and equipment have been provided, the fair value of each part as well as estimates regarding the remaining contract period. Please refer to Note 16 and 20 concerning receivables for sold equipment and Note 21 for other accrued revenues.

**Leases**
The main judgements for leases concerns determination of whether a contract (or part of a contract) contains a lease, the lease terms and the discount rate. Regarding the lease terms, a majority of the lease contracts in Tele2 includes options either to extend or to terminate the contract. When determining the lease term, Tele2 considers all relevant facts and circumstances that creates an economic incentive to exercise an extension option, or not to exercise a termination option. Economic incentive includes for example strategic plans, assessment of future technology changes, original capital invested and consideration of cost of finding and moving to a new location, any consideration of penalties Tele2 may be charged to terminate the contract and past practice regarding the period over which Tele2 has typically used particular types of assets (whether leased or owned), and economic reasons for doing so. The discount rate is determined on the basis of an estimate of the incremental borrowing rate for the current lease period and the currency. Please refer to Note 29 Leases.

**Provisions for disputes and damages**
Tele2 is party to a number of disputes. For each separate dispute, an assessment of the most likely outcome is made, and reported in the consolidated financial statements, accordingly, see Note 25 and Note 28.

## Other information
Tele2 Group is an integrated provider of fixed and mobile connectivity and entertainment services across the core markets in Sweden and the Baltics. Tele2 AB (publ), company registration nr 556410-8917, is a limited company, with its registered office in Stockholm, Sweden. The company's registered office (telephone +46 8 5620 0060) is at Torshamnsgatan 17 in Kista, P.O. Box 462, 164 94 Kista, Sweden. The annual report was approved by the board of directors for issuance on April 1, 2025. The balance sheet and income statement are subject to adoption by the Annual General Meeting on May 13, 2025.

## NOTE 2 FINANCIAL RISK MANAGEMENT AND FINANCIAL INSTRUMENTS

Tele2's financing and financial risks are managed under the control and supervision of the Board of Directors. Financial risk management is centralised within the Treasury function. The function is responsible for the various financial risks that the Group is exposed to such as currency risk, interest risk, liquidity risk and credit risk. The aim is to analyse and control the risks as set out under the current policy and guidelines as well as manage the cost of financial risk management. The risks are monitored, managed and reported on a continuous basis.

Tele2's financial assets consist mainly of receivables from end customers, other operators and resellers and cash and cash equivalents. Tele2's financial liabilities consist mainly of loans, bonds, lease liabilities and trade payables. Classification of financial assets and liabilities including their fair value is presented below.

| SEK million | 31 December 2024 | | | | | |
|---|---|---|---|---|---|---|
| | Derivatives at fair value through profit/loss (level 2) | Other assets and liabilities at fair value through profit/loss (level 3) | Derivatives at fair value, hedge accounting applied (level 2) | Assets and liabilities at amortized cost | Total reported value | Fair value |
| Other financial assets | — | 1[2] | — | 793 | 794 | 794 |
| Trade receivables | — | — | — | 2,020 | 2,020 | 2,020 |
| Other current receivables | 60[1] | — | 60[1] | 2,152 | 2,272 | 2,272 |
| Current investments | — | — | — | 74 | 74 | 74 |
| Cash and cash equivalents | — | — | — | 317 | 317 | 317 |
| **Total financial assets** | **60** | **1** | **60** | **5.357** | **5,477** | **5,477** |
| Liabilities to financial institutions and similar liabilities | — | — | — | 26,258 | 26,258 | 26,013 |
| Other interest-bearing liabilities | 28[1] | — | 144[1] | 4,415 | 4,587 | 4,585 |
| Trade payables | — | — | — | 2,158 | 2,158 | 2,158 |
| Other current liabilities | — | — | — | 1,018 | 1,018 | 1,018 |
| **Total financial liabilities** | **28** | **—** | **144** | **33,849** | **34,022** | **33,775** |

| SEK million | 31 December 2023 | | | | | |
|---|---|---|---|---|---|---|
| | Derivatives at fair value through profit/loss (level 2) | Other assets and liabilities at fair value through profit/loss (level 3) | Derivatives at fair value, hedge accounting applied (level 2) | Assets and liabilities at amortized cost | Total reported value | Fair value |
| Other financial assets | — | 1[2] | — | 796 | 797 | 797 |
| Trade receivables | — | — | — | 2,111 | 2,111 | 2,111 |
| Other current receivables | 7[1] | — | 82[1] | 1,949 | 2,038 | 2,038 |
| Current investments | — | — | — | 84 | 84 | 84 |
| Cash and cash equivalents | — | — | — | 1,634 | 1,634 | 1,634 |
| **Total financial assets** | **7** | **1** | **82** | **6,574** | **6,664** | **6,664** |
| Liabilities to financial institutions and similar liabilities | — | — | — | 26,319 | 26,319 | 25,930 |
| Other interest-bearing liabilities | 614[1] | — | 188[1] | 4,655 | 5,457 | 5,454 |
| Trade payables | — | — | — | 2,233 | 2,233 | 2,233 |
| Other current liabilities | — | — | — | 945 | 945 | 945 |
| **Total financial liabilities** | **614** | **—** | **188** | **34,152** | **34,954** | **34,562** |

For the determination of fair values on financial assets and liabilities the following levels, according to IFRS 13, and inputs have been used:

1) Level 2: observable market data of interest- and foreign exchange rates are used in discounted cash flow models based on contractual cash flows to estimate the fair value of interest-, fair value- and foreign exchange rate derivatives, loans with fixed interest rate and other non-current interest-bearing liabilities valued at fair value at initial recognition with subsequent measurement at amortised cost.
2) Level 3: measured at fair value through profit/loss, which on initial recognition were designated for this type of measurement. Discounted future cash flow models are used to estimate the fair value.

Note 2 cont.

Changes in financial assets and liabilities valued at fair value through profit/loss in level 3 are presented below.

| SEK million | 31 December 2024 | | 31 December 2023 | |
|---|---|---|---|---|
| | Assets | Liabilities | Assets | Liabilities |
| As of January 1 | 1 | – | 55 | – |
| Earn-out Tele2 Germany[1] | – | – | -54 | – |
| Other changes | 0 | – | 0 | – |
| As of December 31 | 1 | – | 1 | – |

[1] Reported as discontinued operations, please refer to Note 32.

Since trade receivables, trade payables and other current liabilities are short-term, discounting of cash flows does not cause any material differences between the fair value and carrying value.

During the year no transfers were made between the different levels in the fair value hierarchy and no significant changes were made to valuation techniques, inputs used or assumptions.

Net gains/losses on financial instruments, including assets and liabilities directly associated with assets classified as held for sale, amounted to SEK 377 (-274) million, of which loan and trade receivables amounted to SEK -228 (–149) million, derivatives to SEK 605 (-126) million.

The Group has derivative contracts which are covered by master netting agreements, with the right to set off assets and liabilities with the same counterparty. This is not reflected in the accounting where gross accounting is applied. The value of reported derivatives on 31 December 2024 amounted on the asset side to SEK 119 (89) million, of which 60 (82) million is designated for hedge accounting, and on the liability side to SEK 172 (802) million, of which 144 (188) million is designated for hedge accounting.

### Capital structure management

The Tele2 Group's view on capital structure management (equity and net debt) incorporates several inputs, of which the main items are listed below.

The Board of Directors of Tele2 have set the following policies for financial leverage and shareholder remuneration:

- Tele2 will seek to operate within a range for economic net debt to underlying EBITDAaL of between 2.5–3.0x, and to maintain investment grade credit metrics
- Tele2's policy will aim to maintain target leverage by distributing capital to shareholders through:
  - An ordinary dividend of at least 80 percent of equity free cash flow; and
  - Extraordinary dividends and/or share repurchases, based on remaining equity free cash flow, proceeds from asset sales and re-leveraging of underlying EBITDAaL growth

On a continuous basis, Tele2 will diversify its financing both in terms of maturities and funding sources. A stable financial position is important in order to minimise refinancing risk. The Board of Directors reviews the capital structure annually and as needed.

### Currency risk

Currency risk is the risk of changes in exchange rates having a negative impact on the Group's result and equity. Currency exposure is associated with payment flows in foreign currency (transaction exposure) and the translation of foreign subsidiaries' balance sheets and income statements to SEK (translation exposure).

The Group does not generally hedge transaction exposure. Translation exposure related to certain investments in foreign operations is hedged by issuing debt or entering into derivative transactions in the currencies involved if assessed as needed. Net investment hedges in foreign operations were 100 percent effective in 2023 and 2024 and hence no ineffectiveness was recognised in the income statement. In the hedge reserve in equity the total amount related to net investment hedges amounts to SEK -572 (-476) million. On 31 December 2024 the Group had outstanding currency derivatives as economic hedges of loans in EUR amounting to EUR 993 (1,371) million. The derivatives hedge monetary items thus hedge accounting is not applied. The reported fair value on the derivatives amounted to SEK 32 (-607) million net.

After taking currency derivatives into account, the borrowings in SEK million are carried in the following currencies (equivalent SEK amounts).

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| SEK[1] | 22,915 | 23,830 |
| EUR[1] | 3,343 | 2,489 |
| Total loans | 26,258 | 26,319 |

[1] Including adjustment for currency derivatives designated to minimise the exposure EUR to SEK of SEK 11,406 (15,218) million.

Note 2 cont.

The consolidated balance sheet and income statement are affected by a translation exposure when subsidiaries' currencies fluctuate against the Swedish krona. Revenues and operating profit are distributed among the following currencies.

| SEK million | Revenue | | | |
|---|---|---|---|---|
| | 2024 | | 2023 | |
| SEK | 22,599 | 76% | 22,291 | 77% |
| EUR | 6,984 | 24% | 6,808 | 23% |
| **Total** | **29,583** | **100%** | **29,099** | **100%** |

| SEK million | Operating profit | | | |
|---|---|---|---|---|
| | 2024 | | 2023 | |
| SEK | 3,544 | 61% | 3,392 | 62% |
| EUR | 2,273 | 39% | 2,074 | 38% |
| **Total** | **5,817** | **100%** | **5,466** | **100%** |

A ten percent currency fluctuation of the Euro against the Swedish krona would have a translation effect on the Group's revenues and operating profit/loss by +/- SEK 698 (681) million and +/- SEK 227 (207) million, respectively.

Exchange rate differences which arise in operations are reported in the income statement and totals to the following amounts.

| SEK million | 2024 | 2023 |
|---|---|---|
| Other operating income | 41 | 67 |
| Other operating expenses | -50 | -62 |
| Other financial items | 11 | 2 |
| **Total exchange rate difference in income statement** | **2** | **7** |

The Group's total net assets on 31 December 2024 of SEK 22,097 (22,780) million were distributed by currency in SEK million as follows (including loan and currency derivatives).

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| SEK | 20,224 | 20,517 |
| EUR[1] | 1,873 | 2,263 |
| **Total** | **22,097** | **22,780** |

[1] Loans denominated in EUR designated for net investment hedging are included by SEK 4,767 (3,606) million.

A ten percent currency fluctuation against the Swedish krona would affect the Group's total net assets by SEK 187 (226) million. A strengthening of the SEK towards other currencies would impact net assets negatively.

### Interest rate risk

Tele2 is exposed to interest rate risk because the Group borrows with both fixed and floating interest rates. The risk is managed by maintaining an appropriate mix of fixed and floating rate borrowings and by the using of interest rate swaps. The risk is monitored and evaluated regularly to align with the interest duration strategy, ensuring the most cost-effective strategy is applied.

Tele2 is exposed to the following interest rate benchmarks within its hedge accounting relationships, which are subject to interest rate benchmark reform: EURIBOR and STIBOR (collectively 'IBORs'). As listed below, the hedged items include issued EUR fixed rate debt and issued SEK floating rate debt. Tele2 closely monitors the market and the output from the various industry working groups managing the transition to new benchmark interest rates. This includes announcements made by the IBOR regulators. None of the Group's current EURIBOR and STIBOR linked contracts include adequate and robust fall back provisions for a cessation of the referenced benchmark interest rate. Different working groups in the industry are working on fall back language for different instruments and different IBORs, which Tele2 is monitoring closely and will look to implement when appropriate. For Tele2's derivatives, the International Swaps and Derivatives Association's (ISDA) fall back protocol was made available in 2020. Tele2 has ongoing discussions with its banks with the aim to implement this language into its ISDA agreements before the transition to new benchmark interest rates is carried out.

Interest bearing financial liabilities exposed to changes in interest rates over the next 12 months (i.e. short fixed interest rates) amounted to SEK 11,551 (13,653) million in carrying value, corresponding to 37 (43) percent of outstanding debt balance at the end of the year. Calculated at floating interest-bearing liabilities on December 31, 2024 and assuming that loans carrying short fixed interest rates were traded per January 1, 2024 to 1 percentage point higher interest rate and this rate was constant for 12 months, this would result in an additional interest expense for 2024 of SEK 116 (137) million, and affect profit/loss after tax negatively by SEK 92 (108) million and other comprehensive income positively by SEK 33 (26) million in 2024. For additional information please refer to Note 24.

The capital amount of outstanding interest rate derivatives on 31 December 2024 amounts to SEK 2.0 (1.0) billion converting floating interest rate to fixed interest rate and EUR 250 million, equivalent to SEK 2.9 (2.8) billion, converting fixed rate to floating. The cash flows related to outstanding interest rate derivatives are expected to affect the income statement during the remaining duration of the interest rate swaps. The Group will settle the difference between the fixed and floating interest rate on a net basis.

Note 2 cont.

Outstanding interest rate derivatives for cash flow and fair value hedging are presented below.

## Hedging instruments

| | Average contracted fixed interest rate % | | Notional principal value currency million | | Change in fair value for recognising hedge ineffectiveness SEK million | | Fair value assets (liabilities) SEK million | |
|---|---|---|---|---|---|---|---|---|
| | 31 December 2024 | 31 December 2023 | 31 December 2024 | 31 December 2023 | 2024 | 2023 | 31 December 2024 | 31 December 2023 |
| **Cash flow hedges (SEK)** | | | | | | | | |
| *Outstanding interest rate swaps Tele2 receives floating and pays fixed interest* | | | | | | | | |
| Within 1 year | — | — | — | — | — | — | — | — |
| Within 1 to 2 years | 3.03 | — | 1,000 | — | 0 | — | -11 | — |
| Within 2 to 5 years | 0.21 | 0.21 | 1,000 | 1,000 | — | — | 60 | 82 |
| **Summary of cash flow hedges** | | | **2,000** | **1,000** | **0** | **—** | **49** | **82** |
| **Fair value hedges (EUR)** | | | | | | | | |
| *Outstanding interest rate swaps Tele2 receives fixed and pays floating interest* | | | | | | | | |
| After 5 years | 2.13 | 2.13 | 250 | 250 | 0 | -1 | -133 | -188 |
| **Summary of fair value hedges** | | | **250** | **250** | **0** | **-1** | **-133** | **-188** |
| **Total outstanding interest rate derivatives** | | | | | **0** | **-1** | **-84** | **-106** |

## Hedging item

| SEK million | Change in value used for calculating hedge ineffectiveness | | Balance in cash flow hedge reserve for continuing hedges | |
|---|---|---|---|---|
| | 2024 | 2023 | 31 December 2024 | 31 December 2023 |
| **Variable rate borrowings** | | | | |
| Cash flow hedges (SEK) | -33 | -53 | 49 | 82 |
| **Fixed rate borrowings** | | | | |
| Fair value hedges (EUR) | 54 | 143 | — | — |

## Liquidity risk

The Group's excess liquidity is invested on a short-term basis or used for loan repayments. Liquidity reserves consist of available cash, undrawn committed credit facilities and committed overdraft facilities. At the end of 2024, the Group had available liquidity reserves of SEK 10.6 (10.1) billion. For additional information please refer to Note 22.

Tele2 transfers the right for payment of certain operating receivables to financial institutions. During 2024 the right of payment transferred to third parties without recourse or remaining credit exposure for Tele2 corresponded to SEK 2,799 (2,947) million.

As of the date of this report, Tele2 has a sustainability linked Credit Facility with a syndicate of eight relationship banks. In December 2024, the Facility was extended by one year to 2029. The Facility amounts to EUR 700 million and was unutilised on 31 December 2024.

Tele2 AB's EUR 5 billion Euro Medium-Term Note (EMTN) Program forms the basis for Tele2's medium- and long-term debt issuance in both international and domestic bond markets. On 31 December 2024 issued bonds under the Program amounted to SEK 23,543 (23,113) million. For additional information please refer to Note 24.

Undiscounted contractual commitments are presented below. The contractual maturity is based on the earliest date on which the Group may be required to pay.

| SEK million | Note | 31 December 2024 | | | | |
|---|---|---|---|---|---|---|
| | | Within 1 year | 1–3 years | 3–5 years | After 5 years | Total |
| Liabilities to financial institutions and similar liabilities | 24 | 5,463 | 7,633 | 11,798 | 3,469 | 28,363 |
| Lease liabilities | 29 | 1,368 | 1,541 | 798 | 791 | 4,498 |
| Derivatives | | 172 | — | — | — | 172 |
| Otner interest-bearing liabilities | | 137 | 90 | 20 | 48 | 295 |
| Trade payables | | 2,158 | — | — | — | 2,158 |
| Other non-interest-bearing liabilities | | 664 | 369 | — | — | 1,033 |
| Commitments, other | 28 | 1,419 | 45 | — | — | 1,464 |
| **Total contractual commitments** | | **11,382** | **9,678** | **12,615** | **4,308** | **37,983** |

| SEK million | Note | 31 December 2023 | | | | |
|---|---|---|---|---|---|---|
| | | Within 1 year | 1–3 years | 3–5 years | After 5 years | Total |
| Liabilities to financial institutions and similar liabilities | 24 | 4,866 | 6,039 | 9,072 | 9,082 | 29,059 |
| Lease liabilities | 29 | 1,307 | 1,463 | 868 | 715 | 4,353 |
| Derivatives | | 802 | — | — | — | 802 |
| Otner interest-bearing liabilities | | 174 | 87 | 19 | 55 | 336 |
| Trade payables | | 2,233 | — | — | — | 2,233 |
| Other non-interest-bearing liabilities | | 605 | 369 | — | — | 974 |
| Commitments, other | 28 | 3,375 | 710 | 66 | — | 4,152 |
| **Total contractual commitments** | | **13,362** | **8,668** | **10,026** | **9,852** | **41,907** |

Note 2 cont.

### Credit risk

Tele2's credit risk is mainly associated with trade receivables, receivables related to sold equipment (handsets), cash and cash equivalents and financial derivatives with a positive mark-to-mark valuation not included under CSA agreements. The Group regularly assesses its credit risk arising from accounts receivables and receivables related to sold equipment. As the customer base is highly diversified and includes individuals and companies, the exposure and associated overall credit risk is limited. Companies within the Group are entitled to sell overdue receivables to debt collection agencies either as a one-time occasion or on ongoing basis if favorable. The Group makes provisions for expected credit losses, please refer to Note 19.

Maximum credit exposure for trade receivables amounts to SEK 2,020 (2,111) million and receivables related to sold equipment to SEK 1,751 (1,755) million.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with solid, stable credit-ratings assigned by credible international credit-rating agencies. The Group has entered into ISDA agreements for derivative contracts with all counterparty banks that have derivatives with the Group. Under the terms of these arrangements, only where certain credit events occur (such as default), the net position owing/receivable to a single counterparty in the same currency will be taken as owing and all the relevant arrangements terminated. As Tele2 presently does not have legally enforceable right to set off, these amounts have not been offset in the balance sheet. A Credit Support Annex (CSA) has in some cases also been entered into with counterparties. Under CSA agreements the parties have agreed to exchange collateral corresponding to the market value of outstanding derivatives. Receivables from financial institutions in the form of cash pledged as collateral to reduce credit risk amounted on 31 December 2024 to SEK 74 (84) million. Maximum credit exposure for liquid funds amounted to SEK 317 (1,634) million and derivatives to SEK 0 (0) million.

## NOTE 3 REVENUE

### Revenue per segment

| SEK million | 2024 | 2023 |
|---|---|---|
| Sweden | 22,607 | 22,300 |
| Lithuania | 4,086 | 3,944 |
| Latvia | 2,053 | 2,024 |
| Estonia | 979 | 977 |
| **Including internal sales** | **29,726** | **29,244** |
| Internal sales, elimination | -143 | -146 |
| **Total** | **29,583** | **29,099** |

### Internal sales

| SEK million | 2024 | 2023 |
|---|---|---|
| Sweden | 8 | 9 |
| Lithuania | 76 | 81 |
| Latvia | 43 | 42 |
| Estonia | 16 | 13 |
| **Total** | **143** | **146** |

Revenue by currency is presented in Note 2.

Note 3 cont.

