

SUSTAINABILITY REPORT 2022



allente

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Jonas Gustafsson
Chief Executive Officer

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. I believe our work embodied in this report is a proven testament to this. The scope within pertains to 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 over 1 million customers in Norway, Sweden, Denmark and Finland.

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 2022, we had a revenue of SEK 6.8 billion and approximately 270 employees.

Our Vision

To be the leading Nordic TV provider

Our Mission

We make everyday life more entertaining

Our Values

We Care
We Dare
We Share



OUR SUSTAINABILITY STRATEGY

Allente's Sustainable practices are aligned with the United Nations Sustainable Development Goals (SDGs).

In 2022, Allente's primary focus has been SDG 3: Good Health & Well-being with a strong emphasis on sports. Sports are an integral part of Allente's core identity. We've contributed to sustainable development through funding the efforts of local sports teams and associations. As well, Allente has focused on SDG 13: Climate Action with respect to reducing carbon emissions and further environmentally friendly practices. We have begun to take action with our customers, partners and additional stakeholders with aspirations to help build a more sustainable planet.

As a growing 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. We aim to continuously be a sustainable company dedicated to 3 principle areas: business, environment and society.

Sustainable Business

Creating business value in line with sustainability fundamentals

Sustainable Environment

Making decisions which take the environment into consideration

Sustainable Society

Improving health and well-being, and making society more inclusive

SUSTAINABLE BUSINESS

Doing business in a corporate social responsible manner is a necessity. Today internal and external stakeholders expect corporations to be compliant in supply chain management, anti-corruption, human rights and additional areas. Our Code of Conduct provides employees with a regulatory framework of the do's and don'ts of business conduct.

Code of Conduct

We comply with our Code of Conduct. It ensures a responsible approach when engaging with internal and external stakeholders. Our Code of Conduct is made available in this report's addendum.

Diversity, Equity and Inclusion

Principles within the Code of Conducts are diversity, equality and non-discrimination. We at Allente try to ensure an inclusive work environment that is non-discriminatory and promote equal rights. It's important that we have a diverse workplace because we believe that a successful company consists of a diverse workforce. 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 2021, women accounted for 37% of the workforce, followed by 37% in 2022.

Regarding hiring, in 2021, we recruited 62% men and 38% women, compared to 55% men and 45% women in 2022. We are working towards increasing our diversity, and in 2023 our ambition is to recruit 50% women. In 2022, approximately 22% of our advertised office positions were filled by external and internal candidates with a registered foreign nationality.

health benefits and health insurances for physical and mental health conditions.

In 2022, as we eased out of Covid-19 in the Nordics, we understood that working remotely was and still is a desired working model. As an employer, we offered employees the right conditions and resources to work remotely. In 2022, our employee feedback surveys confirmed that we were supportive to employees during and post Covid-19.

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

2022	
Parameter	Ratings
Overall engagement	7.4
Sub-parameter	Ratings
Personal growth	7.4
Working environment	7.7

In comparison, last year in 2021 our overall score was 7.2 (out of 10).

2021	
Parameter	Ratings
Overall engagement	7.2
Sub-parameter	Ratings
Personal growth	7.1
Working environment	7.4

Overall, our results show an upward trend.

With respect to retention, our employee turnover rate was roughly 10,6% in 2021 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

At Allente we work to ensure that we do not infringe on human rights, avoid complicity in human rights abuses by others and comply with the laws of the countries in which we do business. We have governing documents, such as the Code of Conduct for employees and for suppliers to sign and declare their commitment to us.

Sustainable Supply Chain Management

Allente's interest lies in working with suppliers within the Allente procurement portfolio who are socially and environmentally conscientious. Our suppliers should adhere to our Code of Conduct for suppliers, namely the Supplier Conduct Principles (SCP). The SCP speaks about varying topics for example anti-corruption, health and safety, and labor and working conditions. By suppliers signing the Agreement on Responsible Business Conduct (ABC), they show their commitment to our Code of Conduct. In order for Allente to ensure compliance from our suppliers, we check-in with our suppliers via questionnaires on a risk-based approach. As a means of upholding to sustainable supply chains, our procurement team has trainings with respect to this topic at hand.

Accountability

Allente promotes a culture of openness, responsibility and accountability. Employees 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 can report regularities in an anonymous manner with the Allente Reporting System, a compliance portal that manages incident reporting.

SUSTAINABLE ENVIRONMENT

At Allente we understand that our business practices will 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.

Carbon Emissions

Allente has for the first time assessed our Scope 1 & 2 emissions and we intend to enhance this inventory in the future with the inclusion of our Scope 3 emissions. Our Scope 1 emissions were calculated based on Vehicle fuel type and estimated distance driven using BEIS emission factors. Our Scope 2 inventory is assessed using AIB residual mix emission factors and estimated energy consumption of offices based on floor area.

Carbon emissions (tCO ₂)-2022	
Scope 1	
Direct Emissions	15
Gasoline/ Electric (Hybrid)	4
Electric	0
Diesel	9
Gasoline	2
Scope 2	
Indirect Emissions (market-based purchased energy)	205
Electricity	181
Heating	24
Scope 1 & Scope 2	
Total	220

Stakeholder Management

Allente aims to reduce our climate impact in the best manner possible. Through our Repair partnership with Servicon, in 2022 we were able to recycle 22,000 set-top-box units and provide units in good condition to customers. Items from devices which were not repairable were used as spare parts for upcoming repairs. We believe in the circular use of resources.

