Annual report 2024



Telia Company


Telia Company
We reinvent better connected living

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The audited annual and consolidated accounts comprise pages 16–284. The Corporate Governance Statement examined by the auditors comprises pages 45–64.

The Sustainability Statements reviewed by the auditors comprise pages 65–164. The Sustainability Statements are part of the Board of Directors' Report.



Comments from our CEO

Time to deliver

At Telia, we always start with our customers. In reflecting on an eventful 2024 and looking ahead to a 2025 of growth, I'll do just that.

Every day, millions of people rely on Telia's networks and services. This makes us uniquely relevant. We provide the backbone of today's hyper-digitalized societies – everything from taking a connected bus to work, collaborating with colleagues via online tools and calling home ahead of dinner depends on Telia.

The changes we made in 2024 will help us to serve our customers better. Introducing a country-based operating model empowers us to understand their needs at first hand, and to act immediately on opportunities. While involving difficult decisions, including a reduction of 3,000 positions, this process has made us a simpler, faster and more efficient company.

It's early days, but we're already seeing positive effects. Across Telia, our teams are taking ownership and focusing on growth, and I'm so inspired by the determination of everyone to get the most from our new set-up.

This gives us momentum for 2025 – which is exactly what we need.

A clear strategy

Our mid-term targets are ambitious. For the period 2025 to 2027, we're committed to a compound annual growth rate (CAGR) of 2% for service revenue, adjusted EBITDA CAGR of 4% and annual CAPEX below SEK 14 billion, as well as free cash flow of at least SEK 10 billion by 2027.

Equally importantly, we will continue working towards net zero emissions in our value chain by 2040. Addressing climate change is a shared responsibility that we at Telia take very seriously.

All this takes place against a backdrop of accelerating complexity, change and competition. Our company, like every other, must navigate today's generational shifts in technology, geopolitical instability and an uncertain macro-economic outlook. This requires us to adapt and evolve constantly, while further sharpening our competitive edge.

So, we know where we're heading, and we have a clear plan to deliver:

We operate in Nordic and Baltic markets where we have the potential to secure a #1 or #2 position in connectivity or adjacent services.

We win by inspiring customer experiences, network and technology quality, and being a trusted and sustainable partner.

Our priorities are to simplify, innovate and grow.

We get it done through people and culture, structure and processes, and ways of working.

And tying it all together is **Telia's purpose** – reinventing better connected living.

Delivering on this strategy will create value for all our stakeholders. That means loyal customers, engaged employees, empowered societies and satisfied shareholders.

Our growth levers
The question is: as a leader in mature, highly developed markets, what's our formula for growth?

The answer is that many levers are available to us, and we'll use all of them in 2025 and beyond.

Firstly, it's about getting our pricing right and growing revenues, based on the unmatched quality Telia delivers to our customers. Our 5G networks now cover 97% of the total population across our five direct-to-consumer markets, and the independent benchmarking organization umlaut has named Telia's mobile network Sweden's best five years in a row. In fact, our score puts us in the global top five.

In a similar vein, we're working on how we package, bundle and upsell services. We have a successful proof-of-concept with a TV offering in Sweden that's as highly rated as any big Hollywood series. Through exclusive partnerships, we provide the most attractive streaming services and TV channels in one place, which also strengthens our converged household proposition by driving broadband demand. In 2024, Telia Sweden added approximately 80,000 TV customers and grew TV revenues 22%, while Svenskt Kvalitetsindex named these TV customers the most satisfied in Sweden for the ninth time in 10 years.

At the same time, our world-class infrastructure – and the deep trust Telia has earned throughout our more than 170-year history – creates an opportunity to expand our range of mission-critical partnerships in key sectors like healthcare, defense and more.

While we do all this, we will actively manage our portfolio to make us a simpler Telia. We've recently agreed the sale of our TV & Media business, including the TV4 and MTV brands in Sweden and Finland respectively, to Schibsted Media at an enterprise value of SEK 6.55 billion on a cash and debt-free basis. We'll continue to offer TV4 and MTV content in our market-leading consumer TV packages, reinforcing Telia's successful role as a media aggregator.

The transaction is expected to close in Q3 this year at the latest, subject to customary regulatory approvals. It follows the agreement to divest our shares in audio product company Marshall Group in January 2025, and we'll continue to review our holdings to ensure we're fully focused on Telia's core connectivity business.

And of course, we need to innovate and create new services.

At Telia, we always innovate in a targeted way. That means we start with a customer need, take the possibilities of the latest network technologies, the Internet of Things (IoT) and more, and use them to develop offerings and business models to meet that need.

For instance, major utility companies turn to Telia for reliable connected electricity grids. By connecting 8,000 substations, we enable Sweden's Ellevio to balance power supply with demand in real time – a 10-year project that recently saw Telia named IoT Partner of the Year by Cisco, a networking leader with 37,000 partners around the world.

This is what innovation looks like at Telia – close to our core business, customer-focused and delivering growth. And it's just the start. Over the coming years, we have the potential to drive more efficient public transport, deepen safety in mines, produce smarter factories and much more.

A high-performing culture
We also know growth needs a mindset to match. That's why we're reinforcing a high-performance and winning culture at Telia, where our talented people can develop and deliver to their full potential.

One key performance metric is our Net Promoter Score (NPS), which is based on a single question to customers: "how likely are you to recommend Telia to others?".

The NPS reflects the total experience of being a Telia customer: from sales and support to installation and innovation, everything we do is relevant. By 2027, we want Telia's customers to be the most satisfied and loyal in the industry, and reaching this target is therefore on all of us.

Doing what we say
This brings us back to where we started – our customers.

Leading this amazing Telia team, I'm constantly reminded of the position we have, and the vital role we play for individuals, small businesses, governments and many others. We're reinventing better connected living – how many companies can say that? This gives us a one-of-a-kind platform to grow, while making a positive difference to the world around us.

As I start my second year here, we have our strategy, operating model and targets in place. We will do what we say. Now it's about delivering – for our customers, and for our employees, investors and societies.

Stockholm, March 19, 2025

Patrik Hofbauer
President and CEO

Telia in brief

Who we are

We are technology pioneers who have been digitalizing society for more than 170 years. Today, Telia is a Nordic and Baltic telecommunication leader and Nordic media house, serving consumers, businesses and public sector customers with essential digital infrastructure, ICT services and entertainment. Our talented and innovative colleagues serve millions of customers with services that enable the digital societies in which we live, including more than 26 million subscriptions. As a result, Telia is consistently recognized as one of the most trusted and sustainable brands in our markets.

What we do

We are the hub in the digital ecosystem, connecting individuals, families, businesses, authorities and societies to the secure and reliable communication, ICT and entertainment services that enable and empower their lives. We have a deep social conscience that drives us to use our technology to be agents of improvement. We are constantly innovating to do better for our customers, ourselves, our owners and the societies of the Nordics and the Baltics.

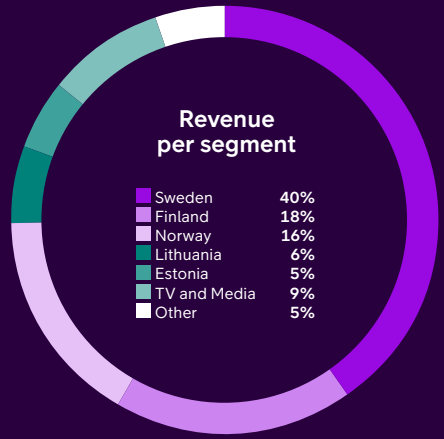
Why we do it

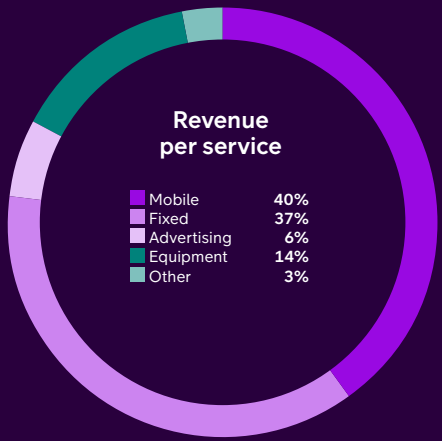
We believe a secure and sustainably connected life is a better life. Everything we do is driven by our purpose to reinvent better connected living so that people can live fuller lives, businesses can work smarter, and societies and the planet can flourish.

We provide

- Mobile voice and data
- TV and streaming
- Media advertising
- Value-added services
- Fixed voice and data
- ICT services
- Devices

Revenue 2024: 89.1 SEK billion





Our markets and brands

	Position		
Sweden: Telia, Telia Cygate, TV4, Halebop, Fello	#1	#1	#2
Finland: Telia, Telia Cygate, MTV	#2	#3	#3
Norway: Telia, Telia Cygate, Phonero, OneCall, MyCall	#2	#3	#3
Lithuania: Telia, Ezys	#2	#1	#1
Estonia: Telia, Diil, Super	#1	#1	#1
Latvia: LMT, TET	#1	#1	

Highlights 2024

Financial

76.6
(75.7) Service revenue (SEK billion)

31.3
(30.3) Adjusted EBITDA (SEK billion)

4.4
(6.7) Operational free cash flow (SEK billion)

2.00
(2.00) Dividend per share* (SEK)
* Proposal to AGM

Operational

3.2
(3.2) Fixed broadband subscriptions (million)

19.0
(18.5) Mobile subscriptions (million)

3.6
(3.4) TV subscriptions (million)

+4
Customer satisfaction (Net Promoter Score) improved by 4 points

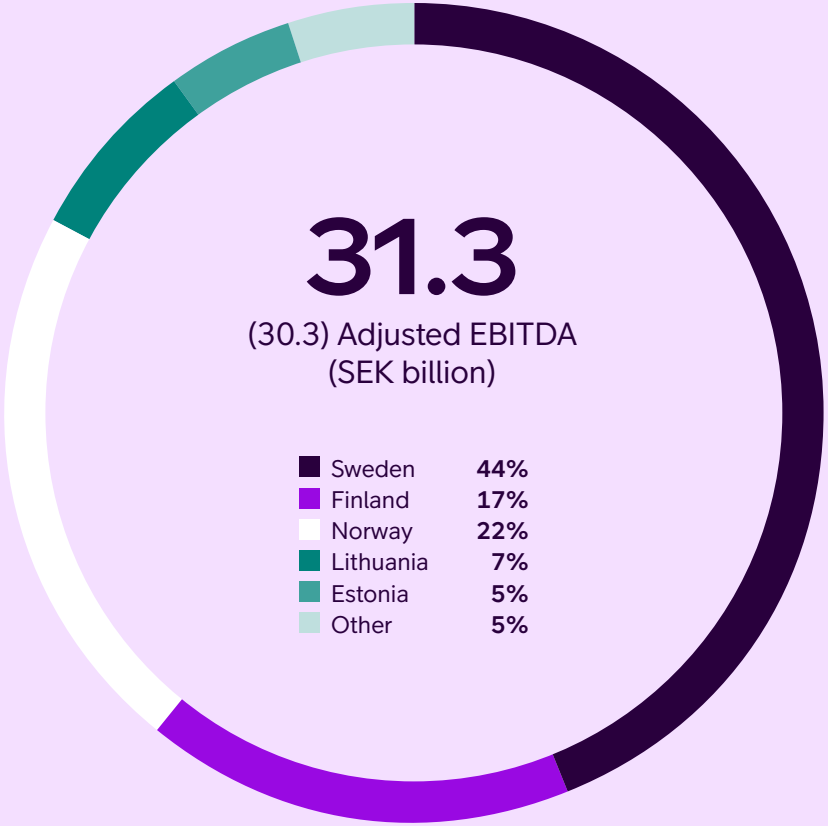
Sustainability

70%
of waste from Telia's own and network operations is reused or recycled

62%
of supply chain GHG emissions from purchased goods and services and capital goods covered by suppliers with approved science-based targets or equivalent

40%
female leaders in the Telia Extended Leadership Team (around 130 top leaders)

2.3
million individuals reached through digital inclusion initiatives since 2021



Selected events 2024



Patrik Hofbauer joined Telia Company as President and CEO.

Telia Sweden, Telia Estonia and Telia Lithuania came out on top in the telecommunication industry in the Sustainable Brand Index (SBI), Europe's largest independent brand study on sustainability.



For the fifth year in a row, Telia Norway's Enterprise business grew faster than any other in the market.



The divestment of Telia's operations and network assets in Denmark to Norlys a.m.b.a. was finalized.



Telia Sweden and Telia Norway became the first operators in their respective markets to include Amazon Prime Video in their TV offerings.

A new operating model set to simplify operations and generate annual savings of at least SEK 2.6 billion was announced in Q3 and implemented in Q4.

An updated strategy and a value creation plan for 2025-2027 were presented at Telia's Investor update.

→ **Read more:**
Investor update presentation

Telia Sweden was again the winner in SKI's annual survey regarding TV customer satisfaction and also among mobile main brands.



Telia Estonia completed the construction of 73 solar panel systems to power 73 of its mobile sites with an estimated 1 GWh of energy each year.



Telia achieved 5G population coverage of 97% by the end of 2024, compared with around 90% at the end of 2023.



Telia engaged with suppliers representing around a third of Telia's supply chain emissions to support the company's climate transition progress.

On February 25, 2025 Telia Company announced that it had entered into an agreement to sell its TV & Media business to Schibsted Media at an enterprise value of SEK 6.55 billion on a cash and debt-free basis. The transaction is anticipated to close in Q3 2025 at the latest, subject to customary regulatory approvals.

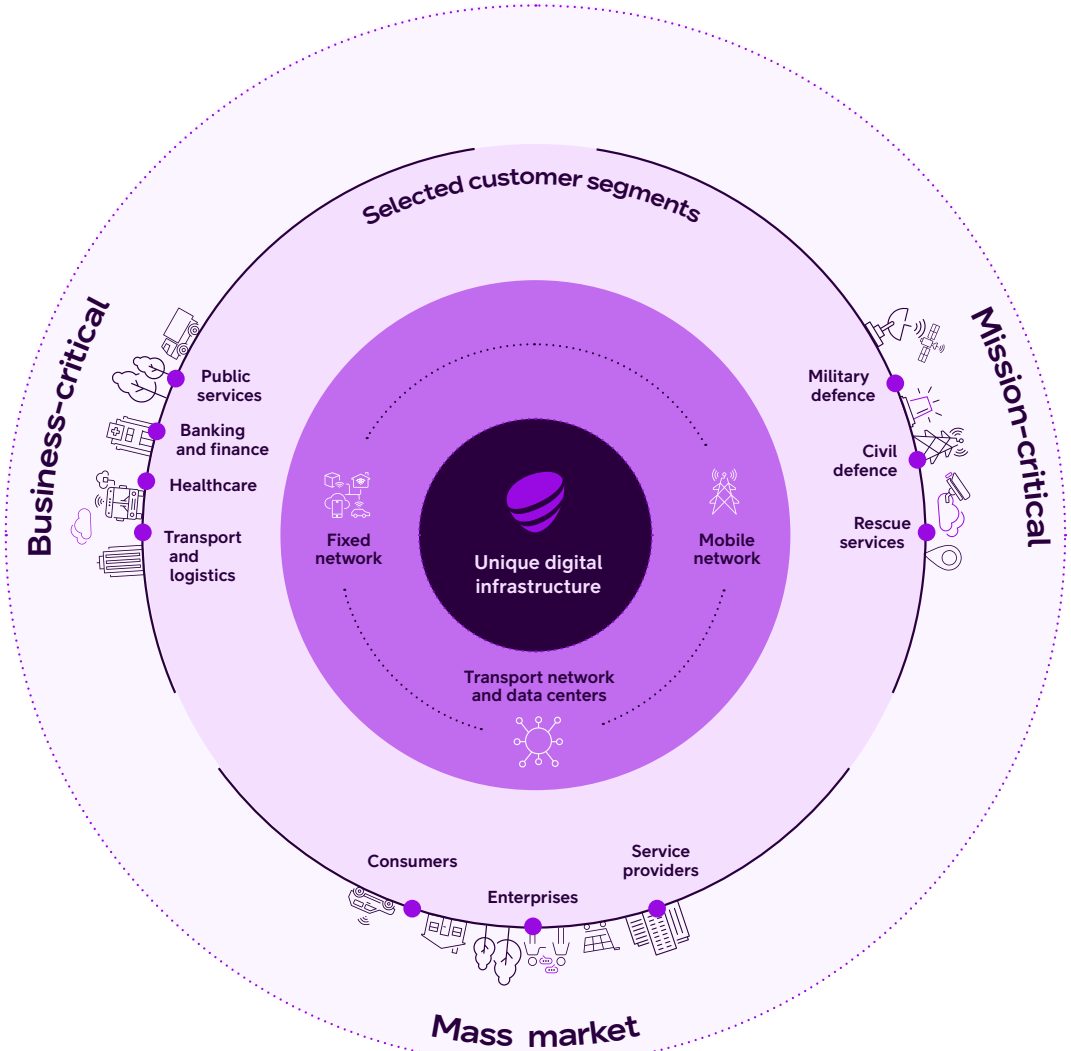
At the center of digitalization

As the operator of critical infrastructure such as networks and data centers that connect people, businesses and public safety service providers, Telia plays a vital role in our societies.

We enable seamless communication, collaboration and access to information and entertainment. Our infrastructure enables businesses – including providers of essential services such as healthcare, energy and banking – to operate more efficiently and sustainably. Telia's networks are essential in enabling emergency services such as police, fire and ambulance to respond to crises, while facilitating effective command, control and coordination for military defense.

This gives us special responsibilities to ensure that our infrastructure is reliable, sustainable and accessible, as well as private and secure, which in turn requires continuous investments.

At the same time, Telia's unique position, combined with our trusted and sustainable brand, creates new opportunities to serve the customers who depend on us, in keeping with the megatrends shaping today's businesses and societies.

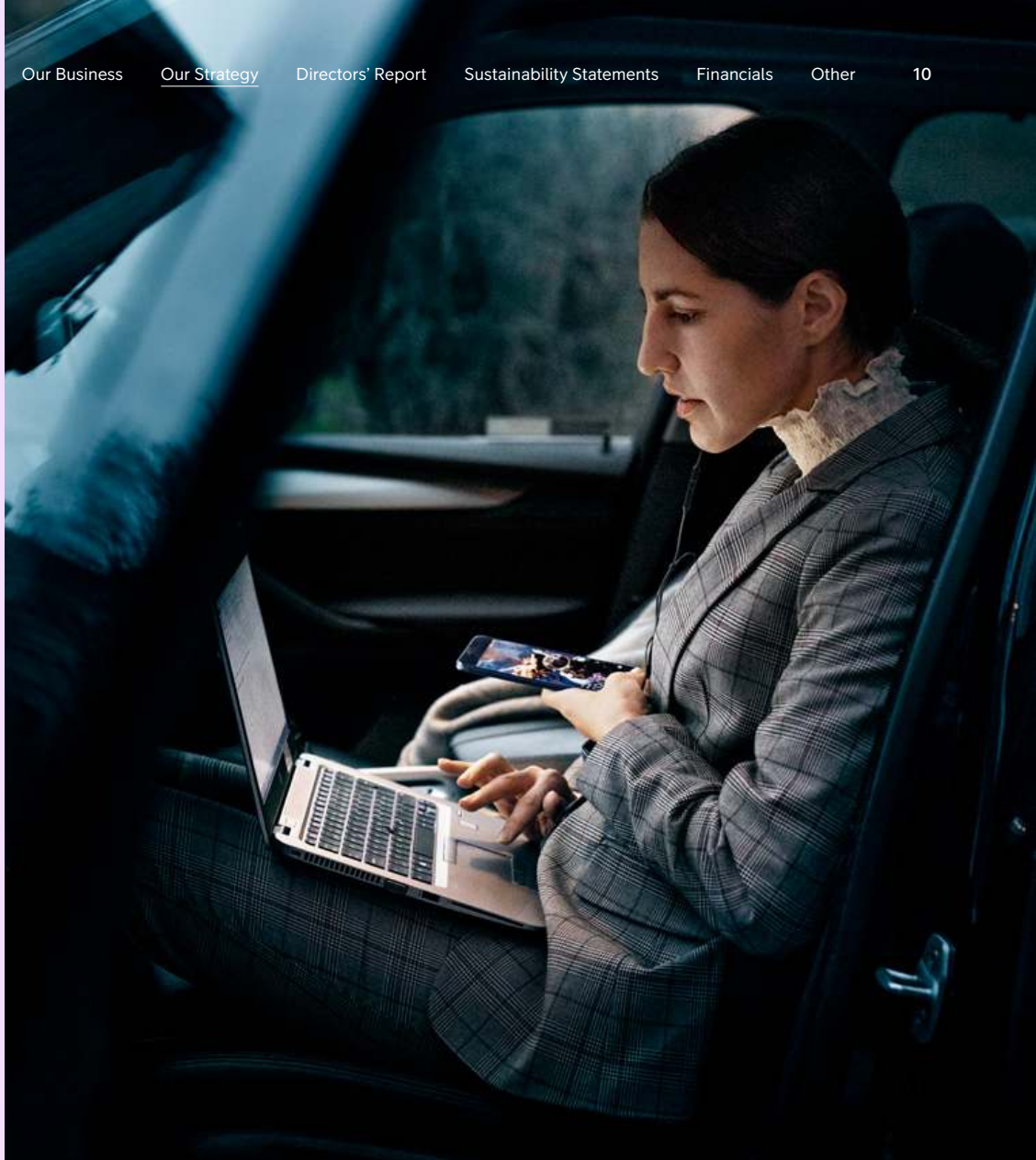


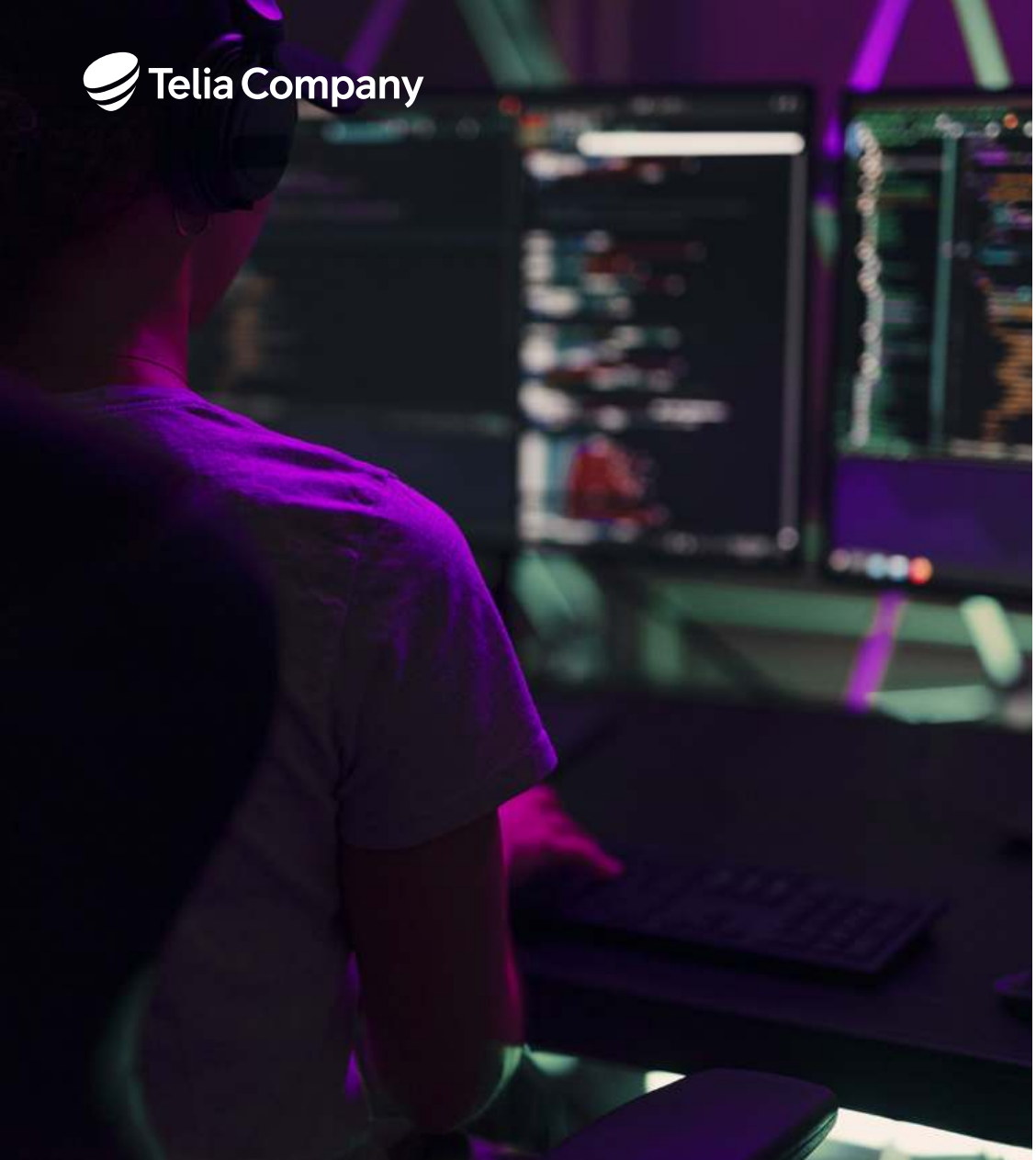
A world of connected opportunities

We observe three megatrends: Digitalization, Deglobalization and Decarbonization.

Digitalization enables better customer experiences and efficiency, while triggering new customer needs. Deglobalization places an emphasis on resilience and has implications for how we operate. Decarbonization is an imperative and we aim to drive and enable this shift.

In the following pages, we dig deeper into the six subtrends that are most relevant for Telia.





01. Generative AI impacts all areas

AI and generative AI technologies continue to develop rapidly and are now having a significant impact on the ways in which organizations operate and interact with customers. The impact of AI is particularly apparent in areas such as customer service, marketing, coding and networks.

There is significant potential for Telia to automate and optimize processes further, and a growing need to secure competence to capture future AI opportunities.

02. Relentless need to digitalize and transform

Digitalization continues at a rapid pace, with Telia's corporate customers connecting their business-critical assets to optimize and intelligently automate processes. This trend is part of the broader movement towards modern operations incorporating robust 5G, IoT, secure cloud-based solutions and increased leverage of AI.

This is a growth opportunity for Telia that is well aligned with Telia's B2B digitalization capabilities.

03. Sustainability is business-critical

The urgent need for climate action is apparent, as severe weather events are increasing. Everyone is responsible for taking action to limit global warming to 1.5°C, and organizations are expected to be transparent about their transition plans and progress in this area. Several customers have asked for assistance with decarbonization and are eager to understand more about how Telia can support them.

This is an opportunity for Telia to differentiate and grow, while helping customers to reduce their emissions.

04. The need for trust is increasing

The volume and sophistication of both cyber and physical threats to infrastructure are increasing. To counter these threats, governments, businesses and consumers are seeking solutions that range from improved network security and local connectivity autonomy, to surveillance, intrusion protection and detection capabilities.

In this context, Telia has an opportunity to reinforce and expand our role as a trusted provider, thereby driving growth.

05. Geopolitical and economic uncertainties persist

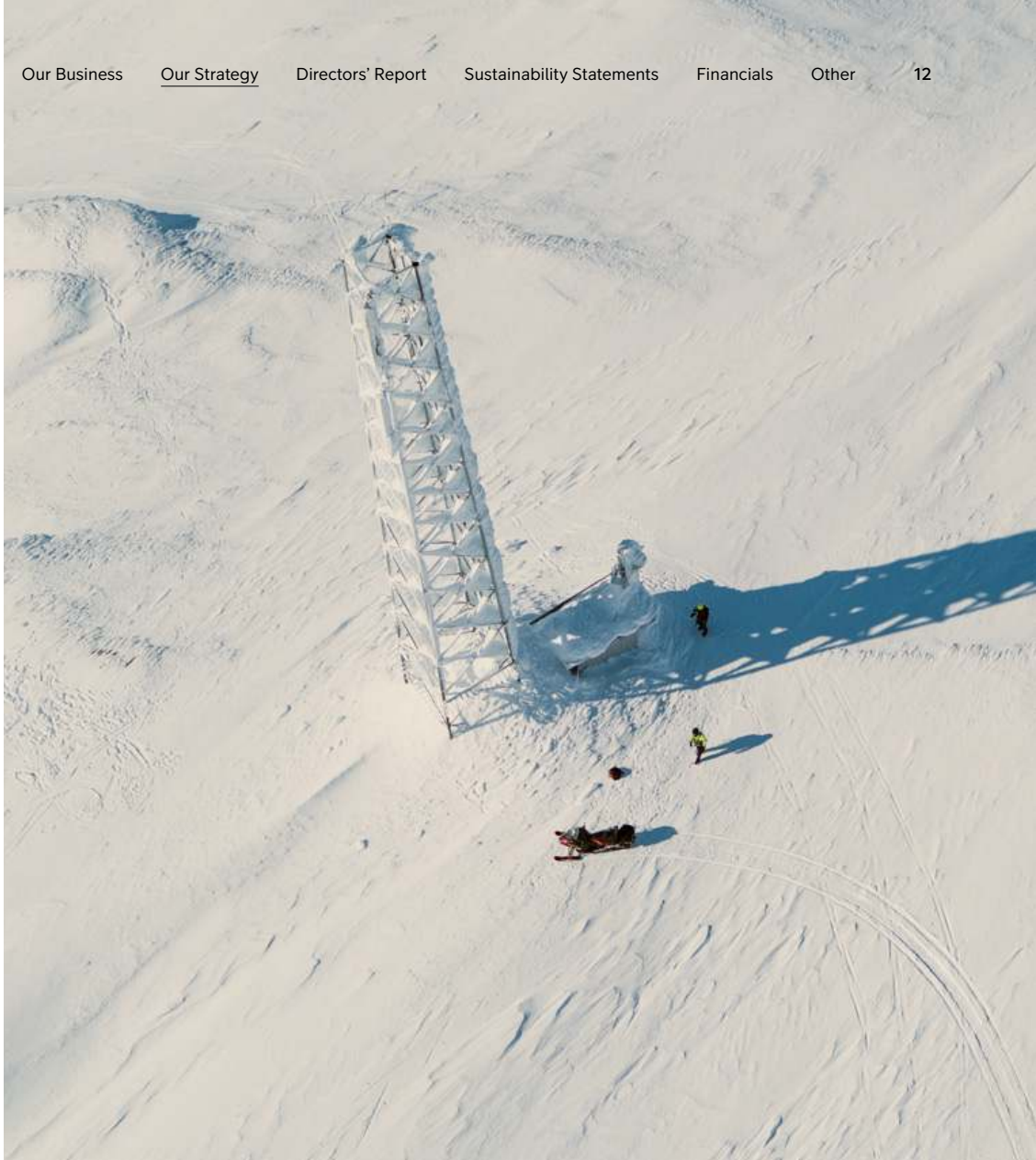
The world has changed a lot in recent years and geopolitical tensions are high. Supply chain reconfigurations, stringent national security measures and uncertainty are all side-effects of the broader trend of decoupling. The economies in which Telia operates are recovering from a period of higher inflation and interest rates.

Telia needs to continue to focus on commercial excellence and resilience.

06. Connectivity ecosystems are evolving

The telecommunication value chain continues to develop, and technologies such as cloud-native networking, network application programming interfaces and 5G standalone are being implemented to meet demands from developers and mission/business-critical use cases. The EU is discussing how to secure the required network investments and low-earth-orbit satellite services are increasingly complementing terrestrial networks.

Telia needs to maintain strategic control of assets while leveraging partners to develop our business effectively.



A better Telia

In September 2024, we presented an updated company strategy for the next three years. It sets out where we operate, how we win and how we get it done, as well as defining the results we want.

As a key element of the strategy, we introduced three clear priorities – Simplify, Innovate and Grow.

Our purpose, "We reinvent better connected living", remains at the core of everything we do.

Where we play
We operate in Nordic and Baltic markets where we have the potential to secure a #1 or #2 position, offering connectivity and communications services, TV and streaming, cloud, IoT and security solutions. The markets where we are present are stable and predictable, and average revenue per user is relatively high.

Our strategy



How we win

Inspiring customer experiences

Customers are at the center of everything we do. We work to understand their needs and expectations and design products and services that meet or exceed them. We provide a seamless and excellent customer experience across all touchpoints, and we strive to be the preferred digitalization partner for enterprises by providing the best cloud, IoT and security solutions.



In action
Phonero ranked first for third year in a row

For the third year in a row, Phonero, Telia Norway's enterprise brand, was ranked first among enterprise mobile networks in EPSI's comprehensive annual customer satisfaction survey. Phonero received an overall customer satisfaction score of 74.8, while the industry average was 71.4. In addition, Phonero received higher scores than any of its competitors for brand image, ability to meet expectations, customer loyalty and service quality. EPSI's annual survey is based on in-depth interviews with more than 2,300 private individuals and companies around Norway.

Network & technology quality

Our people and our networks are our most important assets, helping us to enable innovative technologies and services, maintain customer satisfaction and loyalty, and achieve market differentiation. We maintain our network leadership position by expanding the reach, robustness, capacity and quality of both our fixed and mobile networks.



In action
Telia's mobile network remains the best in Sweden

For the fifth year in a row, Telia's mobile network has been named the winner in the benchmark conducted by independent benchmarking organization umlaut in Sweden, taking first place in all three categories: voice, data and crowdsourced quality. umlaut's independent, annual test of the four largest operators' mobile networks is the market's most detailed and qualitative measurement of voice and data. During the tests, cars with measuring instruments drive approximately 10,000 kilometers around Sweden, covering metropolitan areas, smaller towns and road networks. The data gathered by these vehicles is combined with measurements crowdsourced from mobile applications.

Trusted and sustainable partner

By being a trusted and sustainable partner, we drive customer loyalty and satisfaction, attract and retain talent, and retain the confidence of our investors. Trust is built by delivering on customer expectations, every day. In an uncertain geopolitical environment, we maintain our commitment to privacy and security to protect our customers. We integrate sustainability into everything we do, maximizing our potential to make a positive impact on our societies.



In action
Solar energy lights up mobiles in Estonia

In 2024, we installed solar panel systems at 73 Telia mobile sites in Estonia. The panels will deliver an estimated 1 GWh of energy each year and enable tens of thousands of Telia's customers in the country to use mobile services powered by the sun, when conditions are right. Increasing renewable energy usage is essential for Telia to reach our climate goals, and since 2020, we use 100% renewable electricity in operating our networks in all markets.

Our priorities

Simplify

We aim to simplify our organization, IT, networks and products, thereby reducing the need for unnecessary coordination, avoiding duplication of work, and increasing speed, precision and end-to-end accountability. Ultimately, by localizing as much as possible while retaining benefits of scale where it makes sense to do so, we will ensure that everything we do adds value for our customers and supports the performance of our core business.



In action
Telia launches new operating model

From December 1, 2024, Telia implemented a country-led operating model. Each country unit has primary responsibility and accountability for commercial planning and execution, meeting customer needs and pursuing growth opportunities. A refocused Technology unit and Group functions provide scalability and strategic support. At the same time, Telia's cost base was reset through a reduction of 3,000 positions, with annual savings of at least SEK 2.6 billion expected. The new set-up aims to support both commercial excellence and profitable growth, thereby reinforcing Telia's competitiveness.

→ Read more

Innovate

We will innovate in and around our core business, in areas such as 5G, IoT and in-home connectivity, while adding new products and services in areas where we see emerging demand and growth opportunities. Consumer innovations will include improved customer journeys and experiences that are tailored to individual needs, while enterprise customer benefits include access to our 5G innovation platforms, which enable businesses to explore the latest mobile technologies.



In action
Boliden joins NorthStar and deepens 5G capabilities

In May 2024, Boliden, a multinational metals, mining and smelting company, joined Telia and Ericsson's NorthStar 5G innovation program. Boliden's private 5G network in the Kankberg mine in northern Sweden will be upgraded to support trials of remote-controlled and self-driving machines in a uniquely challenging environment. It will then be connected to NorthStar's network, which gives access to new capabilities such as edge computing and network slicing. Joining NorthStar will also offer Boliden highly accurate location data through 5G's positioning functionality, which has the potential to improve the safety of employees working underground.

→ Read more

Grow

Through consistent and profitable growth, we ensure we have the resources required to invest in innovation, our portfolio, our networks and our people, while returning value to our shareholders. We will achieve growth through increased personalization and by realizing more value from our network capabilities, by understanding our customers' needs and proactively developing new services to meet them, and by offering mission-critical services to public-sector customers.



In action
Telia's TV service delivers top ratings

Through having the broadest range of partnerships with major content owners, Telia Sweden continued to strengthen the relevance and attractiveness of its TV offerings. During 2024, Telia signed an agreement with Disney+ and became the first TV provider in Sweden to offer Prime Video. The uniquely broad line-up of sports, films and series led to another record TV year, with the subscriber base growing by ~80,000 and TV revenues increasing 22%. And for the ninth time in the past decade, Telia's TV customers were named Sweden's most satisfied by SKI.

Directors' report

Group development 2024

Telia Company's operating model is based on geographical areas except for the TV and Media segment. The Group's operations are managed and reported according to the following operating segments: Sweden, Finland, Norway, Lithuania, Estonia and TV and Media. The former segment Denmark, which has been divested, was classified as held for sale and discontinued operations since September 15, 2023, see Note C34.

In addition to the reported operating segments, operations in Latvia, Telia Finance and Group functions are included in Other operations. Group functions include Technology, Corporate Affairs, Finance, Communications, Brand and Sustainability, as well as People and Culture.

Financial highlights

SEK in millions, except key ratios, per share data and changes[1]	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue[2]	89,127	88,561	0.6
Change (%) like for like	1.3		
of which service revenue[2]	*76,582*	*75,687*	*1.2*
change (%) like for like	*1.8*		
change (%) like for like, Telco operations	*2.0*		
Adjusted EBITDA	31,345	30,254	3.6
change (%) like for like	*4.3*		
change (%) like for like, Telco operations	*2.5*		
margin (%)[2]	*35.2*	*34.2*	
Adjusted operating income	12,628	10,862	16.3
Operating income	10,510	4,980	111.0
Total net income[3]	7,781	897	
Total EPS (SEK)[3]	1.80	0.08	
Dividend per share, paid (SEK)	2.0	2.0	-
Structural part of Operational free cash flow	7,504	7,254	3.4
Free cash flow per share, rolling twelve months (SEK)[4]	1.02	1.35	-24.3
CAPEX excluding fees for licenses, spectrum and right-of-use assets	13,527	13,628	-0.7

1) Continuing operations if not otherwise stated.
2) Restated, see Note C1.
3) Refers to continuing and discontinued operations.
4) Refers to new definition, see section Alternative performance measures and Definitions.

Revenue

Revenue increased 0.6% to SEK 89,127 million (88,561) and on a like for like basis, revenue increased 1.3% as service revenue growth in all segments more than compensated for lower equipment sales.

Service revenue like for like increased 1.8% driven by mobile service revenue growth across the majority of segments, as well as fixed service revenue growth largely driven by Sweden and to some extent also TV and Media as well as the Baltic operations.

Revenue SEK in millions	Jan–Dec 2024	Jan–Dec 2023	Change (SEK million)	Change (%)
Sweden	35,704	35,869	-165	-0.5
Finland	16,147	16,545	-398	-2.4
Norway	14,667	15,114	-447	-3.0
Lithuania	5,644	5,516	128	2.3
Estonia	4,110	4,145	-35	-0.8
TV and Media[1]	8,163	8,162	1	0.0
Other operations	6,286	5,025	1,261	25.1
of which Latvia	*3,540*	*3,566*	*-26*	*-0.7*
Eliminations	-1,594	-1,814	220	-12.1
Total[1]	**89,127**	**88,561**	**566**	**0.6**

1) Restated, see Note C1.

Operating expenses

Operating expenses decreased 5.8% to SEK 79,545 million (84,439) primarily because 2023 was impacted by impairments of SEK 4,062 million mainly related to goodwill in Finland and TV and Media. See Notes C12 and C13.

Goods and sub-contracting services purchased and change in inventories increased 1.2% to SEK 29,874 million (29,508) as reductions in mainly Sweden and Finland were more than offset by an increase in Other operations.

Interconnect and roaming expenses decreased 13.0% to SEK 2,169 million (2,493) primarily driven by Sweden, Finland and Norway.

Personnel expenses increased 3.0% to SEK 15,246 million (14,797) as the impact from cost efficiencies realized in all segments, was more than offset by increased redundancy costs which amounted to SEK 1,299 million.

Depreciation, amortization and impairment decreased 17.8% to SEK 19,332 million (23,517) mainly due to 2023 being impacted by impairments of SEK 4,062 million, mainly related to goodwill in Finland as well as TV and Media.

Operating expenses SEK in millions	Jan–Dec 2024	Jan–Dec 2023	Change (SEK million)	Change (%)
Goods and sub-contracting services purchased and change in inventories[1]	-29,874	-29,508	-366	1.2
whereof amortization and impairment losses of film and program rights	*-5,753*	*-5,908*	*155*	*-2.6*
Interconnect and roaming expenses	-2,169	-2,493	324	-13.0
Other network expenses	-1,430	-1,545	115	-7.4
Total Goods and services purchased[1]	**-33,473**	**-33,546**	**73**	**-0.2**
Personnel expenses	-15,246	-14,797	-448	3.0
Marketing expenses	-2,744	-2,799	55	-2.0
whereof amortization of cost to obtain a contract	*-1,133*	*-1,117*	*-16*	*1.4*
IT expenses and consultancy fees	-3,778	-4,200	422	-10.0
whereof capitalized consultancy fees	*361*	*629*	*-268*	*-42.6*
Property and energy costs	-2,116	-2,311	195	-8.4
Other	-2,160	-2,104	-56	2.7
Total Personnel and Other external expenses	**-26,044**	**-26,211**	**168**	**-0.6**
Depreciation, amortization and impairment	-19,332	-23,517	4,184	-17.8
Other operating expenses	-697	-1,165	469	-40.2
Total[1]	**-79,545**	**-84,439**	**4,894**	**-5.8**

1) Restated, see Note C1.

Adjustment items

Adjustment items affecting operating income amounted to SEK -2,117 million (-5,882) and were mainly related to personnel redundancy costs of SEK -1,299 million and SEK -521 million mainly related to property, plant and equipment impairments. The latter mainly referring to copper network assets in Finland and Internet of Things (IoT) assets in Other operations. The comparison year was impacted by impairment charges of SEK -4,062 million mainly related to goodwill in Finland and TV and Media. In addition, 2023 was impacted by a VAT dispute provision in Norway.

Adjustment items[1] SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Within EBITDA	**-1,621**	**-1,861**
Sweden	-379	-186
Finland	-249	-144
Norway	-126	-534
Lithuania	-46	-35
Estonia	-39	-15
TV and Media	-33	-126
Other operations	-928	-747
Sub total	**-1,800**	**-1,785**
whereof personnel redundancy restructuring costs	*-1,299*	*-649*
whereof consultant costs including transformation and integration	*-234*	*-397*
whereof IT costs including transformation	*-149*	*-224*
whereof other	*-118*	*-515*
Capital gains/losses[2]	178	-76
Within Depreciation, amortization and impairment losses[3]	**-521**	**-4,020**
Within Income from associated companies and joint ventures	**26**	**-**
Total adjustment items within operating income, continuing operations	**-2,117**	**-5,882**

1) See section Alternative performance measures and Definitions.
2) 2024 includes a capital gain of SEK 152 million related to the disposal of the webhosting business in Finland. 2024 also includes a capital loss of SEK 116 million related to the liquidation of the Turkish subsidiary Telia Sonera Telekomünikasyon Hizmetleri A.S., whereof SEK 104 million related to reclassification of accumulated negative exchange differences in equity to net income. The reclassification of the exchange differences had no net impact on equity or cash flow. In addition, 2024 includes capital gains from the sale-lease-back of properties in Sweden of SEK 89 million and from the sale-lease-back of fiber assets in Finland of SEK 39 million.
3) 2024 includes property, plant and equipment impairments mainly related to copper network assets in Finland and IoT assets in Other operations. 2023 includes impairments related to goodwill in Finland and TV and Media as well as impairment related to copper network assets in Sweden.

Adjusted EBITDA

Adjusted EBITDA increased 3.6% to SEK 31,345 million (30,254) and the adjusted EBITDA margin increased to 35.2% (34.2).

Adjusted EBITDA like for like, increased 4.3% supported by a positive development across all telco operations, although mainly in Sweden and Finland, as well as materially improved adjusted EBITDA for TV and Media as a result of lower content related costs and cost efficiencies.

Adjusted EBITDA[1] SEK in millions	Jan–Dec 2024	Jan–Dec 2023	Change (SEK million)	Change (%)
Sweden	13,839	13,615	224	1.6
Finland	5,239	5,093	146	2.9
Norway	6,974	7,062	-87	-1.2
Lithuania	2,121	2,019	102	5.0
Estonia	1,683	1,618	65	4.0
TV and Media	313	-225	538	
Other operations	1,176	1,071	105	9.8
whereof Latvia	*1,077*	*1,029*	*48*	*4.6*
Total	**31,345**	**30,254**	**1,092**	**3.6**

1) See section Alternative performance measures and Definitions.

