

# Allente Group AB

## Sustainability report

for the financial year 1 January 2024 - 31 December 2024

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General disclosures

Basis for preparation

General basis for preparation of the sustainability statements

The sustainability report has been prepared in accordance with the applicable legislation in Sweden, Norway and Denmark. As for the Swedish legislation, the report has been prepared in accordance with Annual Accounts Act and the requirements applicable before the changes implemented on the 1st of July 2024. In addition, Allente has taken inspiration from the Corporate Sustainability Reporting Directive (CSRD) and the related European Sustainability Reporting Standards (ESRS), which may be in scope for Allente for the financial year 2025. These sustainability statements include the same legal entities as the financial statements, i.e. all legal entities in Allente Group. The statements also cover the same period as the financial statements which is the calendar year of 2024. As for the scope of the value chain, the statements cover both the upstream and downstream value chain to the extent that impacts have been considered material. Refer to the double materiality assessment and each section for more details.

Disclosures in relation to specific circumstances

Allente has applied similar definitions on time horizons (short-term, medium-term and long-term) as in ESRS 1. Refer to each separate section for disclosures related to specific circumstances in each area.

Governance

The role of the administrative, management and supervisory bodies

Composition and diversity of the administrative, management and supervisory bodies

The highest decision-making authority in Allente Group is the board of directors which per the 31st of December 2024 consisted of 7 directors, of which 5 (71%) were non-executive (and independent) members and 2 (29%) were employee representatives (and non-independent). 6 (86%) of directors were men while 1 (14%) were women per the 31st of December 2024. These directors are either employed by Allente's owners or Allente Group (employee representatives) and have an extensive experience within the media sector and therefore a good understanding of Allente Group's impact on people and the planet. As for the Allente Management Team (AMT), it consisted per the 31st of December 2024 of 8 members of which 7 (87,5 %) were male and 1 were women (12,5 %). These members have an extensive experience of both the media industry and Allente more specifically, and therefore a also have good understanding of Allente Group's impact on people and the planet.

Roles and responsibilities of the administrative, management and supervisory bodies

Governing bodies	Roles and responsibilities
Board of directors	Responsible for setting the strategy and objectives, approving the Code of Conduct, and adopting the Annual and Sustainability Report.
Allente Management Team	The AMT is responsible for overseeing the implementation of the sustainability report and approving targets, policies and guidelines. The Chief Financial Officer leads the sustainability reporting and its implementation.

Skills and expertise

Allente's management have an extensive experience of both the media industry and Allente more specifically, and therefore have sufficient skills to understand the impacts' that Allente may have on people and the environment, as well as sustainability topics' effects on Allente. As for technical sustainability expertise, Allente is training staff to acquire the sufficient expertise and will also consider hiring external consultants in the future if deemed necessary.

**Sustainability-related performance in incentive schemes**

Allente has not included any sustainability-related performance in incentive schemes.

**Risk management and internal controls over sustainability reporting**

Sustainability reporting in Allente is centralized in the finance function, where all datapoints are reviewed. Accuracy of datapoints are assessed and where necessary estimations are performed.

**Strategy**

**Strategy, business model and value chain**

Allente is a Nordic TV distributor that offers high-quality TV and broadband solutions via satellite, broadband and streaming to approximately 1 million customers in Norway, Sweden, Denmark and Finland. As the traditional satellite TV market is in a structural decline, Allente's strategy is to grow in other segments, mainly in streaming. Allente's business model is to purchase and distribute content in attractive packages and for competitive prices. In addition, Allente also sells hardware to customers which are primarily consumers but also corporate customers.

As a TV distributor, Allente's upstream value chain is consisting of various providers such as TV content providers, hardware producers, satellite operators, sales agencies, marketing agencies, customer service providers, warehouse partners and various types of consultants. The downstream value chain consists of elements like installers, logistic partners and broadband network owners.

**Interests and views of stakeholders**

Allente continuously engages with its stakeholders through different channels to understand their expectations, requirements and concerns about current and emerging environmental, social and governance (ESG) matters. The table below contains a non-exhaustive list of examples of stakeholder engagements taking place over the past year.

