



Sustainability Report 2023

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1. Introduction

1.1. About this report

Skellefteå Kraft AB publishes an annual sustainability report. Previously, this was part of the sustainability section of the Director's Report and published on our website. This report thus represents the first stand-alone sustainability report we have published. The report, released on 27 March 2024, covers the company's sustainability work and ESG performance for the full financial year 2023. The reporting follows the annual calendar year cycle, which is consistent with the Director's Report.

The sustainability report includes Skellefteå Kraft as a fictitious group consisting of the municipal administration Skellefteå Kraftverk (parent company) and the subgroup Skellefteå Kraftaktiebolag. The purpose of the report is to provide information on sustainability-related activities and to ensure communication with key stakeholders on operational performance. As a complement to the financial communication, this report focuses on the environment, social and governance (ESG) aspects. Selected KPIs are audited within the framework of a limited review by EY as part of the Director's Report. This fictitious consolidated report is voluntary and has therefore not been audited externally.

For the first time, the report has been written in accordance with the Global Reporting Initiative (GRI) Standards 2021. The report is available in PDF format, which offers detailed information, while the **web format** includes several in-depth case studies, providing a deeper insight into the company's sustainability initiatives and performance. In line with increased transparency, significant restatements of previous reports will be presented as footnotes, giving the reader a clear understanding of any changes and developments over time.

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1.2. A message from the CEO

Our vision of being the “Best energy company for Sweden” came about in 2016, during a time when we collectively scrutinised our origins, capabilities and values. It was a monumental endeavour that involved everyone in the company, and the results still guide us in our work and the priorities we set.

We need to be constantly proactive and enable development, both through the potential of our employees and in how we invest in energy production, distribution and infrastructure. We believe that it is possible to grow both quickly and profitably, while at the same time reducing our climate footprint and promoting biodiversity.

Skellefteå Kraft as a facilitator

Renewable energy is the important raw material in the transition, and Skellefteå Kraft is a facilitator for the entire electrification and transition of industry. Our initiative to increase the output of the Rengård hydropower plant is one example of how we are contributing to a future balancing of the energy system – locally, regionally and nationally.

We know that research and higher education are crucial to growth and skills provision. Through the societal development we are currently seeing in northern Sweden, it is a matter of course for us to contribute to the effort to create the education of the future. We do this through Skellefteå University Alliance, where exciting and unique opportunities for development and innovation will be given space.

Equally obvious is our involvement in the education and research centre Arctic Center of Energy – an initiative at Campus Skellefteå that we are undertaking in partnership with Luleå University of Technology, Skellefteå Municipality and Northvolt. The vision is to make this a world-leading centre for the integration of education and research on society's energy transition.

“Our initiative to increase the output of the Rengård hydropower plant is one example of how we are contributing to a future balancing of the energy system.”

Securing a supply of skilled energy industry workers is one of our focus areas, and our participation in Viaplay's "Högspänning" TV series, which premiered in 2023, has strengthened our brand as an employer. The TV series has built a sense of pride internally and contributed to increased interest in both our job vacancies and the industry as a whole, which is something we are very happy and proud of.

The strength of our brand can be seen, for example, through our first place in Evimetrix – Swedish Brand Awards, where Skellefteå Kraft was named by far the strongest brand in the energy industry when combining awareness, recommendation rate (NPS) and customer satisfaction (CSI).

Partnerships are the key to success

We want to be a leader in the transformation of the transport sector and are proud of our close collaboration with OKQ8. During the year, we have also included Volvo Trucks to jointly establish one of Sweden's largest cohesive networks of public charging stations for light- and heavy-duty vehicles. We believe in cooperation and connecting sectors and value chains to achieve long-term economic sustainability together.

We are in the midst of an evolutionary journey, where the world around us is constantly presenting us with new challenges. We see the impact of events in the world, such as COVID-19 and the war in Ukraine. While this affects our ability to implement what we want, it does not make us slow down our efforts going forward.

We are convinced that sustainability and profitability go hand in hand, and we want to drive sustainable development locally, regionally and nationally with the aim of being the best energy company for owners, customers, employees and society as a whole.

Thank you for being part of our journey!

Joachim Nordin, Managing Director and CEO
Fredrik Lundberg, Chair

“We firmly believe that sustainability and profitability go hand in hand.”



Joachim Nordin
Managing Director and CEO



Fredrik Lundberg
Chair

1.3. Skellefteå Kraft in brief

Skellefteå Kraft is one of the five largest electricity producers in Sweden and the largest municipally-owned energy company. We focus our energy production mainly in northern Sweden. We own and manage four wind farms with a total of 124 wind turbines in operation and we build charging infrastructure for electrification of transport in the Nordic region. Hydropower, our largest source of energy, comes mainly from the Skellefteälven river, but also from the Piteälven, Indalsälven and some smaller rivers. Our largest combined heat and power (CHP) plants are located in Skellefteå, Malå and Lycksele. In addition to our own plants, we have ownership interests in Forsmark. Our head office is located in Skellefteå.

Skellefteå Stadshus AB is wholly owned by Skellefteå Municipality and is the parent company of the group Skellefteå Kraft AB. Skellefteå Kraft, in turn, has a number of subsidiaries that are included in this report: Skellefteå Kraft Elnät AB, Skellefteå Kraft Service AB, Energiservice Skellefteå AB, Skellefteå Kraft Fibernät AB, Skellefteå Kraft Industry Locations AB, BlaikenVind AB, Skellefteå Kraft Fastighetsutveckling AB and Skellefteå Kraft Denmark A/S.

The Municipal Council has the central and statutory ownership role for all companies in which the municipality has a shareholding. It is the Municipal Council that decides whether a municipal activity is to be conducted in the form of a company and thus determines the purpose and the powers that are to apply to the company's activities. Thus, our overall operational governance and risk management is based on the owner directive and follows our corporate strategy, which includes clearly defined goals, detailed operational plans and governing key performance indicators.

As Skellefteå Kraft is a wholly owned municipal company, we have a politically composed Board of Directors which has ultimate responsibility for operations and a group management team which is responsible for strategic issues and company-wide matters. In our governance structure, the Municipal Council is responsible for appointing a nomination committee, which proposes members and other positions of trust for the Municipality's

| Age | Women | Men |
|-------|-------|-----|
| <30 | 0 | 0 |
| 30-50 | 0 | 0 |
| >50 | 3 | 6 |

Board by gender and age

pal Council's decisions. The nomination committee considers democratic support, experience and professional knowledge in its nominations, and emphasises that these are not solely motivated by party politics. It is the political parties within the municipality that propose candidates for the boards of the municipally owned companies. The nominations also take into account aspects such as gender, age and geographical location. The Municipal Council appoints the Board for each term of office. Skellefteå Kraft's current Board consists of nine members (no alternates), three women and six men. All members of the Board are independent except for one member who is an executive. All members have been recruited from the local community. The chair is Fredrik Lundberg.

Our highest governing body, the Municipal Board, is responsible for reviewing and approving the reported information, including the material issues affecting our organisation. The review and approval process involves a thorough review of submitted documents, minutes of general meetings and board meetings, and other relevant reports. This approach ensures that the information reported is accurate and consistent with the established guidelines.

If the highest governing body were not ultimately responsible, this would be due to specific circumstances that require a different allocation of responsibilities. In such cases, the reason for this would be clearly explained to maintain transparent reporting and stakeholder trust.

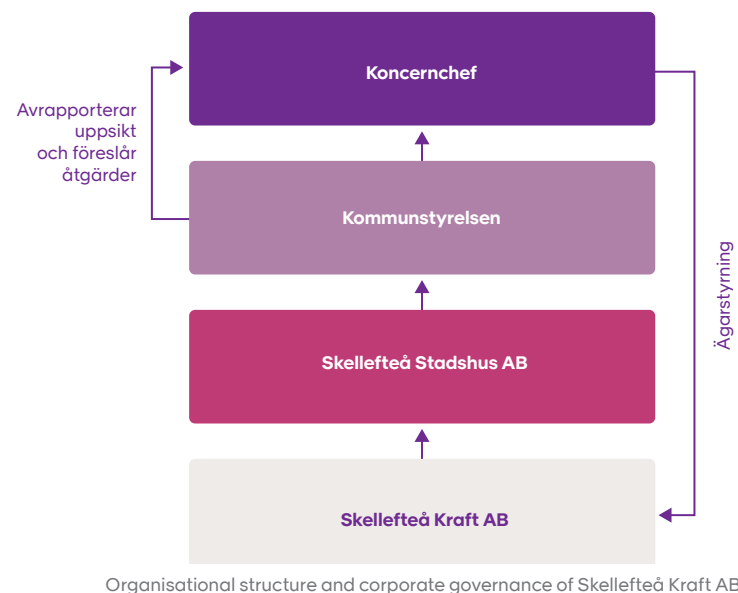
GRI 2-15, 2-16, 2-17, 2-18

The Municipal Board implements stringent processes to prevent and mitigate conflicts of interest. Using the companies' descriptions of the current situation, goal attainment and finances as a foundation ensures a transparent and sustainable planning process for the subsidiaries within the Skellefteå Stadshus Group, which includes Skellefteå Kraft. Conflicts of interest are clearly disclosed to stakeholders. This includes membership in multiple boards, cross-shareholdings with suppliers and other stakeholders, the existence of controlling shareholders, and relationships, transactions and outstanding claims with related parties.

Communication of critical issues is integrated in the owner dialogues and other meetings between the parent company management and the subsidiary representatives. The MDs of the subsidiaries keep the parent company's MD regularly informed about business-related issues of major importance, and material sustainability issues are presented to the Board.

In 2023, a dialogue was conducted with the CEO, chair and vice chair to keep them updated on upcoming legal requirements related to the Board's responsibility for sustainable development. An in-depth workshop on anti-corruption and accountability issues was organised for the Board and the management team. Going forward, the Board will undergo an annual two-hour training session on sustainability issues relevant to Skellefteå Kraft annually, with the aim of boosting the level of knowledge. Each year, our owners, Skellefteå Municipality, conducts a board evaluation of the board's work in all companies of the Skellefteå Kraft Group.