Operating income

Operating income increased to SEK 10,510 million (4,980) primarily because 2023 was impacted by impairment charges of SEK -4,062 million mainly related to goodwill in Finland and TV and Media.

Adjusted operating income increased to SEK 12,628 million (10,862) mainly driven by increased adjusted EBITDA in both Telco operations and TV and Media, as well as lower depreciation and amortization mainly in Other operations.

Operating income SEK in millions	Jan–Dec 2024	Jan–Dec 2023	Change (SEK million)	Change (%)
Sweden	6,568	6,226	342	5.5
adjusted operating income[1]	*6,825*	*6,655*	*170*	*2.6*
Finland	1,291	-1,574	2,865	
adjusted operating income[1]	*1,665*	*1,444*	*220*	*15.3*
Norway	2,434	2,197	237	10.8
adjusted operating income[1]	*2,582*	*2,730*	*-148*	*-5.4*
Lithuania	1,227	1,115	113	10.1
adjusted operating income[1]	*1,269*	*1,152*	*117*	*10.2*
Estonia	939	999	-60	-6.0
adjusted operating income[1]	*978*	*1,014*	*-36*	*-3.5*
TV and Media	-482	-2,149	1,667	-77.6
adjusted operating income[1]	*-449*	*-1,123*	*674*	*-60.0*
Other operations	-1,466	-1,833	367	-20.1
adjusted operating income[1]	*-242*	*-1,010*	*767*	*-76.0*
Total	**10,510**	**4,980**	**5,530**	**111.0**
Total adjusted operating income[1]	*12,628*	*10,862*	*1,766*	*16.3*

1) See sections Alternative performance measures and Definitions.

Financial items, taxes, net income and OCI

Financial items totaled SEK -4,750 million (-3,876) of which SEK -3,675 million (-3,974) related to net interest expenses. The decrease in net interest expenses was mainly due to decreased debt. The decrease in net interest expenses was more than offset by negative effects from derivatives related to an executed tender of bonds.

Income taxes amounted to SEK -1,239 million (-1,099) and the effective tax rate was 21.5% (99.5). The effective tax rate in 2023 was mainly impacted by impairments and adjustment of taxes related to prior years. Adjusted for the impairments the effective tax rate would have been 22.9% in 2023.

Net income from continuing operations amounted to SEK 4,521 million (6) and **Net income from discontinued operations** amounted to SEK 3,260 million (891) impacted by capital gain from the divestment of the operations and network assets in Denmark. See Note C34.

Other comprehensive income increased to SEK 2,902 million (-3,280) mainly due to positive remeasurements of defined benefit pension plans. 2023 was negatively impacted by remeasurements of defined benefit pension plans and foreign exchange rate effects.

Financial position, credit facilities and cash flow

Financial position
Investments in associated companies and joint ventures, pension obligation assets and other non-current assets increased to SEK 10,964 million (6,742) mainly due to remeasurements of defined benefit pension plans.

Non-current interest-bearing receivables decreased to SEK 4,880 million (8,998) mainly driven by net divestments of investment bonds and divestments of derivatives, partly offset by market value changes in derivatives.

Current interest-bearing receivables decreased to SEK 5,780 million (13,896) mainly driven by net divestments of investment bonds and divestments in derivatives.

Non-current borrowings decreased to SEK 87,826 million (98,497) mainly due to repaid debt and reclassifications to current borrowings, which was partly offset by foreign exchange rate and interest rate effects.

Current borrowings decreased to SEK 10,108 million (14,069) mainly due to repaid debt, which was partly offset by reclassifications from non-current borrowings.

Trade payables and other current liabilities, current tax payables and current provisions decreased to SEK 31,015 million (35,920) mainly due to a decrease in accounts payables following the restructuring of the vendor financing program.

Assets classified as held for sale and liabilities directly associated with assets classified as held for sale decreased to SEK – million (8,310) and SEK – million (4,169), respectively, as the divestment of the operations and network assets in Denmark was completed in the second quarter of 2024. See Note C34.

See Consolidated statements of financial position, Consolidated statements of changes in equity and related Notes to the consolidated financial statements for further details.

Condensed consolidated statements of financial position, SEK in millions	Dec 31, 2024	Dec 31, 2023	Change (SEK million)	Change (%)
Goodwill and other intangible assets	65,442	66,020	-578	-0.9
Property, plant and equipment	68,833	70,181	-1,348	-1.9
Film and program rights, non-current	2,503	2,931	-428	-14.6
Right-of-use assets	17,181	16,823	358	2.1
Investments in associated companies and joint ventures, pension obligation assets and other non-current assets	10,964	6,742	4,222	62.6
Deferred tax assets	1,075	1,183	-108	-9.2
Non-current interest-bearing receivables	4,880	8,998	-4,118	-45.8
Total non-current assets	**170,877**	**172,878**	**-2,001**	**-1.2**
Film and program rights, current	1,935	2,851	-916	-32.1
Inventories	1,869	2,307	-438	-19.0
Trade and other receivables and current tax receivables	13,998	14,580	-582	-4.0
Current interest-bearing receivables	5,780	13,896	-8,116	-58.4
Cash and cash equivalents	9,812	11,646	-1,834	-15.7
Assets classified as held for sale	-	8,310	-8,310	
Total current assets	**33,395**	**53,590**	**-11,885**	**-22.2**
Total assets	**204,272**	**226,468**	**-22,196**	**-9.8**
Total equity	**59,357**	**56,994**	**2,363**	**4.1**
Non-current borrowings	87,826	98,497	-10,671	-10.8
Deferred tax liabilities	9,079	9,013	66	0.7
Provisions for pensions and other non-current provisions	5,697	5,710	-13	-0.2
Other non-current liabilities	1,190	2,098	-908	-43.3
Total non-current liabilities	**103,793**	**115,317**	**-11,524**	**-10.0**
Current borrowings	10,108	14,069	-3,961	-28.2
Trade payables and other current liabilities, current tax payables and current provisions	31,015	35,920	-4,905	-13.7
Liabilities directly associated with assets classified as held for sale	-	4,169	-4,169	
Total current liabilities	**41,122**	**54,158**	**-13,036**	**-24.1**
Total equity and liabilities	**204,272**	**226,468**	**-22,196**	**-9.8**

CAPEX
CAPEX, excluding right-of-use assets, decreased to SEK 13,529 million (15,202) mainly driven by lower investments in licenses and spectrum in Sweden. CAPEX, excluding fees for licenses, spectrum and right-of-use assets decreased to SEK 13,527 million (13,628) mainly driven by a lower investment level in Norway, which was partly offset by higher investments in Sweden. Cash CAPEX decreased to SEK 13,696 million (14,666).

The main CAPEX components were related to investments in mobile and fixed networks, IT, roll-out of fiber and 5G as well as customer-related installations. In addition, licenses and spectrum were acquired for a total amount of SEK 169 million (1,574).

Credit facilities
Telia Company deems its available bank credit facilities and updated open-market financing programs to be sufficient for its presently known liquidity requirements. Telia Company's surplus liquidity (short-term investments, cash and bank, and certain securities with maturities exceeding 12 months but convertible to cash within two days) was SEK 11.5 billion (23.2) in total at year-end. In addition, the total available unutilized amount under committed bank credit facilities as well as overdraft and short-term credit facilities available at year end was SEK 15.3 billion (14.8). Available liquidity therefore amounted to SEK 26.8 billion (38.0).

Telia Company has good access to capital via European debt capital markets and commercial paper markets in the event of funding needs being identified.

The credit rating of Telia Company remained unchanged during 2024. Moody's credit rating of Telia Company for long-term borrowings is Baa1 with a stable outlook. The S&P Global Ratings' long-term credit rating of Telia Company is BBB+ and the short-term rating is A-2, both with a stable outlook. Telia Company has a leverage target of 2.0x-2.5x Net Debt/adjusted EBITDA.

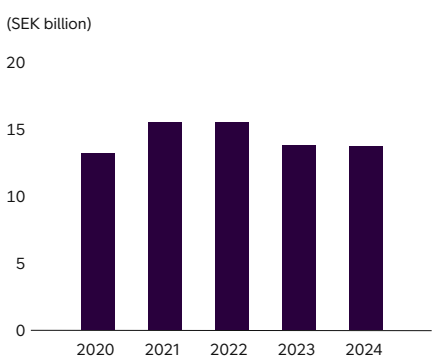
Telia Company normally arranges its financing through the parent company Telia Company AB. Most issuances are executed under the company's existing EMTN (Euro Medium Term Note) framework of EUR 12 billion. The primary sources of external borrowing are described in Notes C21 and C27.

During the first quarter of 2024, Telia Company issued commercial papers with a total nominal amount of SEK 2.8 billion under its existing short-term commercial paper program. At the same time, outstanding bonds with a nominal amount of SEK 6.0 billion were bought back and SEK 7.2 billion were repaid.

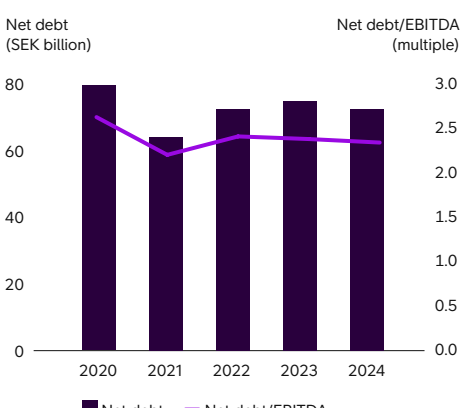
In the second quarter of 2024, commercial papers with a total nominal amount of SEK 2.8 billion were repaid.

During the third quarter of 2024, the sustainability-linked Revolving Credit Facility of EUR 1,200 million (SEK 13.7 billion) signed in the third quarter of 2022 with a group of twelve relationship banks was prolonged for another year, utilizing the second of two extension options of one year each. This means that the credit facility still has a tenor of five years and is fully eligible under the

CAPEX excluding fees for licenses, spectrum and right-of-use assets

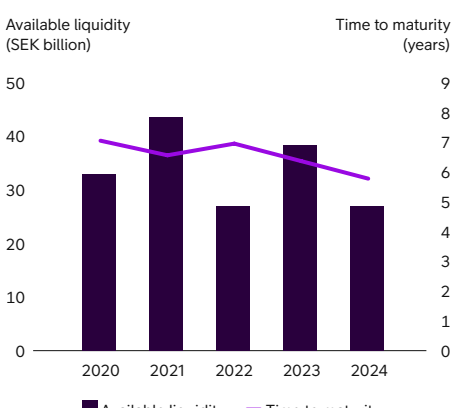


Net debt and Net debt/EBITDA[1,2]



1) Refers to Adjusted EBITDA.
2) Including continuing and discontinued operations and assets held for sale.

Available liquidity and time to maturity[1]



1) Available liquidity includes cash balances, deposits, investment bonds and unutilized credit facilities.

rating agencies' liquidity models. The loan facility has a clear connection to Telia's sustainability strategy, since the loan margin is linked to Telia's sustainability performance within the areas of climate, diversity and digital inclusion.

In the fourth quarter of 2024, outstanding bonds with a nominal amount of SEK 3.2 billion were bought back and SEK 0.7 billion were repaid.

At year-end, the average time to maturity of Telia Company's overall debt portfolio was approximately 5.6 years (6.2).

Cash flow, continuing and discontinued operations
Cash flow from operating activities decreased to SEK 21,196 million (24,671) mainly driven by negative working capital contribution following the restructuring of the vendor financing program.

Cash flow from investing activities amounted to SEK 4,107 million (-22,058). 2024 was positively impacted by the divestment of the operations and network assets in Denmark, net disposals of short-term investments and bonds and lower Cash CAPEX. In addition, 2023 was impacted by net investments in short-term investments.

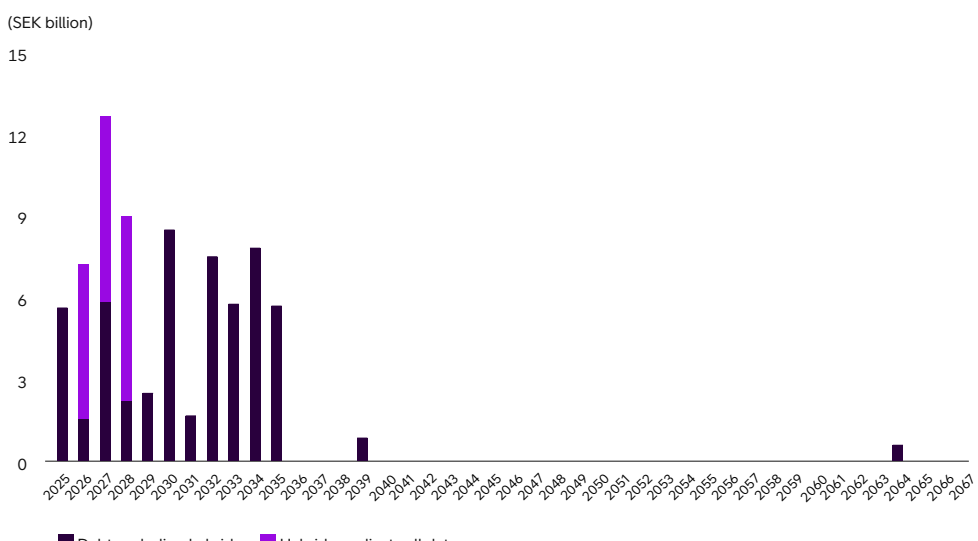
Cash flow from financing activities amounted to SEK -27,341 million (2,653). 2024 was impacted by increased buy-backs of bonds, lower impact from issued bonds and higher paid dividend as the dividend was divided into four tranches instead of three, as in 2023.

Operational free cash flow, continuing operations
Structural part of Operational free cash flow increased to SEK 7,504 million (7,254) mainly driven by increased adjusted EBITDA partly offset by higher paid interest.

Operational free cash flow decreased to SEK 4,440 million (6,656) mainly impacted by negative working capital contribution following the restructuring of the vendor financing program, partly offset by increased EBITDA.

See Consolidated statements of cash flows and related Notes to the consolidated financial statements for further details.

Debt portfolio maturity schedule – 2025 and onwards



Condensed consolidated statements of cash flows

SEK in millions	Jan–Dec 2024	Jan–Dec 2023	Change (SEK million)
Cash flow from operating activities	**21,196**	**24,671**	**-3,475**
Cash CAPEX[1]	-13,889	-15,466	1,577
Operations and other equity instruments divested	8,071	34	8,037
Cash flow from other investing activities	9,926	-6,625	16,551
Total cash flow from investing activities	**4,107**	**-22,058**	**26,165**
Cash flow from financing activities	**-27,341**	**2,653**	**-29,993**
Cash and cash equivalents, opening balance	**11,764**	**6,871**	**4,894**
Cash flow for the period	**-2,037**	**5,266**	**-7,303**
of which continuing operations	*-1,820*	*4,776*	*-6,596*
of which Structural part of Operational free cash flow[1]	*7,504*	*7,254*	*250*
of which Operational free cash flow[1]	*4,440*	*6,656*	*-2,216*
of which discontinued operations	*-218*	*489*	*-707*
Exchange rate differences	85	-372	458
Cash and cash equivalents, closing balance	**9,812**	**11,764**	**-1,952**
of which from continuing operations	*9,812*	*11,646*	*-1,834*
of which from discontinued operations	-	*118*	*-118*

1) See sections Alternative performance measures and Definitions.

Significant events in 2024

- On February 28, 2024, Telia Company announced that the sale of Telia Denmark had received regulatory approval from the Danish Competition Council.
- On March 4, 2024, Telia Company announced an invitation to holders of certain outstanding SEK and EUR notes for purchase subject to the conditions and the restrictions described in the tender offer memorandum dated March 4, 2024.
- On March 12, 2024, Telia Company announced that Markus Messerer, Senior Vice President, Chief Strategy & Commercial Officer, would leave Telia to pursue opportunities outside the company.
- On March 12, 2024, Telia Company announced the results of its tender offer in respect of certain outstanding SEK and EUR notes amounting to SEK 1,925 million and EUR 350.0 million.
- On April 2, 2024, Telia Company announced the closing of the sale of its operations and network assets in Denmark to Norlys a.m.b.a. at an enterprise value of DKK 6.25 billion, on a cash and debt-free basis. See Note C34.
- On April 10, 2024, Telia Company announced the resolutions passed at the Annual General Meeting. Furthermore, the Annual General Meeting approved the implementation of a long-term incentive program 2024/2027. See Note C32.
- On May 17, 2024, Telia Company announced that Rainer Deutschmann, Senior Vice President, Group Chief Operating Officer, would leave his position on May 31, 2024.
- On September 4, 2024, Telia Company announced a change program that is set to simplify operations by implementing a new operating model with streamlined processes and improved ways of working. The program targets annual savings of at least SEK 2.6 billion through an intended reduction of 3,000 positions during 2024, expected to result in restructuring charges of approximately SEK 1.4 billion in the fourth quarter 2024.
- On September 4, 2024, Telia Company announced a restructuring of its vendor financing program by a reduction of its volume by approximately 50% during H2 2024. The purpose of the restructuring is to drive simplification, reduce cash flow volatility and increase balance sheet transparency, while retaining the program's benefits to Telia and its suppliers. See note C25.
- On September 26, 2024, Telia Company announced, as part of an Investor update, its overall strategic framework as well as financial outlook for 2025 and mid-term ambitions.
- On October 2, 2024, Telia Company announced the appointment of Alexandra Fürst as Chief Technology and Information Officer and a member of the Group Executive Management team, effective March 1, 2025.
- On October 7, 2024, Telia Company announced that the Nomination Committee had convened. The Nomination Committee consists of members appointed by Telia's four largest shareholders in terms of voting rights who have chosen to appoint a representative.
- On November 11, 2024, Telia Company announced a tender offer and proposal in respect of certain outstanding GBP notes (GBP 400.0 million, 4.375%).
- On December 2, 2024, Telia Company announced the completion of the change program and implementation of a new operating model, previously announced on September 4, 2024.
- On December 10, 2024, Telia Company announced the results of a tender offer in respect of certain outstanding GBP notes. See Note C21.

Significant events after 2024

- On January 10, 2025, it was announced that Telia Company had been awarded the prestigious EcoVadis Platinum Medal for the third consecutive year.
- On January 20, 2025, Telia Company announced the appointment of Holger Haljand as Senior Vice President, Head of Telia Finland and member of the company's Group Executive Management, effective February 1, 2025. And that Giedrė Kaminskaitė-Salters had been appointed Senior Vice President, Head of Telia Baltics and member of the Group Executive Management as a representative for both Lithuania and Estonia.
- On January 24, 2025, it was announced that Telia Company had entered into an agreement with HongShan Group to sell its 9.6% shareholding in Marshall Group for EUR 101 million (SEK 1.15 billion).
- On January 30, 2025, Telia Company announced the appointment of Bjørn Ivar Moen as Senior Vice President, Head of Telia Norway and member of the company's Group Executive Management team, effective January 1, 2026 at the latest. Stein-Erik Vellan, currently Senior Vice President, Head of Telia Norway and member of the Group Executive Management team, has decided to take on an opportunity outside Telia. Stein-Erik Vellan will remain in his position until July 31, 2025, at the latest.
- On February 13, 2025, Telia Company announced the appointment of Andre Visse as Head of Telia Estonia, effective March 1, 2025.
- On February 24, 2025, Telia Company received a decision from the Norwegian Tax Agency in line with previous notification on purchased equipment in Telia Finance Norwegian branch, which will result in a payment of the related current tax liability in March 2025. See Note C30.
- On February 25, 2025 Telia Company announced that it had entered into an agreement to sell its TV and Media business to Schibsted Media at an enterprise value of SEK 6.55 billion on a cash and debt-free basis. The transaction is anticipated to close in the third quarter 2025 at the latest, subject to customary regulatory approvals. Telia Company expects to report TV and Media as held for sale and discontinued operations in the first quarter 2025, and to recognize an impairment of around SEK 2 billion.
- On February 25, 2025, Telia Company received a negative tax ruling from the Danish tax authorities and will therefore pay a tax indemnity of DKK 340 million (SEK 522 million) to Norlys in March 2025. See Note C34.

Outlook for 2025

- Service revenue growth, like for like, of around 2%.
- Adjusted EBITDA growth, like for like, of at least 5%.
- CAPEX, excluding fees for licenses, spectrum and right of use assets below SEK 14 billion.
- Free cash flow* of around SEK 7.5 billion.

* Free cash flow follows the definition in Telia Company's reports implemented in the first quarter of 2024 and aims to cover all cash flow items relevant for investors to analyze cash flow on a per share basis. Since CAPEX related to license and spectrum fees is dependent on future spectrum auctions and cannot be forecasted, an amount of SEK 650 million per year is included to represent an approximate normalized CAPEX for licenses and spectrum. This amount is merely a basis for Free cash flow outlook; it is not guidance, nor is it a forecast of average future CAPEX related to licenses and spectrum.

Leverage and credit rating target

Telia Company targets a leverage corresponding to Net debt/adjusted EBITDA in the range of 2.0-2.5x.

Dividend policy

Telia Company intends to follow a progressive dividend policy, with a floor of SEK 2.00 per share and an ambition for low to mid-single digit percentage growth.

Telia Company share

The Telia Company share is listed on Nasdaq Stockholm and Helsinki. In 2024 the share price in Stockholm increased 19.2% and closed at year-end 2024, at SEK 30.67 (25.73). During the same period, the OMX Stockholm 30 Index increased 3.6%.

At year-end 2024, Telia Company's market capitalization was SEK 121 billion (101). Besides Nasdaq Stockholm and Helsinki, the share was also traded on other platforms.

As of December 31, 2024, Telia Company's issued share capital totaled SEK 13,856,271,299.20 distributed among 3,932,109,286 shares with a quotient value of SEK 3.52 per share. No shares were repurchased under the Long-term Incentive Program (LTI) 2024.

All issued shares have been paid in full and carry equal rights to vote and participate in the assets of the company. At the General Meeting of shareholders, each shareholder is entitled to vote for the total number of shares she or he owns or represents. Each share is entitled to one vote.

As of December 31, 2024, Telia Company's Finnish pension fund held 366,802 shares and its Finnish personnel fund 658,878 shares in the company, respectively, in total representing 0.03% of the outstanding shares.

There are no regulations in either Swedish legislation or in Telia Company AB's Articles of Association that would limit the possibility to transfer Telia Company shares. Telia Company is not aware of any agreements between major shareholders of the company regarding the Telia Company shares.

The Board of Directors does not currently have any authorization by the General Meeting of shareholders to issue new shares but has the authorization to repurchase a maximum of 10% of the company's total number of outstanding shares before the Annual General Meeting (AGM) 2025. In order to continue to provide the Board of Directors with an instrument to adapt and improve Telia Company's capital structure, the Board of Directors proposes that the AGM on April 9, 2025, resolves to authorize the Board of Directors to acquire the company's own shares. The authorization may be exercised on one or more occasions before the AGM 2026. The maximum number of treasury shares held by the company may not exceed 10% of all shares in the company.

In case of a change of control in Telia Company, the company might have to repay certain loans at short notice, since some of Telia Company's financing agreements contain customary change-of-control clauses. These clauses generally also contain other conditions including, for example, that the change of control has to cause a negative change in Telia Company's credit rating in order to be effective.

For 2024, the Board of Directors proposes to the AGM an ordinary dividend of SEK 2.00 per share (2.00), totaling SEK 7.9 billion (7.9). The dividend should be split into and distributed in four tranches of SEK 0.50 per share.

The proposed dividend is based on the total number of outstanding shares as of December 31, 2024, which amounted to 3,932,109,286. See also the section Proposed appropriation of earnings.

Major shareholders

December 31, 2024	Total number of shares	% of total number of shares
Swedish state	1,614,513,748	41.1
BlackRock	147,227,970	3.7
Vanguard	95,810,069	2.4
Handelsbanken	60,147,070	1.5
Norges Bank Investment Management	56,440,292	1.4
Nordea	55,601,779	1.4
Folksam	41,290,303	1.1
Avanza	35,467,067	0.9
Dimensional Fund Advisors	29,687,051	0.8
Storebrand	28,278,737	0.7
Other shareholders	1,765,309,096	44.9
Total number of shares	**3,932,109,286**	**100.0**

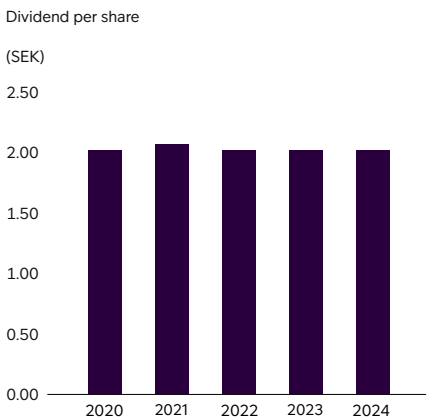
Source: Modular Finance

Share data

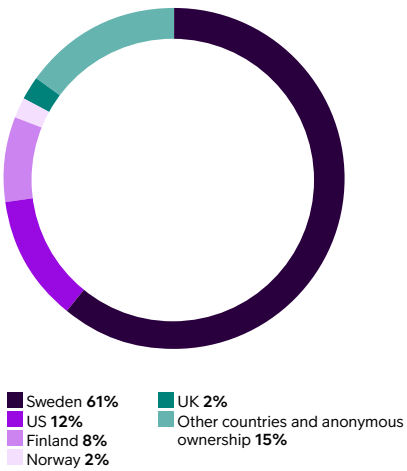
	2024	2023
Paid year-end (SEK)	30.67	25.73
Highest paid during the year (SEK)	34.35	28.56
Lowest paid during the year (SEK)	23.98	21.03
Total number of shares at year-end (millions)	3,932.1	3,932.1
Number of shareholders at year-end (thousands)	436	462
Earnings per share, total (SEK)	1.80	0.08
Earnings per share, continuing operations (SEK)	0.97	-0.15
Dividend per share (SEK)[1]	2.00	2.00
Equity per share (SEK)	14.10	13.6

1) 2024 refers to proposal to AGM.

Dividend per share



Shareholdings per country, December 31, 2024 (% of total number of shares)



Source: Modular Finance

Innovation, research and development

At Telia every employee has a responsibility to drive innovation. Innovation spans all aspects of the business and its operations, from the development of new products and services to process improvements and enable of the company's ways of working. To foster and enable an innovative culture focused on customers and the company's business, a central innovation unit supports all operational units in the early stages of the innovation process. In addition, new and emerging market needs are explored by customer-focused innovation teams in each market.

Previously, Division X held the responsibility for spearheading and accelerating activities in emerging business areas such as the Internet of Things (IoT) and data insights. From December 2024, these activities have been integrated into Telia's new country-based operating model, with the aim of increasing innovation in core products and services.

5G
The massive rollout of 5G radio networks is paving the way for the creation of new 5G services using internationally standardized 5G standalone (SA) technology. 5G SA technology enables 5G connectivity with certain service levels fulfilling various quality of service demands, more granular network-based positioning (including indoor positioning), and exposure of globally standardized or industry-specific network API-based services. Industry-specific solutions combining 5G SA services with, for example, IoT/AI and cloud services is also an area of exploration.

While Telia's 5G development was initially driven by and focused on needs from the mining and manufacturing industries, Telia now also sees transformative approaches and needs in industries such as transport, logistics, energy/utilities, health care and agriculture. As development is driven across ecosystems, industries and partnerships, continuous effort has been put into spreading knowledge and awareness of Telia's 5G capabilities.

In 2024, Telia launched or completed several new 5G initiatives. These were built upon the success of Telia's estabilished innovation programs, such as NorthStar with Ericsson in Sweden and Sirius with Nokia in Finland, which help leading industrial companies and universities to use cases for 5G technology. These new initiatives include:

- Telia and RISE (Research Institute of Sweden) will establish 5G and Edge capabilities in four strategic locations across Sweden to enable development of smart communities.
- Telia and Region Stockholm will explore how advanced 5G services can be used to strengthen patient safety, healthcare quality and communication in a mobile healthcare context.
- In Finland Telia and Nokia completed field pilots in the upper 6 GHz spectrum range of the mobile network. The results show that with these higher frequencies, comprehensive coverage can be achieved with the base station density of the 5G 3.5 GHz network.
- Also in Finland, the ferry operator Finferries became the first pilot customer of Telia's Sirius 5G program, and will use a programmable 5G network for traffic census purposes.
- Through Telia Norway's engagement with critical communication customers, including the armed forces, a novel solution for portable base stations supporting 4G and 5G was developed and tested. With satellite backhaul, cellular coverage can be created and extended anywhere from a small mobile unit. In case of network disruption, or in areas with no coverage, this kit can generate cellular coverage for private and public networks within minutes.

IoT, data insights, cybersecurity and AI
As digitalization continues and sustainability enablement becomes increasingly important for Telia's B2B customers, the company continues to scale its IoT and data insights solutions, which can help its customers to increase efficiency and reduce carbon emissions.

At the same time, Telia sees that the current de-globalization and national autonomy trend is placing new requirements on its IoT and data insights solutions. These requirements have been incorporated in the company's product development, which is also exploring the current and future possibilities of AI-based services.

To bring added value to Telia's connectivity offering, the company is continuously developing its IoT solutions. An example is ongoing innovation around unmanned aerial vehicles (UAVs), or drones, where Telia collaborates with customers in the areas of emergency services, rescue operations, and critical infrastructure to develop and evaluate IoT solutions for efficient and safer drone missions across the mobile network.

Telia's Smart Public Transport portfolio combines IoT and data insight capabilities, supporting customers with digital tools to enable more efficient public transport planning and operations. Telia continues to develop solutions for public transport that can enhance accessibility, sustainability, and safety onboard for both passengers and drivers. Today, 51% of public transport buses in Sweden, 25% in Finland and 7% in Norway are running with Telia Smart Public Transport solutions onboard. During 2024, Telia's Nordic customers saved 7,391 tons of CO_2, 3 million liters of diesel and 1.1 million kilogram of gas using Telia's EcoDriving service, delivered in collaboration with Drivec.

Telia Crowd Insights won the "best data innovation of the year" award in Finland at an AI gala organized by AI Finland. The jury was impressed by the service's ability to support better decision-making in urban planning, retail, and public transport.

In a pilot, Telia became the first operator in Finland to complete a test of highly secure quantum encryption technology in its network in Helsinki. The test was part of a national project to build a quantum secure encryption network.

Patents and R&D expenses
In 2024, Telia Company continued to optimize its patent portfolio by focusing on both emerging and core technologies, such as 5G/IoT, roaming, routing, connectivity and access management, enterprise solutions and data center development. As of December 31, 2024, Telia Company had 152 patent "families" and 879 patents or patent applications, fewer than the previous year due to portfolio optimization.

Telia Company (continuing and discontinued operations) incurred R&D expenses of SEK 887 million in 2024 (1,113).

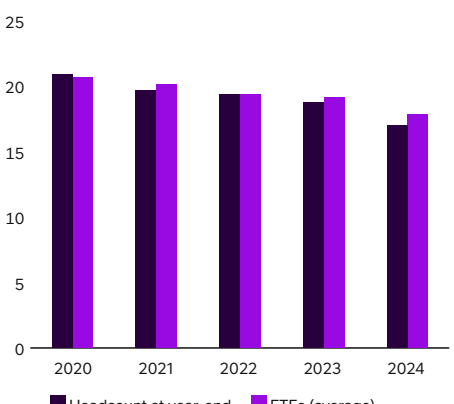
People

Executing on Telia Company's people and culture strategy is essential for accelerating the company's transformation and reaching its goals. Telia aims to offer an environment in which all its people can grow and develop, and that is inclusive, respecting rights and empowering, where everyone has the opportunity to realize their full potential.

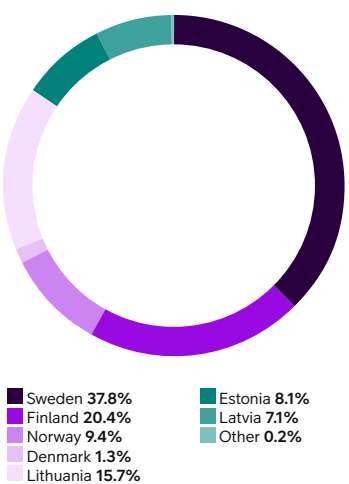
During 2024, the number of employees in continuing operations decreased to 16,862 at year- end, compared to 17,897 at year-end 2023. There were no employees in discontinued operations at year-end 2024 compared to 747 at year-end 2023. The total average number of full-time employees (FTE) in 2024 was 17,690 (18,963), of which in continuing operations 17,484 (18,218).

Further information about Telia's workforce, covering collective bargaining, diversity, social protection and health and safety is available in the S1 section of the Sustainability Statement.

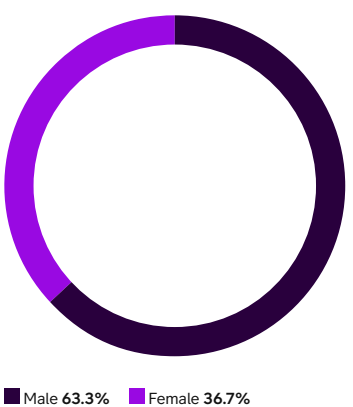
Employees, total (thousands)



Employees, total (FTEs, %) by country



Employees, total (FTEs, %) by gender



Remuneration to executive management

Remuneration principles for Group Executive Management
The Annual General Meeting (AGM) on April 5, 2023 decided on guidelines for remuneration to Group Executive Management (GEM) members that remained applicable during 2024. The Board of Directors have not seen a need to propose any changes to these guidelines to the AGM due to be held on April 9, 2025, and the previously adopted guidelines are therefore still applicable.

GEM is defined as the Chief Executive Officer (CEO) and the other members of the management team who report directly to the CEO. These guidelines are applicable to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the 2023 AGM. These guidelines do not apply to remuneration resolved on by a General Meeting.

The purpose of the guidelines is to ensure that Telia Company can recruit and retain qualified employees, which is a prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability objectives.

Information regarding Telia Company's business strategy can be found on the company's website.

Total remuneration
The remuneration to GEM shall be based on the principle that it is the total remuneration that shall be considered. The total remuneration shall be competitive, but not market-leading, and shall be evaluated against a set of peer group companies within a similar industry and of comparable size and complexity. The total remuneration shall also create prerequisites for international recruitment and diversity within GEM. The total remuneration may consist of fixed base salary, pension, other remuneration and other benefits. Telia Company shall not offer any variable remuneration to GEM.

For employments governed by rules other than Swedish, pension and other benefits may be adjusted for compliance with local rules or established local practice. Such adjustments shall, to the extent possible, serve the overall objectives of these guidelines.

Fixed base salary
The fixed base salary shall be based on competence, responsibility and performance. Market benchmarks should be regularly carried out. The individual performance shall be evaluated and used as a basis for the annual review of the fixed base salary. The performance shall be evaluated in relation to the fulfilment of annual pre-determined targets that shall include financial, employee and sustainability targets.

Pension, other remuneration and other benefits
Pensions and pension benefits shall be based on a defined contribution model, which means that a pension premium is paid amounting to a fixed % of all or part of the individual's annual fixed base salary, unless legal requirements or collective agreements state otherwise. The pension premium may not exceed 30% of the annual fixed base salary. In addition, a cash allowance may be paid that together with the pension premium may not exceed 35% of the total remuneration.

Telia Company may provide other benefits in accordance with prevailing market practice from time to time. A member of GEM may be entitled to, inter alia, car benefits as well as medical and healthcare benefits. The cost of such other benefits shall not exceed 10% of the annual fixed base salary.

Members of GEM may, for a limited period, be offered certain benefits related to an international assignment or as a result of recruitment from another country. Such benefits may not in total exceed 25% of the annual fixed base salary.

Conditions for termination and severance pay
The termination period for a member of GEM may not be less than six months (12 months for the CEO) upon termination by the employee and not more than 12 months upon termination by the company. Upon termination by the company, the individual may be entitled to a severance payment. Fixed base salary during the notice period and severance pay may together not exceed an amount equivalent to the fixed base salary for two years.

Severance pay shall not constitute basis for vacation pay or pension. Remuneration during the termination period and severance pay shall be reduced if the individual is entitled to remuneration from a new employment, or if the individual conducts own business during the termination period or the period under which severance pay is paid.

In addition, remuneration may be paid for non-compete undertakings. Such remuneration shall compensate for potential loss of income and shall only be paid to the extent that the previously employed executive is not entitled to severance pay. The remuneration shall be based on the fixed base salary at the time of termination of employment, amount to not more than 60% of the fixed base salary at the time of termination of employment and be paid during the time the non-compete undertaking applies, although not for more than 12 months following termination of employment.

Salary and employment conditions for employees outside GEM
In preparation of the Board of Directors' proposal for these remuneration guidelines, salary and employment conditions for Telia Company's employees have been taken into account by including information on the employees' total remuneration, the components of the remuneration, and the increase and growth rate over time as a basis for the Remuneration Committee's and the Board of Directors' decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

Shareholding targets for the Group Executive Management
The Board of Directors is of the opinion that a considerable long-term shareholding in Telia Company is an important part of aligning the interests of GEM members with the interests of the shareholders, and therefore recommends the CEO and other members of GEM to build up a personal holding of Telia Company shares equivalent to 100% of the CEO's and 50% of other GEM

members' annual fixed base salary (net after tax) within timeframes set by the Board of Directors.

The decision-making process to determine, review and implement the guidelines
The Board of Directors has an established Remuneration Committee. The Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters and preparing the Board's proposal for guidelines for remuneration to GEM. The Board of Directors shall prepare a proposal for new guidelines when there is a need for material amendments to the guidelines, but at least every fourth year, and submit it to the General Meeting. The guidelines shall be in force until new guidelines are adopted by the General Meeting. The Remuneration Committee shall also monitor the application of these guidelines, as well as the current remuneration structures and compensation levels within the company. The Board of Directors shall annually prepare a remuneration report that shall be submitted to the General Meeting for approval.

Decisions regarding remuneration shall be managed through a well-defined process that ensures that no individual is involved in the decision-making process related to their own remuneration. The CEO's total remuneration is decided by the Board of Directors, based on the recommendation of its Remuneration Committee in line with these guidelines. The total remuneration to other GEM members is approved by the Remuneration Committee, based on the CEO's recommendations.

Deviation from the guidelines
The Board of Directors may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for a derogation and it is necessary to serve Telia Company's long-term interests, including its sustainability or to ensure the company's financial viability. As set out above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters, and this includes any resolution to deviate from the guidelines.

Long-term incentive program 2024/2027
The AGM held on April 10, 2024 resolved to approve the implementation of a long-term incentive program (LTI) for approximately 250 key employees. This program is not available to GEM members due to a requirement of Telia Company's largest owner, the Swedish state.

The purposes of the program are to strengthen the company's ability to recruit and retain talented key employees, create long-term confidence in and commitment to Telia Company's long-term development, align key employees' interests with those of the shareholders, increase the part of remuneration linked to the company's performance and encourage shareholding. The program rewards performance measured over a three-year period, is capped at a maximum value of 60% of the annual base salary and is equity-based (delivered in Telia Company AB shares). A prerequisite for pay-out from the LTI program is continuous employment during the length of the program.

The LTI targets are cash flow, Return on Capital Employed (ROCE), Total Shareholder Return (TSR), and Environmental, Social and Governance (ESG). The final allotment of Telia Company AB shares will be based 25% on cash flow, 20% on a third-year final target for ROCE, 40% on TSR compared to the corresponding TSR development of a pre-defined peer group of companies and 15% on ESG.

ESG is defined by three separate performance conditions based on climate, digital inclusion and privacy that have been set in line with targets in Telia Company's annual and sustainability reporting. The three ESG performance conditions entail 5% weight respectively.

The maximum number of Performance Shares a participant can receive is based on 30% of the participant's annual salary and is related to the share price.

Cash flow represents 25% of the Performance Shares (or 7.5% of the participant's annual salary):

- If 100% (or above) of the cash flow target is met, 100% of Performance Shares under the cash flow part will be subject to allotment.
- If less than 90% of the cash flow target is met, no Performance Shares under the cash flow part will be subject to allotment.
- If 90% of the cash flow target is met, 25% of Performance Shares under the cash flow part will be subject to allotment.
- If between 90% to 100% of the cash flow target is met, a proportionate amount of Performance Shares under the cash flow part will be subject to allotment.

ROCE represents 20% of the Performance Shares (or 6% of the participant's annual salary):

- If 100% (or above) of the ROCE target is met, 100% of Performance Shares under the ROCE part will be subject to allotment.
- If less than 90% of the ROCE target is met, no Performance Shares under the ROCE part will be subject to allotment.
- If 90% of the ROCE target is met, 25% of Performance Shares under the ROCE part will be subject to allotment.
- If between 90% to 100% of the ROCE target is met, a proportionate amount of Performance Shares under the ROCE part will be subject to allotment.

The TSR part represents 40% of the Performance Shares (or 12% of the participant's annual salary):

- If the company's TSR is ranked first or second compared to the defined peer group of companies, 100% of Performance Shares under the TSR part will be subject to allotment.
- If the company's TSR is ranked third or fourth, 75% of Performance Shares under the TSR part will be subject to allotment.
- If the company's TSR is ranked fifth or sixth, 50% of Performance Shares under the TSR part will be subject to allotment.
- If the company's TSR is ranked seventh, 25% of Performance Shares under the TSR part will be subject to allotment.
- If the company's TSR is ranked eighth or lower, no Performance Shares under the TSR part will be subject to allotment.

The ESG part represents 15% of the Performance Shares (or 4.5% of the participant's annual salary):

- If 100% (or above) of the ESG target is met, 100% of Performance Shares under the ESG part will be subject to allotment.
- If the minimum level is not reached, no Performance Shares under the ESG part will be subject to allotment.
- If the minimum level is reached, 25% of Performance Shares under the ESG part will be subject to allotment
- If between the minimum level and 100% of the ESG target is met, a proportionate amount of Performance Shares under the ESG part will be subject to allotment.

The program may be repeated annually. Similar programs were launched between 2010 and 2023. The implementation of an LTI program is subject to the approval of the AGM. For more information on Telia Company's LTI programs, see Note C32.

Legal and administrative proceedings

In its normal course of business, Telia Company is involved in a number of legal proceedings. These proceedings primarily involve claims arising out of commercial law issues and matters relating to telecommunications regulations and competition law. For further information regarding legal and administrative proceedings see Note C30.

Parent company

The parent company Telia Company AB (Corporate Reg. No. 556103-4249), which is domiciled in Stockholm, comprises group executive management functions including the group's internal banking operations. The parent company has no foreign branches.

Revenue decreased to SEK 1,899 million (2,024), mainly related to film and program rights, partly offset by transitional services and equipment sale to the Danish entities sold, see Note C34.

Goods and services purchased decreased to SEK -1,009 million (-1,411), mainly related to film and program rights.

Other external expenses increased to SEK -623 million (-221), mainly driven by net increased group internal costs.

Financial items, net 2024 increased to SEK 1,837 million (480). 2024 was impacted by a capital gain of SEK 3,228 million from the disposal of the Danish entities in the second quarter and dividends from subsidiaries of SEK 1,973 million, partly offset by negative effects from derivatives related to an executed tender of GBP bonds as well as negative exchange rate effects. 2023 was impacted by dividends from subsidiaries of SEK 6,641 million and positive foreign exchange rate gains, partly offset by impairments of SEK 5,000 million.

Non-current assets decreased to SEK 147,095 million (150,382), mainly driven by net divestments of investment bonds and derivatives and decreased shares in subsidiaries following the divestment of the Danish entities, partly offset by reclassifications from current internal receivables.

Current assets decreased to SEK 32,736 million (47,401), mainly driven by reclassifications to non-current internal receivables and net divestments of investment bonds and derivatives.

Non-current liabilities decreased to SEK 72,108 million (83,127), mainly due to repaid debt and reclassifications to current liabilities, partly offset by foreign exchange rate and interest rate effects.

Current liabilities and current provisions decreased to SEK 39,586 million (43,546), mainly due to repaid debt, partly offset by reclassifications from non-current liabilities.

The equity/assets ratio was 32.7% (31.2), assuming a dividend of SEK 2.00 per share.

The average number of full-time employees was 224 (250).

Proposed appropriation of earnings

Proposed appropriation of earnings:

	SEK
Non-restricted equity excluding net income	41,291,427,430
Net income	5,445,246,694
Total	**46,736,674,124**

The board proposes that this sum be appropriated as follows:

	SEK
SEK 2.00 per share dividend to the shareholders[1]	7,864,218,572
To be carried forward	38,872,455,552
Total	**46,736,674,124**

1) Based on outstanding shares as per December 31, 2024.

The dividend should be split and distributed into four equal tranches of SEK 0.50 per share in April 2025, August 2025, November 2025 and February 2026.

The Board of Directors is of the opinion that the proposed dividend, according to Chapter 18 Section 4 of the Swedish Companies Act, is justifiable. After distribution of the proposed dividend, the equity of the company and the group will be sufficient with respect to the nature, scope, and risks of the operations. Also, the company and the group are deemed to have a satisfactory level of liquidity, a consolidation need that is met and a satisfactory general financial position.

