Arelion

Sustainability report 2025



Sustainability report 2025

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This is Arelion

“Digital growth and sustainability are no longer separate ambitions. They are deeply connected. At Arelion, we take responsibility for building the infrastructure the digital economy depends on, while continuously reducing our environmental impact and strengthening trust across our value chain. This report reflects our progress, our challenges, and our commitment to do better every year.”

– Daniel Kurgan, CEO

This is Arelion

At Arelion, we believe that a connected future is a brighter future. Connectivity, just like electricity or water, is one of the basic resources that keep the planet going. It brings people together – disseminating knowledge and ideas which in turn fuels innovation and economic growth.

However, despite its critical importance, global connectivity is complex and challenging. Telecom providers are still one of the lowest-scoring industries in terms of customer satisfaction.

But Arelion is different. Our purpose is to keep the world connected, because we all depend on connectivity. With our network and people – guided by strong core values: empower, excite and excel – our vision is to define quality across every touch point. In a fiercely competitive and commoditized market, we are the premium option that enables our customers to realize their ambitions and maintain focus on their most critical activities.

Moreover, as digitalization advances - powered by increased adoption of technologies such as cloud computing and artificial intelligence (AI) – its impact on our daily lives, society and our planet increases exponentially. Therefore, our sustainability agenda is an integral part of Arelion's overall strategy. Digitalization is moving fast and as a leading light in connectivity, we work tirelessly to connect a brighter future. This means much more than simply running a great network. The fight against climate change – actively working to limit global warming to 1.5 degrees in accordance with the Paris Agreement – is at the very top of our agenda. Why? It's simple. Without a sustainable network, there won't be a sustainable future.



Contributing to the SDG's

The sustainable development goals (SDGs), were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030, all people enjoy peace and prosperity. The 17 SDGs are integrated – they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability. These goals should permeate local and global organizations and companies, as well as countries and states where initiatives in sustainability or sustainable development can and should be linked to any of the goals.

The goals highlighted above have been specifically chosen to intersect directly with Arelion's own sustainability goals.

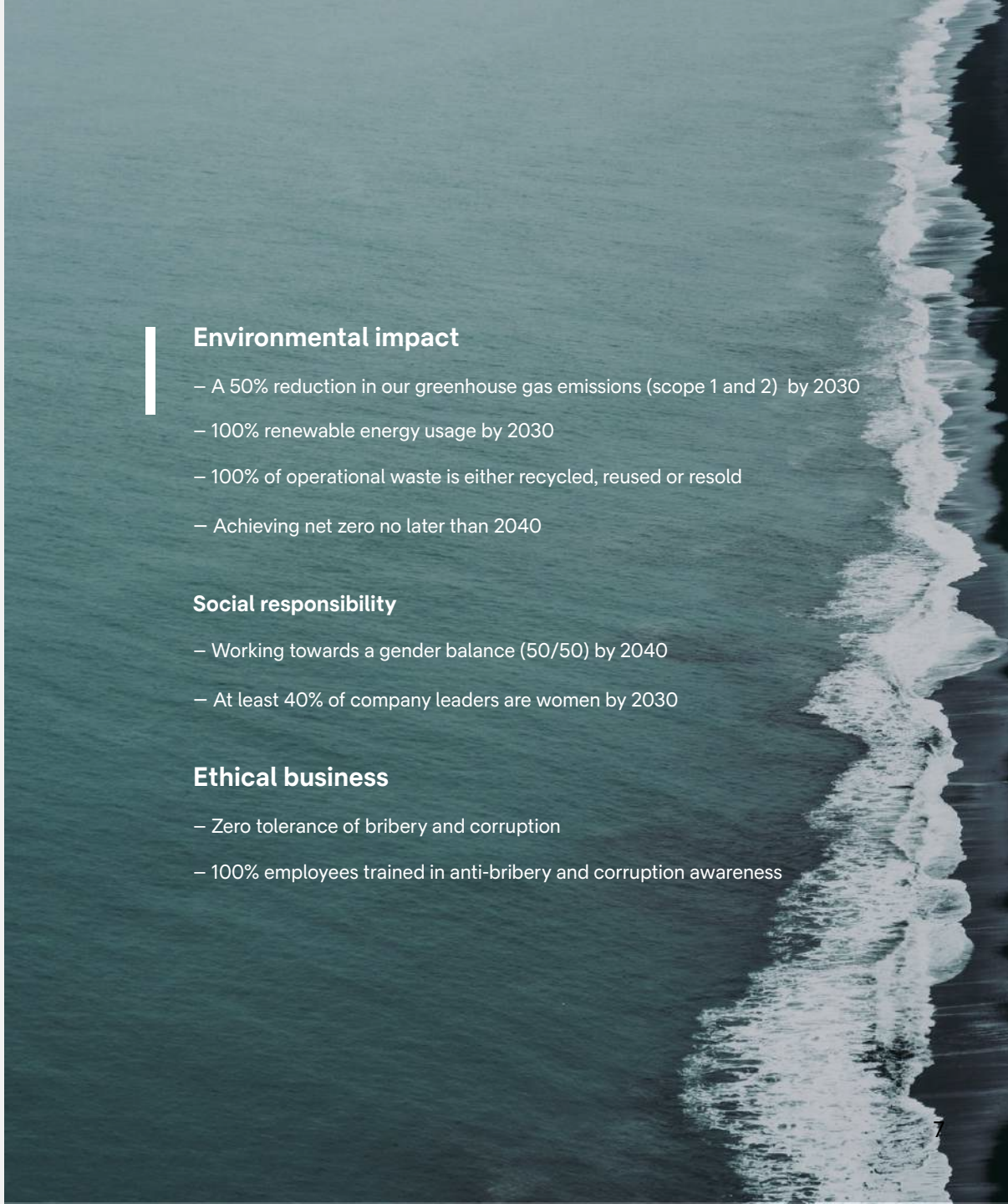
Sustainability goals

Sustainability goals

Arelion has made sustainability commitments for the 2040 horizon – to achieve renewable and energy-efficient powered solutions supporting circular principles. The aim is to enable world-leading connectivity without negatively impacting the climate. Utilizing advanced technology reduces environmental impact and prevents operational waste through improved lifecycle management.

Partnerships and supplier relationships are crucial for delivering efficient green network solutions. It is therefore essential that partners and suppliers share our passion for environmentally smart solutions and a sustainable future. As part of scope 3 emissions, we seek to ensure strategic partners and suppliers align with its targets. The baseline year for the sustainability targets is 2021.

Arelion values its strong reputation and employs a zero-tolerance policy for the violation of laws, our code of responsible business conduct, and other applicable rules and regulations.



Environmental impact

– A 50% reduction in our greenhouse gas emissions (scope 1 and 2) by 2030

– 100% renewable energy usage by 2030

– 100% of operational waste is either recycled, reused or resold

– Achieving net zero no later than 2040

Social responsibility

– Working towards a gender balance (50/50) by 2040

– At least 40% of company leaders are women by 2030

Ethical business

– Zero tolerance of bribery and corruption

– 100% employees trained in anti-bribery and corruption awareness

Sustainability statement

Sustainability statement

The Sustainability Report is rendered as a separate report to the Financial Report. It constitutes the statutory sustainability report in accordance with the previous version of the Annual Accounts Act, applied before 1 July 2024. It has been prepared guided by the European Sustainability Reporting Standards (ESRS), as set out by the European Union's Corporate Sustainability Reporting Directive (CSRD). Because CSRD is not currently applicable to Arelion, the statement is not fully aligned. However, it is aligned with the financial statement in time, scope and consolidation.

The statement is presented in consolidated form, where all Arelion entities are included in the scope of the report. The same consolidation principles as the financial statement have been used. All Arelion entities are wholly owned, with full management control. This means that no subsidiaries are exempted from consolidated sustainability reporting.

The sustainability statement has been prepared to cover both upstream and downstream value chains, where impacts, risks and/or opportunities have been fully assessed and identified.

For a comprehensive understanding of Arelion's value chain, please see pages 17-18.

Some of the information, risk identification, and data points are derived from industry collaboration forums and public research or sector-averages. In the collection and calculation of our GHG-footprint we have used multiple sources. As such, emission factors may be proxies, estimates and country allocations. Each data point includes a description of the calculation principles applied.

During data collection, certain estimates are used, resulting in a degree of uncertainty. By being transparent about which estimates or indirect sources are used, Arelion seeks to minimize any risks that may subsequently arise.

We strive to constantly improve our sustainability statement and the information included therein. By continually analyzing results and setting a clear roadmap for enhancing the quality of disclosures and metrics year-on year, we aim to make incremental improvements for each reporting year.

During 2025, we conducted a GHG-footprint calculation retroactively to our 2021 baseline. As our methodology and sources changed slightly for the retrospective calculations, we choose to also restate 2024 GHG-footprint calculation for consistency. The methodology has also been used for the current reporting period.

Some data and information may not be accessible retrospectively, and as such, this will not be corrected. For instance, waste data may not have been recorded for all office locations, and renewable electricity certificates may not be retrievable historically.

We support international frameworks, declarations and standards on human rights, labor conditions, the environment and anti-corruption. These include: The UN Universal Declaration of Human Rights, The UN Guiding Principles on Business and Human Rights, the eight core conventions set out in the International Labor Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, The OECD Guidelines for Multinational Enterprises, and The UN Global Compact.

2025 in review

2025 in review

During the reporting year, a carbon footprint calculation has been made for the first time. This includes scope 1, scope 2 and selected scope 3 categories. The selected categories were expanded during 2025 as we had more data available to make the calculations. This marks an important step for Arelion in developing our roadmap and transition plan towards net zero 2040.

A double materiality assessment, guided by the ESRS framework, was finalized in 2024. No changes or updates have been made during 2025. A description of the process and full list of material topics can be found on pages 23-26. The assessment has identified and reaffirmed previously identified topics – to guide our efforts for an ongoing sustainability journey.

Sustained focus on reaching our target of 100% renewable energy consumption at Arelion's own sites took us to 96% in 2025 (93% in 2024) and in 2025 89.8% (71% in 2024) of dismantled network equipment[1] was either reused internally or externally (through a broker).

[1] Dismantled network equipment in number of units. 70.9% was reused internally and 18.9% resold through a broker that accounts for resold or recycled equipment in kg.

Key achievements during the year

Environment	Result 2025	Target 2025	Target 2040
Share of renewable energy Consumed at own sites	96%	94%	100%
Operational equipment[1] either reused, resold or recycled	89.8%	73%	100%
Scope 1 + 2 CO2e reduction	-28%	-50% (2030)	
Total CO2e	-1%	N/A	NetZero
Social			
Equality	34/66%	N/A	50/50
Female leaders	36%	40% (2030)	N/A
Governance			
Corruption or bribery incidents	0	0	0

Press release

20 Feb

Arelion completes 1,069-km field trial with Cisco 800G ZR+ optics

Arelion today announced it has successfully completed a field trial on its long-haul route between Stockholm, Sweden and Hamburg, Germany, using Cisco 800G ZR+ Coherent pluggable optical modules in Cisco 8000 series routers powered by Cisco Silicon One.

Press release

23 Jun

Arelion upgrades Scandinavian network to build AI superhighway

Arelion today announced major investments in its Scandinavian network to connect hyper scale data centers and serve the region's booming AI markets.

Press release

24 Jun

Arelion connects EcoDataCenter Falun to its Nordic AI superhighway

Arelion today announced it is upgrading its existing Point-of-Presence (PoP) at EcoDataCenter's Falun, Sweden, data center campus with the latest-generation open optical line systems.

Press release

2 Sep

Arelion announces major Scandinavian fiber upgrade to meet AI demand and drive regional growth

Arelion today announced major fiber investments in its extensive Scandinavian network to connect hyper scale data centers and serve the region's booming AI markets. By installing new high-fiber count cables in existing ducts between Stockholm, Oslo and Copenhagen, Arelion expands its leading role in the Nordic fiber market.

In response to sustained growth, our network continued to grow in 2025. We added numerous PoPs and routes across our footprint, and trialled the latest optical hardware – to quench an insatiable thirst for global bandwidth with ever more cost-efficient and sustainable network technology. Notable announcements included ground-breaking field trials with Cisco, and major network expansions across the Nordics and Baltics.

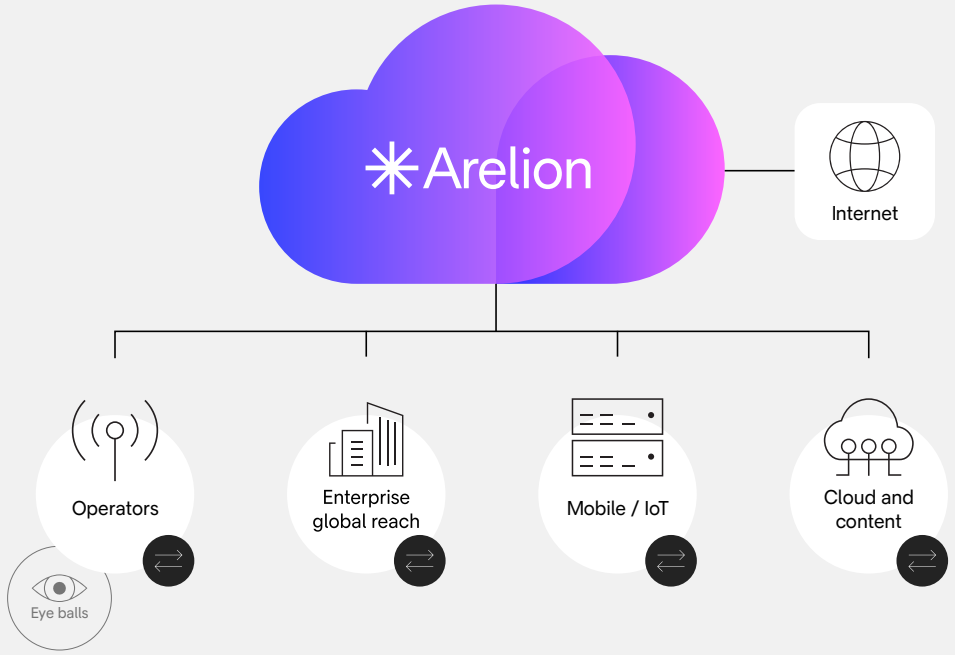
https://www.arelion.com/about-us/press-releases

Connecting the world

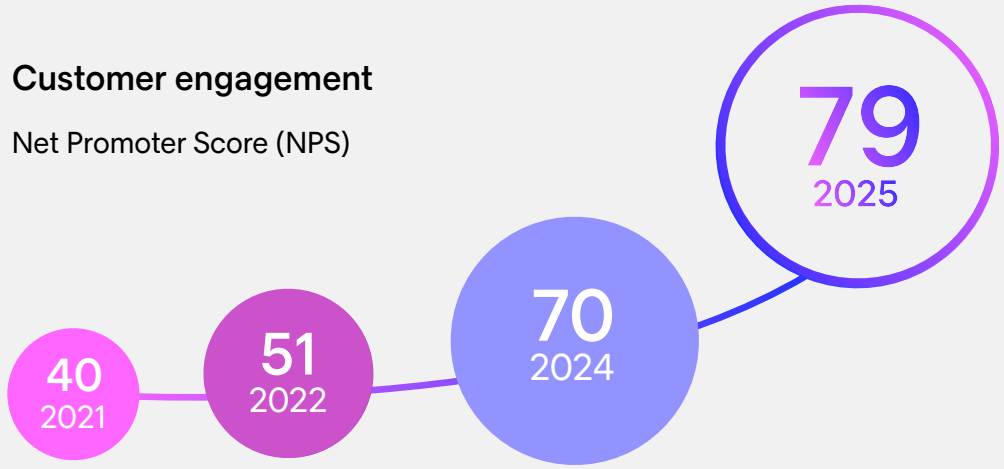
About Arelion

The Arelion Group is consolidated under Arelion Holding AB, headquartered in Solna, Sweden. The group was formed on June 1, 2021, when Arelion AB, owned by Polhem Infra, acquired the Telia Carrier business from Telia Company. Telia Carrier has a long history of continuous operation since the late 1990s, as part of Telia Company. Arelion consists of numerous wholly owned subsidiaries globally. The Arelion Group had approximately 524 employees (522.4 FTE) and a turnover of 4,668 billion SEK in 2025.