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. In 2020, 20% of our installers in Norway used electric cars when providing services to our customers. Allente has intentions to increase these numbers in Norway and make traction in our additional markets, with Bring as our supplier. For day-to-day office building operations,

we partner with Telenor Eiendom, 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. Prior to 2022, 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.

SUSTAINABLE SOCIETY

In 2022, the coronavirus still had an impact on the Nordics. Covid-19 left a socioeconomic downturn in the countries which our customers, employees and stakeholders live and work in. Allente recognizes the importance of providing support and being involved in our community.

Allente Scholarship

Local sports teams and associations especially suffered during the Covid19 pandemic. At Allente, sports is an integral component of our identity and brand. The Allente Scholarship provides funds to local sports teams and associations to help them thrive and continuously engage with local community members around sports, health and well-being. In 2022 the Allente Scholarship awarded 10 recipients. Funds were used towards improving sports facilities, purchasing equipment and apparel, and transporting teams to tournaments. The Scholarship is an inclusive one, encouraging applicants to apply regardless of gender, age or disabilities. In 2023-2024 we have interest in increasing the ambitions of the Allente Scholarship.

Charitable Donations

Furthermore, in 2020 Allente provided support to our international community. Employees selected 3 organizations to donate to at year's end. Doctors Without Borders, UNICEF Norway and the Ukraine Freedom Fund received monetary contributions from us. In line with the United Nations Sustainable Development Goal 3: Good Health & Well-being, Allente is interested in helping organizations accomplish their goals of improving the wellness of recipients regardless of gender, age and additional sociodemographic factors.

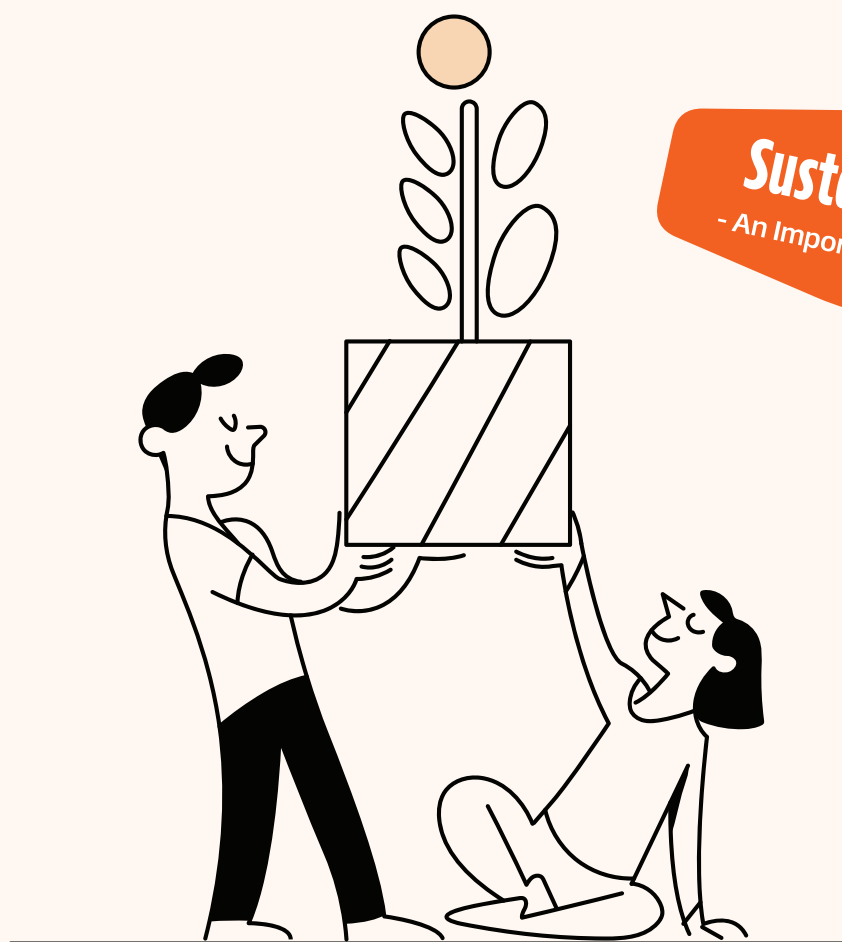
LOOKING AHEAD WITH SUSTAINABILITY

Allente is in year three of its business operations as well as its sustainability work. For a company, established not long ago, we made the decision to begin working in this area because it is the right thing to do.

Being conscientious about our business and how we work, our environment and our society are vital. We are very proud of what we have accomplished so far, however our journey has just begun. There are areas for further development which we will continuously work on, in order to take

our sustainability efforts to a higher level. It's a journey comprised of many building blocks, which we are aware of and have full intention to carry out, in order to ensure a sustainable future for generations to come.

Aim to be the leading Nordic TV provider



Sustainability
- An Important Daily Pillar

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