The full statement by the Board of Directors will be included in the AGM documentation.

AGM related documents are available at:
www.teliacompany.com/AGM

Country development in 2024

Sweden

To strengthen the customer experience further and to help future proof its digital infrastructure, Telia continued during the year to dismantle its copper infrastructure, upgrade and modernize its 4G network as well as roll-out 5G at a high pace. As a result, Telia remained far ahead of the competition in 5G, with a population coverage that reached 95% at the end of the year, up from 82% one year ago. Telia's strong infrastructure position was again underlined by the fact that its mobile network, also this year, came out as the best in Sweden by the independent benchmarking company umlaut.

In addition to diligent work to further strengthen its infrastructure position, Telia also continued to improve its portfolio of digital services for both its consumer and enterprise customers. This was demonstrated by amongst other things the launch of Telia Tracking, a position service for the healthcare sector that keeps tabs of medical equipment, and the addition of Disney+ and Prime Video to Telia's fast growing TV service. Which again came out on top in SKI's (Swedish Quality Index) yearly survey of Swedish customer satisfaction. Furthermore, Telia also had the most satisfied customers among the main mobile brands according to SKI, and the Telia owned brand Fello came in second place among all brands.

Consumer segment service revenue increased 3.8% as strong development mainly in TV- and broadband revenue, more than compensated for a continued decline in fixed telephony revenue. In the Enterprise segment, service revenue declined 1.7% as a growing demand for Telia's high-quality services in fields such as cloud and security, was not enough to compensate for lower mobile service revenue and a continued decline in fixed telephony revenue.

Revenue decreased 0.5% to SEK 35,704 million (35,869) and like for like, revenue decreased 0.5%, as increased service revenue was more than offset by lower mobile and fixed equipment sales.

Service revenue, like for like, increased 1.9% as growth predominately in TV and broadband more than compensated for a continued pressure on revenue from fixed telephony.

Adjusted EBITDA increased 1.6% to SEK 13,839 million (13,615) and the adjusted EBITDA margin improved to 38.8% (38.0). Adjusted EBITDA like for like increased 1.6%, supported by service revenue growth as well as cost efficiencies related mainly to resources.

CAPEX excluding fees for licenses, spectrum and right-of-use assets increased to SEK 4,433 million (3,911).

SEK in millions, except margins, operational data and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue	35,704	35,869	-0.5
Change (%) like for like	*-0.5*		
of which service revenue (external)	*30,973*	*30,401*	*1.9*
change (%) like for like	*1.9*		
Adjusted EBITDA	13,839	13,615	1.6
Margin (%)	*38.8*	*38.0*	
change (%) like for like	*1.6*		
Adjusted operating income	6,825	6,655	2.6
CAPEX excluding fees for licenses, spectrum and right-of-use assets[1]	4,433	3,911	13.3
Subscriptions (thousands)			
Mobile[1]	9,002	8,752	2.9
of which machine to machine (postpaid)	*4,593*	*4,286*	*7.2*
Fixed telephony	229	313	-27.1
Broadband	1,393	1,377	1.2
TV	1,115	1,034	7.7
Employees[1]	4,278	4,363	-1.9

1) Restated, see Note C1.

The number of mobile subscriptions increased by ~250,000 driven by ~308,000 postpaid subscriptions used for machine-to-machine related services. Broadband subscriptions increased by ~17,000 and TV subscriptions increased by ~80,000.

Finland

Telia continued to modernize its mobile network as well as roll-out 5G, and as a result, 5G population coverage reached 99% by the end of the year, compared with 90% a year ago. The ferry operator Finferries became the first pilot customer of Telia's Sirius 5G corridor development project, and Telia also entered a cooperation agreement with Danfoss around energy solution optimization for landlords and housing associations as well as an agreement for Crowd Insights data with the charging system provider Plugit to be used for locating new charging points. Furthermore, a data center service agreement was signed, whereby CSC's data center operations in Espoo will be transferred to Telia's Helsinki data center. These agreements support Telia's ambition of being in the forefront of digitalization, while providing its customers and partners with the highest quality digital infrastructure services based on Telia's strong network position and capabilities within the ICT area.

Revenue decreased 2.4% to SEK 16,147 million (16,545) and like for like, revenue decreased 1.7%, mainly driven by decreased service revenue. The effect of exchange rate fluctuations was negative by 0.5%.

Service revenue, like for like, increased 0.2% as growth of 2.5% in mobile service revenue, driven by higher ARPU, was largely offset by fixed service revenue decreasing 2.8%. This was mainly due to lower revenues from fixed telephony and business solutions as a result of pressure on legacy revenue, regulatory changes and the decision to ramp down the existing and non-profitable e-invoicing business.

Adjusted EBITDA increased 2.9% to SEK 5,239 million (5,093) and the adjusted EBITDA margin increased to 32.4% (30.8). Adjusted EBITDA like for like increased 3.7% as the negative impact from lower service revenue was more than offset by lower operational expenses, predominately related to energy costs following lower energy prices compared with the previous year.

CAPEX excluding fees for licenses, spectrum and right-of- use assets decreased to SEK 1,711 million (1,712).

The number of mobile subscriptions increased by ~23,000 driven by ~89,000 attributable to postpaid subscriptions used for machine-to-machine related services. Broadband subscriptions increased by ~8,000 and TV subscriptions decreased by ~13,000.

SEK in millions, except margins, operational data and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue	16,147	16,545	-2.4
Change (%) like for like	-1.7		
of which service revenue (external)	*13,998*	*14,080*	*-0.6*
change (%) like for like	*0.2*		
Adjusted EBITDA	5,239	5,093	2.9
Margin (%)	*32.4*	*30.8*	
change (%) like for like	*3.7*		
Adjusted operating income	1,665	1,444	15.3
CAPEX excluding fees for licenses, spectrum and right-of-use assets[1]	1,711	1,712	-0.1
Subscriptions (thousands)			
Mobile	3,115	3,092	0.7
of which machine to machine (postpaid)	*515*	*426*	*20.9*
Fixed telephony	9	12	-23.8
Broadband	617	609	1.4
TV	651	664	-2.0
Employees[1]	2,431	2,642	-8.0

1) Restated, see Note C1.

Norway

Telia Norway's 5G population coverage gradually nudged further upwards during the year and reached close to 99% at year end, up from 94% a year ago. Telia also made significant progress on improving its proposition to its consumer customers and launched as an example a new mobile subscription containing unlimited data bundled with the streaming service Viaplay Total. Telia also became the first operator in Norway to include Prime Video in its TV offering. In the Enterprise segment, Telia continued to be successful and was according to the Norwegian Communications Authority the fastest growing operator for the fifth consecutive year and the Telia-owned brand Phonero came again out on top of EPSI's customer satisfaction survey in 2024.

Revenue decreased 3.0% to SEK 14,667 million (15,114) and like for like, revenue decreased 0.7% as increased service revenue was more than offset by lower equipment and internal sales. The effect of exchange rate fluctuations was negative by 2.3%.

Service revenue, like for like, increased 0.5%, mainly driven by a mobile service revenue increase of 2.6%, which more than compensated for a 3.3% decrease for fixed service revenue, driven predominately by lower revenue in TV, broadband and business solutions.

Adjusted EBITDA decreased 1.2% to SEK 6,974 million (7,062) and the adjusted EBITDA margin increased to 47.6% (46.7). Adjusted EBITDA like for like increased 0.8% driven predominately by growth in service revenue.

CAPEX excluding fees for licenses, spectrum and right-of-use assets declined to SEK 2,351 million (2,694).

The number of mobile subscriptions increased by ~36,000 driven by ~51,000 attributable to postpaid subscriptions used for machine-to-machine related services. Broadband subscriptions decreased by ~19,000 and TV subscriptions decreased by ~17,000.

SEK in millions, except margins, operational data and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue	14,667	15,114	-3.0
Change (%) like for like	-0.7		
of which service revenue (external)	*12,616*	*12,854*	*-1.9*
change (%) like for like	*0.5*		
Adjusted EBITDA	6,974	7,062	-1.2
Margin (%)	*47.6*	*46.7*	
change (%) like for like	*0.8*		
Adjusted operating income	2,582	2,730	-5.4
CAPEX excluding fees for licenses, spectrum and right-of-use assets[1]	2,351	2,694	-12.7
Subscriptions (thousands)			
Mobile	2,376	2,340	1.6
of which machine to machine (postpaid)	*232*	*181*	*28.4*
Fixed telephony	13	14	-7.7
Broadband	480	499	-3.8
TV	457	474	-3.7
Employees[1]	1,425	1,469	-3.0

1) Restated, see Note C1.

Lithuania

Telia continued to cement its strong infrastructure position and remained far ahead of the competition in 5G after achieving population coverage of 99% already last year. Furthermore, Telia received the prestigious ISO 27017:2015 certification, becoming the most certified provider of cloud solutions in the country. Something that further improves Telia's position to offer services to customers operating in the most regulated sectors. In addition, Telia also scored very high in the RiskRecon 2024 cybersecurity ranking, establishing Telia even more firmly among market leaders not only in the country, but also in a global context.

Revenue increased by 2.3% to SEK 5,644 million (5,516) and like for like, revenue increased by 2.8%, driven by increased service revenue which more than compensated for lower equipment sales. The effect of exchange rate fluctuations was negative by 0.5%.

Service revenue, like for like, increased by 4.8%, driven predominately by growth of 7.7% in mobile service revenue, but to some extent also by fixed service revenue growth of 2.4%. The growth in mobile service revenue was the result of both an expanding customer base as well as higher ARPU, whereas fixed service revenue increased mainly due to strong growth in broadband revenue.

Adjusted EBITDA increased by 5.0% to SEK 2,121 million (2,019) and the adjusted EBITDA margin increased to 37.6% (36.6). Adjusted EBITDA like for like increased by 5.6% attributable to the growth in service revenue, which more than compensated for a somewhat higher cost level, mainly related to resource costs.

CAPEX excluding fees for licenses, spectrum and right-of-use assets increased to SEK 671 million (663).

The number of mobile subscriptions increased by ~60,000, of which ~22,000 were attributable to postpaid subscriptions used for machine-to-machine related services. Broadband subscriptions decreased by ~6,000 and TV subscriptions decreased by ~1,000.

SEK in millions, except margins, operational data and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue	5,644	5,516	2.3
Change (%) like for like	2.8		
of which service revenue (external)	*4,439*	*4,259*	*4.2*
change (%) like for like	*4.8*		
Adjusted EBITDA	2,121	2,019	5.0
Margin (%)	*37.6*	*36.6*	
change (%) like for like	*5.6*		
Adjusted operating income	1,269	1,152	10.2
CAPEX excluding fees for licenses, spectrum and right-of-use assets	671	663	1.2
Subscriptions (thousands)			
Mobile	1,703	1,643	3.6
of which machine to machine (postpaid)	*342*	*321*	*6.7*
Fixed telephony	138	155	-10.9
Broadband	*420*	*426*	-1.4
TV	259	261	-0.5
Employees[1]	1,496	1,628	-8.1

1) Restated, see Note C1.

Estonia

During the year Telia continued to roll-out 5G at a high pace, resulting in a population coverage of 92% at year-end compared with 77% a year ago. Due to this Telia was able, as the first operator in the country, to launch a mobile portfolio based soley on 5G for its consumer customers. Telia also continued to modernize and build out its fixed network, and as part of that announced plans to extend the current fiber network to another ~9,000 households across the country.

Revenue decreased by 0.8% to SEK 4,110 million (4,145) and like for like, revenue decreased by 0.4% as increased service revenue more than offset lower equipment sales. The effect of exchange rate fluctuations was negative by 0.5%.

Service revenue, like for like, increased by 1.4%, driven by mobile- and fixed service revenue increasing 1.2% and 1.4%, respectively. Mobile service revenue growth was attributable to an expanding ARPU and subscriber base, whereas the fixed service revenue increase was predominantly driven by growth in broadband and business solutions, which together more than offset a continued decline in revenue from fixed telephony.

Adjusted EBITDA increased by 4.0% to SEK 1,683 million (1,618) and the adjusted EBITDA margin increased to 41.0% (39.0). Adjusted EBITDA like for like increased by 4.5%, attributable to the growth in service revenues which more than compensated for higher operational expenses.

CAPEX excluding fees for licenses, spectrum and right-of- use assets increased to SEK 559 million (484).

The number of mobile subscriptions increased by ~51,000, of which ~45,000 were attributable to postpaid subscriptions used for machine-to-machine related services. Broadband subscriptions decreased by ~6,000 and TV subscriptions decreased by ~8,000.

SEK in millions, except margins, operational data and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue	4,110	4,145	-0.8
Change (%) like for like	-0.4		
of which service revenue (external)	*3,488*	*3,456*	*0.9*
change (%) like for like	*1.4*		
Adjusted EBITDA	1,683	1,618	4.0
Margin (%)	*41.0*	*39.0*	
change (%) like for like	*4.5*		
Adjusted operating income	978	1,014	*-3.5*
CAPEX excluding fees for licenses, spectrum and right-of-use assets[1]	559	484	15.5
Subscriptions (thousands)			
Mobile	1,317	1,266	4.0
of which machine to machine (postpaid)	*525*	*481*	*9.3*
Fixed telephony	162	174	*-7.0*
Broadband	267	273	-2.1
TV	186	194	-4.3
Employees[1]	1,215	1,359	-10.6

1) Restated, see Note C1.

TV and Media

The linear advertising market in Sweden remained weak during the year, mainly on the back of a decline in traditional linear TV viewing. However, the demand for digital advertising remained strong which together with TV and Media's overall digital transformation continued to support the strong momentum in digital advertising- and streaming revenue. New subscription options for TV4 Play were introduced, enabling subscribers to choose advertising supported versions of each subscription, and the long-term content portfolio was strengthened by TV4 together with Telia Sweden securing the rights for Swedish top football for the seasons 2026-2031.

Revenue increased to SEK 8,163 million (8,162) and like for like, revenue increased by 0.1% driven by lower internal revenue. The effect of exchange rate fluctuations was negative by 0.1%.

Service revenue like for like increased by 0.4% as a 7.1% increase in TV revenue was partly offset mainly by a 2.9% decline in advertising revenue as a result of a weak market for linear advertising in Sweden.

Adjusted EBITDA improved to SEK 313 million (-225) and the adjusted EBITDA margin improved to 3.8% (-2.8). Adjusted EBITDA like for like increased to SEK 311 million (-226), mainly driven by lower cost for content as well as lower operational expenses.

CAPEX excluding fees for licenses, spectrum and right-of- use assets decreased to SEK 166 million (185).

The number of direct subscription video on demand (SVOD) subscriptions increased by ~85,000.

SEK in millions, except margins, operational data and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue[1]	8,163	8,162	0.0
Change (%) like for like	0.1		
of which service revenue (external)[1]	*8,162*	*8,135*	*0.3*
change (%) like for like	*0.4*		
Adjusted EBITDA	313	-225	
Margin (%)	*3.8*	*-2.8*	
Adjusted operating income	-449	-1,123	-60.0
CAPEX excluding fees for licenses, spectrum and right-of-use assets	166	185	-10.4
Subscriptions (thousands)			
TV (SVOD)	887	802	10.6
Employees[1]	1,193	1,253	-4.8

1) Restated, see Note C1.

Other operations

Other operations mainly include the operations in Latvia, Telia Finance and Group functions.

Revenue increased 25.1% to SEK 6,286 million (5,025) and like for like, revenue increased 26.4% driven partly by Latvia, but mainly by transitional services and equipment sales to Norlys, the new owner of Telia's operations and network assets in Denmark.

Service revenue, like for like, increased by 18.0% mainly driven by transitional services to Norlys and to some extent also by Latvia.

Adjusted EBITDA increased 9.8% to SEK 1,176 million (1,071) and the adjusted EBITDA margin decreased to 18.7% (21.3).

In Latvia, revenue decreased by 0.7% to SEK 3,540 million (3,566) and like-for-like, revenue increased by 0.5%, as increased service revenue was largely offset by lower equipment sales. Adjusted EBITDA increased by 4.6% to SEK 1,077 million (1,029) and like-for-like adjusted EBITDA increased 5.2% as increased service revenue more than compensated for a higher cost level. The number of mobile subscriptions increased by 51,000.

Income from associated companies increased to SEK 117 million (97).

CAPEX, excluding fees for licenses, spectrum and right-of-use assets, decreased to SEK 3,634 million (3,979), of which SEK 0.7 billion was related to Latvia and SEK 0.6 billion to Telia Finance. The remainder was mainly related to the central technology unit and referred to items such as IT systems, mobile networks, products and platforms for the other segments to benefit from.

SEK in millions, except margins, operational data and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue	6,286	5,025	25.1
of which Latvia	*3,540*	*3,566*	*-0.7*
Change (%) like for like, Other operations	26.4		
Change (%) like for like, Latvia	0.5		
Adjusted EBITDA	1,176	1,071	9.8
of which Latvia	*1,077*	*1,029*	*4.6*
Margin (%), Other operations	*18.7*	*21.3*	
Margin (%), Latvia	*30.4*	*28.9*	
Change (%) like for like, Other operations	9.6		
Change (%) like for like, Latvia	5.2		
Income from associated companies	117	97	20.6
of which Latvia	*126*	*126*	-0.4
Adjusted operating income	-242	-1,010	-76.0
CAPEX excluding fees for licenses, spectrum and right-of-use assets[1]	3,634	3,979	-8.7
Subscriptions, (thousands)			
Mobile Latvia	1,496	1,445	3.5
of which machine-to-machine (postpaid)	*457*	*423*	*8.0*
Employees[1]	4,824	5,183	-6.9

1) Restated, see Note C1.

Discontinued operations (Denmark)

On April 2, 2024, the sale of Telia Company's operations and network assets in Denmark to Norlys a.m.b.a. was completed. The operations and network assets in Denmark sold were classified as held for sale and discontinued operations since September 15, 2023. Danish units that are not sold are included in Other operations within continuing operations. For more information on discontinued operations, see Note C34.

SEK in millions, except margin and changes	Jan–Dec 2024	Jan–Dec 2023	Change (%)
Revenue	1,274	5,679	-77.6
Adjusted EBITDA	358	1,473	-75.7
Margin (%)	*28.1*	*25.9*	
CAPEX excluding fees for licenses, spectrum and right-of-use assets	162	734	-77.9

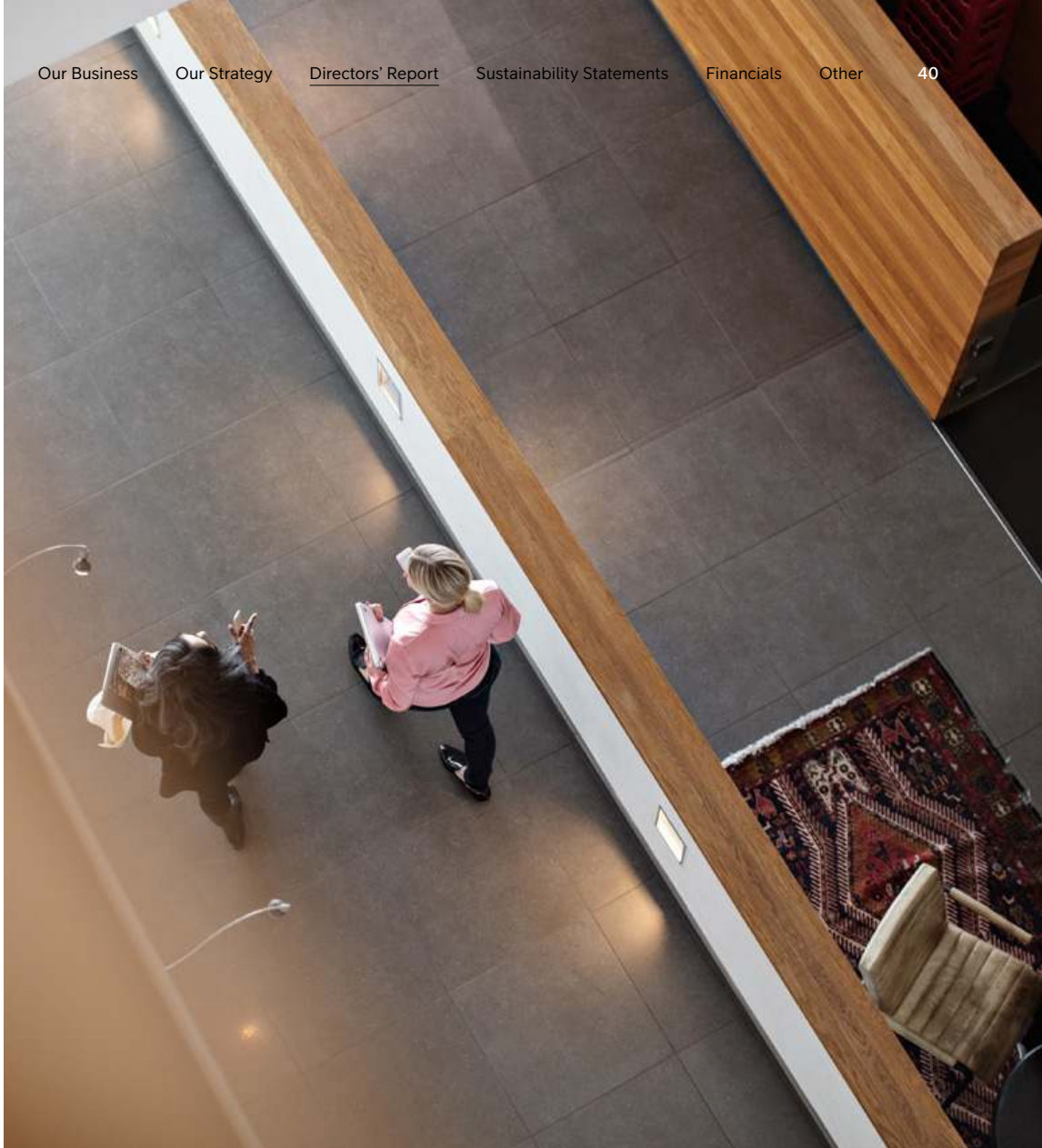
Risks

Telia Company's Risk Universe

Telia operates across six geographical markets, offering a broad range of products and services spanning telecommunication, IT and media. These markets are competitive and highly regulated. Telia defines risk as anything that could have a material adverse effect on the achievement of the company's goals. Risks can be threats, uncertainties or lost opportunities relating to the company's current or future operations or activities.

Telia has an established Enterprise Risk Management Framework that it uses to regularly identify, analyze, assess and report strategic, operational, financial and compliance risks, and to manage such risks as appropriate. The Telia Risk Universe consists of a Principal Risk taxonomy, based on the Principal Risk areas and sub-risk areas identified and prioritized with Telia's Group Executive Management as the most material risks related to the company's objectives and operations. The Principal Risks are assessed and aggregated across the whole company using the Enterprise Risk Management Framework. Risk management is an integrated part of Telia's business planning process and monitoring of business performance.

On the next page the main risks that could impact Telia's operations are presented.



Execution and transformation risks

Risk materiality: ●●●●
Risk trend: ↗

Description
To execute its strategy effectively, Telia invests in business transformation programs that aim to enhance agility and flexibility, reduce costs and simplify operations, ultimately boosting the company's competitiveness.

In September 2024, Telia launched a major change program aimed at supporting commercial excellence and profitable growth. The program includes the implementation of a country-based operating model, and a reset of the company's cost base through a reduction of 3,000 positions. The success of these transformation programs relies on Telia's ability to execute effectively, including managing shifting customer behaviors and macro-economic trends.

Potential impact
Failures in the execution of Telia's business transformation and growth initiatives could lead to delayed or reduced value creation. This would defer revenue upside, cost reductions and efficiency gains from transformed operations.

Mitigating activities
- Implement a structured change management plan to ensure the change program's goals, benefits and expected outcomes are clear to all stakeholders.
- Maintain careful oversight of the change program's execution to ensure desired targets are met.
- Continuous adjustment of transformation ambitions to improve customer value and optimize investments.
- Coordinated approach with clear governance to manage the deployment of AI and thereby increase efficiency.

Commercial risks

Risk materiality: ●●●○
Risk trend: →

Description
The geopolitical situation remains uncertain and requires continued monitoring. This simultaneously drives demand for trusted and secure communication solutions. The macroeconomic situation also continues to be challenging. Many B2C customers continue to downgrade their services or migrate towards no-frills brands, while B2B customers continue to scrutinize their telecommunication and IT budgets.

The telecommunication, IT and media sectors are undergoing a technology-led transformation, and there is an increasing need for innovation in how Telia conducts business, competes with existing and new players, and delivers profitable growth.

The TV advertising business is cyclical and B2C customers continue to scrutinize the cost of streaming services. Illegal TV and streaming services continue to be a concern.

Potential impact
Failure to anticipate and respond to economic headwinds and changing industry dynamics, and to continue driving a change agenda to meet developing market demands, may adversely affect Telia's customer relationships, service offerings, position in the value chain and financial results.

Mitigating activities
- Sustaining a leadership position in networks, and associated high levels of trust, is fundamental. This also supports pricing activities to offset inflation.
- Deliver trusted, secure and sustainable communication solutions. Drive service convergence in B2C and B2B.
- Focus on improving customer experience and explore innovative propositions in evolving digital ecosystems that are close to core telecommunication assets.
- Continued digital transformation to support future business agility.
- Cooperation with relevant stakeholders to address challenge of illegal TV and streaming services.

Corruption and unethical business practice risks

Risk materiality: ●●●○
Risk trend: →

Description
Telia is exposed to the risk of corruption in its business operations, despite a strong and prioritized anti-bribery and corruption (ABC) program. The risk of corruption – including conflicts of interest – arises, for example, in relation to contracting with third parties and third-party management, the complexity and length of Telia's supply chains, and the geographical reach of Telia's global business. There is also the inevitable risk of wrongly motivated human factors in business operations. Together, this leads to a risk of non-compliance with applicable regulations and Telia's internal rules. The risk is elevated given the current macroeconomic landscape.

Potential impact
Actual or perceived corruption or unethical business practices may damage Telia's reputation. Actual corruption may result in loss of trust and customers, financial penalties, and debarment from procurement and institutional investment processes.

Mitigating activities
- The launch of a Code of Conduct and obligatory e-learning to increase ABC awareness. This includes conflict of interest disclosures.
- ABC risk assessments and maturity assessments conducted for countries and units, and at Group level.
- Continuous development and testing of ABC-related controls, including implementation of measures to improve automatic controls.
- Regulations and enforcement actions monitored.

For more information, see the **Governance** section in the **Sustainability Statements**.

Cybersecurity, network quality and resilience risks

Risk materiality: ●●●○
Risk trend: ↗

Description
Telia's ability to deliver high-quality and secure services is fundamental for the customers and societies that the company serves, as well as the company's commercial success. Maintaining this ability requires networks and systems that are stable, secure and resilient.

Today, hybrid warfare is a reality, and geopolitics and cybersecurity are inextricably linked, as evidenced by an increased number of cyberattacks aimed at Telia and its customers. As a provider of critical services, Telia is subject to a large amount of new security legislation, such as the European Union's Network and Information Security Directive 2 (NIS2) and Digital Operational Resilience Act (DORA).

Potential impact
Successful cyberattacks may lead to loss of data and disturbances in service delivery. Failure to meet customers' security and quality requirements may lead to sanction costs, fines, contract penalties, damage to Telia's reputation and customer churn. Failure to transform legacy technology and platforms in Telia's value chains will result in decreased service quality and increased cybersecurity vulnerabilities.

Mitigating activities
- Enhancement of business continuity planning, incident management and crisis management processes.
- Improving quality, resilience and security of systems and networks by further improvement of design and development processes.
- A cybersecurity program is in place to support Telia in protecting itself against, and recovering from, security threats.
- New security requirements reviewed and included in a dedicated compliance program.
- An operational excellence program proactively assesses and audits weaknesses in the operational capabilities of all business-critical services and platforms.

For more information, see the **Security** chapter in the **Sustainability Statements**.

Environment risks

Risk materiality: ●●●○
Risk trend: ↗

Description
Telia notes increasing requirements and expectations from customers, policymakers, legislators, investors and others to manage the company's negative impacts on the climate and environment, and to show the company's preparedness for climate change. This is becoming formalized with the introduction of the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD). Because of climate change, increasing numbers of extreme weather events pose risks to Telia's infrastructure and services. The company therefore needs to focus on achieving the environmental targets it has set for 2030 and 2040.

Potential impact
Failure to deliver on Telia's goals and meet stakeholders' requirements and expectations may lead to reputational damage, loss of revenues, inability to attract talent or limited access to capital. Fluctuating electricity prices, scarcity of renewable energy certificates or the introduction of carbon taxation may increase operational costs. Extreme weather may lead to operational disruptions and drive the need for additional investments.

Mitigating activities
- Ambitious short-, mid- and long-term environmental goals, covering greenhouse gas (GHG) emissions and waste, including approved Science-Based Targets.
- Identification of CO_2 hotspots and setting of related annual GHG emission reduction targets for 2025-2030.
- Continued work to engage with key suppliers, including setting of science-based targets by these suppliers.
- Increased focus on reducing the environmental footprint of Telia's products and services.
- Increased focus on reporting to meet regulatory demands.

For more information, see the **Environment** section in the **Sustainability Statements**.

Impairment losses and asset retirement obligations risks

Risk materiality: ●●●○
Risk trend: →

Description
Factors affecting Telia's markets, and changes in the economic, regulatory, business or political and societal environments, may negatively affect management's expectation of future cash flows. Telia may then be required to recognize asset impairment losses, including but not limited to goodwill.

Telia has made provisions for asset retirement obligations related to dismantling and handling of assets used in its operations, such as chemically impregnated telephone poles and restoration of mobile and fixed network sites.

Potential impact
Significant adverse changes in the economic, regulatory, business or political and societal environment, as well as in business plans, may require Telia to recognize asset impairment losses with a negative effect on operating income.

Costs associated with dismantling and handling of assets may exceed the estimated asset retirement obligations, with a negative impact on operating income and cash flow.

Mitigating activities
- Management constantly reviews and refines business plans, and may take exit decisions or other actions to execute effectively on the business strategy.
- Asset retirement provisions are reviewed and updated to reflect the best estimate of the obligations.

Macroeconomic and geopolitical risks

Risk materiality: ●●●○
Risk trend: ↗

Description
The current uncertain macroeconomic and geopolitical situations continue to create heightened financial risks for Telia. B2C customers have seen reduced buying power. Interest rates, although decreasing, remain elevated, along with increased costs for IT services.

There is also an ongoing risk of geopolitical events that could drive up the prices of raw materials and energy. The length, impact and outcome of ongoing geopolitical conflicts such as the war in Ukraine and the Israel-Gaza crisis are highly unpredictable. Tensions between China and Taiwan are contributing to increasing supply-chain uncertainties that may develop into a global semiconductor shortage.

Potential impact
Macroeconomic effects impact Telia in several ways, including increased costs for funding, supply chains and personnel, changes in customer buying patterns and negative impacts on the advertising business.

Increased geopolitical tensions may increase the risk of cyberattacks that directly target the operations of Telia and its customers, or other critical infrastructure in society, thereby having an indirect impact on the company.

Mitigating activities
- Execution of the initiated change program to reduce complexity and costs; please refer to the Execution and transformation risk section for more information.
- Reduced interest rate exposure following a ramp-down of the vendor financing program.
- Risk management work relating to financial markets risks and funding.
- Active monitoring of the geopolitical risk landscape (e.g. Ukraine and Taiwan) and assessing any impact on Telia's business.
- Risk assessments and preparation of contingency plans.

Privacy risks

Risk materiality: ●●●○
Risk trend: →

Description
Ensuring the privacy of Telia's customers and employees is vital for the company's business. Vast amounts of data are generated in and through Telia's services and networks, and Telia has a responsibility to ensure that it processes this data in accordance with all applicable laws while protecting it from misuse, loss, unauthorized disclosure or damage.

Data protection regulations are becoming increasingly strict, while technological developments are enabling new, efficient and cost-effective cloud-based solutions. A balance between these two trends needs to be achieved. Privacy questions are also relevant for the increased use of AI, and it is important that Telia manages how personal data is used in this context.

Potential impact
Potential issues related to privacy compliance or personal data breaches may lead to violation of data subjects' privacy. Failure to comply with national and EU legislation may result in significant financial penalties and loss of trust.

Mitigating activities
- Continuous compliance reviews of General Data Protection Regulation (GDPR) implementation.
- Ongoing implementation of common tools and processes to improve quality and control of compliance with privacy requirements. This includes the launch of a tool for data mapping and Data Protection Impact Assessments.
- Mandatory training in data protection and privacy awareness for all employees.
- Continuous monitoring of regulatory changes and technological and operational developments.

For more information, see the **Privacy** chapter in the **Sustainability Statements**.

Supply chain and third-party management risks

Risk materiality: ●●●○
Risk trend: ↗

Description
Telia relies on a vast network of suppliers, partners and customers. Despite due diligence and audits, there is a risk that suppliers and business partners may violate Telia's Supplier Code of Conduct, other requirements, or applicable laws and regulations. Additionally, third parties may be subject to national or international sanctions, which could negatively impact Telia's business operations.

The global supply chain is currently affected by volatility, meaning that certain product categories require heightened attention. Furthermore, ongoing global challenges such as geopolitical tensions, elevated inflation and cyberthreats continue to pose significant risks to supply chain stability.

Potential impact
The failure of Telia's suppliers and partners to adhere to relevant laws, regulations and supplier requirements may violate human and labor rights. Such failures or perceived failures may also damage the reputation of Telia. In addition, there is a related supply chain risk, as suppliers that do not comply with laws and regulations may need to terminate their operations. Violation of national or international sanction programs may result in penalties and damage to Telia's brand and reputation.

Mitigating activities
- Telia's Supplier Code of Conduct is included in supplier contracts.
- A project is ongoing to update the screening and due diligence process associated with suppliers, customers and other business partners
- A risk-based supplier due diligence process is in place.
- Screening and due diligence processes are performed for high-risk suppliers, partners and customers.
- Ongoing work with sourcing category strategies, in collaboration with stakeholders, to monitor and where possible avoid dependencies.

For more information, see the **Workers in the value chain** and **Governance** sections in the **Sustainability Statements**.

Regulation and licenses risks

Risk materiality: ●●○○
Risk trend: →

Description
Telia operates in the highly regulated telecommunication industry and must navigate a landscape of evolving legislation and court precedents. In recent years, the regulatory focus in the EU has moved away from primarily concentrating on network competition to place greater emphasis on sustainability, the digital economy and security. The risks within this regulatory framework encompass various aspects, including competition-related challenges, potential litigations, contractual obligations and other legal compliance issues.

Potential impact
Regulatory changes, fragmented local implementation and interpretation, as well as decisions by regulatory authorities or courts, including the granting or amending of telecommunication licenses and spectrum permits and increasing national security requirements, may affect Telia's strategy, ability to conduct business and financial results. Furthermore, non-compliance with competition laws and regulations could lead to legal sanctions, financial penalties, reputational harm and disruption of business operations.

Mitigating activities
- Proactive outreach to legislators and regulators when laws are adopted and implemented, as well as when laws are applied locally.
- Continuous legal and regulatory monitoring to provide timely advice and assistance throughout the organization.
- Working closely with the line organization to build competence and ensure early integration of legal analysis and advice in all relevant processes. For instance, in regard to cybersecurity legal requirements, an ongoing compliance program will ensure the requirements of new laws are met.

Capabilities, skills, competence and leadership risks

Risk materiality: ●●○○
Risk trend: ↗

Description
People are at the core of everything Telia does, and their engagement, efforts and talents enable the company to execute on its strategy. Key risks in this area include talent attraction and retention, developing skills and competences, employee engagement and productivity, fostering a strong culture based on Telia's purpose and values, developing leaders, and providing a working environment that is physically and psychologically safe. Risk is currently heightened following the change program announced in September 2024, which included a reduction of 3,000 positions across the company.

Potential impact
A shortage of skills and competences could lead to a shift in workforce composition and limit the progress of transformation. Disengaged employees are less productive, less loyal and more likely to leave. The high pace of change, cost pressures and uncertainty within the company could have a negative impact on employee health and well-being.

Mitigating activities
- Maintain oversight of the change program's execution to ensure that desired targets are met without compromising the health and well-being of Telia employees.
- Ensure a strong Employee Value Proposition.
- Continue strategic workforce planning, talent and skills mapping, and upskilling/reskilling of workforce.
- Conduct frequent employee surveys and follow up on results.
- Establish a people, tech and leadership academy, and update Telia's Leadership Framework.

Social and ethical risks

Risk materiality: ●●○○
Risk trend: →

Description
Telia is committed to respecting human rights across its value chain. The company works actively with human rights topics that are material, such as children's rights, digital inclusion, freedom of expression and government surveillance, media freedoms and labor rights in its supply chain. Transparency requirements are increasing, which is reflected in laws such as the Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD) and the NorwegianTransparency Act.

Potential impact
There is a risk of non-compliance with ethical standards and social responsibilities, resulting in human rights violations in the value chain, like health and safety incidents, and lack of freedom or rights in various respects. These issues can in turn expose the organization to reputational damage, legal and regulatory consequences, stakeholder dissatisfaction and erosion of trust.

Mitigating activities
- Further roll-out of Telia's Code of Conduct, which serves as an ethical compass for all employees, combined with strong messaging from executive management and related training.
- The Code is supported by the Whistleblowing Line, which helps identify potential instances of non-compliance.
- A GAP assessment of Telia's operations, policies and practices in relation to the upcoming CSDDD to ensure compliance and learn from best practices.
- Applying continuous human rights due diligence and conducting human rights impact assessments when there is a need for greater insight into a specific risk.

For more information, see the **Workers in the value chain** and **Governance** sections in the **Sustainability Statements**.

Statement of Materiality and Significant Audiences

Telia Company AB is registered in Sweden and is bound by the Swedish Companies Act (2005:551). The Act requires the Board of Directors to govern the company in a way that is profitable and creates value for its shareholders. By integrating sustainability and responsible business practices in all aspects of its business and strategy, Telia aims to create long-term value for shareholders and support sustainable development.

Telia plays a vital role in dealing with current and future societal and environmental challenges, which in turn increasingly define the playing field for economies of all sizes. The company also has an obligation to manage its risks, impacts and opportunities.

Telia takes a double materiality approach by assessing both how the company is impacting people and the environment, and how people and the environment are impacting the company. Engagement with key stakeholder groups is an important component of the company's efforts to identify, understand and manage its most material current and future impacts, and to ensure that Telia makes a substantial contribution towards achieving the UN Sustainable Development Goals. The company regularly monitors and discloses progress through its Annual Report.

Significant stakeholder groups are defined as:
- Authorities
- Consumers
- Business customers
- Employees
- Investors
- Legislators/regulators
- Media
- Suppliers and partners
- Societies.

Telia is committed to a number of international standards and initiatives related to anti-corruption, environmental responsibility, human rights and labor rights, including:
- The UN Universal Declaration of Human Rights
- The core conventions of the International Labour Organization (ILO)
- The OECD Guidelines for Multinational Enterprises
- The UN Global Compact
- The UN Guiding Principles on Business and Human Rights
- The Children's Rights and Business Principles
- The 1.5°C ambition expressed in the Paris Agreement.

The content of these standards and initiatives forms the foundation of Telia's Code of Conduct, which is approved by the Board of Directors and elaborated through the company's policies and instructions.

Corporate Governance Statement

Corporate Governance
This Corporate Governance Statement has been adopted by the Board of Directors. It has been prepared according to the Swedish Corporate Governance Code and the Swedish Annual Reports Act and has been examined by the external auditors. The Statement presents an overview of Telia Company's corporate governance model and includes the Board of Directors' description of the internal control environment and risk management regarding financial reporting.

It is the opinion of the Board of Directors that Telia Company in all respects complied with the Swedish Corporate Governance Code during 2024.

Updated information required by the Swedish Corporate Governance Code is available at **www.telia company.com/en/about-the-company/corporate-governance/**
(Information on the Telia Company website does not form part of this Statement)

Governing Bodies
Telia Company's main governing bodies are:
- The shareholders at the General Meeting
- The Board of Directors
- The Chief Executive Officer (CEO), assisted by the Group Executive Management (GEM).

Shareholders

Telia Company is a Swedish public limited liability company and is bound by the Swedish Companies Act, the Nordic Main Market Rulebook for Issuers of Shares, the Swedish Corporate Governance Code and the company's Articles of Association, as well as by other relevant Swedish and international laws and regulations. The General Meeting is the company's highest decision-making forum where the owners exercise their authority as shareholders.

For further information, see the Swedish Companies Act (2005:551), Annual Reports Act (1995:1554) and Securities Market Act (2007:528) at ***www.riksdagen.se/en****,* ***www.government.se****; Nasdaq Stockholm issuer rules and surveillance at* ***http://www.nasdaq.com/market-regulation/nordic/stockholm****; the Swedish Corporate Governance Code and information on specific features of Swedish corporate governance at* ***www.corporategovernanceboard.se***

Telia Company has one type of share. Each share represents one vote at the General Meeting. As of December 31, 2024, Telia Company had 435,571 shareholders. The Swedish state is the largest shareholder, owning 41.06% of the total shares at year- end 2024. For companies with state ownership, the Swedish government has issued an ownership policy that sets forth requirements related to, inter alia, responsible business, diversity and gender balance. In companies where the state does not have majority ownership, the state acts in dialog with other owners to promote the application of this policy.

The Telia Company share is listed on Nasdaq Stockholm and Nasdaq Helsinki. For more information on the Telia Company share and the company's shareholder structure, see the **Directors' Report**.

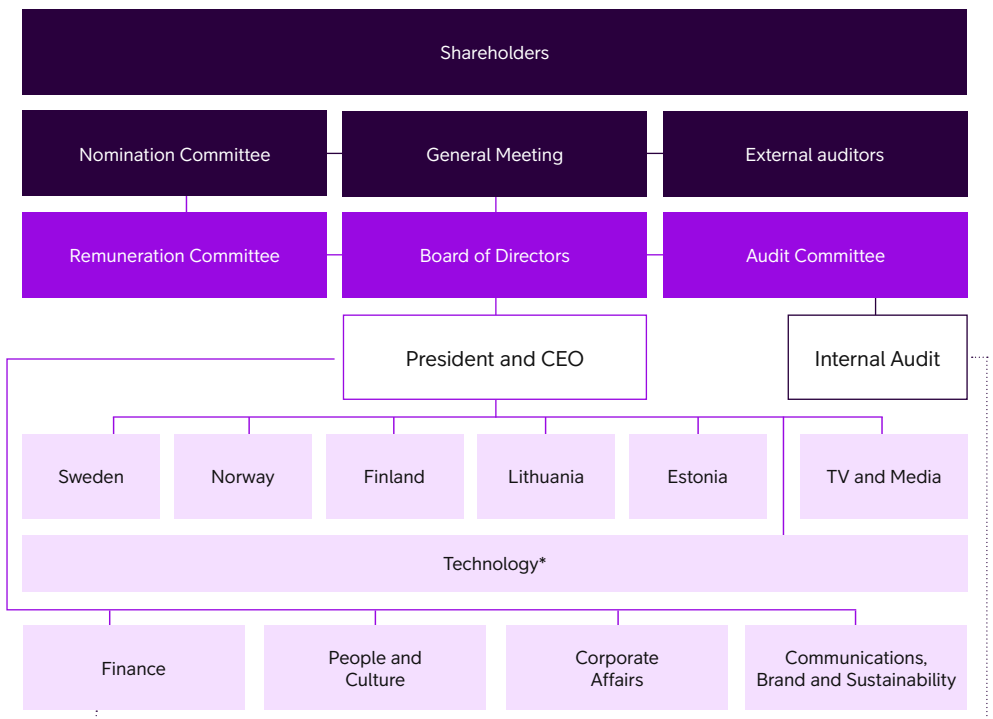
Annual General Meeting (AGM) 2024
The AGM 2024 was held in Solna, Sweden on April 10, 2024.

The AGM resolved, among other things, on the following:

- Approval of the income statement and balance sheet
- Discharge of the Board of Directors and CEO from liability
- Election of the Board of Directors
- Election of auditors
- Appropriation of earnings
- Adoption of the Remuneration Report
- Implementation of a long-term incentive program for key employees and transfer of own shares
- Authorization for the Board of Directors to decide on repurchase of the company's own shares, within certain limits, and transfer of the same shares

Telia Company's Articles of Association are available at ***https://www.teliacompany.com/en/articles/articles-of-association***
and AGM minutes and related documents are available at ***http://www.teliacompany.com/en/annual-general-meeting*** *(information published on the Telia Company website does not form part of this Statement)*

Telia Company's Governing Bodies 2024



* Function renamed from Common Products & Services from December 1, 2024.
Strategy and Commercial has been removed per December 1, 2024 as a result of Telia's new operating model.