Arelion's purpose is to keep the world connected, all the time. At the core, our #1 ranked global IP backbone, AS1299, provides us with the scale to build and operate a fiber-based network across an ecosystem of networks, clouds and digital service providers – connecting everything (and everyone) that matters in the digital economy. As one of the pioneers of the Internet, we also have deep fiber assets in some of the most compelling data center growth regions - particularly Northern Europe. Our services connect end users to digital content (and each other), enterprise users to their businesses and clouds and applications to data.



Our strategy



Arelion's strategy is based on a combination of growth across our core product portfolio, scalability through digitalization and new technology adoption, together with a relentless pursuit of excellence to define quality within our industry.

We are laser-focused on our customers, who rely on their digital infrastructure: network operators, content and cloud service providers, and large enterprises with global connectivity needs. Supported by a group of passionate and experienced individuals, we reduce the friction in global connectivity through reliability, trust and an effortless experience.

A consistent, organically grown network and unified IT stack, along with a truly global organization, has paved the way for industry-leading customer satisfaction. In 2025, Arelion's service excellence was recognized through a number of awards, including:

- A Silver Stevie® Award for Customer Service Department of the Year. This recognition underscores our unwavering dedication to delivering exceptional customer experiences.
- Winner of the ATLANTIC-ACM 2025 U.S. Wholesale Service Provider Excellence Awards in no less than five categories: Service Delivery, Customer Service, Data Value, Network Performance, and Brand.
- ChannelVision's Visionary Spotlight Award for "Most Responsive Supplier Team" for the fifth consecutive year, highlighting our continued commitment to ensuring world-class customer experiences through our conflict-free channel program.

Sustainability is an integral part of our strategy, with an ambitious agenda to reduce environmental impact, take social responsibility and lead by example on ethical business.



Our business

Arelion operates within two main business areas: **Data and Voice communication.**

The data segment offers various products for data communication aimed at different customer segments with global needs. Based on our global fiber-based backbone, we offer Internet services and capacity in the form of wavelengths and ethernet connections. In Europe, Arelion also provides dark fiber and colocation services. These products mainly cater to wholesale buyers, such as operators, digital content providers and hyperscale cloud providers. Arelion also serves large multinational companies with wide area networks (WAN), including datacenter bandwidth, cloud access and Internet services.

The voice segment handles global phone calls, offering cost-effective transport of voice minutes between operators, and messaging services – mainly from application-to-person, for authentication or customer engagement. In addition, Arelion provides services that enable mobile roaming between global telecom operators, such as data transport and signalling.

Our position in the value chain

Arelion provides global telecommunication services through its own backbone network and partners. Our network extends across more than 76,000 km of intercity fiber, of which 10,000 km is on our own infrastructure, and the rest procured through long-term contracts.

The services offered differ between geographies depending on Arelion's network asset structure:

- Dark fiber and in-line amplifier (ILA) colocation is offered where Arelion owns duct and fiber assets, mainly in Northern, Western and Central Europe
- Transmission capacity, in the form of wavelength services, is offered on owned or leased fiber, where Arelion operates its own optical transmission systems, for example, across Europe and North America.
- Connectivity services, such as Internet access, ethernet, IP-VPN, voice and mobile data are offered globally on top of Arelion's global IP backbone.

To provide these services, Arelion operates a global network, serviced by a global organization and technology stack. This involves three principal layers:

- **Network equipment**, requisite software and services – ranging from cables and passive equipment to the very latest generation of optical transmission equipment and IP routers.
- Equipment is primarily housed in third party colocation facilities, including carrier-neutral **colocation facilities**, data centers and telehouses – together with amplifier sites. A smaller proportion is operated at Arelion's own sites. Colocation providers and telehouses also provide cross-connect cables that **interconnect** Arelion equipment with other providers and customers located in the same facility. The power needed to run this equipment is either contracted directly by Arelion (for owned sites) or by a third party.
- Network facilities and equipment is installed, upgraded, serviced and repaired primarily by third party field services and maintenance providers for both terrestrial and subsea cables.

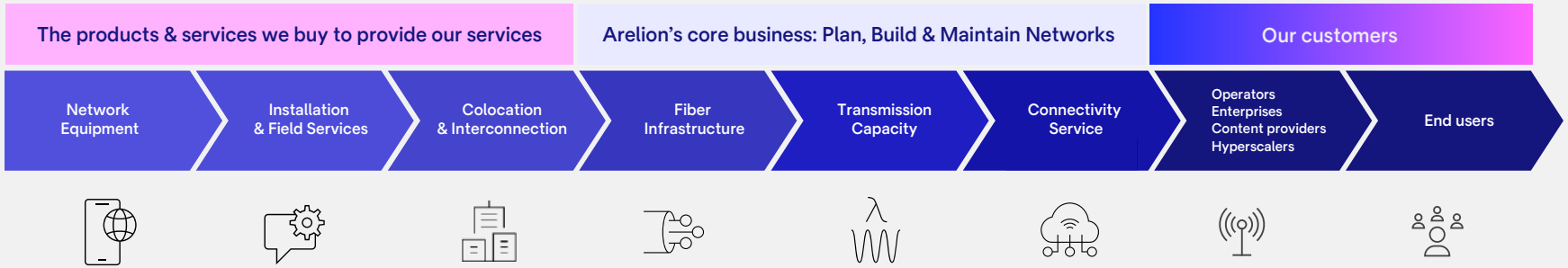
Arelion value chain

Besides the provision of services on our own network, Arelion also extends its reach with services from third party network providers.

- For data services, this includes both fiber infrastructure and transmission capacity to extend our backbone into off-net markets and connectivity services where end-customer use cases require last mile connectivity between our backbone and specific customer locations.
- For voice and messaging, this includes termination of voice minutes from international phone calls transiting Arelion's network, as well as text messages (SMS) generated by applications and terminated on a local network.

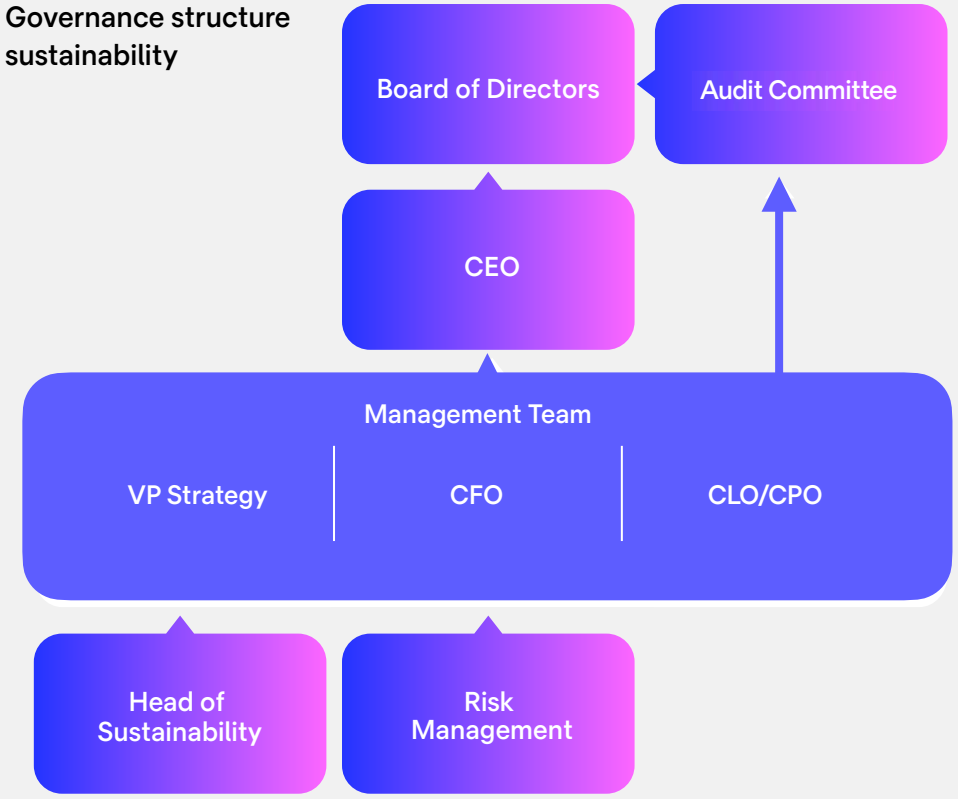
The value chain is illustrated below, and highlights the difference between the resources that are provided by third parties, and the services offered by Arelion. It also includes network assets and services that are procured from other network providers.

The global telecom value chain



Sustainability governance

Governance structure sustainability



The ultimate responsibility for sustainability oversight lies with the **Board of Directors**, which also decides on the company's overall sustainability direction and policy commitments. Company policies are approved by the board and reviewed for updates yearly. **The Board** receives updates on sustainability performance quarterly, and **the CEO** reports on sustainability at board meetings regularly – in accordance with the ownership directives. The board's **Audit Committee** receives risk reports from management yearly, covering principal risk areas and current top risks, as well as overseeing the annual sustainability report.

Management team meetings are the primary decision-making forums at management level for sustainability-related topics. Within the management team, the VP Strategy has the overall responsibility for sustainability-related topics. The Head of Sustainability reports to the VP Strategy and is responsible for proposing strategic content, goals and required actions and following up work that has been integrated across the organization. The CFO is in charge of the company's enterprise risk management model. The CLO/CPO has operational responsibility and oversight over the anti-bribery and corruption activities and the Arelion's speak-up (whistleblowing) channel. Whistleblowing cases are also reported to the board of directors. During the year the board took part of sustainability progress updates, oversaw and approved the yearly risk review, including sustainability-related risks, and the annual sustainability report.

Annual targets are included into the yearly additional remuneration of variable pay as well as for the short-term incentive model for VP´s and management team members. The remuneration is based on several criteria. For the reporting period of 2025, a CO2e-reduction target and a circularity target for dismantled network equipment were among those criteria.

Company policies

- Code of Responsible Business Conduct
- Third Party Code of Conduct
- Anti-Bribery and Corruption Policy
- Anti -Money Laundering and Counter - Terrorist Financing Policy
- Privacy and Data Protection Policy
- Global Work Environment Policy
- Work Environment Policy Sweden
- Remuneration Policy
- Sustainability Policy
- Finance Policy
- Risk Policy
- Communication Policy
- Delegation of Obligations and Authorities (DOA)
- Source-to-Pay Policy
- Tax Policy
- Security Policy



Double materiality

Stakeholder mapping table

Stakeholder groups	Communication channel	Frequency
Board of Directors	Meetings, interviews	Yearly, quarterly
Management Team	Updates, Business review	Quarterly
Employees	Surveys, eNPS, participation meetings, Team meetings, performance reviews	Surveys yearly, meetings regularly
Employee representatives	Survey, eNPS, participation meetings, Health & Safety committees	Procurement meetings. Industry meetings. External publications
Suppliers	Surveys, progress meetings, tenders, publications	Procurement meetings. Industry meetings. External publications
Customers	Interviews, progress meetings, publications, cNPS	Sales meetings. Industry meetings. External publications
NGO's	Reports, webinars	Externally available reports, webinars, industry forums
Regulators, authorities	Reports, regulations, guidance	Regulatory monitoring, publicly available guidances and reports
Consumers (end-customers)	Research, publicly available analysis	Industry associations reports, analysis, statistics
Communities	Proxy	Industry associations research, NGO research
Industry collaborations	Meetings, reports	TechSverige, GSMA, Various Sustainability and Telecom industry networks