### Revenue split per category

Tele2 divides revenue in the following key categories.

| SEK million | 2024 | 2023 |
|---|---|---|
| **Sweden Consumer** | | |
| End-user service revenue | 12,693 | 12,400 |
| Operator revenue | 772 | 734 |
| Equipment revenue | 2,062 | 2,057 |
| Internal sales | 0 | 0 |
| **Total** | **15,526** | **15,191** |
| **Sweden Business** | | |
| End-user service revenue | 4,226 | 4,131 |
| Operator revenue | 96 | 95 |
| Equipment revenue | 1,716 | 1,774 |
| Internal sales | 4 | 4 |
| **Total** | **6,041** | **6,004** |
| **Sweden Wholesale** | | |
| Operator revenue | 1,034 | 1,096 |
| Equipment revenue | 0 | 1 |
| Internal sales | 4 | 5 |
| **Total** | **1,039** | **1,103** |
| **Lithuania** | | |
| End-user service revenue | 2,704 | 2,508 |
| Operator revenue | 133 | 176 |
| Equipment revenue | 1,172 | 1,179 |
| Internal sales | 76 | 81 |
| **Total** | **4,086** | **3,944** |
| **Latvia** | | |
| End-user service revenue | 1,463 | 1,394 |
| Operator revenue | 91 | 119 |
| Equipment revenue | 457 | 469 |
| Internal sales | 43 | 42 |
| **Total** | **2,053** | **2,024** |
| **Estonia** | | |
| End-user service revenue | 714 | 697 |
| Operator revenue | 77 | 82 |
| Equipment revenue | 173 | 185 |
| Internal sales | 16 | 13 |
| **Total** | **979** | **977** |
| Internal sales, elimination | -143 | -146 |
| **CONTINUING OPERATIONS** | | |
| **End-user service revenue** | **21,799** | **21,130** |
| **Operator revenue** | **2,201** | **2,304** |
| **Equipment revenue** | **5,582** | **5,665** |
| **TOTAL** | **29,583** | **29,099** |

### Unsatisfied long-term outstanding customer contracts

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Outstanding amount of non-cancellable customer contracts that are (partly) unsatisfied | 5,795 | 5,237 |

As of December 31, 2024, Tele2 had non-cancellable customer contracts with a duration up to 120 (120) months, which resulted in partly unsatisfied performance obligations at year end. 50 (51) percent of the transaction price allocated to the partly unsatisfied contracts as of 31 December 2024 is expected to be recognised as revenue during the year 2025 (2024). 34 (34) percent is expected to be recognised during 2026 (2025) and 16 (15) percent during 2027–2034 (2026–2033).

All usage-based revenue is excluded from this disclosure as that revenue is not fixed in a contract. Tele2 does not include binding revenue with an outstanding contract period of 12 months or less. Since Tele2 does not include all contracts and has also cancellable subscriptions, the amount of outstanding unsatisfied performance obligation does not amount to expected revenue for future periods.

## NOTE 4 SEGMENT REPORTING

Since the risks in Tele2's operations are mainly linked to the various markets in which the company operates, Tele2 follows up and analyses its business on country level. The segment reporting is in line with the internal reporting to the chief operating decision maker, which is Tele2's Group Leadership Team. For additional information please refer to section Segment reporting in Note 1.

| SEK million | 2024 | | | | | |
|---|---|---|---|---|---|---|
| | Sweden | Lithuania | Latvia | Estonia | Internal elimination | Total |
| **Income statement** | | | | | | |
| External | 22,599 | 4,009 | 2,011 | 964 | | 29,583 |
| Internal | 8 | 76 | 43 | 16 | -143 | - |
| **Revenue** | 22,607 | 4,086 | 2,053 | 979 | -143 | 29,583 |
| **Underlying EBITDAaL** | 7,837 | 1,707 | 862 | 206 | | 10,612 |
| Reversal lease depreciation and interest | 1,285 | 108 | 65 | 79 | | 1,537 |
| **Underlying EBITDA** | 9,123 | 1,815 | 927 | 285 | | 12,149 |
| Restructuring cost | | | | | | -323 |
| Disposal of non-current assets | | | | | | -22 |
| Other items affecting comparability | | | | | | -48 |
| **Items affecting comparability** | | | | | | -394 |
| EBITDA | | | | | | 11,756 |
| Depreciation/amortisation | | | | | | -5,944 |
| Result from shares in associated companies and joint ventures | | | | | | 5 |
| **Operating profit** | | | | | | 5,817 |
| Interest income | | | | | | 115 |
| Interest expense | | | | | | -1,197 |
| Other financial items | | | | | | 15 |
| Income tax | | | | | | -915 |
| **Net profit, continuing operations** | | | | | | 3,834 |
| **Other information** | | | | | | |
| Additions to intangible and tangible assets | 3,327 | 337 | 239 | 170 | | 4,073 |
| Additions to right-of-use assets | 1,129 | 206 | 66 | -32 | | 1,370 |

| SEK million | 2023 | | | | | |
|---|---|---|---|---|---|---|
| | Sweden | Lithuania | Latvia | Estonia | Internal elimination | Total |
| **Income statement** | | | | | | |
| External | 22,291 | 3,862 | 1,982 | 964 | | 29,099 |
| Internal | 9 | 81 | 42 | 13 | -146 | - |
| **Revenue** | 22,300 | 3,944 | 2,024 | 977 | -146 | 29,099 |
| **Underlying EBITDAaL** | 7,768 | 1,598 | 834 | 209 | | 10,409 |
| Reversal lease depreciation and interest | 1,247 | 90 | 58 | 81 | | 1,475 |
| **Underlying EBITDA** | 9,015 | 1,688 | 892 | 290 | | 11,885 |
| Restructuring cost | | | | | | -146 |
| Disposal of non-current assets | | | | | | -36 |
| Other items affecting comparability | | | | | | -86 |
| **Items affecting comparability** | | | | | | -268 |
| EBITDA | | | | | | 11,616 |
| Depreciation/amortisation | | | | | | -6,150 |
| Result from shares in associated companies and joint ventures | | | | | | 0 |
| **Operating profit** | | | | | | 5,466 |
| Interest income | | | | | | 98 |
| Interest expense | | | | | | -1,061 |
| Other financial items | | | | | | 76 |
| Income tax | | | | | | -846 |
| **Net profit, continuing operations** | | | | | | 3,731 |
| **Other information** | | | | | | |
| Additions to intangible and tangible assets | 3,951 | 309 | 221 | 187 | | 4,669 |
| Additions to right-of-use assets | 322 | 13 | 58 | 27 | | 420 |

Note 4 cont.

### Restructuring costs

| Continuing operations SEK million | 2024 | 2023 |
|---|---|---|
| Redundancy costs | -168 | -19 |
| Other employee and consultancy costs | -7 | -19 |
| Exit of contracts and other costs | -148 | -107 |
| **Restructuring costs** | **-323** | **-146** |
| Reported as: | | |
| - Costs of services provided | -40 | -68 |
| - Selling expenses | -136 | -25 |
| - Adminstrative expenses | -147 | -54 |

The restructuring costs in 2024 are related to the ongoing Strategy Execution Program in Sweden.

### Disposal of non-current assets

| Continuing operations SEK million | 2024 | 2023 |
|---|---|---|
| Closure of projects and systems | — | -13 |
| Network equipment scrapping | -25 | -29 |
| Other | 3 | 6 |
| **Disposal of non-current assets[1)]** | **-22** | **-36** |

[1)] Reported as other operating income and other operating expenses.

### Other items affecting comparability

| Continuing operations SEK million | 2024 | 2023 |
|---|---|---|
| Legal disputes and settlements | 32 | -13 |
| Legacy receivable reconciliation | -34 | -41 |
| Inventory adjustment | -28 | -7 |
| Legacy prepaid voucher value adjustment | — | 2 |
| Legacy insurance costs | -5 | -16 |
| Legacy pension adjustment | — | -10 |
| Quality assurance | -21 | — |
| Other | 7 | 0 |
| **Total** | **-48** | **-86** |
| Reported as: | | |
| - Costs of services provided | 3 | -24 |
| - Selling expenses | -41 | -40 |
| - Adminstrative expenses | -10 | -23 |

In 2024, other items affecting comparability refer primarily to four one-off items affecting the income statement; a negative item of SEK 34 million related to reconciliation of receivables in legacy billing systems, a positive non-recurring item of SEK 32 million related to settlements with suppliers and partners, a negative adjustment of SEK 21 million related to a non-recurring quality assurance project, and a negative item SEK 28 million relating to legacy inventories.

### Non-current assets

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Sweden | 51,075 | 51,918 |
| Lithuania | 2,676 | 2,347 |
| Latvia | 2,519 | 2,305 |
| Estonia | 1,145 | 1,176 |
| **Total non-current assets** | **57,414** | **57,746** |

Non-current assets are based on the geographical location of the assets. These assets include non-current assets other than financial instruments, deferred tax assets, and postemployment benefit assets.

## NOTE 5 DEPRECIATION AND AMORTISATION

| SEK million | 2024 | 2023 |
|---|---|---|
| **By function** | | |
| Cost of services provided and equipment sold | -4,878 | -4,962 |
| Selling expenses | -280 | -311 |
| Administrative expenses | -786 | -878 |
| **Total depreciation and amortisation** | **-5,944** | **-6,150** |

| SEK million | 2024 | 2023 |
|---|---|---|
| **By type of asset** | | |
| Amortisation of surplus from acquisitions | -1,491 | -1,646 |
| Depreciation/amortisation of other assets | -3,067 | -3,206 |
| **Total depreciation and amortisation, intangible and tangible assets** | **-4,558** | **-4,851** |
| Depreciation right-of-use-assets (leases) | -1,386 | -1,299 |
| **Total depreciation right-of-use-assets (leases)** | **-1,386** | **-1,299** |
| **Total depreciation and amortisation** | **-5,944** | **-6,150** |

## NOTE 6 OTHER OPERATING INCOME

| SEK million | 2024 | 2023 |
|---|---|---|
| Sale to joint operations | 102 | 91 |
| Recycled translation differences | 0 | 0 |
| Exchange rate gains from operations | 41 | 67 |
| Sale of non-current assets | — | 1 |
| Service level agreements, for sold operations | 106 | 114 |
| Other income | 59 | 113 |
| **Total other operating income** | **309** | **386** |

Other income during 2023 was primarily related to electricity support in Sweden and other non-recurring items.

## NOTE 7 OTHER OPERATING EXPENSES

| SEK million | 2024 | 2023 |
|---|---|---|
| Exchange rate loss from operations | -50 | -62 |
| Sale/scrapping of non-current assets (Note 4) | -22 | -36 |
| Service level agreements, for sold operations | -3 | -8 |
| Other expenses | -3 | -2 |
| **Total other operating expenses** | **-78** | **-109** |

## NOTE 8 INTEREST INCOME

| SEK million | 2024 | 2023 |
|---|---|---|
| Interest, penalty interest | 15 | 15 |
| Interest, other receivables | 100 | 83 |
| **Total interest income** | **115** | **98** |

All interest income is for financial assets reported at amortised cost. Interest income related to impaired financial assets, such as accounts receivable, are not significant.

## NOTE 9 INTEREST EXPENSES

| SEK million | 2024 | 2023 |
|---|---|---|
| Interest, financial institutions and similar liabilities | -936 | -820 |
| Interest, leases (Note 29) | -151 | -176 |
| Interest, other interest-bearing liabilities | -99 | -62 |
| Interest, penalty interest | -11 | -4 |
| **Total interest costs** | **-1,197** | **-1,061** |

All interest costs are for financial liabilities reported at amortised cost, except for interest costs related to derivatives amounting to SEK -44 (-39) million.

## NOTE 10 TAXES

### Tax expense/income

| SEK million | 2024 | 2023 |
|---|---|---|
| Current tax expense, on profit/loss current year | -998 | -1,058 |
| Current tax expense/income, on profit prior periods | 14 | -9 |
| **Current tax expense** | **-984** | **-1,067** |
| Deferred tax expense/income | 69 | 221 |
| **Total tax on profit for the year** | **-915** | **-846** |

### Theoretical tax expense

The difference between recorded tax expense for the Group and the tax expense based on weighted prevailing tax rates in each country consists of the below listed components.

| SEK million | 2024 | | 2023 | |
|---|---|---|---|---|
| Profit before tax | 4,749 | | 4,578 | |
| **Theoretical tax expense/income** | | | | |
| Theoretic tax according to prevailing tax rate in each country | -889 | -18.7% | -861 | -18.8% |
| **Tax effect of** | | | | |
| Result from sale of shares | 2 | 0.0% | 0 | 0.0% |
| Adjustment of tax liabilities from previous years | 22 | 0.5% | -3 | -0.1% |
| Tax relief on investments in capex | 34 | 0.7% | 58 | 1.3% |
| Taxable not recorded revenue | -39 | -0.8% | -25 | -0.6% |
| Pillar 2 top up tax | -27 | -0.6% | — | 0.0% |
| Other items | -18 | -0.4% | -14 | -0.3% |
| **Tax expense/income and effective tax rate for the year** | **-915** | **-19.3%** | **-846** | **-18.5%** |

### Pillar 2 legislation

Tele2 Group falls within the scope of the OECD Pillar 2 model rules. Pillar 2 legislation is implemented in Sweden through the Law on Top-up Tax (Sw. "Lag om tilläggsskatt"), which applies in the jurisdiction of Sweden, where Tele2 AB, the parent company of the Group, is incorporated. The Swedish Pillar 2 legislation entered into force 1st of January 2024 and applies to fiscal years beginning after 31 December 2023.

Under Pillar 2, Tele2 is liable to pay top-up tax for jurisdictions where Tele2's effective tax rate in a jurisdiction falls below the minimum tax rate of 15% (the "Main Rule"). calculated in accordance with the certain rules of Pillar 2. Pillar 2 also includes temporary safe harbour rules which, if fulfilled for a particular jurisdiction, implies that the top-up tax for the jurisdiction is deemed SEK 0.

For the financial year 2024, Tele2 has conducted an evaluation of the Pillar 2 tax regulations in all jurisdictions where it operates. Based on this assessment, either the effective tax rate exceeded 15 % or temporary safe harbour rules were applied, except for Lithuania. As a result, a top up tax of SEK 27 million has been recognised as a current tax.

### Deferred tax assets and liabilities

Deferred tax assets and liabilities are attributable to the following items.

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Unutilised loss carry-forwards | 16 | 17 |
| Tangible and intangible assets | 51 | 68 |
| Receivables | 33 | 40 |
| Liabilities | 5 | 31 |
| Pensions | 40 | 10 |
| Lease liabilities | 631 | 610 |
| **Total deferred tax assets** | **776** | **776** |
| Netted against deferred tax liabilities | -648 | -672 |
| **Total deferred tax assets according to the balance sheet** | **128** | **104** |
| Intangible assets | -1,471 | -1,757 |
| Property, plant & equipment | -465 | -448 |
| Right of use assets | -607 | -588 |
| Tax allocation reserve | -1,303 | -1,182 |
| Liabilities | -334 | -294 |
| **Total deferred tax liabilities** | **-4,180** | **-4,270** |
| Netted against deferred assets | 648 | 672 |
| **Total deferred tax liabilities according to the balance sheet** | **-3,531** | **-3,597** |
| **Net of deferred tax assets and tax liabilities** | **-3,403** | **-3,493** |

SEK –1,551 (–1,861) million of the deferred tax liabilities are related to fair value adjustments from acquisitions.

Note 10 cont.

The movement in deferred income tax assets and liabilities during the year is as follows.

| SEK million | 2024 | | | |
|---|---|---|---|---|
| | Loss carry forwards | Temporary differences DTA | Temporary differences DTL | Total |
| **Deferred tax assets/-liabilities as of January 1** | **17** | **87** | **-3,597** | **-3,493** |
| Netted against deferred liabilities, opening balance | — | 672 | -672 | — |
| Reported in income statement | -1 | -9 | 79 | 69 |
| Reported in other comprehensive income | — | 3 | 20 | 23 |
| Reported in equity | — | 7 | — | 7 |
| Exchange rate differences | — | 0 | -9 | -9 |
| Netted against deferred liabilities | — | -648 | 648 | — |
| **Deferred tax assets/-liabilities as of December 31** | **16** | **112** | **-3 531** | **-3 403** |

| SEK million | 2023 | | | |
|---|---|---|---|---|
| | Loss carry forwards | Temporary differences DTA | Temporary differences DTL | Total |
| **Deferred tax assets/-liabilities as of January 1** | **19** | **63** | **-3,807** | **-3,725** |
| Netted against deferred liabilities, opening balance | — | 853 | -853 | — |
| Reported in income statement | -2 | -169 | 392 | 221 |
| Reported in other comprehensive income | — | 10 | -2 | 8 |
| Reported in equity | — | 3 | — | 3 |
| Exchange rate differences | — | 0 | 0 | 0 |
| Netted against deferred liabilities | — | -672 | 672 | — |
| **Deferred tax assets/-liabilities as of December 31** | **17** | **87** | **-3,597** | **-3,493** |

### Tax loss carry-forwards

The Group's total tax loss carry-forwards as of 31 December 2024 were SEK 5,154 (4,999) million, for which deferred tax assets of SEK 77 (81) million were recognised and the remaining part, SEK 5,077 (4,918) million, were not recognised. The not recognised part is largely related to our entity in Luxembourg, where no operating activities are performed at present. The tax loss carry-forwards have no expiration dates.

| SEK million | Recognised | | Not recognised | | Total | |
|---|---|---|---|---|---|---|
| | 31 December 2024 | 31 December 2023 | 31 December 2024 | 31 December 2023 | 31 December 2024 | 31 December 2023 |
| No expiration date | 77 | 81 | 5,077 | 4,918 | 5,154 | 4,999 |
| **Total tax loss carry forwards** | **77** | **81** | **5,077** | **4,918** | **5,154** | **4,999** |

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Companies reported a profit this year and previous year | 128 | 104 |
| **Total deferred tax assets** | **128** | **104** |

Deferred tax assets were reported for deductible temporary differences and tax loss carry-forwards to the extent convincing evidence showed that these can be utilised against future taxable profits.

## NOTE 11 INTANGIBLE ASSETS

| SEK million | 31 December 2024 | | | | | | |
|---|---|---|---|---|---|---|---|
| | Utilisation rights, trademarks and software | Licenses including frequencies | Customer agreements | Construction in progress | Total other intangible assets | Goodwill | Total |
| **Cost at January 1** | **14,448** | **3,714** | **10,102** | **1,258** | **29,522** | **30,608** | **60,130** |
| Additions | — | 1 | — | 873 | 874 | — | **874** |
| Disposals | -117 | -8 | — | — | -125 | — | **-125** |
| Reclassification | 876 | 51 | — | -844 | 83 | — | **83** |
| Exchange rate differences | 13 | 25 | 3 | 1 | 42 | 116 | **158** |
| **Total cost** | **15 221** | **3 783** | **10 105** | **1 289** | **30 396** | **30 724** | **61 121** |
| **Accumulated amortisation at January 1** | **-8,827** | **-2,247** | **-5,495** | **—** | **-16,569** | 0 | **-16,569** |
| Amortisation | -1,486 | -180 | -845 | — | -2,511 | — | **-2,511** |
| Disposals | 108 | 8 | — | — | 116 | — | **116** |
| Exchange rate differences | -8 | -16 | -3 | — | -27 | — | **-27** |
| **Total accumulated amortisation** | **-10 214** | **-2 435** | **-6 343** | **—** | **-18 991** | — | **-18 991** |
| **Accumulated impairment at January 1** | **-269** | **—** | **-1** | **—** | **-270** | **-710** | **-980** |
| Exchange rate differences | — | — | — | — | — | -27 | **-27** |
| **Total accumulated impairment** | **-269** | **—** | **-1** | **—** | **-270** | **-737** | **-1,007** |
| **Total intangible assets** | **4,738** | **1,348** | **3,761** | **1,289** | **11,135** | **29,988** | **41,123** |

Of the total 2024 additions in intangible assets, SEK 496 (601) million consist of internally generated intangibles. Internally generated intangible assets and construction in progress mainly consists of internal IT development and software projects.

| *Useful lives for intangible assets are presented below* | |
|---|---|
| Licenses, utilisation rights and software | 3–25 years |
| Trademarks | 5–10 years |
| Customer agreements | 5–15 years |

Note 11 cont.

| SEK million | Note | 31 December 2023 | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Utilisation rights, trademarks and software | Licenses including frequencies | Customer agreements | Construction in progress | Total other intangible assets | Goodwill | Total |
| **Cost at January 1** | | **13,674** | **3,710** | **10,104** | **633** | **28,121** | **30,627** | **58,749** |
| Additions | | 0 | 19 | — | 1,643 | 1,662 | — | **1,662** |
| Disposals | | -266 | -41 | -2 | -10 | -318 | -10 | **-328** |
| Reclassification | | 1,043 | 29 | — | -1,009 | 64 | — | **64** |
| Exchange rate differences | | -4 | -3 | 0 | 0 | -7 | -10 | **-16** |
| **Total cost** | | **14,448** | **3,714** | **10,102** | **1,258** | **29,522** | **30,608** | **60,130** |
| **Accumulated amortisation at January 1** | | **-7,404** | **-2,067** | **-4,545** | **—** | **-14,016** | 0 | **-14,016** |
| Amortisation | | -1,684 | -224 | -952 | — | -2,860 | 0 | **-2,860** |
| Disposals | | 259 | 41 | 2 | — | 301 | — | **301** |
| Exchange rate differences | | 3 | 3 | 0 | — | 5 | 0 | **5** |
| **Total accumulated amortisation** | | **-8,827** | **-2,247** | **-5,495** | **—** | **-16,569** | 0 | **-16,569** |
| **Accumulated impairment at January 1** | | **-269** | **—** | **-1** | **—** | **-270** | **-722** | **-992** |
| Disposals | | — | — | — | — | — | 10 | **10** |
| Exchange rate differences | | — | — | — | — | — | 2 | **2** |
| **Total accumulated impairment** | | **-269** | **—** | **-1** | **—** | **-270** | **-710** | **-980** |
| **Total intangible assets** | | **5,352** | **1,467** | **4,606** | **1,258** | **12,683** | **29,898** | **42,581** |

## Goodwill

In connection with the acquisition of operations, goodwill is allocated to the cash generating units that are expected to receive future financial benefits, such as synergies, as a result of the acquired operations. In the event that separate cash generating units cannot be identified, goodwill is allocated to the lowest level at which the operation and its assets are controlled and monitored internally, which is on operating segment level.

| Cash generating units and operating segments<br>SEK million | Goodwill | |
|---|---|---|
| | 31 December 2024 | 31 December 2023 |
| Sweden | 27,315 | 27,315 |
| Lithuania | 970 | 937 |
| Latvia | 1,391 | 1,344 |
| Estonia | 312 | 302 |
| **Total** | **29,988** | **29,898** |

## Goodwill impairment test

Tele2 tests goodwill (and if applicable other intangible assets with indefinite useful lives) for impairment annually, by comparing the carrying amount with the recoverable value for the cash generating units to which these assets are allocated. The recoverable value of the respective cash generating unit is based on the higher of estimated value in use and fair value less costs of disposal. For all cash generating units the recoverable values have been determined based on value in use. The key assumptions used in the calculations of values in use are growth rates, profit margins, investment levels and discount rates. The expected revenue growth rates, profit margins and investment levels are based on sector data as well as management's assessment of market-specific risks and opportunities, including expected changes in competition, the business model used by Tele2 and the regulatory environment. The discount rate takes into account the prevailing interest rates and specific risk factors in a particular cash generating unit. The discount rate post tax (WACC) varies between 7 and 9 (8 and 11) percent. Tele2 calculates future cash flows based on the most recent long-range plan. For the period after this, annual perpetuity growth of 0 to 2 (0 to 2) percent is assumed. These rates do not exceed the average long-term growth for the sector as a whole nor do they exceed the expected long term GDP growth rates in each market.