Nomination Committee

The Nomination Committee shall, in accordance with the instruction for the Nomination Committee, be nominated by the four (4) largest shareholders in terms of votes at the end of July of the year before the AGM, and who wish to participate in the Committee's work for the period up to the AGM. The Nomination Committee of Telia Company for the AGM 2025 has been appointed based on the ownership structure as of July 31, 2024, and consists of:

- Magnus Johansson, Chair (the Swedish state)
- Sussi Kvart (Handelsbanken Funds)
- Emelie Westholm (Folksam)
- Katarina Hammar (Nordea Funds).

In addition, Lars-Johan Jarnheimer, Chair of the Board of Directors, has been appointed as a co-opted member of the Nomination Committee.

The AGM has previously adopted instructions for the work of the Nomination Committee, which includes:

- Proposing the number of members of the Board of Directors elected by the AGM
- Nominating the Chair, the Vice-Chair and other members of the Board of Directors
- Proposing the remuneration divided between the Chair, the Vice-Chair and other members of the Board of Directors, and the remuneration for serving on committees
- Nominating the Chair of the AGM
- Nominating the external auditors and proposing the remuneration payable to the auditors.

The Nomination Committee conducts interviews and receives information from the Chair of the Board of Directors, other members of the Board of Directors, including employee representatives, and the CEO on the internal work of the Board of Directors, as well as on Telia Company's position and strategic direction, and other relevant circumstances, and receives an internal evaluation of the Board of Directors. Based on this information, the Nomination Committee assesses the functioning of the Board of Directors and the competencies needed in the Board of Directors as a whole.

The Nomination Committee has concluded that the competencies currently needed are experiences from:

- The telecommunication industry and closely related industries
- Digitalization
- Relevant markets
- Consumer-oriented operations and markets
- Sustainability work
- Board work in listed companies
- Media
- Executive leadership
- Transformation and change processes
- Finance.

Based on the competence needs identified, the Nomination Committee evaluates the competencies of the present members of the Board of Directors and the aggregated composition of the Board of Directors. Considering the competences and experiences assessed to be needed in the future, diversity including gender, the professional background of the Board of Directors and the competences of present board members, the Nomination Committee nominates members of the Board of Directors to the AGM.

The Nomination Committee has reported that it complies with the provisions of the Swedish Corporate Governance Code and that it intends to report its activities on the company's website. In its work, the Nomination Committee applies rule 4.1 of the Swedish Corporate Governance Code as its diversity policy. The Nomination Committee has considered the importance of a well-functioning composition of the Board of Directors with diversity and breadth of qualifications, experience and background. The Nomination Committee has specifically discussed gender diversity as part of its efforts to strive for gender balance in the Board of Directors and to compose the most competent Board of Directors. The Board of Directors currently consists of four female and four male members, elected by the AGM.

The AGM 2024 resolved to appoint members of the Board of Directors in accordance with the Nomination Committee's proposals. The Nomination Committee reviews its instructions annually and proposes changes thereto to the AGM as necessary.

Shareholders are welcome to send nomination proposals to the Nomination Committee. Proposals can be sent by e-mail to ***forslagtillstyrelseledamot@teliacompany.com***

Board of Directors

Responsibilities
The Board of Directors is responsible for the organization of the company and the administration of the company's affairs. The Board of Directors regularly assesses the company's and the Group's sustainability and financial position, and ensures that the company is organized so that accounting, management of funds and the company's financial conditions, in general, are controlled in a satisfactory manner.

The tasks of the Board of Directors include, among other things:

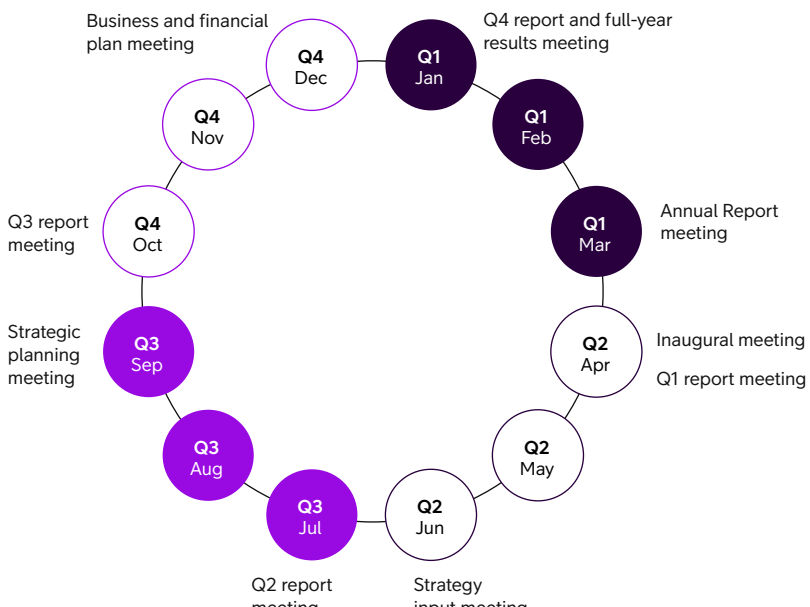
- Establishing business objectives and strategy, with an integrated approach to sustainability
- Appointing, continuously evaluating and, if required, removing the CEO from office
- Ensuring that there are effective systems in place for monitoring and controlling the company's operations and its sustainability and financial position compared with its stated objectives
- Ensuring that there is satisfactory control of the company's compliance with laws and other regulations applicable to the company's operations
- Ensuring that policies governing the company's ethical conduct are adopted
- Ensuring that the company's external disclosure of information is marked by openness and is correct, relevant and reliable.

Instructions for the work of the Board of Directors are set forth in its rules of procedure, which are reviewed and adopted annually. The rules of procedure set out the number of ordinary Board of Directors meetings, agenda items and matters to be addressed at ordinary Board of Directors meetings, the duties of the Chair of the Board of Directors and the allocation of responsibilities between the Board of Directors and the CEO, including the CEO's reporting to the Board of Directors. It also includes instructions for the work in Board Committees, inter alia, stipulating the Committees' duties, the number of Committee meetings, matters to be addressed at the meetings and reporting to the Board of Directors.

Members and independence
The Board of Directors consists of eight members elected by the AGM, serving one-year terms, and three employee representatives (with three deputies) from Telia's Swedish operations. Lars-Johan Jarnheimer is the Chair of the Board of Directors. The other members of the Board of Directors, elected by the AGM 2024, are Ingrid Bonde (Vice-Chair), Luisa Delgado, Rickard Gustafson, Jeanette Jäger, Johannes Ametsreiter, Tomas Eliasson and Sarah Eccleston. Jimmy Maymann was not available for re-election at the AGM 2024.

In accordance with the guidelines of the Swedish Corporate Governance Code, all members of the Board of Directors elected by the General Meeting are considered independent in relation to the company, to the Group Executive Management of the company and to major shareholders.

The Board's Annual Work Cycle



The members of the Board of Directors are presented in more detail, including meeting attendance, remuneration and holdings of Telia Company shares, at the end of this Statement.

Annual work cycle
The work of the Board of Directors follows an annual cycle, enabling the Board of Directors to address each of its duties appropriately and to keep strategic issues, risk assessment and value creation high on the agenda.

Meetings of the Board of Directors are normally held in Solna, Sweden, but the Board of Directors' ambition is to hold at least one meeting elsewhere to be able to discuss local issues more deeply, make specific site visits, etc.

Meetings of the Board of Directors
The annual Board of Directors cycle starts and ends at the AGM. During the year, approximately eight ordinary meetings are held, including the inaugural meeting and a strategy meeting.

The meetings address, among other things:

- Approval of financial reports and the Annual Report, including the Sustainability Statements
- Review and assessment of financial forecasts, investments, business plans and progress towards sustainability goals
- Budget review and approval
- Strategy review and evaluation
- Review and approval of key policies and governance documents
- Dividend proposal
- Issues that shall be referred to the Board of Directors, in accordance with e.g. laws and governance documents
- Self-assessment of the work and members of the Board of Directors
- Target setting
- Risk reports
- Performance review of the CEO
- Organization and management issues
- Discussion with the auditor of the Group without the presence of the CEO or Group Executive Management.

The Board of Directors' work in 2024
In 2024, the Board of Directors held eight (8) ordinary meetings (whereof one inaugural meeting) and three (3) extra meetings. In addition to following up on the day-to-day business of the Group, the Board of Directors paid special attention to:

- Strategic options, with specific review of the changing business environment in the telecommunication industry
- Follow-up on major strategic initiatives within the business operations
- Operating model and organizational topics, including headcount-related activities
- Integration of sustainability in the company's business strategy
- M&A activities
- Review of efficiency initiatives and cost-reduction programs
- Regulatory developments in the telecommunication industry
- Implementation of the new Corporate Sustainability Reporting Directive (CSRD)
- Potential acquisitions and joint ventures
- Investments in telecommunication licenses and spectrum permits
- Follow-up on CAPEX
- Capital structure of the group
- Issues related to human resources, in particular succession planning and performance management.

Furthermore, the Board of Directors evaluated its internal work during 2024 and the result was reported to the Nomination Committee.

Board Committees
To improve the Board of Directors' work efficiency, the Board of Directors has appointed a Remuneration Committee and an Audit Committee. The Committees prepare recommendations for the Board of Directors and make proposals on matters that require the Board of Directors' approval. The Committees also give continuous reports of their work to the Board of Directors.

Remuneration Committee
The Remuneration Committee, among other things, assists the Board of Directors by preparing proposals on remuneration and monitoring and evaluating, on a regular basis, the structures and levels of remuneration of the CEO and other members of the Group Executive Management, as well as the current remuneration structures and levels in the company.

Audit Committee
The Audit Committee assists, among other things, the Board of Directors in fulfilling its responsibility in relation to financial and sustainability reporting, internal control, internal and external audits, enterprise risk management, and the company's process for monitoring compliance with laws and regulations within financial and sustainability reporting, accounting standards and other requirements for listed companies, as well as monitoring the company's risk and compliance

Organization of the Board

Board of Directors
11 members (of which 3 employee representatives)

Lars-Johan Jarnheimer, Chair of the Board

Remuneration Committee
3 members

Lars-Johan Jarnheimer (Chair)
Luisa Delgado
Rickard Gustafson

Audit Committee
3 members

Tomas Eliasson (Chair)
Ingrid Bonde
Johannes Ametsreiter

work. The Committee shall further approve the appointment and dismissal of the Head of Internal Audit.

Remuneration Committee work in 2024
Lars-Johan Jarnheimer is the Chair of the Remuneration Committee. In 2024, the Committee held five (5) meetings. Its work included, among other things:

- Evaluation of remuneration policies and programs as well as the preparation of a remuneration report
- Variable pay and long-term incentive programs
- Succession planning and talent management
- Performance management
- Remuneration of the CEO and Group Executive Management
- Approval of recruitments of officers at senior management level.

Audit committee work in 2024
Tomas Eliasson is the Chair of the Audit Committee. In 2024, the Committee held six (6) meetings. Its work included, among other things:

- Supervising and reviewing the company's financial reporting process and procedures for financial information and annual accounts
- Reviewing and approving accounting principles pertaining to financial reporting
- Reviewing annual accounts, the Board of Directors' Report, the Corporate Governance Statement and the Sustainability Statements
- Reviewing assessments concerning asset valuation, treasury and operational risks (including assessment of, and actions taken in response to, whistleblower reports)
- Monitoring financial statements and interim reports, and giving recommendations and proposals to ensure accurate reporting
- Monitoring the implementation of the new Corporate Sustainability Reporting Directive (CSRD)
- Monitoring efficiency of internal controls and risk management systems with respect to financial reporting
- Reviewing risks and risk management issues to be presented in the Annual Report and financial statements
- With regards to the external auditors: monitoring and reviewing the audit of the financial statements and follow-up on recommended actions, reviewing and approving audit plans, reviewing the impartiality, independence and performance of the external auditors, and submitting a recommendation on the election of the external auditors, as well as conducting closed sessions with external auditors without management present
- With regards to the internal auditors: reviewing and approving the internal audit charter and internal audit plan, reviewing audit reports and follow-up process of monitoring implementation, and reviewing the performance of Internal Audit, as well as conducting closed sessions with Head of Internal Audit without management present
- With regards to Risk and Compliance: reviewing the company's risk appetite, Enterprise Risk Management system, risk portfolio and its development, the Governance, Risk and Compliance team and related programs, reviewing reports on investigations, including whistleblowing cases, and reviewing risk and compliance reports, including the company's risk control report (containing all prioritized risk areas) and top risk portfolio.

The Remuneration Committee and the Audit Committee evaluated their internal work during 2024 by self-assessment.

CEO and Group Executive Management

The CEO is responsible for the development of the company's business, and leads and coordinates day-to-day operations in accordance with the Board of Directors' instructions for the CEO and other decisions made by the Board of Directors.

Headed by the CEO, the Group Executive Management comprises the CEO, CFO, Head of Technology, General Counsel and Head of Corporate Affairs, Head of People & Culture, Head of Communication, Brand & Sustainability, CEO of Telia Sweden, CEO of Telia Norway, CEO of Telia Finland, CEO of Telia Baltics and Head of Telia Lithuania and Head of TV & Media.

The Group Executive Management meets monthly and its meetings are focused on following up on strategic and business performance, including sustainability, major change programs, risks and other issues of strategic nature and Group-wide importance.

Patrik Hofbauer is the President and CEO of Telia Company. The members of the Group Executive Management are presented in more detail, including remuneration and holdings of Telia Company shares, at the end of this Statement.

Group-wide Governance Framework

Sound principles for corporate governance are a prerequisite for maintaining trust between Telia and its stakeholders and securing shareholder value. Owners, investors, customers, employees and other key parties should always be confident that the company's business activities are characterized by reliability, transparency and high ethical standards.

The aim of the Group-wide Governance Framework is to ensure that Telia's strategy, risk appetite, culture and values are aligned with its objectives and stakeholder interests, and that the company complies with relevant laws and regulations.

The Group-wide Governance Framework is approved by the Board of Directors and is designed to:

- Ensure that the company possesses the understanding and capabilities to fulfil promises and commitments to its customers, shareholders and employees.
- Ensure that operational results reflect established decisions, inspiring every employee to collaborate towards common goals within set guidelines.
- Establish a common and clear understanding of the company's purpose, values, roles, responsibilities and authority to act.

Group-wide governance framework

Customer promises and key stakeholder obligations

Deciding what we shall achieve	Setting the boundaries for how we act	Delivering on our promises	Following up on performance
• Purpose • Strategic priorities • Financial, operational and sustainability targets	• Core values • Risk appetite • Company governance • Governing bodies • Delegation of authority • Policy framework • Code of Conduct	• Strategy to execution • Business processes • Organization and resources	• Business reviews • Risk and compliance reviews • Individual performance management

Customer promises and key stakeholder obligations

Telia's customers are at the heart of all its actions. Commitments to customers, shareholders and other stakeholders guide the company's goals and shape the values it aims to uphold.

Deciding what to achieve

Telia's overall aim is to create a company that is better for its customers, employees, owners, and the societies in the Nordics and the Baltics.

Purpose

To provide overall guidance for employees, the Board of Directors has approved a purpose statement: "We reinvent better connected living". The purpose is a clear direction for the strategy to create a Better Telia, grow the business and deliver sustainable value creation.

Where we play

Telia operates in Nordic and Baltic markets where we can be no.1 or no. 2, and within connectivity and close to core services. The markets where Telia is present are stable and predictable markets, and where compared with other European countries, people tend to spend a larger share on telecommunication and media services.

How we win

Inspiring customer experience

Customers are at the center of everything Telia does. The company works to understand their needs and expectations, and to design products and services that meet, or even more importantly, exceed them.

Telia aims to provide a seamless and excellent customer experience across all touchpoints. The company strives to be the preferred digitalization partner for businesses by providing the best cloud, IoT and security solutions.

Network and technology quality

Telia's people and networks are the company's most important assets. Telia's network quality helps the company to enable new technologies and services, maintain customer satisfaction and loyalty, and differentiate itself in the market.

Telia needs to stay focused on its network leadership position by expanding the reach, capacity and quality of both its fixed and mobile networks.

A trusted and sustainable partner

By being a trusted and sustainable partner, Telia aims to maintain customer loyalty and satisfaction, attract and retain talent, and maintain the confidence of investors.

Trust is built through delivering on customers' expectations, where every day counts.

In today's uncertain geopolitical environment, Telia is committed to privacy and security in order to protect its customers.

Group Policy	Description
Anti-Bribery and Corruption	To set the standards for ethical business practices throughout the operations.
Enterprise Risk Management	To describe the ERM framework.
Environment	To ensure that we proactively manage environmental impacts throughout the full lifecycle of delivering our products and services.
Financial management	To set the rules for managing financial risks and for counterparty credit ratings.
Freedom of Expression and Government Surveillance	To define our commitments in relation to requests or demands with potentially serious impacts on freedom of expression and customer privacy.
Human Rights	To respect human rights, to avoid causing or contributing to adverse human rights impacts in our operations and address impacts when they occur.
Inside Information and Insider Trading	To ensure a high standard of ethical behavior towards the capital markets by defining trading and reporting rules.
Media Owner Commitments	To define Telia's commitments in relation to a free flow of information, freedom of expression, freedom and independence of mass media and an open and democratic society. As media owner, we confirm that all mass media content shall be protected by traditional editorial integrity principles, established journalistic practices and the sovereignty of the responsible publisher pursuant to constitutional law regarding freedom of expression.
People	To provide our employees with an overview of our company values and expectations in relation to people, health, safety and well-being. It also gives employees at all levels the prerequisites to act in line with these values and expectations.
Privacy and Data Protection	To respect and safeguard privacy and data protection by setting high and consistent standards.
Quality	To define our commitment to consistently provide products and services of high quality that meet customer needs.
Remuneration	To set the strategic direction and clarify the approach on designing and implementing remuneration practices for employees at all levels.
Security	To describe the governance as well as control, facilitation and implementation of security measures.

Telia aims to integrate sustainability into everything it does and offers, to maximize the positive impact the company can have.

Telia's priorities
A significant change to Telia's strategy is the introduction of a clear set of priorities for the next three years: Simplify, Innovate and Grow.

Getting it done
To deliver on its strategy – and stay focused and aligned while taking a more decentralized approach – Telia has outlined what is required to be successful:

- Employees who feel proud to work for Telia; the company encourages a culture of winning and performing together, in line with the values Dare, Care, Simplify.
- A more focused organization, with clear roles and responsibilities, promoting transparency in decision-making and accountability.
- A faster Telia, where employees collaborate with synergies in mind and have a mandate to realize outcomes and benefits.
- For more information, see **Our Strategy**.

Operational, financial and sustainability targets
The Board of Directors sets the near-term direction for operational, financial and sustainability matters. Targets are set for the Group as a whole, and for each country and business unit. For more information on Telia's sustainability work, targets and governance, see the **Sustainability Statements**.

Setting boundaries
The Board of Directors and Group Executive Management set the boundaries for how Telia employees should act. These boundaries are based on Telia's core values, corresponding steering documents, risk appetite, the Delegation of Obligations and Authority, and the Code of Conduct.

Core values
Telia's values – Dare, Care, Simplify – are at the core of how its employees behave, and provide a compass for how to act in daily work.

We dare to make an impact and call things out, even when it is difficult
We care for everyone and look out for each other, both people and planet
We simplify the way we do things and focus on what matters most.

Establishing risk boundaries
The Board of Directors approves the level and type of risk that Telia should take in pursuit of its strategic objectives. The company's risk appetite is defined by clear boundaries or thresholds, ensuring that its actions and decisions are in alignment with its values, strategic goals and stakeholder expectations.

Company governance
Governing bodies such as the Board of Directors and various committees make key decisions and oversee company operations (as described in the **Corporate Governance statement**, prepared according to the Swedish Corporate Governance Code and approved by the Board of Directors).

These bodies are responsible for setting company direction, making policies and ensuring accountability. They act as a system of checks and balances, ensuring that the company's interests align with those of its stakeholders, including shareholders, employees and the public.

- *Delegation of Obligations and Authority*
  The Delegation of Obligations and Authority (DOA) is the governing document that sets out the governance principles and decision-making process at Telia. The DOA is issued by the Telia Group CEO, defines how the Group CEO delegates obligations and authority, and sets expectations for Group Executive Management.

Policy Framework
To govern the company, the Board of Directors has approved a Policy Framework that consists of steering documents, namely Group Policies, Group Instructions and Group Standards. These documents form the backbone of Telia's approach to governance, risk management and compliance.

The heads of Group functions and executive owners of Telia's Principal Risks ensure that the Group Policies, Group Instructions and Group Standards are issued in their designated areas of responsibility. Each Group executive is accountable for annually reviewing their area's governance requirements, which includes proposing new or updating existing Group Policies and Group Instructions. All Group Policies, Instructions and Standards are mandatory for all entities in which Telia has management responsibility. Country CEOs are responsible for the implementation of, and compliance with, governing documents within their geographic location.

The Board of Directors reviews and approves Group Policies at least once a year, based on endorsement and recommendations from the Group Governance, Risk, Ethics and Compliance (GREC) Committee or Group Executive Management. The Board of Directors has entrusted the CEO to issue instructions for more detailed governance in areas of overall importance for Telia's operations. The CEO or the head of the relevant Group function approves Group Instructions and Standards after they have been reviewed and approved at a Group GREC or Group Executive Management meeting. All steering documents are archived and published on a central platform accessible to all employees and certain categories of contingent workers.

Group Policies are publicly available at: ***www.teliacompany.com/en/about-the-company/public-policy*** *(Information on Telia Company's website does not form part of this Statement)*

Code of Conduct
The Code of Conduct, issued by the Board of Directors, serves as Telia's ethical compass. It sets out clear standards and expectations about how to act, and emphasizes that doing business with integrity is a shared responsibility.

The Code reflects Group Policies and Group Instructions, encompassing 18 subject areas. Each area covers a description of how to act in specific areas, a summary of what to keep in mind, resources, and how to get further help and advice.

The Code is designed to guide all Telia employees, managers and members of the Board of Directors, as well as contractors, consultants, and freelancers working in Telia's operations. It also influences Telia's third-party relationships and contractual agreements. The Code of Conduct is reviewed on an annual basis by the GREC Committee in collaboration with subject matter experts.

Delivering on promises
Telia always strives to deliver what it says it will, at the right time and in the right way, in order to build trust, ensure reliability, and satisfy key stakeholders and customers.

Business processes
Processes are key to creating and delivering value to Telia's customers. The company's Business Process Management (BPM) Framework provides the foundation for its processes. The BPM consists of five areas: culture and mindset; architecture; governance; performance; methods; and technologies. It allows Telia to oversee and refine both automated and manual business activities, from inception to execution, supporting outcomes that are consistent with the company's strategic objectives. The business processes provide the foundation for a company that is effective and that meets business and customer expectations with agility.

Organization and resources
The Group's operations are organized into the following operating segments: Sweden, Finland, Norway, Lithuania, Estonia, and TV & Media. Central entities comprise the Technology unit, and the Group Finance, Corporate Affairs, People & Culture, and Communication, Brand & Sustainability Group functions. These Group functions are responsible for driving developments within their respective areas to ensure efficiency and cross-border synergies. All countries and central entities work in close cooperation, providing advice and guidance to maintain high technical and commercial skills, support good management, regulatory compliance and economies of scale, and enable a business that is sustainable in the long term. Resources – in terms of financial and human capital, network assets, social and relationship capital as well as natural resources – are allocated to ensure successful execution.

Business Area TV and Media's operations are characterized as mass media operations and are protected by national laws on freedom of expression. In accordance with these laws and Telia's Group Policy on Media Owner Commitments, all editorial decisions are solely taken by personnel within the editorial operations and at the absolute discretion of the Editor-in-Chief.

Editorial operations are separate from other parts of the company, and Telia respects the editorial integrity of mass media, including the confidentiality of sources and source material, and the integrity and confidentiality of editorial work and decisions. The Group Policy guarantees that independent publishing is upheld vis-à-vis, for example, owners, governments, public authorities, political parties, the Board of Directors and management of Telia, external financial power spheres and other organized social interests.

The Strategy to Execution Framework
The Strategy to Execution Framework aims at ensuring effective strategy execution, clear accountability and better decision-making. It is deployed to redefine and allocate, measure and track the development of business objectives to realization and benefit.

Following up performance
Following up and monitoring Telia's performance is crucial for identifying improvements and for planning. Performance follow-up is conducted at both the organizational and individual levels.

Business reviews
The CEO sets goals for the operations based on the direction of the Board of Directors and in line with the annually approved Financial Plan. Managers have annual targets for their respective operations based on the Financial Plan; this is followed up in monthly (with the CFO) and quarterly (with the CEO/GEM) business review meetings that include financial and operational reviews for the reporting period. The review meeting also includes a review of operational, commercial, financial, sustainability and people performance metrics, as well as tracking of key business initiatives. The business reviews allow for frequent follow-up on operational key performance indicators (KPIs) at a country and business unit level. These KPIs consist of several measurements that give management an overview of the businesses' current state and progress over time.

The Net Promoter Score (NPS®) framework is used to monitor and improve the customer experience that Telia provides. Monthly business review meetings are attended by the CFO, Head of Corporate Control, Head of Business Control, Head of Investor Relations and the unit CFO. Quarterly business review meetings are attended by the CEO, CFO, Head of Corporate Control, Head of Investor Relations and selected members of GEM, in addition to the respective country management.

The Board of Directors receives reports on operational performance and key financial updates monthly. At each ordinary meeting of the Board of Directors, the Group's operational and financial performance are presented in detail by the CEO and the CFO respectively. See the **Board of Directors** section for more information.

Risk and compliance reviews
The GREC Committee is Telia's primary governing body for risk and compliance follow-up. For further information, see the Governance, Risk and Compliance section.

Individual performance management
YouFirst is Telia's Group-wide approach to employee performance and development. It aims to ensure that expectations and priorities are connected to the company's strategy, that challenging goals are set and that personal accountability for results is maintained. YouFirst is integrated into daily work through regular conversations, coaching and feedback between leaders and employees.

Governance, Risk & Compliance (GRC)

Telia has established a group-level Governance, Risk & Compliance (GRC) function to help ensure that the company takes an integrated and strategic approach to aligning governance and policies with its objectives, while managing risks and promoting ethical and responsible decision-making through compliance with policies, laws and regulations.

The Head of the GRC function reports to the Group CFO and acts as the owner of Telia's common GRC process.

The GRC function's responsibilities include:
- Overseeing the Group-wide Governance Framework, owning the Group Policy Framework, Group Enterprise Risk Management (ERM) Framework, and policies and instructions within the GRC's areas of responsibility, monitoring compliance and supporting Group-wide implementation.
- Overseeing the operational effectiveness of ERM processes across the Group and proposing actions for improvement.
- Monitoring the risk level as well as specific risk matters across the Group. As part of that responsibility, the Head of the GRC function collects and aggregates reports from countries and Group functions in order to provide the CEO and the Board of Directors with a consolidated and holistic overview of the Group's risk level and individual material risks.
- Facilitating and organizing the Governance, Risk, Ethics & Compliance (GREC) Committee at Group level.
- Promoting a culture that encourages ethical conduct and commitment to compliance, as well as assisting, advising and providing objective and reasonable assurance that the company is managing compliance risks in an appropriate way.

Risks and uncertainties
Telia offers a broad range of products and services in multiple markets in the highly competitive and regulated telecommunication industry. As a result, Telia is subject to a wide variety of risks and uncertainties. The company has defined risk as anything that could have a material adverse effect on the achievement of its strategic and operational goals. Risks can be threats, uncertainties or lost opportunities relating to current or future operations or activities.

Risks and uncertainties related to business, sustainability and shareholder topics are described in the Directors' Report section on **Risks** and financial risks in **Note C27** to the consolidated financial statements.

Risk management – principal risks and the three lines model
Telia recognizes that effective risk management is fundamental for achieving its business and growth goals. The company strives to deliver the highest possible returns within acceptable risk and cost levels. Risk management is initiated on an enterprise level, with collaboration between functions to identify key risks, threats and consequences related to specific value drivers and strategic objectives.

The identified risks are analyzed and prioritized together with the Group Executive Management (GEM) team, who agree on a portfolio of principal risks. An executive risk owner is assigned to each principal risk and is responsible for defining the principal risk appetite, which is typically aligned with a Group Policy. The principal risks constitute the foundation of Telia's ERM Framework.

The management of risk within each principal risk area is an integral part of Telia's strategic and operational activities, business planning process and monitoring of business performance. Risks are continuously identified and assessed, and measures are implemented to mitigate and monitor these risks.

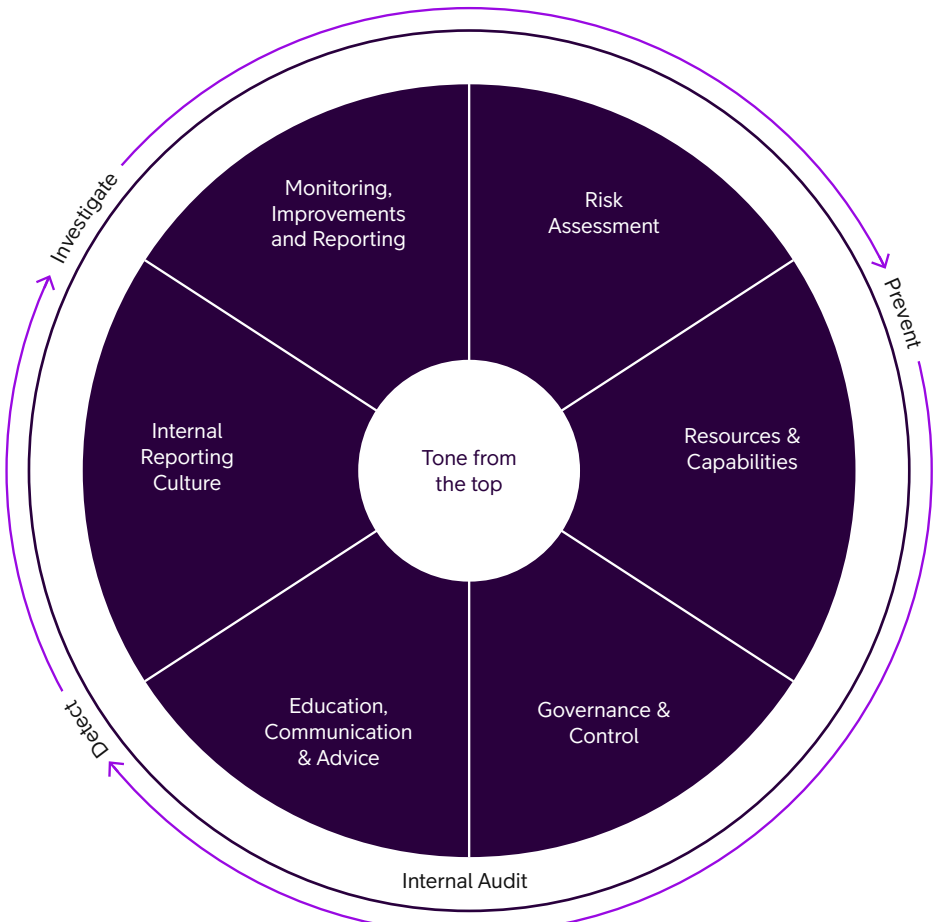
Risk management roles and responsibilities are aligned via the three lines model:

Risk management roles and responsibilities are aligned via the three lines model:

- **First line:** The heads of countries and Group functions are accountable for risk management in their respective units, and assign Risk Management Coordinators to ensure the implementation of the ERM Framework throughout the line organization. This line organization is responsible for assessing, responding to and controlling risks through internal control activities, as well as for reporting risks to local risk committees.
- **Second line:** This comprises the Group-level GRC team, incorporating the ERM function and Group Compliance function, the principal risk area and assurance functions, the internal controls function in Group Finance and GREC Committee meetings. Principal risk area coordinators are responsible for maintaining a holistic view of their risk area by ensuring that the relevant risk appetite is cascaded throughout the organization. They are also responsible for monitoring and evaluating risk and control capabilities, overseeing the operational effectiveness of the area's risk processes across the Group and reporting risk posture to the GREC Committee.
- **Third line:** The Group Internal Audit function provides independent and objective assurance and advisory services related to governance, risk and internal control.

In addition, external parties such as auditors and regulatory bodies provide assurance related to specific statutory requirements, such as information presented in the consolidated financial statements or reported to the Swedish Financial Supervisory Authority.

The aim of the continuous risk management process is to ensure that all risks that may help or hinder the achievement of Telia's objectives are regularly assessed, managed and monitored. The risk management process promotes transparency, feasibility and traceability, and Telia strives to integrate risk management fully into all business processes. Telia's management works to establish a personal sense of responsibility for, as well as a common view on and awareness of, risk among employees, as well as facilitatingownership of risks in daily decision-making. Risk reporting is integrated into the business planning process, and risks are reviewed as part of business reviews and escalated through the line organization.



Telia's management proactively conducts risk and compliance evaluations and assessments in a regular and timely manner, to help ensure that all employees are aware of, and take steps to comply with, the relevant requirements. Compliance indicates conformance to external as well as internal requirements, such as applicable legislation and regulations, international standards and norms, and Group Policies and Group Instructions.

Risk and compliance reporting
A Telia Risk & Compliance Report is delivered bi-annually to the Audit Committee and the Board of Directors, in alignment with the Board of Directors' annual work cycle. The overall status of each principal risk is based on detailed risk reports, interviews and workshops with principal risk owners and subject-matter experts. Risks are presented from a Group and country perspective.

In addition, the Audit Committee receives a quarterly consolidated litigation report with short-form details of ongoing, pending and threatened major legal and administrative proceedings. Each case description also includes nominal and estimated financial impact where possible, and a probability grading. The Board of Directors receives a summary of major litigations.

Aligned assurance
Telia has adopted an aligned assurance way of working, whereby the ERM, Ethics & Compliance and Group Internal Audit teams align on the planning, execution and reporting of assurance activities. The fundamental objectives of aligned assurance are to ensure that risks are managed in accordance with the company's risk appetite, as well as to provide holistic visibility and assurance to the Board of Directors, management, regulators and customers.

Information gathered through assurance activities is aligned and provided to the GREC Committee and the Audit Committee. The aligned approach supports management's decision-making through providing comprehensive overviews of the company's overall risks, current levels of control and the effectiveness of mitigation activities.

Assurance Framework
A risk and compliance Assurance Framework has been developed to support an aligned and systematic approach to assurance. The Assurance Framework consists of six elements. It is designed to adhere to international standards and is based on the principles of prevent, detect and investigate. The framework is used to establish assurance of the appropriate management of key risks in Telia's Risk Universe.

GREC Committee
The purpose of the Group GREC Committee is to act as the primary governing body for risk management and compliance throughout Telia.

GREC Committees are also established on a country level, and in selected Group functions and subsidiaries.

At all levels, GREC Committee meetings are held at least quarterly and provide a forum for management updates, discussion, decisions and follow-up on risk and control mitigation activities and initiatives within Telia's risk and sustainability focus areas.

At Group level, the GREC Committee meeting is chaired by the CFO and attended by the CEO, the Group General Counsel & Head of Corporate Affairs, the Chief Operating Officer (replaced by the Chief Technology & Information Officer from October 2024), the Head of Communications, Brand & Sustainability, the country Heads, the Head of TV & Media, Head of GRC and the Head of Internal Audit. The purpose, agenda and participants in local GREC Committee meetings mirror those of the Group-level meetings.

Whistleblowing Line
Telia's Whistleblowing Line enables the company's employees and other parties to raise concerns or seek advice on matters related to compliance with the law or Telia's Code of Conduct.

The system enables anonymous and confidential reporting of potential violations of accounting, reporting or internal controls, as well as non-compliance with local laws or breaches of Telia Company's Code of Conduct, Group Policies, Group Instructions and standards.

Telia Company has a Group-wide standard for performing internal investigations into potential violations or non-compliance. The guiding principles are to ensure that investigations are conducted objectively and impartially; that facts are swiftly established with minimum disruption to the business or the personal lives of employees; and that confidentiality and non-retaliation are respected at all times. Consolidated case reports have been presented to the Audit Committee during the year. The reports included information on allegations of certain significance, the progress of investigations and the results of the investigations.

For more information about whistleblowing reports, internal investigations and disciplinary decisions during 2024, see section G1-1 in the **Sustainability Statements.**

To the reader of this Statement: If you believe there are deficiencies in Telia Company's financial reporting, or if you suspect any misconduct within Telia Company, you may report your concerns at: **www.speakupline.ethicspoint.com**

Internal control over financial reporting

In accordance with the Swedish Companies Act and the Swedish Corporate Governance Code, which have been updated to incorporate the European Sustainability Reporting Standards, the Board of Directors is responsible for internal control over financial reporting. The Board of Directors continuously reviews the performance of internal controls and initiates activities to foster continuous improvement of these controls. Telia's Enterprise Risk Management (ERM) Framework includes internal controls over financial reporting and is in line with the Committee of Sponsoring Organizations of the Treadway Commission (COSO) Internal Control - Integrated Framework. It consists of the following inter-related areas: control environment, risk assessment, control activities, information and communication, and monitoring.

To establish a consistent approach to, and a common Group view of, risks related to incorrect financial reporting, Group-wide risk catalogs have been implemented in all major entities in which Telia has management responsibility. The internal control function in Group Finance is responsible for developing and maintaining the internal control over financial reporting framework.

Internal control is an integral part of Telia's corporate governance and ERM, which involves the Board of Directors, Group Executive Management (GEM) and employees on all organizational levels. It is a process that includes methods and processes intended to:

- Safeguard the Group's assets
- Ensure the reliability and correctness of financial reporting
- Secure compliance with applicable legislation and guidelines
- Ensure that objectives are met and that operational efficiency is continuously improved.

The objective of Telia's financial reporting is to align with high professional standards and ensure complete and accurate reporting in a timely manner.

Control environment
The most essential elements of Telia's control environment are Group Policies, related Group Instructions and detailed Group Directives. Management at all levels is responsible for ensuring that the organization complies with the Delegation of Obligations and Authority issued by the CEO, the financial governing documents, the reporting framework and other Group requirements.

Group Finance is responsible for monthly monitoring and, if significant, communication of changes in legislation, listing requirements and financial reporting standards affecting financial Group Policies, Group Instructions or Group Directives.

Management in each entity or Group function is responsible for ensuring that:
- Monthly and quarterly financial statements comply with Telia's accounting policies
- Financial reports are delivered on time
- Activities to mitigate risks, as specified in the Group risk catalogs, have been implemented and are performed
- Material business and financial risks are identified and reported.

Telia's financial shared services unit supports harmonized and standardized financial accounting processes and controls across large, wholly owned business units.

Risk assessment
Telia takes a risk-based approach towards internal control over financial reporting. Risk management related to financial reporting is incorporated in the Group-wide ERM Framework.

As such, assessment and management of risks that may result in inaccurate financial reporting is ongoing, with the Group risk catalogs used as a baseline. Risk assessments are performed from both a top-down and a bottom-up perspective, and the results are documented in the Group risk catalogs.

Control activities
All business processes across Telia include controls regarding the initiation, approval, recording and accounting of financial transactions. Major processes, including related risks and key controls, are described and documented in a common and structured way, based on the requirements set out in the Group risk catalogs.

Controls are either automated or manual, and are designed to ensure that necessary actions are taken to prevent or detect material misstatements and to safeguard the assets of the company. Controls for the recognition, measurement and disclosure of financial information are included in the financial closing and reporting process, including controls for IT applications used for accounting and reporting.

Information and communication
Group Policies, Group Instructions and Group Directives, the reporting framework guidelines, and other requirements regarding accounting, reporting and internal controls, are made accessible to all employees concerned using Telia's internal communication channels. Employees at Group level engage in internal training activities to ensure harmonization in key areas such as revenue recognition and the distinction between capital and operating expenditure.

Telia promotes an open, honest and transparent flow of information, especially regarding the performance of internal controls. Control performers are encouraged to disclose any issues concerning their controls in the reporting, so that potential problems can be addressed before they lead to a misstatement.

Monitoring
Telia has implemented a structured process for performance monitoring of internal control over financial reporting. This process includes countries and Group functions and consists of self-assessments of risk-mitigating activities. The internal control function in Group Finance monitors the process on a monthly basis.

On behalf of GEM, the internal control function carries out an annual risk-based compliance review of key risks to evaluate the quality of self-assessments, risk mitigation and the overall internal control environment.

The results of the self-assessments and the compliance review are communicated to the management of all relevant entities and to the Audit Committee. The Audit Committee also receives reports directly from both external and internal auditors. The reports are discussed and follow-up observations made by the Audit Committee. The external and internal auditors are both present at the Audit Committee meetings.

At least once a year, the entire Board of Directors meets with the external auditors, in part without the presence of Telia's management.

Group Internal Audit

The Group Internal Audit function provides independent, objective assurance and advisory services aimed at enhancing Telia's operations. It systematically evaluates and works to improve governance, risk management and internal control.

The function is guided by the Audit Plan in prioritizing and allocating resources. The Audit Plan is aligned with Telia's strategy, key enterprise risks and business plans. The Audit Committee approves the Audit Plan, which is shared with external auditors. The Internal Audit function periodically discusses audit assignments, findings and risk assessments with external auditors.

In 2024, the audits performed covered both Group functions and countries, in areas including:
- Commercial excellence
- Service assurance
- Information security
- Finance
- Risk management and compliance
- Legal and regulatory compliance.

Audit results are shared with relevant managers, the CEO, CFO, GEM members and external auditors. A summary of findings is periodically reported to the Audit Committee.

The Head of Group Internal Audit reports functionally to the Audit Committee and administratively to the CFO.

Auditors

Number of auditors and duties
According to its Articles of Association, Telia Company AB shall have no less than two and no more than three auditors, and no more than the same number of deputy auditors. The AGM can also appoint only one auditor if the auditor in question is an authorized audit firm. The auditors report to the company's shareholders at General Meetings.

The task of the external auditor is to examine Telia Company's annual accounts and consolidated accounts, as well as to review the administration of the company by the Board of Directors and the CEO. The duties of the auditors include:
- Presenting the audit plan, scope and content of the annual audit to the Audit Committee
- Reviewing the interim financial report for the third quarter
- Auditing the financial statements in accordance with international standards for auditing and generally accepted auditing standards in Sweden
- Conducting a statutory examination of the Corporate Governance Statement
- Performing an annual limited assurance of the Sustainability Statements of the Annual Report.

The auditors present the results of their audit and provide an opinion at the AGM on whether the guidelines for remuneration to senior executives have been complied with. Furthermore, the auditors report to the Audit Committee, including the CEO and the CFO, on a quarterly basis.

For further information on interactions between the Board of Directors and the auditors, see the sections on the **Board of Directors** and **Internal controls over financial reporting** respectively.

Current auditors and fees
At the AGM 2024, KPMG AB was elected as auditor until the end of the AGM 2025. KPMG AB has appointed Joakim Thilstedt (born 1967), authorized public accountant, to serve as auditor in charge. KPMG AB is often engaged by Telia Company's largest shareholder, the Swedish state, for both audit and advisory services. Joakim Thilstedt does not hold any shares in Telia Company.

For information on fees paid for audit related- and other services, see **Note C33** to the consolidated financial statements.

Board of Directors



Chair of the Board of Directors

Lars-Johan Jarnheimer

First elected at the EGM in 2019

Born: 1960
Nationality: Swedish
Board Chair: Ingka Holding (IKEA), Arvid Nordqvist, Grimaldi Industries and Elite Hotels
Board Member: Stillfront
Work experience and other assignments: Previously Chair of the Boards of Directors of Egmont International Holdings, Qliro Group, BRIS (National Child Helpline) and Eniro. Previously a member of the Boards of Directors of SAS, Point Properties, Millicom International Cellular, Modern Times Group, Invik and Apoteket. Previously CEO of Tele2 (1999-2008), deputy CEO and CEO of Comviq, and various positions at H&M
Education: Bachelor of Science in Business Administration and Economics from Lund University and Växjö University
Shares in Telia Company: 150,097



Vice-Chair of the Board of Directors

Ingrid Bonde

First elected at the AGM in 2020

Born: 1959
Nationality: Swedish
Board Chair: Apoteket
Board Member: Husqvarna, Ersta Diakoni and Wall to Wall Group
Work experience and other assignments: Previously CFO and deputy CEO of Vattenfall, CEO of AMF, Director General of the Swedish Financial Supervisory Authority, Deputy Director General of the Swedish National Debt Office and VP Finance at SAS. Previously Chair of Swedish Climate Policy Council
Education: MBA from Stockholm School of Economics
Shares in Telia Company: 25,000



Member of the Board of Directors

Johannes Ametsreiter

First elected at the AGM in 2022

Born: 1967
Nationality: Austrian
Work experience and other assignments: Non-executive director at 1GLOBAL. Previously member of the Group Executive Committee at Vodafone and CEO of Vodafone Germany, Group CEO of Telekom Austria, executive positions at mobilkom Austria and chair of PayBox A1 Bank. Experience of working with climate and circularity; investor in circularity platforms Resourcify, battery storage company Terralayr and cybersecurity company Quantum Industries
Education: PhD in Philosophy and Master of Arts from the University of Salzburg, executive courses at Harvard Business School, Stanford University and INSEAD
Shares in Telia Company: 17,000



Member of the Board of Directors

Thomas Andersson

Appointed as employee representative in 2024

Born: 1967
Nationality: Swedish
Board Chair: Chair of the local Unionen union chapter at Telia
Work experience and other assignments: Various positions at Telia since 1990, mainly in operations and maintenance
Shares in Telia Company: 5,134



Member of the Board of Directors*

Pär Axelsson

Appointed as employee representative in 2024

Born: 1992
Nationality: Swedish
Board Chair: Chair of the local Seko union chapter at Telia
Work experience and other assignments: Ten years at Telia in customer service and support
Shares in Telia Company: 0

* Rickard Wäst left Telia on November 1, 2024, and was replaced by Pär Axelsson.