The double materiality assessment process description

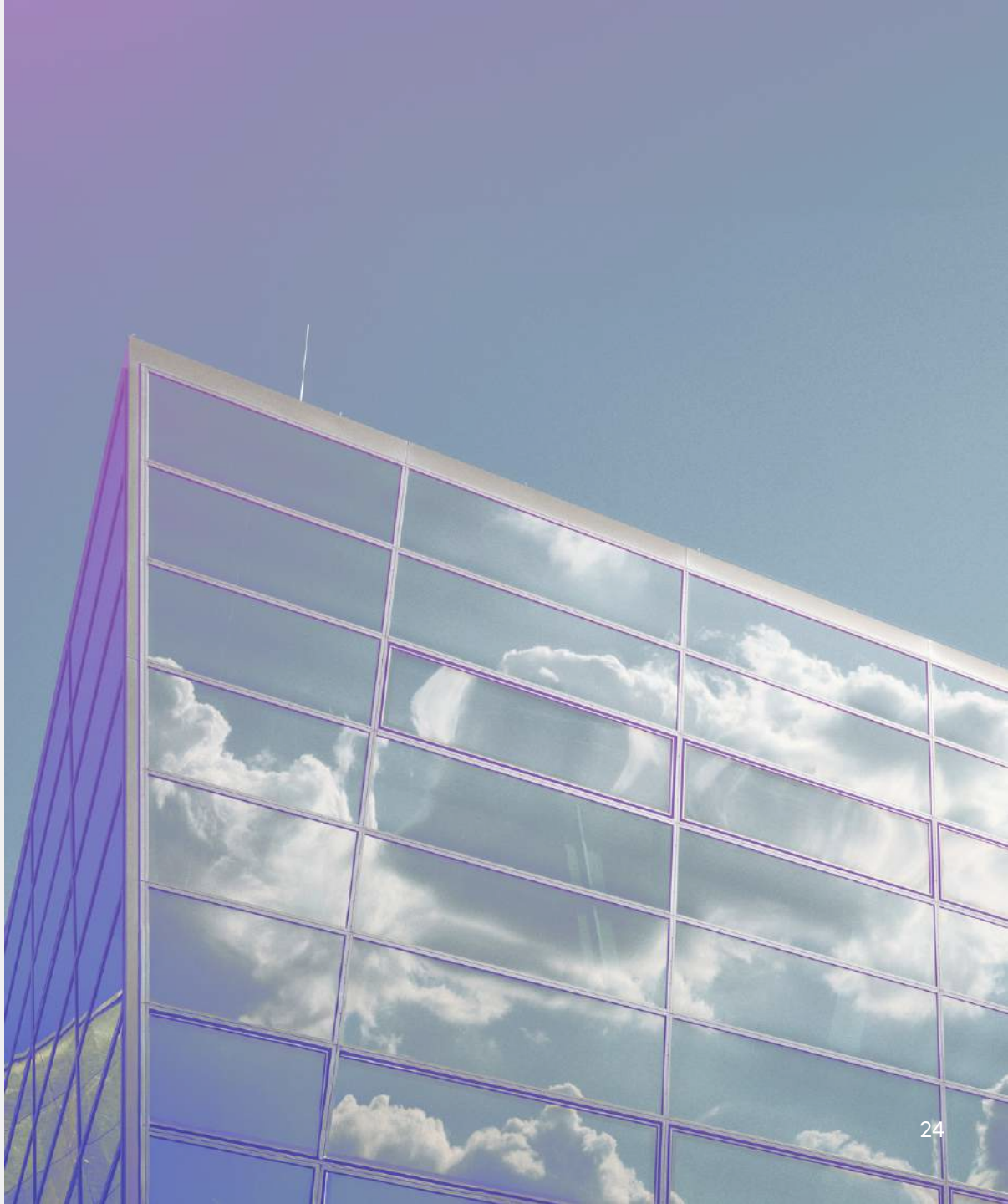
Arelion completed its first double materiality assessment (DMA) in 2024. The assessment was made using guidance from the ESRS framework with the objective of identifying, assessing and prioritizing actual and/or potential impacts and risks. The double materiality assessment has been proceeded with stakeholder input. This includes the company's owners, employees, business partners, suppliers, key internal company officials and the management team. It has also been aligned with key internal processes such as our third party due diligence and risk management processes.

Since Arelion is a global company with operations in many parts of the world, several risk parameters have been assessed for both upstream and downstream value chain partners. These include geographical conditions and risks, as well as industry-critical matters. The assessment has identified where in the value chain the potential or real impacts, risks or opportunities occur, and presents their potential impact on Arelion.

The potential impact for stakeholders not directly in the Arelion value chain have been accounted for by utilizing external reports and research from sector communities and NGOs. The final draft proposal of double materiality was presented to the management team and subsequently approved by the board of directors.

The assessment has concluded materiality for sub-topics that reached the material thresholds determined in the risk management process. The risk management process currently scores risk according to three value brackets: low, medium and high. The same brackets were used to score severity and likelihood, as well as scale and scope. If the sub-topic was assessed as irremediable, the sub-topic would be rated as material irrespective of the other aggregated values.

No updates or changes were made during 2025.



The double materiality assessment process description

The assessment included topics and sub-topics as listed in the ESRS, as well as topics previously identified by the Arelion materiality assessment.

The process has brought additional clarity to the scale and scope of the identified risks, impacts and opportunities. It has also established a clearer picture of where they could materialize.

Material topics have been aligned with risk management in the sense that material risks already identified by the previous risk review were included in the materiality assessment. The draft version of the material topics was then reviewed in the risk review of 2024 for alignment and to identify overlapping areas and interdependencies. The iterative nature of the review meant that key processes were engaged when identifying ROIs. As a result, the DMA insights could also deliver broader process improvements.

Sustainability risks are often cumulative across various company units, and they have a tendency to be well interconnected with other risks. As some of the identified risks have a degree of uncertainty when assessing their potential impact, the thresholds to be included in the risk management process have been set at a low level. This is largely because the potential impact could rise as our assessment matures. The risk management process currently includes financial, strategic, operational and legal risks. Sustainability risks are not categorized separately as they are identified. This is because they tend to materialize within existing categories. To avoid potential risk oversight, a degree of overlapping was permitted.

The assessment was made to fit the timeline of the annual risk review. The due diligence process runs continuously, but a review of its effectiveness and key impacts is carried out yearly to align with, and to inform the yearly risk review. The risk review is presented to the management team as part of the overall annual strategic review. During 2025, the risk feedback loops were made to inform both due diligence



Table of material disclosures

	Topics	Sub-topics	Materiality				Value chain		
			Actual/Potential	Impact/Financial	Positive/Opportunity	Negative/Risk	Upstream	Own operations	Downstream
Significant	E1 – Climate change	Climate change mitigation	A	I/F		N/R			
		Energy	A	I/F		N/R			
	E5 – Resource use and circular economy	Resource inflows and outflows	A	I/F	P	N/R			
		Waste	A	I/F		N/R			
	G1 – Business conduct	Corruption and bribery	P	I/F		N/R			
	S1 – Own workforce	Equal treatment and opportunities for all	P	I/F		N/R			
	S4 – Consumers and end-users	Information-related impacts for consumers and/or end-users	P	I/F	P	N/R			
Material	G1 – Business conduct	Protection of whistleblower	P	I/F		N/R			
		Management of relationships with suppliers incl. payment practices	P	I/F		N/R			
	E1 – Climate change	Climate change adaptation	P (F only)	F		N/R			
	S1 – Own workforce	Working conditions	P	I/F		N/R			
		Other work related rights	P	I/F		N/R			
	S2 – Workers in the value chain	Working conditions	P	I/F		N/R			
		Equal treatment and opportunities for all	P	I/F		N/R			
		Other work related rights	P	I/F		N/R			
	S3 – Affected communities	Particular rights of indigenous communities	P	I/F		N/R			
	S4 – Consumers and end-users	Social inclusion of consumers and/or end-users	P	I/F	P				
	E2 – Pollution	Substances of concern and very high concern	P	I/F		N/R			
	E3 – Water and marine resources	Water withdrawals, consumption, use	A	I/F		N/R			
	E4- Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	P	I/F		N/R			
		Impacts on the state of species	P	I/F		N/R			
		Impacts on the extent and condition of ecosystems	P	I/F		N/R			

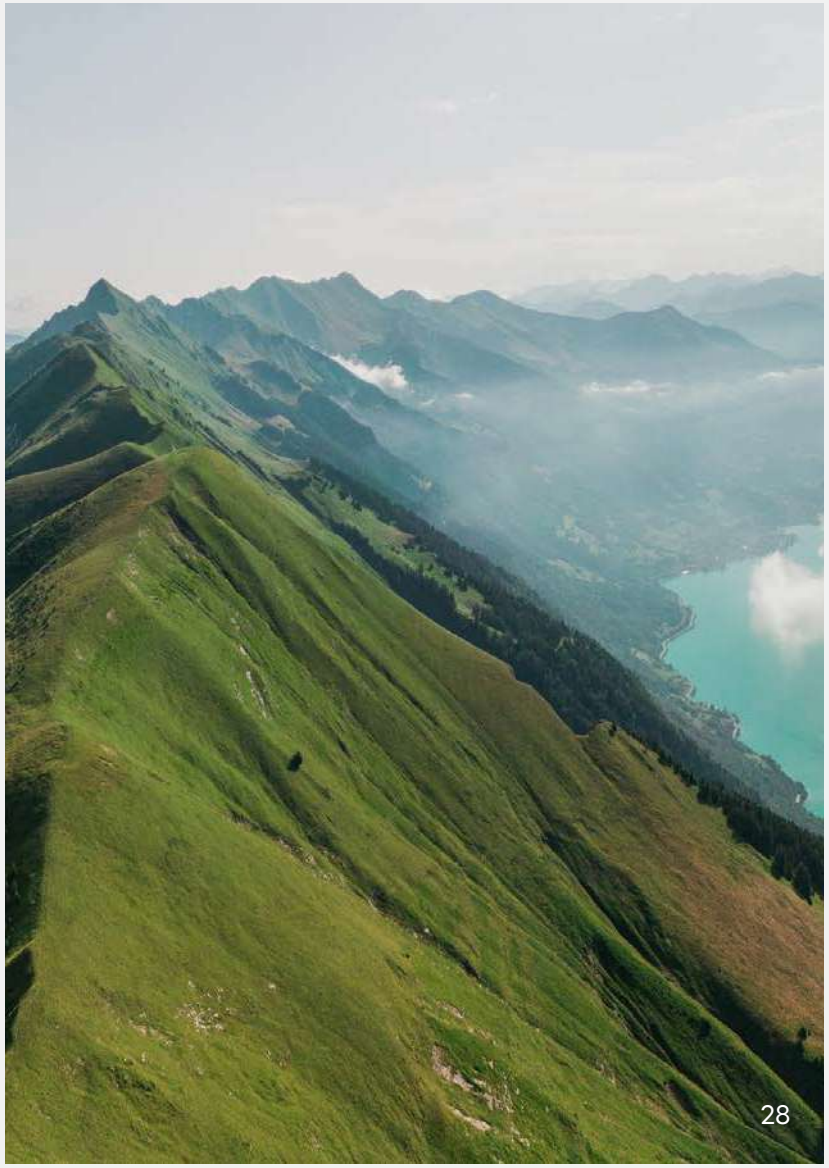
Environment

Environment

Arelion aims to reduce its negative environmental impact overall, with energy usage and network equipment being a priority since they are fundamental links in Arelion's value chain. Key initiatives include addressing emissions to mitigate climate change, pursuing energy efficiency and advancing the circular economy. As a key player within the telecom sector, Arelion also seeks to improve performance with respect to biodiversity and water consumption, since these have a tendency to make an impact further upstream in the Arelion value chain. Initiatives include reduction of GHG emissions, the transition towards renewable energy and promotion of material reuse and recycling.

The guiding policies for environmental matters include:

- Code of Responsible Business Conduct
- Sustainability Policy
- Third Party Code of Conduct



Climate change

Arelion has set a target for a 50% scope 1 and 2 reduction by 2030 (from the 2021 baseline). Additionally, Arelion has set a net zero target which includes scope 3 by 2040 (from the 2021 baseline).

The networks Arelion operates are mainly powered by electricity and the primary mitigating action during the reported year has been the transition to renewable energy sources. During 2024, Arelion has for the first time calculated its carbon footprint. During 2025, Arelion also calculated the annual carbon footprint retrospectively since 2021. This calculation will allow Arelion to establish a transition plan for the coming years, and to set a roadmap of activities to reach net zero. No exposure to coal or oil and gas-related activities have been noted.

The Arelion net zero target for 2040 has been ratified by the Arelion board of directors with the aim of limiting global warming to 1.5°C in line with the Paris Agreement. The GHG intensities for 2025 (2024) were 12.58 (12.19), measured as tCO2e per MSEK revenue and 23.21 (35,6) measured as tCO2e per TB (terabyte).

Arelion's network equipment is all powered by electricity. The main activity during the reporting year has been the transition towards renewable energy sources – in order to mitigate emissions. The primary focus has been on transitioning electricity purchased by Arelion at its own sites, since this is directly within the company's control. Future efforts include engaging with business partners who purchase electricity within Arelion's value chain at sites where the Arelion network is collocated or dependent on third parties.