Stakeholder group	Engagement channels
Shareholders	Board of Directors meetings Dialogue with owners' sustainability departments Review of owners' sustainability statements
Employees	Dialogue with employee representatives Internal meetings
Customers	Review of market surveys
Suppliers and Creditors	Supplier meetings Trainings and audits Dialogue with banks

**Material impacts, risks and opportunities and their interaction with strategy and business model**

Below the material sustainability matters identified in the double materiality assessment are summarized. Materiality was assessed through impact materiality (Allente's impact on the environment and the planet) and financial materiality. Financial materiality was based on if the topic is assessed to have an influence on the users of the sustainability statements. Both possible impacts and actual impacts have been considered.

For impact materiality, four factors were considered: 1) scale, 2) scope, 3) irremediable character (for negative impacts) and 4) likelihood. These dimensions were scored and the total score were then finally classified as either low, medium or high impact topics.

For financial impacts, two factors were considered: 1) financial magnitude and 2) likelihood, where the total scores of these factors were also classified as either low, medium or high financial impact topics.

Sustainability topics were considered material if either impact materiality or financial materiality were classified as high, otherwise the topics were considered not material.

Although human rights and anti-corruption have been assessed as low risk sustainability topics for Allente, these have still been included in the sustainability statements due to the potential seriousness of the subjects.

Main topic	Subtopic(s)	Impact materiality	Financial materiality	Impact(s)
<b>Environmental</b>				
Climate change	Climate change mitigation	Unknown/high	High	Since climate change is considered a highly important subject for society and since Allente's value chain generates GHG emissions (actual scope 3 emissions are currently not measured), impact materiality is considered material. In addition, there are high financial risks related to this for Allente (e.g. future legislation and operating cost increases due to taxation).
	Climate change adaption	High	Medium	Allente may adapt it's business strategy through focusing on technologies with lower expected GHG emissions, i.e. the OTT segment. This is already occurring today. This would result in lower GHG emissions and a more sustainable business strategy. Also it may decrease costs for hardware, installations and freight from a financial perspective.
	Energy consumption	High	Medium	Energy is consumed in our own operations, as well as in our upstream and downstream value chains. From the production phase and shipment of products to the use of hardware and software. Running our offices also requires energy. This may have a negative impact on the environment depending on the energy source. From a financial perspective, our operating costs can increase due to a certain level of energy dependency, in combination with rising energy prices.

Main topic	Subtopic(s)	Impact materiality	Financial materiality	Impact(s)
<b>Environmental</b>				
Pollution	Substances of concern or very high concern	Unknown/high	Medium	<p>Pollution may occur both upstream and downstream in Allente's value chain. Manufacturing of electronic equipment today may require small volumes of substances of concern/very high concern (upstream). Negative impacts can also occur if end-of-life products are not properly disposed of or recycled (downstream). Actual pollutants emitted in the upstream value chain is currently investigated.</p> <p>Depending on which substances of concern that are used in Allente's hardware, there is a financial risk that the cost of these will increase in the medium and long-term perspective, and/or that the cost of replacing them with other alternatives will be high.</p>
	Pollution of air	Unknown/High	Low	Allente's upstream and downstream value chains can have pollution-related impacts. Both downstream and upstream value chain activities can generate air pollution (e.g. through transportation of hardware). Actual air pollution is currently being investigated. From a financial perspective, freight costs may increase in the future due to legislation, although the effect is assessed as limited.
Circular economy	Resource inflows & outflows related to products and services	High	Medium	This topic is material from an impact perspective where Allente sells a significant amount of hardware and where finite resources are used. The topic may partly be material from a financial materiality perspective also as 1) cost increases on finite resources may occur, 2) recycling or reusing hardware generates cost and 3) future legislation may generate more costs.
				Waste in Allente's value chain primarily consists of end-of-life electronic equipment that contributes to hazardous waste and electronic waste. Moreover, waste is also generated in our value chain, including activities such as mining, factory manufacturing, assembly, warehousing and distribution.
	Waste	High	Medium	<p>Allente can partly be financially impacted by negative impacts from waste as well. Companies are subject to increasing requirements on the reduction of waste in their value chains from customers and stakeholders as well as from new and upcoming legislation. Waste reduction initiatives are prioritized in customer relations and public procurement, and failure to meet stakeholder expectations in terms of engagement in circularity may have a negative financial impact on us.</p> <p>However, this area also presents business opportunities, such as the development of new products and services (refurbishing, leasing, etc.). Engagement in circularity may also result in cost-savings since minerals from old electronic devices can be collected and reused, and at the same time enhance our reputation.</p>