By being a leading energy company in Sweden, Skellefteå Kraft strives to offer customers reliable electricity supplies and infrastructure for heating, communication and charging infrastructure. Our overarching goal also includes establishing a strong presence and good customer relations both locally and nationally, strengthening our position in electricity sales and charging infrastructure. In a region of extreme growth, Skellefteå Kraft plays a key role as an infrastructure provider and partner for the development and testing of new and unique energy solutions.



To enable this, the company has maintained a historically high rate of investment, which is expected to continue at the same level in the coming years. The investments in 2023 were mainly linked to electrical grid expansion in Skellefteå, fibre network expansion in the district, charging infrastructure and reinvestments/new investments in hydropower production. Through these investments, Skellefteå Kraft is taking significant steps towards creating a town that is not just prosperous and sustainable at the local level. Our ambition extends beyond the local, with an endeavour to have a positive impact on both the national energy system and the global climate.

By collaborating with other actors and driving innovation, Skellefteå Kraft contributes to a future where sustainability and prosperity harmonise and where our region becomes a role model for positive change on the global stage. **[Read more about how we contribute to the Sustainable Development Goals here.](#)**

1.4. Significant events and key performance indicators

Skellefteå Kraft on TV:

Participate in the Viaplay series “Högspänning”

Skellefteå Kraft is proud to be part of the reality series “Högspänning” [High Voltage]. Together with Vattenfall, we showcase the important work that our employees do to ensure that electricity and heat are delivered. The main purpose of the series is to attract more people to studies and professions in the energy industry and to us at Skellefteå Kraft. Högspänning has been broadcast for two seasons this year, and was nominated for a Kristallen TV award in the category viewers' favourite programme.

Read more here: [Skellefteå Kraft – Högspänning](#)

Ultra fast charging for heavy-duty traffic now available

Together with Volvo Trucks, we opened the first ultra fast chargers for heavy-duty vehicles at Laholmsvägen 206 in Halmstad on 5 October. With 29 charging stations, we plan to create one of Sweden's largest networks of public charging stations for heavy-duty vehicles.

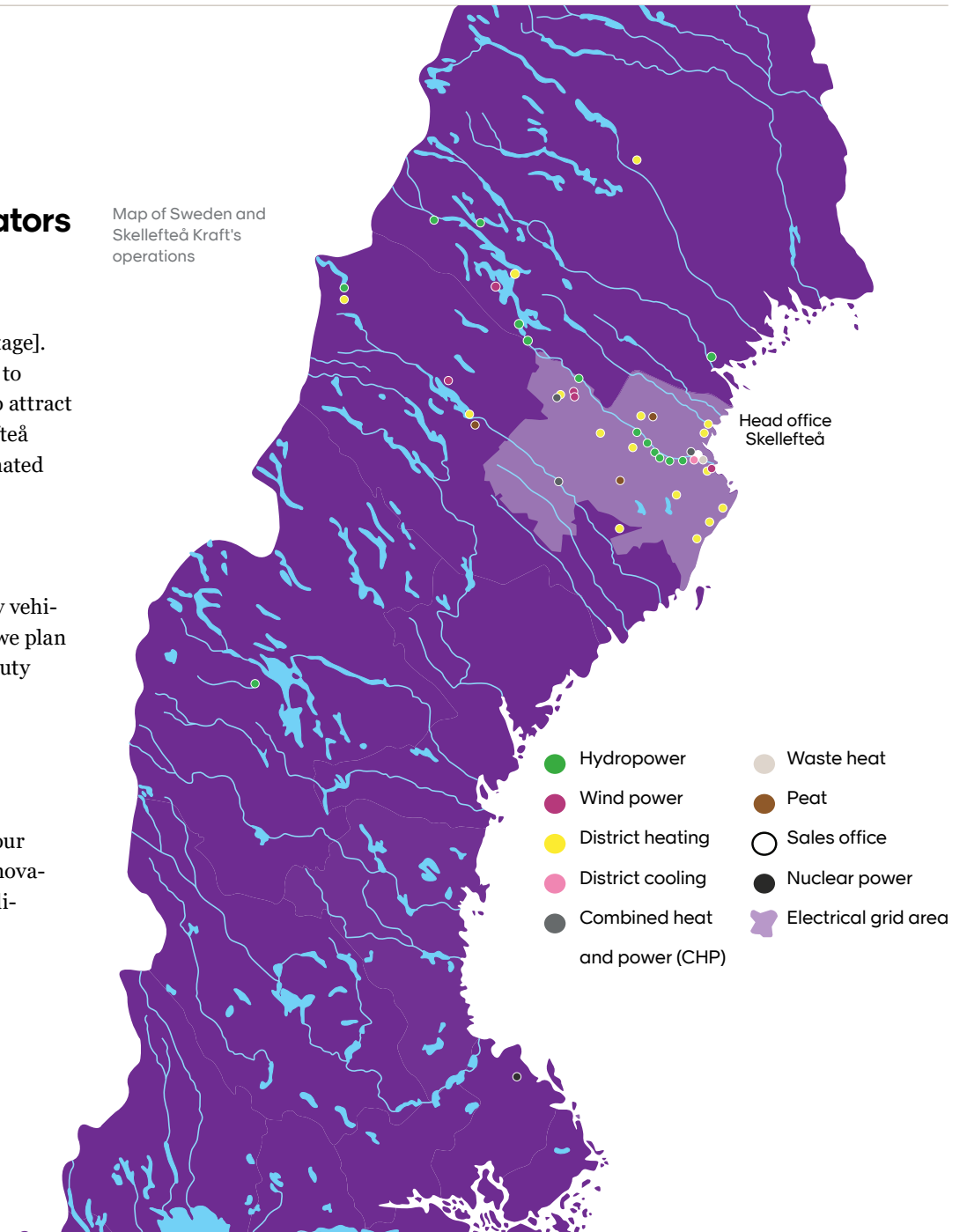
Read more here: [Major investment in ultra fast charging](#)

Skellefteå Kraft wins the 2023 Stora Ingenjörspriiset award for the energy solution in Sara kulturhus

Skellefteå Kraft is the proud winner of the 2023 Stora Ingenjörspriiset award for our groundbreaking energy solution in Sara kulturhus. Thanks to smart technical innovations and a new business model, we have made Sara kulturhus the world's most climate-smart building of its kind.

Read more here: [2023 Stora Ingenjörspriiset](#)

Map of Sweden and Skellefteå Kraft's operations



Skellefteå Kraft inaugurates new hydropower generator on Fallets dag

On Fallets dag – a celebration of Finnforsfallet – on 18 June, Skellefteå Kraft inaugurated its new generator, Finnfors G6, at Finnfors power station. The generator increased the power plant's total output by 10 MW to 54 MW and used environmentally friendly water hydraulics instead of oil. Visitors were able to experience the impressive water discharges and the museum opened for the season.

Read more here: [Fallets dag – Finnfors power plant](#)

Skellefteå Kraft inaugurates its new substation in Bastuträsk

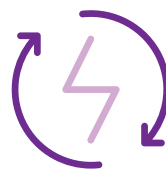
Skellefteå Kraft invested SEK 35 million in a new substation in Bastuträsk to improve operational reliability and enable more customers to be connected. The new substation, which almost doubles the power output compared to the previous one, strengthens the region's electrical grid.

Read more here: [Substation in Bastuträsk](#)

Skellefteå Kraft continues to rank high in customer survey

Despite tough conditions in the energy sector, where customer satisfaction in the country has generally decreased, Skellefteå Kraft continues to rank high. In a recently published customer survey by Svenskt Kvalitetsindex, Skellefteå Kraft ranks highest in five out of six categories, which is two more first places than last year.

Read more here: [Skellefteå Kraft ranks high](#)

**88%**

proportion of renewable energy production

**96%**

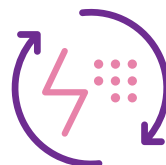
of households and companies have a fibre optic broadband connection

**856**

employees

**SEK 1,226 million**

our profit

**266**

charging points

2. A sustainable organisation

For us, sustainability means running and developing our operations in a long-term and responsible manner, while leading the way for the energy supply of tomorrow.

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For us, sustainability is about making the best possible contribution to positive societal development, with a focus on sustainable energy supply, electrification and mobility. Locally, regionally and for the whole of Sweden. With a holistic perspective, innovative collaborations and responsibility throughout the value chain, we make a difference along our journey towards our common sustainability goals.

2.1. Sustainable integration in the organisation

We work based on the vision of being the “*Best energy company for Sweden*” and, as mandated by our owners, we must be a “*Positive force in society*”. Based on this, we also work according to three core values that reflect our endeavour to promote positive development in partnership with others. These core values can be summarised as follows:

Driving: We are challenging, innovative, smart, courageous and enterprising.

Responsible: We take responsibility for the needs of our customers and society, and are true to our word, reliable and trustworthy.

Together: We face the future, working together with each other, our customers and our partners.

We take a long-term and sustainable view of how we create value and take responsibility for the impact of our activities on people, society and the environment. By taking a holistic approach, acting responsibly and participating in innovative partnerships, we endeavour to contribute to a sustainable energy supply and positive societal development.

We have high ambitions in our sustainability work, which is reflected in our governance and processes. By working in a process-oriented manner and constantly striving for improvement, we are open to learning and changes that lead us in the right direction. We comply with laws and regulations and strive to fulfil the requirements and expectations placed on us. We actively manage the risks that may affect our operations, business and

GRI 2-22, 2-23, 2-24

stakeholders, and promote a high level of security awareness in all areas of our operations.