Targets

> 50% reduction in scope 1+2 by 2030
>
> Net zero by 2040
>
> 100% of suppliers aligned with our targets

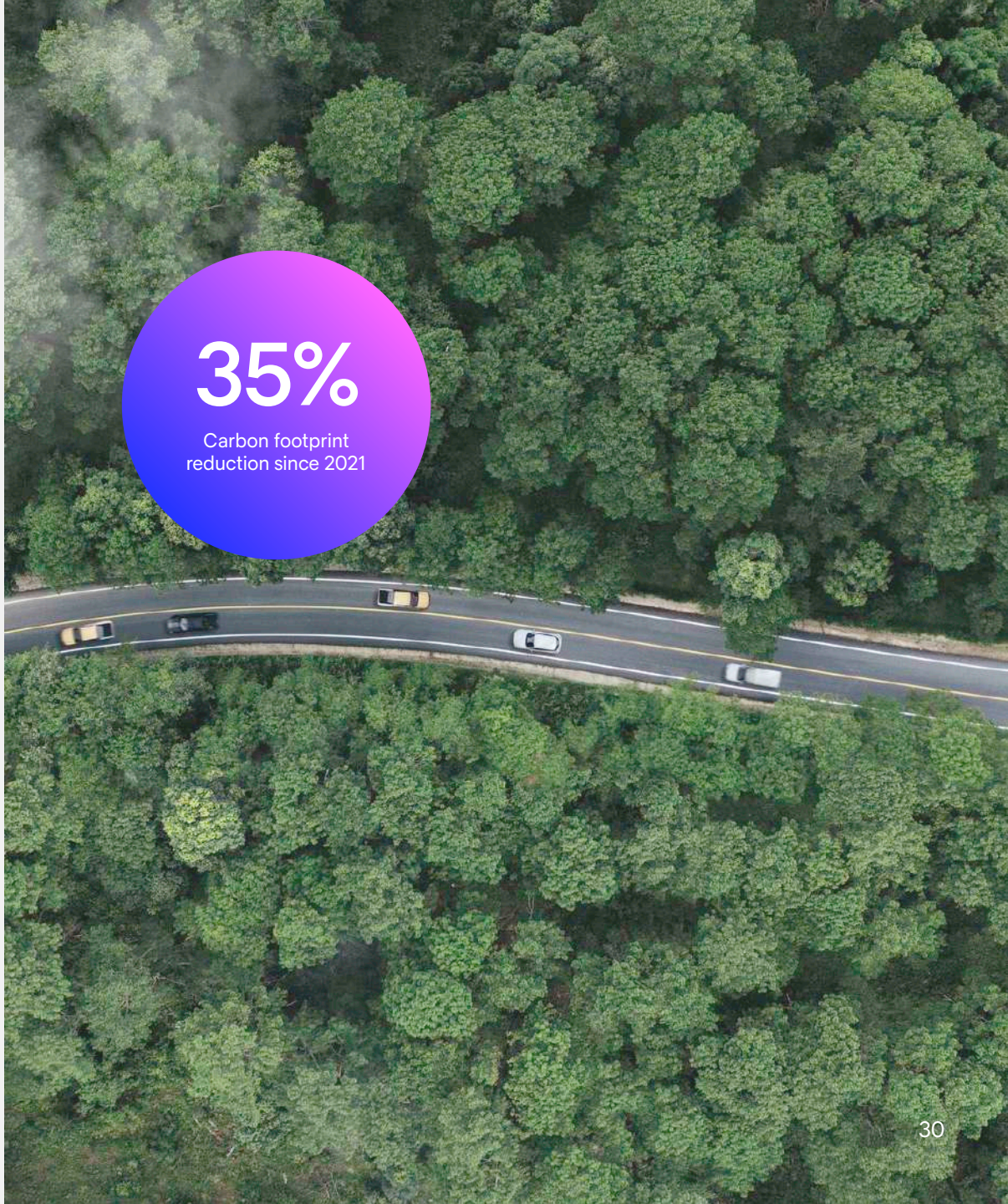
During the reporting period, Arelion made a carbon footprint calculation from the 2021 baseline using the same methodology over time. By the end of 2025, Arelion had achieved a 35% reduction since 2021. As part of our ambition to understand the full impact across our value chain, our main suppliers were assessed with respect to their environmental and climate reduction targets. 80% (60% in 2023) of suppliers[2] and 83% (75% in 2023) of colocation partners[3], were deemed to be in line with Arelion's targets.

Accounting principles

The carbon footprint for 2025 was calculated utilizing the Greenhouse Gas Protocol. scope 1, 2, and category 5 in scope 3 is calculated with the activity-based method. Category 1 in scope 3 is calculated based on category 2 in scope 3, categories 6 in scope 3 is calculated on the result of an internal survey and extrapolated to 100% of employees. The remaining categories are calculated using the spend-based method. Emission factors used come from Exiobase 3.8.2, AIB (2023), DESNZ (2019, 2021, 2025), EPA (2023) and IEA (2024). GHG intensity was calculated using total GHG emissions (scope 3 market-based) and reported turnover for 2025. Alignment of main suppliers was calculated using the top 80% of suppliers and colocators (by spend) with energy consumption (2022) based on public net zero commitment and renewable energy targets.

[2] >80% of total spend in 2022

[3] Based on the 35 largest colocators in 2022



GHG category	Activities that generates CO2e emissions	2021	2022	2023	2024	2025
Scope 1	Tot scope 1	142,3	161,2	157,1	156,4	154,5
Scope 2	Tot scope 2 market-based	34824,6	26899,4	20903,4	18407,0	13217,0
Scope 2	Tot scope 2 location-based	26471,1	25646,2	22901,3	19134,5	18873,0
	Scope 1+2 (market-based)	34966,9	27060,6	21060,5	18563,4	13371,5
	Scope 1+2 (location-based)	26613,4	25807,4	23058,4	19290,9	19027,5
Scope 3 Category 01	Purchased goods and services	27418,8	27576,9	24451,7	22212,6	22541,6
Scope 3 Category 02	Capital goods	9224,4	6955,9	6599,2	5989,3	10050,3
Scope 3 Category 03	Fuel- and energy-related activities	6395,7	6126,9	5472,9	4834,3	5067,4
Scope 3 Category 04	Upstream transportation and distribution	11761,3	9250,5	6649,5	6455,4	6666,8
Scope 3 Category 05	Waste generated in operations	0,1	0,1	0,1	0,1	0,5
Scope 3 Category 06	Business travel	74,3	364,4	401,4	702,1	566,8
Scope 3 Category 07	Employee commuting	459,8	532,5	537,2	496,8	459,1
Scope 3	Tot scope 3	55334,4	50807,2	44112,0	40690,6	45352,4
	Tot scope 1+2+3 (Market-based)	**90301,3**	**77867,8**	**65172,5**	**59254,0**	**58724,0**
	Tot scope 1+2+3 (Location-based)	**81947,8**	**76614,6**	**67170,4**	**59981,5**	**64380,0**

Gross Scopes 1, 2, 3 and total GHG emissions.

Climate adaptation

A large proportion of the GHG emissions in Arelion's carbon footprint are associated with our network. This includes both fully-owned network components and sites, as well as leased capacity in other physical networks. Owned networks and sites are within the management control of Arelion, whereas leased network capacity and leased site availability are more difficult to influence in terms of energy efficiency or the type of energy purchased. There are also some owned sites that have lower energy efficiency due to the sheer age of the facilities.

Arelion has identified potential challenges – for example where climate change might impact energy availability, or the emergence of new, more volatile weather conditions. Energy efficiency (as described below) is a critical issue, as is the provision of adequate site equipment. Updating sites requires further investment, and as we evaluate maintenance and investment needs for coming years, adaptation to climate changes will be one of the key decision criteria. External capacity leases, the risk for climate-related damage to infrastructure and emerging climate challenges will all factor into decision making.



Energy

Total energy consumed MWh

Energy consumed at own sites and offices	17 059
Energy total network consumption	65 885

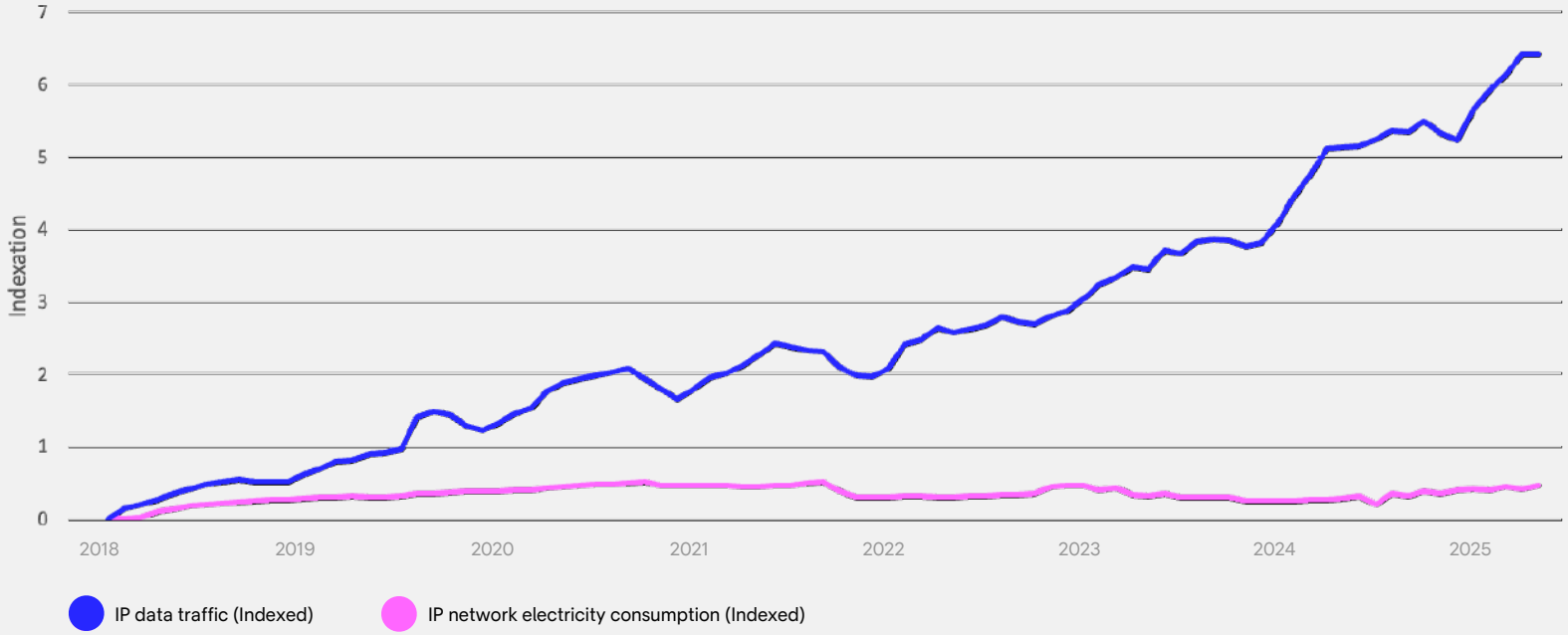
Arelion has a long history of pursuing ever-greater energy efficiency within our network. Through these efforts, Arelion has been able to maintain energy consumption at a consistent level despite unrelenting growth in customer data volumes across the network.



As a major source of emissions within our carbon footprint, energy has, and will continue to be, a critical focus area.

Over many years, we have continuously improved our energy mix, and by the end of 2025 the renewable energy share at our own sites reached 96%.

We use different approaches to source renewable energy and these vary by location. For example, we installed solar panels at two of our facilities in Germany to supply part of our core network with renewable energy. During 2025, overall energy consumption increased slightly since our network has continued to grow without any significant hardware platform upgrades. In relation to IP traffic growth, the increase in energy consumption is still relatively small.

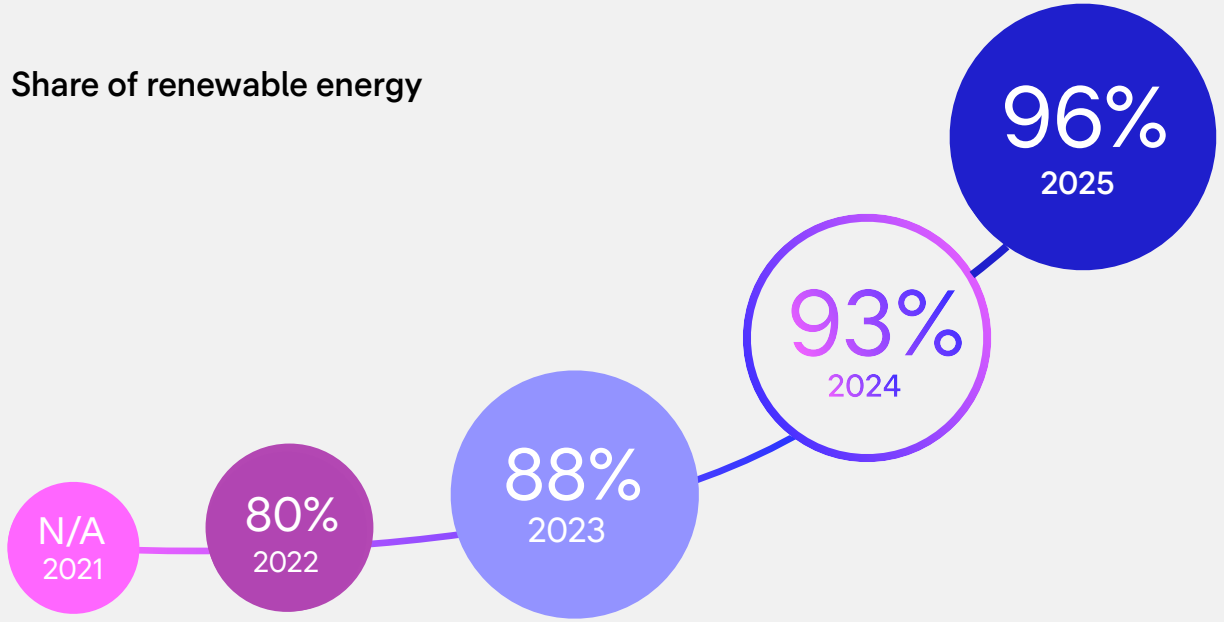


The graph shows indexed data for electrical power allocated to network components in Arelion's network, both at our own and external colocation sites vs. overall IP data traffic in our network.

Target

100% renewable energy
powering our own sites by 2030

Share of renewable energy



Accounting principles

Energy consumption for our own sites is calculated from directly invoiced electricity together with allocated electricity for network components. Total network energy consumption is calculated on network components at both our own sites and 3rd party colocation facilities. Heating and cooling is estimated by the allocated electricity draw both for our own and 3rd party sites. Office energy consumption has been provided for some locations where this is directly invoiced and elsewhere it has been estimated from the physical area of our office space (in sqm). Our overall renewable energy share is calculated as the percentage of renewable energy allocated and invoiced at our own sites, excluding offices.



Pollution

For Arelion, the main source of pollution comes production of the electronic components used in our network hardware. The equipment can contain substances and materials that are classified as hazardous. Special care must be taken when producing, transporting and recycling the components so that these substances do not cause any harm to people or the environment. Arelion stipulates contractual requirements for its electronic equipment vendors, transportation and recycling partners to ensure that adequate levels of competence and hazardous substance management are met.

In Arelion's own operations, pollution can also occur when dismantling old equipment – for instance, retired sea cables. During network project planning, consideration is given to the containment of hazardous materials, and an evaluation is made of both the potential environmental damage and the mitigating actions that should be taken.