Main topic	Subtopic(s)	Impact materiality	Financial materiality	Impact(s)
<b>Social</b>				
Own workforce	Working conditions	High	Medium	<p>Allente can positively impact working conditions by promoting work-life balance, reducing stress and creating a safe and healthy work environment. Allente can adversely impact our own employees in the form of stress, lack of work-life balance and health and safety risks.</p> <p>Negative impacts on working conditions can have financial impacts for Allente. Not ensuring a safe and healthy work environment and good working conditions can lead to difficulties in attracting and retaining talent. Positively impacting working conditions may attract and retain talent, improve productivity and contribute to continued success.</p>
	Equal treatment and opportunities for all	High	Medium	<p>Allente can positively impact equal treatment and opportunities at the company through continued management and monitoring of equality and inclusion in the form of workforce data and pay gap analysis as well as by promoting equality and diversity through other initiatives. By acting on the results, Allente can positively impact equal treatment and opportunities for all. Reversely, if Allente fails to act on this, there will be a negative impact.</p> <p>Negative impacts on equal treatment and opportunities for all can have a certain degree of financial consequences for Allente. Failure to ensure an inclusive, diverse and equitable workplace can lead to difficulties in attracting and retaining talent. It could also compromise Allente's ability to innovate (new products, services, ways of working, business models) and serve a diverse customer base, which in turn could have a material financial effect. However, positively impacting equal treatment and opportunities for all is likely to attract and retain talent, improve productivity and innovation, and overall contribute to our continued business success.</p>
	Working conditions, Equal treatment and opportunities for all	High	Medium	<p>Allente can have a positive impact on workers in the value chain through our purchasing practices, which include setting sustainability requirements for suppliers and conducting supplier assessments and audits. Requiring suppliers to uphold high standards for working conditions and equality in the value chain enables us to potentially help improve working conditions for workers in the value chain. Allente can also conduct supplier training on labor law in specific vendors, which can help raise awareness of labor rights. The same is applicable regarding equality. Adversely, Allente can have a negative impact (or at least not have a positive one) if the company does not take any of the above mentioned measures.</p> <p>Any negative impact we have on workers in the value chain can have financial consequences for Allente. Lack of decent working conditions and equality among workers in the value chain can pose reputational risks for Allente. Moreover, human rights and environmental due diligence legislation may increase financial risks with respect to workers in the value chain.</p>

Main topic	Subtopic(s)	Impact materiality	Financial materiality	Impact(s)
<b>Other/entity-specific</b>				
Data privacy and cybersecurity		High	Medium	There is a risk that cyber events originating from an external threat disrupt Allente's services or lead to data breaches which may harm stakeholders, e.g. customers or employees. From a financial perspective, failure to meet customer's and employee's privacy requirements and expectations may lead to an unfavorable perception of how Allente manages these matters. Failure to comply with the law could lead to financial penalties. Preventing and processing breaches may also result in significant costs.
Illegal streaming		High	High	There is a risk that Allente's services are used for illegal streaming. Illegal streaming occurs in the Nordics which results in loss of tax revenues, jobs and potentially supports organized crime. Given the widespread illegal streaming by consumers in the Nordics, Allente is negatively affected by this in a material way since this means a loss of possible revenues for Allente.

## Impact, risk and opportunity management

### *Process to identify and assess material impacts, risks and opportunities*

During 2024, Allente undertook a materiality assessment to update its understanding of its material sustainability-related impacts, risks and opportunities (material topics being summarized above). The scope of the assessment was the operations of the Allente Group and its upstream and downstream value chain. The geographical scope of the assessment was global, but with a focus on the Nordics in which the company has most of its employees, suppliers and customers. In addition, Allente's upstream presence in geographies with known heightened risks of human rights violations and substandard working conditions are also considered. The assessment was carried out in the following main phases:

#### **1. Definition of the universe of environment, social and governance (ESG) matters in scope of the assessment**

The universe of ESG matters assessed was based on matters found in ESG reporting frameworks, supplemented by input from benchmarking of matters included in industry peers' external ESG disclosures as well as input from internal and external stakeholders.

#### **2. Initial assessment of impacts, risks and opportunities**

After scoping out matters with no apparent relation to Allente and its value chain, remaining matters were analyzed in more detail to identify actual and potential negative and positive impacts, as well as actual and potential risks and opportunities. Allente's current understanding of impacts, risks and opportunities, based on the group's analysis of its environmental impacts of its products and solutions, existing human rights risks as well as the overall ongoing stakeholder engagements, were incorporated in this phase of the assessment. In addition, assessments from sustainability experts at owners of Allente Group were incorporated.