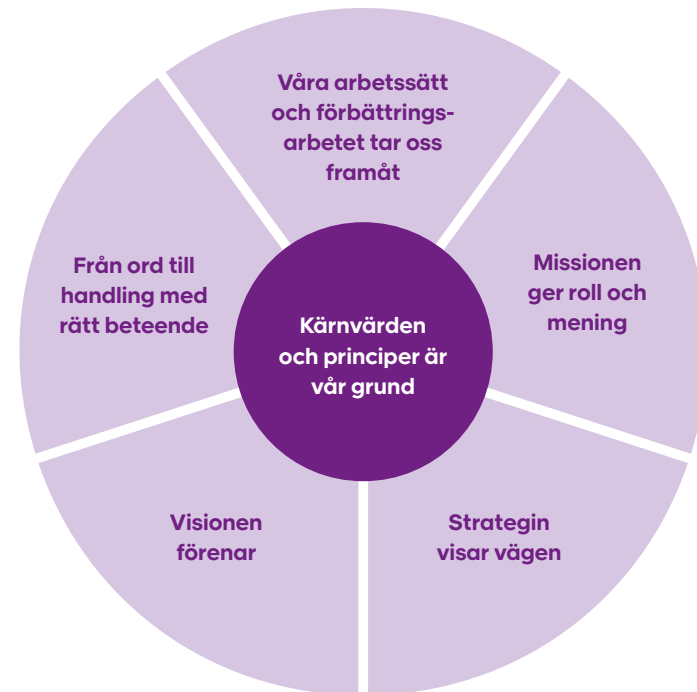
By being profitable, financially strong and competitive, we create the conditions for long-term, sustainable investments, safeguarded jobs and steady development.

We foster responsible and positive relationships with our customers, suppliers and other stakeholders affected by our operations. Through honest and solution-oriented dialogue with stakeholders, we stand up for human rights and actively engage with our local communities.

Furthermore, we strive for climate and resource-efficient operations with minimal environmental impact. We actively recognise the many values that nature offers and build knowledge to protect biodiversity and promote plant and animal life.

Our workplace is designed to be attractive, with opportunities for development and leadership that promotes inclusiveness and a sustainable working life, which in our view means being able to manage a full working life both physically and socially. We recognise the value of people's expertise, differences and commitment to ensure the quality and continued development of our organisation.

Our corporate culture and our overarching principles are summarised in our operating policy, which provides a comprehensive foundation for our organisation's guidelines and values. Our operating policy works in harmony with other policies to ensure a consistent and holistic approach across the organisation. All policies have been approved by the Board and apply to relevant parts of the organisation's operations. The guidelines are communicated and made available to all employees.



How we build our corporate culture



Skellefteå Kraft's core values and principles

GRI 2-22, 2-23, 2-25, 2-26

To guide and inform our ethical approach to our operations, we have established the following policies and principles:

| Policy/document | Purpose and description |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Operating policy | Provides overall guidelines and values for the whole organisation. |
| Environmental policy | Sets out the Group's environmental responsibilities, focusing on the issues in which our environmental impact is greatest and in which we have the greatest opportunity to make a difference. |
| Occupational health and safety policy | Specifies how Skellefteå Kraft works to achieve a good physical, organisational and social working environment. |
| Human resources policy | Sets out Skellefteå Kraft's core values in order to attract, retain and develop employees and to enhance the company's reputation as an attractive employer. |
| Internal control guidelines Skellefteå Kraft | Clarifies the division of responsibilities to ensure that the municipality maintains adequate internal control in accordance with the Local Government Act and the Swedish Companies Act. |
| Code of Conduct | Describes our fundamental approach and forms the basis for our behaviour. We support the UN Principles for Responsible Business, the UNGC and the Sustainable Development Goals. |
| Supplier Code of Conduct | Reduces the risk of human rights violations and protects individuals, regardless of nationality, employed in our supply chains. |
| Guidelines on sponsorship | Provides guidance for commercial partnerships centred around mutual benefit for both the company and the sponsorship recipients. |
| Whistleblower function | Enables anyone with a work-related connection to Skellefteå Kraft to safely and confidentially report suspected wrongdoing. |
| Diversity and equal treatment policy | Describes the importance of creating an inclusive and fair workplace and details this approach based on a number of areas of responsibility. |

Table of policy documents related to ethical behaviour in our operations

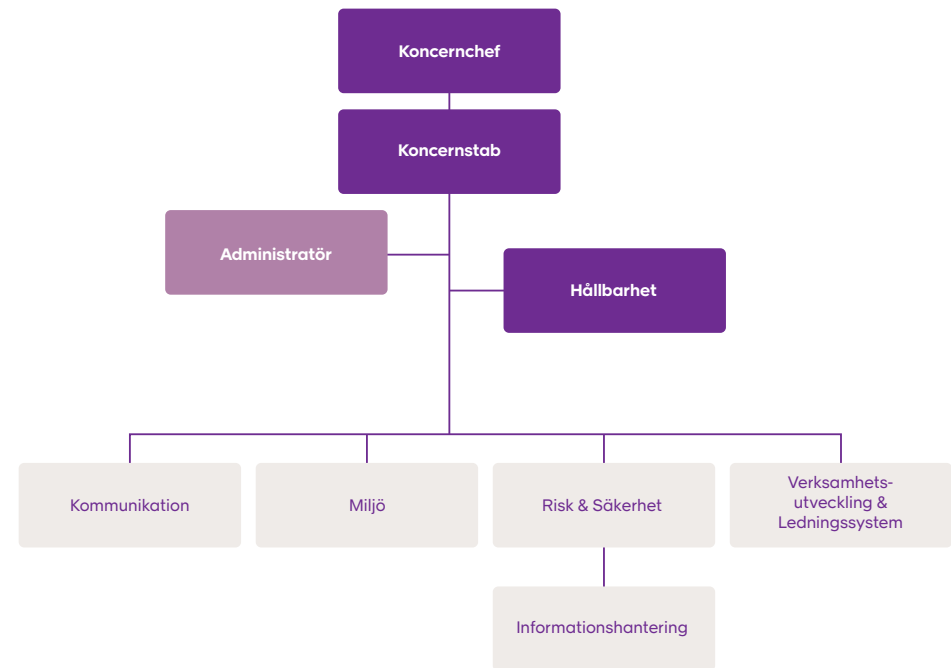
2.2. Sustainability governance

Our operations are governed to a large extent by legislation, not least by extensive environmental legislation linked to establishment and operation. The overarching responsibility for sustainability work lies primarily with the executive management. Within group management, the Head of Group Staff and Sustainability has overarching responsibility. The Group Staff unit supports and manages the organisation's sustainability work through its expertise in the environment, social responsibility and sustainability reporting. In our operations, every manager and employee has a shared responsibility for integrating sustainability perspectives into their respective roles, responsibilities, decision-making processes and daily work.

Work on further developing the Group's governance and management processes began in 2023 at Skellefteå Kraft and is something we will continue to work on in 2024. The aim is to define the processes more clearly and at the same time promote efficient and cross-functional working methods, where, among other things, councils and forums complement the work in the line. The ongoing work on governance processes is also an important step towards further anchoring, formalising and following up our sustainability work.

Sustainability work is also governed through more formal processes, for example with the support of management systems for occupational health and safety (ISO 45001), the environment (ISO 14001) and quality (ISO 9001).

Another example of the formal processes we have is the systematic business environment analysis we carry out. This analysis provides a basis for adapting our activities to respond to trends and changing requirements. Based on the PESTEL model, this analysis identifies political, economic, social, technological, environmental and legal factors that could potentially affect the company. A Business Environment Council continuously monitors trends and signals that could affect the company, with an integrated focus on sustainability and climate issues. The results of the business environment analysis form important input to the strategy process and the Group's focus areas and targets.



Map of the sustainability governance structure

We support the UN Universal Declaration of Human Rights and the ethical principles of the Global Compact. We also support the OECD Guidelines for Multinational Enterprises on Corporate Responsibility and the UN Guiding Principles on Business and Human Rights. With respect for human rights, Skellefteå Kraft focuses its attention on the entire value chain.

In summary, Skellefteå Kraft is committed to promoting sustainability governance, with a holistic approach to business management and ethics that extends from overarching strategic decisions to daily work practices. Commitment to sustainability permeates the entire organisation and characterises our work for positive societal development.

2.3. Value chain & materiality analysis

We continuously update our materiality analysis through business environment analysis and stakeholder dialogue, as well as based on how our own operations develop and change. Annually, we review the company's overarching business environment analysis, risk analysis and strategic development, as well as insights from stakeholder dialogues, employee surveys and customer satisfaction surveys.

In 2021, we conducted a more in-depth update of our materiality analysis, which also resulted in a new compilation and structuring of our key sustainability issues. This process involved area heads of group functions and representatives from different parts of the organisation in interviews and workshops. In addition to existing analyses and the ongoing operational strategy, we conducted a separate business environment analysis focusing on current and upcoming sustainability-related legislation, industry trends and risks. Through validation, we have concluded that the materiality analysis conducted in 2021 is valid and will therefore form the basis for this year's sustainability report. Sustainable energy supply, Sustainable societal development, Sustainable use of natural resources and Sustainable business practices (see table).

As part of our efforts to report on sustainability under the CSRD from 2025, we plan to conduct a double materiality assessment in 2024, integrating insights from previous analyses and ongoing developments to strengthen our continued commitment to sustainability. The defined material aspects will form the basis for our strategic sustainability decisions and be integrated into our overarching business strategy.

Skellefteå Kraft encompasses a diversified value chain that spans different areas and initiatives to promote sustainable societal development. Through the production and distribution of electricity from renewable sources such as wind and hydropower, we strive to increase renewable energy production and contribute to a sustainable societal transition. By upgrading the capacity of existing hydropower, we also aim to make better use of hydropower's flexibility and regulation capacity for the benefit of the entire Swedish energy system. As a local and regional grid owner of over 12,000 kilometres of

| Material issue | Description |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sustainable energy supply | Transitioning to renewable and fossil-free electricity as a primary energy source is of central importance for a sustainable societal transition. Skellefteå Kraft has the expertise and capabilities to be pioneers in this area. Our overarching goal of 100% renewable spans both our own energy production and our contribution to Sweden's energy system. In addition, we aim to actively participate in building the infrastructure for electricity, heating and vehicle charging. |
| Sustainable societal development | We play a key role in Skellefteå's growth, and the expansion and capacity increase of our electricity, heating and digital communication networks is crucial for sustainable societal development. Through the use of new technologies and cross-sectoral energy solutions, Skellefteå acts as a test bed for ideas that contribute to sustainable societal development. Through intensified collaboration with various regional actors, we strive to create synergies and new business opportunities. |
| Sustainable use of natural resources | We take responsibility for the impact of our activities on nature and biodiversity. We build knowledge and take action to protect and promote plant and animal life, and to minimise the negative climate and environmental impact of our operations. We use land and forests with due respect to their many values and benefits. |
| Sustainable business practices | We engage in active dialogue with those affected by our operations, and value responsible, evolving relationships. We want to be the best place to work and a sought-after business partner for those who share our values and views on sustainable business practices. |

Skellefteå Kraft's four material issues and related descriptions

GRI 2-6



Skellefteå Kraft's value chain

electrical grid, we are working to expand and secure electricity supplies and power to a region that is experiencing historically rapid growth. Through our investment in expanding charging infrastructure in Sweden and Denmark, we want to contribute to the electrification of the transport sector. At the same time, we are offering the public access to electric cars through a shared electric car pool during evenings and weekends, thus working to promote sustainable transport options.