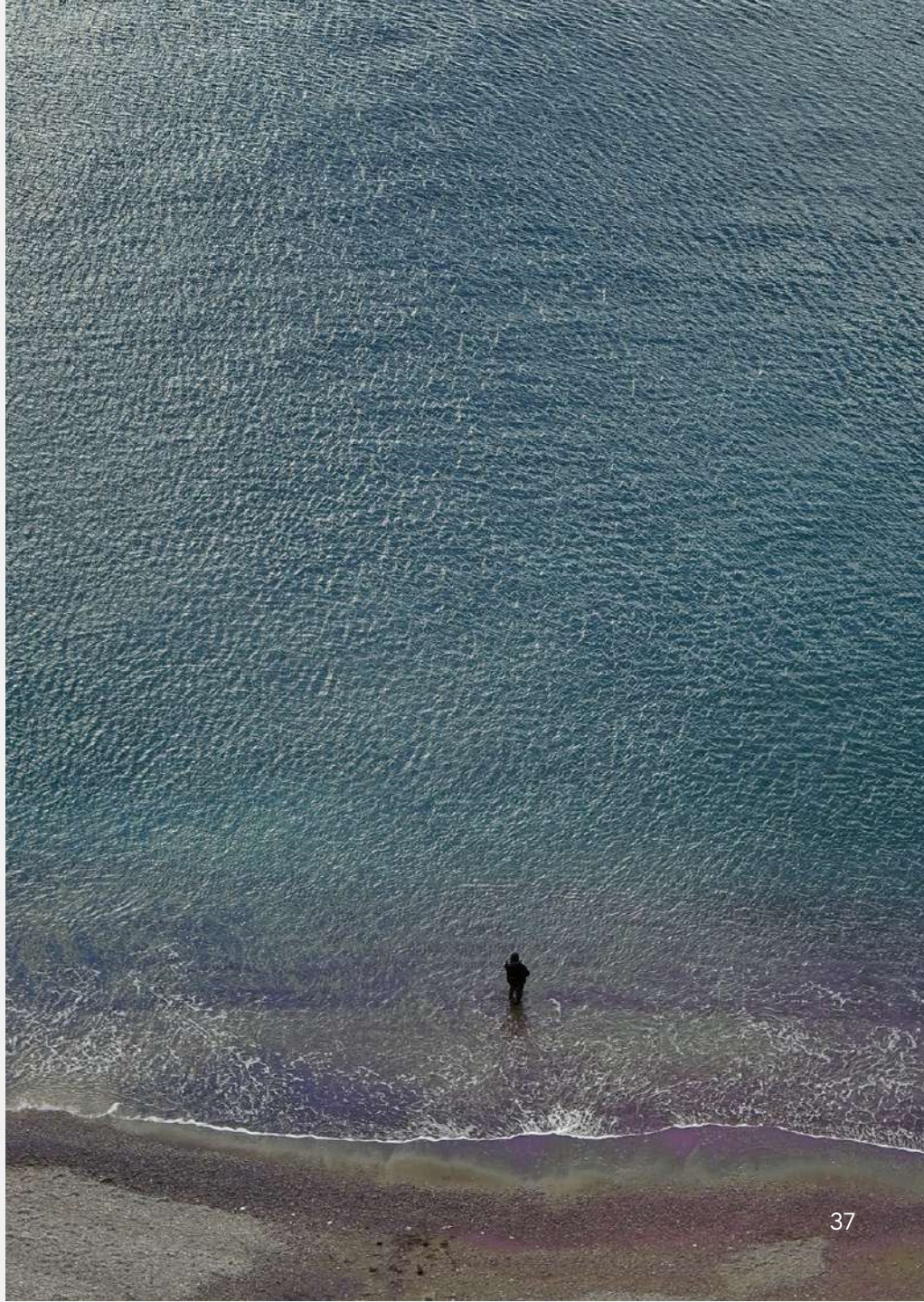
Water

Water consumption at Arelion sites is estimated to be low. When water is used in cooling and maintenance, we utilize waterloop systems, so that water is reused and only refilled when absolutely necessary. Water usage is, however, a material concern for many of our value chain partners, and there may be instances where Arelion's network infrastructure is located in areas where water shortages are a real concern. Arelion is therefore looking at ways to increase the visibility of water consumption at both our own sites and where leased capacity is used. Water is also often used in the production of electronic components upstream in our value chain, so to promote responsible water use in the production phase, Arelion sets clear water management requirements for suppliers to adhere to.

During the reporting period, a pilot for new project was carried out with the aim to include water, electricity and climate risks in the planning phase.

Currently, we assess proposals for new points-of-presence (PoPs) and routes largely based on operational and financial risks - such as potential supply chain lead time challenges and shortages, and the risk of unforeseen supplier price increases.

Going forward, our aim is to implement the pilot and widen the scope of project risk assessment to ascertain if, and how, our actions will impact our overall sustainability targets. For example, if we are opening a new PoP in a city that is known to be experiencing issues with water or energy supply, we should expect that this could have a negative impact on both the physical expansion project itself and our overall sustainability goals. This will also allow us to factor mitigation measures into the business case which could then include the selection of alternative suppliers or choosing different site locations and network routes.





Biodiversity

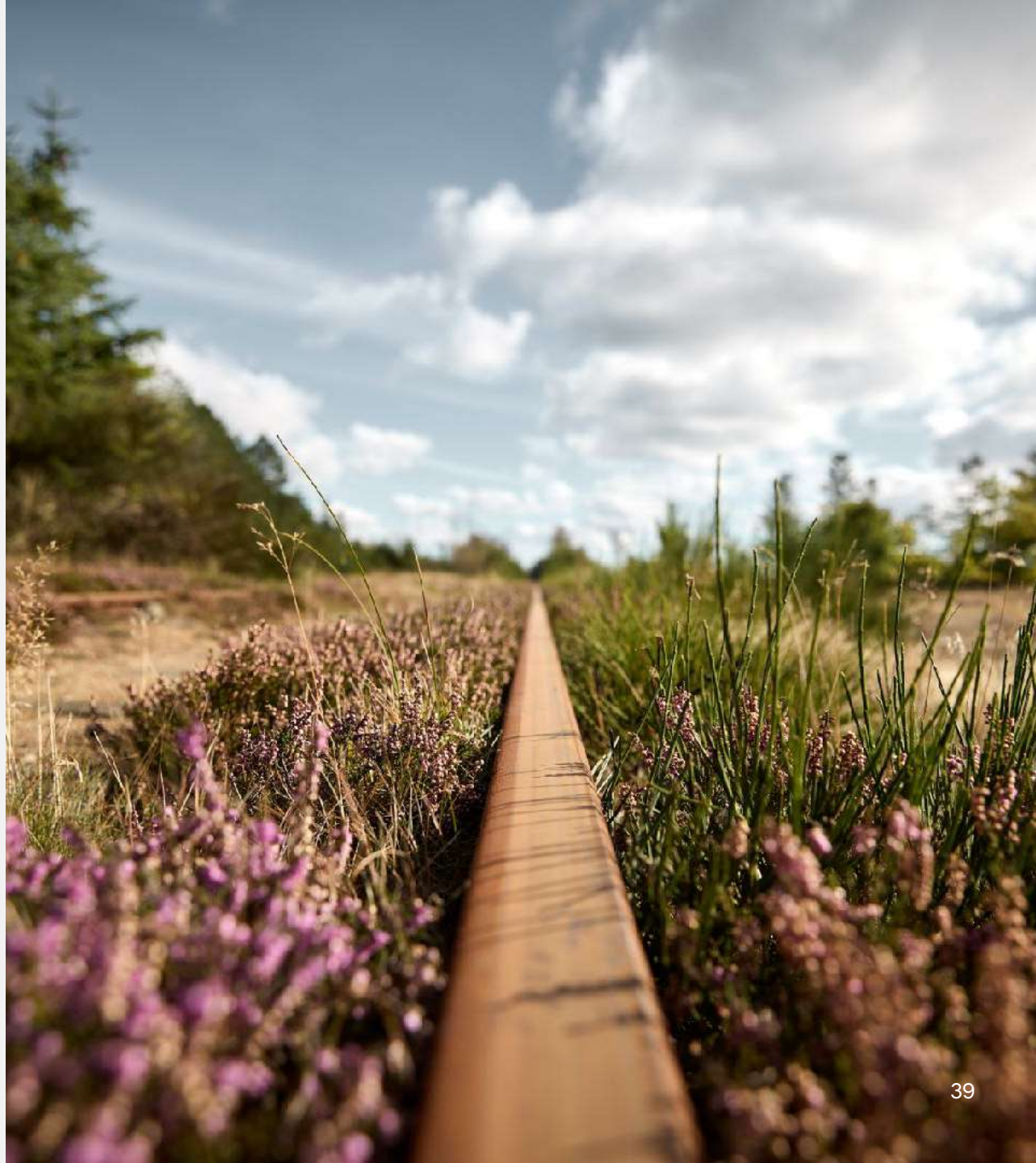
Biodiversity is an important consideration for our operations, and we recognize the need to address several key risks in order to minimize potentially negative impacts. Identified risks may involve:

- **Habitat Disruption** – infrastructure development, such as maintaining or expanding our network, can lead to habitat fragmentation and loss – negatively affecting local wildlife.
- **Resource Extraction** – the production of ICT and telecom equipment often involves mining for minerals which in turn can lead to deforestation, soil erosion, and water pollution. The production and disposal of our network equipment involves the use of natural resources and hazardous materials or chemicals that can cause environmental pollution.

When maintaining or expanding our network, we ensure careful planning and conduct environmental impact assessments as part of our planning process – to minimize natural habitat disruption. We also set clear expectations and requirements with our suppliers to minimize the negative environmental impact and to safeguard biodiversity while network equipment components are manufactured. By clearly addressing these issues, Arelion aims to contribute to the preservation of biodiversity while at the same time continuing to provide essential services.

Circularity

Electronic components contain many scarce and valuable raw materials, so we must ensure circulation in the production-usage-recycling loop. To shift from a linear to a circular economy, Arelion has set targets to reuse, resell or recycle 100% of dismantled equipment. Arelion models activities according to the waste hierarchy, where the goal is to step upwards towards the most favorable option, in order to minimize resource depletion and to prevent waste wherever possible.



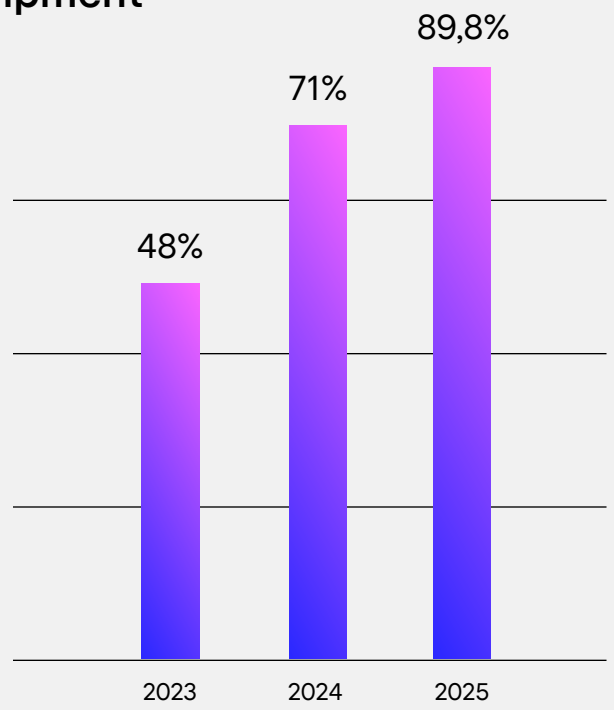
Target

100% of dismantled network equipment reused, resold or recycled

To ensure as many resources as possible can be reused, Arelion partners with a broker to resell viable equipment that has been decommissioned. To ensure hazardous materials are handled carefully - so that they don't harm people or the environment, and to promote waste hierarchy adaptation, Arelion has issued specific contractual requirements for recyclers and brokers. During the reporting period 89,8%, of dismantled network equipment was either reused, resold or recycled. 70,9% of this equipment was reused internally and 18,9% resold to a broker.

Dismantled equipment

Reused or resold



Waste

Currently, we only receive information about the weight of recycled materials which means that our internal records do not match those of the recycled materials received by our broker. This will be improved in coming years. During the reporting period, most waste sent to recycling facilities was recycled – at facilities in the US, UK and Sweden. No waste was sent to landfill and only a small portion of plastic was incinerated, classified as hazardous waste according to local regulations.

During 2025 we collected waste volumes from offices in Sweden and Hungary.

Accounting principles

The reused, resold or recycled metric has been calculated for dismantled network equipment. Equipment is considered dismantled when the component is moved from its original location for reuse at another Arelion site, resold to broker or sent for end-of-life recycling. Recycled materials are presented in weights by waste categories, Hazardous and non-hazardous, and by treatment methods. The weights are recorded when a broker sends material to a recycling partner.

Non-hazardous

Material type	Net weight (KG)	Treatment method
Aluminium	155	Materials recycled
Mixed aluminium	849	Materials recycled
Power module	390	Materials recycled
Steel	7048	Materials recycled
Mixed electronics	2035	Materials recycled
Cables	15	Materials recycled
Mixed office waste	3163	Incinerated
Grand total	**13 655**	

Hazardous materials

Material type	Net weight (KG)	Treatment method
Cables	30	Materials recycled
Mixed electronics	1545	Materials recycled
Plastic	32	Incinerated
Grand total	**1607**	

EU Taxonomy

The classification of economic activities in the EU Taxonomy does not yet fully capture Arelion's NACE codes, 'wired and wireless telecommunication', sufficiently. We anticipate that during the coming years, the activities that Arelion identifies mostly with: 'wired and wireless telecommunication', will be included in the Taxonomy.

Nevertheless, a first mapping has been made, focusing primarily on the activity code 8.1, 'Data processing, hosting and related activities'. Although Arelion's activities do not align entirely with this, the technical descriptions for 'substantial contribution' – and the 'do no significant harm' criteria have close relevance to Arelion's operations. These criteria have been guiding us when setting our roadmap for future investments in our network. The next step would be to provide financial reporting in alignment with the updated taxonomy, if and when required and when eligibility is determined.



Social

Social

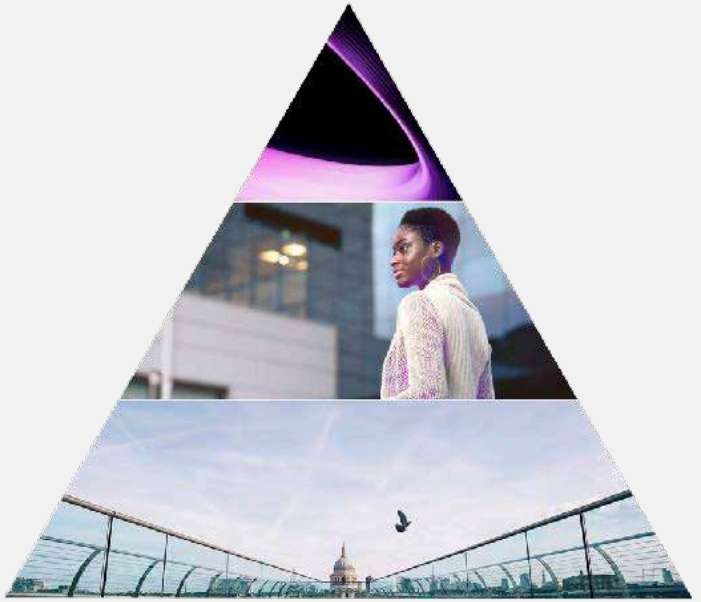
Arelion focuses on human rights, fair labor conditions, and well-being for both our own employees and those in the value chain. The company enhances workers' labor and human rights in the supply chain, supports children's rights, and ensures privacy and security for customers. Emphasizing diversity and inclusion, Arelion aims to create a safe and inclusive workplace. By employing risk management and engaging with all stakeholders, the organization aims to achieve a positive social impact.