In 2024, we have continued to consider the challenging macroeconomic environment, including prevailing interest rate levels and the ongoing geopolitical uncertainty, in the valuation of our operations. We have also taken into account cost developments, where inflationary pressure has stabilised but continues to affect certain cost components, as well as ongoing network investments driven by regulation in Sweden and 5G rollout across all countries. However, we see that our business model remains resilient, offering services that continue to be highly valued and prioritised by our customers. In addition, the segments carry fairly prudent values in our balance sheet, and our sensitivity analysis shows that no changes within reason to important parameters would trigger an impairment. Accordingly, we have concluded that no goodwill impairment is required.

The value in used calculations are based on the following assumptions per operating segment:

| Assumptions<br>SEK million | WACC post tax | | Forecast period, in years | | Growth rate after the forecast period | |
|---|---|---|---|---|---|---|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| Sweden | 7% | 8% | 3 | 3 | 0% | 0% |
| Lithuania | 9% | 11% | 3 | 3 | 2% | 2% |
| Latvia | 9% | 11% | 3 | 3 | 2% | 2% |
| Estonia | 9% | 11% | 3 | 3 | 2% | 2% |

## Trademarks

In addition to goodwill, the Com Hem brand originated from the merger with Com Hem in 2018, was at that point in time assessed to have an indefinite useful life. However, in Q2 2021 our consumer premium brands Com Hem and Tele2 were consolidated. We did not scrap one brand but rather brought the best from the two brands into the new consolidated branding of Tele2. This integration reflects our position as a premium service provider offering fixed-mobile convergence. The brand positioning led to a reassessment of the useful life from the previous assessment of indefinite life to definite life of 10 years, from the date of reassessment. As of 31 December 2024, the brand had a carrying amount of SEK 3,409 (3,947) million or SEK 2,707 (3,134) million net of tax.

## NOTE 12 PROPERTY, PLANT AND EQUIPMENT

| SEK million | 31 December 2024 | | | | |
|---|---|---|---|---|---|
| | Buildings | Equipment and installations | Construction in progress | Machinery and technical plant | Total |
| **Cost at January 1** | **268** | **1,454** | **2,061** | **19,648** | **23,431** |
| Additions | 6 | 38 | 2,201 | 953 | **3,199** |
| Dismantling cost | — | — | — | 10 | **10** |
| Disposals | — | -149 | -5 | -2,085 | **-2,240** |
| Reclassification | 0 | 25 | -2,055 | 1,946 | **-83** |
| Exchange rate differences | 9 | 17 | 9 | 173 | **208** |
| **Total cost** | **284** | **1,385** | **2,211** | **20,646** | **24,526** |
| **Accumulated depreciation at January 1** | **-227** | **-1,274** | **-7** | **-12,588** | **-14,095** |
| Depreciation | -7 | -99 | -2 | -1,938 | **-2,045** |
| Disposals | — | 149 | — | 2,074 | **2,223** |
| Exchange rate differences | -8 | -14 | 0 | -116 | **-138** |
| **Total accumulated depreciation** | **-242** | **-1,237** | **-9** | **-12,568** | **-14,055** |
| **Accumulated impairment at January 1** | **—** | **—** | **-3** | **-348** | **-351** |
| Exchange rate differences | — | — | 0 | -3 | **-3** |
| **Total accumulated impairment** | **—** | **—** | **-3** | **-351** | **-354** |
| **Total tangible assets** | **42** | **148** | **2,200** | **7,727** | **10,117** |

*Useful lives for tangible assets are presented below*

| | |
|---|---|
| Buildings | 7–20 years |
| Customer premises equipment | 2–5 years |
| Machinery and technical plant | 2–30 years |
| Equipment and installations | 2–10 years |

| SEK million | 31 December 2023 | | | | |
|---|---|---|---|---|---|
| | Buildings | Equipment and installations | Construction in progress | Machinery and technical plant | Total |
| **Cost at January 1** | **266** | **1,370** | **2,040** | **17,921** | **21,597** |
| Additions | 3 | 35 | 2,093 | 876 | **3,006** |
| Dismantling cost | — | — | — | -149 | **-149** |
| Disposals | 0 | -14 | 0 | -922 | **-936** |
| Reclassification | — | 66 | -2,076 | 1,947 | **-64** |
| Exchange rate differences | -1 | -3 | 3 | -24 | **-24** |
| **Total cost** | **268** | **1,454** | **2,061** | **19,648** | **23,431** |
| **Accumulated depreciation at January 1** | **-220** | **-1,184** | **-7** | **-11,614** | **-13,025** |
| Depreciation | -8 | -105 | — | -1,880 | **-1,993** |
| Disposals | 0 | 13 | — | 896 | **909** |
| Exchange rate differences | 1 | 2 | — | 11 | **14** |
| **Total accumulated depreciation** | **-227** | **-1,274** | **-7** | **-12,587** | **-14,095** |
| **Accumulated impairment at January 1** | **—** | **—** | **-4** | **-348** | **-352** |
| Impairment | — | — | 2 | — | **2** |
| Exchange rate differences | — | — | 0 | 0 | **0** |
| **Total accumulated impairment** | **—** | **—** | **-3** | **-348** | **-351** |
| **Total tangible assets** | **41** | **180** | **2,052** | **6,713** | **8,986** |

Income related to operational leasing during the year is SEK 136 (146) million, where SEK 104 (98) million SEK is related to rent from other operators placing equipment on Tele2 Sites. These sites are reported as Machinery & Technical Plant. SEK 33 (26) million is related to leased equipment to customers and are reported as Equipment and installations in tangible assets. The remaining amount consists of smaller items distributed among different categories.

## NOTE 13 RIGHT-OF-USE ASSETS

Tele2's leases consist mainly of lease of sites and base stations (including land), leased lines, premises, vehicles and other equipment. Please refer to Note 29 for more information on leases.

| SEK million | Note | 31 December 2024 | | | | |
|---|---|---|---|---|---|---|
| | | Rent of space | Sites and base stations | Leased lines | Equipment | Total |
| Cost at January 1 | | 1,375 | 2,937 | 5,186 | 137 | 9,635 |
| Additions | | 102 | 342 | 863 | 63 | 1,370 |
| Other adjustments | | -11 | -110 | -809 | -27 | -957 |
| Exchange rate differences | | 11 | 35 | 14 | 1 | 62 |
| Total cost | | 1,477 | 3,204 | 5,254 | 174 | 10,109 |
| Accumulated depreciation at January 1 | | -682 | -1,628 | -3,032 | -71 | -5,414 |
| Depreciation | | -167 | -377 | -801 | -41 | -1,386 |
| Other adjustments | | 11 | 73 | 690 | 25 | 800 |
| Exchange rate differences | | -7 | -17 | -8 | -1 | -33 |
| Total accumulated depreciation | | -845 | -1,949 | -3,150 | -88 | -6,033 |
| Accumulated impairment at January 1 | | 0 | -7 | 2 | — | -5 |
| Total accumulated impairment | | — | -7 | 2 | — | -5 |
| Total right-of-use assets | 29 | 631 | 1,248 | 2,106 | 86 | 4,071 |

| SEK million | Note | 31 December 2023 | | | | |
|---|---|---|---|---|---|---|
| | | Rent of space | Sites and base stations | Leased lines | Equipment | Total |
| Cost at January 1 | | 1,292 | 3,551 | 4,899 | 134 | 9,876 |
| Additions | | 123 | -168 | 417 | 47 | 420 |
| Other adjustments | | -38 | -444 | -128 | -44 | -653 |
| Exchange rate differences | | -2 | -3 | -2 | 0 | -7 |
| Total cost | | 1,375 | 2,937 | 5,186 | 137 | 9,635 |
| Accumulated depreciation at January 1 | | -549 | -1,489 | -2,332 | -79 | -4,449 |
| Depreciation | | -161 | -345 | -756 | -36 | -1,299 |
| Other adjustments | | 26 | 202 | 54 | 43 | 326 |
| Exchange rate differences | | 2 | 4 | 2 | 0 | 8 |
| Total accumulated depreciation | | -682 | -1,628 | -3,032 | -71 | -5,414 |
| Accumulated impairment at January 1 | | 0 | -7 | 2 | — | -5 |
| Total accumulated impairment | | 0 | -7 | 2 | — | -5 |
| Total right-of-use assets | 29 | 693 | 1,301 | 2,156 | 65 | 4,216 |

## NOTE 14 BUSINESS ACQUISTIONS AND DIVESTMENTS

Acquisitions and divestments of shares and participations affecting cash flow were as follows:

| Total operations<br>SEK million | 2024 | 2023 |
|---|---|---|
| **Divestments** | | |
| Tele2 Germany | — | 58 |
| T-mobile Netherlands | 5 | — |
| Tele2 Croatia | -43 | -4 |
| Total sale of shares and participations | -38 | 54 |
| Total cash flow effect | -38 | 54 |

### Acquisitions

No acquisitions were made during 2024 or 2023.

### Divestments

During 2024 Tele2 paid SEK 43 million to settle a dispute related to the divested operations in Croatia. Tele2 also received an additional payment of SEK 5 million related to the divestment on T-Mobile Netherlands, that was completed in 2022.

The proceeds from Tele2 Germany in 2023 refer to the earnout arrangement, which was part of the divestment in 2020.

For further information related to discontinued operations, see note 32.

## NOTE 15 ASSOCIATED COMPANIES AND JOINT VENTURES

| SEK million | Holding (capital/votes) | Book value of shares | | Result from shares | |
|---|---|---|---|---|---|
| | | 31 December 2024 | 31 December 2023 | 2024 | 2023 |
| Associated companies and joint ventures | 25%–40% | 4 | 6 | 5 | 0 |

Result from shares in 2024 is impacted by an additional gain from the sale of T-mobile. See note 14 related to business acquisitions and divestments for further information.

### Shares in associated companies and joint ventures

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Cost at January 1 | 6 | 6 |
| Dividend | -2 | – |
| Share of profit for the year | 5 | 0 |
| Reclassified to assets held for sale | -5 | – |
| **Total shares in associated companies and joint ventures** | **4** | **6** |

### Extracts from the income statements of associated companies and joint ventures

| SEK million | Other | |
|---|---|---|
| | 2024 | 2023 |
| Revenue | 58 | 60 |
| Net profit | 1 | 1 |
| **Reconciliation of the above summarised financial information the Group's share recognised in the consolidated income statement:** | | |
| Net profit of associated companies and joint ventures | 1 | 1 |
| Proportion of the Group's share | 0 | 0 |
| Captial gain sale of shares | 5 | – |
| **Group's share of total income from associated companies and joint ventures** | **5** | **0** |

### Extracts from the balance sheet of associated companies and joint ventures

| SEK million | Other | |
|---|---|---|
| | 31 December 2024 | 31 December 2023 |
| Property, plant and equipmnet | 1 | 1 |
| Current assets | 22 | 18 |
| **Total assets** | **24** | **20** |
| Equity | 11 | 16 |
| Non-current liabilities | 0 | 0 |
| Current liabilities | 13 | 3 |
| **Total equity and liabilities** | **24** | **20** |
| **Reconciliation of the above summarised financial information to the carrying amount of the interest recognised in the consolidated balance sheet:** | | |
| Net assets of associated companies and joint ventures | 11 | 16 |
| Proportion of the Group's ownership | 4 | 6 |
| **Carrying amount of the Group's interest in associated companies and joint ventures** | **4** | **6** |

## NOTE 16 OTHER FINANCIAL ASSETS

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Receivable from sold equipment | 792 | 795 |
| Pension funds | 291 | 247 |
| Non-current holdings of securities | 1 | 1 |
| Other long-term receivables | 1 | 1 |
| **Total other financial assets** | **1,085** | **1,044** |

Receivable from sold equipment consists of instalment which is referring to equipment sold, such as handsets and other equipment. The equipment has been supplied to the customer and revenue has been recognised. None of these receivables were due on the closing date. When the invoicing occurs, the amount invoiced is transferred from receivable from sold equipment to trade receivables. The item also consists of effects of the time difference between when the performance obligation is satisfied and revenue recognised for the goods or service and the payments to be received. The contract asset arises due to sales of bundles. For information regarding loss allowance please refer to Note 19.

## NOTE 17 CAPITALISED CONTRACT COSTS

| SEK million | 2024 | 2023 |
|---|---|---|
| **Cost at 1 January** | **810** | **633** |
| Additions | 977 | 904 |
| Expensed contract costs | -901 | -727 |
| **Total capitalized contract costs 31 December** | **887** | **810** |

Expensed contract costs consist of amortised capitalized contract costs. Amortisation is recognised as an operating cost, in order for this cost to be reflected in the operational business.

## NOTE 18 INVENTORIES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Finished products and goods for resale | 739 | 753 |
| Other | 100 | 70 |
| **Total inventories** | **838** | **824** |

Tele2's inventories mainly consist of mobile phones, fixed broadband routers, digital TV boxes and IT & Network hardware. In 2024 inventories were expensed by SEK 5,464 (5,593) million.

## NOTE 19 TRADE RECEIVABLES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Gross carrying amount | 2,266 | 2,279 |
| Loss allowance | -246 | -168 |
| **Total trade receivables, net** | **2,020** | **2,111** |

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| **Loss allowance at January 1** | **168** | **141** |
| Net change in loss allowance | 73 | 27 |
| Exchange rate differences | 5 | 0 |
| **Total reserve for loss allowance** | **246** | **168** |

### Receivables from sold equipment

| SEK million | Note | 31 December 2024 | 31 December 2023 |
|---|---|---|---|
| Gross carrying amount | | 1,788 | 1,787 |
| Loss allowance | | -36 | -32 |
| **Total receivables from sold equipment, net** | | **1,751** | **1,755** |
| of which non-current | 16 | 792 | 795 |
| of which current | 20 | 960 | 961 |

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| **Loss allowance at January 1** | **32** | **31** |
| Net change in loss allowance | 4 | 1 |
| **Total reserve for loss allowance** | **36** | **32** |

### Loss allowance

| SEK million | 31 December 2024 | | | | | |
|---|---|---|---|---|---|---|
| | | Past due | | | | |
| | Not due | 1–30 days | 31–60 days | 61–90 days | > 90 days | Total |
| **Trade receivables** | | | | | | |
| *Consumer* | | | | | | |
| Expected credit loss rate | 0.6% | 4.5% | 34.5% | 57.6% | 68.4% | **13.4%** |
| Gross carrying amount | 607 | 175 | 27 | 22 | 141 | **972** |
| Loss allowance | -4 | -8 | -9 | -13 | -96 | **-130** |
| *Business* | | | | | | |
| Expected credit loss rate | 0.3% | 2.3% | 26.3% | 67.3% | 94.4% | **9.0%** |
| Gross carrying amount | 1,040 | 120 | 22 | 5 | 107 | **1,294** |
| Loss allowance | -3 | -3 | -6 | -3 | -101 | **-116** |
| **Total loss allowance trade receivables** | **-7** | **-10** | **-15** | **-16** | **-197** | **-246** |
| **Receivables from sold equipment** | | | | | | |
| *Consumer* | | | | | | |
| Expected credit loss rate | 2.1% | — | — | — | — | **2.1%** |
| Gross carrying amount | 1,424 | — | — | — | — | **1,424** |
| Loss allowance | -29 | — | — | — | — | **-29** |
| *Business* | | | | | | |
| Expected credit loss rate | 1.9% | — | — | — | — | **1.9%** |
| Gross carrying amount | 363 | — | — | — | — | **363** |
| Loss allowance | -7 | — | — | — | — | **-7** |
| **Total loss allowance receivables from sold equipment** | **-36** | **—** | **—** | **—** | **—** | **-36** |

When the receivable from sold equipment is invoiced, it is reclassified to trade receivable.

Note 19 cont.

| SEK million | 31 December 2023 | | | | | |
|---|---|---|---|---|---|---|
| | | Past due | | | | |
| | Not due | 1–30 days | 31–60 days | 61–90 days | > 90 days | Total |
| **Trade receivables** | | | | | | |
| *Consumer* | | | | | | |
| Expected credit loss rate | 0.5% | 1.4% | 9.7% | 11.6% | 55.2% | **9.1%** |
| Gross carrying amount | 554 | 191 | 22 | 18 | 135 | **919** |
| Loss allowance | -3 | -3 | -2 | -2 | -74 | **-84** |
| *Business* | | | | | | |
| Expected credit loss rate | 0.2% | 0.7% | 8.2% | 40.4% | 87.9% | **6.2%** |
| Gross carrying amount | 1085 | 152 | 29 | 10 | 84 | **1360** |
| Loss allowance | -3 | -1 | -2 | -4 | -74 | **-84** |
| **Total loss allowance trade receivables** | **-6** | **-4** | **-4** | **-6** | **-148** | **-168** |
| **Receivables from sold equipment** | | | | | | |
| *Consumer* | | | | | | |
| Expected credit loss rate | 1.8% | — | — | — | — | **1.8%** |
| Gross carrying amount | 1,415 | — | — | — | — | **1415** |
| Loss allowance | -25 | — | — | — | — | **-25** |
| *Business* | | | | | | |
| Expected credit loss rate | 1.9% | — | — | — | — | **1.9%** |
| Gross carrying amount | 373 | — | — | — | — | **373** |
| Loss allowance | -7 | — | — | — | — | **-7** |
| **Total loss allowance receivables from sold equipment** | **-32** | **—** | **—** | **—** | **—** | **-32** |

## NOTE 20 OTHER CURRENT RECEIVABLES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Receivable from sold equipment | 960 | 961 |
| Receivable from Net4Mobility, joint operation in Sweden | 770 | 739 |
| Receivable from Svenska UMTS-nät, joint operation in Sweden | 1 | 8 |
| Derivatives | 119 | 89 |
| VAT receivable | 51 | 42 |
| Current tax receivables | 187 | 40 |
| Receivable from supplier | 159 | 128 |
| Other | 26 | 32 |
| **Total other current receivables** | **2,272** | **2,038** |

For information regarding receivable from sold equipment, please refer to Note 16. For information regarding loss allowance, please refer to Note 19. For further information on derivatives, please refer to Note 2.

## NOTE 21 PREPAID EXPENSES AND ACCRUED INCOME

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Rental costs | 71 | 118 |
| Network cost | 347 | 366 |
| Frequency usage | 91 | 2 |
| Other prepaid expenses | 71 | 239 |
| **Total prepaid expenses** | **580** | **725** |
| Customers | 544 | 593 |
| Other telecom operators | 302 | 242 |
| Other accrued income | 79 | 61 |
| **Total accrued income** | **926** | **896** |
| **Total prepaid expenses and accrued income** | **1,506** | **1,622** |

SEK 148 (64) million of accrued income and prepaid expenses is estimated to be paid or recognised in income statement more than 12 months after the closing date.