We strengthen our role as a sustainable operator by offering district heating, produced from biofuels, often residual products from nearby sawmills, and by utilising waste heat from local industries. This integrated approach minimises waste and promotes sustainable district heating production. Another part of our value chain is the Group's forest holdings, which contribute to both energy production and carbon sequestration.

We strengthen the region's infrastructure by providing robust electricity, communication and district heating networks, ensuring reliable energy supply to businesses and households. At the same time, we promote digitalisation through high-speed internet

access, increasing digital accessibility in the region. Through active participation in the energy debate, we contribute knowledge and dialogue to support the development of the Swedish energy system.

Skellefteå Kraft also strives to be an attractive workplace, where we value and develop our employees to promote knowledge, commitment and innovation. We build innovative partnerships in energy and communication solutions and promote sustainable industry and mobility. These initiatives aim to create a sustainable future through collaboration and innovative solutions.

Our commitment also extends to supporting local community life through cultural and sporting initiatives for children and young people. All in all, Skellefteå Kraft works actively for sustainable urban development and collaborates with others to create visions and new sustainable solutions that support the region's development in a sustainable direction.

“Through active participation in the energy debate, we contribute knowledge and dialogue to support the development of the Swedish energy system.”

2.4. Risk governance and risk assessment

The division of responsibilities for risk governance and risk assessment are structured within the operational area of risk governance, which comprises information governance, risk management, information security, security protection, crisis management and fire safety. This integrated approach aims to ensure a holistic view and management of the Group's risks.

Our processes consist of comprehensive risk management at all organisational levels. Risk analyses are carried out not only in the context of operational planning, but also extend to individual projects and investments. In procurement, checks on suppliers are paramount, and it is our Purchasing Department that ensures the smooth management of this process using Creditsafe and EcoVadis. Our policies and governance documents provide overarching guidance for the whole organisation and focus on minimising security, strategic, financial, operational and environmental risks.

We also endeavour to address societal, climate and environmental risks, aiming to define a price for these risks as far as possible. To manage and minimise negative impacts on society, climate and the environment, we use risk matrices to systematically assess the likelihood and consequences. Accurately assessing opportunities and consequences involves evaluating and managing certain risks. Our challenge is to find investments that are both profitable and sustainable for our finances and the environment, while benefiting society.

In 2023, a procedure for counterparty checks of stakeholders was developed, especially in relation to investments. The impact of the actions is monitored through planned actions for identified risks, where assessments are made before the risk materialises. Communication of the work and its positive impacts is done through consultation with nearby communities and stakeholders.

Our commitment goes beyond simply preventing and mitigating negative impacts. Positive impacts on society and the environment are integrated into our operational

plan, where we focus on contributing to the Group's strategy while mitigating risks. A challenge in this context is to balance possible conflicting objectives between business-driven actions and sustainability aspects.

2.5. Stakeholders

The process of defining and reviewing our priority stakeholders was previously an integral part of the Group's annual strategy process. In 2023, the group management team reached a decision that the group-wide stakeholder analysis should be part of the reporting process, as it is a natural part of the upcoming double materiality analysis.

During this strategic review, the stakeholders that have a significant impact on or are affected by the Group's activities are identified and analysed. The business area management teams contribute insights from their specific areas and understand the unique needs and expectations of their stakeholders. The table on the next page provides an overview of our main stakeholder groups and describes how dialogue with them is conducted, while identifying key issues discussed.

GRI 2-29

| Stakeholder group | Forms of dialogue | Issues on the agenda |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customers Private individuals Companies Potential customers | <ul style="list-style-type: none"> • Annual customer surveys (Svenskt Kvalitetsindex, SKI) • Customer service • Meetings • Social media • Events | <ul style="list-style-type: none"> • Prices and contract terms and conditions • Delivery reliability, interruptions • Service and quality • Environmental profile and energy mix • Contribution to the local community |
| Owner | <ul style="list-style-type: none"> • Annual report • Environmental report • Board meetings • Informal meetings | <ul style="list-style-type: none"> • Financial performance (profit) • Development of the region • Security of energy supply • Good infrastructure for electricity, heating and communication |
| Society Politicians (all levels) Municipalities in which we operate Authorities Interest groups (environment, fisheries, etc.) Sponsorship recipients Nearby residents Local population | <ul style="list-style-type: none"> • Supervision • Environmental reporting • Meetings • Advocacy work • Industry forum • Study visits • Consultations • Annual municipal dialogue | <ul style="list-style-type: none"> • Policy instruments and taxes • Authorisation processes • Market design • Employment, jobs • Sports and cultural sponsorships • Impact on ecosystems and biodiversity • Coexistence, compensation issues • Spatial planning |
| Employees Existing Potential | <ul style="list-style-type: none"> • Employee survey (motivated employee index, MMI) • Staff performance interviews • Daily meetings and dialogues • Intranet • Collaborations with universities and schools • Study visits | <ul style="list-style-type: none"> • Values, governance and leadership • Working environment, health, safety • Gender equality and equal treatment • Corporate social responsibility and contribution to sustainable development • Research and development • Internships and degree projects • Career and development opportunities |
| Partners Development partners Business partners Suppliers | <ul style="list-style-type: none"> • Supplier dialogue • Project collaborations • Business partnerships | <ul style="list-style-type: none"> • Research, development and innovation • Supplier requirements and evaluation • Contract terms and conditions |

Table of identified stakeholders, how dialogue with them is conducted and the agenda of the dialogues

3. Sustainability at Skellefteå Kraft

We define sustainability as actively and effectively contributing to renewable energy supply. We take responsibility for people and the environment throughout the value chain.

| | |
|---------------------------------------------|-----------|
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| Sustainable energy supply | 18 |
| Sustainable use of natural resources | 20 |
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| Sustainable societal development | 23 |

For us, positive societal development involves, among other things, contributing to and maintaining a sustainable energy supply, sustainable utilisation of natural resources, and taking responsibility for sustainable societal development at both the company and the society level.

By adopting a holistic approach, establishing innovative partnerships and taking responsibility throughout the value chain, we aim to make a real difference on the journey towards our shared sustainability goals.

3.1. Ecological sustainability

Sustainable energy supply

Skellefteå Kraft endeavours to actively contribute to Sweden's energy transition through a sustainable energy supply. We act as both an energy producer and electricity distributor and take responsibility for managing as well as developing our operations while taking all aspects of sustainability into account.

Our organisation has clear strategies and policies to govern and guide our operations. The Group does not have a separate sustainability strategy, but rather a sustainable strategy that integrates responsibility for people and the environment. The policy documents include, among others, our operating policy, which emphasises the importance of a long-term view of value creation with responsibility for the impact on the environment, our environmental policy, which strives for a sustainable energy supply with the least possible environmental and climate impact, and our quality policy, which focuses on a sustainable energy system with high quality. These policies clarify the Group's responsibility for preventing and mitigating potential and actual impacts on the climate and the environment.

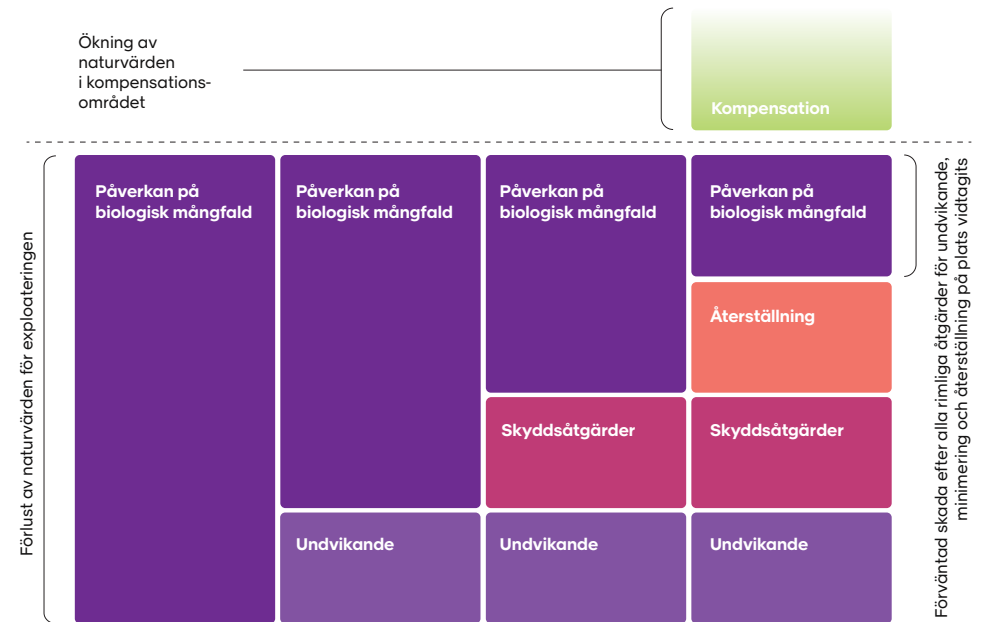
Sustainable energy supply, within the framework of the Group's production and distribution of renewable electricity and heat, is a key part of our value creation. We strive for collaboration to find efficient energy solutions for the benefit of society as a whole, and our

GRI 3-3 Sustainable energy supply, 304-1

efforts include careful mapping and strategic planning. We are actively investing to increase hydropower output and grid capacity, and to reduce both the number and duration of power outages in our extensive network of electrical grids. Through this work, we aim to contribute to a sustainable societal transition. [Read more about our hydropower efforts here.](#)

We set clear targets for our environmental work and monitor the results transparently and openly through annual reporting on KPIs and reporting and monitoring of our environmental targets. In addition, we strive to use natural resources and ecosystem services in a way that preserves biodiversity.