Guiding policies for social topics are:

- Code of Responsible Business Conduct
- Sustainability Policy
- Work Environment Policy
- Third Party Code of Conduct



Own workforce



The company operates globally in a segment with high demand for qualified personnel, both in the office environment and for field services to maintain our core network. This provides a wide variety of areas for Arelion to focus on, such as health & safety, wellbeing and diversity, equality, inclusion and belonging (DEIB).

The telecommunications industry often faces significant gender diversity challenges, with a low representation of women – particularly in leadership roles. While Arelion has a better gender balance than the industry as a whole, continuing to address these gender diversity challenges is crucial to foster a more inclusive and dynamic workplace. By striving to balance gender representation and in supporting the career progression of women, Arelion aims to cultivate a culture of equality.

Arelion stands up for diversity and respects every individual's unique character regardless of gender, nationality, ethnicity, religion, age, sexual orientation, disability, personality, etc. The company strives to offer a diverse and inclusive workplace where every employee can be themselves, with equal access to opportunities.

Another critical challenge in the telecommunications industry is the scarcity of technological competence. As the sector rapidly evolves with emerging technologies, finding qualified personnel with the right skill set becomes increasingly difficult. This challenge underscores the importance for Arelion to invest in continuous learning and development programs. Bringing in people with unique experiences, different backgrounds, and individual differences creates a dynamic and innovative workplace that enhances the sense of belonging and acceptance. Diverse teams and inclusive environments also increase engagement, innovation, and performance, enriching the business and corporate culture.

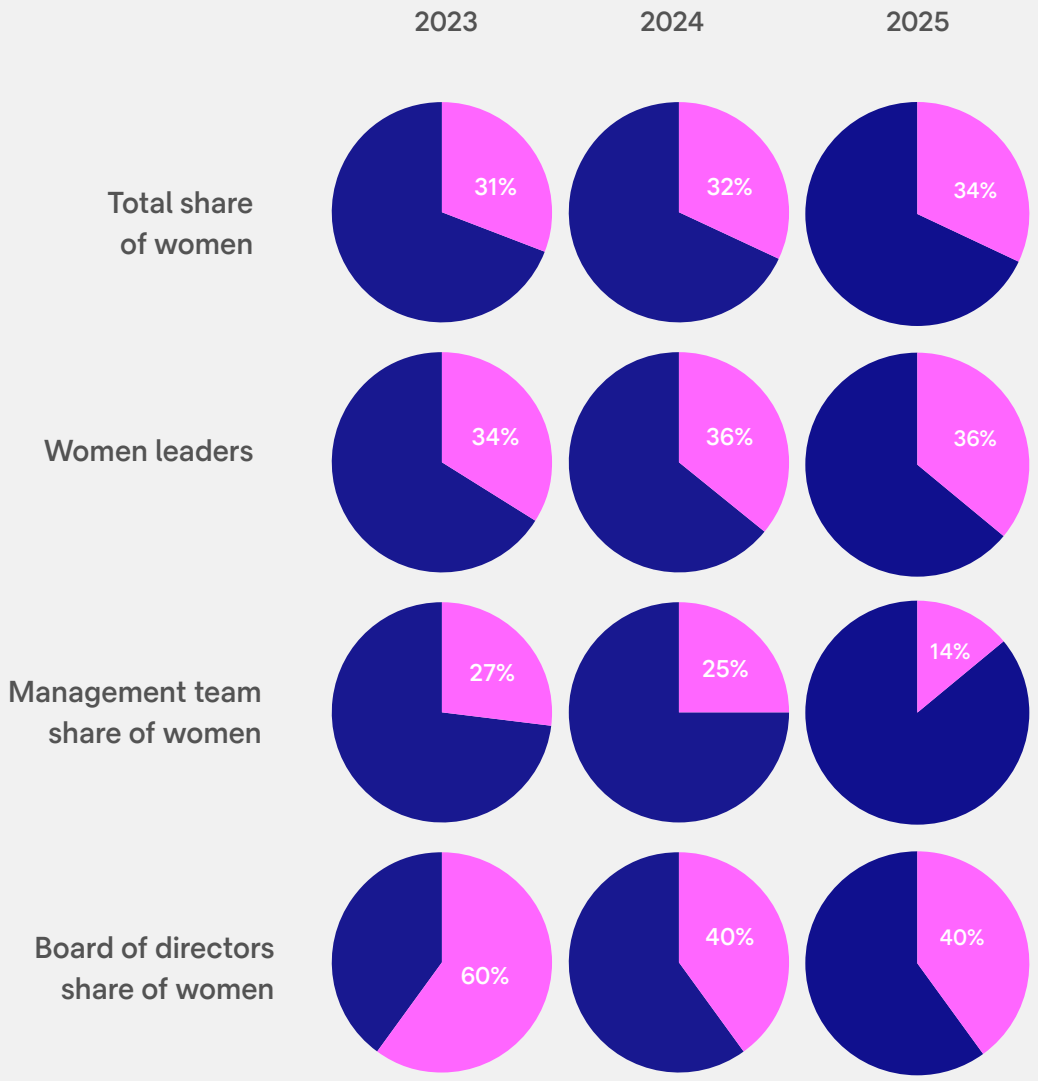
Our guiding principles are diversity, equity, inclusion and belonging (DEIB), which makes work more enjoyable and stimulating, while at the same time also making Arelion a better company.

Targets

Gender equality (50/50) by 2040
>40% women in leadership roles by 2030

In a traditionally male-dominated industry, Arelion is actively working to achieve a 50/50 gender balance, and we've implemented measures to address a broader set of diversity and inclusion considerations. Arelion values and respects individual differences and strives to create an environment that welcomes and leverages different perspectives, from people of various backgrounds and experiences. The numerical target of 40% female was not met in 2025, wherefore the target date was prolonged to 2030. Emphasizing that improving gender balance remains a clear priority.Arelion continues to invest in inclusive recruitment, development initiatives, and long-term DEIB efforts to strengthen representation across the organization.

Given that the broader telecommunications market is heavily male-dominated, Arelion's current gender balance compares favorably to industry norms. The company will therefore maintain focus on sustained progress rather than a fixed short-term target.



Personnel data

Arelion acknowledges that our employees are the key to our success. Our aim is to be an attractive employer and we strive to attract, develop and retain qualified and motivated employees.

In a professional environment, relationships and communication should be honest, fact-based, and transparent, while respecting commercial confidentiality. Constructive dialogue with stakeholders is encouraged, as are promoting freedom of assembly and the right to collective bargaining.

We interacted with our colleagues across many different touch points during the year. During 2025, Arelion has introduced a learning & development plan covering general online training for all employees, department-specific programs, and both broad and advanced leadership training.

The plan also includes a Focused Leadership program to enable extensive leadership trainings to nominated employees. This initiative is crucial to ensure continuous skill development, strengthen expertise, and prepare the workforce for future industry challenges. By investing in learning at every level, the company enhances innovation, engagement, and long-term resilience.

Employment distribution	Women	Men	Total
Full Time Equivalent, FTE	177.35 (34%)	345.05 (66%)	**522.40**
Headcount	178 (34%)	346 (66%)	**524**
Full-time	176 (34%)	345 (66%)	**521**
Part-time	2 (67%)	1 (33%)	**3**
Temporary employment with hourly wage	-	-	**-**
Permanent	175 (34%)	342 (66%)	**517**
Temporary	3 (43%)	4 (57%)	**7**

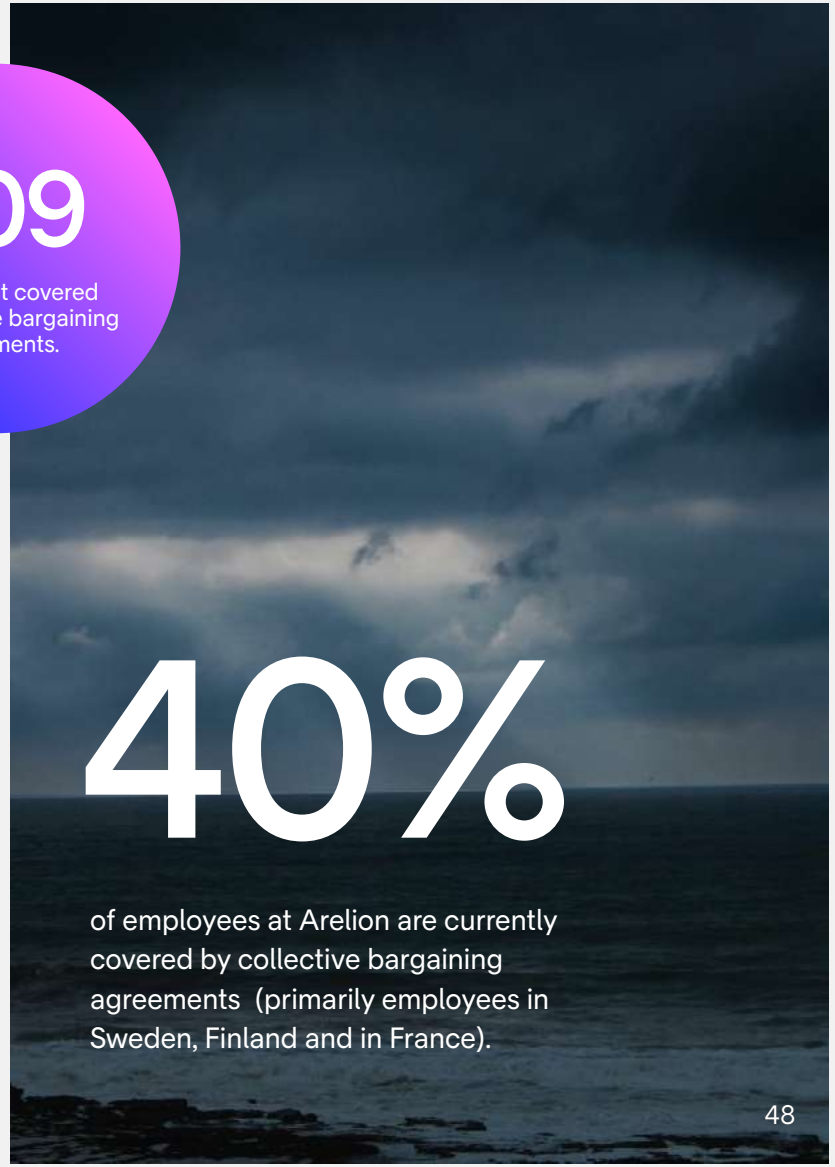
Methods of employee interaction include

- Employee engagement surveys
- Town hall meetings
- Performance reviews and goal setting
- Team meetings
- Training and development sessions
- Onboarding sessions
- 1:1 meetings
- Health and safety meetings
- Meetings with unions/works councils

These methods enable feedback, updates, skills development, and compliance with labor laws.

209

Headcount covered by collective bargaining agreements.



Focus on health and well-being

In response to the 2024 eNPS results, the company has implemented several initiatives focused on wellbeing and engagement. The company has actively worked on leadership development and delivered training programs with a strong emphasis on health and wellbeing – clearly communicating the importance of these topics across the organization. In addition, the company has improved the office environment and organized office events to enhance employee experience and promote wellbeing in the workplace.

The 2025 eNPS results indicate a clear improvement on the 2024 results. During the survey in 2025 (2024) the eNPS was 13 (2) with an 87% participation rate (91%).

Accounting principles

eNPS (Employee Net Promoter Score) Measures employees' willingness to recommend the company as a place to work. Calculated as the percentage of Promoters (score 9–10) minus the percentage of detractors (score 0–6), based on an employee engagement survey.





Health & safety

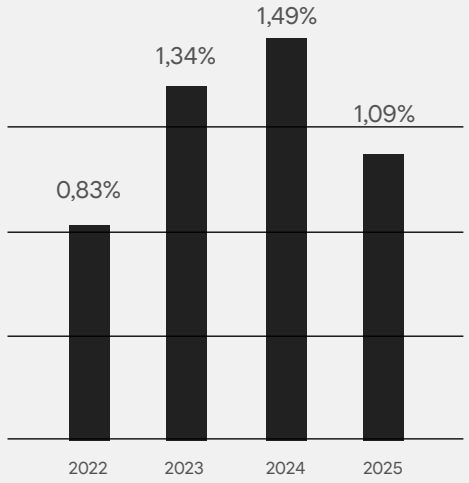
Providing a safe work environment is of the utmost importance to Arelion. This includes both our own office-based employees, and those working in the field to maintain and upgrade our network, as well as subcontractors and other value chain partners present at our sites and offices.

The majority of Arelion's employees work in our offices, and a smaller proportion in the field – maintaining and upgrading our network. In addition, there are also sub-contractors and external parties working at our network sites from time-to-time, for whom we must also ensure safe working conditions. For office work, the work environment risks are mainly associated with mental wellbeing, stress, ergonomics and maintaining a healthy work-life balance.

Potential risks in network field service or maintenance may involve working with electrical equipment, working at heights, and working with hazardous chemicals or in extreme weather conditions. In our work environment management system, we promote a safe work environment by utilizing site and office risk analysis, encourage risk reporting and follow-ups, continuous safety inspections, and safety committee work. During the reporting year, there was 1 major incident recorded involving Arelion employees at an Arelion site, involving heavy lifting. All incidents are investigated to identify the root cause and identify mitigating actions to minimize the risk of accidents happening again.

Absence

SAR[4] Total



To reduce sick leave and promote employee well-being, the company continued on prior years efforts with implementing a multi-faceted approach that includes employment surveys, a structured return-to-office policy, the creation of silent zones in some office premises, increase of managers' awareness, company activities and an active collaboration with health providers.