## NOTE 22 CASH AND CASH EQUIVALENTS AND UNUTILISED OVERDRAFT FACILITIES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Cash and cash equivalents | 317 | 1,634 |
| Unutilised overdraft facilities and credit lines | 10,324 | 8,436 |
| **Total available liquidity** | **10,641** | **10,071** |

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Overdraft facilities granted | 675 | 669 |
| **Total unutilised overdraft facilities** | **675** | **669** |
| Unutilised credit lines | 9,649 | 7,767 |
| **Total unutilised overdraft facilities and credit lines** | **10,324** | **8,436** |

Tele2's share of liquid funds in joint operations, for which Tele2 has limited disposal rights, amounted at December 31, 2024 to SEK 200 (74) million and was included in the Group's cash and cash equivalents.

No specific collateral is provided for overdraft facilities or unutilised credit lines.

### Exchange rate difference in cash and cash equivalents

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Exchange rate differences in cash and cash equivalents at January 1 | 3 | 0 |
| Exchange rate differences in cash flow for the year | 2 | 21 |
| **Total exchange rate differences in cash and cash equivalents for the year** | **5** | **21** |

## NOTE 23 SHARES, EQUITY AND APPROPRIATION OF PROFIT

### Number of shares

| | A shares | B shares | C shares | Total |
|---|---|---|---|---|
| As of 1 January 2023 | 22,551,882 | 670,269,715 | 2,200,000 | 695,021,597 |
| New share issue | — | — | 1,200,000 | 1,200,000 |
| Reclassification of A shares to B shares | -105,000 | 105,000 | — | — |
| As of 31 December 2023 | 22,446,882 | 670,374,715 | 3,400,000 | 696,221,597 |
| Reclassification of A shares to B shares | -12,612,219 | 12,612,219 | — | — |
| Reclassification of C shares to B shares | — | 300,000 | -300,000 | — |
| Total number of shares as of 31 December 2024 | 9,834,663 | 683,286,934 | 3,100,000 | 696,221,597 |

| | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Total number of shares | 696,221,597 | 696,221,597 |
| Number of treasury shares | -3,831,770 | -4,588,520 |
| Number of outstanding shares | 692,389,827 | 691,633,077 |
| Number of shares, weighted average | 692,171,210 | 691,399,936 |
| Number of shares after dilution | 696,797,768 | 696,244,505 |
| Number of shares after dilution, weighted average | 696,552,645 | 695,634,439 |

At 31 December 2024 Tele2 had 111,018 known shareholders. Freya Investissement owned as of 31 December 2024, 19.8 percent of the capital and 27.0 percent of the voting rights. No other shareholder owned, directly or indirectly, more than 10 percent of the shares in Tele2. The 15 largest single shareholders represented 44.0 percent of the share capital and 56.6 percent of the votes.

In Q1 2024, 300 000 of class C shares were reclassified into class B shares and in Q3 2024, 12,612,219 of class A shares were reclassified to class B. In Q3 2023 105,000 of class A shares were reclassified into class B.

The share capital in Tele2 AB is divided into three classes of shares: Class A, B and C shares. All types of shares have a par value of SEK 1.25 per share and Class A and B shares have the same rights in the company's net assets and profits while Class C shares are not entitled to dividend. Shares of Class A entitle the holder to 10 voting rights per share and Class B and C shares to one voting right per share.

There are no limitations regarding how many votes each shareholder may vote for at general meetings of shareholders. The Articles of Association make no stipulation that limits the right to transfer the shares.

In the case of a bid for all shares or a controlling part of the shares in Tele2, the financing facilities may be accelerated and due for immediate repayment. In addition, some other agreements may be terminated.

### Number of treasury shares

| | B shares | C shares | Total |
|---|---|---|---|
| As of 1 January 2023 | 1,810,230 | 2,200,000 | 4,010,230 |
| New share issue | — | 1,200,000 | 1,200,000 |
| Delivery of own shares under LTI program | -621,710 | — | -621,710 |
| As of 31 December 2023 | 1,188,520 | 3,400,000 | 4,588,520 |
| Reclassification of C shares to B shares | 300,000 | -300,000 | — |
| Delivery of own shares under LTI program | -756,750 | — | -756,750 |
| Total number of treasury shares as of 31 December 2024 | 731,770 | 3,100,000 | 3,831,770 |

Number of treasury shares amount to 0.5 (0.5) percent of the share capital. As a result of share rights in the LTI 2021 (2023: LTI 2020) being exercised on April 18, 2024. Tele2 delivered 756,750 (April 21, 2023 621.710) B-shares in treasury shares to the participants in the LTI 2021 program.

### Outstanding share rights

| | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Incentive program 2024-2027 (LTI 2024) | 1,480,100 | — |
| Incentive program 2023-2026 (LTI 2023) | 1,409,183 | 1,624,035 |
| Incentive program 2022-2025(LTI 2022) | 1,518,658 | 1,509,122 |
| Incentive program 2021-2024 (LTI 2021) | — | 1,478,271 |
| Total number of outstanding share rights | 4,407,941 | 4,611,428 |

Further information regarding Incentive program is provided in Note 30.

### Number of shares after dilution

| | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Total number of shares | 696,221,597 | 696,221,597 |
| Number of treasury shares | -3,831,770 | -4,588,520 |
| Number of outstanding shares | 692,389,827 | 691,633,077 |
| Number of outstanding share rights | 4,407,941 | 4,611,428 |
| Total number of shares after dilution | 696,797,768 | 696,244,505 |

Note 23 cont.

## Earnings per share

| Total operation | Earnings per share | | Earnings per share, after dilution | |
|---|---|---|---|---|
| | 2024 | 2023 | 2024 | 2023 |
| Net profit attributable to equity holders of the parent company (SEK million) | 3,870 | 3,735 | 3,870 | 3,735 |
| Weighted average number of outstanding shares | 692,171,210 | 691,399,936 | 692,171,210 | 691,399,936 |
| Incentive program 2024-2027 | — | — | 909,706 | |
| Incentive program 2023-2026 | — | — | 1,517,523 | 954,273 |
| Incentive program 2022-2025 | — | — | 1,496,099 | 1,453,295 |
| Incentive program 2021-2024 | — | — | 458,107 | 1,470,705 |
| Incentive program 2020-2023 | — | — | — | 356,230 |
| **Weighted average number of share rights** | — | — | **4,381,435** | **4,234,503** |
| **Weighted average number of outstanding shares after dilution** | — | — | **696,552,645** | **695,634,439** |
| **Earnings per share, SEK** | **5.59** | **5.40** | **5.56** | **5.37** |

### Proposed appropriation of profit

The Board proposes that, from the SEK 34,251,723,883 at the disposal of the Annual General Meeting, an ordinary dividend of SEK 6,35 per share should be paid to shareholders in two tranches in May and October 2025, corresponding to SEK 4,369,675,401 on 31 December 2024. The remaining amount, SEK 29,855,048,482, should be carried forward.

Based on this annual report, the consolidated financial statements and other information which has become available, the Board has considered all aspects of the parent company's and the Group's financial position. This evaluation has led the Board to the conclusion that the dividend is justifiable in view of the requirements that the nature and scope of and risks involved in Tele2's operations have on the size of the company's and the Group's equity as well as on its consolidation needs, liquidity and financial position in general.

For information regarding dividend policy please refer to Note 2.

## NOTE 24 FINANCIAL LIABILITIES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Liabilities to financial institutions and similar liabilities | 26,258 | 26,319 |
| Lease liabilities | 4,121 | 4,320 |
| Other interest-bearing liabilities | 467 | 1,138 |
| **Total interest-bearing financial liabilities** | **30,845** | **31,776** |
| Trade payable | 2,158 | 2,233 |
| Other non-interest-bearing liabilities | 1,018 | 945 |
| **Total non-interest-bearing financial liabilities** | **3,176** | **3,178** |
| **Total financial liabilities** | **34,022** | **34,954** |

Financial risk management and financial instruments are presented in Note 2. For information on leases please refer to Note 29.

Financial liabilities fall due for payment according as follows:

| SEK million | 31 December 2024 | | 31 December 2023 | |
|---|---|---|---|---|
| | Nominal value | Recorded value | Nominal value | Recorded value |
| Within 3 months | 4,835 | 4,823 | 4,002 | 3,986 |
| Within 3–12 months | 4,488 | 4,423 | 5,266 | 5,184 |
| Within 1–2 years | 4,938 | 4,858 | 4,916 | 4,826 |
| Within 2–3 years | 3,769 | 3,716 | 2,298 | 2,237 |
| Within 3–4 years | 6,087 | 6,050 | 3,583 | 3,536 |
| Within 4–5 years | 6,021 | 5,990 | 5,711 | 5,684 |
| Within 5–10 years | 4,044 | 3,968 | 9,364 | 9,299 |
| Within 10–15 years | 232 | 193 | 244 | 202 |
| **Total financial liabilities** | **34,413** | **34,022** | **35,384** | **34,954** |

### Interest-bearing financial liabilities

Interest-bearing financial liabilities fall due for payments as follows:

| SEK million | Within 1 year | Within 1–2 years | Within 2–3 years | Within 3–4 years | Within 4–5 years | Within 5–15 years | Total |
|---|---|---|---|---|---|---|---|
| Variable interest rates | 5,121 | 2,270 | 1,309 | 2,872 | -22 | — | **11,551** |
| Fixed interest rates | 1,303 | 2,234 | 2,407 | 3,199 | 5,990 | 4,161 | **19,295** |
| **Total interest-bearing liabilities** | **6,424** | **4,504** | **3,716** | **6,071** | **5,969** | **4,161** | **30,845** |

Note 24 cont.

### Liabilities to financial institutions and similar liabilities

| SEK million Funding type | Interest rate terms | Maturity date | 31 December 2024 Current liabilities | Non-current liabilities | 31 December 2023 Current liabilities | Non-current liabilities |
|---|---|---|---|---|---|---|
| Bonds EUR: | fixed 1.125% | 2024 | — | — | 2,146 | — |
| | fixed 2.125% | 2028 | — | 5,593 | — | 5,337 |
| | fixed 3.75% | 2029 | — | 5,723 | — | 5,524 |
| | fixed 0.750% | 2031 | — | 3,433 | — | 3,314 |
| Bonds SEK: | fixed 1.375% | 2025 | 500 | — | — | 500 |
| | STIBOR +1.2% | 2025 | 1,200 | — | — | 1,199 |
| | STIBOR +1.15% | 2025 | 1,000 | — | — | 1,000 |
| | STIBOR +1.39% | 2026 | — | 1,000 | — | 1,000 |
| | fixed 3.75 % | 2026 | — | 400 | — | — |
| | IBOR + 0.72% | 2026 | — | 1,599 | — | — |
| | fixed 1.125% | 2027 | — | 499 | — | 498 |
| | STIBOR +1.03% | 2027 | — | 999 | — | 999 |
| | fixed 3.25% | 2027 | — | 299 | — | 299 |
| | STIBOR+1.1% | 2027 | — | 1,299 | — | 1,298 |
| **Total bonds** | | | **2,700** | **20,843** | **2,146** | **20,967** |
| Commercial paper | fixed interest rates | 2025 | 1,498 | — | — | — |
| European Investment Bank (EIB) | fixed interest rates | 2024 | — | — | 1,387 | — |
| Nordic Investment Bank (NIB) | variable interest rates | 2024-2026 | 615 | 614 | 615 | 1,227 |
| Syndicated loan facilities | variable interest rates | 2029 | — | -22 | — | -23 |
| Utilized bank overdraft facility | variable interest rates | | 10 | — | — | — |
| **Total liabilities to financial institutions and similar liabilities** | | | **4,823** | **21,435** | **4,148** | **22,171** |
| **Current and non-current** | | | | **26,258** | | **26,319** |

As of the date of this report, Tele2 has a credit facility with a syndicate of eight banks maturing in 2029. The loans can be drawn in several currencies and the interest base is the relevant IBOR for that currency. The facility amounts to EUR 700 million and was unutilised on December 31, 2024 and prepaid upfront fees to be recognised in profit/loss over the remaining contract period amounted to SEK 22 (23) million. The facility is conditioned by covenant requirements which Tele2 expects to fulfil.

Tele2 AB's Euro Medium-Term Note (EMTN) Program forms the basis for Tele2's medium and long term debt issuance in both international and domestic bond markets. The program enables Tele2 to issue bonds and notes up to a total aggregate amount of EUR 5 billion. On December 31, 2024 bonds issued under the program amounted to SEK 23,543 (23,113) million.

Tele2 AB's established Swedish commercial paper program enables Tele2 to issue commercial papers up to a total amount of SEK 8 billion. Commercial papers can be issued with a tenor up to 12 months under the program. The commercial paper program is a complement to Tele2's core funding. On December 31, 2024 Tele2 had SEK 1,498 (0) million outstanding commercial papers.

As part of our vision to lead in sustainability Tele2 launched in 2022 a combined Green and Sustainability-Linked Financing Framework. The Tele2 Framework is linked to its sustainability strategy and builds on the United Nations' Sustainable Development Goals. Under the framework, Tele2 can issue Green- and Sustainability Linked bonds connected to the company's overall sustainability performance. In 2022, Tele2 issued its first Sustainability-Linked Bond, in an amount of SEK 1.6 billion, maturing in 2027. For more information see Sustainability statements, Section E.

As a further step towards the diversification of Tele2's funding sources, Tele2 AB has a loan agreement with Nordic Investment Bank (NIB) of SEK 1.2 (1.8) billion and a loan agreement with the European Investment Bank (EIB) of EUR 140 (125) million, the latter of which remained unutilised as of 31 December, 2024.

The average interest rate on loans outstanding at the end of the year was 3.1 (3.2) percent.

### Other interest-bearing liabilities

| SEK million | 31 December 2024 Current liabilities | Non-current liabilities | 31 December 2023 Current liabilities | Non-current liabilities |
|---|---|---|---|---|
| Derivatives | 172 | — | 802 | — |
| Supplier financing, Lithuania license | 11 | 86 | 11 | 92 |
| Equipment financing | 126 | 71 | 163 | 69 |
| | **309** | **158** | **976** | **162** |
| **Total other interest-bearing liabilities** | | **467** | | **1,138** |

Derivatives consist of interest swaps and currency swaps, valued at fair value. The effective portion of these swaps is recognized in the hedge reserve in other comprehensive income, while the ineffective portion is recorded as interest costs and other financial items in the income statement.

The Group's derivative contracts are subject to master netting agreements, which provide the right to offset assets and liabilities with the same counterparty. In accordance with accounting standards, these are reported on a gross basis. To minimise counterparty risk, Tele2 has also entered into Credit Support Annex (CSA) agreements, where collateral equivalent to the market value of the derivatives are exchanged periodically. For further details, please refer to Note 2.

Note 24 cont.

## Liabilities attributable to financing activities

| SEK million | | | Non-cash changes | | | | |
|---|---|---|---|---|---|---|---|
| | Liabilities 1 January 2024 | Cash flow from financing activities[1] | New and modified leases (Note 29) | Exchange rate | Fair value | Accrued interest and fees | Liabilities 31 December 2024 |
| Bonds | 23,113 | -259 | — | 620 | 67 | 1 | **23,543** |
| Commercial paper | — | 1,500 | — | — | — | -2 | **1,498** |
| Nordic Investment Bank (NIB) | 1,842 | -615 | — | — | — | 2 | **1,229** |
| European Investment Bank (EIB) | 1,387 | -1,441 | — | 54 | — | — | **—** |
| Syndicated loan facilities | -23 | -6 | — | — | — | 8 | **-22** |
| Utilized bank overdraft facility | — | 10 | — | — | — | — | **10** |
| **Total liabilities to financial institutions and similar liabilities** | **26,319** | **-811** | **—** | **673** | **67** | **9** | **26,258** |
| Leases | 4,320 | -1,430 | 1,203 | 29 | — | -2 | **4,121** |
| **Total lease liabilities** | **4,320** | **-1,430** | **1,203** | **29** | **—** | **-2** | **4,121** |
| Derivatives | 802 | -34 | — | — | -596 | — | **172** |
| Equipment financing | 233 | -35 | — | — | — | — | **197** |
| Supplier financing, Lithuania license | 103 | — | — | -6 | — | — | **97** |
| **Total other interest-bearing liabilities** | **1,138** | **-69** | | **-6** | **-596** | **—** | **467** |
| **Total interest-bearing financial liabilities** | **31,776** | **-2,309** | **1,203** | **697** | **-529** | **7** | **30,845** |

| SEK million | | | Non-cash changes | | | | |
|---|---|---|---|---|---|---|---|
| | Liabilities 1 January 2023 | Cash flow from financing activities[1] | New and modified leases (Note 29) | Exchange rate | Fair value | Accrued interest and fees | Liabilities 31 December 2023 |
| Bonds | 22,475 | 601 | — | -96 | 130 | 3 | **23,113** |
| Commercial paper | 796 | -798 | — | — | — | 2 | **—** |
| Nordic Investment Bank (NIB) | 1,994 | -154 | — | — | — | 2 | **1,842** |
| European Investment Bank (EIB) | 1,391 | — | — | -4 | — | — | **1,387** |
| Syndicated loan facilities | -26 | -4 | — | — | — | 6 | **-23** |
| **Total liabilities to financial institutions and similar liabilities** | **26,630** | **-355** | **—** | **-100** | **130** | **13** | **26,319** |
| Leases | 5,460 | -1,240 | 96 | 0 | — | 3 | **4,320** |
| **Total lease liabilities** | **5,460** | **-1,240** | **96** | **0** | **—** | **3** | **4,320** |
| Derivatives | 331 | 748 | — | — | -277 | — | **802** |
| Equipment financing | 247 | -15 | — | — | — | — | **233** |
| Supplier financing, Lithuania license | 113 | -11 | — | 2 | — | — | **103** |
| **Total other interest-bearing liabilities** | **691** | **722** | **—** | **2** | **-277** | **—** | **1 138** |
| **Total interest-bearing financial liabilities** | **32,782** | **-873** | **96** | **-98** | **-147** | **16** | **31,776** |

[1] Cash flow from financing activities related to interest bearing financial liabilities, i e excluding dividend and paid commitment fees.

Note 24 cont.

### Other current liabilities

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| VAT liability | 416 | 377 |
| Liability to Net4Mobility, joint operation in Sweden | 106 | 92 |
| Liability to Svenska UMTS-nät, joint operation in Sweden | 11 | 17 |
| Employee withholding tax | 62 | 60 |
| Debt to customers | 20 | 16 |
| Debt to other operators | 22 | 13 |
| Other | 27 | 30 |
| **Total other current liabilities** | **664** | **605** |

## NOTE 25 PROVISIONS

| SEK million | 2024 | | | | |
|---|---|---|---|---|---|
| | Dismantling costs | Rented buildings, fiber and cables | Other provisions | Pension and similar commitments [1] | Total |
| Provisions as of January 1 | 618 | 2 | 177 | 294 | 1,091 |
| Additional provisions | 28 | — | 199 | 9 | 236 |
| Utilised/paid provisions | -25 | — | -263 | -16 | -304 |
| Reversed unused provisions | -25 | — | — | — | -25 |
| Inflation, discount rates, actuarial and exchange rate effects | 45 | 0 | 0 | 10 | 55 |
| Provisions as of December 31 | 641 | 2 | 113 | 297 | 1,054 |

[1] For pension and similar commitments please see Note 30.

| SEK million | 2023 | | | | |
|---|---|---|---|---|---|
| | Dismantling costs | Rented buildings, fiber and cables | Other provisions | Pension and similar commitments [1] | Total |
| Provisions as of January 1 | 781 | 4 | 280 | 298 | 1,362 |
| Additional provisions | 42 | — | 36 | 8 | 85 |
| Utilised/paid provisions | -33 | — | -138 | -10 | -181 |
| Reversed unused provisions | -34 | -2 | 0 | -4 | -40 |
| Inflation, discount rates, actuarial and exchange rate effects | -137 | 0 | 0 | 1 | -136 |
| Provisions as of December 31 | 618 | 2 | 177 | 294 | 1,091 |

[1] For pension and similar commitments please see Note 30.

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Provisions, current | 96 | 46 |
| Provisions, non-current | 958 | 1,045 |
| **Total provisions** | **1,054** | **1,091** |

Provisions are expected to fall due for payment according to below:

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Within 1 year | 96 | 46 |
| Within 1–3 years | 69 | 201 |
| More than 5 years | 890 | 844 |
| **Total provision** | **1,054** | **1,091** |

### Dismantling costs

Refer to dismantling and restoration of mobile and fixed network sites. Remaining provision as of 31 December 2024 is expected to be fully utilised during the coming 30 years.

### Other provisions

As per 31 December 2024 includes provisions made for restructuring cost of SEK 56 (15) million, provisions for remuneration during notice to personell SEK 22 (0) million, provision for insurance claim SEK 15 (0) and also a provision related to a fine issued by the Swedish Authority for Privacy Protection due to Tele2´s use of the tool Google Analytics SEK 12 (12) million.

