

# Allente Group AB

## Sustainability report

for the financial year 1 January 2023 - 31 December 2023

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## Sustainability

### *- An important daily pillar*

Sustainability is an important pillar at Allente. Our vision, to be the leading Nordic TV provider, is even more possible with a sustainability core that helps define who we are, what we do and how we do our work. Fundamentally, our everyday practices are aligned with our corporate values – We Care, We Dare, We Share – making the impact we have within our business, environment and society a conscientious one.

For us at Allente, we are committed to a sustainable way of working. We believe our work embodied in this report is a proven testament to this. The scope within pertains to 2023 (and comparable figures for 2022). However, in the years ahead as we continue on our journey, we will perpetually make strides in building and fulfilling our sustainability ambitions.

### **Allente in the Nordics**

Allente is a Nordic TV distributor that offers high-quality TV, streaming and broadband solutions via both satellite and broadband to approximately 1 million customers in Norway, Sweden, Denmark and Finland. Allente's business model is to purchase and distribute content in attractive packages and for competitive prices. In addition, Allente also sells hardware to consumers.

Our story began in May 2020. However, today we are a leading Nordic TV provider, with a strong TV and entertainment heritage, being that we were established from a merger between Canal Digital and Viasat Consumer. Allente is a vital industry player with an important role in society. We consistently educate and provide news, documentaries and additional central communication to Nordic inhabitants on a 24/7 basis. Our headquarters are in both Stockholm and Oslo. The company is owned 50/50 by Telenor Group and Viaplay Group. In 2023, we had a revenue of SEK 6.6 billion and approximately 250 employees.

This group-wide sustainability report is prepared by the parent company of the Allente Group, Allente Group AB (559225-9666).

## Our sustainability strategy

Allente is committed to all 17 Sustainable Development Goals (SDGs) laid out by the United Nations. As a company, we are dedicated to sustainability and approach this field in a long-term manner. As we grow, so will our ambitions and our responsible practices.

During 2023, Allente has based on a double materiality assessment identified sustainability topics (impact areas) we need to act and report on, either because Allente's actions within these areas can influence the surrounding world or because it may influence Allente's financial value. Based on the assessment, Allente has categorized the identified sustainability topics as either "Priority Topics" or as "Other Material Topics". Priority Topics are considered topics with significant associated risks and Other Material Topics are topics where associated risks are considered limited. When assessing the significance of associated risks, we have considered the severity of negative impacts based upon factors including the scale, scope and permeance of actual impacts and the likelihood of potential impacts. The topics are outlined below under the three main categories: Sustainable Business, Environment and Society.

### Sustainable Business

*Creating business value in a fair and ethically responsible manner.*

Topic	Impact Type	Associated SDG	Associated risk and/or impact
Diversity, Equality and Inclusion	Priority Topic	5. Gender Equality 10. Reduced inequalities	The group fails to attract a diverse set of employees, thereby contributing to inequality in society at large and generating a worse long-term performance for Allente.
Working conditions	Priority Topic	8. Decent work and Economic Growth	By not providing an adequate working environment, the group's employees have a lower wellbeing which also negatively affects Allente as a company.
Anti-corruption	Other Material Topic	16. Peace, Justice and Strong institutions	Through being complicit in corruption, the employees contribute to corruption in society and create reputational, financial and litigation risk for Allente.
Human rights	Other Material Topic	8. Decent work and Economic Growth	Through being complicit in human rights abuses, the employees contribute to human rights violations in society and create reputational, financial and litigation risk for Allente.

### Sustainable Environment

*Making decisions which take the environment into consideration.*

Topic	Impact Type	Associated SDG	Associated risk and/or impact
Climate change	Priority Topic	13. Climate Action	The group's operations and value chain generate carbon dioxide emissions, contributing to climate change.
Circular economy	Priority Topic	12. Responsible Consumption and Production 13. Climate Action	The group's operations and value chain generate waste of natural resources contributes to a consumption without consideration of planetary boundaries.

### Sustainable Society

*Making sure our content is inclusive, responsibly viewed and protected.*

Topic	Impact Type	Associated SDG	Associated risk and/or impact
Content inclusion, responsibility and protection	Priority Topic	10. Reduced inequalities 16. Peace, Justice and strong institutions	By failing to include all consumers and not viewing content responsibly, Allente loses possible customers and contributes to exclusion of people in society.  Piracy threatens Allente's business and also has severe consequences for society (e.g. job losses, loss of tax revenue, support of organized crime).

## Sustainable Business

Doing business in a corporate socially responsible manner is a necessity. Within this field, Allente has identified two Priority Topics which are considered key for Allente's future: Diversity, Equality and Inclusion, and Working Conditions. In addition, today internal and external stakeholders expect corporations to be compliant in terms of anti-corruption and human rights, which have been identified as Other Material Topics by Allente. Our Code of Conduct provides employees with a regulatory framework which ensures a responsible approach when engaging with internal and external stakeholders.