#### **3. Validation with key internal stakeholders**

The outcome of materiality assessment has been discussed internally within Allente's relevant departments who have provided feedback on it.

#### **4. Review and approval by Allente Management Team and the Board of Directors**

The outcome of materiality assessment has been presented to the Allente Management Team as well as board of directors who has approved it in conjunction with the approval of the annual report.

## Climate change

### Governance

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

Allente has not included any sustainability-related performance (including the subject of climate change) in incentive schemes.

### Strategy

#### **Transition plan for climate change mitigation**

Allente currently does not have a transition plan, but will during 2025 evaluate the potential need for developing a transition plan.

#### **Material impacts, risks and opportunities and their interaction with strategy and business model**

There are several relevant impacts, risks and opportunities for Allente related to climate change. Transition risks may be that Allente in the future fails to provide a product portfolio that meets stakeholders' expectations on low carbon, energy-efficient and circular products and services. Reversely there is an opportunity to provide such services. Physical risks may occur as there is a risk of increasing costs and loss of assets due to physical climate risks/extreme weather events such as heatwaves, high wind speeds and precipitation.

### Impacts, risks and opportunity management

#### **Processes to identify and assess material climate-related impacts, risks and opportunities**

Refer to the section "General disclosures" for the general process on material impacts, risks and opportunities. No specific process has been adopted for climate change, and Allente has not prepared any climate scenario analysis.

#### **Policies, actions and resources related to climate change mitigation and adaptation**

Allente does not have any specific policy related to climate change mitigation and adaptation. However, internally Allente's Sustainability Policy together with the Code of Conduct regulates environmental aspects such as limiting business travel and taking into account environmental aspects when purchasing hardware. Additionally, Allente's Supply Chain Sustainability Policy stipulates that suppliers, through signing the ABC (Agreement of Responsible Business Conduct), should ensure to minimize environmental impact and continuously make improvements. According to the policy, Allente monitors vendor's adherence to the policy through an annual risk assessment.

### Metrics and targets

#### **Targets related to climate change mitigation and adaptation**

Allente has currently not set any targets related to GHG emissions reduction or any other targets to manage material climate-related impacts, risks and opportunities. A potential need for target-setting will be evaluated during 2025.

#### **Energy consumption and mix**

Below the energy consumption and mix is presented, which is generated by Allente's office premises.

Energy consumption and mix (MWh)	2024	2023
Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources	347	395
<b>Total non-renewable energy consumption</b>	<b>347</b>	<b>395</b>
<b>Share of non-renewable sources in total energy consumption (%)</b>	<b>46%</b>	<b>44%</b>
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	411	494
<b>Total renewable energy consumption</b>	<b>411</b>	<b>494</b>
<b>Share of renewable sources in total energy consumption (%)</b>	<b>54%</b>	<b>56%</b>
<b>Total energy consumption (MWh)</b>	<b>758</b>	<b>889</b>

**Gross Scope 1, 2, 3 and Total GHG emissions**

Allente has updated our Scope 1 & 2 emissions during 2024. Our Scope 1 emissions were calculated based on Vehicle fuel type and estimated distance driven using WLTP emission factors. Our Scope 2 emissions are assessed using IEA emission factors where estimated energy consumption of offices is based on floor area. Compared to 2023, Allente has in 2024 decreased Scope 1 emissions through reducing number of leased diesel cars. Allente will during 2025 consider the need to include Scope 3 emissions and set comprehensive carbon emission targets if deemed necessary.

Carbon Emissions (tCO <sub>2</sub> )	2024	2023
<b>Scope 1</b>		
<b>Direct Emissions</b>	<b>25</b>	<b>28</b>
Hybrid (Electric/gasoline or diesel)	7	5
Electric	0	0
Diesel	9	15
Gasoline	8	8
<b>Scope 2</b>		
<b>Indirect Emissions</b> (market-based purchased energy)	<b>66</b>	<b>66</b>
Electricity	62	62
Heating	4	4
<b>Total Scope 1 and 2</b>	<b>91</b>	<b>94</b>

**GHG removals and GHG mitigation projects financed through carbon credits**

Allente does not have any GHG removals or storage projects in its own operations or in the up- or downstream value chain. Allente does not either have any GHG emission reductions or removals outside its value chain financed through purchase of carbon credits.

**Internal carbon pricing**

Allente does not apply any internal carbon pricing schemes.