Our ambition to adopt the no-net-loss biodiversity target for 2030 exemplifies our long-term commitment. We take the entire life cycle perspective into account and constantly strive to adapt to changes in the world to make a positive impact on the energy transition and society.



The mitigation hierarchy with its four levels: Impact, Avoid, Minimise & Restore

| Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas | | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Site ID | Uljabuouda | Blaiken | Sikfors | Hednäs | Agnäs | Storforsen | Övre Åman |
| Geographical location | Arjeplog | Storuman | Piteälven river | Åbyälven river | Öreälven river | Öreälven river | Vindelälven river |
| Position in relation to protected areas | Bordering forest with high nature values | Bordering forest with high nature values | Within Natura 2000 watercourse | Within Natura 2000 watercourse | Within Natura 2000 watercourse | Within Natura 2000 watercourse | Within Natura 2000 watercourse |
| Type of activity (office, production, extraction, etc.) | Electricity production, wind power | Electricity production, wind power | Electricity production, hydropower | Electricity production, hydropower | Electricity production, hydropower | Electricity production, hydropower | Electricity production, hydropower |

Our sites located next to protected areas/high biodiversity areas

Our hydropower plants can affect fish migration and cause water level fluctuations, affecting plant and animal life in and around watercourses.

We aim to maintain and improve hydropower's production capacity and regulation capability while meeting biodiversity requirements and expectations. Wind power and electrical grids can also affect biodiversity through factors such as noise, impact on bird life and land use. At the same time, power line corridors and other installations can also contribute to biodiversity by creating favourable conditions for threatened species.

We follow an overarching strategy with activity plans for each area of activity, including wind power, hydropower, electrical grids, forests and district heating. Our systematic biodiversity work begins with an inventory of plant and animal life in each area. For areas with special nature values, customised management plans are developed. We work with the management service, external partners or other landowners in areas where we do not own the land to implement measures and management. We are also involved in creating information material for the public and the County Administrative Board.

We are committed to good relations with our neighbours and those affected by our operations. Taking responsibility for and engaging in an open and honest dialogue with them is key to developing our operations in line with our goals and values. Our key stakeholder groups include the Sami, customers, local residents, authorities and business partners.

Sustainable use of natural resources

Being economical with resources and striving for efficient and circular flows of raw materials and supplies is a common theme in our environmental work. Several target areas within the framework of our environmental management system, such as sustainable procurement, waste, water use, recycling and chemicals, are aimed at resource efficiency and circularity. By offering services that support energy efficiency, we aim to create a holistic approach to our users' energy consumption.

“We take water samples frequently to stay within the legal limits set for water quality.”

Our strategy focuses on generating and distributing renewable energy while actively respecting and protecting our natural resources, and all our processes and policies recognise the need for sustainable use of these resources. We see great potential in integrating circular resource flows, and this is reflected in our strategy and targets.

We recognise that unmanaged waste can have negative impacts on the environment and result in the loss of valuable resources. The environmental impact starts even before the material reaches us and is linked to how resources are produced, transported and managed by our suppliers. We are therefore streamlining waste management in our direct investments and plant refurbishments by securing contracts with waste contractors.

In procurement, we aim for long-term partnerships for circular solutions with stricter requirements. Whether waste is generated internally or externally, it is at the centre of our efforts. We actively participate in various collaborative groups to discuss and share experiences on waste management and reuse. One example is our participation in the collaborative group for waste within the network for circular construction in Skellefteå, which is led by IVL Swedish Environmental Research Institute and their subsidiary organisation CC Build. These collaborative groups are of particular interest in a growing town like Skellefteå, where the need for efficient waste management and sustainable use of resources are important factors for sustainable societal development. Our overarching goal is to be a key player in enabling the energy and societal transition through sustainable use of natural resources.

We also aim to reduce the use of chemical products, such as oil, in our plants. Our Chemicals Council, with representatives from Environment, Health and Safety, the maintenance company Energiservice, Procurement and Fire Safety, leads the work of defining our Group's hazardous waste strategy and the assessment of chemical products in procurement, ensuring effective monitoring and management of this potential risk.

GRI 2-30, GRI 3-3 Sustainable business practices, 202-1, 403-2, 403-3, 403-4, 403-6, 403-7, 407-1

Water use is essentially about how water is utilised in our hydropower production, and this is controlled within existing legislation. We report our water consumption annually to Statistics Sweden and take water samples frequently to stay within the legal limits set for water quality.

3.2. Social sustainability

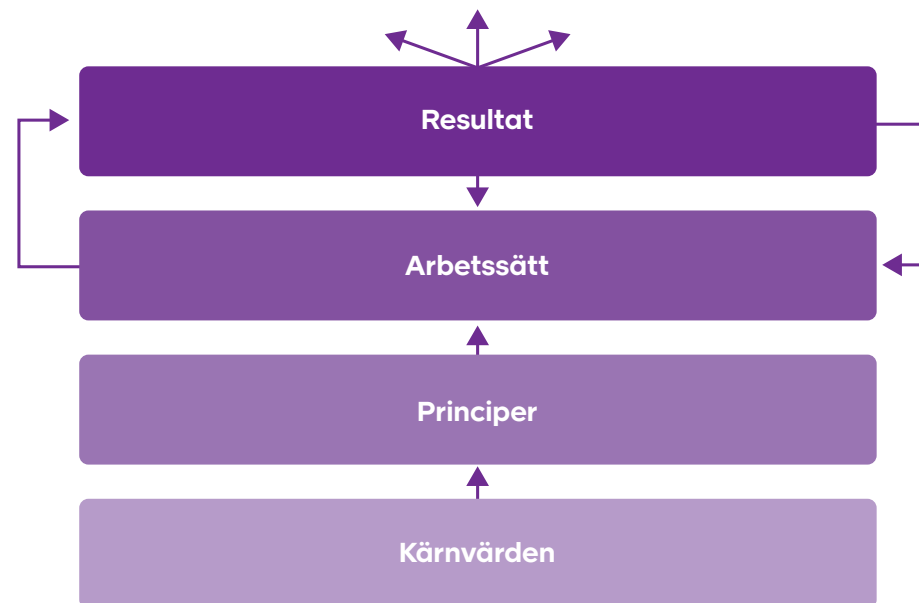
Sustainable business practices

At Skellefteå Kraft, our focus is clearly directed towards creating a workplace that is not only attractive but also characterised by sustainable leadership and employeeship. The goal is to support employees both physically and socially throughout their professional lives. We strive to create a positive working environment by prioritising skills supply, occupational health and safety, equal treatment and professional development.

At Skellefteå Kraft, we follow policies and guidelines, and work in a process-oriented manner and with continuous improvements. We base our working methods on our principles and core values, and this work is ongoing. Targets and KPIs are part of our everyday life, but we are proud to be deviation and idea driven. To us, deviations are not necessarily negative; they are opportunities for improvement and development.

We have a zero vision for work-related ill health within Skellefteå Kraft. We work preventively to ensure that everyone is healthy and avoids injury and illness. Our efforts include offering benefits such as wellness care, Occupational Health Services and health insurance to ensure the well-being of employees. 100% of all Skellefteå Kraft employees are covered by collective agreements.

Furthermore, we encourage internal mobility, and we work actively with skills supply through the concept ARUBA (a Swedish acronym for Attract, Recruit, Develop, Reward and Retire), where special emphasis is placed on attracting, retaining and developing qualified staff. We create the conditions for a good working environment with measures that include the use of protective equipment, technology optimisation, efficient time



Our improvement work is based on our core values and principles. This guides us in creating the best ways of working that deliver results and create value.

management and knowledge sharing. We focus on promoting the psychosocial work environment by actively managing resources, working practices and policies. Training and professional development are key elements for us, and we are committed to creating a sustainable working environment by being proactive and principled in our improvement efforts.

Through annual employee surveys and together with Nyckeltalsinstitutet, we measure and evaluate our efforts to ensure a holistic view of workplace quality. These assessments also include the identification of possible discrimination or unequal treatment. If we suspect victimisation, discrimination or an unhealthy work environment, we carry out an investigation internally or with the support of Occupational Health Services.

GRI 2-19, 2-20, 3-3 Sustainable business practices, 202-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 406-1

We regularly monitor our performance through monthly reports on risks, accidents, sick leave, staff turnover and other working environment issues. Equality assessment at both the managerial and the employee level is an integral part of our strategy to create an equal workplace. We are working towards a number of targets, including achieving zero accidents with sick leave.

Skellefteå Kraft is certified according to ISO 45001, which emphasises our commitment to sustainable business practices and employeeship. Health and safety are core values in our daily operations. With internal and external audits in accordance with ISO 45001, we ensure continuous improvement and monitor the effectiveness of our actions. All of our employees are covered by our occupational health and safety management system, which is both internally and externally audited. We manage incidents carefully and use safety alerts to communicate and address risks.

The changes in the energy market place high demands on our employees, and competition for skilled employees is currently high in northern Sweden. We have identified the future supply of skills as one of the company's most important challenges. To ensure that we meet our needs for skilled employees, we conduct risk analyses linked to this. We endeavour to make our processes independent of specific individuals to facilitate adjustments in the event of increased staff turnover. Through active collaboration with industry peers and education programmes, as well as initiatives such as the TV series "Högspänning" [High Voltage], we work to bridge labour shortages and increase interest in our industry.

We use salary setting guidelines that combine job evaluation and individual assessment to ensure that our salaries are competitive. For senior management and executives, our policy includes fixed and variable remuneration, recruitment, as well as the management of redundancies, clawbacks and pension benefits.

Our employees have access to specialised training, such as electrical safety and CPR. The Training Coordination Group meets monthly to ensure training coverage. The aim is to create an environment where employees have access to relevant and regular training.

New managers undergo a three-day induction training programme, which is updated every three years in the framework of the Better Working Environment programme.

| Incidents of discrimination: Number | |
|-------------------------------------|------|
| 2023 | 2022 |
| 1 | 0 |

Table of number of incidents of discrimination in 2023 and 2022

After reviewing the incident of discrimination, the organisation adopted action plans and implemented them. The results of these actions were then reviewed through routine internal management review processes. Now that all of these actions have been implemented and reviewed, the incident is no longer subject to further action.