Member of the Board of Directors

Luisa Delgado

First elected at the AGM in 2021

Born: 1966
Nationality: Swiss and Portuguese
Board Chair: Swarovski
Board Member: DIA Group, Fortum, Ingka Holding (IKEA), Barclays Bank Switzerland and José de Mello
Work experience and other assignments: Previously CEO of Safilo Group, executive board member and Chief HR Officer at SAP, local CEO of Procter & Gamble for the Nordic region and regional Chief HR Officer for Europe. ESG-related Board responsibilities at DIA Group and formerly at Breitling, and Board membership at energy company Fortum
Education: Bachelor of Laws from the University of Geneva, Master of Laws from King's College London/University of London, Postgraduate Diploma of European Studies from Universidade Lusíada in Lisbon and FT Non-Executive Director Diploma
Shares in Telia Company: 3,600



Member of the Board of Directors

Sarah Eccleston

First elected at the AGM in 2023

Born: 1970
Nationality: British
Board Member: Data Communications Company (DCC)
Work experience and other assignments: Previously Global Chief Technology Officer and Global Vice President of Sales for Cisco (2019-2022), leadership positions at Nortel Networks and Verizon
Education: Studies in electronics and telecommunication at the University of Coventry
Shares in Telia Company: 10,000



Member of the Board of Directors

Tomas Eliasson

First elected at the AGM in 2022

Born: 1962
Nationality: Swedish
Board Member: Millicom International Cellular, Boliden and Elekta
Work experience and other assignments: Previously CFO of Sandvik, Electrolux, ASSA ABLOY and Seco Tools
Education: Bachelor's degree in Business Administration and Economics from Uppsala University
Shares in Telia Company: 25,000



Member of the Board of Directors

Rickard Gustafson

First elected at the AGM in 2019

Born: 1964
Nationality: Swedish
Board Member: SKF and the Confederation of Swedish Enterprise
Work experience and other assignments: President and CEO of SKF since 2021. Previously President of SAS (2011-2021), President of Codan/Trygg-Hansa (2006-2011), and executive positions at GE Capital in Europe and the US (1996-2006). Previously Chair of the Board of Directors of private healthcare provider Aleris (2016-2019)
Education: Master of Science from the Institute of Technology at Linköping University
Shares in Telia Company: 14,075



Member of the Board of Directors

Jeanette Jäger

First elected at the AGM in 2020

Born: 1969
Nationality: Swedish
Work experience and other assignments: CEO of Enento Group since 2022. Previously CEO of Bankgirot, executive roles at Tieto, and Product and Marketing Director at TDC. Experience of working with digital inclusion through initiatives such as the payment system Swish. Spokesperson on diversity, equity and inclusion topics as a high-profile female CEO
Education: Bachelor of Science in Business Administration and Economics with a major in Business Administration from Stockholm University
Shares in Telia Company: 16,385



Member of the Board of Directors

Martin Sääf

Appointed as an employee representative in 2022

Born: 1957
Nationality: Swedish
Board Chair: Chair of the local Akademikerna union chapter at Telia and the Telia Company European Works Council
Work experience and other assignments: Various positions at Telia in leased lines, PBX connections, and IT and information security, including management responsibilities. Assignments at Lietuvos Telekomas and PTT Telekom. Consultant at FFV Elektronik. Member of the municipal council in Nacka, Sweden, with experience of working with climate related topics as member of environment and urban planning committee for the municipal council in Nacka.
Education: Studies in technical engineering, electricity and telecommunication
Shares in Telia Company: 2,000

All shareholdings reported as per February 28, 2025. Shareholdings refer to any holdings of shares in Telia Company owned by the person or related natural or legal persons.

Board of Directors

Remuneration and attendance during 2024

			Meeting attendance			
Name	Elected year	Position	Board	Remuneration Committee	Audit Committee	Total remuneration (SEK thousand)[1]
Lars-Johan Jarnheimer	2019	Chair of the Board and Chair of the Remuneration Committee	11/11	5/5		2,102,201
Ingrid Bonde	2020	Vice-Chair of the Board and Member of the Audit Committee	11/11		6/6	1,122,787
Johannes Ametsreiter	2022	Member of the Audit Committee	11/11		6/6	853,009
Luisa Delgado	2021	Member of the Remuneration Committee	11/11	5/5		755,266
Tomas Eliasson	2022	Chair of the Audit Committee	9/11		6/6	984,346
Rickard Gustafson	2019	Member of the Remuneration Committee	11/11	5/5		755,266
Jeanette Jäger	2020		11/11			680,266
Jimmy Maymann[2]	2018		2/11			185,924
Sara Eccleston	2023		11/11			680,266
Stefan Carlsson	2009	Employee representative	2/11			0
Martin Sääf	2022	Employee representative	10/11			0
Rickard Wäst	2021	Employee representative	10/11			0
Thomas Andersson	2024	Employee representative	10/11			0
Pär Axelsson	2024	Employee representative	3/11			0

1) See also Note C32 to the Consolidated financial statements.
2) Left in April 2024

Group Executive Management



From left to right:
Ola Rembe
Stefan Backman
Giedrė Kaminskaitė-Salters
Mathias Berg
Maria Romberg Ewerth
Patrik Hofbauer
Eric Hageman
Holger Haljand
Anders Olsson
Stein-Erik Vellan
Alexandra Fürst

Group Executive Management

Patrik Hofbauer

President and
Chief Executive Officer

Born: 1968
Nationality: Swedish
Work experience and other assignments: President and CEO of Telia Company since 2024. Previously President and CEO of Svenska Spel (2018–2024), CEO of Telenor Sweden (2014–2018), CEO of Telenor Broadcasting (2011–2014), CEO of Clear Channel Sweden (2009–2010), CEO of Canal Digital Sweden (2005–2009), CEO of NEC Scandinavia (1999–2004) and Sales Director at Scandic Hotels Sweden (1995–1998)
Board Member: Clas Ohlson and World Childhood Foundation
Education: DIHM Diploma in Marketing Management from IHM Business School, IHM Master in Personal Leadership from IHM Business School, courses at INSEAD and London Business School
Shares in Telia Company: 251,200

Stefan Backman

Executive Vice President,
Group General Counsel
and Head of Corporate Affairs

Born: 1975
Nationality: Swedish
Work experience and other assignments: Group General Counsel and Head of Corporate Affairs at Telia Company since 2022. Previously General Counsel at Tele2 (2016–2022), various legal positions at Tele2 (2007–2016) and legal officer at the Swedish Post and Telecom Authority (2003–2007)
Education: Master of Laws from Uppsala University
Shares in Telia Company: 70,000

Mathias Berg

Senior Vice President,
Head of TV & Media

Born: 1975
Nationality: Swedish
Work experience and other assignments: Head of TV & Media at Telia Company and CEO of TV4 Media since 2022. Previously Deputy CEO and Head of Advertising Nordic, TV4 Media, more than 20 years' experience in telecommunication and media at TDC, Modern Times Group and TV4 Media
Education: Bachelor's degree in business economics from Stockholm School of Economics
Shares in Telia Company: 55,000

Alexandra Fürst

Senior Vice President, Chief Technology & Information Officer*

Born: 1973
Nationality: Swedish
Work experience and other assignments: Telia Company's Chief Technology & Information Officer since 2025. Previously held executive positions at Dustin Group (2019–2025) including Group Chief Operating Officer, Chief Information Officer at Wasa Kredit (2015–2019), Vice President, Financial Services Sweden at Tieto (2009–2015), CEO of OctaGTM Travel (2002–2008)
Education: MSc in Industrial Engineering & Management from Linköping University
Shares in Telia Company: 0

*Alexandra Fürst was appointed Chief Technology & Information Officer and member of the Group Executive Management team, effective March 1, 2025.

Eric Hageman

Executive Vice President,
Group Chief Financial Officer

Born: 1970
Nationality: Dutch
Work experience and other assignments: Group CFO at Telia Company since 2023. Previously held senior positions at Royal KPN, including Group CFO and CEO of KPN Belgium (Base), Group CFO roles at TelecityGroup, IWG and William Hill, and corporate finance advisory positions at Deutsche Bank and ABN AMRO focused on telecommunication, media and technology
Board Member: Mace Finance Limited
Education: MBA from London Business School and MSc in Business Economics from Maastricht University
Shares in Telia Company: 110,000

Holger Haljand

Senior Vice President,
Head of Telia Finland**

Born: 1978
Nationality: Estonian
Work experience and other assignments: Senior Vice President, Head of Telia Finland since February 2025, various senior positions at Telia Estonia including Head of Telia Estonia (2022–2025), VP, Enterprise (2020–2022) and VP, Consumer (2016–2020)
Board Chair: Finnish Federation for Communication and Service Sector Employers Palta
Board Member: SK ID Solutions
Education: MSc from Estonian Business School.
Shares in Telia Company: 10,000

**Holger Haljand was appointed Head of Telia Finland and member of the Group Executive Management team, effective February 1, 2025, replacing Heli Partanen.

Giedrė Kaminskaitė-Salters

Senior Vice President,
Head of Telia Baltics and Head of Telia Lithuania***

Born: 1978
Nationality: Lithuanian
Work experience and other assignments: Senior Vice President, Head of Telia Baltics since February 2025 and Head of Telia Lithuania since 2023, Head of Enterprise Telia Denmark (2021–2023), various senior positions at Telia Lithuania including Head of Sales & Customer Care (2019–2021) and General Counsel & Head of Corporate Affairs (2015-2019), Member of the Supervisory Council for LMT (2018–2021), Chief Advisor to the President of Lithuania (2014–2015), Director, Energy Efficiency Programs, Ofgem (2011–2014), Senior Advisor, UK Department for International Development (2009–2011), Solicitor, Freshfields Bruckhaus Deringer (2003–2008)
Board Member: Advisory Board, Institute of International Relations & Political Science, Vilnius University
Education: BSc in International Relations & Affairs from the London School of Economics & Political Sciences, MPhil in International Relations from the University of Oxford, Doctorate in Law from Maastricht University
Shares in Telia Company: 10,910

***Giedrė Kaminskaitė-Salters was appointed Head of Telia Baltics and member of the Group Executive Management team as a representative for both Lithuania and Estonia, while continuing in her current role as Head of Telia Lithuania, effective February 1, 2025.

Group Executive Management

Anders Olsson

Executive Vice President,
Head of Telia Sweden

Born: 1969
Nationality: Swedish
Work experience and other assignments: Head of Telia Sweden since 2018. Previously Chief Operating Officer and Head of Global Services & Operations at Telia (2016–2018), Chief Commercial Officer at Tele2 (2006–2015) and Market Area Director Central Europe and Benelux at Tele2 (2004–2009)
Board Member: TechSverige and the Confederation of Swedish Enterprise
Education: Master of Science in Business Administration and Economics from Uppsala University
Shares in Telia Company: 240,000

Ola Rembe

Senior Vice President,
Head of Communications,
Brand and Sustainability

Born: 1969
Nationality: Swedish
Work experience and other assignments: Head of Communications, Brand and Sustainability at Telia Company since 2023. Previously Partner at Kekst CNC (2020–2023), senior positions at Ericsson (2001–2019) including VP, Brand and Communications
Education: Economics and political science studies at Lund University
Shares in Telia Company: 65,262

Maria Romberg Ewerth

Senior Vice President,
Chief People Officer

Born: 1978
Nationality: Swedish
Work experience and other assignments: Chief People Officer at Telia Company since 2022. Previously Chief HR Officer at ASSA ABLOY (2019–2022), HR positions at ASSA ABLOY Entrance Systems (2008–2019), JELD-WEN Sverige, VALEO Engine Cooling and Swedish Meats
Education: Bachelor's degree in Human Resources from Kristianstad University and MBA from Blekinge Institute of Technology
Shares in Telia Company: 72,311

Stein-Erik Vellan

Senior Vice President,
Head of Telia Norway

Born: 1965
Nationality: Norwegian
Work experience and other assignments: Head of Telia Norway since 2019. Previously Head of Telia Finland (2017–2019), various positions at Telenor (2001–2017) including CEO of Telenor's operations in India, Serbia and Bulgaria
Education: Bachelor's degree in Marketing from Oslo Markedsførings høyskole
Shares in Telia Company: 20,000

On October 2, 2024, Telia Company announced the appointment of Alexandra Fürst as Chief Technology and Information Officer and a member of the Group Executive Management team. Alexandra joined Telia on March 1, 2025.

Remuneration and other benefits during 2024 along with capital value of pension commitments

SEK thousand	Base salary	Other remuneration	Other benefits	Pension expense	Total remuneration and benefits
Group Executive Management, 2024					
Alison Kirby, CEO until Jan 31, 2024	1,530	688	64	47	**2,329**
Patrik Hofbauer, CEO from Feb 1, 2024	13,750	5,897	240	503	**20,390**
Other members of Group Executive Management (including 3 EVPs and 5 SVPs)	59,720	13,959	1,440	3,543	**78,661**
Total	**75,000**	**20,544**	**1,744**	**4,093**	**101,380**

See also Note C32 to the Consolidated financial statements.

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Telia Company

Introduction

In recent years, Telia has prioritized the development of structured and comprehensive sustainability reporting. This provides stakeholders with transparent, comparable and reliable insights into the company's environmental, social and governance (ESG) performance. This report is also in line with the European Sustainability Reporting Standards (ESRS) set out by the European Union's Corporate Sustainability Reporting Directive (CSRD).

How to read the report

- Each chapter title has an ESRS code indicating the overarching standard to which it refers
- Both qualitative and quantitative disclosures have ESRS references in parentheses indicating the requirements to which Telia's information refers
- Where possible, Telia has provided quantitative comparisons with the previous year's information.

ESRS 2 General disclosures

BP-1 General basis for preparation of the sustainability statements

The Sustainability Statements in the Board of Directors' Report constitute Telia Company's statutory sustainability report according to the requirements of the Swedish Annual Accounts Act. It also serves as the Global Compact Communication on Progress (CoP) for Telia and all its subsidiaries. In addition, sustainability content is integrated into other sections of this report – for example, in the description of Telia's business strategy, in the analysis of underlying trends and in the Corporate Governance section.

The report has been prepared according to the European Sustainability Reporting Standards (ESRS). To facilitate reading and comparability, please refer to the Sustainability Index on page 154.

Please note the scope of information provided is consolidated and mirrors the financial statements covering Telia's operations in Estonia, Finland, Lithuania, Norway and Sweden. To align with ESRS, Telia's associated company in Latvia, Latvijas Mobilais Telefons (LMT), which is consolidated in the financial statements, is also included in the scope of this report. Due to internal information barriers, certain processes within TV & Media and Telia Company differ. Material omissions or limitations to the scope of information in regards to LMT and TV & Media are explained in the respective section. Telia Company's subsidiary Telia Lithuania is the only one of its subsidiaries that is listed and issues its own ESRS-aligned report. All subsidiaries including Telia Lithuania are consolidated as part of this report. (BP-1-5b)

The Sustainability Statements covers upstream and downstream information, as well as Telia's own operations. Impacts, risks and opportunities have been assessed for all three parts of the value chain, to a varying degree depending on the topic.

For example, S2 Workers in the value chain mostly covers up to tier 2 suppliers, but some material impacts have been mapped below tier 3. In S4 Consumers and end-users, material impacts, risks and opportunities have been mapped in relation to Telia's own customers. Telia's policies are applicable to its own employees and its suppliers, indirectly covering additional stakeholders such as customers and affected communities.

Actions and targets specified in the report most often relate to Telia's own operations, with indirect impact on additional stakeholders in the company's value chain. (BP-1-5c)

BP-2 Disclosures in relation to specific circumstances

Time horizons
For the purposes of this report, short-term refers to one year, medium-term from one to five years, and long-term five years and beyond, unless otherwise specified. (BP-2-9a)

Value chain estimations
Telia recognizes that measurement uncertainties may arise from various factors, such as the reliance on future outcomes, measurement techniques and data quality across its value chain. For each metric identified, the company will detail these sources, providing context for stakeholders to assess the nature of uncertainties associated with its disclosures.

In accordance with ESRS 1, Telia is committed to disclosing fully the assumptions, approximations and judgments applied to each metric or amount identified. This includes its rationale for selecting particular methodologies, data sources and adjustments. (BP-2-11b)

Value chain data and estimations are used for a number of metrics:

Metric	Basis for preparation	Actions to improve accuracy
GHG emissions	Telia uses a combination of GHG emission reporting approaches, including industry average, supplier level and device/product level calculation methods. Additional information is found under E1-6	Telia is constantly following the GHG emission reporting development and available data sources. Telia is increasing the share of supplier and product level data.
Energy	Estimates are used for sites where electricity consumption is included in the rent.	Telia is improving the metering of the own energy consumption.
Enablement	The enablement impact is calculated using generic national-level enablement factors (based on third-party sources and data), and on a customer-specific basis. In customer-specific calculations, the enablement factor is calculated based on the use of Telia's products.	Telia annually reviews the model and its assumptions, and evaluates the products and services included.

(BP-2-10a) (BP-2-10b) (BP-2-10c) (BP-2-10d)

Changes in preparation of sustainability information
There are several changes in information from the previous year. These do not indicate a change in methodology, rather a change in scope.

- Due to the divestment of the company's operations in Denmark, the 2024 total will not include such operations in the EU Taxonomy, GHG emissions, waste and circularity, and headcount reporting. (BP-2-13a)

For the above-mentioned changes, it is impracticable to compare information with the previous years due to the differences in scope. (BP-2-13b)

Reporting errors in prior periods
Information for scope 2 (market-based) for 2023 has been restated as the result of a change in emission factors.

Forward-looking information
Forward-looking information has been prepared on the basis of assumptions that may occur in the future as well as possible actions by Telia. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Operational control for GHG emissions
Telia's value chain emission reporting and financial reporting follow the same reporting period. Telia's GHG emission reporting mostly follows operational control in alignment with the financial reporting. Exclusions of this approach apply to corporate holding companies in Latvia, corporate holding companies of divested operations, corporate holding companies for TV Media, Financial institutions, Telia Field Operations AB, Elkraps AB, Svenska UMTS-licens AB, Tel-Judo Shodan 4 AB, Zitius Service Delivery AB, isMobile AB, Växjö Mast AB, Cygate AB Norge and Cygate Cloud Services Pvt Ltd. Telia plans to review the excluded companies in the coming years. (E1-AR42c)

GOV-1 The role of the administrative, management and supervisory bodies

In total, there are 11 members of the Board of Directors, all of whom are non-executive members. (GOV-1-21a) The current gender diversity ratio in the Board stands at 36% female and 64% male. (GOV-1-21d) The proportion of independent members on the Board of Directors is 100%, supporting robust governance and impartial decision-making processes. Information about the Board's sustainability-related expertise is found in the Board of Directors section. (GOV-1-21e)

Telia's management conduct Governance, Risk, Ethics and Compliance (GREC) meetings five times a year. All material risk and compliance topics are raised in these meetings and escalated if needed. For more information about the GREC meetings, see the Governance, Risk and Compliance (GRC) section. (GOV-1-22a)

The Group Executive Management (GEM) owns and is responsible for all Group Policies, Group Instructions and risk mitigations as decided by GREC. Roles and responsibilities are delegated through Telia's Delegation of Obligation and Authority (DOA). (GOV-1-22b)

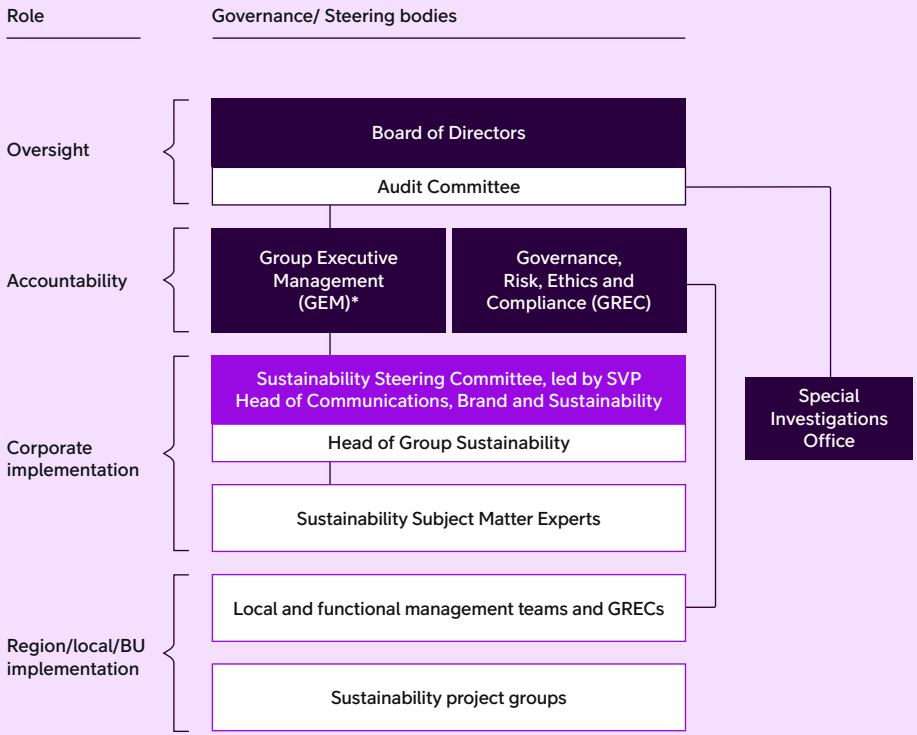
The governance processes, controls and procedures for monitoring, managing and overseeing impacts, risks and opportunities at Telia are clearly defined and structured through the company's governance framework and DOA. Roles and responsibilities for risk management, including the delegation to risk owners and managers, are outlined in the company's Risk Management (ERM) Framework.

The Board of Directors holds ultimate responsibility for sustainability oversight, deciding on the company's overall sustainability direction and policy commitments. Sustainability performance updates are provided to the Board of Directors seven to eight times a year as part of a meeting agenda. Information on key issues is also provided through the CEO's quarterly updates. Additionally, the Board of Directors' Audit Committee reviews risk reports covering principal risk areas, including sustainability, twice a year. The Audit Committee also determines acceptable risk levels, as detailed in Telia's Risk Universe.

Governance at the management level is primarily conducted through GEM and the GREC forums. GEM adopts and follows up on Telia's sustainability goals, which are set by the Board of Directors, while GREC monitors sustainability-related risks through the Enterprise Risk Management (ERM) framework.

All members of GEM also participate in GREC. All country-level GREC committees report to Group-level GREC. Telia's DOA delegates responsibility to GEM regarding risk and compliance. (GOV-1-22c)

The setting of targets related to material impacts, risks and opportunities, and monitoring of their progress, is handled through GEM and the Board of Directors discussions, and decided by the Board of Directors. Risks are reported to GREC, including mitigations and alignment with risk appetite. (GOV-1-22d)



* GEM responsibilities: SVP, Head of Communications, Brand and Sustainability: climate change, waste & circularity, digital inclusion, children's rights – SVP, Chief People Officer: own workforce – EVP, CFO: workers in the value chain, business conduct – EVP, Group General Counsel and Head of Corporate Affairs: freedom of expression, privacy, security.

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

GREC provides a risk report, compiled through workshops for all risk areas, to the Audit Committee of Telia's Board of Directors twice a year. These reports include risks related to due diligence, stemming from third parties. Monitoring of the implementation of policies and instructions is executed through control frameworks that apply to key risk areas such as security, service continuity and financial reporting. (GOV-2-26a)

Based on the impacts, risks and opportunities (IROs) identified through the double materiality analysis, risks are included in these risk reports and in the GEM and GREC discussions. Target-setting, risks and opportunities for the areas covered under sustainability are part of Telia's strategy process. (GOV-2-26b)

Responsibility for addressing material IROs is shared across administrative, management and supervisory bodies at Telia (a list of Telia's material IROs is available under section SBM-3). However, for practical management, specific responsibilities for each topic and its related IROs are allocated to designated members of GEM. This supports clear accountability and efficient oversight, while leveraging subject-matter expertise for each area of focus.

- SVP, Head of Communications, Brand and Sustainability – climate change, waste and circularity, digital inclusion, children's rights
- SVP, Chief People Officer – own workforce,
- EVP, CFO – workers in the value chain, business conduct
- EVP, Group General Counsel and Head of Corporate Affairs – freedom of expression, privacy, security (GOV-2-26c)

To track Telia's defined key performance indicators (KPIs) against its sustainability targets, updates are gathered for the company's business reviews. In this process, information on key KPIs for each market is consolidated on a quarterly basis and brought to management in order to monitor performance and discuss with GEM. (GOV-2-AR6)

GOV-3 Integration of sustainability-related performance in incentive schemes

Telia's GEM members do not receive variable pay, either monetary or non-monetary, by request of the company's largest owner (the Swedish state). However, GEM has sustainability goals integrated with their personal development plans and annual objectives and key results (OKRs). Three sustainability targets are included in the long-term incentive (LTI) program applicable to key employees (approximately 250 people). This setup enables sustainability-related aspects to be integrated into the annual performance evaluation of key employees and supports Telia's efforts to deliver on its sustainability goals. (GOV-3-29) (GOV-3-29a)

Fifteen per cent of the LTI program is related to sustainability KPIs. Each goal and its associated KPI, as detailed to the right, represents 5% of the program. For climate, no GHG emission reduction targets are considered in the LTI program; however, climate targets that directly or indirectly contribute to the emission reduction targets are considered.

	Active long-term incentive programs		
	2022-2025	**2023-2026**	**2024-2027**
Climate	Engage with suppliers so that suppliers responsible for 72% of GHG emissions from purchased goods and services and capital goods have set science-based targets	Engage with suppliers so that suppliers responsible for 72% of GHG emissions from purchased goods and services and capital goods have set science-based targets	Achieve an A score in CDP's external climate disclosure
Digital inclusion[1]	Reach 900,000 individuals with digital inclusion initiatives from 2021 to 2025	Reach 2 million individuals with digital inclusion initiatives from 2021 to 2025	Reach 2.2 million individuals with digital inclusion initiatives from 2021 to 2026
Privacy	Achieve top-tier positions in customer privacy in all markets.	Achieve top-tier positions in customer privacy in all markets.	Achieve top-tier positions in customer privacy in all markets.

1) The digital inclusion goal was updated in early 2025; additional information is available on pg. 133.
Goals are active as part of the LTI program approved at previous Annual General Meetings.

(GOV-3-29b) (GOV-3-29d) (E1-GOV-3-13)

The metrics associated with these targets are:

- Climate – percentage of supply-chain emissions covered by science-based GHG emission-reduction targets or equivalent and the CDP climate score
- Digital inclusion – individuals reached through digital inclusion initiatives
- Privacy – customers associating Telia with a strong privacy position.

(GOV-3-29c)

The LTI program targets and levels for each KPI are approved annually by the Remuneration Committee. The LTI program in general, and the weighting for the KPIs, are approved at the Annual General Meeting. (GOV-3-29e) (E1-GOV-3-13)

GOV-4 Statement on due diligence

Information about Telia's due diligence is found in the below sections.

Core elements of due diligence	**Paragraphs in the Sustainability Statement**
a) Embedding due diligence in governance, strategy and business model	GOV-2 GOV-3 SBM-3
b) Engaging with affected stakeholders in all key steps of the due diligence	GOV-2 SBM-2 SBM-3 S1-2 S2-2 S3-2 S4-2
c) Identifying and assessing those adverse impacts	GOV-2 SBM-2 IRO-1 E1 ESRS2 IRO-1 E5 ESRS2 IRO-1 S1-2 S2-2 S3-2 S4-2
d) Taking action to address those adverse impacts	SBM-3 E1-3 E5-2 S1-4 S2-4 S3-4 S4-4
e) Tracking the effectiveness of these efforts and communicating	E1-4 E5-3 S1-5 S2-5 S3-5 S4-5

GOV-5 Risk management and internal controls over sustainability reporting

The scope of Telia's sustainability reporting in relation to risk management and controls covers both qualitative and quantitative information. Given the nature of the data, different approaches have been taken for these two types of information. A more thorough risk assessment has been performed for quantitative disclosures, looking at higher-risk data points or requirements based on manual handling of the data, and the possibility of calculation errors. A risk assessment of qualitative information is planned for the future.

To strengthen Telia's internal controls over sustainability reporting, an internal assessment has been performed to identify which information Telia is the owner of (and thereby responsible for) and which inputs come from third parties (and thereby rely on external information).

The assessment also considered whether additional assumptions or estimations have been used for the final output. In terms of systems, the majority of the quantitative data points are held in internal systems. These include Telia's internal sustainability reporting system, which holds environmental quantitative information as well as some social information; Telia's internal human resources system, which holds the company's own workforce information; and Telia's Whistleblowing Line system for information on reported cases. Based on the risk assessment, selected areas under the topic of environment were selected as being of high criticality, based on the materiality of the information. Due to this, additional controls have been put in place for these areas. (GOV-5-36a)

The risk assessment performed on the quantitative information covered accuracy and reliability, completeness, consistency, timeliness and accessibility, transparency and relevance. Questions from each of these categories were mapped for the different areas that contain quantitative information to identify potential high risks based on the reporting process. (GOV-5-36b)

To mitigate the potential risk of misstatements in the quantitative data provided, strategies have been applied such as use of the four-eye principle, meaning having at least one validator and an approver. A checklist questionnaire has been implemented to support completeness and accuracy, as well as a general deviation percentage tracker that identifies where further explanation is required to capture larger changes in comparison with the previous period. Based on the mapping and results, environmental data receives high focus. The controls specified above are the main actions in place to mitigate the risk. (GOV-5-36c)

SBM-1 Strategy, business model and value chain

As the operator of critical infrastructure such as networks and data centers that connect people, businesses and public safety service providers, Telia plays a vital role in the societies in which it operates.

Telia's infrastructure enables businesses – including providers of essential services such as healthcare, energy and banking – to operate more efficiently and sustainably. This gives Telia special responsibilities to ensure that its infrastructure is reliable, sustainable and accessible, as well as private and secure, which in turn requires continuous investment. At the same time, Telia's unique position, combined with its trusted and sustainable brand, creates new opportunities to serve the customers who depend on it, in keeping with three megatrends shaping today's businesses and societies: digitalization, deglobalization and decarbonization. Decarbonization is imperative and Telia aims to drive and enable this shift.

In its updated strategy, Telia has set out its ambition to be a trusted and sustainable partner. This will enable Telia to drive customer loyalty and satisfaction, attract and retain talent, and retain the confidence of investors. Trust is built by delivering on customer expectations, every day. Telia integrates sustainability into its operations, maximizing its potential to make a positive impact on the societies in which it operates.

Telia believes a secure and sustainably connected life is a better life. Everything it does is driven by its purpose to reinvent better connected living, so that people can live fuller lives, businesses can work smarter, and societies and the planet can flourish.

All of Telia's products and services relate to or affect sustainability matters such as GHG emissions, circularity, security and privacy, either in the way they are purchased, produced or offered to customers. Telia's provision of connectivity in the form of networks is the basis for digital inclusion, and its offering also includes mission-critical B2B security-related services. More generally, the IoT and 5G can enable Telia's business customers to reduce GHG emissions by increasing the efficiency of their operations. Digital services also enhance people's lives by providing convenient access to information, communication, and essential resources, making daily tasks easier and more efficient.

Telia serves significant markets across the Nordic and Baltic regions. These markets include a diverse customer base (mass market, business-critical, and mission critical customers) to which Telia offers mobile and fixed voice and data, TV and streaming, ICT services and devices. (SBM-1-40a i) (SBM-1-40a ii)

Information about Telia's employees can be found in chapter S1-6 (SBM-1-40a iii)

Sustainability goals

Category	Goals
Products and services	– Engage with suppliers so that suppliers responsible for 72% of GHG emissions from Telia's purchased goods and services and capital goods have set science-based GHG emission-reduction targets or equivalent by 2025 – Net-zero by 2040, aligned with the Science Based Target initiative (SBTi) Net-Zero Standard – Reduce GHG emissions in own operations (scope 1 and 2) by 90% by 2030 (base year: 2018) – Halving Scope 3 GHG emissions by 2030 (base year: 2018) – Achieve an A score in CDP's external climate disclosure by 2026 – Halve GHG emissions in own operations (achieved in 2020) – Reduce GHG emissions related to the use of sold and leased products by 29% by 2025 – Extend the lifetime of devices through: - increasing the sales of pre-owned/ reused mobile phones (B2C) - increasing the sales of mobile phones provided as "Device as a Service" (B2B) – Only use 100% renewable electricity (achieved in 2020) – Limit electricity consumption increase to 7% compared with 2022, while mobile data traffic in own networks is expected to double, by 2026 – Reuse or recycle 84% of waste from Telia's own and network operations by 2025
Relationships with stakeholders	– Reach 3 million individuals with digital inclusion initiatives from 2021 to 2027 – Continuously block child sexual abuse material in all markets and detect in IT systems in own operations – Challenge unconventional requests related to freedom of expression – Ensure 90% of all employees complete Telia's Code of Conduct training by 2025 – Perform annual anti-bribery and corruption (ABC) risk assessment in all markets – Perform maturity assessments of the ABC program in all markets, and develop plans to close maturity gaps – Screen all new and renewed supplier contracts according to the due diligence process – Have a well-being and work-life balance score of 7.8 (in the employee engagement survey) by 2025 – Reach 50/50 gender balance in the Extended Leadership Team – Continuously decrease Telia's raw gender pay gap – Empower children through digital skills initiatives
Geographical areas	– Reach 99% 5G population coverage by 2027
Customer categories	– Be a preferred supplier, responsive to and proactively addressing customers' security needs – Hold top-tier positions in customer privacy perception in all markets by 2026 – Continuously implement "privacy and security by design" approach – Provide child safeguarding services to Telia customers in all markets.

(SBM-1-40e)

Telia has categorized its sourcing in accordance with material impacts from a GHG emission point of view, arriving at a focus on network equipment, field services, and smartphones and other hardware. (SBM-1-40f)

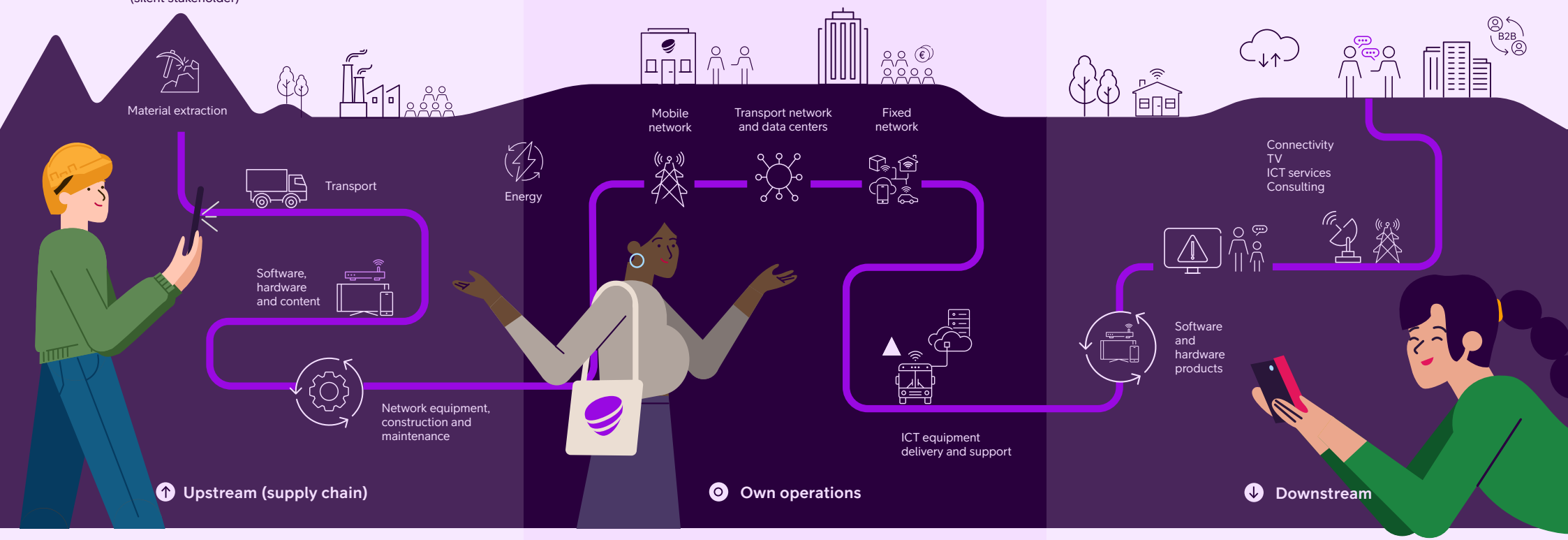
Telia's strategy is directly linked to sustainability through various objectives:

- The company's sourcing strategy and guidelines to avoid GHG emissions, waste and human-rights-related negative impacts in its supply chain. To support this, Telia regularly updates its Supplier Code of Conduct and constantly reviews its sourcing processes. More detailed information on this is available in section G1-2.
- Offering 5G and IoT services that support B2B customers in avoiding GHG emissions. The company currently provides the following solutions with significant enablement effects for customers:
  – Remote meeting services
  – IoT solutions for smart buildings, transportation and utilities.

  Alongside its commitment to achieving net-zero emissions in its own value chain, Telia is committed to enabling its customers to reduce GHG emissions and use natural resources more sustainably with the help of digital solutions.
- Building 5G networks for digital inclusion. Digitalization continues at a rapid pace, with Telia's corporate customers connecting business-critical assets to optimize and intelligently automate processes. This trend is part of the broader movement towards modern operations incorporating robust 5G, IoT, secure cloud-based solutions and increased leverage of AI. This is a growth opportunity for Telia that is well-aligned with Telia's B2B digitalization capabilities. Telia is committed to providing high- quality services to its customers and continues to make considerable investments to improve connectivity quality for everyone. Telia achieved 5G population coverage of 97% by the end of 2024, compared with 87% at the end of 2023. (SBM-1-40g)

This model illustrates where Telia's material impacts, risks and opportunities (IROs) occur across its direct and indirect business relationships in its full value chain; upstream, own operation and downstream, including its stakeholders. A brief description of Telia's material topics with reference to each chapter are included in the bottom. For more information on Telia's IROs in the value chain please view each sub section.

Environment (silent stakeholder) — **Suppliers** — **Employees** — **Investors** — **Society** — **Customers**



Upstream (supply chain)

Telia's material topics

E1 – Climate change mitigation, energy
E5 – Resource inflows
S2 – Workers in the value chain
G1 – Business conduct

Own operations

Telia's material topics

E1 – Climate change mitigation, energy
E5 – Resource inflows, resource outflows, waste
S1 – Own workforce
S3 – Affected communities – Digital inclusion, Childrens' rights
S4 – Consumers and end users – Privacy, Security
G1 – Business conduct

Downstream

Telia's material topics

S3 – Affected communities – Digital inclusion, Childrens' rights, Freedom of expression
S4 – Consumers and end users – Privacy, Security

SBM-2 Interests and views of stakeholders

Telia actively engages in ongoing dialog with a diverse range of stakeholders to support the integration of their concerns and expectations in the company's business strategies. These inputs are provided through various channels, such as customer and employee surveys, investor meetings and media analysis. Telia assesses stakeholder views as part of its double materiality assessments (DMAs), which help the company identify potential impacts, risks, and opportunities on its operations from both financial and impact perspectives. Key topics raised through stakeholder engagement in 2024 included digital infrastructure development, data security and the environmental impact of the company's services, specially regarding energy consumption and GHG emissions. Additionally, stakeholders emphasized the importance of supply-chain transparency, human rights, children's rights and the responsible use of digital technologies.

Stakeholder engagement is carried out on a topic-by-topic basis, based on the needs for input (to understand how stakeholders perceive the company) and for output (to provide information and meet stakeholders' needs). A summary per type of engagement is shown on the next page. (SBM-2-45a)

The views of Telia's customers, investors and owners, as well as broader societal and environmental developments, form a base for the company's strategy development. Investors and owners expect the company to act responsibly and to work to ensure the continuation of a resilient business. Customer and investor surveys are performed regularly. (SBM-2-45b)

In 2024, Telia's strategy was updated. As part of this update, there was an introduction of annual GHG reduction targets in scope 3, and updated aims for close dialog with suppliers to find new and better reduction solutions. This was the result of customer, legislator and financial market requests to implement trustworthy transition plans that can be tracked continuously. The company anticipates GHG emissions to become a factor alongside price, quality and functionality in customer purchase decisions. Telia also envisions increasing numbers of customers demanding enabling solutions that help them reduce their GHG emissions, and the company intends to develop these offerings further. (SBM-2-45c) Telia's management are informed regularly about the views and interests of its stakeholders through internal dissemination of customer and investor perception surveys, as well as through sustainability deep-dives that encompass stakeholder views. Updates on stakeholder views are provided to GEM based on the topic, with varying periodicity. (SBM-2-45d)



Stakeholder group and objectives	Material topics*	How Telia meets stakeholder needs
B2C customers Provide secure and inclusive digital services	Digital inclusion, Responsible sourcing, Privacy and security, Children's rights	Implements advanced security protocols to protect customers' data and ensure access to critical digital services. Invests in digital inclusion and skills activities to bridge the digital divide and support online safety. Develops networks to meet growing digital needs.
B2B customers Enable businesses with reliable, innovative and secure digital solutions	Climate and circularity, Privacy and security, Responsible sourcing, Anti-bribery and corruption, Digital inclusion	Helps customers understand and reduce their GHG emissions through Telia's services. Develops networks to meet growing digital needs. Delivers reliable and resilient digital services and infrastructure that satisfy current and future commercial and regulatory requirements. Implements advanced security protocols to help protect customers' data.
Suppliers Set sustainability standards for suppliers	Responsible sourcing, Climate and circularity, Human rights, Privacy and security	Conducts regular reviews and audits of supplier compliance. Enforces a Supplier Code of Conduct to support sustainable practices across the supply chain. Conducts improvement forums with entrepreneurs regarding waste management.
Employees Be an inclusive and safe employer	Diversity, equity, inclusion and well-being, Human rights, Privacy and security, Digital inclusion	Drives initiatives such as gender-diversity targets. Conducts engagement surveys for employees. Provides training and education to promote employee development. Provides mandatory training in specific areas, followed up through performance review through the YouFirst process.
Authorities Ensure compliance with laws and regulations	Freedom of expression and government surveillance, Responsible sourcing, Climate and circularity, Anti-bribery and corruption	Complies with anti-bribery and corruption policies, upholding a zero-tolerance approach. Conducts risk assessments to identify issues. Aligns business operations with environmental laws. Challenges unconventional requests related to freedom of expression.
Legislators/regulators Align with EU and national regulations	Anti-bribery and corruption, Privacy and security	Develops and adapts business practices to comply with regulations.
Local communities Support local communities' sustainable development	Human rights, Children's rights, Diversity, equity, inclusion and well-being, Privacy and security, Climate and circularity	Delivers digital inclusion projects to increase access and skills. Cooperates with municipalities and organizations specialized in topics such as children's rights. Implements transition plans to reduce GHG emissions.
Investors Ensure a resilient company strategy and deliver reliable sustainability data	Climate and circularity, Digital inclusion, Human rights, Diversity, equity, inclusion and well-being, Responsible sourcing, Anti-bribery and corruption	Publishes Annual Report and quarterly reports. Holds Capital Market Days to communicate results, strategic goals, and sustainability initiatives.
Business partners Collaborate with partners to promote sustainable practices	Climate and circularity, Responsible sourcing, Digital inclusion	Works with partners through industry-wide associations to share best practices and resources.
Children Empower children through a safe digital environment while minimizing negative impacts on children's rights	Children's rights, Responsible sourcing, Climate and circularity, Privacy and security	Collaborates with children's rights organizations to understand the company's impact. Provides detection services for child sexual abuse material. Commits to net-zero emissions in the value chain by 2040. Provides trainings to enhance safe online behavior.
Media Provide transparent and trustworthy communication about its operations	Climate and circularity, Anti-bribery and corruption, Responsible sourcing, Human rights, Privacy and security	Ensures transparency by providing communication on business practices. Maintains open dialog with media.
Industry collaborations Contribute and drive industry-wide sustainability practices	Climate and circularity, Responsible sourcing, Digital inclusion	Maintains active membership of working groups of Connect Europe, GSMA and JAC. Builds alliances to act with NGOs.
Academia Advance sustainability research and knowledge	Climate and circularity, Responsible sourcing, Children's rights	Partners for academic research. Initiates research founded on industry needs. Initiates long-term strategic thinking.
Financial market Support sustainable finance and responsible investment practices	Climate and circularity, Responsible sourcing, Privacy and security, Anti-bribery and corruption, Human rights	Aligns reporting with the EU Taxonomy and policies to support compliance and transparency. Provides green bond reporting. Maintains dialog with relevant ESG rating companies. Allocates capital to sustainable activities. Engages in regular dialog with banks, investors, and other financial stakeholders.