Accounting principles

FTE, headcount and absence has been calculated by the average of the full reporting year status on the last day of each month. FTE is calculated by total working hours for part-time employees and full-time employees combined. Long-term absence and parental leave is excluded from these calculations. Women in leadership roles are defined as women with management responsibility for employees or teams.

[4] The sickness absence rate (SAR) represents the percentage ratio of absence days related to sickness per days of total contractual work time.

Workers in the value chain

The main social risks in the Arelion value chain are related to the production of the electronic equipment and components deployed in our network. Network components include minerals and metals that are potentially sourced from high-risk or conflict-affected areas.

Other risks that might be present in the production chain of electronic equipment and components are forced and child labor, a lack of employee rights to organize and negotiate collectively, occupational health and safety risks or excessive overtime.

To minimize the risks and to promote responsible human and labor rights practices, Arelion conducts thorough sustainability due diligence for third parties, including suppliers. For more extensive information about due diligence at Arelion, please see pages 61-62.



Target

100% of suppliers are aligned with our targets[5]

[5] Includes social and environmental topics depending on identified risks

Affected communities

With a customer base in 129 countries, more than 350 PoPs and 72% of global Internet routes directly connected to our network, we acknowledge both our responsibilities and opportunities. We have the responsibility to provide a stable and resilient network for our customers, thereby giving us the opportunity to provide access to information and communication via the Internet.

As well as having the opportunity to positively influence society, we also identified the potential risks involved when expanding our network. These are addressed during the planning phase of all projects.

During the reporting period, we initiated an evaluation of how to expand the risk assessment when planning new routes. Currently, we assess proposals for new PoPs/routes in terms of operational and financial risk. These include highlighting difficulties associated with sourcing materials within the required project time frames and the risk of unforeseen price increases.

Our aim is to expand our assessment to include the risk factors for each project that will impact our sustainability targets. For example, if we are planning an expansion of our network into an area with conflicting land claims from different parts of the community, it is vital that Arelion takes this into account.

This could result in mitigation measures to the business case, whether this be choosing alternative suppliers, altering routes or setting up a dialogue forum to communicate with relevant stakeholders.



Consumers and end-users

The guiding policies for privacy and security topics are:

- Code of Responsible Business Conduct
- Privacy and Data Protection Policy
- Security Directives
- Security Policy
- Risk Management Policy

Privacy

Key measures include integrating data protection throughout business processes, products, and IT systems from design to lifecycle management; collaborating with privacy experts during the planning phases of data processing; conducting privacy and impact assessments where necessary, and providing transparency notices in all relevant languages to explain how personal data is processed.

Arelion's data protection officer (DPO) is part of the legal team. The DPO reviews GDPR compliance, responds to individual requests, holds trainings and interacts with authorities when required to do so.

Work during the year

In 2025, Arelion confirmed 1 potential personal data breach, involving personnel data which was investigated and reported to the authorities. The affected data subjects were promptly notified. The incident was found to be due to human error and necessary remedial and mitigation activities were performed.

Privacy training is mandatory for all employees. By year end, 72% of all employees had completed this training.

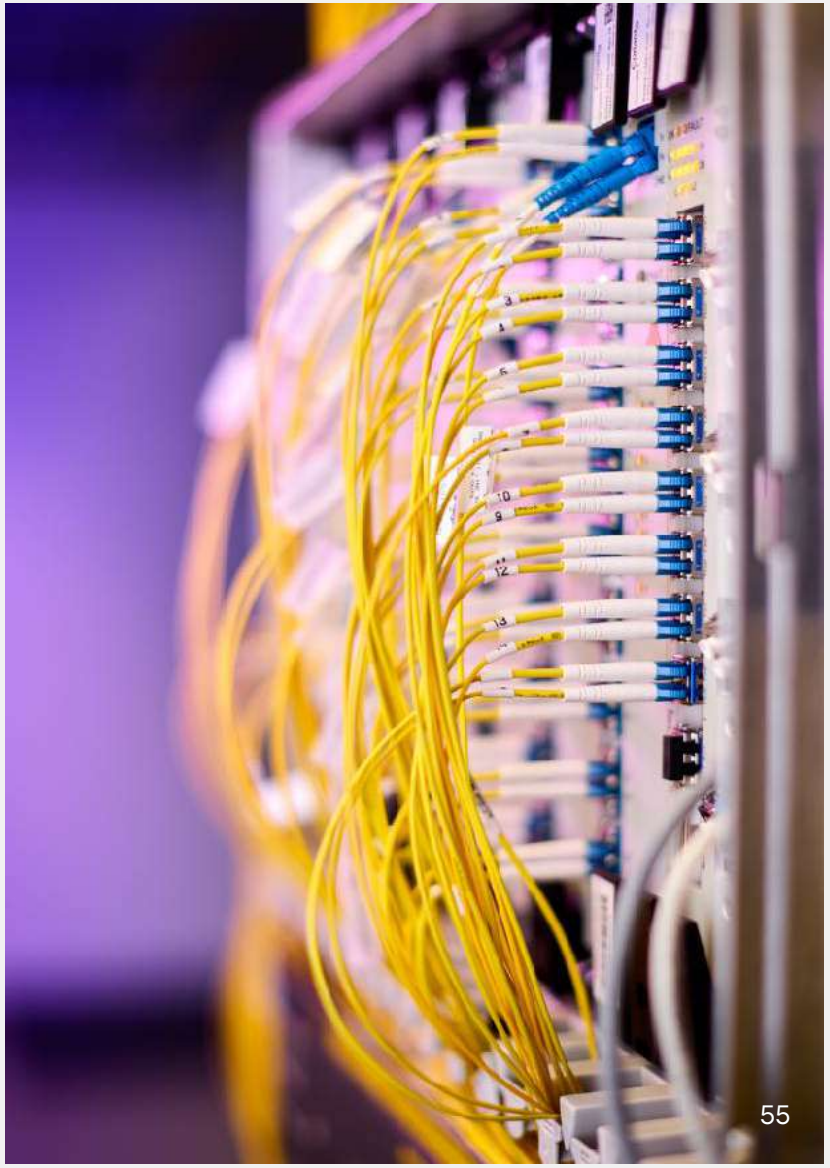
IT security

Security culture is a set of security-related norms, values, attitudes, and assumptions that are inherent in the daily operation of an organization. They are reflected by the actions and behaviors of all entities and personnel within an organization. A security-conscious culture within an organization promotes better cybersecurity practices. Leadership commitment, training programs, and clear policies contribute to a resilient security posture.

Security should ultimately be everyone's responsibility – from the ground up and top down.

At Arelion our approach for effective security culture is about:

- Recognizing that effective security is critical to business success
- Establishing an appreciation of positive security practices among employees
- Aligning security with core business goals
- Articulating security as a core value rather than as an obligation or a burdensome expense





Work during the year

In 2025, two new modules within the mandatory cybersecurity training were launched: '**Cybersecurity Awareness**' and '**Cybersecurity at Home and When Travelling**'. 78% of all employees had by the end of the year completed all modules in the security training program.

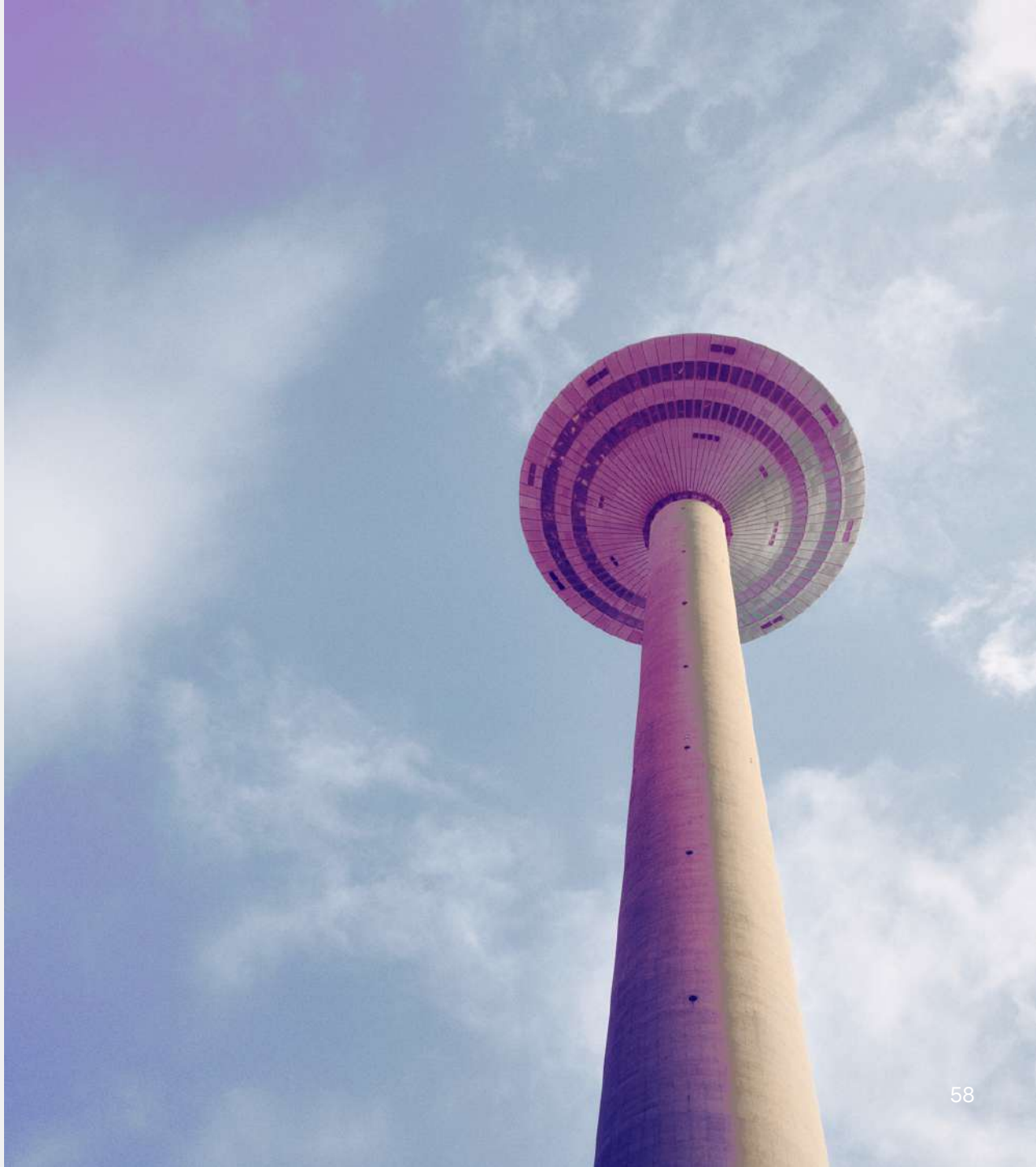
Governance

Governance

Arelion implements a corporate governance framework to ensure transparency, accountability and responsible business practices. Governance practices focus on managing key risks and upholding ethical principles in daily operations. Arelion adheres to high standards for corporate governance, including anti-bribery and corruption measures, safeguarding privacy, cybersecurity and stakeholder engagement – in alignment with international best practices.

Guiding policies for governance topics are:

- Code of Responsible Business Conduct
- Delegation of Obligations and Authority
- Sustainability Policy
- Anti-Bribery and Corruption Policy
- Privacy and Data Protection Policy
- Security Policy
- Third Party Code of Conduct



Corporate culture

Arelion has issued a code of responsible business conduct stipulating expected behavior by employees, consultants and individuals operating on behalf of Arelion. Arelion continuously updates internal processes, policies and procedures based on best practices, laws, case law, and recommendations.

During 2025, Arelion launched a ‘code of conduct week’, designed to raise awareness among employees and strengthen understanding of ethical principles across the organization. The initiative encourages reflection, dialogue, and engagement, ensuring that employees remain informed and empowered to act in alignment with corporate values. By increasing awareness, the code of conduct week supports a culture of responsibility and long-term excellence.

three mandatory trainings were provided to all employees on high focus areas. The trainings were provided digitally, and the completion rate was 91% for the code of responsible business conduct, 78% for IT security and 72% for privacy.

Protection of whistle-blowers

Arelion provides an externally accessible whistleblowing (speak-up) channel, which ensures anonymity except where restricted by law. The whistleblowing process is described in the speak-up guidelines and ensures confidentiality and transparency.

The whistleblowing process covers criminal offences; non adherence to the company’s Code of Responsible Business Conduct or internal policies[6]; serious improprieties concerning the vital interests of the company or group; incidents affecting the life or health of individuals, including serious environmental crimes, security breaches at the place of work, and discrimination or harassment.

Access to speak-up channel messages is restricted to authorized personnel: the ethics and compliance officer and the due diligence and screening officer. Their actions are logged and confidentiality is maintained at all times. Where it is deemed necessary to consult expert contributors, they are also bound by strict confidentiality.

[6] Concerning accounting, internal accounting controls, auditing matters, fight against bribery, money laundering and terrorism financing, banking and financial crime.