## NOTE 26 ACCRUED EXPENSES AND DEFERRED INCOME

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Personnel related expenses | 525 | 518 |
| External service expenses | 360 | 332 |
| Investments in non-current assets | 614 | 460 |
| Other telecom operators | 140 | 125 |
| Dealer commissions | 58 | 59 |
| Leasing and rental expenses | 96 | 101 |
| Interest costs | 140 | 148 |
| Content cost entertainment and mobile | 193 | 188 |
| Other accrued expenses | 80 | 127 |
| **Total accrued expenses** | **2,206** | **2,059** |
| Contracts | 399 | 398 |
| Prepaid cards | 159 | 152 |
| Subscription fees | 942 | 908 |
| **Total deferred income** | **1,500** | **1,458** |
| **Total accrued expenses and deferred income** | **3,706** | **3,518** |

When Tele2 receives a payment but are still to deliver the agreed goods and services, a contract liability (deferred income) arises. The line item 'Contracts' refers to revenue from contract services, B2B projects and pre-received capacity and IRU revenue.

Revenue recognised included in the opening contract liability amounts to SEK 974 (1,153) million.

## NOTE 27 PLEDGED ASSETS

Receivables from financial institutions in the form of cash pledged as collateral to reduce credit risk amounted on 31 December 2024 to SEK 74 (84) million, please refer to Note 2. Tele2 has no other significant pledged items.

## NOTE 28 CONTINGENT LIABILITIES AND OTHER COMMITMENTS

### Other contractual commitments

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Commitments, investments | 155 | 345 |
| Commitments, other | 1,310 | 3,807 |
| **Total future fees for other contractual commitments** | **1,464** | **4,152** |

Other commitments mainly relate to commitments for ordered and contracted goods and services that can not be cancelled without economic effects.

## NOTE 29 LEASES

### Tele2 as the lessee

Tele2's leases consist mainly of lease of sites and base stations (including land), leased lines, premises, vehicles and other equipment. The additions consisting of new and modified leases amounted to SEK 1,370 (420) million. In 2023 Tele2 updated the assumptions for certain uncommitted lease contracts which reduced the expected lifetime and impacted 2023 years additions. The carrying value of the lease assets are stated in Note 13. Many of the leases across the Group are open ended contracts, that run until either party terminate, or contain extension and termination options. These terms are reflected in measuring the lease liabilities especially for the lease categories sites and base stations and leased lines, as the options are reasonably certain to be exercised based on Tele2's strategic plans, including assessment of future technology changes, and the importance of the underlying assets for the Group as well as costs associated with not extending the lease. The lease contracts contain no residual value guarantees.

### Amounts recognised in income statement

| SEK million | Note | 31 December 2024 | 31 December 2023 |
|---|---|---|---|
| Depreciation expense on right-of-use assets | 13 | -1,386 | -1,299 |
| Interest expense on lease liabilities | 9 | -151 | -176 |
| Expense relating to short-term leases | | -2 | -7 |
| Expense relating to leases of low value assets | | -6 | -6 |
| Expense relating to variable lease payments not included in the measurement of the lease liability | | -3 | -2 |
| **Total leasing expenses** | | **-1,547** | **-1,490** |

Continuing operations total cash outflow for leases amounted to SEK 1,594 (1,428) million.

### Lease liabilities

The undiscounted lease liabilities are due for payment according to below. Approximately 30 percentage of the total liabilities are legally uncommitted but are per the definition of IFRS 16 determined to be enforceable and consequently included in the calculation of the lease liability.

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Within 1 year | 1,368 | 1,307 |
| Within 1–2 years | 891 | 1,165 |
| Within 2–3 years | 651 | 667 |
| Within 3–4 years | 505 | 502 |
| Within 4–5 years | 293 | 365 |
| Within 5–10 years | 568 | 490 |
| More than 10 years | 223 | 226 |
| **Total undiscounted lease liabilities** | **4,498** | **4,721** |

### Tele2 as lessor

Leasing income during the year amount to SEK 146 (136) million and relates mainly to rent from other operators placing equipment on Tele2 sites as well as leased equipment to customers. Contract periods range from 3 to 25 years and generally have no option to purchase the asset at the expiry of the lease period. Contractual future lease income is stated below:

### Operating leases

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Within 1 year | 158 | 148 |
| Within 1–2 years | 29 | 30 |
| Within 2–3 years | 26 | 29 |
| Within 3–4 years | 25 | 28 |
| Within 4–5 years | 22 | 25 |
| Within 5–10 years | 92 | 91 |
| Within 10–15 years | 86 | 90 |
| More than 15 years | 103 | 100 |
| **Total future leases income for operating leases** | **541** | **540** |

## NOTE 30 NUMBER OF EMPLOYEES AND PERSONNEL COSTS

### Employees

#### Average number of employees

The average number of employees and related gender distribution presented in the table below is calculated on the basis of full time equivalents.

| | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|
| | Total | *of whom women* | *of whom men* | Total | *of whom women* | *of whom men* |
| Sweden | 2,602 | *31%* | *69%* | 2,667 | *31%* | *69%* |
| Lithuania | 691 | *65%* | *35%* | 659 | *66%* | *34%* |
| Latvia | 427 | *56%* | *44%* | 455 | *57%* | *43%* |
| Estonia | 355 | *65%* | *35%* | 337 | *65%* | *35%* |
| Netherlands | 2 | — | *100%* | 2 | — | *100%* |
| **Total average number of employees** | **4,077** | *43%* | *57%* | **4,120** | *42%* | *58%* |

For presentation of number of employees as per 31 December 2024, see more information within Tele2s Sustainability statement, S1 Own workforce and table S1-6 Employee head count by contract type, gender and region.

#### Number of board members and senior management

The Tele2 AB board consists of 38 (50) percent women and 62 (50) percent men, while the gender distribution in the Group Leadership Team is 38 (40) percent women and 62 (60) percent men on 31 December 2024.

The gender distribution between board of directors and senior management in all active group companies is presented in the table below. Senior management refers to managing directors and persons reporting directly to the managing directors.

| For all active group companies (excluding discontinued operations) | 31 December 2024 | | | 31 December 2023 | | |
|---|---|---|---|---|---|---|
| | Total | *of whom women* | *of whom men* | Total | *of whom women* | *of whom men* |
| Board members | 24 | *21%* | *79%* | 23 | *18%* | *82%* |
| Senior management | 32 | *32%* | *68%* | 29 | *34%* | *66%* |
| **Total** | **55** | *27%* | *73%* | **52** | *27%* | *73%* |

### Personnel costs

| SEK million | 2024 | | | | | 2023 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **Salaries and remunerations** | *of which bonus* | **Social security expenses** | *of which pension expenses* | **Personnel costs** | **Salaries and remunerations** | *of which bonus* | **Social security expenses** | *of which pension expenses* | **Personnel costs** |
| Board of Directors and CEO | 67 | *11* | 28 | *5* | **94** | 64 | *14* | 17 | *4* | **81** |
| Other employees | 2,611 | — | 1,122 | *321* | **3,733** | 2,496 | — | 1,043 | *278* | **3,539** |
| **Total** | **2,678** | ***11*** | **1,150** | ***327*** | **3,827** | **2,560** | ***14*** | **1,059** | ***282*** | **3,620** |

Personnel cost includes amounts capitalised to intangible asset. For more information see note 11 Intangible assets.

### Pensions

| SEK million | 2024 | 2023 |
|---|---|---|
| Defined-contribution plans | -316 | -268 |
| Defined-benefit plans, retirement pension | -11 | -14 |
| **Total pension expenses** | **-327** | **-282** |

Most of Tele2 employees are in a defined contribution pension plan, with the majority in ITP1. Through previous acquisitions and historically, Tele2 has allowed defined benefit pension plans.

The defined benefit plans relate essentially to Sweden, where companies included in the Group are affiliated to PRI Pensionsgaranti or Skandia. For companies affiliated to PRI Pensionsgaranti, the companies' obligation under the ITP-plan (ITP2) retirement pension are recognised as a liability in the balance sheet. A part of the liability for retirement pension is closed for new entries and instead premiums are paid to Collectum and Alecta for the employees. Additional information regarding the defined-benefit retirement plans is shown in the following tables.

| SEK million | 2024 | 2023 |
|---|---|---|
| **Income statement** | | |
| Current service costs | -2 | -16 |
| Net interest | 0 | 4 |
| Curtailments/settlements | -9 | -2 |
| **Defined-benefit plans, retirement pension** | **-11** | **-14** |
| Special employer's contribution | -7 | -1 |
| **Net cost recognised in the income statement** | **-18** | **-15** |

Note 30 cont.

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| **Balance sheet** | | |
| Present value of funded obligations | -574 | -579 |
| Present value of non-funded obligations | -2 | -2 |
| Fair value of plan assets | 615 | 573 |
| **Net** | **40** | **-8** |
| Special employer's contribution | -46 | -39 |
| **Net asset (+) / obligation (–) in balance sheet** | **-6** | **-47** |
| of which assets | 291 | 247 |
| of which liabilities | -297 | -294 |
| **Movements** | | |
| Net asset (+) / obligation (–) at beginning of year | -47 | -57 |
| Net cost | -18 | -15 |
| Payments | 16 | 20 |
| Actuarial gains/losses in other comprehensive income | 43 | 5 |
| **Net asset (+) / obligation (–) in balance sheet at end of year** | **-6** | **-47** |

The defined-benefit pension plans under ITP2 are partly funded, where Tele2's assets have been invested in Skandia and by securing in Tele2 Joint Pension Fund. At December 31, 2024 the market value of Tele2's asset amounted to SEK 615 (573) million. Two smaller defined benefit plans of SEK 2 (2) million for management pension and conditional early retirement pension are non-funded.

The defined benefit pension obligation in Sweden is calculated using a discount rate based on interest on mortgage bonds. The Swedish covered mortgage bonds are considered high-quality bonds, the market is considered deep and the bonds are issued by large banks, thereby meeting IAS 19 requirements. The following key actuarial assumptions have been applied to calculate the commitments.

| | 31 December 2024 | 31 December 2023 |
|---|---|---|
| **Important actuarial assumptions** | | |
| Discount rate | 3.6% | 3.3% |
| Annual salary increases | 2.8% | 2.6% |
| Annual pension increases | 2.8% | 2.6% |
| Long-term inflation assumption | 1.8% | 1.6% |

## Senior executives

### Remuneration for senior executives

At the end of the year, the group other senior executives comprise of 8 (9) persons.

| SEK million | 2024 | | | | | | |
|---|---|---|---|---|---|---|---|
| | Annual fixed based salary | Variable short-term remuneration[1)] | Variable long-term incentives[2)] | Pension benefits | Other benefits | Remuneration during notice | Total remuneration |
| **CEO and President** | | | | | | | |
| Jean Marc Harion (from 10/11 2024) | 1.2 | 1.0 | — | 0.4 | — | — | 2.6 |
| Kjell Johnsen (1/1 2024-9/11 2024) | 8.1 | 6.5 | 10.4 | 2.8 | 0.2 | 11.3 | 39.2 |
| Other senior executives | 26.3 | 14.7 | 19.2 | 7.0 | 0.6 | 5.9 | 73.7 |
| **Total salaries and remuneration to senior executives** | **35.6** | **22.2** | **29.6** | **10.2** | **0.8** | **17.2** | **115.6** |

1) The variable short-term remuneration program 2024 for Senior Executives are weighted 80 percent on financial criterias and 20 percent on non-financial criterias, of which 5 percent are weighted on sustainability goals. Sustainability goals are diveded into percentage of female employees and $CO_2$ emission reductions. Individual goals are weighted 15 percent and linked to business performance goals including Tele2 values and code of conduct.

2) The costs for the variable long-term incentives includes the share programs 2022, 2023 and 2024 and reported according with accounting and IFRS 2 principles.

| SEK million | 2023 | | | | | | |
|---|---|---|---|---|---|---|---|
| | Annual fixed based salary | Variable short-term remuneration | Variable long-term incentives | Pension benefits | Other benefits | Remuneration during notice | Total remuneration |
| CEO and President | | | | | | | |
| Kjell Johnsen | 9.1 | 6.8 | 17.8 | 2.8 | 0.2 | — | 36.7 |
| Other senior executives | 25.7 | 15.9 | 18.6 | 7.3 | 0.8 | — | 68.3 |
| **Total salaries and remuneration to senior executives** | **34.8** | **22.7** | **36.4** | **10.1** | **1.0** | **—** | **105.0** |

### Guidelines for remuneration to senior executives

The current guidelines for remuneration to senior executives were approved by the Annual General Meeting 2023 and are presented below.

Note 30 cont.

**Applicability**

Senior executives covered by the provisions of these guidelines include the CEO and members of the Group Leadership Team ("senior executives"). For the purpose of these guidelines, senior executives also include Board Members, elected at General Meetings, to the extent such Board Members perform services within their respective areas of expertise outside of their Board duties. The guidelines are forward-looking, i.e. they are applicable to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the Annual General Meeting 2023. These guidelines do not impose restrictions to any remuneration decided or approved by General Meetings. Remuneration under employments subject to other rules than Swedish may be duly adjusted to comply with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

**Our approach to the remuneration guidelines**

The remuneration policy provides a structure that aligns remuneration with the successful delivery of our long-term business strategy, interests and sustainability.

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests and its sustainability, is that the company is able to attract and retain driven and engaged talent. To this end, it is necessary that the company offers competitive remuneration packages to attract, motivate and retain key employees within the context of an international peer group. The aim is to create incentives for the management to execute strategic plans and deliver excellent operating results, and to align management's incentives with the interests of the shareholders. For more information regarding the company's business strategy, please see www.tele2.com and the company's annual and sustainability report.

General Meetings in Tele2 have separately resolved on long-term share and share-price related incentive plans. Going forward, any new long-term share and share-price related incentive plans will be resolved upon separately by General Meetings and are therefore not covered by these guidelines since these guidelines do not impose restrictions to any remuneration decided or approved by General Meetings. The performance criteria used to assess the outcome of these long-term share and share-price related incentive plans are distinctly linked to the business strategy and thereby to the company's long-term value creation, including its sustainability. At present, these performance criteria comprise Tele2's absolute TSR, Tele2's TSR vs a defined Peer Group and Tele2s cashflow. However, such criteria may change in future long-term share and share-price related incentive plans. Current plans are also conditional upon the participant's own investment and certain holding periods of several years. For more information regarding these long-term share-related incentive plans, including the performance criteria which the outcome depends on, please see https://www.tele2.com/about/organization-and-governance/remuneration/

**Remuneration elements**

Remuneration to the senior executives should comprise annual fixed base salary, variable short-term remuneration, variable long-term incentives, pension benefits and other benefits.

*Annual fixed base salary*

For defining the annual fixed base salary for the senior executives, the Remuneration Committee uses a similar methodology as for benchmarking other employees' fixed annual remuneration, utilising external benchmarks within the Telecom, Hi-Tech and General industry and reviewing peer companies. The Board considers the remuneration of employees and the average annual increases an important element in determining the annual salary increase for senior executives.

*Variable short-term remuneration, including criteria for awarding*

The variable short-term remuneration ("STI") shall be linked to predetermined and measurable criteria, measured over a period of maximum one year, which can be financial, such as EBITDA or revenue, or non-financial, such as sustainability. In addition, they may be individualised, quantitative or qualitative objectives. For senior executives, the financial criteria are weighted 80 percent and the non-financial criteria are weighted 20 percent. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the senior executive's long-term development.

The variable short-term remuneration can amount to a maximum of 100 percent of the annual fixed base salary.

To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated and/or determined when the measurement period has ended. The remuneration committee is responsible for the evaluation so far as it concerns variable cash remuneration to the senior executives. The evaluation for financial objectives shall be based on the latest financial information made public by the company.

*Variable long-term incentives, including criteria for awarding*

The structure of any variable long-term incentives shall ensure a long-term commitment for Tele2's development and value creation and may be both share and share-price related as well as cash based. Going forward, any long-term share and share-price related incentive plans will be resolved upon separately by General Meetings and are therefore not covered by these guidelines.

Note 30 cont.

*Pension benefits*
The senior executives are offered defined contribution pension plans, including health insurance. Defined contributions for pensions to the CEO and the other senior executives can amount to a maximum of 20 percent premium based on the annual fixed base salary and the STI, which could maximum lead to 40 percent contribution of the annual fixed base salary.

*Other benefits*
Other benefits may include e.g. car benefits, health care insurance and for expatriated senior executives e.g. housing benefits for a limited period of time. Such benefits may amount to not more than five percent of the annual fixed base salary.

**Termination of employment**
The maximum period of notice of termination of employment shall be twelve months in the event of termination by the CEO and six months in the event of termination by any of the other senior executives.

In the event of termination by the company, the maximum notice period during which compensation is payable is eighteen months for the CEO and twelve months for any of the other senior executives.

Additionally, remuneration may be paid for non-compete undertakings and such remuneration shall compensate loss of income. The remuneration shall be paid during the time the non-compete undertaking applies, however not for more than six months. With regard to the CEO, the remuneration shall amount to not more than 60 percent of the CEO's average monthly remuneration (both fixed and variable) paid by the company during the twelve months preceding the time of termination and with regard to other senior executives, the remuneration shall amount to not more than 80 percent of the senior executive's monthly base salary at the time of the termination.

**Salary and employment conditions for employees**
In the preparation of the Board's proposal for these remuneration guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the remuneration committee's and the Board's basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable. The development of the gap between the remuneration to executives and remuneration to other employees will be disclosed in the remuneration report.

**The decision-making process to determine, review and implement the guidelines**
The Board has established a remuneration committee. The committee's tasks include preparing the Board's decision to propose guidelines for remuneration to senior executives. The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the General Meeting. The guidelines shall be in force until new guidelines are adopted by the General Meeting. The remuneration committee shall also monitor and evaluate programs for variable remuneration for the senior executives, the application of the guidelines for remuneration to senior executives as well as the current remuneration structures and compensation levels in the company. The members of the remuneration committee are independent of the company and its executive management. The CEO and other senior executives do not participate in the Board's processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

**Derogation from the guidelines**
The Board may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As set out above, the remuneration committee's tasks include preparing the Board's resolutions in remuneration-related matters. This includes any resolutions to derogate from the guidelines.

## Deviations from guidelines for remuneration to senior executives
There are no deviations to report for 2024.

## Share rights
During 2024 the CEO and other senior executives received 515,000 (512,000) share rights in the new incentive program for the year and 70,094 (89,269) share rights in all running incentive programs as compensation for dividend. No premium was paid for the share rights.

| Number of share rights | LTI 2024 | | LTI 2023 | |
|---|---|---|---|---|
| | CEO (former) | Other senior executives | CEO (former) | Other senior executives |
| Outstanding as of January 1, 2024 | — | — | 208,254 | 324,890 |
| Allocated | 200,000 | 315,000 | — | — |
| Allocated, compensation for dividend | — | 9,828 | 7,080 | 21,541 |
| Forfeited | -200,000 | -27,843 | -215,334 | -29,982 |
| **Total outstanding rights as of December 31, 2024** | **—** | **296,985** | **—** | **316,449** |

Note 30 cont.

| Number of share rights | LTI 2022 | | LTI 2021 | |
|---|---|---|---|---|
| | CEO (former) | Other senior executives | CEO (former) | Other senior executives |
| Outstanding as of January 1, 2024 | 223,210 | 254,482 | 264,005 | 221,811 |
| Allocated, compensation for dividend | 14,783 | 16,862 | — | — |
| Forfeited | — | -32,135 | — | — |
| Adjustments for outcome of the performance conditions | — | — | -145 600 | -115 270 |
| Exercised | — | — | -118 405 | -106 541 |
| **Total outstanding rights as of December 31, 2024** | **237,993** | **239,209** | **—** | **—** |

## Remuneration to Board of Directors

| SEK | Fees to the board | | Fees to the board committees | | Travel allowances | | Total fees | |
|---|---|---|---|---|---|---|---|---|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| Thomas Reynaud (chairman) | 1,854,000 | — | — | — | — | — | 1,854,000 | — |
| Aude Durand | 680,000 | — | 151,372 | — | — | — | 831,372 | — |
| Jean Marc Harion | 415,761 | — | 33,628 | — | — | — | 449,389 | — |
| Nicholas Högberg | 680,000 | — | 55,000 | — | — | — | 735,000 | — |
| Eva Lindqvist | 680,000 | 660,000 | 259,000 | 251,000 | 33,070 | 28,635 | 972,070 | 939,635 |
| Lars-Åke Norling | 680,000 | 660,000 | 238,000 | 231,000 | 3,613 | 3,651 | 921,613 | 894,651 |
| Sam Kini | 680,000 | 660,000 | 130,000 | 126,000 | 61,198 | 39,564 | 871,198 | 825,564 |
| Stina Bergfors | 680,000 | 660,000 | 55,000 | 53,000 | — | — | 735,000 | 713,000 |
| Andrew Barron | — | 1,800,000 | — | — | 39,562 | 47,948 | 39,562 | 1,847,948 |
| Georgi Ganev | — | 660,000 | — | — | — | — | — | 660,000 |
| **Total fee to board members** | **6,349,761** | **5,100,000** | **922,000** | **661,000** | **137,444** | **119,798** | **7,409,205** | **5,880,798** |

## Long-term incentive programs (LTI)

The objective of the long-term incentive programs (LTI) is to create conditions for retaining competent employees in the Tele2 Group. The program has been designed based on the view that it is desirable that senior executives and other key employees within the Group are shareholders in Tele2 AB. Participation in the Long-term Incentive plan requires a personal investment in Tele2 shares, by shares already held or shares purchased on the market in connection with the application to participate in the Long-term Incentive plan.