3.3. Corporate social responsibility

Sustainable societal development

Skellefteå Kraft creates societal value on a global, national and local level. On a global level, we create climate benefits through our renewable energy production. At the national level, we contribute to the electrification of society and to increased stability in the electricity system by investing in increased regulability and flexibility in our hydropower production. At the local level, we contribute with infrastructure for electricity, heat and communication that enables sustainable societal development in an expansive region.

The development and expansion of Skellefteå and its surrounding region has accelerated over the past few years, with Skellefteå Kraft playing a key role by developing the infrastructure and acting as an important knowledge partner. According to the municipality's development strategy, the goal is to reach 90,000 inhabitants by 2030, which means an increase of about 16,000 compared to 2022. At the same time, the green transition is driving growth throughout the region. Our corporate strategy and the assignment we have been given by our owner, Skellefteå Municipality, make it clear that Skellefteå Kraft is to actively promote sustainable growth for both the town and the region. We strive to be an attractive knowledge partner, actively seek innovative business partnerships and continue to attract sustainable industries to our region. This also implies a special responsibility towards the local population to ensure that development takes place in a sustainable manner that benefits society.

Recognising our responsibility to society, we proactively integrate risk analysis into all our processes and operational plans. To ensure continuous follow-up, we use standardised templates and pyramids for risk analysis, environmental target monitoring and occupational health and safety status. Our financial planning also includes long-term forecasts over ten years, which are shared with the municipality for greater transparency and collaboration.

A further aspect of working with sustainable societal development is the influence we have when it comes to purchasing and procurement. The purchasing and logistics process at Skellefteå Kraft comprises three main levels: strategic purchasing, tactical purchasing and operational purchasing. At the strategic level, overarching goals and guidelines for purchasing activities are set, providing important direction for the organisation's long-term plans and vision. At the tactical level, these strategies are put into practice through the implementation of procurement, contract drafting and other specific actions. This is where the purchasing process takes shape and is adapted to achieve the strategic objectives. Finally, at the operational level, the concrete purchases are implemented and called off to meet the ongoing needs and requirements of the organisation. This structured approach ensures efficient and well-coordinated purchasing activities.

An increased focus on requirements setting and sustainable procurement has been integrated into the purchasing process. From the beginning of 2023, the purchasing process has been streamlined through the implementation of the new MEDIUS system support. All call-offs are required to go through this system. Although this may take longer and require the approval of assistance managers, it facilitates the documentation of needs and increases the transparency of the process.

For purchasing open to competition, necessary steps are taken in framework agreement limits are exceeded. In supplier meetings, the focus has gradually shifted towards sustainability aspects. It is important to note that legislation does not allow procurement to directly target local suppliers. The procurement process must be open, non-discriminatory and competitive to ensure fair and transparent treatment of all potential suppliers.

In the majority of all procurements carried out, suppliers are screened against both environmental and social criteria. In the current year, 80% of all procurements were screened against these criteria. Future plans include implementing pre- and post-analyses in our procurement system to enable analyses of negative impacts within the supply chain.

GRI 3-3 Sustainable societal development, 203-1, 407-1

Governance documents and policies, including framework agreement suppliers and rules under the Act on Procurement in the Water, Energy, Transport and Postal Services Sectors, regulate the purchasing process according to the amount and type of purchase. Risk identification is carried out for occupational health and safety, environmental and tactical purchases. The EcoVadis system is used to support decision-making, and all suppliers are encouraged to join. Although there are challenges in obtaining information from suppliers, especially in relation to the whole supply chain and sustainability aspects, supplier awareness has increased.

In supply chain management, one of the targets is for 20% of suppliers to account for 80% of procurement volumes. Currently, only 10% of contract partners are registered with EcoVadis, but we aim to increase this figure. Risk identification is challenging due to dependency on specific individuals. and implementation of KPIs from suppliers is being considered.

Sustainability is integrated into all parts of the process, and management strives to choose the most sustainable option during procurement. Challenges include conflicts in pricing, where sustainability considerations are at odds with financial considerations. Reuse and circular economy are being considered, and an increased use of Power-BI to collect and rank information on suppliers is planned. Regular follow-ups and updates of the Code of Conduct and the procurement process are carried out to ensure compliance and continuous improvement. The aim is to maintain a positive impact on the environment and society through sustainability-conscious purchasing.

Our owner, Skellefteå Municipality, requires us to achieve a profitability of 6% on capital employed over time. Part of our surplus is reinvested in the municipality to create jobs and support regional growth. Stable finances enable investments in renewable energy production, as well as improvement and expansion of electrical grids and fibre networks. We are also setting aside funds for future costs related to the reassessment of water rights and the rehabilitation of wind farms and peat bogs. Through these measures, we contribute to sustainable development and support the growth of society.

“Stable finances enable investments in renewable energy production, as well as improvement and expansion of electrical grids and fibre networks.”

4. Appendices

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| 4.2. GRI index | 34 |

4.1. KPI table

| Environment | Unit | 2023 | 2022 | GRI | Comments |
|----------------------------------------------------------|-----------------------------------|-----------|-----------|-------|--------------------------------------------------------------------------------|
| Greenhouse gas emissions | | | | | |
| <i>Scope 1 Direct greenhouse gas emissions</i> | total in tonnes CO ₂ e | 22 291 | - | 305-1 | |
| <i>Scope 2 Indirect greenhouse gas emissions</i> | total in tonnes CO ₂ e | 1 890 | - | 305-2 | |
| <i>Scope 3 Other indirect greenhouse gas emissions</i> | total in tonnes CO ₂ e | 202,7 | - | 305-3 | |
| Significant emissions to air, per | | | | | |
| <i>NOx</i> | kg | 171 843 | - | 305-7 | |
| <i>SOx</i> | kg | 5 711 | - | 305-7 | |
| Energy consumption | | | | | |
| <i>Total fuel consumption from non-renewable sources</i> | MWh | 59 116 | 43 139 | 302-1 | |
| <i>Total fuel consumption from renewable sources</i> | MWh | 977 211 | 946 261 | 302-1 | |
| <i>Total electricity consumption</i> | MWh | 73 701 | 69 698 | 302-1 | Total and significant energy use according to energy mapping. |
| <i>Total heat consumption</i> | MWh | 6 029 | 5 769 | 302-1 | |
| <i>Total cooling consumption</i> | MWh | 723 | 736 | 302-1 | |
| <i>Total steam consumption</i> | MWh | 30 556 | 14 433 | 302-1 | |
| <i>Electricity sold</i> | MWh | 4 175 607 | 4 090 076 | 302-1 | |
| <i>Heating sold</i> | MWh | 764 446 | 696 180 | 302-1 | |
| <i>Cooling sold</i> | MWh | 3 789 | 4 254 | 302-1 | |
| <i>Steam sold</i> | MWh | 0 | 0 | 302-1 | |
| Total energy consumption within the organisation | MWh | 126 666 | 118 442 | 302-1 | Total and significant energy use according to energy mapping. |
| Total energy intensity | kWh/MWh produced | 40 | - | 302-3 | Total electricity consumption within the organisation, to produce electricity. |
| Total energy reduction | kWh/m ² | 182 | 175 | 302-4 | Concerns electricity, heating and cooling in properties. |
| Water | | | | | |
| Water withdrawals all areas | m ³ | 5 994 870 | 5 473 232 | 303-3 | |
| <i>Surface water</i> | m ³ | 5 994 870 | 5 473 232 | 303-3 | |
| In areas with water scarcity | m ³ | 93 148 | - | 303-3 | |
| <i>Water from third parties</i> | m ³ | 93 148 | - | 303-3 | |
| Water discharges all areas | m ³ | 6 121 046 | - | 303-4 | |
| <i>Surface water</i> | m ³ | 6 121 046 | - | 303-4 | |
| Water consumption (all areas) | m ³ | 2 897 | - | 303-5 | Concerns water consumption in the properties. |

| Environment | Unit | 2023 | 2022 | GRI | Comments |
|---------------------------------------------------------------|--------|-------|--------|-------|----------|
| Waste | | | | | |
| Total waste generated | tonnes | 2 140 | 4 622 | 306-3 | |
| Hazardous waste | tonnes | 718 | 832 | 306-4 | |
| <i>Soil contaminated with oil</i> | kg | - | 82 670 | 306-4 | |
| Compost | kg | - | 300 | 306-4 | |
| Total weight of hazardous waste diverted from landfill | tonnes | 2 102 | 2 869 | 306-4 | |
| Total weight of waste diverted to landfill | tonnes | 38 | 90 | 306-5 | |
| <i>Landfill</i> | tonnes | 38 | 90 | 306-5 | |

| Social | Unit | 2023 | 2022 | GRI | Comments |
|--------------------------------------------------------------------|--------|------|------|-------|----------|
| Number of employees | Total | 856 | 798 | 2-7 | |
| Total number | | | | | |
| <i>Women <30</i> | Number | 26 | 15 | 2-7 | |
| <i>Women 30–50</i> | Number | 169 | 149 | 2-7 | |
| <i>Women >50</i> | Number | 81 | 81 | 2-7 | |
| <i>Men <30</i> | Number | 43 | 37 | 2-7 | |
| <i>Men 30–50</i> | Number | 322 | 307 | 2-7 | |
| <i>Men >50</i> | Number | 215 | 209 | 2-7 | |
| Employees per contract | | | | | |
| <i>Permanent employment (Women)</i> | Number | 276 | 245 | 2-7 | |
| <i>Temporary employment (Women)</i> | Number | 8 | 6 | 2-7 | |
| <i>Full-time employment (Women)</i> | Number | 259 | 226 | 2-7 | |
| <i>Part-time employment (Women)</i> | Number | 17 | 19 | 2-7 | |
| <i>Permanent employment (Men)</i> | Number | 580 | 553 | 2-7 | |
| <i>Temporary employment (Men)</i> | Number | 15 | 11 | 2-7 | |
| <i>Full-time employment (Men)</i> | Number | 539 | 517 | 2-7 | |
| <i>Part-time employment (Men)</i> | Number | 41 | 36 | 2-7 | |
| New hires | | | | | |
| <i>Women <30</i> | Number | 12 | 4 | 401-1 | |
| <i>Women 30–50</i> | Number | 25 | 29 | 401-1 | |
| <i>Women >50</i> | Number | 4 | 4 | 401-1 | |
| <i>Men <30</i> | Number | 10 | 9 | 401-1 | |
| <i>Men 30–50</i> | Number | 40 | 48 | 401-1 | |
| <i>Men >50</i> | Number | 15 | 12 | 401-1 | |
| Staff turnover: number who left during the reporting period | | | | | |
| <i>Women <30</i> | Number | 0 | 3 | 401-1 | |
| <i>Women 30–50</i> | Number | 5 | 11 | 401-1 | |
| <i>Women >50</i> | Number | 2 | 11 | 401-1 | |
| <i>Men <30</i> | Number | 5 | 7 | 401-1 | |
| <i>Men 30–50</i> | Number | 13 | 37 | 401-1 | |
| <i>Men >50</i> | Number | 15 | 43 | 401-1 | |