**Potential financial effects from material physical and transition risks and potential climate-related opportunities**

Allente has not quantified the financial effects of transition or physical risks related to climate change, but assesses that there are financial risks related to this for Allente due to inflation of operating cost increases due to GHG taxation and legislation.

## Pollution

### Impacts, risks and opportunity management

#### Processes to identify and assess material pollution-related impacts, risks and opportunities

Refer to the section "General disclosures" for the general process on material impacts, risks and opportunities. No specific process has been adopted for pollution.

#### Policies, actions and resources related to pollution

As the impacts related to both pollution of air, water and soil as well as substances of concern/very high concern primarily emanate from Allente's upstream (e.g. hardware producers) and downstream (e.g. logistics partners) value chain, the policy mainly relevant is Allente's Supply Chain Sustainability Policy. This policy regulates that suppliers are to avoid hazards (such as omissions of substances of concern or very high concern) and also environmental aspects such as minimizing its environmental impact. According to the policy, Allente monitors vendor's adherence to the policy through an annual risk assessment.

### Metrics and targets

#### Targets related to pollution

Allente has currently not adopted any targets related to pollution, but will evaluate the need for any target during 2025.

#### Pollution of air, water and soil

Allente's pollution of air, water and soil through its own operations is currently not measured but is assessed to be low as most activities likely to cause pollution (including generation or use of microplastics) is generated in its upstream and downstream value chain.

#### Substances of concern and substances of very high concern

As Allente does not have any inhouse production of hardware, but instead purchase these from hardware manufacturers, any substances of concern/very high concern emanate from those purchased hardware units. Allente does not currently measure these substances, but will evaluate the need for that during 2025.

#### Potential financial effects from pollution-related impacts, risks and opportunities

Allente has not quantified the potential financial effects of pollution-related impacts, but assesses that there are financial risks related to this for Allente as costs for rare substances in for example hardware may increase in the medium or long-term perspective, and/or that the cost of replacing them with other alternatives may be high.

## Resource use and circular economy

### Impacts, risks and opportunity management

#### Processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Refer to the section "General disclosures" for the general process on material impacts, risks and opportunities. No specific process has been adopted for resource use and circular economy.

#### Policies, actions and resources related to resource use and circular economy

Shifting from a linear to a circular economy and using natural resources in an efficient way is critical if we as a society are to tackle climate change, and also start existing within planetary limitations that are sustainable for humanity and ecosystems. As Allente uses hardware in its value chain (such as set-top boxes and routers), this challenge is also highly relevant for Allente. Although Allente does not have a formal policy regarding circularity, we refurbish set-up boxes regularly through our repair partnership with Servicon. In 2024 we were able to refurbish 5 613 (2023: 14 850) 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.

### Metrics and targets

#### Targets related to resource use and circular economy

Allente currently does not have any targets related to resource use and circular economy, but will evaluate the need for any target during 2025.

#### Resource inflows and outflows

The resources that flow into and out from Allente's infrastructure mainly consist of hardware equipment (such as set-up boxes and WIFI routers) and various peripherals (such as cables and paper brochures). As Allente purchase finished products, the waste generated is assessed as being limited. Below the weight of resources flowing into Allente's infrastructure is summarized. Waste may be generated to a larger extent in the downstream value chain (at the end-consumer) but Allente does not have data on this.

Resource inflows (weight in tonnes)	2024	2023
Hardware equipment	63	107
Peripherals	9	18
<b>Total</b>	<b>72</b>	<b>125</b>

#### Anticipated financial effects from material resource use and circular economy-related risks and opportunities

Allente may be financially impacted by negative impacts on resource use. Companies using electronics in their value chain are subject to increasing requirements on the reduction of resource use in their products/businesses, which derive from customer and stakeholder requirements as well as new and upcoming legislation. Failure to meet stakeholder expectations in terms of engagement in circularity may therefore have a negative financial impact on us.

Allente may also be adversely impacted due to resource dependency, if resources used in electronic devices increase in price and/or become scarce. However, this area also presents business opportunities, such as the development of new products and services (e.g. refurbishing set-up boxes or selling streaming services without necessary hardware devices). Engagement in circularity may also result in cost-savings since minerals from old electronic devices can be collected and reused, and at the same time enhance our reputation.

## Own workforce

### Strategy

#### *Interests and views of stakeholders*

Allente interacts with its own workforce in several ways. Apart from daily contact between management and its own employees, surveys are regularly sent out to employees where questions revolve around several subtopics such as work-life balance, stress, equal opportunity etc. In addition, workers are represented in Allente's board of directors through two worker representatives who may express the views of employees.