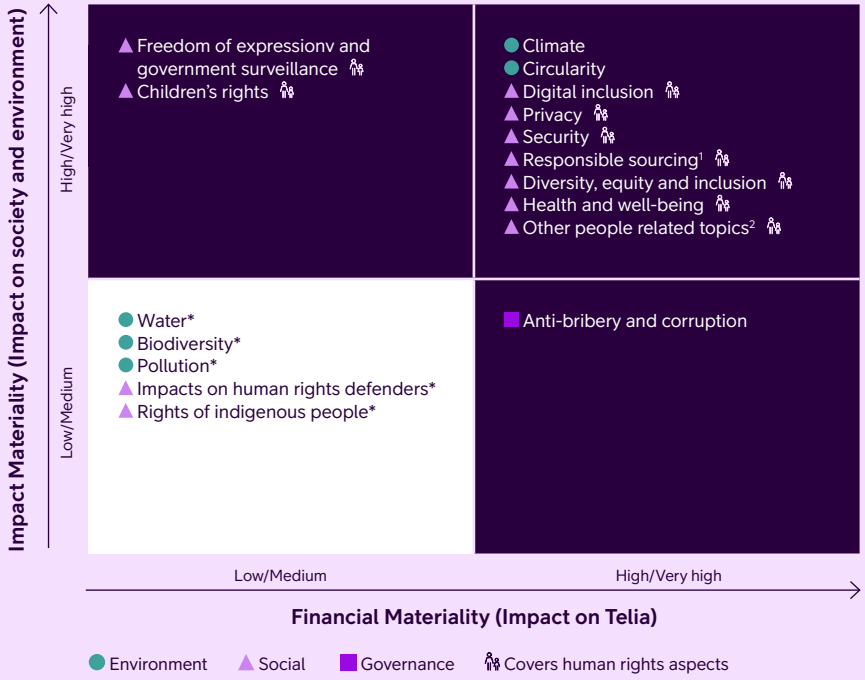
* Material topics are those defined by the **Double materiality**

Double materiality assessment
In 2023, Telia conducted its first double materiality assessment (DMA) – see the results to the right. In the DMA, each topic was assessed in terms of its impacts, risks and opportunities using two main criteria: likelihood and impact level. The assessment was made from an inherent perspective, meaning that it was based on likelihood from an industry and geographical point of view, but without considering the company's current mitigation activities and controls. The DMA assessed each topic in terms of how the company impacts the outside world (society and environment) and how the world around it impacts the company financially.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

For its identified material impacts, risks and opportunities (IROs), Telia has mitigation mechanisms including actions, policies and targets. These are considered in the company's annual risk assessments and serve as input for its strategy, which is updated every three years and followed up every year. (SBM-3-48b)

Double materiality



Telia's material topics	Corresponding ESRS topics
– Climate	E1 – Climate change
– Circularity	E5 – Resource use and circular economy
– Diversity, equity and inclusion – Health and well-being – Other people related topics	S1 – Own workforce
– Responsible sourcing	S2 – Workers in the value chain G1 – Business conduct
– Childrens' rights – Digital inclusion – Freedom of expression	S3 – Affected communities
– Privacy – Security	S4 – Consumers and end-users
– Anti-bribery and corruption	G1 – Business conduct

1) Child and forced labor, Health and safety, Working hours, Freedom of association
2) Freedom of association, Training and skills development, Adequate wages

* Telia has identified and assessed actual and potential IROs for these topics, but since none have met the materiality thresholds, they are not included as part of these Sustainability Statements. The non-material topics presented in the matrix are a non-exhaustive list.

The following impacts, risks and opportunities (IROs) have been deemed material for Telia as part of the double materiality assessment shown on the previous page. These IROs are addressed by Telia's management.

Impact materiality

	Impact*	Positive or Negative	Where in the value chain does it occur	How will it affect people or the environment	Originated or connects to the business model	Reasonable time-horizon	Generated through own operations or business relationships	Covered under the disclosure requirements or entity-specific disclosures
E1-Climate change	GHG emissions emitted from Telia's value chain, in particular from the supply chain	Negative[1]	Upstream Own operations Downstream	Very high ●●●●	Impact is connected to the business model	Medium- and long-term	Own operations and business relationships	ESRS disclosure requirements
E5- Resource use and circular economy	Resource depletion of the materials used in product portfolio, network equipment, network construction and maintenance, and packaging	Negative[1]	Upstream Downstream	High ●●●○	Impact is connected to the business model	Short-, medium- and long-term	Business relationships	ESRS disclosure requirements
S1- Own workforce	Employees affected by unequal pay will be at disadvantage	Negative[2]	Own operations Downstream	Medium ●●○○	Impact is connected to the business model	Short-, medium- and long-term	Own operations	ESRS disclosure requirements
	Deterioration of employee's mental well-being if the organization does not effectively prevent harassment in the workplace	Negative[2]	Own operations	Medium ●●○○	Impact is connected to the business model	Short-, medium- and long-term	Own operations	ESRS disclosure requirements
	Unmanageably high employee workload could lead to burnout	Negative[2]	Own operations	Medium ●●○○	Impact is connected to the business model	Short-, medium- and long-term	Own operations	ESRS disclosure requirements
S2-Workers in the value chain	Unregulated working hours and overtime for suppliers' workers lead to a lower work-life balance and an increased risk of injuries	Negative[1]	Upstream	Medium ●●○○	Impact is connected to the business model	Short-, medium- and long-term	Business relationships	ESRS disclosure requirements
	Unsafe working conditions affect workers' mental and physical health	Negative[1]	Upstream	Medium ●●○○	Impact is connected to the business model	Short-, medium- and long-term	Business relationships	ESRS disclosure requirements
	Child and forced labor as a result of sourcing products that contain minerals sourced from conflict-affected and high-risk areas	Negative[1]	Upstream	High ●●●○	Impact is connected to the business model	Short-, medium- and long-term	Business relationships	ESRS disclosure requirements
S3-Affected communities: Digital inclusion	Disparity between the service quality in urban and rural areas may result in uneven digital inclusion and a negative perception of digitalization	Negative[1]	Downstream	Medium ●●○○	Impact is connected to the business model	Short-term	Own operations	Entity-specific
	Access to reliable connectivity for millions of customers	Positive	Downstream	High ●●●○	Impact is originated in the business model	Short-term	Own operations	Entity-specific

*The identified material impacts are integrated through the Network & technology quality and the Trusted & sustainable partner pillars of the business model.

Impact materiality (continued)

	Impact*	Positive or Negative	Where in the value chain does it occur	How will it affect people or the environment	Originated or connects to the business model	Reasonable time-horizon	Generated through own operations or business relationships	Covered under the disclosure requirements or entity-specific disclosures
S3-Affected communities: Children's rights	As technology evolves and children get more access to it, they are subject to grooming, bullying or exposed to violent content online. This content could be made available via Telia's networks	Negative[1]	Downstream	High ●●●○	Impact is connected to the business model	Short-, medium- and long-term	Business relationships	Entity-specific
S3-Affected communities: Freedom of expression and government surveillance	As a provider of the infrastructure for the internet and free media, Telia enables the right to freedom of expression for customers	Positive	Downstream	Medium ●●○○	Impact is connected to the business model	Short-term	Own operations	Entity-specific
S4- Consumers and end-users: Privacy	Cyberattacks, technical and human errors increase consumer data breaches, which could potentially harm the affected stakeholder	Negative[2]	Downstream	Medium ●●○○	Impact is connected to the business model	Short- and medium-term	Own operations	Entity-specific
	Embedded measures to protect Telia's systems and consumer data	Positive	Downstream	Medium ●●○○	Impact is connected to the business model	Short- and medium-term	Own operations	Entity-specific
S4-Consumers and end-users: Security	In case of service disruption, customers and society may be impacted at different levels through the loss of communication services (for example, in the health industry)	Negative[1]	Downstream	High ●●●○	Impact is connected to the business model	Short- and medium-term	Own operations	Entity-specific
G1-Business conduct	A low coverage of grievance mechanisms could increase the possibilities of people in the value chain being subject to violations of human rights.	Negative[1]	Upstream Own operations Downstream	High ●●●○	Impact is connected to the business model	Short-, medium- and long-term	Own operations Business relationships	ESRS disclosure requirements
	Tax contributions in the markets where Telia operates	Positive	Downstream	High ●●●○	Impact is connected to the business model	Short-, medium- and long-term	Own operations	Entity-specific

1) Widespread 2) Individual cases

Very high scale ●●●●

– Likely to result in permanent bodily harm / lasting psychological damage; major change of standard of living;
– Long lasting positive or negative impact on the global economy including economic output, value added, employment and wages;
– Severe permanent impacts to environment, biodiversity and climate; significant innovative positive contribution to environmental global goals

High scale ●●●

– Likely to result in direct bodily harm / lasting psychological damage; major change of standard of living;
– Substantial economic impact including economic output, value added, employment and wages;
– Long-term persistent impacts on the environment, biodiversity and climate, significant positive contribution to environmental global goals.

Medium scale ●●

– Could result in indirect bodily harm/ psychological damage; moderate change to standard of living;
– Positive or negative impacts on economic development, including economic output, value added, employment and wages exist but are not long lasting, medium-term;
– Positive or negative impacts to the environment, climate and biodiversity, medium term.

Financial materiality

	Risk or Opportunity*	Risk or Opportunity	Where in the value chain does it occur**	Covered under the Disclosure requirements or entity-specific disclosures
E1-Climate change	Failure to meet stakeholder expectations on low-carbon, energy-efficient and circular products and services	Risk	Own operations	ESRS disclosure requirements
	Risk that the company's energy strategy is not sufficiently resilient	Risk	Own operations	ESRS disclosure requirements
	Risk that Telia does not prepare for extreme weather events, such as storms, heavy rain, floodings and heatwaves	Risk	Own operations	ESRS disclosure requirements
	Opportunity to scale IoT solutions that decarbonize customers and society	Opportunity	Own operations Downstream	ESRS disclosure requirements
E5-Resource use and circular economy	Risk that the company's resources are used inefficiently and that the company's products could have a short life span or are difficult to repair, upgrade, or recycle	Risk	Own operations Downstream	ESRS disclosure requirements
	Opportunity to increase leasing and rental models of Telia's products	Opportunity	Own operations Downstream	ESRS disclosure requirements
S1-Own workforce	Risk of engaging in unfair and/or unsafe labor practices (e.g. excessive working hours) could lead to accidents and illnesses	Risk	Own operations	ESRS disclosure requirements
	An inclusive, diverse and well-engaged workforce can drive innovation and creativity, leading to new products and services	Opportunity	Own operations	ESRS disclosure requirements
S2-Workers in the value chain	Risk that the company's suppliers could fail to ensure a safe and healthy working environment and engage in unfair labor practices, such as excessive working hours, leading to unsafe conditions for workers	Risk	Upstream	ESRS disclosure requirements
	Risk that the company's suppliers could fail to uphold human rights by permitting child labor and/or forced labor in their own operations or in those of other suppliers	Risk	Upstream	ESRS disclosure requirements

Financial materiality (continued)

	Risk or Opportunity*	Risk or Opportunity	Where in the value chain does it occur**	Covered under the Disclosure requirements or entity-specific disclosures
S3-Affected communities: Digital inclusion	Risk of disparity in service quality and unaffordability of services could lead to customer dissatisfaction	Risk	Downstream	Entity specific
	Digital inclusion projects enhancing digital skills ensure higher customer activity online and lower the number of calls to customer care centers	Opportunity	Downstream	Entity specific
S3-Affected communities: Freedom of expression and government surveillance	Governments mandate limitations to freedom of expression, but this may affect Telia's reputation and customers' trust in the company	Risk	Downstream	Entity specific
S4- Consumers and end-users: Privacy	Failure to meet customer's privacy requirements and expectations may lead to an unfavorable perception of how Telia manages these matters. Failure to comply with the law could lead to financial penalties	Risk	Downstream	Entity specific
S4- Consumers and end-users: Security	Risk that cyber events originating from an external threat disrupt Telia's services or lead to data breaches	Risk	Downstream	Entity specific
G1- Business conduct	Insufficient training and prevention could create a risk of bribery or corruption	Risk	Own operations	ESRS disclosure requirements
	Failure to follow fair payment practices with own suppliers could lead to a risk of not meeting customer requests	Risk	Own operations Upstream	ESRS disclosure requirements

(SBM-3-48a) (SBM-3-48b) (SBM-3-48c) (SBM-3-48g) (SBM-3-48h)

* Current financial effects are found in the Financial Statements Note C23. During 2024, no anticipated financial effects were calculated. (SBM-3-48d) (SBM-3-48e)
** Based on where the risk or opportunity is triggered

By the end of 2024, Telia had not performed a resilience analysis of it's business model in relation to its material IROs. (SBM-3-48f)

IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

The first step in Telia's DMA process was to identify possible material sustainability topics for the company, based on standards and ESG ratings. The following work contributed to defining the long list of topics, and the impacts, risks and opportunities related to each topic:

- Telia's 2020 materiality deep-dive, based on desktop research validated through internal and external stakeholder dialog in 2021 and 2022
- Learnings from the GSMA industry association's project on metrics for the mobile industry in partnership with Yale University, based on stakeholder engagement
- Sustainable Brand Insight's 2024 consumer trend studies, which show what consumers in Telia's markets think a telecommunication operator should prioritize
- Topics covered by ESG ratings, including how topics are weighted
- Concerns raised by stakeholders in the media and Telia's Whistleblowing Line
- Continuous monitoring of policy development and media
- Engagement with collaborative partners to get a deeper understanding of theme-specific impacts and topic boundaries. Examples of these partners include:
  - GSMA (worldwide mobile industry organization)
  - Connect Europe (previously ETNO - European Telecommunications Network Operators' Association)
  - GNI (Global Network Initiative)
  - BSR (Business for Social Responsibility)
  - World Childhood Foundation
  - Save the Children
  - Bris (national child helpline in Sweden)
  - MSI (Forum for Social Innovation Sweden)
  - JAC (Joint Alliance for CSR)
  - Exponential Roadmap Initiative
  - Eco Rating partners.

The following work contributed to the assessment of impacts, risks and opportunities:

- 2022 expert analysis on ongoing climate-related trends among key stakeholders and the business impact those trends could have on Telia in the short-, medium- and long-term, and a deep-dive into material transition risks and opportunities for Telia in 2025-2027
- Updated human rights risk mapping and salience analysis with BSR in 2022
- Enterprise Risk Management annual risk assessment
- Supplier audits.

(IRO-1-53a)

Telia has a third-party risk management process in place that includes due diligence. This process, in combination with Telia's ERM process, aims to identify risks to people and environment that are assessed in the company's supplier due diligence.

The DMA process is focused on evaluating impacts, risks and opportunities relating to Telia's operations in the Nordics and Baltics. It also takes into consideration IROs in the value chain, including upstream, downstream and Telia's own operations.

Mapping has been performed to identify whether a given IRO relates to actions that occur as a result of Telia's own operations or, for example, business relationships with its suppliers.

The thresholds that Telia has applied for the IROs that are deemed material is that their overall heat map score is either "high" or "very high". This heat map score is made up of two determining factors, namely the highest score of the impact categories (scale, scope and irremediability) in combination with the likelihood. For the majority of the IROs, the main guideline follows this logic. However, for identified impacts that have a severe effect on human rights, and where the likelihood was low, leading to a non-material heat map result ("low" or "medium"), this severity has been the determining factor in identifying the IRO as material. (IRO-1-53b)

Process to identify, assess, prioritize and monitor impacts

Identify	The identification of impacts was done through engagement with internal subject-matter experts on various topics. For the identification, a Human Rights Salience Analysis that was previously conducted at Telia, was used for the double materiality process.
Assess	The assessment of impact materiality was based on the United Nations Guiding Principles on Business and Human Rights, which assesses the impact's severity in terms of scale, scope and irremediability. The framework was adapted to assess impacts in a similar way to risks, for the purpose of the double materiality process. Internal parameters for impact materiality were used to determine the basis for the assessment, including definitions for the different impact levels ("low", "medium", "high" and "very high") and likelihood.
Prioritize	Each impact was assessed according to the definitions provided in the internal parameters. This meant that each impact received a scoring from "low" to "very high" in each of the assessed impact categories (scale, scope and irremediability). The highest score from the assessed impact categories was used in combination with the likelihood to determine the overall result for each impact statement. For every impact that resulted in "High" or "Very high", the topic it was representing would then be considered material from an impact materiality perspective. For the majority of the impacts, the main guideline follows this logic. However, for identified impacts that have a severe effect on human rights, and where the likelihood was low, leading to a non-material heat map result ("low" or "medium"), this severity has been the determining factor in identifying the impact as material.
Monitor	All of the impacts are reviewed and assessed at least once a year to ensure scoring is up to date.

Process to identify, assess, prioritize and monitor risks and opportunities that may have financial effects

Identify	The identification of risks and opportunities was done through engagement with internal subject-matter experts on various topics. For the identification, some of the already mapped and annually assessed risk statements that are part of the annual risk wheel were used for the double materiality process.
Assess	The assessment of financial materiality was based on Telia's existing ERM framework, which assesses risks and the effect on Telia if they materialize, in relation to financial, strategic, reputational, customer experience and regulatory aspects. The ERM framework was adapted to assess opportunities in a similar way to risks, for the purpose of the double materiality process. Internal parameters for financial materiality were used to determine the basis for the assessment, including definitions for the different impact levels ("low", "medium", "high" and "very high") and likelihood.
Prioritize	Each risk and opportunity was assessed according to the definitions provided in the internal parameters. This meant that each risk and opportunity received a scoring from "low" to "very high" in each of the assessed impact categories (financial, strategic, reputational, customer experience and regulatory). The highest score from the assessed impact categories was used in combination with the likelihood to determine the overall result for each risk and opportunity statement. For every risk and opportunity that resulted in "High" or "Very high", the topic it was representing would then be considered material from a financial materiality perspective.
Monitor	All of the risks and opportunities are reviewed and assessed at least once a year to ensure scoring is up to date.

When determining the impacts for impact materiality, some of these triggered potential and actual risks for the company. In these cases, a mirroring risk was mapped under the financial materiality assessment for further assessment. Potential impacts were categorized as those that have not occurred and have been assessed by potential likelihood to occur. Actual impacts have been categorized as those that have occurred at least once and have been assessed by potential likelihood to occur again. (IRO-1-53c) (IRO-1-53d) (IRO-1-53e) (IRO-1-53f) (IRO-1-53g)

The DMA process consisted of consultation with Telia subject-matter experts in the various topics. These internal stakeholders provided inputs based on their continuous engagement with external stakeholders, meaning that no impacted stakeholders or external experts were consulted for the purpose of the DMA, but rather that continuous inputs from such parties have been included through their internal counterparts.

Telia has an internal risk management process based on the ERM framework. Through this process, risks are assessed at least twice per year. The risks covered under this internal framework solely cover actual and potential financial risks to the company. Through this process, a more thorough risk profiling is performed for each identified risk. The majority of the risks assessed as part of the financial materiality assessment also form part of this annual risk management process. (IRO-1-53e)

Telia's double materiality assessment takes an inherent approach – i.e. does not account for Telia's current actions and controls – and takes into consideration Telia's footprint (i.e. the Nordics and Baltics). (IRO-1-53g)

Telia's first DMA was conducted in 2023, and the full assessment was done with a short-term perspective. During 2024, IROs that were deemed material were also mapped with a short-, medium- and long-term perspective. (IRO-1-53h)

Based on the methodology described in this section, Telia has identified and assessed actual and potential IROs for Pollution (E2), Water and marine resources (E3), and Biodiversity and ecosystems (E4). Material IROs have not been identified for these standards and they are therefore not included as part of these Sustainability Statements.

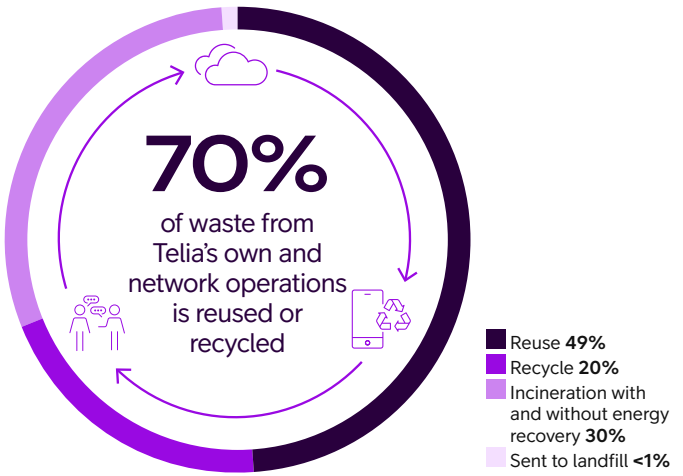
IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statements

The assessment of each impact, risk and opportunity was used to determine whether the IRO was deemed material and whether its topic was thereby deemed material. The materiality threshold was defined as those IROs with a "high" or "very high" result in the heat map. This means that topics that had a risk or an opportunity with a "high" or "very high" result are considered material from a financial perspective. Topics that had an impact with a "high" or "very high" result are considered material from an impact perspective. IROs that were not deemed material have not been integrated in this report. (IRO-2-59)

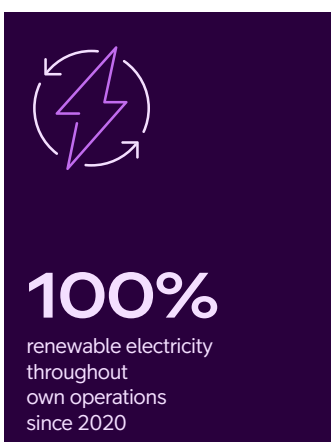
Environment

Telia is committed to reducing its environmental impact and supporting a more sustainable future. Efforts focus on addressing climate change, promoting energy efficiency, and advancing the circular economy. Key initiatives include reducing greenhouse gas (GHG) emissions across operations and the supply chain, increasing the use of renewable energy, and promoting the reuse and recycling of materials. Environmental actions are aligned with regulatory standards, including the EU Taxonomy, to ensure measurable, transparent and impactful outcomes.











Read more:

→ E1 Climate change
→ E5 Resource use and circular economy
→ EU Taxonomy

E1. Climate change

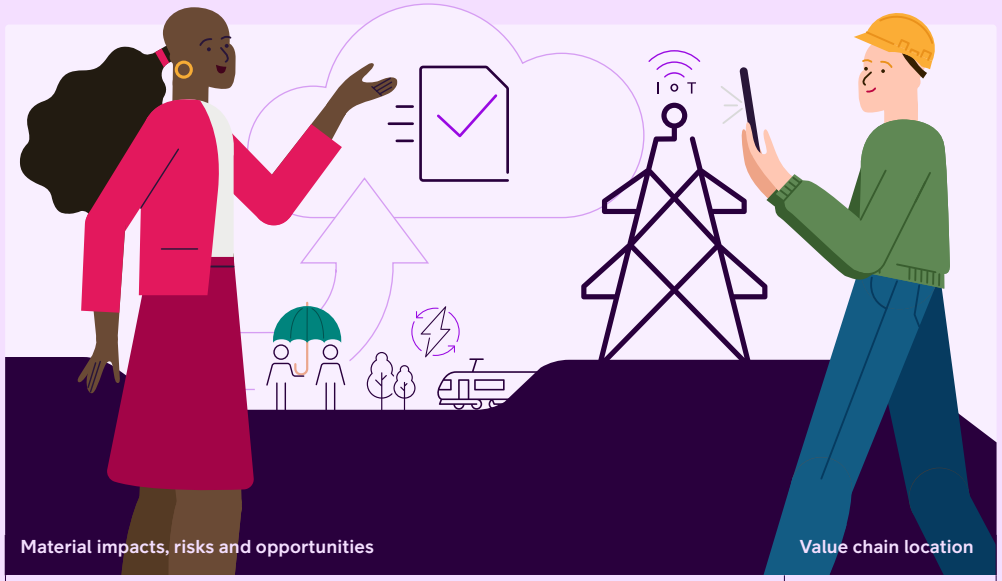
Approach
To help address the climate crisis and unsustainable use of natural resources, Telia is committed to achieving net-zero greenhouse gas (GHG) emissions across its value chain by 2040. This will necessitate the company reducing its GHG emissions by 90% (compared with base year 2018) and neutralizing the remainder. Telia has committed to at least halving its GHG emissions by 2030, compared with the same base year. In addition, Telia is committed to enabling a net-zero economy through its offerings. These offerings have the potential to make a positive impact on digitalization, which in turn can support a less carbon-intensive society.

Telia has reduced absolute GHG emissions from its own operations by 80% since 2018 (scope 1 and 2). Part of this achievement is due to the company's decision only to use renewable electricity in powering its operations, including networks and data centers. In the coming years, Telia will continue these efforts, and aims to reduce the remaining GHG emissions from its own operations by at least 90% by 2030. The remaining emissions are generated by diesel-powered backup generators, district heating and Telia's car fleet, among other examples, and the company is working to find and adopt alternatives.

The largest portion of Telia's GHG emissions is generated in the company's supply chain – an estimated 80%. To succeed with scope 3 reductions, the company must engage with its suppliers, monitor progress and decouple revenue growth from emissions.

Telia's strategy reflects both its responsibility to address its climate footprint, and the business opportunities that are created in helping its customers to reduce their emissions. Climate change adaptation, climate change mitigation and energy are all material subtopics addressed.

Telia has joined forces with a group of major multinational corporations, including Ericsson, IKEA, BT Group and Unilever, to form the 1.5°C Supply Chain Leaders partnership, which is dedicated to advancing climate work in global supply chains. This collaboration is part of the Exponential Roadmap Initiative, of which Telia is a founding member.



Material impacts, risks and opportunities	Value chain location
Negative impact/ Actual: GHG emissions emitted from Telia's value chain, in particular from the supply chain	Upstream Own operations Downstream
Risk[1]: Failure to meet stakeholder expectations on low-carbon, energy-efficient and circular products and services	Own operations Downstream
Risk[1]: Lack of a resilient energy strategy	Own operations
Risk[2]: Failure to prepare for extreme weather events, such as storms, heavy rain, floods and heatwaves	Own operations
Opportunity: Opportunity to scale IoT solutions that help customers and societies to decarbonize	Own operations Downstream

1) Transition risk 2) Physical risk

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

In recent years, Telia has conducted a climate scenario analysis to test and support resilience across the business. As a consequence, environmental resilience is increasingly integrated into the company's processes. Environment is also one of the principal risk areas in Telia's ERM framework. (E1-SBM-3-19a)

In 2021, physical climate risk assessments were performed for all Telia's markets regarding RCP2.6, RCP4.5 and RCP8.5 for three reference periods. A specific physical climate risk assessment regarding data centers was also performed as a follow-up. In the company's ERM work, climate-related impacts are identified, which Telia uses as input to strengthen its resilience in the affected areas. (E1-SBM-3-19b)

For the physical climate risks, a time period of up to 2040 has been used. For other parts of the resilience analysis, a time period of up to 2030 has been used. For the transition risks, the following time horizons have been used:

- Short-term – one to three years, tied to strategic and financial timeframe
- Medium-term – three to five years, tied to long-term strategic goals
- Long-term – five years and beyond.

These horizons are aligned with the company's ERM framework. (E1-SBM-3-AR7-(b))

The studies to test and support resilience across the business have influenced actions in Sourcing and Service Continuity Management to mitigate effects from heatwaves and other environmental effects. Knowledge derived from trend analyses have had an impact on Telia's strategy, for example: increasing circular offerings and actions in the supply chain to raise the company's environmental resilience. (E1-SBM-3-19c)

Telia's business is deemed to be quite resilient to climate change, meaning no major adjustments are expected to be needed in the short- to medium-term in response to it. The company's ability to adjust is highly dependent on its partners and suppliers, given that the majority of its GHG emissions are in scope 3. Key components of Telia's business, such as its assets, products and services portfolio, financing and reskilling take time to shift. As a result, major changes to the company's strategy and business models to counter climate change can typically be made only in the medium- to long-term. Minor changes to the strategy and business model can be made in the short-term. (E1-SBM-3-AR8b)

E1-1 Transition plan for climate change mitigation

Telia sees climate change management as a decisive factor for future business success. The company prioritizes providing investors and other stakeholders with information about how it plans to transition to a low-carbon operation, adapt to climate change and remain resilient.

Telia has been developing an ESRS-aligned transition plan since 2022, building on previous work around the TCFD recommendations. (E1-1-14) The company has identified its transition risks and has set targets and key performance indicators (KPIs), and will continue to develop this work. (E1-1-16j)

During 2024, Telia refined the transition plan and created country-specific GHG emissions reduction plans. The refined transition plan was approved by the Board of Directors in Q1 2025 and is released as a stand-alone document in accordance with the EFRAG-suggested format. (E1-1-14) (E1-1-16i)

The integration of the transition plan into the business strategy is ongoing, as well as its integration with financial planning. Telia's overall sustainability agenda and ambitions are thoroughly integrated into the company's business strategy. The company is adjusting its strategy and business model to ensure compatibility with the transition to a low-carbon economy.

Sustainability is in focus when the company helps businesses and societies to solve pressing challenges. Telia's commitment to create value for all stakeholders and to deliver sustainably rests on its position as a financially, socially and environmentally resilient company. Trends and risks related to policy or legal matters, markets, reputation and technology are regularly evaluated to make sure the transition will maximize Telia's positive impact on people and the planet. (E1-1-16h)

The company's Group Executive Management (GEM) collectively owns Telia's environmental agenda, and its members are responsible for assessment and management of climate-related matters, including strategic business decisions, goal-setting and target execution.

In addition, a sustainability steering committee facilitates continuous strategic work, finds solutions related to sustainability barriers, risks and opportunities, and engages GEM as needed.

Reducing GHG emissions
To help address the climate crisis and unsustainable use of natural resources, Telia aims to reduce its absolute scope 1 and 2 GHG emissions by 90% by 2030, using 2018 as a base year. The company also aims to reduce its absolute scope 3 GHG emissions by 50% by 2030 and is committed to achieving net-zero GHG emissions across its value chain by 2040, also using 2018 as a base year. (E1-1-14)

The company's net-zero target is set in line with the Paris Agreement's limiting of global warming to 1.5°C, and is verified by the Science Based Targets initiative (SBTi). (E1-1-16a)

In 2019, Telia set an ambitious climate target of zero CO_2 emissions by 2030. This was to be achieved through reducing GHG emissions by 50% and offsetting the remaining 50%. In developing Telia's goals further over recent years, the company has both gained a fuller understanding of the implications and received approval of its net-zero target for 2040. As a result, Telia's focus will be on achieving actual emissions reductions in moving towards net-zero by 2040. Telia is no longer intending to use offsetting as a carbon reduction activity, meaning that no offsetting is planned for the remaining 50% emissions by 2030.

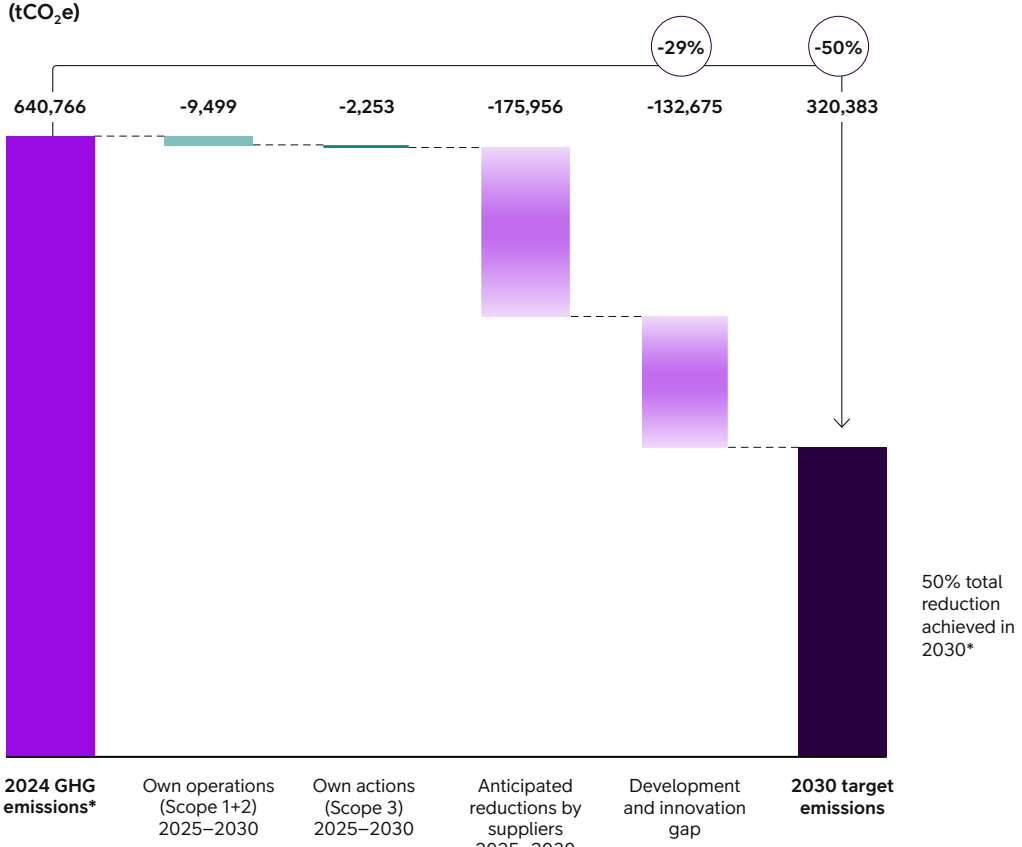
As part of focusing on absolute emission reductions, the company set annual GHG emission reduction targets in 2024, with GHG% reduction as the KPI for the period 2025-2027, and with each country of operation as an accountable entity.

Telia's reduction plan is dependent on several key assumptions:

1. Continued sourcing of renewable energy aligned with standards
2. Suppliers reducing their GHG emissions in line with science
3. Addressing the gap between anticipated reduced GHG emissions from key suppliers and the reduction target.

It is also important to note that improvements in the quality of data inputs, emission factors and/or calculation methods will have an impact on the reduction plan.

Telia's emissions reduction plan 2025–2030 (tCO_2e)



* For the purpose of illustrating Telia's approach and estimated reductions, 2024 has been used as a proxy baseline, as the 2018 original baseline scope 3 numbers are not comparable due to updates in methodologies and emission factors done during 2024. During 2025, Telia will work to re-balance the baseline to ensure comparability for effective progress tracking.

Telia has been using 100% renewable electricity since 2020 and plans to continue doing so, primarily through the purchase of Guarantees of Origin.

Almost 80% of Telia's GHG emissions come from the supply chain (scope 3), where the 50 largest suppliers account for 46% of emissions. For the purposes of the reduction plan, it has been assumed that these 50 suppliers will reduce their emissions in line with science, i.e. halve GHG emissions by 2030. It is also assumed that the suppliers' GHG reductions will directly impact products that Telia purchases from these suppliers. During 2024, Telia has engaged in dialog with nine of these suppliers and plans to expand engagement with more suppliers during 2025, in order to identify more specific opportunities and metrics for reductions.

A plan for how to address the gap between target and anticipated reduced emissions is being developed, with a focus on collaborating further with specific key suppliers to achieve the further reductions needed.

Decarbonization levers
As a technology pioneer that has been digitalizing societies for 170 years, Telia is well-placed to help drive decarbonization across its value chain and in society at large. The company's decarbonization levers, and corresponding key actions during 2024 and beyond, are shown in the table below. (E1-1-16b)

Lever type	Key actions
Product changes	Increased sales of refurbished smartphones. Develop Telia's product and service portfolio to meet customer demand on low-carbon, circular and energy-efficient products and services with correct environmental information.
Supply chain decarbonization	Target for 72% of Telia's total supply chain GHG emissions from purchased goods and services and capital goods to be covered by suppliers with science-based targets by 2025. Requirement in the Supplier Code of Conduct that suppliers shall have verified science-based climate targets no later than the end of 2025. Supplier Climate Action Program with key suppliers to address GHG emissions from the purchases of products and services that Telia makes from these suppliers.
Energy efficiency	Site decommission reduces heating needs.
Electrification	Replace fossil-based heating in technical sites with electric solutions. Car fleet electrification.
Fuel switching	Change to renewable diesel. Change to renewable district heating.
Change of process	Site decommission reduces refrigerant leakage.

Expenditures required for implementation
In line with the EU Taxonomy Regulation (Commission Delegated Regulation (EU) 2021/2178), Telia is disclosing its taxonomy-aligned CAPEX, which currently represents 0.04% of the company's total investments.

Furthermore, Telia is exploring innovative funding mechanisms, such as green bonds, to raise capital for projects that support its transition to a low-carbon operation. The company's commitment to transparency includes regular reporting on the use of these funds and their impact on the overall climate strategy. (E1-1-16c)

Locked-in emissions
Telia has not yet conducted a detailed study of locked-in GHG emissions; this is planned for the future. These emissions are mainly related to scope 3. Since 2020, Telia has only used electricity from renewable sources, covered by Guarantees of Origin or secured through long-term Power Purchase Agreements.

Network and IT equipment, as well as customer hardware, are fundamental for Telia's business and have a lifetime of multiple years. For most of this equipment, the company has the flexibility to change commercial arrangements. However, for operational purposes some investments are multi-year commitments and thereby lock in a certain amount of emissions.

Nevertheless, Telia is aiming for improvement in this area. To mitigate locked-in GHG emissions, Telia is working with its partners and suppliers to reduce emissions for the complete lifecycle of the company's assets and products. (E1-1-16d)

EU Taxonomy and Paris-aligned benchmarks
Telia reports a limited percentage of EU Taxonomy-eligible and aligned activities, since telecommunication networks are currently not included in the taxonomy. The telecommunication industry has highlighted this deficiency to the European Commission, and advocates for networks to be covered in future taxonomy-delegated acts with dedicated, fit-for-purpose alignment criteria. In the short term, the company has no plans to align further with the defined economic activities. (E1-1-16e)

Telia is not excluded from the EU Paris-aligned benchmarks according to the exclusion criteria stated in Articles 12.1 and 12.2 (Climate Benchmark Standards Regulation). (E1-1-16g)

Feedback mechanism
During the year, representatives of the company regularly meet investors and shareholders and present and discuss Telia's goals, plans and progress in relation to sustainability in general, and climate in particular. During these meetings, and through other channels such as email dialog, the company receives investors' and shareholders' feedback on the goals and plans. The Climate Transition Plan is publicly available for all stakeholders, including shareholders and investors. Shareholders can submit feedback or questions on strategic plans, including Telia's Climate Transition Plan, by contacting the investor relations team at **Telia's website**.

Telia is committed to reporting on progress in delivering on this plan on an annual basis, and estimates that the plan will evolve as learnings are integrated.

E1-2 Policies related to climate change mitigation and adaptation

Policies
Group Policy – Environment is Telia's guiding document for management of its climate work.

The main purpose of the Policy is to ensure that Telia manages its environment-related impacts, risks and opportunities throughout the value chain while meeting legal and stakeholder requirements and expectations. Telia's key environmental aspects are:

- Climate change, taking into account both risks and opportunities that are physical (e.g. extreme weather events) and transitional (triggered by shifts in e.g. legislation, customer demand)
- Resource use and circularity, taking into account material inflows and outflows, waste and energy across the value chain.

The Group Policy - Environment does not address GHG removals. See section E1-7.

Telia applies a structured management approach through ISO 14001 and other management standards.

For an overview of responsibility for ensuring that this Policy is duly communicated and implemented, see policy table in section G1-1. (E1-2-24)

Sustainability matters addressed by Group Policy – Environment
The sustainability matters addressed by Telia's Group Policy – Environment are as follows (E1-2-25):

Lever type	Key actions
Climate change mitigation	Telia will reduce its GHG emissions with activities that match the ambition level and pace required to achieve the company's environmental goals. These include halving GHG emissions by 2030 and achieving net-zero emissions by 2040, and prioritizing its supply chain, including but not limited to the hotspots of network construction and maintenance (field services), network equipment, mobile phones and other hardware, and other purchased products and services. Telia will prioritize suppliers and partners with science-based climate targets and decarbonization plans, and which apply circular economy principles
Climate change adaptation	Telia will ensure business continuity despite extreme weather events
Climate change risks	Telia will manage risks related to climate change, taking into account both risks and opportunities that are physical (e.g. extreme weather events) and transitional (triggered by changes in e.g. legislation, customer demand)
Energy	Telia will improve energy efficiency and act on its ambition to increase the share of energy coming from its own production and/or long-term Power Purchasing Agreements Telia will maintain a resilient energy strategy including the exclusive use of renewable electricity and set a plan to phase out other fossil-based energy sources.

E1-3 Actions and resources in relation to climate change policies

Actions and resources
Refer to E1-1 Decarbonization levers for information on Telia's actions and resources related to climate change mitigation. Information about actions in relation to climate change adaptation can be found in the section E1 ESRS 2 IRO-1. (E1-3-29a)

Financial impacts of implementing actions
Climate action is a well-established part of the company strategy, and many of the initiatives described within this plan are already underway and incorporated into the existing business plans and financial position. This is mainly the case for activities in own operations (Scope 1+2). Examples are investments in renewable electricity, transforming our facilities, measures for energy efficiency and transitioning to low carbon vehicles.

The main focus of the transition plan is on Telia's value chain, and suppliers in particular (Scope 3). Telia's current view is that it does not need and should not finance transition activities in the value chain. Hence, the company currently sees limited additional financing need to implement the climate transition plan.

If implementing the initiatives outlined in this plan would require further allocation of resources and investment, it will be integrated into the financial planning. Any material impact on the financial statements will be identified and disclosed, if appropriate, in line with the existing approach to financial reporting and associated standards. (E1-AR21) (E1-3-29c)

E1-4 Targets related to climate change mitigation and adaptation

Year	Goals	2024 progress
Climate		
2040	Net-zero GHG emissions by 2040, aligned with Science Based Targets initiative (SBTi) Net-Zero Standard (base year 2018)	Target validated by SBTi in 2023
2030	– At least halve GHG emissions (scope 3) by 2030 (base year 2018) – Science-based target: Reduce GHG emissions in own operations (scope 1 and scope 2 market-based) by 90% by 2030 (base year 2018)	– 47% reduction achieved since 2018[1] – 80% reduction in own operations achieved since 2018
2026	– Achieve an A score in CDP's external climate disclosure – Balancing remaining GHG emissions from scope 1, scope 2 market-based and scope 3 category 6 through purchase of carbon credits	– B score (2023: A-) – Carbon credits purchased to balance 16,543 tCO2e
2025	Science-based targets (base year 2018): – Halve GHG emissions in own operations (scopes 1 and 2 market-based) – Customer use, downstream (scope 3 categories 11,13): Reduce GHG emissions related to the use of sold and leased products by 29% – Engage with suppliers so that suppliers representing 72% of GHG emissions from purchased goods and services and capital goods have set science-based targets	– Achieved in 2020 – reduced GHG emissions by 42% (2023: 19%) – suppliers responsible for 62% of GHG emissions have set science-based targets (2023: 52%)
Energy		
2026	– Limit the electricity consumption increase to 7% compared with 2022, while mobile data traffic in own networks is expected to double – Use 100% renewable electricity	– 3% decrease compared to 2022[2] – achieved since 2020

1) Telia updated the scope 3: categories 1 and 2 emission calculation, meaning the 2024 outcome is not comparable with the base year.
2) Comparable figure excluding Denmark from base year 2022.

Tracking effectiveness
Telia continuously tracks its progress towards its goals to ensure progress is made. In addition, the company continuously implements the latest available information and methodologies to help ensure calculations are reliable and up to date. Due to changes in methodologies and emission factors during the year, the 2024 results for scope 3 cannot be compared with Telia's baseline data.

During 2025, Telia will work to re-balance the baseline to ensure comparability for effective progress tracking.

During 2023, Telia clarified roles and responsibilities among Group Executive Management members, and included this in the updated Delegation of Authority signed by the CEO.

During 2024, a target was set for Group functions, countries, and units to create individual GHG reduction plans for 2025-2030, as an integrated part of their strategic planning.

During 2024, countries and key Group functions such as finance, strategy, risk and governance worked together on the identification of reduction activities and their link to strategic and financial planning. (E1-4-32)

From 2025, the key KPI will be GHG emission reductions (scope 3). The company has set annual targets for the period 2025-2030 that are aligned with the 2040 GHG emissions reduction target. The target will be followed up quarterly as part of business reviews.

There will also be a new sustainability reporting team in place, which will increase the company's ability to track effectiveness. (E1-4-33)

In addition to the climate goals outlined to the left, Telia has a target to extend the lifetime of devices, outlined in section E5. This target is also relevant for Telia's climate change mitigation and adaptation work.