| Social | Unit | 2023 | 2022 | GRI | Comments |
|-----------------------------------------------|--------|-----------|-----------|-------|-------------------------------------------------------------------------------|
| Staff turnover | | | | | |
| <i>Women <30</i> | % | 0 | 20 | 401-1 | |
| <i>Women 30–50</i> | % | 3 | 7 | 401-1 | |
| <i>Women >50</i> | % | 2 | 13 | 401-1 | |
| <i>Men <30</i> | % | 12 | 19 | 401-1 | |
| <i>Men 30–50</i> | % | 4 | 12 | 401-1 | |
| <i>Men >50</i> | % | 7 | 21 | 401-1 | |
| Board of Skellefteå Kraft | | | | | Data provided for the Board excluding trade union representatives. |
| <i>Women <30</i> | Number | 0 | 0 | 405-1 | |
| <i>Women 30–50</i> | Number | 0 | 0 | 405-1 | |
| <i>Women >50</i> | Number | 3 | 3 | 405-1 | |
| <i>Men <30</i> | Number | 0 | 0 | 405-1 | |
| <i>Men 30–50</i> | Number | 0 | 0 | 405-1 | |
| <i>Men >50</i> | Number | 6 | 6 | 405-1 | |
| Board of Skellefteå Kraft | | | | | Data provided for the Board excluding trade union representatives. |
| <i>Women, executive</i> | Number | 0 | 0 | 2-9 | |
| <i>Women, non-executive</i> | Number | 0 | 0 | 2-9 | |
| <i>Women, independent</i> | Number | 3 | 3 | 2-9 | |
| <i>Men, executive</i> | Number | 0 | 0 | 2-9 | |
| <i>Men, non-executive</i> | Number | 0 | 0 | 2-9 | |
| <i>Men, independent</i> | Number | 6 | 6 | 2-9 | |
| Work-related injuries | | | | | These include accidents, occupational diseases and accidents while travelling |
| <i>Work-related fatalities</i> | Number | 0 | 0 | 403-9 | |
| <i>High consequence work-related injuries</i> | Number | 0 | 0 | 403-9 | |
| <i>Total number of work-related injuries</i> | Number | 52 | 66 | 403-9 | |
| Number of hours worked | Number | 1 367 826 | 1 268 679 | 403-9 | |

| Social | Unit | 2023 | 2022 | GRI | Comments |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------|------|------|-------|--------------------------------------------------|
| Occupational health and safety management system | | | | | |
| <i>Number of employees* covered by an occupational health and safety management system</i> | Number | 856 | 798 | 403-8 | |
| <i>Percentage covered by an occupational health and safety management system</i> | % | 100 | 100 | 403-8 | |
| <i>Percentage covered by an occupational health and safety management system that has been internally audited</i> | % | 100 | 100 | 403-8 | |
| <i>Percentage covered by an occupational health and safety management system that has been reviewed and/or certified by an external party</i> | % | 100 | 100 | 403-8 | |
| *All employees at Skellefteå Kraft | | | | | |
| Performance and career development (Gender) | | | | | Information based on the annual employee survey. |
| <i>Number of employees receiving regular performance and career development reviews (Women)</i> | Number | 195 | 178 | 404-3 | |
| <i>Number of employees receiving regular performance and career development reviews (Men)</i> | Number | 420 | 411 | 404-3 | |
| <i>Women</i> | % | 71 | 73 | 404-3 | |
| <i>Men</i> | % | 72 | 74 | 404-3 | |
| Discrimination | | | | | |
| <i>Incidents of discrimination</i> | Number | 1 | 0 | 406-1 | |
| Violations of indigenous peoples' rights | | | | | |
| <i>Incidents of victimisation</i> | Number | 1 | 0 | 411-1 | |
| <i>Incidents reviewed by the organisation</i> | Number | 1 | 0 | 411-1 | |
| <i>Action plans under implementation</i> | Number | 1 | 0 | 411-1 | |
| Standard benefits for full-time employees but not provided for temporary or part-time employees | | | | | |
| <i>Life insurance</i> | Yes/No | No | No | 401-2 | For all employees. |
| <i>Healthcare</i> | Yes/No | Yes | Yes | 401-2 | |
| <i>Parental leave</i> | Yes/No | No | No | 401-2 | For all employees. |

| Social | Unit | 2023 | 2022 | GRI | Comments |
|-------------------------------------------------------------------------------|--------------|-----------|-----------|-------|-----------------------------------------------------------------------|
| <i>Pension contributions</i> | Yes/No | No | No | 401-2 | For all employees. |
| Parental leave | | | | | Includes both longer and shorter periods during 2023. |
| <i>Entitled to parental leave (Women)</i> | Number | 276 | 245 | 401-3 | |
| <i>Entitled to parental leave (Men)</i> | Number | 580 | 553 | 401-3 | |
| <i>Total number of employees who returned to work during the year (Women)</i> | Number | 58 | 53 | 401-3 | |
| <i>Total number of employees who returned to work during the year (Men)</i> | Number | 122 | 122 | 401-3 | |
| <i>Worked after parental leave and still employed 12 months later (Women)</i> | Number | 50 | - | 401-3 | Women returning in 2023 after previous parental leave. |
| <i>Worked after parental leave and still employed 12 months later (Men)</i> | Number | 118 | - | 401-3 | Men returning in 2023 after previous parental leave. |
| <i>Percentage returning to work (Women)</i> | % | 80 | 84 | 401-3 | |
| <i>Percentage returning to work (Men)</i> | % | 96 | 98 | 401-3 | |
| <i>Number who took parental leave (Women)</i> | Number | 72 | 63 | 401-3 | |
| <i>Number who took parental leave (Men)</i> | Number | 127 | 124 | 401-3 | |
| Annual remuneration | | | | | |
| <i>Total remuneration of the highest paid in the organisation</i> | Number (SEK) | 2 220 000 | - | 2-21 | |
| <i>Median total remuneration of all employees (excluding highest paid)</i> | Number (SEK) | 493 632 | - | 2-21 | |
| <i>Ratio of highest paid to median (excluding highest paid)</i> | % | 450 | - | 2-21 | |
| Basic salary and remuneration | | | | | |
| Board | | | | | |
| <i>Average basic salary (Women)</i> | Number (SEK) | 1 059 840 | 1 001 880 | 405-2 | |
| <i>Average basic salary (Men)</i> | Number (SEK) | 1 503 000 | 1 384 800 | 405-2 | |
| <i>Basic salary ratio (Women/Men)</i> | % | 71 | 72 | 405-2 | |
| Employees | | | | | |
| <i>Average basic salary (Women)</i> | Number (SEK) | 498 168 | 477 948 | 405-2 | |
| <i>Average basic salary (Men)</i> | Number (SEK) | 528 924 | 506 124 | 405-2 | |
| <i>Average remuneration (Women)</i> | Number (SEK) | 29 280 | 22 776 | 405-2 | Remuneration in addition to basic salary, includes e.g. standby duty. |
| <i>Average remuneration (Men)</i> | Number (SEK) | 60 372 | 53 376 | 405-2 | Remuneration in addition to basic salary, includes e.g. standby duty. |
| <i>Basic salary ratio (Women/Men)</i> | % | 94 | 94 | 405-2 | |

| Governance | Unit | 2023 | 2022 | GRI | Comments |
|----------------------------------------------------------------------------------------------------------------------------------|--------------|---------------|---------------|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Direct economic value created and distributed in SEK (EV&D) | | | | | |
| Direct economic value generated: revenue (net sales) | Number (SEK) | 6 920 000 000 | 7 664 000 000 | 201-1 | |
| Distributed economic value: operating profit (EBIT) | Number (SEK) | 1 256 000 000 | 2 002 000 000 | 201-1 | |
| <i>Salaries and benefits to employees</i> | Number (SEK) | 679 000 000 | 645 000 000 | 201-1 | |
| Economic value created | Number (SEK) | 5 664 000 000 | 5 662 000 000 | 201-1 | |
| Equity | Number (SEK) | 8 316 000 000 | 7 838 000 000 | 201-1 | |
| Return on equity (before tax) | % | 15,1 | 27,5 | 201-1 | |
| Anti-corruption | | | | | |
| <i>Total number of operations assessed for risks related to corruption</i> | Number | 1 | - | 205-1 | |
| <i>Percentage of operations assessed for risks related to corruption</i> | % | 12 | - | 205-1 | |
| Communication and training about anti-corruption policies and procedures | | | | | |
| <i>Total number of board members informed about the organisation's anti-corruption policies and procedures</i> | Number | 9 | 9 | 205-2 | |
| <i>Percentage of board members informed about anti-corruption policies</i> | % | 100 | 100 | 205-2 | |
| Total number of employees informed about the organisation's anti-corruption policies and procedures, by category of staff | | | | 205-2 | |
| <i>Board</i> | Number | 9 | 9 | 205-2 | |
| <i>Management team</i> | Number | 9 | 9 | 205-2 | |
| <i>Other employees</i> | Number | 847 | 789 | 205-2 | All employees in both years via Code of Conduct, intranet, induction. The figure excludes all managers, who have taken part via training in the learning portal (see line above). |
| Total number of board members who have received anti-corruption training | Number | 9 | 9 | 205-2 | |
| Percentage of board members who have received anti-corruption training | % | 100 | 100 | 205-2 | |
| Total number of employees who have received anti-corruption training, by category of staff | | | | 205-2 | |
| <i>Board</i> | Number | 9 | 9 | 205-2 | |
| <i>Management team</i> | Number | 9 | 9 | 205-2 | |
| <i>Other employees</i> | Number | 847 | 789 | 205-2 | All employees in both years via Code of Conduct, intranet, induction. The figure excludes all managers, who have taken part via training in the learning portal (see line above). |
| <i>Percentage of employees who have received anti-corruption training</i> | % | 100 | 100 | 205-2 | |