By offering an allotment of retention rights and performance rights which are based on profits and other retention and performance-based conditions, the participants are rewarded for increasing shareholder value. Furthermore, the program rewards employees' loyalty and long-term growth in the Group. In that context, the Board of Directors is of the opinion that the program will have a positive effect on the future development of the Tele2 Group and thus be beneficial to both the company and its shareholders.

The LTI programs are usually launched annually after approval from the Annual General Meeting, and run for around 3 years. In 2024, LTI 2021 was finalised and LTI 2024 was launched.

## Outcome LTI 2021

The exercise of the share rights in LTI 2021 was conditional upon the fulfilment of certain performance based conditions. The TSR criterias (series A and B in below table) were measured from 1 April 2021 until 31 March 2024, while operating cash-flow (series C in below table) was measured from 1 January 2021 to 31 December 2023. The outcome of these performance conditions was in accordance with below and 756,750 share rights were exchanged for shares in Tele2 during Q2 2024. The weighted average share price for share rights for the LTI 2021 at date of exercise amounted to SEK 98.12.

| Series | Performance based conditions | Minimum hurdle | Stretch hurdles (100%) | Vesting at minimum | Target fulfilment | Allotment |
|---|---|---|---|---|---|---|
| A | Total Shareholder Return (TSR) - Tele2 | >=0% | N/A | 100% | 3.0% | 100% |
| B | Tele2s Relative Shareholder Return (TSR) compared to a peer group | Median of peer group | >=10% | 50% | -18.5% | 0% |
| C | Operating cash flow vs. target | >=90% | >=110% | 30% | 103.6% | 77.4% |

## LTI 2024

At the Annual General Meeting held on 15 May 2024, the shareholders approved a performance based incentive program (LTI 2024) for senior executives and other key employees in the Tele2 Group. In order to participate in the program, participants must own Tele2 Class B shares, which give the participants performance rights. Subject to fulfilment of certain performance based conditions during the periods 1 January 2024 – 31 December 2026 (the "Cash flow and CDP Measurement Period") and 1 April 2024 – 31 March 2027 (the "TSR Measurement Period") and the participant maintaining the invested shares at the release of the interim report for January – March 2027 and, with certain exceptions, as well maintaining the employment within the Tele2 Group, each right entitles the participant to receive one Tele2 B share free of charge (subject to income taxation). Dividends paid on the underlying share will increase the number of shares that each performance right entitle to in order to treat the shareholders and the participants equally.

The performance rights are divided into Series A, Series B and Series C rights. The number of Class B shares the respective participant will receive after vesting depends on which category the participant belongs to and on the fulfilment of the following defined performance-based conditions:

Series A: Tele2's total shareholder return on the Tele2 shares (TSR) during the TSR Measurement Period being equal to the median TSR for a defined peer group, as entry level, and exceeding the median TSR for the peer group with 10 percentage points as the stretch level.

Series B: Cash flow shall be measured on cumulative basis for the consolidated Tele2 Group during the Cash flow and CDP Measurement Period for LTI 2024. As an entry level for allotment of the Cash flow target, 90 percent of the target level has to be reached and in order to reach stretch level, 110 percent of the target level has to be reached.

Note 30 cont.

Series C: Tele2 is measured on cumulative basis for the consolidated Tele2 Group during the Cash flow and CDP Measurement Period. The CDP score is measured by external vendor on annual basis, with a CDP score for 2024, 2025 and 2026. The score delivered by CDP will give a performance achievement in percent, where score "A" gives a performance achievement of 100 percent, score "A-" gives 75 percent performance achievement and score "B" 50 percent performance achievement, each year. Below the score "B", will give 0 percent performance achievement. A weighted average score for all three years will give the outcome of performance shares to vest. For more information, please refer to Sustainability report ESRS2, section Integration of sustainability-related performance in incentive schemes.

If the entry level is reached, the number of rights that vests is 50 percent for Series A, 30 percent for Series B and 16,67 percent for Series C.

The program comprised a total number of 363,000 investment shares. In total this resulted in an allotment of 470,375 Series A Rights and 852,000 Series B Rights and 402,125 Series C Rights.

Total costs before tax for outstanding rights in the incentive program are expensed over the three year vesting period. These costs are expected to amount to SEK 103 million, of which social security costs amount to SEK 31 million.

The participant's maximum profit per share right in the program is limited to SEK 324,33 four times the average closing share price of the Tele2 Class B shares during February 2024 with deduction for the dividend distributed before the launch of LTI 2024. In order to calculate the value of the Series A rights, the Monte Carlo Simulation method has been applied. For the Series B and Series C rights, the Black-Scholes method has been applied.The 5-day volume-weighted average price (May 23 – May 29 2024) used in the grant date valuation was 101.27 SEK. The following variables were used:

| | LTI 2024 | | |
|---|---|---|---|
| | Series A | Series B | Series C |
| Expected annual turnover of personnel | 10% | 10% | 10% |
| Weighted average share price | 101.27 kr | 101.27kr | 101.27 kr |
| Expected life (years) | 2.89 | 2.89 | 2.89 |
| Reduction parameter due to market related conditions | 72,6% | 100% | 100% |
| Estimated fair value | 73.53 kr | 101.25 kr | 101.25 kr |

To ensure the delivery of Class B shares under the program, the Annual General Meeting decided to authorize the Board of Directors to resolve on a directed share issue of a maximum of 1,960,000 Class C shares and subsequently to repurchase the Class C shares. The Board of Directors has not yet used its mandate.

## Outstanding share rights LTI 2021–2024

| | Average fair value/share rights at grant date (in SEK) | Number of participants at grant date | Measure period | | Outstanding share rights | |
|---|---|---|---|---|---|---|
| | | | TSR measurement | Cash flow measurement period (For 2024 program Cash flow and CDP score measument period | 31 December 2024 | 31 December 2023 |
| LTI 2024 | 94 | 194 | Apr 1, 2024 - Mar 31, 2027 | Jan 1, 20234- Dec 31, 2026 | 1,480,100 | — |
| LTI 2023 | 82 | 193 | Apr 1, 2023 - Mar 31, 2026 | Jan 1, 2023 - Dec 31, 2025 | 1,409,183 | 1,624,035 |
| LTI 2022 | 116 | 194 | Apr 1, 2022 - Mar 31, 2025 | Jan 1, 2022 - Dec 31, 2024 | 1,518,658 | 1,509,122 |
| LTI 2021 | 80 | 198 | Apr 1, 2021 - Mar 31, 2024 | Jan 1, 2021 - Dec 31, 2023 | — | 1,478271 |
| **Total** | | | | | **4,407,941** | **4,611,428** |

No share rights were exercisable at the end of the year.

| Number of rights | LTI 2024 | | LTI 2023 | |
|---|---|---|---|---|
| | 2024 | Cumulative | 2024 | Cumulative |
| Allocated at grant date | 1,670,000 | 1,670,000 | — | 1,579,496 |
| Outstanding as of January 1, 2024 | — | — | 1,624,035 | — |
| Allocated, compensation for dividend | 46,194 | 46,194 | 93,573 | 158,278 |
| Forfeited | -236,094 | -236,094 | -308,425 | -328,591 |
| **Total outstanding rights as of December 31, 2024** | **1,480,100** | **1,480,100** | **1,409,183** | **1,409,183** |

| Number of rights | LTI 2022 | | LTI 2021 | |
|---|---|---|---|---|
| | 2024 | Cumulative | 2024 | Cumulative |
| Allocated at grant date | — | 1,497,456 | — | 1,448,860 |
| Outstanding as of January 1, 2024 | 1,509,122 | — | 1,478,271 | — |
| Allocated, compensation for dividend | 96,700 | 259,911 | — | 405,753 |
| Forfeited | -87,164 | -238,709 | -9,748 | -386,090 |
| Adjustments for outcome of the performance conditions, Equity settled | — | — | -711,773 | -711,773 |
| Exercised, Equity settled | — | — | -756,750 | -756,750 |
| **Total outstanding rights as of December 31, 2024** | **1,518,658** | **1,518,658** | **—** | **—** |

Note 30 cont.

### Conditions and status LTI 2022–2024

The principles and structure described for LTI 2024 are similar as for the LTI 2022 and LTI 2023 program, but with some KPIs updated. All three ongoing programs include the conditions relative TSR and accumulated cash flow, but in the program for 2024, the KPI Absolute TSR was removed and the CDP score was introduced. Below tables show the Performance measurements for each program.

| LTI 2022–2023 | | | | |
|---|---|---|---|---|
| Series | Performance based condition | Minimum hurdle | Stretch targets (100%) | Vesting at minimum |
| Series A | Total Shareholder Return Tele2 (TSR) | >=0% | N/A | 100% |
| Series B | Relative Shareholder Return Tele2 (TSR) compared to a peer group | Median of Peer Group | >=10% | 50% |
| Series C | Operating Cashflow/Cashflow vs Target[1] | >=90% | >=110% | 30% |

| LTI 2024 | | | | |
|---|---|---|---|---|
| Series | Performance based condition | Minimum hurdle | Stretch targets (100%) | Vesting at minimum |
| Series A | Relative Shareholder Return Tele2 (TSR) compared to a peer group | Median of Peer Group | >=10% | 50% |
| Series B | Cashflow vs Target[1] | >=90% | >=110% | 30% |
| Series C | CDP Score, minimum achivement will give an allotment of 50% one single year, and stretch will give an allotment of 100%[2] | CDP Score of B for one year | CDP Score of A all three years | 16.67% |

[1] LTI 2022 Operating Cashflow defined as: Operating cash flow = Underlying EBITDAaL – capex excluding spectrum & leases. LTI 2023 & 2024 Cashflow defined as: Cash flow = Underlying EBITDAaL- Capex ex. spectrum and leases +/- Change working capital.

[2] CDP Climate Score is provided by external vendor. The score delivered by CDP will give a performance achievement in percent, where score "A" gives a performance achievement of 100 percent, score "A-" gives 75 percent performance achievement and score "B" 50 percent performance achievement, each year. Below the score "B", will give 0 percent performance achievement. A weighted average score for all three years will give the outcome of performance shares to vest.

Status LTI 2022: Since 1 April 2022 (the start of the TSR measurement period) until 31 December 2024, the Tele2 Group has reached a total shareholder return (TSR) of +13 percent. The TSR development relative to the assessed peer group was +2 percent for the same period. The TSR measurement period ends at 31 March 2025. The operating cashflow measurement period ended at 31 December 2024. Accumulated operating cashflow for the completed measurement period reached 103 percent of the targeted level. The maximum profit for LTI 2022 per right is 514 SEK.

Status LTI 2023: Since 1 April 2023 (the start of the TSR measurement period) until 31 December 2024, the Tele2 Group has reached a total shareholder return (TSR) of +27 percent. The TSR development relative to the assessed peer group was +13 percent for the same period. The TSR measurement period ends at 31 March 2026. The cashflow measurement period ends at 31 December 2025. Accumulated cashflow for 2023 and 2024 (two out of three years of the measurement period) reached 103 percent of the targeted level. The maximum profit for LTI 2023 per right is 360 SEK.

Status LTI 2024: Since 1 April 2024 (the start of the TSR measurement period) until 31 December 2024 the Tele2 Group has reached a total shareholder return (TSR) of +34 percent. The TSR development relative to the assessed peer group was +26 percent for the same period. The TSR measurement period ends at 31 March 2027. The cashflow & CDP score measurement period ends at 31 December 2026. Cashflow for the full year 2024 (the first out of three years of the measurement period) reached 102 percent of the targeted level. The CDP Score for the first year of the program was A. The maximum profit for the LTI 2024 per right is 324 SEK.

### Costs and liabilities

Total cost before tax for outstanding incentive programs and liability is stated below.

| SEK million | Actual costs before tax | | Expected cumulative cost during the vesting period | | Liability | |
|---|---|---|---|---|---|---|
| | 2024 | 2023 | 2024 | 2023 | 31 December 2024 | 31 December 2023 |
| LTI 2024 | 28 | — | 114 | — | 7 | — |
| LTI 2023 | 41 | 22 | 120 | 118 | 18 | 4 |
| LTI 2022 | 72 | 48 | 173 | 142 | 32 | 9 |
| LTI 2021 | 8 | 37 | 98 | 111 | — | 22 |
| LTI 2020 | — | 7 | — | 82 | — | — |
| Total | 149 | 115 | 505 | 452 | 58 | 35 |

## NOTE 31 FEES TO THE APPOINTED AUDITOR

| SEK million | 2024 | | 2023 | |
|---|---|---|---|---|
| | KPMG | Other elected auditors | Deloitte | Other elected auditors |
| Audit fees | 10 | 1 | 9 | 0 |
| Audit-related fees | — | 0 | 1 | 0 |
| Consultation, all other fees | 1 | 0 | 1 | 0 |
| **Total fees per appointed auditor** | **11** | **1** | **10** | **1** |
| **Total fees to the appointed auditors** | | **12** | | **11** |

## NOTE 32 DISCONTINUED OPERATIONS

Discontinued operations includes Tele2s former operations in Germany, Croatia and Netherlands.

### Tele2 Germany

In December 2020 Tele2 completed the divestment of its German business to the Tele2 Germany management. The purchase price included an earnout component, dependent upon the financial performance of the business until the end of 2024. In 2023 Tele2 received earnout payments of SEK 54 million, which was the final payment as the maximum accumulated proceeds of SEK 205 million was reached.

### Tele2 Croatia

In March 2020 Tele2 completed the divestment of its Croatian business to United Group. During 2024 an amount of SEK 10 million has been released related to a solved dispute, including FX effects on existing provisions.

### Tele2 Netherlands

In January 2019 Tele2 and Deutsche Telekom completed the combination of Tele2 Netherlands and T-Mobile Netherlands. Tele2 Netherlands was sold for SEK 1.9 billion and 25 percent share in the combined company. In 2024 Tele2 reported a positive impact of SEK 26 million related to a provision release referring to a resolved dispute.

### Income statement

All discontinued operations are included in the income statement below, with a retrospective effect on previous periods.

| SEK million | 2024 | 2023 |
|---|---|---|
| **Profit/loss on disposal of operation including sales costs and cumulative exchange rate gain** | **36** | **4** |
| of which Germany | — | 4 |
| of which Croatia | 10 | 0 |
| of which Netherlands | 26 | 0 |
| **Income tax from capital gain** | **—** | **—** |
| of which Kazakhstan | — | — |
| **Net profit/loss** | **36** | **4** |
| | | **4** |
| *Attributable to:* | | |
| Equity holders of the parent company | 36 | 4 |
| **Net profit/loss** | **36** | **4** |
| Earnings per share, SEK | 0.05 | 0,01 |
| Earnings per share, after dilution, SEK | 0.05 | 0,01 |

### Balance sheet

Liabilities associated with assets held for sale as of 31 December 2024 refer to provisions and other liabilities related to divested operations for Croatia.

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| **LIABILITIES** | | |
| Interest-bearing | — | 26 |
| **Non-current liabilities** | **—** | **26** |
| Interest-bearing | 3 | 57 |
| Non-interest-bearing | 4 | 4 |
| **Current liabilities** | **7** | **61** |
| **Liabilities directly associated with assets classified as held for sale** | **7** | **86** |

### Cash flow statement

| SEK million | 2024 | 2023 |
|---|---|---|
| Cash flow from investing activities | -43 | 54 |
| **Net change in cash and cash equivalents** | **-43** | **54** |

## NOTE 33 JOINT OPERATIONS AND OTHER RELATED PARTIES

Business relations and pricing between Tele2 and all related parties are based on commercial terms and conditions. During 2024, Tele2 engaged in transactions with the following related companies/persons.

### Joint operations

**Svenska UMTS-nät AB, Sweden**

Tele2 is one of two turnkey contractors which plan and operate the joint operation Svenska UMTS-nät AB's 3G network. Tele2 and Telia Company each own 50 percent and both companies have contributed capital to the 3G company. In addition to this, the build-out was financed by the owners. Based on an agreement from 2020, Tele2 and Telia Company during 2021 started to gradually decommission the 3G network with the aim to have the network fully shut down by the end of 2025.

**Net4Mobility HB, Sweden**

Net4Mobility is an infrastructure joint operation between Tele2 Sweden and Telenor Sweden, where each party owns 50 percent. The company's commitment is to build and operate the combined 2G, 4G and 5G network. The network enables Tele2 and Telenor to offer their customers mobile services for data communications and voice. The build-out has owner financing.

### Extracts from the income statements, balance sheets and cash flow statements

The tables below show summarised financial information for significant joint operations before inter-company eliminations.

| Income statement<br>SEK million | 2024 | | 2023 | |
|---|---|---|---|---|
| | Sv UMTS-nät, Sweden | Net4Mobility, Sweden | Sv UMTS-nät, Sweden | Net4Mobility, Sweden |
| Revenue | 330 | 2,205 | 501 | 1,870 |
| Operating profit | 11 | 261 | 58 | 205 |
| Profit/loss before tax | 14 | -453 | 60 | -28 |
| Net profit/loss | 11 | -453 | 48 | -28 |

| Balance sheet<br>SEK million | 31 December 2024 | | 31 December 2023 | |
|---|---|---|---|---|
| | Sv UMTS-nät, Sweden | Net4Mobility, Sweden | Sv UMTS-nät, Sweden | Net4Mobility, Sweden |
| Intangible assets | — | 3,707 | — | 3,968 |
| Tangible assets | 85 | 5,852 | 137 | 4,431 |
| Right-of-use assets | 138 | 1,696 | 224 | 1,633 |
| Deferred tax assets | 12 | — | 15 | — |
| Current assets | 447 | 969 | 422 | 735 |
| **Total assets** | **681** | **12,224** | **798** | **10,768** |
| Equity | 350 | -1,037 | 339 | -585 |
| Untaxed reserves | — | 3,385 | — | 3,017 |
| Non-current liabilities | 91 | 6,916 | 203 | 5,831 |
| Current liabilities | 240 | 2,961 | 256 | 2,504 |
| **Total equity and liabilities** | **681** | **12,224** | **798** | **10,768** |

| Cash flow statement<br>SEK million | 2024 | | 2023 | |
|---|---|---|---|---|
| | Sv UMTS-nät, Sweden | Net4Mobility, Sweden | Sv UMTS-nät, Sweden | Net4Mobility, Sweden |
| Cash flow from operating activities | 55 | 1,579 | 711 | 801 |
| Cash flow from investing activities | -33 | -1,889 | -43 | -1,854 |
| Cash flow from financing activities | -74 | 614 | -698 | 970 |
| **Net change in cash and cash equivalents** | **-52** | **304** | **-30** | **-83** |
| Cash and cash equivalents at beginning of the year | 89 | 59 | 119 | 142 |
| **Cash and cash equivalents at end of the year** | **37** | **363** | **89** | **59** |

Note 33 cont.

### Other related parties

#### Senior executives and Board members

Information related to senior executives and Board members is presented in Note 30.

#### Joint ventures and associated companies

Information about joint ventures and associated companies is presented in Note 15.

### Transactions and balances

Transactions between Tele2 and joint operations are included to 100 percent below. In the consolidated financial statements the joint operations are however based on Tele2's share of assets, liabilities, revenues and expenses (50 percent). Tele2 has entered into a consultancy and advisory agreement with its largest shareholder Freya Investissment SAS, effective in December 2024. The expense for the services that will be provided in 2025 is expected to reach SEK 36 million.

| SEK million | Revenue | | Operating expenses | | Interest revenue | |
|---|---|---|---|---|---|---|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| Kinnevik | 0 | 0 | – | – | – | – |
| Other related companies | 3 | 3 | – | – | – | – |
| Joint ventures and associated companies | 8 | 8 | -7 | -5 | – | – |
| Joint operations | 256 | 236 | -1,235 | -1,130 | 106 | 71 |
| **Total** | **267** | **247** | **-1,242** | **-1,135** | **106** | **71** |

| SEK million | Other receivables | | Interest-bearing receivables | | Non-interest-bearing liabilities | | Interest-bearing liabilities | |
|---|---|---|---|---|---|---|---|---|
| | 31 December 2024 | 31 December 2023 | 31 December 2024 | 31 December 2023 | 31 December 2024 | 31 December 2023 | 31 December 2024 | 31 December 2023 |
| Other related companies | 0 | 1 | – | – | – | – | – | – |
| Joint ventures and associated companies | 2 | 0 | – | – | 0 | 1 | – | – |
| Joint operations | 1,137 | 1,004 | 2,395 | 1,829 | 233 | 218 | 162 | 100 |
| **Total** | **1,139** | **1,005** | **2,395** | **1,829** | **234** | **219** | **162** | **100** |

## NOTE 34 EVENTS AFTER THE END OF THE FINANCIAL YEAR

**8 January. Tele2 announced changes to the Group Leadership Team**
Tele2 announced that Jenny Garneij, Executive Vice President People and Change, left her position effective from 8 January.