GHG emissions
Telia's net-zero emission target covers scope 1, scope 2 (market-based) and scope 3 emissions. Carbon credits or enablement potential (avoided emissions) are not included in the company's target setting or emission reporting. Telia's purchase of carbon credits and enablement effect are reported separately. (E1-4-34b)

Telia's baseline value is the calendar year 2018, which remains unchanged (E1-AR25b) but will be updated during 2025, when the company's short-term science-based target period ends. (E1-AR25a)

The vast majority of Telia's total value chain emissions come from the supply chain, with scope 1 and scope 2 market-based components representing only around 2% of the total value chain emissions. (E1-AR25a)

Reduction targets
Telia's GHG emission reduction targets are science-based and compatible with limiting global warming to 1.5°C. Telia follows the Greenhouse Gas Protocol methodology and the SBTi framework. Telia's net-zero GHG emission reduction target is externally verified by the SBTi. Telia has committed to achieving net-zero GHG emissions across its value chain by 2040.

Telia has considered potential future developments (e.g. changes in sales volumes, shifts in customer preferences and demand, regulatory factors and new technologies) and how these could impact its GHG emissions.

For example, Telia foresees a decline in sales volumes of smartphones during the period 2025-2030, and a shift in customer preferences to low-carbon, circular and energy-efficient products and services with accurate environmental information. Therefore, Telia aims to increase the share of refurbished smartphones it sells, which will also have an impact on emissions since a refurbished smartphone has a lower GHG footprint than a newly produced one.

Greenhouse gas emissions (tCO_2e)	Base year 2018	2022	2023	2024	% Change from last year	% Change from base year	Targets 2025	Targets 2030	Targets Net-zero 2040
Scope 1 GHG emissions									
Gross Scope 1 GHG emissions	9,142	6,357	5,435	5,473	1	-40	4,571	914	914
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes %	3	3	3	3	-	-	-	-	-
Scope 2 GHG emissions									
Gross location-based Scope 2 GHG emissions	136,077	78,879	94,054[5]	82,512	-12	-39	-	-	-
Gross market-based Scope 2 GHG emissions	55,734	3,397	6,621[5]	7,670	16	-86	27,867	5,573	5,573
Significant scope 3 GHG emissions									
Total Gross indirect (Scope 3) GHG emissions	**1,174,682**	**1,151,578**	**748,976**	**627,623**	**-16**	**-47**	**-**	**587,341**	**117,468**
Purchased goods and services (category 1)[1/4]	1,004,524	817,679	493,427	401,801[2]	-19	-	-	-	-
Capital goods (category 2)[1/4]		196,975	116,896	112,553[2]	-4	-	-	-	-
Fuel and energy-related activities (category 3)	40,608	43,628	42,293	39,582	-6	-	-	-	-
Upstream transportation and distribution (category 4)	9,201	15,066	13,757	9,306	-32	-	-	-	-
Waste generated in operations (category 5)	18,049	1,750	1,779	1,277	-28	-	-	-	-
Business travel (category 6)	8,296	2,881	3,280	3,439	5	-	-	-	-
Employee commuting (category 7)	14,370	5,653	6,204	4,719	-24	-	-	-	-
Upstream leased assets (category 8)[2]	3,180	-	-	-	-	-	-	-	-
Downstream transportation and distribution (category 9)[3]	-	-	-	-	-	-	-	-	-
Processing of sold products (category 10)[3]	-	-	-	-	-	-	-	-	-
Use of sold products (category 11)	43,336	23,164	24,882	14,843	-40	-66	30,769	-	-
End-of-life treatment of sold products (category 12)	1,150	86	76	65	-14	-	-	-	-
Downstream leased assets (category 13)	26,849	29,812	31,791	25,721	-19	-4	19,063	-	-
Franchises (category 14)	59	34	35	31	-11	-	-	-	-
Financial investments (category 15)	5,060	14,850	14,556	14,286	-2	-	-	-	-
Total GHG emissions									
Total GHG emissions (location-based)	**1,319,901**	**1,236,814**	**848,465**	**715,608**	**-16**	**-46**	**-**	**-**	**-**
Total GHG emissions (market-based)	**1,239,558**	**1,161,332**	**761,032**	**640,766**	**-16**	**-48**	**-**	**-**	**-**

1) Categories "Purchased goods and services (category 1)" and "Capital goods (category 2)" are combined for 2018.
2) "Upstream leased assets (category 8)" is combined with scope 1 from 2022 and onwards.
3) "Downstream transportation and distribution (category 9)" and "Processing of sold products (category 10)" are not applicable.
4) During 2023, Telia updated its emission factor data base to CEDA, changed the industry average calculation from global emission factors to location-based factors, and improved emission factors (scope 3 categories 1 and 2) as well as product quantity data. Values from 2022 and the base year 2018 are not comparable with 2023 or 2024 values. The company will update its base year during 2025.
5) The 2023 scope 2 increase is due to a change of emission-factor source to BEIS.

(E1-4-34a) (E1-4-34b) (E1-6-44) (E1-6-AR46d) (E1-6-48a) (E1-6-48b) (E1-6-49a) (E1-6-52a) (E1-6-49b) (E1-6-52b) (E1-6-51)

Regulatory factors will also direct Telia's suppliers to decarbonize. Telia assumes that this will lead its suppliers to reduce their emissions, and to execute product decarbonization roadmaps. This would affect the range of products and services that Telia can expect to purchase from suppliers in the coming years. (E1-4-34e) (E1-1-16a)

Expected decarbonization levers
Telia is actively working on identifying and developing decarbonization levers to achieve its target of reducing its GHG emissions by 50% by 2030. These levers will be focused on reducing GHG emissions across the company's operations and value chain, and are currently being detailed as part of a comprehensive GHG reduction plan.

The company has identified several key areas that will play a significant role in achieving its targets.

Decarbonization levers and overall quantitative contributions (E1-4-34f) (E1-1-16b):
- Own operations GHG emission reductions
- Decreased smartphone volumes – consumption reduction
- Increased share of refurbished smartphones– substitution of product
- Supplier GHG emission reductions

Telia has used a climate scenario compatible with limiting global warming to 1.5°C in assessing relevant environmental, societal, and technology-, market- and policy-related developments. (E1-AR30c)

Carbon and energy enablement
Beyond Telia's own operations and those of its value chain, several studies, such as the Exponential Roadmap report, have shown that connectivity and digital solutions have the potential to improve resource efficiency and reduce GHG emissions across sectors. Since 2020, Telia has tracked "enablement effects" for products and services such as remote meetings and IoT solutions for buildings, transport and utilities.

The methodology for Telia's carbon enablement calculations was developed together with the Carbon Trust consultancy firm. The starting point for the model's development was the GSMA Enablement Effect Report. Today, Telia focuses on calculating the enablement effect of its remote meetings and IoT offerings. The company does not capture the broader sets of enablement effects – such as, for example, working from home, online shopping and accommodation sharing – for which its underlying connectivity services provide opportunities. Moreover, no eventual rebound effects are captured in the company's calculations. Additional information about the methodology, including underlying assumptions, is available in the methodology paper on Telia's website.

Regarding the results, please note:
- Reporting of enablement effects is still in its infancy and the methods are under development as research on the impacts of digitalization continues to advance. Hence, reported data are estimates based on available research and data. Carbon enablement factor calculations are generally based on both data from the use of Telia's services as well as assumptions from market reports or other studies
- Currently, no standards exist for enablement calculations. Telia participates in the work of the European Green Digital Coalition, launched by the European Commission in 2021 to advance enablement calculation and reporting methodologies for ICT technologies, aiming for a common methodology. No common methodology has yet been adopted by the industry and research on a common approach to calculate the enablement effect of connectivity – Telia's core business – is still ongoing. For its reporting methodology, Telia engages with the Carbon Trust, which was appointed by the European Commission as an expert organization. Telia follows methodology developments closely and reviews its model when needed. The company also regularly revises its model as more granular primary data becomes available
- Due to the limited scope of Telia's model and the conditions in its markets (e.g., national electricity grid emission factors based on a high share of renewable energy sources), the results should not be considered directly compared with the results based on other telecommunication operators' similar models
- Data presented in Annual Reports from 2022 and earlier is not fully comparable with the 2023 or 2024 numbers, since data capture was improved and certain calculation methods changed during 2023.

2024 Carbon and energy enablement	Carbon (tCO_2e)	Energy (MWh)
Smart buildings	243,631	1,134,117
Smart utilities	26,262	849,439
Smart transport	11,143	3,519
Remote meetings	126,430	-
Total	**407,466**	**1,987,075**

E1-5 Energy consumption and mix

Energy consumption
Energy is one of Telia's most significant environmental aspects. Telia's strategy to manage energy impacts and costs consists of several parts, including:

- Increasing energy efficiency through new network hardware and power-saving features
- Managing power consumption by decommissioning legacy networks and modernizing sites – for example, by placing relevant units outdoors to reduce the need for cooling
- Using only renewable electricity when powering its own operations and looking for alternatives to remaining fossil-based energy sources
- Providing customers with solutions that enable energy reductions.

Energy (MWh)	2024	2023	2022
Fuel consumption from coal and coal products	-	-	-
Fuel consumption from crude oil and petroleum products	12,242	16,098	19,635
Fuel consumption from natural gas	1,730	1,419	1,784
Fuel consumption from other non-renewable sources	-	-	-
Consumption from nuclear products	-	-	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources	45,553	38,984	51,367
Total non-renewable energy consumption	**59,525**	**56,501**	**72,786**
Share of non-renewable sources in total energy consumption (%)	**5%**	**5%**	**6%**
Fuel consumption from renewable sources (including biomass, biogas, non-fossil-fuel waste, renewable hydrogen, etc.)	84	-	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	1,034,940	1,183,083	1,135,608
Consumption of self-generated non-fuel renewable energy	1,154	188	201
Total renewable energy consumption	**1,036,178**	**1,183,271**	**1,135,809**
Share of renewable sources in total energy consumption (%)	**95%**	**95%**	**94%**
Total energy consumption (MWh)	**1,095,703**	**1,239,772**	**1,208,595**

(E1-5-37) (E1-5-37a) (E1-5-37c) (E1-5-37c i) (E1-5-37c ii) (E1-5-37c iii) (E1-5-AR34) (E1-5-38b) (E1-5-38c) (E1-5-38e) (E1-5-39)

§ Accounting principles: Energy

Electricity represents over 90% of Telia's total energy consumption. In turn, Telia's network operations, including mobile and fixed networks and data centers, account for over 95% of the total electricity consumption. Approximately 82% of electricity consumption is measured or invoiced; the remaining 18% is related to co-location sites where Telia does not have grid ownership, and this consumption is therefore estimated. This report excludes energy sold to customers. The scope of Telia's energy calculation has changed due to divestment of its Denmark operations during 2024. Denmark operations are excluded from 2024 sustainability reporting onwards.

2023 and 2022 figures have been updated to include car fleet fuels (both own car and leased car fleet).

These metrics have not been validated by an external party apart from Telia's assurance provider.

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

Significant changes

The following table details all significant changes to Telia's reporting and their effect on year-on-year comparability. (E1-6-47)

Lever type	Key actions
Change due to divestment	Scope of Telia's GHG emissions calculation has changed due to divestment of its Denmark operations during 2024. Denmark operations are excluded from 2024 sustainability reporting onwards.
Change due to updated emission factors	The lower GHG emissions scope 3 upstream (categories 1 and 2) in 2023 and 2024, compared with the base year 2018, are mostly due to decreasing carbon intensity emission factors (environmental economic input output factors) and the change of source for these factors affecting the calculation in 2023 and onwards. Other factors impacting reductions are supplier-level reductions and improvements in spend-data categorization. Telia aims to reduce the application of industry-average calculation methods and increase the share of supplier-level data and product-level data.

§ Accounting principles: GHG emissions

Telia uses a combination of emission reporting approaches, including industry average, supplier level and activity/product level calculation methods. The main sources for emission factors are IEA, BEIS and CEDA. (E1-AR39b)

Telia's GHG emission reporting is aligned with the Greenhouse Gas Protocol and GSMA guidance. Telia annually discloses its scope 1, scope 2 (market-based and location based) and scope 3 emissions. Scope 1 and scope 2 calculations are based on own energy consumption and refrigerant leakages. The main emission factor sources are IEA and BEIS. The Corporate Value Chain (scope 3) Standard was applied to calculate all 15 categories of scope 3 emissions. For 2019 and 2021 only, most material scope 3 categories were updated. The most material categories for Telia are:

- Purchased goods and services (scope 3 category 1) – OPEX, e.g. emissions generated by network construction and maintenance (field services), purchased smartphones and other hardware
- Capital goods (scope 3 category 2) – CAPEX, e.g. purchased network equipment.

To calculate the most material categories Telia utilizes the following calculation methods:

% of methodology, Scope 3 Cat 1 and 2*

Year	Industry average	Product-level	Supplier-level
2018	74%	20%	7%
2022	70%	21%	9%
2023	57%	24%	19%
2024	**55%**	**24%**	**21%**

* The table covers the majority of emissions from categories 1 and 2, 86%, excluding emission data from TV & Media, LMT Latvia, Cygate Finland and SYV Joint Network in Finland.

(E1-6-AR46g)

- The industry-average method calculates emissions using global industry average emission factors (source: CEDA) multiplied by spend. These emission factors are different for different purchasing categories, and are presented in kg CO_2e/€.
- The supplier-level method utilizes reported emissions (scope 1, scope 2, and scope 3 upstream categories) from different suppliers divided by the supplier's revenue. This emission factor is also presented in kg CO_2e/€ and is multiplied by spend.
- The device-category method calculates emissions based on the average emissions of different device categories (e.g. smartphones, laptops, tablets etc.) These emission factors are represented by kg CO_2e/device and are multiplied by the number of devices purchased.
- The product-level method is similar to the device-category method but uses product-model-specific emission factors instead of device-category averages. These emission factors are represented by kg CO_2e/product and are multiplied by the number of products purchased.

Telia consumes 100% renewable electricity which is ensured through unbundled contractual instruments, Guarantee of Origins. 96% of scope 2 GHG emissions (market-based) is linked to contractual instruments. Telia is not using contractual instruments for sales of energy. (E1-AR45d)

As one of its GHG emission reduction activities, Telia is examining the possibility of transferring to renewable district heating, partly achieved by using biogenic resources. Telia has already changed to renewable district heating in some facilities; this creates new data that the company collected for the first time for 2024. The data is included in data table "Energy". (E1-AR45e)

Scope 3, categories 1-8 and 11-15 are included in Telia's inventory. Excluded are:
- Category 9: all logistic activities are included in category 4. Telia does not pay for any downstream transportation or distribution.
- Category 10: Telia does not sell any interim products, where downstream processing would be applicable. (E1-AR46 i)

These metrics have not been validated by an external party apart from Telia's assurance provider.

GHG intensity

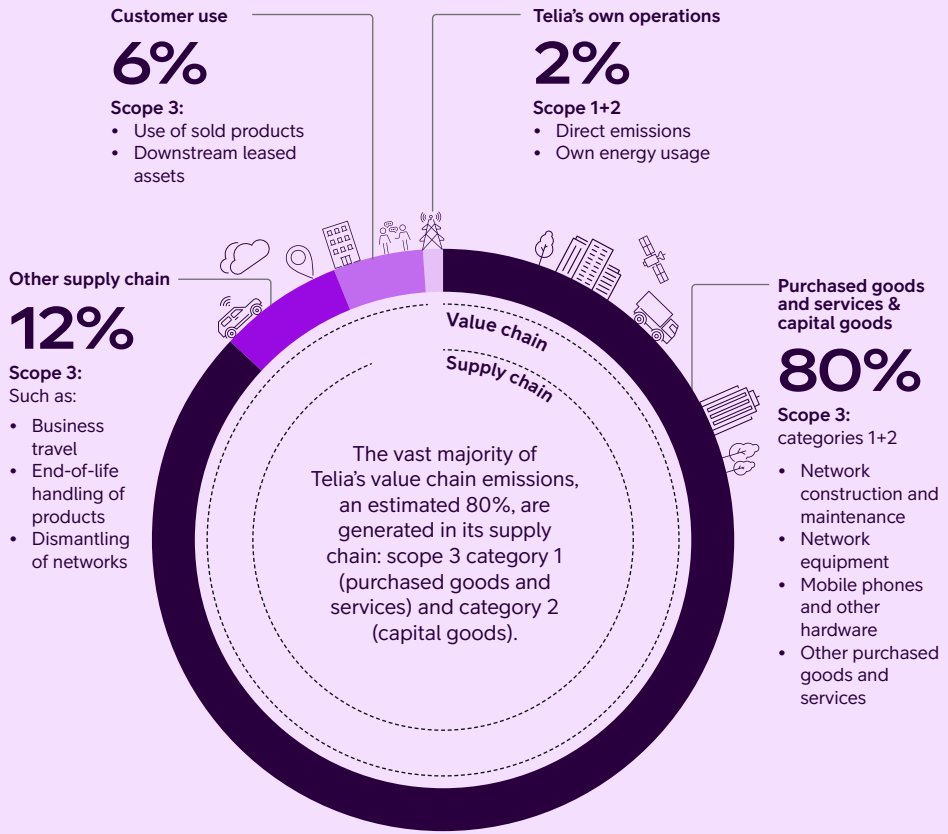
GHG intensity per net revenue	2024	2023	Change from last year
Total GHG emissions (location-based) per net revenue (tCO_2e/SEK)	8	10	-16%
Total GHG emissions (market-based) per net revenue (tCO_2e/SEK)	7	9	-16%

(E1-6-54) (E1-6-55)

§ Accounting principles: GHG intensity

Group external revenue for continuing operations (Note C6) and Total GHG emissions have been used for calculation. These metrics have not been validated by an external party apart from Telia's assurance provider.

This is where Telia's GHG emissions come from



E1-7 GHG removals and GHG mitigation projects financed through carbon credits

Carbon credits
Telia purchases carbon credits annually to balance the remaining GHG emissions from scope 1, scope 2 market-based, and scope 3 category 6 (Business travel). Telia expects to reduce the amount of credits needed each year, due to emission reduction activities. Telia has no long-term contractual agreement on credit purchases or any credits to be canceled in the future. The company purchases carbon credits outside its value chain, and in 2024 purchased and cancelled credits to cover 16,543 tons CO_2e. (E1-7-56b)

Telia reports purchases of carbon credits separately, outside GHG emission reporting. Carbon credits are not reported as carbon reduction activity or towards its net-zero target. (E1-AR61)

Telia has three projects in the 2024 voluntary carbon credit portfolio:

1. Improved Forest Management, Boumba-et-Ngoko Forest Conservation, Cameroon, Verra certification VCS2897
2. Afforestation/reforestation, Delta Blue Carbon, Pakistan, Verra certification VCS2250
3. Biochar, Four Bordet, France Puro certification PURO619736.

Telia receives the cancellation documents for each carbon credit purchased and is not undertaking any calculations or assessment of the credits issued. All projects are externally validated by the credit provider. Projects 1-2 are certified with Verified Carbon Standard (VCS) by Verra, while project 3 is certified with Puro Standard General Rules aligned with ICROA. (E1-7-58b). All Telia's carbon credits are from biogenic sink. (E1-AR62b)

100% of the credits relate to GHG emission removal from the atmosphere and 0% are linked with reduction activities. 100% of the credits are certified by recognized quality standards Verra and Puro. 0% of the credits are issued from projects in the European Union. 0% of the credits qualify as a corresponding adjustment under Article 6 of the Paris Agreement. (E1-AR62a) (E1-AR62c) (E1-AR62d) (E1-AR62e)

GHG neutrality
Telia has targeted net-zero GHG emissions across its value chain by 2040. The company will neutralize remaining GHG emissions after reaching a 90% reduction. Telia has yet to make any plans for this neutralization. (E1-7-60)

Telia does not claim GHG neutrality in its value chain. (E1-7-61)

E1-8 Internal carbon pricing

Telia does not apply an internal carbon pricing scheme. (E1-8-62)

E1 ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities

As part of Telia's double materiality analysis, the company mapped impacts based on information gathered as part of its GHG accounting, and assessed the impact based on its impact materiality and financial materiality thresholds. (E1-IRO-1-20a)

During 2021, Telia carried out its first physical climate risk assessment in all its markets, based on analysis provided by the Swedish Meteorological and Hydrological Institute. (E1-IRO-1-20b) The assessments were based on data originating from the IPCC 5th Assessment Report (AR5), where data has been downscaled to be useful in the application or analysis.

The analysis involved climate modelling of three representative concentration pathways (RCPs) by the UN Intergovernmental Panel on Climate Change through three reference periods (2011-2040, 2041-2070 and 2071-2100). The reference period was set to 1971-2000. (E1-IRO-1-21)

The selected scenarios (RCP2.6, RCP4.5 and RCP8.5) cover a wide range of variations regarding future concentrations of greenhouse gases in the atmosphere, and their impacts on indicators such as annual average temperature and heatwaves, annual maximum wind speed, annual average precipitation and daily maximum precipitation.

The analysis shows differences among the various reference periods and scenarios for the indicators analyzed.

The assessment gave rise to the following conclusions:

- Heatwaves: the yearly average temperature is rising globally and will increase across the Nordic and Baltic regions, especially in northern Sweden. Warmer yearly average temperatures will also increase the frequency, duration and intensity of heatwaves in the summer. Generally, the northern regions are projected to warm more than the southern regions, and inland regions are projected to heat up more than coastal regions. The results consistently show a higher temperature increase for the later time periods.
- Wind speed: annual maximum wind speed is affected by a complex set of variables that control storm paths, strength and frequency, resulting in greater uncertainty in comparison with other climate indicators.
- Precipitation: changes in precipitation are expected to be small in the earlier time frames, with increasing risks in the later period.

In 2023, Telia completed this high-level analysis with site-specific assessments related to data centers to understand risks better and add to ongoing continuity work around the sites.

The potential implications of the changes outlined above are, in most cases, related to disruptions (power outages and connection losses), with which

Telia works systematically within its Service Continuity Management process, regardless of the cause. To date, Telia's experiences of extreme weather have shaped preventive actions in its markets.

The company further explored, during 2023, the eventual risks related to the network equipment it purchases. To date, the above-mentioned processes and activities are part of continuous work and are financed as such, without any specific climate-related financing or inclusion in financial planning.

In relation to extreme weather events, there is a risk of increasing costs and loss of assets due to physical climate risks or extreme weather events such as heatwaves, high wind speeds and high precipitation. Such disruption risks are continuously monitored and handled via Telia's Service Continuity Management process, and preventive actions are taken based on experiences from previous extreme weather events. (E1-IRO-1-20b) (E1-IRO-1-AR11a) (E1-IRO-1-AR11c) (E1-IRO-1-AR11d)

Telia tracks short-term risks with a time span of one year. This allows the company to track execution of ongoing mitigations and respond to any changes or issues. Medium term is considered to be over one year and up to five years, which corresponds to Telia's financial planning (which covers three years ahead of the current year). This ensures that risks and costs associated with these risks are considered in the company's financial planning process. Long term is considered to be over five years, and these risks are assessed in dialog with relevant internal stakeholders to ensure the company strategy reflects these risks if necessary. (E1-IRO-1-AR11b)

Telia has a process to identify, assess and manage transition risks and opportunities:

Value chain stages covered	Direct operations and end-of-life management. The assessment is qualitative and annual.
Time horizons covered	Short-, medium- and long-term
Risk types covered	International and national legislation, changing customer behaviors, increased partner and stakeholder concern, technology
Stakeholders considered	Customers, investors, suppliers and legislators

In 2022, Telia updated its analysis and deepened its understanding by inviting a cross-functional group of internal subject-matter experts to screen information from various sources and analyze potential shifts (policy or legal, technological, market and reputation) and the risks and opportunities they could pose for the company in the short, medium and long term, with a particular focus on the medium term (2025-2027). A climate scenario in line with limiting global warming to 1.5°C was considered in this process. (E1-IRO-1-20c) (E1-IRO-1-AR12a)

Entire time horizons have been reviewed as part of a wider project, but for the prioritized ones listed here, all impact the medium-term time horizon (2025-2027). Potential shifts over the short-, medium-, and long-term time horizons have been identified.

Area	Shift
Policy and legal	CSRD and CSDDD Security reasons may drive increasing infrastructure needs locally. Moreover, new technologies will be required to, for example, generate greater energy efficiencies and higher recycling rates for hardware.
Market	Investors showing interest in green bonds and sustainability-linked loans, as well as more granular requests from ESG-rating agencies, analysts and lenders. Strategic B2B customers expect GHG emissions from purchased products and services from Telia, and support in their decarbonization journey. Results from the 2024 SB Insights B2C study highlight climate and circularity among the top three prioritized topics for consumers across Telia's markets.
Reputation	The ability to become low-carbon, energy-efficient and circular is expected to determine the future reputations of both individual companies and the industry.

(E1-IRO-1-AR12a)

The identified transition events will impact Telia most in regards to:

1. Expectations related to Telia's products and services
2. Expectations related to data centers and networks
3. Expectations related to the company's overall resilience.

(E1-IRO-1-AR12a)

Telia's ERM heat map is used to assess the likelihood and financial risk level based on assumptions regarding financial, strategic, regulatory, customer experience and reputational impacts. (E1-IRO-1-AR12b) In the process of identifying transition events and the assessment of exposure, a climate-related scenario analysis has been used. (E1-IRO-1-AR12c) Telia has not yet executed a detailed study of locked-in GHG emissions. (E1-IRO-1-AR12d)

Transition events in stakeholder expectations will relate to:

- Telia's products and services: expected to be low-carbon, circular, energy-efficient and with correct environmental information
- Telia's networks and data centers: expected to share energy efficiency and GHG performance transparently, show that the company can ensure access to renewable energy and demonstrate fair energy consumption
- Telia as a whole: expected to have a trustworthy transition plan in place, describing robust planning to ensure the resilience of the company.

Based on the identified expected transition events, potential risks and opportunities were identified, analyzed and assessed by Telia's transition-plan project group, with representatives from the Strategy, Risk, Governance, Finance and Sustainability teams.

Telia expects these transitional trends to intensify during 2025-2027, prompting the company to prioritize the material risks and opportunities. Uncertainties relate to the pace of change, which may be affected by economic downturns, social tensions, the level of ambition of government policy, and the frequency and severity of extreme weather events. (E1-IRO-1-21)

Currently, Telia has not incorporated specific climate-related assumptions into its financial statements. However, the company's approach to climate-scenario analysis remains an integral part of its overall risk management and strategic planning process.

While no explicit assumptions have been included in its financial reporting, Telia utilizes widely recognized climate scenarios, such as those aligned with the Paris Agreement's goal of limiting global warming to 1.5°C, to inform its transition strategy and assess potential climate-related risks and opportunities.

These scenarios help the company understand the possible impacts of climate change on its business environment, operations and value chain, and guide its strategic decisions accordingly. Climate action is a well-established part of the Telia Company strategy, and many of the initiatives described within its climate transition plan are already underway and incorporated into the existing business plans and financial position. This is mainly the case for activities in own operations (Scope 1+2). Examples are investments in renewable electricity, transforming facilities, measures for energy efficiency and transitioning to low carbon vehicles.

The main focus of the transition plan is on the value chain, and suppliers in particular (Scope 3). Telia's current view is that it does not need and should not finance transition activities in the value chain. Hence, the company currently see a limited additional financing need to implement the climate transition plan.
If implementing the initiatives outlined in the plan would require further allocation of resources and investment it will be integrated into the financial planning. Any material impact on the financial statements will be identified and disclosed if appropriate, in line with existing approach to financial reporting and associated standards. (E1-IRO-1-AR15)

E5. Resource use and circular economy

Approach
Shifting from a linear to a circular economy, and using natural resources more efficiently, is critical for tackling climate change and for living within planetary boundaries that are safe for humanity and ecosystems. Given this reality, Telia's ambition is to achieve zero waste in its own operations, including network construction and maintenance, by 2030. The company is also committed to enabling circularity through its offerings.

Digitalization in general can accelerate the circular shift by enabling various sectors to use energy, fuel, water and other resources more efficiently. As a connectivity provider, Telia enables circular business models, such as platform sharing and blockchain technologies for traceability. In many cases, digital solutions also enable dematerialization. These effects are sometimes indirect, but reflect the importance of Telia's core connectivity business.



Material impacts, risks and opportunities	Value chain location
Negative impact /Actual: Resource depletion of the materials used in product portfolio, network equipment, network construction and maintenance, and packaging	Upstream
Risk: Risk that the company's resources are used inefficiently and that the company's products could have a short life span or are difficult to repair, upgrade, or recycle	Own operations Downstream
Opportunity: Opportunity to increase leasing and rental models of Telia's products	Own operations Downstream

E5-1 Policies related to resource use and circular economy

Policies
Telia's Group Policy – Environment is the guiding document for the company's circularity work. The Policy identifies resource use and circularity as among Telia's key environmental aspects. Resource use and circularity take into account material inflows and outflows, waste and energy across the value chain. More information on Group Policy – Environment can be found in E1 Climate change. (E5-1-14)

The Policy states that the company will apply the circular principles of "prevent, reduce, reuse, recycle" (with implementation in the same order) in its own operations and when shaping customer offerings. These principles include minimizing resource use, reducing waste and prioritizing secondary (non-virgin) resources in the company's own operations and procurement. (E5-1-15a) (E5-AR9a)

The Policy also states that Telia will prioritize suppliers and partners that have science-based climate targets and a decarbonization plan, and that apply circular-economy principles. (E5-1-15b)

Telia's Group Instruction – Environment states that the company will limit the use of natural resources and prevent waste from being generated in the first place. Country organizations are accountable for outlining how to reach zero waste by 2030, i.e. no waste sent to incineration or landfill. (E5-AR9b)

E5-2 Actions and resources related to resource use and circular economy

Actions

Approach
Telia's product development and sourcing processes include environmental screening – focusing on emissions, energy, waste and hazardous materials – to control which products enter the company's flows.

The company also aims to scale circular business models, thereby helping to extend the lifetime of electronics and increase recycling rates. Circular business models require shifts in customer perception. However, they are becoming increasingly interesting for customers because of the additional value that Telia can contribute through such models; for example, by providing hardware support, repair and insurance, rather than simply delivering a product.

In relation to resource use and the circular economy, Telia's key activities are:

Minimizing waste (ambition of zero waste by 2030) to landfill and incineration
The zero-waste initiative requires all Telia country units to have plans in place outlining how to reach zero waste by 2030, i.e. no waste sent to incineration or landfill. Instead, waste should be prevented, reduced, reused or recycled. Expected outcomes include a reduction in environmental impact due to minimizing waste. This action applies to Telia's own operations, as well as network maintenance and construction activities (upstream). It applies to five operative countries: Sweden, Finland, Norway, Lithuania and Estonia. This action will be reviewed annually and is expected to be ongoing until 2030.

Telia has three main circularity actions:
- Ambition to increase sales on refurbished devices – aims to reduce electronic waste by extending the lifecycle through refurbishment and reuse
- Ambition to increase Device as a Service (DaaS) – aims to reduce electronic waste by extending the lifecycle through leasing, refurbishment and recycling
- Ambition to increase sale of refurbished customer premises equipment (CPEs) – aims to reduce electronic waste by extending the lifecycle of CPEs through refurbishment and reuse.

These circularity actions contribute to the circular economy objectives of the European Green Deal and EU Circular Economy Action Plan. Expected outcomes of these actions include sustainable revenue growth, and a reduction in environmental impact through optimized usage. The majority of these actions are implemented in Telia's own operations in all markets, affecting Telia's customers (downstream). DaaS is implemented in Finland, Sweden and Norway. All actions will be reviewed annually but are expected to be ongoing until at least 2026.

Telia's actions to increase circularity
All Telia markets offer refurbished smartphones to their customers, and the company has also begun sales of pre-owned laptops in Finland, Estonia and Lithuania. By the end of 2024, 4% of all B2C smartphones sold by Telia were refurbished models. (E5-2-20d)

Collaborative initiatives enable Telia to understand and act better on its circularity impacts, risks and opportunities. Working in close collaboration with other participants in the telecommunication ecosystem is also critical to establishing the sector's circularity. During 2024-2025, Telia is participating in the Nordic Circular Accelerator, a collaborative project with network equipment and installation suppliers. The project aims to increase data sharing in order to study and enable more circularity around telecom sites. (E5-AR11) In addition, Telia is gathering more data on sites to enable better use of equipment, either by prolonging use, creating new opportunities for re-use or improving waste management. (E5-AR12a) The stakeholders involved here are suppliers providing network equipment, network construction and maintenance, as well as waste management. (E5-AR12b) (E5-AR12c)

During 2024, Telia continued to participate in the Eco Rating environmental scoring system for smartphones. Launched in 2021, this initiative brings together telecommunication operators to drive circular principles in smartphone manufacturing. The rating, which is based on lifecycle assessments, makes it easy for customers to understand the environmental impacts of a smartphone, thereby incentivizing manufacturers to apply circular principles from design through to the end-of-life phase, and helping Telia to prepare for upcoming eco-design requirements.

E5-3 Targets related to resource use and circular economy

Tracking effectiveness of policies through targets
The following table shows tracked targets and their connection to Telia's Group Policy and Instruction – Environment (E5-3-23)

Target	Connection to policy
84% of materials from Telia's own and network operations to be reused or recycled by 2025	Telia's Group Instruction – Environment states that the company shall limit the use of natural resources and prevent waste from being generated in the first place. Country organizations are accountable for outlining how to reach zero waste by 2030, i.e. no waste sent to incineration or landfill (instead waste is prevented, reduced, reused or recycled). The target applies to Telia's own operations and network maintenance and construction activities. It applies to five operative countries: Sweden, Finland, Norway, Lithuania and Estonia.
Extend the lifetime of devices by increasing sales of pre-owned smartphones (B2C) and device as a service (B2B)	Telia's Group Instruction – Environment states that when products, services and equipment are developed, sourced and maintained, the company shall promote and apply principles of durability and repairability to prolong the lifetime of the same. Each country organization shall prioritize the reuse of network equipment. Telia's internal reuse of network equipment should be the first choice, reuse by other parties second and recycling the last option. The same logic shall be applied for customer premise equipment (CPEs). Each country organization shall have a system in place for buy-back and end-of-life treatment of customer and employee devices as well as other relevant equipment. The target applies to five operative countries: Sweden, Finland, Norway, Lithuania and Estonia.

Targets
The use of primary raw materials is a critical concern for technology-focused industries, and every company has a part to play. Within the scope of Telia's activities, this usage will be minimized by increasing sales of pre-owned smartphones. (E5-3-24c)

Regarding waste, Telia has specified that by 2025, 84% of materials from its own and network operations will be reused or recycled. (E5-3-24e) Telia's zero-waste ambition relates to the upper levels of the waste hierarchy, meaning all leftover materials shall be reused, repurposed or recycled, and nothing shall go to incineration or landfill. (E5-3-25)

Telia's ambition is to achieve zero waste in its own operations, as well as in network construction and maintenance, by 2030. The scope of the target includes waste originating from offices, shops, network installations and repairs, and from customer premises, technical sites and field work.

All targets are reviewed annually and progress is followed up through Telia's internal reporting tool.

During 2024, 70% of waste was either reused or recycled, 30% was incinerated (with or without energy recovery), and <1% was sent to landfill. Recycling and reuse opportunities vary across Telia's markets and across waste types.

Incineration with energy recovery is a very common practice in Telia's markets. The decommissioning of wooden telephone poles generates a large share of the waste that is currently incinerated. For the moment, there is no alternative, since the poles are impregnated with hazardous substances and therefore classified as hazardous waste. Telia continues gradually to dismantle these poles.

When excluding telephone poles, 9% of total waste remains to be addressed to achieve Telia's 2030 zero-waste ambition. (E5-3-24e)

Telia's targets in this area are voluntary rather than mandatory. (E5-3-27)

Year	Goals	2024 progress
2026	Extend the lifetime of devices by: – increasing the sales of pre-owned/ reused mobile phones (B2C) – increasing the sales of mobile phones provided as "Device as a Service" (B2B)	– Pre-owned/reused represented 4% of total mobile phone sales in B2C (2023: 4%) – Device as a Service represented 30% of total mobile phone sales in B2B (2023: 27%)
2025	84% of materials from Telia's own and network operations to be reused or recycled	– 70% was reused or recycled (2023: 72%)

(E5-3-24b)

E5-4 Resource inflows

Resource inflows
In Telia's double materiality assessment (DMA), the main impact that relates to circularity and the use of resources is resource depletion impacts by a) resources used in electrical and electronic equipment entering Telia's operations and b) resources used, such as steel towers, cables, batteries, asphalt, concrete, and other passive equipment and construction materials.

The three main areas within Telia's operations that contribute to the above impacts are network equipment, customer equipment (e.g. smartphones and customer premises equipment (CPEs)), and network construction and maintenance operations.

In the case of network equipment, Telia's focus is on waste accounting.

In terms of customer equipment, the company's largest categories include SIM cards, smartphones and CPEs, of which the impact of SIM cards is the smallest. In this area, Telia can influence how devices are sourced and try to steer its customers' use of these devices through circular business models that increase the devices' lifetime.

For network construction and maintenance operations, Telia will focus on waste accounting. (E5-4-30)

E5-5 Resource outflows

Waste is one of Telia's key environmental aspects. To meet its zero-waste ambition, the company is committed to reducing the total waste footprint of its own operations, including network construction and maintenance. Telia is focused on moving up in the waste hierarchy to prevent/reduce waste, and to increase reuse and recycling.

Resource outflows
Refer to E5-3 Targets for more information on Telia's waste categories, and actions related to resource usage and the circular economy. (E5-5-38)

Construction waste, electronic waste and battery waste are the largest waste categories for Telia. (E5-5-38a)

Waste categories and examples of materials present in Telia's waste include (E5-5-38b):

Waste category	Materials*
Battery waste	Lead batteries, nickel-cadmium batteries, lithium-ion batteries
Cable waste	Copper cables, lead-sheathed optical-fiber cables, non-lead/plastic-sheathed copper cable
Construction waste	Asphalt, sludge/sludge water, stone/gravel/concrete, wood
Electronics waste	Electronics from networks, PCs and other electronics, smartphones
Metal waste	Aluminum, copper, iron, stainless steel
Other	Biowaste, fluorescent lamps/tubes, impregnated wooden poles, lamps, paper

*Non-exhaustive list

Waste data collection
To meet its zero-waste ambition, Telia has expanded its data collection on waste since 2020. Work is continuously ongoing to improve data collection and quality, as contractors and waste-management suppliers are currently providing Telia with estimates on a best-effort basis while adapting to provide Telia-specific data in the coming years. (E5-5-40)

The total amount of hazardous waste generated by Telia during the reporting period is 22,615 tonnes. The total amount of radioactive waste, as defined in Article 3(7) of Council Directive 2011/70/ Euratom, is 0 tonnes.

As Telia does not produce any products in its own operations, the reporting disclosures for E5-4-31 and E5-5-36 have been considered as not material. Therefore, no quantitative data has been integrated in these Sustainability Statements in relation to these disclosures. The company will monitor developments in reporting practices and data availability in the coming years.

§ Accounting principles: Waste

Information is compiled through supplier portals or surveys sent to contractors and waste management suppliers, who provide Telia with information on amounts of waste and treatment methods, partially through estimates on a best-effort basis. Waste data covers both the company's own operations, and network construction and maintenance. Data for the previous year has not been included, since it is not comparable due to the differences in reporting categorization in the ESRS.

Total waste (tonnes)	2024
Total hazardous waste	22,615
Total non-hazardous waste	34,171
Total waste	**56,786**
Total recycled waste	**39,650**
Total non-recycled waste	**17,137**
Non-recycled waste's share of total waste	30%

Hazardous solid waste (tonnes)	2024
Waste for incineration	15,649
Waste for landfill	12
Other disposal operations	0
Total waste directed to disposal	**15,662**
Recycling	6754
Reuse	199
Other recovery operations	0
Total waste diverted from disposal	**6,954**
Total hazardous waste	**22,615**

Non-hazardous solid waste (tonnes)	2024
Waste for incineration	1,458
Waste for landfill	17
Other disposal operations	0
Total waste directed to disposal	**1,475**
Recycling	4,840
Reuse	27,856
Other recovery operations	0
Total waste diverted from disposal	**32,696**
Total non-hazardous waste	**34,171**

(E5-5-37a) (E5-5-37b) (E5-5-37c) (E5-5-37d)

E5 ESRS 2 IRO-1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

IROs have been identified for Telia's full value chain including upstream, downstream and the company's own operations. The identified material IROs for circularity relate to the products and services Telia purchases, and over which it often does not have operational control. Publicly available information was used to identify and assess the material IROs. IROs for waste have been developed based on inputs from contractors that handle Telia's waste. IROs for the products Telia sells and provides to its customers have also been considered in the assessment, such as the leasing of products. Internal data has been used to assess the circularity IROs that relate to customers. (E5-IRO-1-11a)

Telia has not commissioned an external consultation, but has consulted with internal experts in the area. (E5-IRO-1-11b)

Taxonomy Reporting

Reporting in line with Article 8 of the EU Taxonomy Regulation have evolved over the past years. In 2023, Telia reported alignment on the two first environmental objectives, and eligibility for the remaining four environmental objectives. In 2024, Telia reports on the assessment of alignment of activities under all environmental objectives. One of Telia Company's subsidiaries, Telia Lithuania, reports on the EU Taxonomy as part of its Annual Report. However, EU Taxonomy information regarding Telia Lithuania is also consolidated as part of this report.

Telia is reporting for the first time both financial and non-financial activities under the EU Taxonomy. This resulted from the European Commission release of the final commission notice, or "FAQ", in November 2024, seeking to clarify questions related to the EU's Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation. According to the statements in the FAQ, Telia is considered a mixed group, and therefore ought to include the relevant tables for both financial and non-financial activities when reporting in accordance with the EU Taxonomy. In addition, the FAQ references a consolidating table required to be disclosed by mixed groups; see the tables on pages 105.

As illustrated in this section, Telia reports a limited percentage of Taxonomy-eligible and aligned activities since telecommunication networks are not included in the Taxonomy (see Financial key performance indicators on pages 106-108). As telecommunication networks are essential for the industry, the telecommunication industry has advocated towards the European Commission for inclusion of networks in future Taxonomy delegated acts with dedicated, including fit-for-purpose alignment criteria. Through Telia Insurance, Telia is providing insurance services to customers. For information on EU Taxonomy considerations related to Telia Insurance, see separate section below.

Assessment of Eligibility
Telia has assessed its economic activities to determine which ones should be reported under the Taxonomy definitions. The company has also assessed several additional economic activities that constitute purchase of Taxonomy-aligned outputs under the Climate Change Mitigation ("CCM") objective. The following activities have been deemed eligible for Telia in 2024, see table.

Assessment of Alignment
An economic activity must make a substantial contribution to its environmental objective, do no significant harm to the other environmental objectives, and be carried out in accordance with certain minimum safeguards to be defined as environmentally sustainable.

Substantial Contribution
For Telia's eligible activities related to Climate Change Mitigation, no data center reported under activity CCM 8.1 are considered to meet the requirements for substantial contribution.

Eligible activities	Description
CCM 8.1 Data processing, hosting, and related activities	Telia reports data centers – facilities used for centralized storage, management, or processing of data – together with all the infrastructure and equipment necessary to do so. The data centers reported are used by external customers and for the company's internal purposes. Telia has scoped its reporting to focus on data centers that meet a specified energy consumption threshold and are critical for core network operation in a specific market or across the company's operations.
CCM 8.2 Data-driven solutions for GHG emissions reductions	Under this activity, Telia reports products and services with significant enabling effects but excludes the data transmission phase or technologies required for data transmission processes. The company currently provides the following solutions with significant enablement effects for customers: – Remote meeting services – IoT solutions for smart buildings, transportation, and utilities.
CE 4.1 Provision of IT/OT data-driven solutions	Under this activity, Telia reports IoT solutions used for remote monitoring and predictive maintenance. There is no overlap with solutions reported under CCM 8.2.
CE 5.1 Repair, refurbishment and remanufacturing	Under this activity, Telia reports repair services – primarily of mobile phones, but also of some customer premises equipment – provided to individual customers or businesses through its own service workshops or those of its service partners.
CE 5.4 Sale of second-hand goods	Under this activity, Telia reports sales of pre-owned and refurbished mobile phones in all of its markets, as well as sales of office equipment in Estonia.
CE 5.5 Product-as-a-service and other circular use and result-oriented service models	Under this activity, Telia reports the provision of mobile phones to business customers through its Device as a Service offering.
CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles	Under this activity, Telia reports its investment in the car fleet, including new leasing contracts.
CCM 7.7. Acquisition and ownership of buildings	Under this activity, Telia reports its investments in office buildings, including new leasing contracts.

Over the course of 2023, Telia evaluated the possibility of implementing the EU Code of Conduct in its data centers. To date, one of Telia's reported data centers has implemented the EU Code of Conduct, which is a voluntary initiative aimed at improving the energy efficiency and sustainability of data centers. However, this implementation has not been verified by an independent third party.