| Governance | Unit | 2023 | 2022 | GRI | Comments |
|------------------------------------------------------------------------------------|--------|------|------|-------|-----------------------------------------------------------------------------------------|
| Confirmed incidents of corruption | | | | | |
| <i>Total number of confirmed incidents</i> | Number | 0 | 0 | 205-3 | |
| <i>Number of incidents where employees were dismissed or disciplined</i> | Number | 0 | 0 | 205-3 | |
| <i>Number of incidents where contact with business partners was terminated</i> | Number | 0 | 0 | 205-3 | |
| <i>Public corruption legal cases brought against the organisation</i> | Number | 0 | 0 | 205-3 | |
| Number of legal actions taken | | | | | |
| <i>Number of legal actions for anti-corruption behaviour</i> | Number | 0 | 0 | 206-1 | |
| Suppliers | | | | | |
| <i>Number of suppliers</i> | Number | 265 | - | | The data is based on suppliers registered in the contract database. |
| New suppliers that were screened using environmental criteria | | | | | |
| <i>New suppliers</i> | Number | 314 | 374 | 308-1 | Number of procurements completed. |
| <i>Percentage of new suppliers that were screened using environmental criteria</i> | % | 80 | 80 | 308-1 | Applies to all procured contracts and calls-offs against existing framework agreements. |
| New suppliers that were screened using social criteria | | | | | |
| <i>New suppliers</i> | Number | 314 | 374 | 414-1 | Number of procurements completed. |
| <i>Percentage of new suppliers that were screened using social criteria</i> | % | 80 | 80 | 414-1 | Applies to all procured contracts and calls-offs against existing framework agreements. |

4.2. GRI index

| GRI standard | Number | Description | Page | Comments |
|-----------------------------------------------------|--------|--------------------------------------------------------------------------------------------------------------------------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| General Disclosures | | | | |
| Statement on use | | Skellefteå Kraft AB has reported according to GRI Standards for the reporting period 1 January 2023 to 31 December 2023. | | |
| GRI 1 used | | GRI 1: Foundation 2021 | | |
| The organisation and its reporting practices | | | | |
| GRI 2: General disclosures 2021 | 2-1 | Organisational details | 3 | |
| | 2-2 | Entities included in the organization's sustainability reporting | 6 | |
| | 2-3 | Reporting period, frequency and contact point | 3 | |
| | 2-4 | Restatements of information | 3 | |
| | 2-5 | External assurance | 3 | EY was selected by Skellefteå Kraft's senior management and appointed to perform the independent review on behalf of the Board of Skellefteå Kraft. |
| | 2-6 | Activities, value chain and other business relationships | 6, 14-15 | |
| | 2-7 | Employees | 28 | |
| | 2-8 | Workers who are not employees | | Skellefteå Kraft does not collect this type of data. |
| | 2-9 | Governance structure and composition | 6, 29 | |
| | 2-10 | Nomination and selection of the highest governance body | 6 | |
| | 2-11 | Chair of the highest governance body | 6 | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 6 | |
| | 2-13 | Delegation of responsibility for managing impacts | 13 | |
| | 2-14 | Role of the highest governance body in sustainability reporting | 6 | |
| | 2-15 | Conflicts of interest | 6-7 | |
| | 2-16 | Communication of critical concerns | 6-7 | |
| | 2-17 | Collective knowledge of the highest governance body | 6-7 | |
| | 2-18 | Evaluation of the performance of the highest governance body | 7 | |
| | 2-19 | Remuneration policies | 22 | |
| | 2-20 | Process to determine remuneration | 22 | |
| | 2-21 | Annual total compensation ratio | 31 | |
| | 2-22 | Statement on sustainable development strategy | 10-12 | |
| | 2-23 | Policy commitments | 11-12 | |
| | 2-24 | Embedding policy commitments | 11 | |

| GRI standard | Number | Description | Page | Comments |
|-----------------------------------|--------|------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Disclosures | | | | |
| | 2-25 | Processes to remediate negative impacts | 12 | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 12 | |
| | 2-27 | Compliance with laws and regulations | | Based on the information available, to our knowledge, no incidents of significant non-compliance with laws and regulations, including environmental laws and/or regulations, occurred in 2023. It also includes that no significant fines have been imposed and no non-monetary sanctions have been imposed on Skellefteå Kraft during the stated time period. |
| | 2-28 | Membership associations | | Elforsk, Swedish Energy Agency, GEODE, KFS, Energiföretagen Sverige, Regional Energi, Swedish Wind Energy Association. |
| | 2-29 | Approach to stakeholder engagement | 16-17 | |
| | 2-30 | Collective bargaining agreements | 21 | |
| GRI 3: Material topics 2021 | 3-1 | Process to determine material topics | 14-15 | |
| | 3-2 | List of material topics | 14-15 | |
| | 3-3 | Management of material topics | 18-24 | |
| Environment | | | | |
| GRI 302: Energy 2016 | | | | |
| | 302-1 | Energy consumption within the organization | 26 | |
| | 302-3 | Energy intensity | 26 | |
| | 302-4 | Reduction of energy consumption | 26 | |
| GRI 303: Water and effluents 2018 | | | | |
| | 303-1 | Interactions with water as a shared resource | 20 | |
| | 303-2 | Management of water discharge-related impacts | 20 | |
| | 303-5 | Water consumption | 26 | |
| GRI 304: Biodiversity 2016 | | | | |
| | 304-1 | Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas | 19 | |
| | 304-2 | Significant impacts of activities, products and services on biodiversity | 20 | |
| GRI 305: Emissions 2016 | | | | |
| | 305-1 | Direct (Scope 1) GHG emissions | 26 | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 26 | |
| | 305-3 | Other indirect (Scope 3) GHG emissions | 26 | |
| | 305-7 | Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions | 26 | |

| GRI standard | Number | Description | Page | Comments |
|-------------------------------------------------|--------|---------------------------------------------------------------------------------------------------------------|--------|----------|
| General Disclosures | | | | |
| GRI 306: Waste 2020 | | | | |
| | 306-1 | Waste generation and significant waste-related impacts | 20 | |
| | 306-2 | Management of significant waste-related impacts | 20 | |
| | 306-3 | Waste generated | 27 | |
| | 306-4 | Waste diverted from disposal | 27 | |
| | 306-5 | Waste directed to disposal | 27 | |
| GRI 308: Supplier environmental assessment 2016 | | | | |
| | 308-1 | New suppliers that were screened using environmental criteria | 23, 33 | |
| | 308-2 | Negative environmental impacts in the supply chain and actions taken | 23 | |
| Social | | | | |
| GRI 401: Employment 2016 | | | | |
| | 401-1 | New employee hires and employee turnover | 28-29 | |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 30 | |
| | 401-3 | Parental leave | 31 | |
| GRI 403: Occupational health and safety 2018 | | | | |
| | 403-1 | Occupational health and safety management system | 22 | |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 21 | |
| | 403-3 | Occupational health services | 21-22 | |
| | 403-4 | Worker participation, consultation and communication on occupational health and safety | 21-22 | |
| | 403-5 | Worker training on occupational health and safety | 22 | |
| | 403-6 | Promotion of worker health | 21-22 | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 21-22 | |
| | 403-8 | Workers covered by an occupational health and safety management system | 22, 30 | |
| | 403-9 | Work-related injuries | 29 | |

| GRI standard | Number | Description | Page | Comments |
|----------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Disclosures | | | | |
| GRI 404: Training and education 2016 | | | | |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 30 | No data regarding age is collected. |
| GRI 405: Diversity and equal opportunity 2016 | | | | |
| | 405-1 | Diversity of governance bodies and employees | 6, 29 | |
| | 405-2 | Ratio of basic salary and remuneration of women to men | 31 | |
| GRI 406: Non-discrimination 2016 | | | | |
| | 406-1 | Incidents of discrimination and corrective actions taken | 22, 30 | |
| GRI 407: Freedom of association and collective bargaining 2016 | | | | |
| | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 21, 23-24 | |
| GRI 411: Rights of indigenous peoples 2016 | | | | |
| | 411-1 | Incidents of violations involving rights of indigenous peoples | 30 | |
| GRI 413: Local communities 2016 | | | | |
| | 413-2 | Operations with significant actual and potential negative impacts on local communities | 23 | |
| GRI 414: Supplier social assessment 2016 | | | | |
| | 414-1 | New suppliers that were screened using social criteria | 23, 31 | |
| Governance | | | | |
| GRI 201: Economic performance 2016 | | | | |
| | 201-1 | Direct economic value generated and distributed | 32 | |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | | Deviation: We currently have no systems in place to assess and evaluate the financial implications and other risks and opportunities resulting from climate change. However, we plan to conduct a double materiality analysis in 2024. This analysis will include a thorough assessment and valuation of the financial impact. |
| GRI 202: Market presence 2016 | | | | |
| | 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | 21 | |
| | 202-2 | Proportion of senior management hired from the local community | 6, 22 | |
| GRI 203: Indirect economic impacts 2016 | | | | |
| | 203-1 | Infrastructure investments and services supported | 24 | |

| GRI standard | Number | Description | Page | Comments |
|-------------------------------------|--------|----------------------------------------------------------------------------------|------|------------------------------------------------------------|
| General Disclosures | | | | |
| GRI 204: Procurement practices 2016 | | | | |
| | 204-1 | Proportion of spending on local suppliers | 23 | |
| GRI 205: Anti-corruption 2016 | | | | |
| | 205-1 | Operations assessed for risks related to corruption | 32 | |
| | 205-2 | Communication and training about anti-corruption policies and procedures | 32 | No policy adopted, but procedures and guidelines in place. |
| | 205-3 | Confirmed incidents of corruption and actions taken | 33 | |
| GRI 206: Anti-competitive behaviour | | | | |
| | 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | 33 | |