**13 January. Tele2 announced changes to the Group Leadership Team**
Tele2 announced that Kim Hagberg, Executive Vice President, Chief Operations, left her position effective from 13 January.

**5 February. Tele2 appoints Petr Cermak as new EVP Chief Commercial Officer and announced further changes to the leadership team.**
Tele2 announced that Petr Cermak assumes the role of EVP Chief Commercial Officer and joins Tele2's Group Leadership Team starting 10 February 2025. In addition, Charlotte Hansson, EVP Chief Financial Officer and Hendrik de Groot, EVP Chief Commercial Officer, left their positions effective from 5 February.

**11 February. Tele2 recognised by CDP with 'A' score for climate change efforts for third year in a row**
Tele2 announced that global environmental non-profit, CDP, has recognised Tele2 for its leadership in corporate transparency and performance on climate change by placing Tele2 on its annual 'A List' for the third year running. Based on data reported through CDP's 2024 Climate Change questionnaire, Tele2 is one of a limited number of companies that achieved an 'A' out of a ranking of more than 24,000 companies. CDP's annual environmental disclosure and scoring process is widely recognised as the gold standard in corporate environmental transparency.

**28 February. Tele2 announced that the total number of votes in Tele2 has decreased**
Owners of 16,666 class A shares in Tele2 have requested the conversion of these to class B shares in accordance with the reclassification provision set forth in § 5 of the Company's articles of association. As of 28 February 2025, the total number of shares in Tele2 amounts to 696,221,597 of which 9,817,997 are class A shares with ten votes each, 684,303,600 are class B shares with one vote each and 2,100,000 are class C-shares with one vote each. The total number of votes in the Company amounts to 784,583,570.

**4 March. Tele2 number one in Sweden and Climbing in Global Gender Equality Ranking**
Tele2 has once again been ranked as Sweden's top company for gender equality and has also secured a spot among the world's top 40 in Equileap's annual ranking. This marks the third consecutive year that Tele2 has been included in the global list, further strengthening its position this year. Equileap analyses nearly 4,000 publicly listed companies across 27 countries based on 19 criteria, including gender balance within the organisation, gender pay gaps, and policies to prevent harassment.

**31 March. Tele2 appoints two new members to its Group Leadership Team**
As of 1 April, Peter Landgren will be Executive Vice President, Group CFO and Karin Wadström Sjöstedt will be Executive Vice President, Chief People Officer.

# Financial statements – Parent company

## Parent company's income statement

| SEK million | Note | 2024 | 2023 |
|---|---|---|---|
| Revenue | 2 | 60 | 51 |
| **Gross profit** | | 60 | 51 |
| Administrative expenses | | -129 | -105 |
| Other operating income | | 0 | 0 |
| Other operating expenses | | 0 | 0 |
| **Operating loss** | | **-68** | **-54** |
| **Profit/loss from financial investments** | | | |
| Dividend from Group companies | | 3,800 | 4,800 |
| Other interest revenue and similar income | 3 | 310 | 296 |
| Interest expense and similar costs | 4 | -1,293 | -821 |
| **Profit/loss after financial items** | | **2,749** | **4,222** |
| Appropriations, untaxed reserves | | -595 | -305 |
| Appropriations, group contribution | | 3,400 | 1,782 |
| Tax on profit/loss for the year | 5 | -396 | -188 |
| **Net profit/loss** | | **5,158** | **5,510** |

## Parent company's comprehensive income

| SEK million | 2024 | 2023 |
|---|---|---|
| NET PROFIT/LOSS | 5,158 | 5,510 |
| **Components that may be reclassified to net profit** | | |
| Gain/loss arising on changes in fair value of hedging instruments | -77 | -91 |
| Reclassified cumulative loss to income statement | 44 | 39 |
| Tax effect on cash flow hedges | 7 | 11 |
| **Components that may be reclassified to net profit** | **-26** | **-42** |
| **Other comprehensive income for the year, net of tax** | **-26** | **-42** |
| TOTAL COMPREHENSIVE INCOME FOR THE YEAR | 5,132 | 5,469 |

# Parent company's balance sheet

| SEK million | Note | 31 December 2024 | 31 December 2023 |
|---|---|---|---|
| ASSETS | | | |
| Shares in group companies | 6 | 60,894 | 60,894 |
| Receivables from group companies | 8 | 10,266 | 14,467 |
| Deferred tax assets | 5 | 16 | 8 |
| Other financial assets | 7 | 90 | 89 |
| **Non-current assets** | | **71,266** | **75,458** |
| Other receivables from group companies | 8 | 3,511 | 1,872 |
| Other current receivables | 9 | 63 | 86 |
| Prepaid expenses and accrued income | | 7 | 11 |
| **Current receivables** | | **3,582** | **1,969** |
| Restricted Cash | | 74 | 84 |
| **Current investments** | | **74** | **84** |
| Cash and bank | 10 | 0 | 0 |
| **Current assets** | | **3,655** | **2,053** |
| TOTAL ASSETS | | 74,921 | 77,511 |

| SEK million | Note | 31 December 2024 | 31 December 2023 |
|---|---|---|---|
| EQUITY AND LIABILITIES | | | |
| Share capital | | 870 | 870 |
| Restricted reserve | | 4,985 | 4,985 |
| **Restricted equity** | | **5,856** | **5,856** |
| Share premium reserve/Other reserves | | 22,432 | 22,458 |
| Retained earnings | | 6,662 | 5,821 |
| Net profit | | 5,158 | 5,510 |
| **Unrestricted equity** | | **34,252** | **33,789** |
| **Equity** | | **40,107** | **39,645** |
| **Untaxed reserves** | | **1,510** | **915** |
| Liabilities to financial institutions and similar liabilities | 11 | 21,435 | 22,171 |
| Pension and similar commitments | | 117 | 112 |
| Other liabilities to group companies | | 5,000 | 5,000 |
| **Non-current liabilities** | | **26,552** | **27,283** |
| Liabilities to financial institutions and similar liabilities | 11 | 4,813 | 4,148 |
| Provisions | 12 | 22 | — |
| Other liabilities to group companies | | 1,404 | 5,100 |
| Other interest-bearing liabilities | 11 | 144 | 188 |
| **Interest-bearing liabilities** | | **6,384** | **9,435** |
| Trade payables | 11 | 1 | 1 |
| Current tax liabilities | | 153 | 22 |
| Other current liabilities | 11 | 14 | 12 |
| Accrued expenses and deferred income | 13 | 200 | 198 |
| **Non-interest-bearing liabilities** | | **368** | **233** |
| **Current liabilities** | | **6,752** | **9,668** |
| TOTAL EQUITY AND LIABILITIES | | 74,921 | 77,511 |

## Parent company's cash flow statement

| SEK million | 2024 | 2023 |
|---|---|---|
| **Operating activities** | | |
| Operating loss | -68 | -54 |
| Adjustments for items in operating loss | | |
| - Incentive program | 27 | 31 |
| Adjustments | 27 | 31 |
| - Interest paid | -911 | -781 |
| - Finance items paid and received | -3 | 71 |
| - Income tax paid | -264 | -212 |
| Total before changes in working capital | -1,220 | -944 |
| Working capital | | |
| - Operating receivables | 4 | -5 |
| - Operating liabilities | 38 | -6 |
| Changes in working capital | 43 | -11 |
| **Cash flow from operating activities** | **-1,177** | **-955** |
| **Investing activities** | | |
| Other financial assets, lending | 11 | 72 |
| Lending to group companies | 6,779 | 5,954 |
| **Cash flow from investing activities** | **6,789** | **6,026** |
| **Cash flow after investing activities** | **5,612** | **5,071** |
| **Financing activities** | | |
| Proceeds from credit institutions and similar liabilities | 3,500 | 2,201 |
| Repayment of loans from credit institutions and similar liabilities | -4,334 | -2,570 |
| Dividends paid | -4,777 | -4,703 |
| **Cash flow from financing activities** | **-5,612** | **-5,072** |
| **Net change in cash and cash equivalents** | **0** | **0** |
| Cash and cash equivalents at beginning of year | 0 | 0 |
| **Cash and cash equivalents at end of the year** | **0** | **0** |

## Change in parent company's equity

| SEK million | Restricted equity | | Unrestricted equity | | | Total equity |
|---|---|---|---|---|---|---|
| | Share capital | Restricted reserve | Hedge reserve | Share premium reserve | Retained earnings | |
| **Equity at 1 January 2024** | 870 | 4,985 | 65 | 22,393 | 11,332 | 39,645 |
| Net profit | — | — | — | — | 5,158 | 5,158 |
| Other comprehensive income for the year, net of tax | — | — | -26 | — | — | -26 |
| **Total comprehensive income for the year** | — | — | **-26** | **—** | **5,158** | **5,132** |
| **Other changes in equity** | | | | | | |
| Share-based payments | — | — | — | — | 106 | 106 |
| Share-based payments, tax effect | — | — | — | — | 2 | 2 |
| Dividends | — | — | — | — | -4,777 | -4,777 |
| **Equity at 31 December 2024** | 870 | 4,985 | 39 | 22,393 | 11,820 | 40,107 |
| **Equity at 1 January 2023** | 869 | 4,985 | 107 | 22,393 | 10,427 | 38,781 |
| Net profit | — | — | — | — | 5,510 | 5,510 |
| Other comprehensive income for the year, net of tax | — | — | -42 | — | — | -42 |
| **Total comprehensive income for the year** | — | — | **-42** | **—** | **5,510** | **5,469** |
| **Other changes in equity** | | | | | | |
| Share-based payments | — | — | — | — | 97 | 97 |
| Share-based payments, tax effect | — | — | — | — | 1 | 1 |
| Proceeds from issuances of shares | 2 | — | — | — | — | 2 |
| Repurchased shares | — | — | — | — | -2 | -2 |
| Dividends | — | — | — | — | -4,702 | -4,702 |
| **Equity at 31 December 2023** | 870 | 4,985 | 65 | 22,393 | 11,332 | 39,645 |

# Notes

## NOTE 1 ACCOUNTING PRINCIPLES AND OTHER INFORMATION

The parent company's financial statements have been prepared according to the Swedish Annual Accounts Act and RFR 2 Reporting for legal entities and other statements issued by the Swedish Corporate Reporting Board.

The parent company follows the same accounting policies as the Group (see Group Note 1) with the following exceptions.

### Subsidiaries

Shares in subsidiaries are recognised at cost, including expenses directly related to the acquisition, less any impairment.

### Classification and measurement of financial instruments

IFRS 9 Financial Instruments is adopted, except regarding financial guarantees where the exception allowed in RFR 2 is chosen. Financial guarantees are included in contingent liabilities.

Internal loans are managed by the Group's Treasury function and all internal credit facilities are reviewed on regular basis. Internal loans are managed to collect contractual cash flows and is therefore designated as amortised cost. Impairment losses are calculated based on expected credit losses.

### Group contibution and shareholders' contribution

Group contributions are reported as appropriations in the income statement. Shareholders' contribution is reported in equity in the receiving company and is activated as shares in group companies in the parent company, unless a write-down is required.

### Pensions

The parent company applies defined contribution plans in line with the group's accounting policy, but they are secured with endowment insurances accounted for under financial assets. This means that the pension premium payments are accounted for both as a finacial asset and as a provision under Pension and similar commitments. The premiums are not tax deductible until they are paid out as pensions.

### Taxes

Untaxed reserves are reported without split on equity and deferred tax in the balance sheet of the parent company, unlike how it is reported in the group. Correspondingly, in the income statement, no allocation of appropriations to deferred tax expense is made.

### Other information

The annual report has been approved by the Board of Directors on April 1, 2025. The balance sheet and income statement are subject to adoption by the Annual General Meeting on May 13, 2025.

## NOTE 2 REVENUE

Revenue relates to sales to other companies within the Group.

## NOTE 3 OTHER INTEREST REVENUE AND SIMILAR INCOME

| SEK million | 2024 | 2023 |
|---|---|---|
| Interest, Group | 304 | 289 |
| Interest, Other | 5 | 8 |
| **Total other interest revenue and similar income** | **310** | **296** |

All interest income is for financial assets reported at amortised cost.

## NOTE 4 INTEREST EXPENSE AND SIMILAR COSTS

| SEK million | 2024 | 2023 |
|---|---|---|
| Interest, financial institutions and similar liabilities | -940 | -790 |
| Interest, Group | -226 | -111 |
| Exchange rate difference on financial liabilities | -120 | 12 |
| Other financial items | -6 | 68 |
| **Total interest expenses and similar costs** | **-1,293** | **-821** |

All interest costs is for financial liabilities reported at amortised cost, except for interest costs related to derivatives amounting to SEK -44 (-39) million.

## NOTE 5 TAXES

| SEK million | 2024 | 2023 |
|---|---|---|
| Current tax expense, on profit/loss current year | -393 | -188 |
| Current tax expense, on profit/loss prior periods | -2 | 0 |
| **Current tax expense** | **-395** | **-189** |
| Deferred tax expense/income | -1 | 1 |
| **Total tax on profit/loss for the year** | **-396** | **-188** |

The difference between recorded tax and the tax based on prevailing tax rate consists of the below listed components.

Note 5 cont.

| SEK million | 2024 | | 2023 | |
|---|---|---|---|---|
| Profit/loss before tax | 5,554 | | 5,699 | |
| Tax effect according to tax rate in Sweden | -1,144 | -20.6% | -1,174 | -20.6% |
| **Tax effect of** | | | | |
| Non-taxable dividend from group company | 783 | 14.1% | 989 | 17.4% |
| Not recorded income other | -5 | -0.1% | -2 | 0.0% |
| Pillar 2 top up tax | -27 | -0.5% | — | |
| Adjustment of tax assets from previous years | -2 | 0.0% | 0 | 0.0% |
| **Tax expense and effective tax rate** | **-396** | **-7.1%** | **-188** | **-3.3%** |

Pillar 2 top up tax is related to Lithuania, for more information please refer to the Group's Note 10. Deferred tax asset of SEK 16 (8) million is attributable to temporary differences for liabilities of SEK -7 (-15) million and pensions of SEK 23 (23) million.

## NOTE 6 SHARES IN GROUP COMPANIES

| Company, reg. No., reg'd office | Number of shares | Total par value | Holding (capital/votes) | 31 December 2024 mSEK | 31 December 2023 mSEK |
|---|---|---|---|---|---|
| Tele2 Sverige AB, 556267-5164, Stockholm, Sweden | 1,500,000 | SEK 100 | 100% | 59,694 | 59,694 |
| Tele2 Treasury AB, 556606-7764, Stockholm, Sweden | 1,000 | SEK 100 | 100% | 1,200 | 1,200 |
| **Total shares in group companies** | | | | **60,894** | **60,894** |

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| **Acquisition value** | | |
| Acquisition value at January 1 | 60,894 | 60,894 |
| **Total shares in group companies** | **60,894** | **60,894** |

A list of all subsidiaries, excluding dormant companies, is presented in Note 18.

## NOTE 7 OTHER FINANCIAL ASSETS

Other financial assets consist of pension funds.

## NOTE 8 RECEIVABLES FROM GROUP COMPANIES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Acquisition value at January 1 | 16,340 | 14,659 |
| Lending | 10,700 | 8,783 |
| Repayments | -9,216 | -7,354 |
| Other changes in cash pool | -4,047 | 252 |
| **Total receivables from group companies** | **13,777** | **16,340** |

## NOTE 9 OTHER CURRENT RECEIVABLES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Derivatives | 60 | 82 |
| Other | 3 | 4 |
| **Total other current receivables** | **63** | **86** |

Derivatives consists of fair value interest swaps, valued at fair value. For fair value hedges, the effective and ineffective portions of the change in fair value of the derivative, along with the gain or loss on the hedged item attributable to the risk being hedged, are recognised in the income statement in the same line. For additional information please refer to Group's Note 2.

## NOTE 10 CASH AND BANK AND UNUTILISED OVERDRAFT FACILITIES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Cash and bank | 0 | 0 |
| Unutilised overdraft facilities and credit lines | 9,649 | 7,767 |
| **Total available liquidity** | **9,649** | **7,767** |

## NOTE 11 FINANCIAL LIABILITIES

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Liabilities to financial institutions and similar liabilities | 26,248 | 26,319 |
| Other interest-bearing liabilities | 144 | 188 |
| **Total interest-bearing financial liabilities** | **26,392** | **26,506** |
| Trade payables | 1 | 1 |
| Other current liabilities | 14 | 12 |
| **Total financial liabilities** | **26,408** | **26,520** |

The parent company's financial liabilities consist mainly of liabilities to financial institutions and similar liabilities. Specification of them, including maturity, is presented in the Group's Note 24. Receivables from financial institutions in the form of cash pledged as collateral to reduce credit risk amounted on December 31, 2024 to SEK 74 (84) million, please refer to the Group's Note 2.

## NOTE 12 PROVISIONS

Provisions consists of reserves for remuneration during notice to personell and amounted at 31 December 2024 to SEK 22 (0) million.

## NOTE 13 ACCRUED EXPENSES AND DEFERRED INCOME

| SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Interest costs | 140 | 148 |
| Personnel related expenses | 55 | 46 |
| External services expenses | 4 | 3 |
| **Total accrued expenses and deferred income** | **200** | **198** |

## NOTE 14 CONTINGENT LIABILITIES AND OTHER COMMITMENTS

At December 31, 2024, the parent company's provided guarantees for the benefit of group companies amounted to SEK 2,673 (3,063) million.

## NOTE 15 NUMBER OF EMPLOYEES

The average number of employees in the parent company is 9 (9), of whom 3 (3) are women and 6 (6) men.

## NOTE 16 PERSONNEL COSTS

| SEK million | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|
| | Salaries and remunerations | Social security expenses | *of which pension expenses* | Salaries and remunerations | Social security expenses | *of which pension expenses* |
| Board and President | 45 | 23 | *5* | 40 | 13 | *3* |
| Other employees | 72 | 31 | *6* | 65 | 26 | *5* |
| **Total** | **118** | **55** | *11* | **105** | **39** | *8* |

Personnel expenses directly recharged to Tele2 Sweden for some employees of the parent company working are netted with the cost in the income statement. The parent company's pension expenses relate to defined-contribution plans. Salary and remuneration for the CEO are presented in Group's Note 30 Number of employees and personnel costs.

## NOTE 17 FEES TO THE APPOINTED AUDITOR

Audit fees to the appointed auditor are SEK 2 (2) million. All other fees amount to SEK 1 (0) million.

## NOTE 18 LEGAL STRUCTURE

The table below lists all the subsidiaries, associated companies, joint ventures and other holdings that are not dormant companies.

| Company, reg. No., reg'd office | Note Group | Holding (capital/votes) |
|---|---|---|
| **TELE2 SVERIGE AB, 556267-5164, Stockholm, Sweden** | | 100% |
| **SNPAC Swedish Nr Portability Adm.Centre AB, 556595-2925, Stockholm, Sweden** | 15 | 40% |
| **Triangelbolaget D4 AB, 556007-9799, Stockholm, Sweden** | 15 | 25% |
| **AVY AB, 559163-3259, Stockholm, Sweden** | 16 | 3% |
| **Svenska UMTS-nät Holding AB, 556606-7988, Stockholm, Sweden** | | 100% |
| Svenska UMTS-nät AB, 556606-7996, Stockholm, Sweden | 33 | 50% |
| **Interloop AB, 556450-2606, Stockholm, Sweden** | | 100% |
| Net4Mobility HB, 969739-0293, Stockholm, Sweden | 33 | 50% |
| N4M Service AB, 556759-0392, Stockholm, Sweden | 33 | 50% |
| **iTUX Communication AB, 556699-4843, Stockholm, Sweden** | | 100% |
| **Tele2 IoT Latvia SIA, 40003681691, Riga, Latvia** | | 100% |
| **Tele2 IoT Netherlands, 72180137, Amsterdam, Netherlands** | | 100% |
| **UAB Tele2, 111471645, Vilnius, Lithuania** | | 100% |
| UAB Tele2 prekyba, 302473332, Vilnius, Lithuania | | 100% |
| Viesoji istaiga Numerio perkelimas, 303386211, Vilnius, Lithuania | 15 | 25% |
| **SIA Tele2, 40003272854, Riga, Latvia** | | 100% |
| SIA Baltic Shared Services Center, 40203242091, Riga, Latvia | | 100% |
| **Tele2 Eesti AS, 10069046, Tallinn, Estonia** | | 100% |
| Estonian Broadband Development Foundation, Estonia | 16 | 12.50% |
| **Tele2 Europe SA, R.C.B56944, Luxembourg** | | 100% |
| Tele2 Finance Luxembourg SARL, RCB112873, Luxembourg | | 100% |
| **TELE2 TREASURY AB, 556606-7764, Stockholm, Sweden** | | 100% |

# Proposed appropriation of profit

**The Annual General Meeting has the following funds at its disposal (SEK)**

| | |
|---|---|
| Profit brought forward and non-restricted reserves | 29,093,604,490 |
| Net profit for the year | 5,158,119,393 |
| **Total** | **34,251,723,883** |

**The Board of Directors proposes the following appropriation of profit (SEK)**

| | |
|---|---|
| Dividend to shareholders of SEK 6.35 per A and B share | 4,396,675,401 |
| Balance to be carried forward | 29,855,048,482 |
| **Total** | **34,251,723,883** |

The proposed dividend at the disposal of the Annual General Meeting 2025 of SEK 4,397 million, or SEK 6.35 per A and B share, represents 114 percent of the Group's net profit for 2024. The dividend will be paid in two tranches of SEK 3.20 and SEK 3,15. The proposed record dates are 15 May 2025 for the first tranche of the dividend and 10 October 2025 for the second tranche of the dividend. If the Annual General Meeting accepts the Board's proposal, the first tranche is expected to be paid on 20 May 2025 and the second tranche is expected to be paid on 15 October 2025.