The whistleblowing team reviews incoming messages to determine acceptance or rejection based on the following criteria:

- Conduct is reportable in accordance with the guidelines
- Messages are made in good faith and not malicious
- Sufficient information exists for an investigation
- Issues raised have not been previously resolved
- Non-relevant matters are redirected. Reporters will receive initial feedback or follow-up questions within seven calendar days. Sensitive personal information should only be shared if essential

All cases are handled seriously and in confidence:

- The whistleblower's identity will not be revealed
- Anonymous follow-ups may be submitted via the speak-up channel
- Any investigations exclude individuals linked to the allegations themselves
- Decisions about escalation will be made at the discretion of the whistleblowing team
- Feedback about an investigation is provided within three to six months

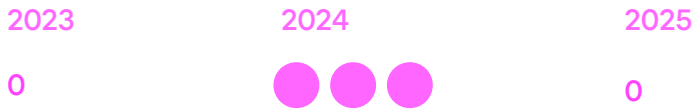
2025 statistics on speak-up cases

Whistleblower system

Number of reported cases



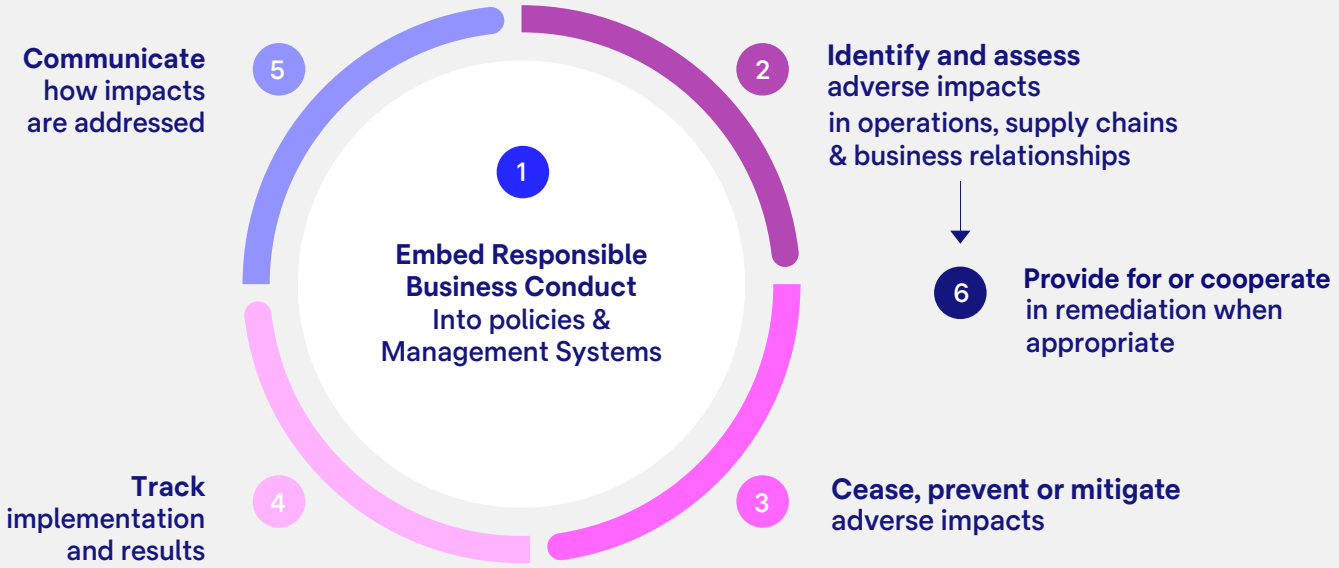
Number of whistleblowing cases



Of the cases investigated, two were unsubstantiated, and one was substantiated.

Third party risk management and due diligence

Arelion has implemented a due diligence process to establish a consistent and thorough approach to risks related to third party relationships across the Arelion Group. It covers various third parties, including vendors, suppliers, service providers, consultants and business partners. The process intersects with the entire lifecycle of third-party engagement – from initial selection and screening, ongoing engagement and monitoring to termination. Key pillars of this process include sanctions, environment, IT security/cybersecurity, privacy, anti-corruption, human and labor rights.



Embedded responsible business conduct

Arelion has implemented policies to guide expected behavior of employees and external parties alike. The Arelion Code of Responsible Business Conduct and Arelion Sustainability Policy set both internal and external expectations. The Arelion Third Party Code of Conduct stipulates the expected behavior and performance of Arelion's business partners across the world.

Risk identification and assessment

To effectively identify and assess risks associated with third parties, Arelion has implemented a comprehensive risk identification process. This involves identifying the potential risks associated with third parties, and it is based on criteria such as industry and country. Specific risks are screened and assessed according to internal guidelines. The severity of each risk is then evaluated in accordance with the company's acceptable risk thresholds. The risk advisory team provides guidance and support throughout the process.

Cease, prevent or mitigate

Arelion employs various strategies to mitigate risks associated with third parties. These include specific contractual clauses, corrective action, and continuous monitoring. For high-risk third party onboarding or ineffective mitigation activities, second-line approval is required. Continuous monitoring is applied for high-risk entities, with re-evaluation if new risks emerge. For human rights related risks, additional tools and activities may be applied. These include audits, corrective action plans and where relevant, remediation plans. Such activities must be decided on a case-to-case basis in consultation with the risk advisory team.

Track

To achieve effective and continuous improvement, yearly follow-up reviews and loop-back learnings from risk identification are carried out throughout the year. Any learnings and potential updates are used to improve the process and implement any necessary updates. Aggregated risks and/or opportunities are also addressed on an annual basis in the enterprise risk management and the materiality processes.

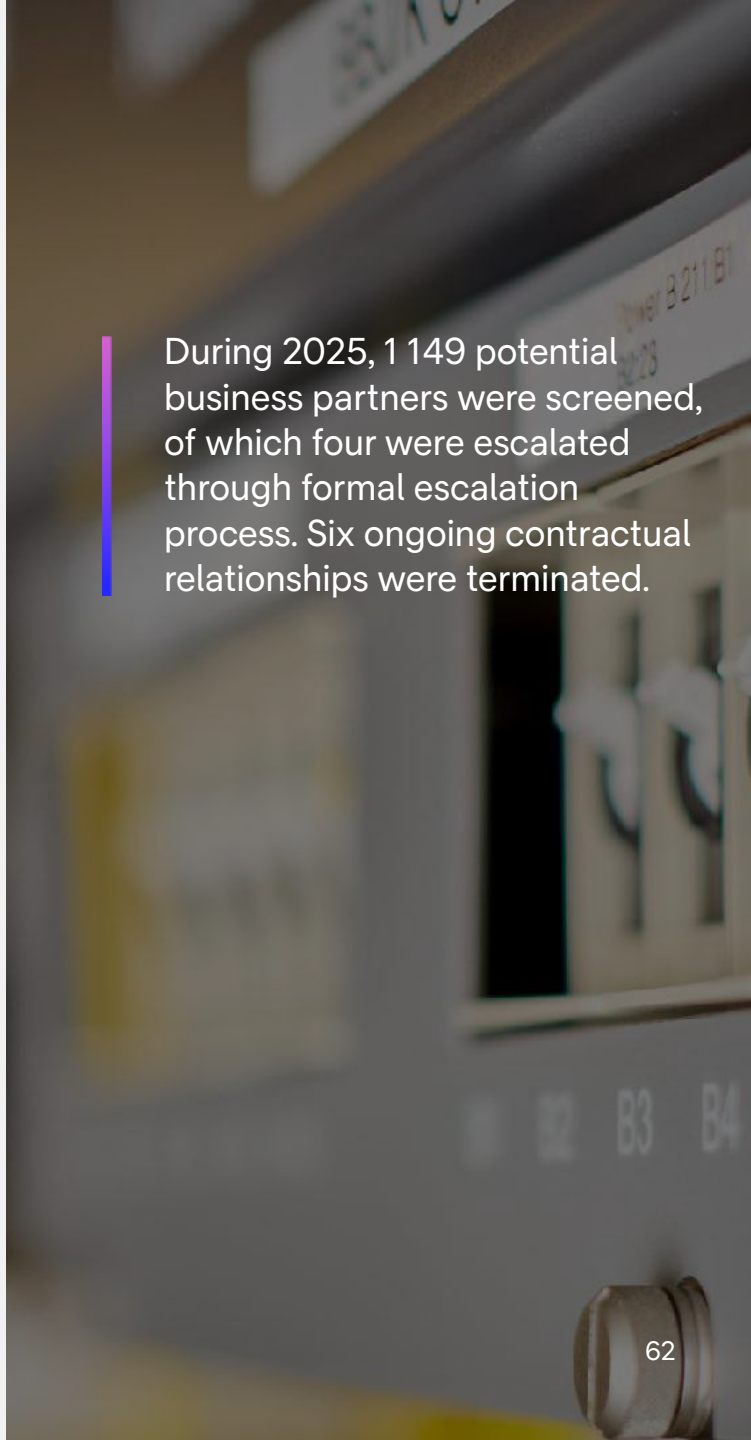
Communicate

The aggregated and third party risk universe will be presented annually to the management team in conjunction with the annual risk review. Aggregated risks are also presented externally in the annual sustainability report. Any risks where specific customers are involved shall also include a customer notification, to the extent permitted by GDPR and proprietary information rules.

Work during the year

During the year, an ERP platform was implemented and the Arelion supplier category tree was revised. This allows for granular risk tiering in future.

Arelion has a dedicated head of compliance/ due diligence officer in-house to support in-depth third party screening. During 2025, 1 149 potential business partners were screened, of which four were escalated through the formal escalation process. Six ongoing contractual relationships were terminated. During 2025, both customer and supplier screenings were included in the measurement.



During 2025, 1 149 potential business partners were screened, of which four were escalated through formal escalation process. Six ongoing contractual relationships were terminated.

Corruption and bribery

Due to the global scale of Arelion's operations, we place extra care on mitigating and eliminating any potential corruption or bribery risks. In 2025, we launched a revised anti-bribery and corruption training to all employees. 91% of employees completed this course during the reporting year.

Accounting principles

Participation in training is defined as training sessions concluded by employees. This excludes employees on long-term sick leave or parental leave. High-risk business partners were defined as partners with identified potential risk(s) as determined in the Arelion Third Party Risk Management Process. The screened high-risk partners calculation is documented by the procurement and compliance teams respectively. All reported cases in the whistleblower system are investigated and concluded by relevant department irrespective of whistleblower case status.

Targets

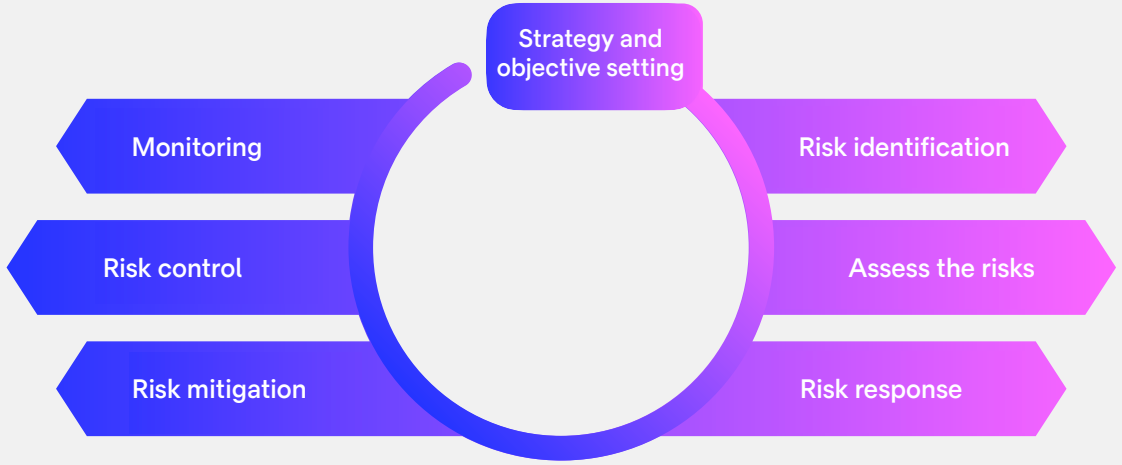
- The total elimination of bribery and corruption within Arelion's business
- 100% of employees trained in bribery and anti-corruption awareness

Other

Risk management

Arelion manages risks by limiting exposure and applying cost-efficient, systematic strategies. This approach improves decision-making and helps achieve strategic, financial, and operational goals while ensuring compliance with relevant laws and regulations. Risks are reviewed and updated annually and when indicated during the year.

The risks and risk responses are reviewed and approved by the Arelion Board of Directors. The risks are divided into categories such as financial risks, Strategic & emerging risks, operational & social risks and Legal & regulatory risks. Some risks may have an impact across multiple different risk categories.





The annual risk management process consists of seven main stages: **Strategy & objective setting**, **risk identification**, **risk assessment**, **risk response**, **risk mitigation**, **risk control** and **monitoring**. Each stage involves specific tasks and considerations:

1. **Strategy & objective setting**: this stage involves scheduling meetings and setting objectives for the risk management process itself.
2. **Risk identification**: at this stage, risks are identified and categorized.
3. **Risk assessment**: risks are assessed based on their likelihood of occurring and their impact if they do occur. The risks are then ranked and assigned a risk value.
4. **Risk response**: risk responses are categorized as: reducing, sharing or accepting the risk.
5. **Risk mitigation**: this stage involves the development of action plans, processes, and reports to mitigate identified risks.
6. **Risk control:** control activities are categorized into preventative and detective controls.
7. **Monitoring:** this stage includes continuous review and improvement, effectiveness of action plans, change implementation, and trend identification.

Top risks

The general economic situation affects companies within the group both positively and negatively. Since the group's operations are conducted globally, some identified risks can simply be attributed to presence in different regions. Risks can have several areas of impact, and some may also fit several of the risk categories. The top risk clusters can be described as strategic, operational and may also have legal, security or financial implications, are described below.

Geopolitical

Geopolitical instability poses significant risks to companies in the connectivity sector. Political tensions, trade wars, and conflicts can cause disruption to the supply chain, impact market access, and lead to regulatory changes. Such instability can affect the availability and cost of critical components, delay projects, and necessitate strategic adjustments. To mitigate these risks, Arelion continually monitors geopolitical developments, looks for opportunities to diversify its supply chain and considers different scenarios in strategic planning.

Cybersecurity

Cybersecurity is another critical risk area for connectivity companies. With the increasing dependence on digital infrastructure, threats such as cyberattacks, data breaches, and ransomware can have severe adverse consequences. Severe incidents could compromise sensitive information, disrupt services, and damage reputation. To address cybersecurity risks, Arelion applies comprehensive security measures, including regular vulnerability assessments, employee training, and invests in technologies to defend against attacks and ensure operational resilience.

Retaining talent

Another top risk for the group is the ability to recruit and develop employees at the same pace as the company grows. Managing the workforce in the tech sector involves challenges that can affect company growth, such as intense competition for talent and geographical constraints. Ensuring job satisfaction and engagement is crucial for the company to achieve its strategic objectives. Ongoing training programs and leadership development are also essential to attract and retain talent.

Auditor’s report on the statutory sustainability report

To the general meeting of the shareholders of Arelion Holding AB, corporate identity number 559269-6271

Engagement and responsibility

It is the Board of Directors who is responsible for the statutory sustainability report for the year 2025 and that it has been prepared in accordance with the Annual Accounts Act according to the prior wording that was in effect before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR’s standard RevR 12 The auditor’s opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm 23 April 2026

Ernst & Young AB

Jakob Wojcik, Authorized Public Accountant


Arelion
Sustainability report 2025