### Diversity, Equality and Inclusion

Different perspectives and experiences are imperative for good decision-making as well as innovation, and is a prerequisite for Allente to renew and develop our services to customers. In addition, increasing equality and diversity is paramount to achieving a more equal society. Allente's principles within this field are regulated in both the Code of Conducts and the Sustainability Policy for employees which are distributed to all employees and guide our behavior. We at Allente try to ensure an inclusive work environment that is non-discriminatory and promotes equal rights. Our corporate beliefs and behaviors are to understand, respect and value diversity and inclusion. Being that we are in a traditionally male-dominated industry, Allente strives to ensure that our male-female ratio is even more balanced to reflect our consumer behavior. Equal opportunities practices are a must. Competence, experience and performance are accounted for with respect to recruitment, promotion and training.

In 2023, women accounted for 37 % of the workforce (2022: 37%). Women constituted 25 % of Top Management (2022: 25 %) and 19 % of Managers reporting to Top Management (2022: 18 %). Although Allente currently does not have specific targets, our ambition is to increase share of women in leadership positions as well as share of women in workforce at large. Allente aims to achieve this by following our related policies and by hiring approximately 50 % women. In Allente's ESG-agenda for 2024, we also aim to set concrete targets related to share of women in workforce and in leadership positions.

Gender distribution, in %	Women		Men	
	2023	2022	2023	2022
Top Management	25	25	75	75
Managers (reporting to Top Management)	19	18	81	82
All Employees	37	37	63	63

Regarding hiring, in 2023, we recruited 56% men and 44% women, compared to 55% men and 45% women in 2022. We are working towards increasing our diversity, and in 2024 our ambition is to recruit approximately 50% women.

Hires	2023	2022
Women hired, %	44	45
Men hired, %	56	55

Allente has a diverse workforce from both an age distribution perspective, as well as in terms of geographical location.

Age distribution, in %	2023	2022
20-29	7	6
30-39	38	35
40-49	32	33
50-59	22	23
60-70	2	3

Geographical location of workforce, in %	2023	2022
Sweden	41	41
Norway	46	46
Denmark	13	13

Additionally, regarding diversity and inclusion, we strongly advocate internal mobility within our organization. In 2023, 24 % of positions were filled by internal candidates, compared to 46% in 2022. We believe our employees' career development and growth opportunities are important, and our investment in internal mobility is a reflection of our company's inclusive and equal opportunity nature.

### Working conditions

At Allente we help ensure employees have a solid work-life balance. This balanced lifestyle ensures the wellbeing of the employees, the company and the society at large. As an employer, we see the value of offering flexible working hours, and flexibility at work locations. Moreover, we see the value of offering competitive paid leave related to both parental leave and other personal circumstances. For example, Allente offers employees six months of fully paid parental leave in Sweden, up to 20 price base amounts. Furthermore, we offer solid health benefits and health insurances for physical and mental health conditions.

Allente strives to find a balance between allowing flexibility for employees through working from other locations and building a corporate culture by working from the offices. As an employer, we offered employees the right conditions and resources to work remotely. This is regulated in Allente's Work Location Policy where employees are entitled to work 40 % remotely on a monthly basis.

In addition, in 2023 employee surveys showed that employees felt that Allente provided quality work conditions and opportunities for professional growth and development. Our overall engagement score was 7.1 (out of 10), which is a high score based on benchmarks. In comparison, last year in 2022 our overall score was 7.4 (out of 10).

<b>Employee satisfaction</b>	<b>2023</b>	<b>2022</b>
<b>Overall engagement</b>	<b>7.1</b>	<b>7.4</b>
<i>Subcategories</i>		
Personal growth	7.1	7.4
Working environment	7.2	7.7

The lower score during 2023 compared to 2022 is largely explained by the fact that Allente implemented a new operating model during the year, which is assessed to contribute to a lower employee satisfaction. Allente will continue to measure employee satisfaction through employee surveys in the future. Allente's ambition is also to continuously take initiatives appropriate to increase employee satisfaction to the same level as in 2022.

Furthermore, Allente has a whistler-blowing procedure where potential violations against a sound working environment (e.g. harassment or wellbeing of employees) can be reported (see section below). No such violations have been reported during the year.

With respect to retention, our employee turnover rate was roughly 5.4 % in 2023 and 12.6% in 2022. In this same year, 10-15% was the industry standard. By and large, on a sustainable level, our results show a positive direction towards long-term sustainability with respect to our company and our employees.

**Human rights**

Allente is committed to respecting human rights throughout its value chain. The group operates in the Nordics with its service offerings but also has a supply chain in other countries. Therefore a systematic approach to identify and address human rights' impact is vital. Relevant topics include forced labour, child and underage labour, freedom of association and living wage and social security.