#### *Material impacts, risks and opportunities and their interaction with strategy and business model(s)*

Allente has in the double materiality assessment concluded that working conditions as well as equal treatment and opportunities are material topics within its own workforce.

### Working conditions

Allente can positively impact working conditions by promoting work-life balance, reducing stress and creating a safe and healthy work environment. Allente can adversely impact our own employees negatively in the form of stress, lack of work-life balance and health and safety risks.

### Equal treatment and opportunities

Different perspectives and experiences are imperative for good decision-making as well as innovation, and is a prerequisite for Allente to renew and develop our services to customers.

## Impacts, risks and opportunities

#### *Policies related to own workforce*

Allente's principles within this field are regulated in both the Code of Conducts and the Sustainability Policy for employees which are distributed to all employees and guide our behavior. We at Allente try to ensure an inclusive work environment that is non-discriminatory and promotes equal rights. Our corporate beliefs and behaviors are to understand, respect and value diversity and inclusion. Being that we are in a traditionally male-dominated industry, Allente strives to ensure that our male-female ratio is even more balanced to reflect our consumer behavior. Equal opportunities practices are a must. Competence, experience and performance are accounted for with respect to recruitment, promotion and training.

#### *Channels for own workers to raise concerns and processes to remediate negative impacts*

Allente promotes a culture of openness, responsibility and accountability. Workers may report violations regarding practices that are contrary to a thoroughly sound working environment, including discrimination and harassment. Concerns may be raised in writing, by e-mail or by letter, or by using the Allente reporting system. Concerns may also be raised orally, either by telephone or directly with the employees line manager, the Compliance Officer or other relevant contact persons. Workers are informed on the availability of these channels on Allente's intranet. Management assesses that there is a sufficient level of awareness and trust regarding these channels. According to the policy, It is possible to raise concerns anonymously although it is recommended to not be anonymous. Regardless, the identity of the reporter is kept confidential, and only disclosed on a need-to-know basis to enable follow-up and conclusion of the case, unless the identity must be disclosed due to subsequent judicial proceedings.

Any concerns raised are evaluated by the the Compliance Officer along with relevant parts of management. They assess the facts and give a written recommendation of how the matter should be resolved, including if correctional or disciplinary actions are deemed necessary. The Compliance Officer may consult relevant parts of the organization to the extent necessary for the proposed resolution of the case. The resolution of the matter may be decided by the Board of Directors, the CEO, management or the Compliance Officer, depending on the seriousness of the matter and who it concerns.

## Metrics and targets

### *Targets related to managing material impacts, risks and opportunities*

Allente strives to uphold good working conditions as well as promote equality, but the group does not have any concrete targets related to working conditions or equality and equal opportunities.

### *Characteristics of own employees*

In below tables, the characteristics of Allente's own employees are presented in the form of employees by gender, country and employment contract type.

#### Number of employees by gender (average headcounts)

	2024	2023
Male	146	161
Female	90	94
<b>Total Employees</b>	<b>236</b>	<b>255</b>

#### Number of employees per country (average headcounts)

	2024			2023		
	Total	Male	Female	Total	Male	Female
Sweden	98	59	39	104	65	39
Norway	106	66	40	117	74	43
Denmark	32	21	11	34	22	12
<b>Total Employees</b>	<b>236</b>	<b>146</b>	<b>90</b>	<b>255</b>	<b>161</b>	<b>94</b>

#### Employees by contract type, broken down by gender (average headcounts)

2024			2023		
Female	Male	Total	Female	Male	Total
<i>Number of employees</i>			<i>Number of employees</i>		
90	146	236	94	161	255
<i>Number of permanent employees</i>			<i>Number of permanent employees</i>		
90	144	233	94	159	253
<i>Number of temporary employees</i>			<i>Number of temporary employees</i>		
1	2	3	0	2	2
<i>Number of non-guaranteed hours employees</i>			<i>Number of non-guaranteed hours employees</i>		
0	0	0	0	0	0

**Employees by contract type, broken down by region (average headcounts)**

2024				2023			
Sweden	Norway	Denmark	Total	Sweden	Norway	Denmark	Total
Number of employees				Number of employees			
98	106	32	236	104	117	34	255
Number of permanent employees				Number of permanent employees			
96	106	31	233	103	116	34	253
Number of temporary employees				Number of temporary employees			
2	1	0	3	2	0	0	2
Number of non-guaranteed hours employees				Number of non-guaranteed hours employees			
0	0	0	0	0	0	0	0

**Characteristics of non-employee workers in the own workforce****Number of non-employee workers in own workforce****2024**

Number of headcounts	30
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**Collective bargaining coverage and social dialogue**

As can be seen in below tables, Allente has entered into collective bargaining agreements in both Sweden and Norway where most of its employees are located.