The members of the Board are of the opinion that the proposed dividend is justifiable considering the demands on the Group's equity imposed by the type, scope, and risks of the business and with regard to the Group's consolidation requirements, liquidity and overall position. For information regarding the dividend policy refer to Note 2.

The Board of Directors and President affirm that the consolidated accounts have been prepared in accordance with IFRS Accounting Standards, as adopted by the EU, and provide a true and fair view of the Group's profit and financial position. The Annual Report has been prepared in accordance with the generally accepted accounting policies and provides a true and fair view of the Parent Company's profit and financial position. The statutory Board of Directors' Report for the Group and the Parent Company provides a true and fair overview of the development of the Group's and Parent Company's operations, profit and financial position and describes significant risks and uncertainty factors faced by the Parent Company and the companies included in the Group.

Stockholm 1 April 2025

Thomas Reynaud
*Chairman*

Stina Bergfors

Aude Durand

Nicholas Högberg

Sam Kini

Eva Lindqvist

Lars-Åke Norling

Jean Marc Harion
*President and CEO*

Our auditors' report was submitted on April 1, 2025
KPMG AB

Tomas Gerhardsson
*Authorized Public Accountant*

# Auditor's report

**To the general meeting of the shareholders of Tele2 AB (publ) corporate identity number 556410-8917**

## Report on the annual accounts and consolidated accounts

**Opinions**

We have audited the annual accounts and consolidated accounts of Tele2 AB (publ) for the year 2024, except for the corporate governance statement on pages 35-46 and the sustainability statement on pages 47-138. The annual accounts and consolidated accounts of the company are included on pages 17-138 and 143-197 in this document.

In our opinion, the annual accounts have been prared in accordance with the Annual Accounts Act, and present fairly, in all material respects, the financial position of the parent company as of 31 December 2024 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2024 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement on pages 35-46 and sustainability statement on pages 47-138. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

**Basis for Opinions**

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

**Other Matter**

The audit of the annual accounts for year 2023 was performed by another auditor who submitted an auditor´s report dated 28 March 2024, with unmodified opinions in the Report on the annual accounts and consolidated accounts.

**Key Audit Matters**

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Revenue recognition

See disclosure 3 and accounting principles on pages 149-150 in the annual account and consolidated accounts for detailed information and description of the matter.

*Description of key audit matter*

Total net sales in the consolidated accounts totaled SEK 29,583 million for 2024, consisting of end-user service revenue, operator revenue and equipment sales to a large number of customers.

Revenue is characterized by high volume and small transactions but also elements of bundled offers and is dependent on well-functioning billing procedures and IT systems. As a result of the large transaction volumes, revenue recognition carries a risk of errors occurring that result in revenue being recognized in an incorrect period or that not all transactions exist or are complete, and the area has therefore been assessed as a key audit matter in our audit.

*Response in the audit*

In our audit, we have assessed the risks in the different revenue processes. We have evaluated the design and implementation of internal controls for these processes and tested the effectiveness of the controls for relevant controls. Furthermore, we have ensured the accuracy of the revenue recognition through analytical procedures and sample testing.

We have also evaluated and tested the effectiveness of the IT systems and IT controls relevant to the financial reporting. In our audit, we have, among other things, evaluated processes and tested controls with regards to authorization management and IT operations. We have also examined the organization, division of responsibilities and governance in the IT area, the company's follow-up and management of incidents and, where applicable, compensating controls.

We have also assessed the disclosures relating to revenue recognition included in the annual accounts and the consolidated accounts.

Valuation of goodwill and parent company shares in subsidiaries
See disclosure 11 and accounting principles on page 152 in the annual account and consolidated accounts for detailed information and description of the matter.

*Description of key audit matter*
The carrying value of goodwill in the consolidated accounts at December 31, 2024 amounted to SEK 29,988 million. The carrying value has been subject to impairment tests, which are complex in nature and are based on significant elements of judgment. Impairment tests have been prepared for all cash generating units, or group of units, that have goodwill associated to them, which for the group consists of four units.

The impairment tests require that the group make projections about both internal and external conditions and plans for the operations. Examples of such judgments include future cash flows, which in turn require assumptions to be made of future development and market conditions.

Another important assumption is which discount rate to be used in order to reflect the time value of money as well as the specific risks the operations face.

In the parent company, the carrying value of shares in subsidiaries at December 31, 2024 amounted to SEK 60,894 million. The same type of testing of the carrying value is also performed, using the same technique and judgments, as described above.

*Response in the audit*
We have assessed whether the impairment tests have been prepared in accordance with the prescribed method.

Moreover, we have considered the reasonableness of the predicted future cash flows as well as the discount rates used through evaluation of the group's written documentation and forecasts. Our work has also included an assessment of the accuracy to previous years' cash flow forecasts in comparison to actual outcome.

An important part of our work has also been to examine the group's own sensitivity analysis to evaluate how reasonable changes in the assumptions may impact the valuation. We have involved our valuation specialists in the audit, in particular related to the assumptions made regarding external markets.

We have also assessed the disclosures relating to the impairment tests included in the annual accounts and the consolidated accounts.

**Other information than the annual accounts and consolidated accounts**
This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-16, 139-142 and 206-210. The Board of Directors and the Chief Executive Officer are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Responsibilities of the Board of Directors and the Chief Executive Officer**
The Board of Directors and the Chief Executive Officer are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Chief Executive Officer are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts The Board of Directors and the Chief Executive Officer are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Chief Executive Officer intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

**Auditor's responsibility**
Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise

from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Chief Executive Officer.
- Conclude on the appropriateness of the Board of Directors' and the Chief Executive Officer's, use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the consolidated accounts. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, measures that have been taken to eliminate the threats or related safeguards.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

## Report on other legal and regulatory requirements

### Auditor's audit of the administration and the proposed appropriations of profit or loss

**Opinions**

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Chief Executive Officer of Tele2 AB (publ) for the year 2024 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Chief Executive Officer be discharged from liability for the financial yearr.

**Basis for Opinions**

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

**Responsibilities of the Board of Directors and the Chief Executive Officer**

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner.

The Chief Executive Officer shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

### Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Chief Executive Officer in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional scepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

## The auditor's examination of the Esef report

### Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Chief Executive Officer have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Tele2 AB (publ) for year 2024.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

### Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Tele2 AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of the Board of Directors and thethe Chief Executive Officer

The Board of Directors and the Chief Executive Officer are responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Chief Executive Officer determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

### Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Chief Executive Officer, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of the assumptions made by the Board of Directors and the Chief Executive Officer.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

### The auditor's examination of the corporate governance statement

The Board of Directors is responsible for that the corporate governance statement on pages 35-46 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR´s standard RevR 16 The auditor´s examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act.

### The auditor's opinion regarding the statutory sustainability report

The Board of Directors is responsible for the sustainability report on pages 46-137, and that it is prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

Our examination has been conducted in accordance with FAR´s standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

A statutory sustainability report has been prepared.

KPMG AB, P.O. Box 382, SE-101 27, Stockholm, was appointed auditor of Tele2 AB (publ) by the general meeting of the shareholders on the 15 May 2024. KPMG AB or auditors operating at KPMG AB have been the company's auditor since 2024.

Stockholm 1 April 2025
KPMG AB

Tomas Gerhardsson
*Authorized Public Accountant*

# Auditor's limited assurance report of Tele2 AB's (publ) sustainability statement prepared in accordance with the European Sustainability Standards (ESRS)

To the Board of Directors of Tele2 AB (publ), corporate identity number 556410-8917.

## Conclusion

We have been appointed by the Board of Directors of Tele2 AB (publ) to conduct a limited assurance engagement of the sustainability statement for Tele2 AB (publ) (the "company") for the financial year 2024. The sustainability statement is included on page 47-138 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of ESRS,
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities' on page 68 of the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

## Basis for conclusion

We have conducted the assurance engagement in accordance with FAR's recommendation RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

## Other matters

The comparative information included in the sustainability statement of the company was not subject to an assurance engagement on sustainability information in accordance with RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. The assurance engagement on the sustainability information for year 2023 was also performed by another auditor who submitted a limited assurance report in accordance with ISAE 3000 (revised) Assurance engagements other than audits or reviews of historical financial information dated 28 March 2024, with unmodified conclusion. Our conclusion is not modified in respect of these matters.

## Other information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 1-46, 139-198 and 206-210. The Board of Directors and the Chief Executive Officer are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Board of Directors and the Chief Executive Officer

The Board of Directors and the Chief Executive Officer are responsible for the preparation of sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal control as they determine is necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

## Auditor's responsibility

Our responsibility is to express a conclusion with limited assurance on whether the sustainability report has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures performed are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Tele2 AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The engagement involves performing procedures to obtain evidence to support the sustainability information. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Chief Executive Officer prepare the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

In conducting our limited assurance engagement, with respect to the process set out in the section IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities (the Process) on page 68, we:

- Obtained an understanding of the Process by:
  – performing inquiries to understand the sources of the information used by management; and
  – reviewing the Company's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our review procedures about the Process implemented by the company was consistent with the description of the Process set out in the section 'IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities' on page 68 in the sustainability statement.

In conducting our limited assurance engagement, with respect to the sustainability statement, we have performed, but were not limited to, the following:

- Obtained an understanding of the company's reporting processes relevant to the preparation of its sustainability statement including the consolidation processes by obtaining an understanding of the company's control environment, processes and information systems relevant to the preparation of the sustainability statement;
- Evaluated whether material information identified by the Process is included in the sustainability statement;
- Evaluated whether the structure and the presentation of the sustainability statement are in accordance with ESRS;
- Performed inquiries of relevant personnel and analytical procedures on selected information in the sustainability statement;
- Performed substantive assurance procedures on a selected sample of information in the sustainability statement;
- Evaluated selected methods, assumptions and data for developing material estimates and forward-looking information and how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy aligned economic activities and the corresponding disclosures in the sustainability statement; and
- Where applicable, compared disclosures in the sustainability statement with the corresponding disclosures in the financial statements.

### Inherent limitations in preparing the sustainability statement

In reporting forward-looking information in accordance with ESRS, the Board of Directors and the Chief Executive Officer of Tele2 AB (publ) are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by Tele2 AB (publ). Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Stockholm 1 April 2025
KPMG AB

Tomas Gerhardsson
*Authorized Public Accountant*

# Definitions

## Non-IFRS measures

This report contains certain financial measures that are not defined by IFRS but are used by Tele2 to assess the financial performance of the business. These measures are included in the report as they are considered important supplementary measures of operating performance and liquidity. They should not be considered a substitute to Tele2's financial statements prepared in accordance with IFRS. Tele2's definitions of these measures are described below, but other companies may calculate non-IFRS measures differently and these measures are therefore not always comparable to similar measures used by other companies.

### EBITDA

Tele2 considers EBITDA to be relevant measure to present profitability aligned with industry standard.

*EBITDA:* Operating profit/loss before depreciation/amortisation, impairment as well as results from shares in associated companies and joint ventures.

### Underlying EBITDA

Tele2 considers underlying EBITDA to be relevant measures to present in order to illustrate the profitability of the underlying business, and as these are used by management to assess the performance of the business.

*Underlying EBITDA:* EBITDA excluding items affecting comparability.

*Items affecting comparability:* Disposals of non-current assets and transactions from strategic decisions, such as capital gains and losses from sales of operations, acquisition costs, integration costs due to acquisition or merger, restructuring programs from reorganisations as well as other items that affect comparability.

### Underlying EBITDAaL and underlying EBITDAaL margin

Tele2 considers underlying EBITDAaL and the related margin to be relevant measure of the business performance since underlying EBITDAaL includes the cost of leased assets (depreciation and interest), which is not included in underlying EBITDA according to IFRS 16.

*Underlying EBITDAaL:* Underlying EBITDA as well as lease depreciation and lease interest costs according to IFRS 16.

*Underlying EBITDAaL margin:* Underlying EBITDAaL in relation to revenue excluding items affecting comparability.

| **Continuing operations<br>SEK million** | **2024** | **2023** |
|---|---|---|
| Operating profit | 5,817 | 5,466 |
| *Reversal:* | | |
| Result from shares in associated companies and joint ventures | -5 | 0 |
| Depreciation and amortisation | 5,944 | 6,150 |
| **EBITDA** | **11,756** | **11,616** |
| *Reversal, items affecting comparability:* | | |
| Restructuring costs | 323 | 146 |
| Disposal of non-current assets | 22 | 36 |
| Other items affecting comparability | 48 | 86 |
| **Total items affecting comparability** | **394** | **268** |
| **Underlying EBITDA** | **12,149** | **11,885** |
| Lease depreciation | -1,386 | -1,299 |
| Lease interest costs | -151 | -176 |
| **Underlying EBITDAaL** | **10,612** | **10,409** |
| Revenue | 29,583 | 29,099 |
| **Revenue excluding items affecting comparability** | **29,583** | **29,099** |
| **Underlying EBITDAaL margin** | **36%** | **36%** |

## Capex paid and capex

Tele2 considers capex paid relevant to present as it provides an indication of how much the company invests organically in intangible and tangible assets to maintain and expand its business. Tele2 believes that it is relevant to present capex to provide a view on how much Tele2 invests organically in intangible and tangible assets as well as in right-of-use assets (lease) to maintain and grow its business which is not dependent on the timing of cash payments.

*Capex paid:* Cash paid for the additions to intangible and tangible assets net of cash proceeds from sales of intangible and tangible assets.

*Capex:* Additions to intangible assets, tangible assets and right-of-use assets (lease) that are capitalized on the balance sheet.

| SEK million | 2024 | 2023 |
|---|---|---|
| CONTINUING OPERATIONS | | |
| Additions to intangible and tangible assets | -3,975 | -4,059 |
| Sale of intangible and tangible assets | 3 | 7 |
| **Capex paid** | **-3,972** | **-4,053** |
| This period's unpaid capex and reversal of paid capex from previous period | -98 | -609 |
| Reversal received payment of sold intangible and tangible assets | -3 | -7 |
| **Capex intangible and tangible assets** | **-4,073** | **-4,669** |
| Reversal spectrum | — | 728 |
| **Capex excluding spectrum & leases** | **-4,073** | **-3,941** |
| Spectrum | — | -728 |
| Additions to right-of-use assets | -1,370 | -420 |
| **Capex** | **-5,442** | **-5,089** |

No capex has been reported related to discontinued operations.

## Operating cash flow

Tele2 considers operating cash flow a relevant measure to present as it gives an indication of the profitability of the underlying business while also taking into account the investments needed to maintain and grow the business.

*Operating cash flow:* Underlying EBITDAaL less capex excluding spectrum and leases.

| Continuing operations<br>SEK million | 2024 | 2023 |
|---|---|---|
| Underlying EBITDAaL | 10,612 | 10,409 |
| Capex excluding spectrum and leases | -4,073 | -3,941 |
| **Operating cash flow** | **6,540** | **6,468** |

## Equity free cash flow

Tele2 considers equity free cash flow to be relevant to present as it provides a view of funds generated from operating activities that also includes investments in intangible and tangible assets. Management believes that equity free cash flow is meaningful to investors because it is the measure of the Group's funds available for acquisition related payments, dividends to shareholders, share repurchases and debt repayment.

*Equity free cash flow:* Cash flow from operating activities less capex paid and amortisation of lease liabilities.

| SEK million | 2024 | 2023 |
|---|---|---|
| CONTINUING OPERATIONS | | |
| Cash flow from operating activities | 9,778 | 10,013 |
| Capex paid | -3,972 | -4,053 |
| Amortisation of lease liabilities | -1,430 | -1,240 |
| **Equity free cash flow (eFCF)** | **4,378** | **4,720** |
| eFCF per share (SEK) | 6.32 | 6.83 |
| eFCF per share after dilution (SEK) | 6.28 | 6.79 |
| OUTSTANDING SHARES | | |
| Number of outstanding shares, weighted average | 692,171,210 | 691,399,936 |
| Number of shares after dilution, weighted average | 696,552,645 | 695,634,439 |

No equity free cash flow has been reported related to discontinued operations.

### Net debt and economic net debt

Tele2 believes that net debt is relevant to present as it is useful to illustrate the indebtedness, financial flexibility, and capital structure. Furthermore, economic net debt is considered relevant as it excludes lease liabilities, and thereby consistently can be put in relation to underlying EBITDAaL when measuring financial leverage.

*Net debt:* Interest-bearing non-current and current liabilities excluding provisions, less cash and cash equivalents, current investments, restricted cash and derivatives.

*Economic net debt:* Net debt excluding lease liabilities.

| Total operations<br>SEK million | 31 December 2024 | 31 December 2023 |
|---|---|---|
| Interest-bearing non-current liabilities | 25,380 | 26,488 |
| Interest-bearing current liabilities | 6,519 | 6,379 |
| Reversal provisions | -1,054 | -1,091 |
| Cash & cash equivalents, current investments and restricted funds | -392 | -1,720 |
| Derivatives | -119 | -89 |
| **Net debt** | **30,333** | **29,968** |
| *Reversal:* | | |
| Lease liabilities | -4,121 | -4,320 |
| **Economic net debt** | **26,213** | **25,648** |

### Organic

Tele2 believes that organic growth rates are relevant to present as they exclude effects from currency movements but include effects from divestments and acquisitions as if these occurred on the first day of each reporting period and are therefore providing an indication of the underlying performance.

*Organic growth rates:* Calculated at constant currency, meaning that comparative figures have been recalculated using the currency rates for the current period, but including effects from divestments and acquisitions as if these occurred on the first day of each reporting period.

Reconciliation of figures are presented in the Excel document Q4-2024-financial-and-operational-data on Tele2's website.

### Return on capital employed (ROCE)

Annualised 12 month rolling EBIT and financial revenue in relation to capital employed, defined as net of average total assets, non-interest bearing liabilities and provision for asset dismantling.

| Total operations<br>SEK million | 2024 | 2023 |
|---|---|---|
| Operating profit | 5,817 | 5,466 |
| Operating profit, discontinued operations | 36 | 4 |
| Financial income | 115 | 98 |
| **Annualised return** | **5,968** | **5,567** |
| ***in relation to*** | | |
| Total assets | 64,442 | 66,059 |
| Non-interestbearing liabilities | -10,439 | -10,326 |
| Non-interestbearing liabilities, discontinued operation | -4 | -4 |
| Provision for asset dismantling | -641 | -618 |
| **Capital employed, closing balance** | **53,358** | **55,111** |
| Capital employed, average | 54,235 | 56,123[1] |
| **ROCE, %** | **11%** | **10%** |

[1] Capital employed, closing balance as of 31 December 2022 was SEK 57,134 million.

# Other financial metrics

Certain other financial metrics that are presented in this report are defined below. It is the view of Tele2 that these metrics provide valuable additional information to investors and other readers of this report.

**ASPU**
Average monthly spending per user for the referenced period. ASPU is calculated by dividing the monthly end-user service revenue by the average number of RGUs for the same period. The average number of RGUs is calculated as the number of RGUs on the first day in the period plus the number of RGUs on the last day of the respective period, divided by two.

**Average interest rate**
Annualised interest expense on loans (excluding penalty interest etc.) in relation to average interest-bearing liabilities excluding provisions, lease liabilities, debt related to equipment financing, balanced bank fees as well as adjusted for borrowings and amortisations during the period.

**Earnings per share**
Profit/loss for the period attributable to the parent company shareholders in relation to the weighted average number of shares outstanding during the financial year.

**Economic net debt / Underlying EBITDAaL (leverage)**
Economic net debt divided by underlying EBITDAaL (rolling twelve months) for all operations owned and controlled by Tele2 at the end of each reporting period.

**End-user service revenue**
Revenue from end-users excluding equipment revenue. End-user service revenue is presented to provide a view of revenue attached to the customers usage of services provided by the company.

**Equity free cash flow per share**
Equity free cash flow for the period in relation to the weighted average number of shares outstanding during the financial year.

**Operating profit/loss (EBIT)**
Revenue less operating expenses.

**RGU**
Revenue generating units, which refer to each service subscribed to by a unique customer. A unique customer who has several services is counted as several RGUs but one unique customer.

**TSR**
Total shareholder return including change in the share price and reinvested dividends.

# Contacts

**Tele2 AB**
Company registration nr:
556410-8917
P.O. Box 62
SE–164 94 Kista, Stockholms län
Sweden
Telephone: + 46 (0) 8 5620 0060
www.tele2.com

**Stefan Billing**
Head of Investor Relations
Telephone: +46 (0) 701 66 33 10

**Erik Wottrich**
Head of Sustainability
Telephone: +46 (0) 704 26 43 84

**Visit our website:** www.tele2.com


TELE2