At Allente we work to ensure that we do not infringe on these human rights topics, avoid complicity in human rights abuses by others and comply with the laws of the countries in which we do business. The Code of Conduct regulates internally how employees of Allente should respect human rights in their actions. All of Allente's employees have signed the Code of Conduct, which is also mandatory for new employees.

Additionally, Allente has adopted a Supply Chain Sustainability Policy regulating, among other matters, how Allente verifies that suppliers respect human rights. This policy stipulates that suppliers sign an Agreement on Responsible Business Conduct (ABC) where suppliers legally adhere to Allente's Supplier Conduct Principles (SCP), unless the suppliers apply equivalent requirements themselves. The SCP is based on internationally recognized standards and also include matters on human rights. The ABC is used as a standard when signing contracts with new suppliers and Allente is continuously following up that existing suppliers sign the agreement. Most significant suppliers either have signed the ABC or have equivalent requirements internally which they adhere to. Allente currently does not have a measurement or target for how many suppliers sign the ABC (or have equivalent internal requirements) but this will be assessed in the future ESG-agenda. Furthermore, Allente has a whistle-blowing procedure where employees and consultants of Allente can report potential violations (see section below). No such violations have been reported during the year.

Except for verifying that suppliers sign the ABC (or have equivalent internal requirements), Allente will also in the future monitor human rights matters in our supply chain by for example carrying out audits and conducting trainings when deemed appropriate.

**Anti-corruption and bribery**

Allente has a zero tolerance against all forms of corruption, bribery and fraud, including money laundering. The main purpose of our Anti-Corruption policy is to ensure that zero tolerance, as underlined in our Code of Conduct, is applied throughout the organization. The aim is also to provide Allente employees with guidance on how to handle various issues related to corruption and bribery.

The Anti-Corruption risk in Allente is in general low. Main risks are connected to business events and arrangements with suppliers. All potential participation at an event is vetted by our Compliance Officer.

There has been tailormade training and awareness activities in all our markets of various issues related to anti-corruption such as gifts and hospitality, and sales competitions. No corruption, bribery or fraud have been reported or detected in Allente.

In the future, Allente will continue to enforce the Code of Conduct by verifying that new employees sign it, as well as by conducting training and awareness activities when considered appropriate.

**Whistle-blowing function**

Allente promotes a culture of openness, responsibility and accountability. Employees and consultants are encouraged to raise concerns regarding violations of the Code of Conduct, policies and applicable laws. Doing so makes an essential contribution to the sustainability of our culture and our business. Employees and consultants can report irregularities in an anonymous manner with the Allente Reporting System, a compliance portal that manages incident reporting. As mentioned in above sections, no violations have been reported during the year.

## Sustainable Environment

At Allente we understand that our business practices have an impact on the environment and its sustainability. In order for the environment to be at an optimal level for upcoming generations, we are taking responsibility in being mindful of our impact. Allente has identified two specific priority topics within this section where Allente can and should make a difference: Climate Change and Circular Economy.

### Climate Change

Climate change has been identified as one of the greatest challenges humanity faces this century. This challenge affects all businesses, including Allente. Internally, Allente's Sustainability Policy together with the Code of Conduct regulates environmental aspects such as limiting business travel and taking into account environmental aspects when purchasing hardware. Additionally, Allente's Supply Chain Sustainability Policy stipulates that suppliers, through signing the ABC (see sections about human rights on page 5), should ensure to minimize environmental impact and continuously make improvements.

Allente has updated our Scope 1 & 2 emissions during 2023. Our Scope 1 emissions were calculated based on Vehicle fuel type and estimated distance driven using WLTP emission factors. Our Scope 2 emissions are assessed using IEA emission factors where estimated energy consumption of offices is based on floor area. Allente has also recalculated emissions for 2022 as different emission factors were used prior year. Compared to 2022, Allente has in 2023 decreased Scope 1 emissions through reducing number of leased diesel cars. As a part of the future ESG-agenda Allente intends to enhance this assessment with the inclusion of our Scope 3 emissions and also set comprehensive carbon emission targets.

<b>Carbon Emissions (tCO<sub>2</sub>)</b>	<b>2023</b>	<b>2022*</b>
<b>Scope 1</b>		
<b>Direct Emissions</b>	<b>28</b>	<b>50</b>
Hybrid (Electric/gasoline or diesel)	5	8
Electric	0	0
Diesel	15	34
Gasoline	8	8
<b>Scope 2</b>		
<b>Indirect Emissions</b> (market-based purchased energy)	<b>66</b>	<b>66</b>
Electricity	62	62
Heating	4	4
<b>Total Scope 1 and 2</b>	<b>95</b>	<b>117</b>

\* Recalculated emissions based on the same emission factors used for 2023.