**Employee bargaining agreement coverage****2024****2023**

Coverage	86%	86%
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Regarding bargaining agreement coverage for non-employees, Allente does not have any information on this.

**Collective bargaining agreement coverage, per country****Employees - EEA**

0-19%	Denmark
20-39%	
40-59%	
60-79%	
80-100%	Sweden, Norway

**Diversity indicators**

Below the average gender distribution during the year in the management team and amongst managers are presented.

**Gender distribution in management (average during the year)****2024****2023**

	Men	Women	Men	Women
Number (and %) of men and women in Allente Management Team (AMT)	7 (78%)	2 (22%)	6 (75%)	2 (25%)
Number (and %) of men and women with personnel responsibility reporting to AMT	13 (65%)	7 (35%)	13 (81%)	3 (19%)

<b>Age distribution of own employees</b>	<b>2024</b>	<b>2023</b>
Under 30 years	11	16
30-50 years	170	178
Over 50 years	55	61
<b>Total</b>	<b>236</b>	<b>255</b>

**Adequate wages**

Allente pays all of its employees an adequate wage which exceed 60 % of the median wage in each country.

**Social protection**

All of Allente's employees are covered against loss of income due to sickness, unemployment, employment injury and acquired disability, parental leave, as well as retirement.

**Persons with disabilities**

Allente does not measure the number of employees with disabilities since that might be in violation against certain legislation such as GDPR.

**Training and skills development indicators**

Allente has set a target of conducting performance reviews at least annually. Although Allente does not formally measure the number of performance reviews conducted, a performance review is incorporated in the annual salary review, hence it can be concluded that the performance review is done at least once a year for 100 % of its employees (both for executives and non-executives, as well as male and female employees).

Regarding average number of training hours, Allente does not measure this. Number of training hours can depend on employees' work assignments, hence type and amount of training hours can vary. There are although a number of trainings that all employees must conduct, e.g. related to Allente's code of conduct and cyber security.

**Health and safety indicators**

<b>Health and safety indicators</b>	<b>2024</b>
Percentage of own workers who are covered by the Allente's health and safety management system	100%
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number and rate of recordable work-related accidents	0
Number of cases of recordable work-related ill health (e.g. stress-related)	5
Number of days lost to work-related ill health (e.g. stress-related)	238

**Work-life balance indicators**

All of Allente's employees are entitled family-related leave.

<b>Family-related leave</b>	<b>2024</b>
Percentage of employees entitled to family-related leave	100
Percentage of employees that took family-related leave, total	15
Percentage of employees that took family-related leave, men	13
Percentage of employees that took family-related leave, female	19

**Compensation indicators (pay gap and total compensation)**

Below the difference between male and female pay is presented, together with the compensation gap (highest paid individual compared to the median pay). Allente strives to pay competitive and fair salaries based on competence, performance and experience, which are reviewed annually in the salary review. The male-female gap is partly explained by the fact that more men have executive positions within the group. Allente's ambition is to decrease the male-female gap by tracking and considering this in the annual salary review, as well as when promoting and hiring new ones.

<b>Male-female pay gap</b>	<b>2024</b>	<b>2023</b>
Male-female pay gap	22%	27%

<b>Total compensation ratio</b>	<b>2024</b>	<b>2023</b>
Compensation ratio	508%	843%

**Incidents, complaints and severe human rights impacts and incidents**

As can be seen below, there have been no work-related incidents of discrimination or severe human rights incidents. Allente's ambition in the future is continue not having any work-related incidents of discrimination or severe human rights incidents, by continuing to enforce Allente's Code of Conduct.