From a packaging and freight processing standpoint, we prefer to engage with suppliers with objectives to reduce their carbon footprint. Our logistics partner is Bring, a stakeholder with strong net-zero emission ambitions. Bring's ambition is to only use renewable energy sources in vehicles by 2025.

For day-to-day office building operations, we partner with Norwegian Property, Fastighets AB Kungsbrohus, Viaplay Group Denmark and Trevian Asset Management whose interest lie in reducing climate impact through varying means, for example, via waste recycling management, removal and refurbishment of IT hardware, and implementation of energy efficient practices. Additionally, Allente has put in place new digital solutions in the offices to replace meetings in person, and we have limited travel activities. Allente strives to reduce the climate impact of people working and living in the Nordics.

### Circular Economy

Shifting from a linear to a circular economy and using natural resources in an efficient way is critical if we as a society are to tackle climate change, and also start existing within planetary limitations that are sustainable for humanity and ecosystems. As Allente uses hardware in its value chain (such as set-top boxes and routers), this challenge is also highly relevant for Allente. Through our repair partnership with Servicon, in 2023 we were able to refurbish 14 850 set-top box units and provide units in good condition to customers. In 2022, 14 907 set-up boxes were refurbished. Items from devices which were not repairable were used as spare parts for upcoming repairs. We believe in the circular use of resources. Allente currently does not have a set target on refurbished boxes, but aim to set at target as a part of the ESG-agenda going forward.

## Sustainable Society

Allente as a distributor of TV-content holds a powerful position in society through the impact and influence of our content. Although Allente does not produce its own content, the group has a broad catalog of content through various content providers. Hence, as a distributor, Allente has a responsibility to make our content accessible to as many people as possible regardless of customers needs. Additionally, Allente has a responsibility to ensure that content distributed is not offensive or otherwise inappropriately viewed by our customers. Lastly, Allente continuously work to counteract piracy since it not only threatens Allente's business but also has a serious negative impact on society as a whole.

### Content inclusion

Accessibility issues affect all demographics of users on Allente's platforms, and therefore it is of great importance to Allente that we are inclusive and work proactively to make our content accessible to as many people as possible. Industry standards reflect the diverse needs of customers, where subtitling and audio description are offered as standard for most content and new technologies such as spoken subtitles/read-out text becoming more common.

Allente aims to implement subtitling, sign language, audio description and spoken text across all the relevant devices wherever possible. This is important for Allente to have attractive products for all customers but also to drive inclusion in society. Currently Allente offers subtitling (including subtitling for hearing impaired consumers) on most content viewed through our set-up boxes. In the future Allente's ambition is to work together with content providers in order to increase content with subtitling, especially for the OTT-platform where technical solutions are needed for certain content.

### Content responsibility

Allente's ambition is to provide a safe environment on our different platforms and to make sure that parents are able to effectively control the content their children view. The content distributed by Allente is vetted and controlled by our content providers who have established processes for this purpose. In addition, Allente has enabled parental control on our platforms. Age rating information is also provided along with further information in plot summaries to enable parents to make informed decisions on the content they allow their children to view. Going forward, Allente aims to further continue the implementation of the parental control solution on the OTT-platform where parental control is currently only supported when streamed through Allente's set-up box.

### Protection of TV content

Piracy poses a threat to Allente's business and the sector at large. In addition, piracy also has significant negative impacts on society overall since it results in both loss of jobs and tax revenues, and also funds organized crime. There are several reports suggesting that illegal streaming has increased in the Nordics during the past years, making this issue even more important for Allente. In order to combat this issue, Allente is a proud member of Nordic Content Protection (NCP) which is a non-profit anti-piracy organization working for the television industry in the Nordic countries. Allente plays an active role in NCP where the Chief Technology Officer of Allente currently holds the chairmanship. NCP specializes in several solutions to combat piracy including areas such as technical advisory, enforcement actions, criminal case investigations, law enforcement collaboration, claims settlements and court hearing testimonials. Internally Allente also works continuously to prevent illegal streaming of our distributed content through for example implementing technical solutions preventing this.

### Charitable Donations

As in previous years, Allente has in 2023 provided support to our international community. Based on votes from employees, Allente gave the organization Doctors Without Borders monetary contributions. Allente aims to continue its charitable contributions in the future as well.

**Looking ahead with sustainability**

Allente is in year four of its business operations as well as its sustainability work. We are proud of what we have accomplished so far, however we recognize that certain work remains in the future. This is especially true given that the Corporate Sustainability Reporting Directive (CSRD) has been adopted by the European Union, which Allente will be in scope for during 2025 and which will create additional reporting requirements.

For 2024 and onwards, Allente will for example expand the measures tracking our performance in the identified sustainability topics mentioned in previous sections and also set concrete targets going forward. Allente will also continue the work ensuring that the group's sustainability report for 2025 will be compliant with the CSRD.