<b>Work-related incidents of discrimination</b>	<b>2024</b>	<b>2023</b>
Number of incidents of discrimination, including harassment, reported	0	0
For the remaining social and human rights matters, the number of complaints filed through channels for own workers to raise concerns	0	0
The total amount of material fines, penalties, and compensation for damages as a result of violations regarding social and human rights factors	0	0

<b>Severe human rights incidents</b>	<b>2024</b>	<b>2023</b>
Number of severe human rights issues and incidents connected to the Allente's workforce	0	0
Amount of fines, penalties and compensation for damages for the issues and incidents	0	0

## Workers in the value chain

### Strategy

#### Interests and views of stakeholders

Refer to the section "General disclosures" for interests and views of stakeholders which includes that of suppliers.

#### Material impacts, risks and opportunities and their interaction with strategy and business model

Refer to the section "General disclosures" for the general process on material impacts, risks and opportunities. No specific process has been adopted for workers in the value chain.

### Impact, risk and opportunity management

#### Policies related to value chain workers

The policy mainly relevant for impacts related to value chain workers is Allente's Supply Chain Sustainability Policy and the associated Supplier Conduct Principles and Agreement on Responsible Business Conduct. This policy regulates various aspects regarding labour rights and working conditions. The policy stipulates that suppliers must comply with fundamental labour principles and rights, recognize value chain workers' freedom of association, refrain from using any forced or child labour, and apply employment conditions that at a minimum comply to national laws and regulation. According to the policy, Allente monitors vendor's adherence to the policy through an annual risk assessment.

#### Processes for engaging with value chain workers about impacts

Allente does not have a separate process for engaging with value chain workers, see section Interests and views of stakeholders under "General disclosures" for engagement with suppliers where also workers are covered.

#### Processes to remediate negative impacts and channels for value chain workers to raise concerns

According to the Supply Chain Sustainability Policy, remedies for any non-conformity or serious violations are to be born by the responsible supplier. Allente does not have any specific channel for value chain workers to raise concerns. Monitoring and adhering to the Supply Chain Sustainability Policy is the responsibility of each supplier, including any channels for value chain workers to raise concerns.

#### Taking action on material impacts, risks and opportunities on value chain workers

Allente does not have any general action plans related to impacts on value chain workers. However, according to the Supply Chain Sustainability Policy, any non-conformity with the policy should initially be recorded in an improvement plan by the supplier together with remedial actions. Failure to conduct remedial actions by the supplier may enable Allente to terminate the contract.

### Metrics and targets

#### Targets related to managing material impacts, risks and opportunities

Allente currently does not have any targets related to workers in the value chain, but will evaluate the need for any target during 2025.

## Other sustainability matters

### Data privacy and cyber security

Cyberattacks is a business security risk that could lead to service disruption and lead to personal data breaches affecting both customers, employees and suppliers, which in turn could lead to legal liabilities, loss of trust from stakeholders and have a negative impact on Allente's reputation.

Allente also collect various types of sensitive data, for example of personal data of its customers and employees. Therefore, non-compliance with legal requirements and our customers' requirements for security and privacy, could result in high financial penalties, loss of consumer confidence in us and a significant negative impact on our brand. Allente is committed to processing personal data in a responsible manner and in accordance with privacy law and stakeholder expectations. To achieve this, we must ensure that our stakeholders (e.g. customers) trust us with their personal data in order for us to provide relevant offerings. Another part is to help our customers to become trusted controllers of their customers' data.

In order to mitigate risks related to both data privacy and cyber security, Allente has dedicated resources to both areas and regularly train its employees on how to reduce risks.

### Illegal streaming

Piracy poses a threat to Allente's business and the sector at large. In addition, piracy also has significant negative impacts on society overall since it results in both loss of jobs and tax revenues, and also funds organized crime. There are several reports suggesting that illegal streaming has increased in the Nordics during the past years, making this issue even more important for Allente.

In order to combat this issue, Allente is a proud member of Nordic Content Protection (NCP) which is a non-profit anti-piracy organization working for the television industry in the Nordic countries. Allente plays an active role in NCP, which specializes in several solutions to combat piracy including areas such as technical advisory, enforcement actions, criminal case investigations, law enforcement collaboration, claims settlements and court hearing testimonials. Internally Allente also works continuously to prevent illegal streaming of our distributed content through for example implementing technical solutions preventing this.

**Human rights**

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

At Allente we work to ensure that we do not infringe on these human rights topics, avoid complicity in human rights abuses by others and comply with the laws of the countries in which we do business. The Code of Conduct regulates internally how employees of Allente should respect human rights in their actions. All of Allente's employees have signed the Code of Conduct in 2024, which is also mandatory for new employees.

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

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

**Anti-corruption and bribery**

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

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

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

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