With respect to data-driven solutions reported under activity CCM 8.2, Telia considers, based on the criterion text, that a life cycle assessment is not necessary as no alternative solutions/technologies exist for the services in scope. Nonetheless, in its analysis and calculation of carbon enablement, Telia can demonstrate the net benefits of the digital component of the reported remote meetings solutions and IoT solutions for buildings and utilities. Benefits from these services include substantial greenhouse gas emissions reductions and in some cases electricity or energy savings, thereby meeting the substantial contribution criteria. IoT for transport are not considered to meet the required criteria for substantial contribution.

For Telia's eligible activities related to Transition to a Circular Economy ("CE"), there is not enough information to determine alignment. The following activities are therefore assessed to not meet the criteria for a substantial contribution to a Transition to a Circular Economy: 4.1 Provision of IT/OT data-driven solutions, 5.1 Repair, refurbishment and remanufacturing, 5.4 Sale of second-hand goods, 5.5 Product-as-a-service and other circular use- and result-oriented service models.

The same applies to purchases of Taxonomy eligible and/or aligned products and services, primarily CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles and CCM 7.7 Acquisition and ownership of buildings.

Do no significant harm
For the activities CCM 8.1 and CCM 8.2 an assessment of the criteria for "do no significant harm" ("DNSH") was carried out.

For DNSH criteria related to Climate Change Adaptation ("CCA"), Telia's physical climate risk analysis at a company level was leveraged, which is detailed under section E1 ESRS2 IRO-1. In relation to activity 8.1, the company has performed deepened site-specific analyses. Telia considers that the company-level analysis meets the requirement in the case of the data-driven solutions reported under activity 8.2, as digital services are not site-specific.

For DNSH criteria related to Sustainable Use and Protection of Water and Marine Resources ("WTR") relevant for activity CCM 8.1, an assessment was carried out to ensure the requirements are met. Telia is not substantially dependent on water in its operations, and where data centers use water-based cooling, it is re-circulated in a closed system. All Telia facilities, including data centers, are located in areas with connections to municipal water infrastructure. When planning its data centers, the company follows all relevant laws and regulations, including with regard to environmental impact assessments and requirements included therein on assessment of impacts on water.

For DNSH criteria related to Transition to a Circular Economy, relevant for CCM 8.2, an additional assessment was carried out. The criteria are met based on the following:

- Telia does not manufacture any servers or data storage equipment but purchases it from suppliers which operate within the EU. These suppliers mark their products with the CE label, as required under Directive 2009/125/EC. Compliance is also ensured through supplier requirements based on the Supplier Code of Conduct
- Telia has specific requirements in place for its suppliers in regard to restricted and banned substances covered by the EU Directives on restriction of the use of certain hazardous substances (RoHS) and waste from electrical and electronic equipment (WEEE)
- Telia is compliant with local waste management regulations and requirements, as well as with EU WEEE legislation. In addition, the company purchases waste management services from suppliers with relevant licenses in their markets.

Minimum social safeguards
Minimum social safeguards are in place through the implementation of company-level policies and instructions related to, for example, human rights, anti-bribery and corruption, taxation, and fair competition. These policies and instructions adhere to relevant international standards and guidelines (see the **Governance Framework** section for a brief description). Furthermore, these areas are fully reflected in Telia's risk management process, which is an integrated part of the business planning process and monitoring of business performance. More information about the risk management practices and Principal Risk areas can be found in the **Telia's risk universe** section. Telia's approach to assessing non-compliance with any of its policies and instructions involves continuous due diligence and various follow-up procedures, including grievance mechanisms, audits and controversy screenings of suppliers.

§ Accounting principles: EU Taxonomy

The EU Taxonomy KPIs are defined as follows by Telia in 2024:

- Turnover is defined as external revenue under the International Financial Reporting Standards (IFRS), which corresponds to external revenue in Telia's consolidated statements of comprehensive income, e.g., including only continuing operations. See note C5 and C6.
- Capital expenditure (CAPEX) is defined as additions to property, plant, and equipment, intangible assets, and right of-use assets during the financial year before depreciation, amortization, and impairments. Additions to goodwill and film and program rights are not included in CAPEX. Additions are defined as investments during the financial year (net of any government grants received) and include additions resulting from business combinations as well as gross increases of asset retirement obligations (costs of dismantling and restoration) but exclude advances and prepayments
- Operating expenditure (OPEX) is defined

as direct non-capitalized costs that relate to research and development, building renovation measures, short-term leases, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plants, and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets. The Taxonomy OPEX measure includes only continuing operations.
- Direct non-capitalized costs related to research and development corresponds to the amount for research and development expensed in Telia's consolidated statements of comprehensive income, excluding related amortization, depreciation, and impairment expenses. Telia has adopted a strict interpretation of day-to-day servicing expenditures and has, for example, only included costs if required for maintenance of servicing property plants and equipment.

The Taxonomy KPI definitions of turnover, OPEX and CAPEX are not fully aligned with similar measures used in Telia's consolidated financial statements. For Taxonomy reporting purposes, some adjustments have therefore been made to Telia's financial measures. Telia's interpretations of the Taxonomy KPI definitions are based on guidance from the Taxonomy publications, guidance from FAR (Institute for the Accountancy Profession in Sweden – FAQ on the EU Taxonomy), and consultations with external sustainability experts. The interpretations of the KPI definitions might change in the future as the Taxonomy reporting guidance is clarified, and/or the Taxonomy reporting practices are developed.

To fully align with the Taxonomy reporting requirements, further efforts will be needed to improve Telia's internal reporting systems and processes.

Since Telia's reporting structures and systems are not set up in line with economic activity definitions of the Taxonomy, some assumptions have been made to establish the numerator for certain parts of the KPIs. For some of the data center activities, estimates have been made to calculate the share of OPEX and CAPEX related to external customers. As IoT platforms and technical solutions are not developed for a specific vertical use, allocation of OPEX and CAPEX to the reported services mirrors the share of these services in the turnover of total IoT revenues. These are the figures covered in the reporting. As a general note, Telia has applied a conservative approach both in identifying eligible activities and when estimating CAPEX and OPEX associated with such activities.

Mixed group
The table below shows a consolidated view of Telia's KPIs pertaining to its financial and non-financial companies.

			KPI per Business segment			
Mixed group	**Revenue (SEK million)**	**Proportion of total group revenue (A)**	**KPI turnover -based (B)**	**KPI CAPEX-based (C)**	**KPI turnover -based weighted (A*B)**	**KPI CAPEX-based weighted (A*C)**
A. Financial activities	1,539	0				
Asset management						
Banking activities	669	0.75%	0.00%	0.00%	0.00%	0.00%
Investment firms						
Insurance undertakings	870	0.98%	0.00%	0.00%	0.00%	0.00%

			KPI turnover-based (B)	**KPI CAPEX-based (C)**	**KPI turnover-based weighted (A*B)**	**KPI CAPEX-based weighted (A*C)**
B. Non-financial activities	87,588	98.27%	0.11%	0.04%	0.11%	0.04%
Total revenue of the group	**89,127**	100.00%				

					Average KPI turnover-based	**Average KPI capex-based**
Average KPI of the group					0.11%	0.04%

Turnover

		2024		Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	**Code(s)**	**Turnover**	**Proportion of turnover**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity and ecosystems**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity**	**Minimum safeguards**	**Taxonomy share of turnover 2023**	**Category (enabling activity)**	**Category (transitional activity)**
		SEK million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Data-driven solutions for GHG emissions reductions	CCM 8.2	99.23	0.11%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	-	Y	-	-	Y	-	Y	0.17%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		99.23	0.11%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	-	Y	-	-	Y	-	Y	0.17%		
Of which Enabling		99.23	0.11%														0.17%	E	
Of which Transitional		0.00	0.00%														0.00%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
				EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL										
Data processing, hosting and related activities	CCM 8.1	328.13	0.37%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.55%		
Data-driven solutions for GHG emissions reductions	CCM 8.2	175.40	0.20%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.19%		
Provision of IT/OT data-driven solutions	CE 4.1	202.41	0.23%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.20%		
Repair, refurbishment and remanufacturing	CE 5.1	37.76	0.04%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.06%		
Sale of second-hand goods	CE 5.4	170.07	0.19%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.24%		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	943.06	1.06%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1.64%		
Turnover of Taxonomy-eligible not but not environmentally sustainable activities (Not Taxonomy-aligned) (A.2)		1,856.82	2.08%	0.56%	0.00%	0.00%	0.00%	1.52%	0.00%								2.87%		
A. Turnover of Taxonomy-eligible activites (A.1 + A.2) (A)		**1,956.05**	**2.19%**	**0.68%**	**0.00%**	**0.00%**	**0.00%**	**1.52%**	**0.00%**								**3.04%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)		**87,170.95**	**97.81%**																
Total (A + B)		**89,127.00**	**100%**																

CAPEX

		2024		Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	Code(s)	CAPEX	Proportion of CAPEX	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Taxonomy share of CAPEX 2023	Category (enabling activity)	Category (transitional activity)
		SEK million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Data-driven solutions for GHG emissions reductions	CCM 8.2	6.86	0.04%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	-	Y	-	-	Y	-	Y	0.07%	E	
CAPEX of environmentally sustainable activities (Taxonomy-aligned) (A.1)		6.86	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	-	Y	-	-	Y	-	Y	0.07%		
Of which Enabling		6.86	0.04%							-	Y	-	-	Y	-	Y	0.07%	E	
Of which Transitional		0.00	0.00%							-	-	-	-	-	-	-	0.00%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)										-	-	-	-	-	-	-			T
				EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL										
Data processing, hosting and related activities	CCM 8.1	347.14	1.80%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.27%		
Data-driven solutions for GHG emissions reductions	CCM 8.2	19.25	0.10%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.10%		
Provision of IT/OT data-driven solutions	CE 4.1	12.14	0.06%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.00%		
Repair, refurbishment and remanufacturing	CE 5.1	16.13	0.08%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.08%		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	432.10	2.24%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								3.85%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	142.12	0.74%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Acquisition and ownership of buildings	CCM 7.7	172.25	0.89%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
CAPEX of Taxonomy eligible but not environmentally sustainable activities (Not Taxonomy-aligned) (A.2)		1,141.11	5.92%	3.53%	0.00%	0.00%	0.00%	2.39%	0.00%								5.30%		
A. CAPEX of Taxonomy-eligible activities (A.1 + A.2) (A)		**1,147.97**	**5.95%**	**3.57%**	0.00%	0.00%	0.00%	2.39%	0.00%								**5.37%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CAPEX of Taxonomy-non-eligible activities (B)		**18,133.44**	**94.05%**																
Total (A + B)		**19,281.41**	**100.00%**																

OPEX

		2024		Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)								
Economic activities	Code(s)	OPEX	Proportion of OPEX	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Taxonomy share of OPEX 2023	Category (enabling activity)	Category (transitional activity)
		SEK million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Data-driven solutions for GHG emissions reductions	CCM 8.2	57.44	2.51%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	-	Y	-	-	Y	-	Y	3.08%	E	
OPEX of environmentally sustainable activities (Taxonomy-aligned) (A.1)		57.44	2.51%	2.51%	0.00%	0.00%	0.00%	0.00%	0.00%	-	Y	-	-	Y	-	Y	3.08%		
Of which Enabling		57.44	2.51%							-	Y	-	-	Y	-	Y	3.08%	E	
Of which Transitional		0.00	0.00%							-	-	-	-	-	-	-	0.00%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
				EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL	EL;,N/EL										
Data processing, hosting and related activities	CCM 8.1	138.34	6.05%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								5.22%		
Data-driven solutions for GHG emissions reductions	CCM 8.2	234.26	10.25%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.32%		
Provision of IT/OT data-driven solutions	CE 4.1	56.67	2.48%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								1.60%		
Repair, refurbishment and remanufacturing	CE 5.1	89.84	3.93%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								2.81%		
Sale of second-hand goods	CE 5.4	173.05	7.57%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								6.19%		
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	386.87	16.93%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								14.28%		
Acquisition and ownership of buildings	CCM 7.7	4.46	0.20%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
OPEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) (A.2)		1,083.50	47.41%	16.50%	0.00%	0.00%	0.00%	30.91%	0.00%								36.42%		
A. OPEX of Taxonomy-eligible activities (A.1 + A.2)		**1,140.94**	**49.92%**	**19.01%**	**0.00%**	**0.00%**	**0.00%**	**30.91%**	**0.00%**								**39.50%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OPEX of Taxonomy-non-eligible activities (B)		**1,144.51**	**50.08%**																
Total (A + B)		**2,285.45**	**100%**																

Turnover	Proportion of turnover / Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation (CCM)	0.11%	0.56%
Climate change adaptation (CCA)	0.00%	0.00%
Water and marine resources (WTR)	0.00%	0.00%
Circular economy (CE)	0.00%	1.52%
Pollution prevention and control (PPC)	0.00%	0.00%
Biodiversity and ecosystems (BIO)	0.00%	0.00%

CAPEX	Proportion of CAPEX / Total CAPEX	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation (CCM)	0.04%	3.53%
Climate change adaptation (CCA)	0.00%	0.00%
Water and marine resources (WTR)	0.00%	0.00%
Circular economy (CE)	0.00%	2.39%
Pollution prevention and control (PPC)	0.00%	0.00%
Biodiversity and ecosystems (BIO)	0.00%	0.00%

OPEX	Proportion of OPEX / Total OPEX	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation (CCM)	2.51%	16.50%
Climate change adaptation (CCA)	0.00%	0.00%
Water and marine resources (WTR)	0.00%	0.00%
Circular economy (CE)	0.00%	30.91%
Pollution prevention and control (PPC)	0.00%	0.00%
Biodiversity and ecosystems (BIO)	0.00%	0.00%

Disclosure regarding nuclear and fossil gas related activities

Nuclear related activities		
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

EU Taxonomy considerations for Telia Insurance

Telia Insurance reports activities under the property insurance category in regulatory reporting for Solvency II. As such, Telia Insurance activities could be covered under the definition "Non-life Insurance: underwriting of climate related perils". In order for the activities within Telia Insurance to be considered eligible, the activities need to include "underwriting of climate related perils". The terms and conditions of the insurance products do not explicitly include or exempt damages from climate change, but do include damages caused by unexpected events, including fire and water damages that are included as climate-related perils in Appendix A (EU 2021/2139). Therefore, the activities of Telia Insurance would be eligible under the EU Taxonomy if climate-related perils are included in the underwriting premium. If so, the proportion of the underwriting premium covering climate-related perils should be included as the eligible amount. The proportion can be assessed by identifying historical damages and related claims paid due to climate-related perils. The proportion of the premiums related to underwriting of climate-related perils as a share of gross premiums written will be reported as eligible. Following the identification of historical losses over the last five years, no claims have been paid due to climate-related risks. This means that SEK 0 premiums are related to underwriting of climate-related risks (zero share of gross written premiums). Captive business is out of scope since it relates to internal transactions.

The underwriting KPI for non-life insurance and reinsurance undertakings

SEK million	Substantial contribution to climate change adaptation (CCA)			DNSH criteria (Does Not Significantly Harm)					
Economic activities (1)	Absolute premiums, year 2024 (2)	Proportion of premiums, year 2024 (3)	Proportion of premiums, year 2023 (4)	Climate change mitigation	Water and marine resources	Circular economy	Pollution	Bio-diversity and eco-systems	Minimum safeguards
	MSEK	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N
A.1. Non-life insurance and reinsurance underwriting Taxonomy-aligned activities (environmentally sustainable)	0	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A
A.1.1. Of which reinsured	0	0%	0%						
A.1.2. Of which stemming from reinsurance activity	0	0%	0%						
A.1.2.1. Of which reinsured (retrocession)	0	0%	0%						
A.2. Non-life insurance and reinsurance underwriting Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)	0	0%	0%						
B. Non-life insurance and reinsurance underwriting Taxonomy-non-eligible activities	870	100%	100%						
Total (A.1 + A.2 +B)	870	100%	100%						

Premiums' in columns (2) and (3) shall be reported as gross premiums written or, as applicable, turnover relating to non-life insurance or reinsurance activity.
The information in column (4) shall be reported in disclosures in the year 2024 and thereafter.
Non-life insurance and reinsurance can only be aligned with Regulation (EU) 2020/852 as activity that enables climate change adaptation.

In addition to the KPI related to underwriting, insurance companies are also required to report on investments in Taxonomy-aligned activities. The KPI shows the share of Taxonomy-aligned activities in total assets. It includes investments in NFRD companies and green bonds, but excludes government, central bank, supranational exposures, and derivatives. Telia Insurance would need to report these investments in a specific template as required by the DDA (EU2021/2178). However, since Telia Insurance does not currently have any investments directed at funding or associated with Taxonomy-aligned activities in relation to total investments, it does not have anything to report and therefore those tables are not included.

EU Taxonomy considerations for Telia Finance
With reference to FinRep, the list of governmental bodies considered as central governments according to the Capital Requirements Regulation, the definition of government bonds in accordance with the Sustainable Finance Disclosure Regulation (SFDR) and the answer to question 15 in the EU Taxonomy FAQ1, sub-national actors should be considered as "central government" unless the exposures are towards environmental bonds, in accordance with "Environmentally sustainable bonds or debt securities with the purpose of financing specific identified activities" to be included in the calculation. At the time of the assessment, Telia Insurance held investments in regional bonds that are not classified as green and therefore not considered eligible. In addition, Telia Insurance's exposures do not include any investments in NFRD companies or environmentally sustainable bonds. Hence, the numerator is presented as zero.

According to the DDA (EU) 2021/2178, credit institutions should disclose the information stipulated in Annex V of the DDA, with the corresponding tables in Annex VI. This includes KPIs related to Green asset ratio (GAR) stock, Off-balance sheet exposures, Fees and commission related to other than lending and asset management and Trading book portfolio.

The GAR shall show the proportion of the credit institution's assets financing and invested in Taxonomy-aligned economic activities as a proportion of total covered assets in accordance with point 1.1.2 of Annex V. The GAR shall be based on the exposures and balance sheet according to the scope of prudential consolidation in accordance with Regulation (EU) No 575/2013, Title II, Chapter 2, Section 2.

In 2024, Telia Finance held investments in non-green government and regional bonds, making them ineligible. Telia Finance also had no investments in NFRD companies or environmentally sustainable bonds, resulting in a GAR numerator of zero. Additional KPIs are not applicable as Telia Finance lacks a trading book, financial guarantees, and assets under management related to the regulation. Off-balance sheet exposure calculations exclude commitments and only consider financial guarantees and investee non-financial undertakings. KPIs for fees, commissions, and trading book portfolios will apply starting in 2026.

Telia Finance offers flexible payment options for Telia products and services, with lending limited to this segment. Currently, Telia Finance holds no taxonomy-eligible or aligned assets, has no trading book, and no taxonomy-related fees and commissions income. Therefore, there is nothing to report, and the related tables are not included.

Summary of KPIs to be disclosed by credit institutions under Article 8 Taxonomy Regulation

SEK million		Total environmentally sustainable assets	KPI[1]	KPI[2]	% coverage (over total assets)[3]	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2 of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Main KPI	Green asset ratio (GAR) stock	0	N/A	N/A	84.92%	39.72%	15.08%

		Total environmentally sustainable activities	KPI[1]	KPI[2]	% coverage (over total assets)[3]	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2 of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Additional KPIs	GAR (flow)	0	N/A	N/A	N/A	N/A	N/A
	Trading book[4]	0	N/A	N/A			
	Financial guarantees	0	N/A	N/A			
	Assets under management	0	N/A	N/A			
	Fees and commissions income[5]	0	N/A	N/A			

(1) based on the Turnover KPI of the counterparty
(2) based on the CapEx KPI of the counterparty, except for lending activities where for general lending Turnover KPI is used
(3) % of assets covered by the KPI over banks' total assets
(4) For credit institutions that do not meet the conditions of Article 94(1) of the CRR or the conditions set out in Article 325a(1) of the CRR
(5) Fees and commissions income from services other than lending and AuM Instutitons shall dislcose forwardlooking information for this KPIs, including information in terms of targets, together with relevant explanations on the methodology applied.

Assets for the calculation of GAR			Climate Change Mitigation (CCM)						TOTAL (CCM+CCA+WTR+CE+PPC+BIO)					
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)											
				Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				
SEK million		Total gross carrying amount			Of which Use of Proceeds	Of which transitional	Of which enabling				Of which Use of Proceeds	Of which transitional	Of which enabling	
	GAR - Covered assets in both numerator and denominator													
1	Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation	2,339	0	0	0	0	0		0	0	0	0	0	
2	Financial corporations	0	0	0	0	0	0		0	0	0	0	0	
3	Credit institutions	0	0	0	0	0	0		0	0	0	0	0	
4	Loans and advances	0	0	0	0	0	0		0	0	0	0	0	
5	Debt securities, including UoP	0	0	0	0	0	0		0	0	0	0	0	
6	Equity instruments	0	[redacted]	0	[redacted]	0	0		0	0	[redacted]	0	0	
7	Other financial corporations	0	0	0	0	0	0		0	0	0	0	0	
8	of which investment firms	0	0	0	0	0	0		0	0	0	0	0	
9	Loans and advances	0	0	0	0	0	0		0	0	0	0	0	
10	Debt securities, including UoP	0	0	0	0	0	0		0	0	0	0	0	
11	Equity instruments	0	[redacted]	0	[redacted]	0	0		0	0	[redacted]	0	0	
12	of which management companies	0	0	0	0	0	0		0	0	0	0	0	
13	Loans and advances	0	0	0	0	0	0		0	0	0	0	0	
14	Debt securities, including UoP	0	0	0	0	0	0		0	0	0	0	0	
15	Equity instruments	0	[redacted]	0	[redacted]	0	0		0	0	[redacted]	0	0	
16	of which insurance undertakings	0	0	0	0	0	0		0	0	0	0	0	
17	Loans and advances	0	0	0	0	0	0		0	0	0	0	0	
18	Debt securities, including UoP	0	0	0	0	0	0		0	0	0	0	0	
19	Equity instruments	0	[redacted]	0	[redacted]	0	0		0	0	[redacted]	0	0	
20	Non-financial corporations	1,542	0	0	0	0	0		0	0	0	0	0	
21	NFCs subject to NFRD disclosure obligations	0	0	0	0	0	0		0	0	0	0	0	
22	Loans and advances	1,542	0	0	0	0	0		0	0	0	0	0	

Columns in between have been compressed and amount to zero

Assets for the calculation of GAR			Climate Change Mitigation (CCM)							TOTAL (CCM+CCA+WTR+CE+PPC+BIO)				
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)											
				Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				
SEK million		Total gross carrying amount			Of which Use of Proceeds	Of which transitional	Of which enabling					Of which Use of Proceeds	Of which transitional	Of which enabling
23	Debt securities, including UoP	0	0	0	0	0	0		0	0	0	0	0	0
24	Equity instruments	0		0		0	0		0	0		0	0	0
25	Households	797	0	0	0	0	0		0	0	0	0	0	0
26	of which loans collateralised by residential immovable property	0	0	0	0	0	0		0	0	0	0	0	0
27	of which building renovation loans	0	0	0	0	0	0		0	0	0	0	0	0
28	of which motor vehicle loans	0	0	0	0	0	0		0	0	0	0	0	0
29	Local governments financing	0	0	0	0	0	0		0	0	0	0	0	0
30	Collateral obtained by taking possession: residential and commercial immovable properties	0	0	0	0	0	0		0	0	0	0	0	0
31	Other local government financing	0	0	0	0	0	0		0	0	0	0	0	0
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	2,055	0	0	0	0	0		0	0	0	0	0	0
33	Financial and Non-financial corporations	0												
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	0												
35	Loans and advances	0												
36	of which loans collateralised by commercial immovable property	0												
37	of which building renovation loans	0												
38	Debt securities	0												
39	Equity instruments	0												
40	Non-EU country counterparties not subject to NFRD disclosure obligations	0												
41	Loans and advances	0												
42	Debt securities	0												
43	Equity instruments	0												

Columns in between have been compressed and amount to zero

Assets for the calculation of GAR													
			Climate Change Mitigation (CCM)						TOTAL (CCM+CCA+WTR+CE+PPC+BIO)					
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)											
				Of which environmentally sustainable (Taxonomy-aligned)						Of which environmentally sustainable (Taxonomy-aligned)				
SEK million		Total gross carrying amount			Of which Use of Proceeds	Of which transitional	Of which enabling				Of which Use of Proceeds	Of which transitional	Of which enabling
44	Derivatives	0						Columns in between have been compressed and amount to zero					
45	On demand interbank loans	28											
46	Cash and cash-related assets	0											
47	Other assets (e.g. Goodwill, commodities etc.)	2,027											
48	Total GAR assets	4,394	0	0	0	0	0		0	0	0	0	0
49	Assets not covered for GAR calculation	0											
50	Central governments and Supranational issuers	770											
51	Central banks exposure	10											
52	Trading book	0											
53	Total assets	5,174	0	0	0	0	0		0	0	0	0	0
Off-balance sheet exposures - Corporates subject to NFRD disclosure obligations													
54	Financial guarantees	0	0	0	0	0	0						
55	Assets under management	0	0	0	0	0	0		0	0	0	0	0
56	Of which debt securities	0	0	0	0	0	0		0	0	0	0	0
57	Of which equity instruments	0	0	0	0	0	0		0	0	0	0	0

Social

Telia prioritizes human rights, fair labor conditions, and well-being across its workforce, supply chain, and broader communities. Efforts include strengthening worker protections, supporting children's rights and digital inclusion, and safeguarding privacy and security for customers. The company also emphasizes diversity, inclusion, and employee well-being, aiming to foster a safe, fair, and inclusive workplace. Through active risk management and engagement with stakeholders, Telia seeks to create lasting, positive social impact.

Read more:

→ S1. Own workforce
→ S2. Workers in the value chain
→ S3. Affected communities
  – Digital inclusion
  – Children's rights
  – Freedom of expression and government surveillance
→ S4. Consumers & end-users
  – Privacy and security



2.3 million
individuals reached with digital skill-building initiatives targeting seniors, children, SMEs and others

Top tier
Achieved first or second position in privacy perception in 4 out of 5 markets*

*The Telia consumer survey

8.1
out of 10 employees state that they are able to successfully balance work and personal life

Source: Employee engagement survey, 2024



40%
women in the Extended Leadership Team (~130 top leaders)

No. 2
Shared 2nd place in ICT sector in social benchmark ranking by World Benchmarking Alliance

No. 4
among companies assessed in the Technology & Tele-communications sector, in the Children's Rights Benchmark conducted by Global Child Forum

S1. Own workforce

People and culture

Approach
Executing on Telia's people and culture strategy is essential for accelerating the company's transformation and reaching its goals. Telia aims to offer an environment in which all its people can grow and develop, and that is inclusive, respecting rights and empowering – where everyone has the opportunity to realize their full potential.

Culture and leadership are key to the success of this ambition, and Telia has directed significant focus and investment to these two areas. In recent years, the company has launched a new purpose, refreshed values, and a leadership framework and strategy. In 2024, the focus has been on aligning all employees and leaders on Telia's evolving culture and raising awareness of the key cultural shifts involved.

In Telia's employee engagement survey, perception of a strong Telia culture remained high. In 2024, we continued running company culture workshops during the first half of the year, and these were later integrated into our quarterly new joiners' days.

The sustainability-related aspects of Telia's people and culture strategy relate to upholding the human and labor rights of the company's greatest asset – its people.

In Telia's double materiality analysis (DMA), two human rights areas within its own workforce were identified as important to develop:

- Diversity, equity and inclusion (DEI): to uphold the right to fairness and non-discrimination
- Health and well-being: to uphold the right to health and well-being

The following sections detail the policies, actions and targets Telia has in place to develop these areas.

Change program
In September 2024, Telia launched a major change program aimed at supporting commercial excellence and profitable growth. The program included the implementation of a country-based operating model and a reset of the company's cost base through a reduction of 3,000 positions.



Material impacts, risks and opportunities	Value chain location
Negative impact /Actual: Employees affected by unequal pay will be at disadvantage	Own operations
Negative impact /Actual: Deterioration of employee's mental well-being if organization does not effectively prevent harassment in the workplace	
Negative impact /Actual: Unmanageably high employee workload could lead to burnout	
Risk: Risk of engaging in unfair and/or unsafe labor practices (e.g. excessive working hours) could lead to accidents and illnesses	
Opportunity: An inclusive, diverse and well-engaged workforce can drive innovation and creativity, leading to new products and services	

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Employees affected by Telia's material IROs are comprised of full-time permanent employees, part-time employees and consultants. (S1-SBM-3-14a)

Material negative impacts have been identified and assessed in a systemic context based on where employees are located and in relation to workforce laws in those markets (Sweden, Norway, Finland, Estonia and Lithuania). These impacts were based on the employees of Telia Company and its subsidiaries (i.e. not LMT, Telia's associated company in Latvia). Based on the double materiality assessment, the risk of forced or child labor in Telia's operations has been low, and it is therefore not part of the material IROs presented in these Sustainability Statements. (S1-SBM-3-14b)

Telia has identified the following risk arising from impacts and dependencies on its own workforce: the risk of engaging in unfair and/or unsafe labor practices (e.g. excessive working hours) could lead to accidents and illnesses. This relates to the impact of placing unmanageably high workloads on employees. (S1-SBM-3-14d)

Telia does not group its workforce into specific groups of people and so determining which material IROs relate to such groups is not possible. (S1-SBM-3-16)

S1-1 Policies related to own workforce

Policies
Telia's Group Policy – People manage Telia's material impacts, risks and opportunities related to its employees, as well as Telia's Code of Conduct and Telia's Group Policy – Human Rights. More information about these policies can be found under chapter G1-1. (S1-1-19) (S1-1-20b)
The company's Code of Conduct also sets out the basic expectations on employees. (S1-1-19) (S1-1-20) No significant changes were made to Telia's policies in 2024. (S1-AR10)

Telia is committed to acting in accordance with a range of internationally recognized human rights legislation and frameworks, detailed in section G1-1.

Employees are expected to respect the commitments reflected in these policies and standards at all times. In its Group Policy - Human Rights, Telia states that the company supports its employees in the understanding of human rights through all relevant communication, dialog and training. (S1-1-20)

Human rights
The core human rights aspects for Telia's workforce are covered by the Group Policy – People. These include child labor and forced labor, diversity, equity and inclusion, and health, safety and well-being.

Telia's basic principles reflect this policy: child labor is not accepted in any of Telia's operations, for example, nor are employees ever required to deposit identity papers at the start of or during employment. Similarly, employees are free to leave their employment after a notice period, as required by law and contract.

All of Telia's employees are offered a fair and equal opportunity to thrive, based on their competence, experience and performance.

Telia's health and well-being approach is built on promoting good health and safe working conditions, preventing occupational risks and ill-health, and reacting rapidly to injuries and unsafe conditions. This applies both to physical and psycho-social work aspects. The objective is to make a health- and well-being-centered culture part of all Telia employees' everyday work. The company works for continuous improvement of workplace safety by eliminating hazards, preventing risks and reacting to conditions of ill-health, and carrying out measures to promote health and well-being. Telia complies with relevant legislation and other requirements, and requires the same from its suppliers. (S1-1-20a)

Telia is committed to respecting the rights of its employees and strives to have highly engaged employees. Without the ability to attract, hire and retain the best people, the company would lose some of its unique culture and competitive edge.

At present, Telia's Group Policy – People does not state any remedy in the event that the human rights of the company's workforce are affected, even though in practice if a negative impact occurs, specific actions are taken; see next page. However, the Code of Conduct specifies that Telia strives to identify, prevent, mitigate and remedy adverse human rights impacts throughout the workplace, the company's business operations and the communities in which it works. (S1-1-20-(c))

Internationally recognized instruments
Telia's Group Policy – People states that the company is committed to acting in accordance with a number of international principles and frameworks, such as the UN Guiding Principles on Business and Human Rights, the ILO's core conventions, and the Children's Rights and Business Principles.

The company's Group Policy - Human Rights reflects its commitment to respecting human rights across its value chain, as outlined in the UN Guiding Principles on Business and Human Rights and other international standards regulating corporations, such as the OECD Guidelines for Multinational Enterprises as well as the UN Global Compact.

Regarding human rights, Telia concentrates its efforts on those rights that are most at risk of a severe negative impact because of Telia's activities or business relationships. These risks are identified by ongoing due diligence, and more in-depth Human Rights Impact Assessments (HRIAs) are carried out when appropriate. (S1-1-21)

Telia's Group Policy – People explicitly describes the company's zero-tolerance approach towards forced labor in regard to its operations, suppliers and sub-suppliers. (S1-1-22)

The Policy also states that the company is committed to preventing occupational risks and ill-health and reacts rapidly to injuries and

unsafe conditions. Telia's Group Instruction – Occupational Health, Safety and Well-being requires that its subsidiaries have a documented occupational health and safety management system (OHS) based on continuous improvement in place, covering the entire organization. (S1-1-23)

The Diversity, Equity and Inclusion section of Telia's Group Policy – People states: "No employee shall be discriminated or discouraged on account of their gender, gender identity or expression, ethnicity, faith, age, disability, appearance, sexual orientation, nationality, political opinion, union affiliation, social or cultural background and/or other characteristics protected by applicable law." (S1-1-24a) (S1-1-24b)

Preventing discrimination
Telia is committed to fostering a diverse and inclusive workplace that supports vulnerable groups, including people with disabilities, LGBTQ+ individuals and ethnic minorities. The company's specific policy commitments include a comprehensive DEI strategy with targeted recruitment initiatives, regular training on inclusion, support for employee resource groups (ERGs), flexible work arrangements and a focus on accessibility. The company continuously monitors diversity metrics and trains managers to take accountability for every employee feeling valued and empowered to succeed. (S1-1-24c)

At Telia, preventing discrimination is a top priority supported by several inclusion initiatives. The company's HR processes ensure gender-balanced shortlists for hiring, and leaders are trained to prioritize diversity in recruitment. The "Life at Telia" branding highlights Telia's commitment to diverse talent, while regular DEI training and targeted upskilling programs for women reinforce it.

Telia has clear anti-discrimination policies, flexible work arrangements and accessibility initiatives tailored to diverse needs. ERGs provide feedback on the company's policies and enhance community engagement. Annual DEI audits promote transparency and accountability, while partnerships with diverse organizations ensure the company's marketing materials reflect varied representation and provide access to feedback gathered from diverse audiences. (S1-1-24d)

S1-2 Processes for engaging with own workforce and workers' representatives about impacts

Telia engages both employees and employee representatives (unions) in various circumstances. (S1-2 27a) The engagement level and frequency are on a case-by-case basis, depending on the situation. It can be a collaborative representation, i.e. both employees and representatives, or stand-alone. The format can be information sharing by email, meetings etc., depending on the situation. (S1-2 27b) The level of senior management involvement is on a case-by-case basis, depending on the topic, and can vary from the Head of HR to the local CEO. (S1-2 27c) Various local labor, union and workforce agreements are applied for each market in which Telia operates. Information regarding agreements is usually published on each market's intranet. (S1-2 27d) Engagement outcomes are assessed through frequent meetings and dialog with trade unions, as well as through the annual employee engagement survey. (S1-2 27e) The company's DEI agenda supports engagement with the whole workforce by providing information and insights regarding DEI on a regular basis through various channels. (S1-2 28)

S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

Telia has set a process to provide a remedy, or contribute to remedying, in situations where the company has caused or contributed to a material negative impact on its own workforce. This work has been done in collaboration with a labor law specialist. The effectiveness of the process has not been evaluated. (S1-3-32a)

Telia has a whistleblowing process in place to handle reported complaints and grievance by its own workforce. The company's Whistleblowing Line can be contacted by phone, e-mail or letter, and cases can be submitted on a dedicated website. (S1-3 32b) For more information about how cases are handled refer to section G1-1. (S1-3-32c) (S1-3-32d) (S1-3-33) (S1-AR29) (S1-AR30)

S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Actions in relation to Telia's goals
The following table lists Telia's actions to manage its material impacts, risks and opportunities related to its own workforce, their outcomes, and their contribution to the company's goals or policies:

Action	Outcome	Contribution to goal or policy
YouFirst program	Following up on employee performance, determining if support is needed (work-life balance)	Contributes to work-life balance goal
Annual pay gap analysis	Determining if there are specific cases with no acceptable justification to be addressed	Contributes to gender pay gap reduction goal
ERGs for inclusion	Collecting feedback on inclusion challenges	N/A
Trainings on unconscious bias and inclusive recruitment practices	Hiring talent inclusively, reducing biases	Goal for all managers to be trained on unconscious bias and inclusive recruitment practices

All of the above actions are specifically related to Telia's own employees (without further breakdown; specified time horizons and deadlines have not been allocated to each action, as they are ongoing throughout the year). (S1-4-37)

Actions are applicable to all employees in the markets in which Telia operates.

Actions to prevent or mitigate negative impacts on Telia's workforce

Diversity, equity and inclusion
In 2024, Telia continued to monitor diversity aspects and measured various parameters to understand the barriers that need to be addressed for Telia to become an employer of choice in representing the customer base it serves, including minority representations beyond gender. Telia continued to strengthen existing partnerships and explore new ones to address additional aspects of diversity. Gender and age data is tracked to understand the make-up of the employee population and to design related active measures.

A Group diversity and inclusion lead coordinates a network across Telia's footprint that is responsible for local implementation of related activities, and progress is reported to GEM to ensure continuous alignment and oversight.

Narrowing the pay gap
Telia aims to reduce its raw pay gap, and conducts scheduled pay gap analyses on an annual basis (in addition to unscheduled checks). To reduce the pay gap further, Telia has strengthened its initiatives to achieve gender equality in leadership and to correct any unexplainable pay inequalities for equal roles.

The company's rewards team, heads of People & Culture (per business unit) and diversity leads all work towards a defined mitigation plan for this topic. The plan addresses (S1-4-38a):

1. The raw gender pay gap: making sure Telia recruits more women into higher-paid positions. This means working with brand, talent acquisition, succession planning and ERGs to increase the company's attractiveness.
2. Identification of specific cases: instances without acceptable justification are bridged with a definite time plan.

Effectiveness of actions related to the pay gap are monitored in annual review findings. (S1-4-38d)

In certain cases redistributions of the annual salary review budget are made to help close the gap. Furthermore, ad-hoc changes can be made if deemed necessary. Managers and talent acquisition representatives are also being trained to take a preventive approach. In Lithuania, for example, Telia took action to ensure that parents on parental leave were included in salary reviews, meaning that upon their return to work the pay gap had not widened. (S1-4-38b)

An inclusive workplace
To support immigrants and refugees in integrating and finding employment, Telia has partnered with programs such as Jobbsprånget in Sweden to offer interns who are born overseas the opportunity to work with managers in some countries where Telia operates. In 2024, the company supported 24 immigrants and refugees in entering the job market. In addition, Telia participated in nonprofit events with the aim of informing and inspiring immigrants in regards to overcoming barriers to accessing the job market.

To ensure that managers accelerate Telia's diversity and inclusion ambitions, all managers complete a mandatory leadership training that covers diversity and inclusion modules, addressing inclusive recruitment practices and unconscious bias. This forms part of Telia's Leadership Framework, which underpins the company's culture. A voluntary annual training on harassment and discrimination is also available to all employees. Telia's Code of Conduct and Group Policy – People both demonstrate the company's commitment to addressing harassment and discrimination, with accountability at management level. (S1-4-38a)

In the event of a negative impact occurring in relation to harassment or discrimination, Telia's Whistleblowing Line is the mechanism used to follow up on the reported case. If a reported case is identified as valid, an investigation is always initiated. Potential outcomes for a person determined to have generated a negative impact include contract termination or a warning. (S1-4-38b)

In the event that feedback relating to harassment or discrimination is received from an anonymous employee feedback survey, ERGs or focus groups, or is conveyed to DEI leads, well-being officers or via the Whistleblowing Line system, Telia decides upon any necessary action. This is determined on a case-by-case basis, following an internal assessment and action process. (S1-4-39)
To ensure that Telia's own practices do not cause or contribute to material negative impacts on its own workforce, the company adheres to non-discrimination laws, and clearly communicates this to ensure no reverse discrimination is perceived (e.g. gender-related discrimination in areas such as recruitment, skills development or pay gap). (S1-4-41)

Management of the above actions is conducted by Telia's rewards team, People & Culture heads, analytics, DEI leads in each country, ERG leads, ambassadors, well-being officers and Whistleblowing Line investigators. (S1-4-43)

In the TV & Media unit, the overall gender split is 49% women and 51% men, with 47% women and 53% men among leaders. In areas of TV & Media where these numbers are less balanced, such as Product & Tech, improvement initiatives relating to both recruitment and retention have been launched. For all employees at TV & Media, there are learning and development programs available that focus on topics such as inclusive leadership and psychological safety.

Health and well-being
Health and well-being form the basis for a positive employee experience. Telia strives to ensure its employees are healthy and can perform their best in their everyday work.

The company's employees generally work in offices and retail environments where health risks relate mainly to mental well-being and ergonomics. Telia's biggest challenges relate to ensuring employees have a good work-life balance and sufficient recovery between periods of intense work.

Central to Telia's health and well-being actions is the YouFirst program, the company's Group-wide approach to employee performance evaluation and development. The program ensures that Telia sets clear expectations and priorities as an employer, coaches its people to success, focuses on growth, and recognizes and rewards high performance. It is integrated in daily work at Telia through continuous dialogue between employees and leaders, enabling regular performance coaching and feedback for all employees.
The program also assesses employee workload and fosters discussions of related actions and priorities. (S1-4-38a) In the case of sick leave or burnout, direction and action are managed at a local level. If detected at an early stage, workload is addressed between manager and employee, sometimes in dialog with the relevant HR unit. (S1-4-38b)

In addition to the YouFirst program, Telia's "Working better together" initiative enables hybrid working, and the "Working abroad" offer enables employees to work abroad for a set period of time. Specific tools are provided that enable employees to work from home or abroad. Office staff are permitted to work with flexible schedules, while in-store staff and technicians work with fixed hours. (S1-4-38c)

The effectiveness of health and well-being actions is assessed through employee feedback surveys, which include questions on work-life balance. (S1-4-38d)

Any specific actions relating to an employee's wellbeing may be identified during the YouFirst process, or in similar discussions between the manager and employee. This is part of every manager's responsibility. (S1-4-43) In the first instance, the manager should determine an appropriate response (often in collaboration with the relevant HR unit). Occasionally, depending on the severity of the issue, healthcare specialists may also be involved (mostly as specified by local legislation). (S1-4-39)

No actions are planned or underway to mitigate material risks arising from impacts and dependencies on Telia's workforce at the full organizational level. Rather, the company's approach is oriented towards making sure that managers have sufficient tools to support their dialogs with employees, with overall effectiveness tracked through employee feedback surveys. Such actions tend to be on the unit or individual employee level. (S1-4-40a)

Risk assessments are made in some cases prior to actions being taken that might cause or contribute to material negative impacts on Telia's own workforce, for example layoffs. For the change program carried out during 2024, Telia implemented an extensive risk assessment to assess impacts on employees and worked together with work environment representatives where risks were higher. (S1-4-41)

Based on Telia's risk assessment, no material impacts on the workforce have been identified in relation to implementing its climate transition plans to reduce negative environmental impacts. The organization remains committed to continuously updating its risk assessments to ensure any potential impacts on workers are identified and addressed proactively. (S1-SBM-3-14e) (S1-4-AR43)

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Year	Goals	2024 progress
Diversity, equity and inclusion		
2025	50/50 gender balance in the Extended Leadership Team[1]	40% (51) women, 60% (77) men (2023: 41%/ 59%)
2024	All managers trained in unconscious bias and inclusive recruitment practices [2]	80% of managers trained (2023: 90%)
	Continuously decrease the raw gender pay gap[3]	12% (2023: 12%)
	Increase diversity in Telia and in the tech sector through continuous partnerships focusing on digital and tech re- and up-skilling	Regular interactions with members of diverse communities to showcase job opportunities and offer internships within tech
	Ensure that diversity and inclusion aspects permeate Telia's TV & Media business, on-and off-air	Leadership ratio of 47% women and 53% men Learning and development programs focus on inclusive leadership and psychological safety
Health and well-being		
2025	Have a well-being and work-life balance score of 7.8[4]	8.1 (2023: 79%)

(S1-5-46)

1) The Extended Leadership Team represents the company's ~130 top leaders (members of Group Executive Management, their direct reports and certain additional local/functional management team members holding roles of particular strategic importance)
2) Due to a change in the organization scope, the result is not comparable with the progress shown in 2023.
3) The raw gender pay gap (also known as unadjusted pay gap) is defined as the difference between average earnings of men and women relative to average earnings of men
4) Measured through Telia's internal employee engagement survey. Due to the introduction of a new measurement tool, the result is not comparable with the progress shown in 2023.

Workforce involvement in target setting and tracking

To set the DEI targets, selected groups of employees including country HR units, Group rewards teams and country DEI leads were involved. These targets were approved by country CEOs, collated by the Group DEI lead or GEM sponsor, and approved by the CEO. Performance against the DEI targets is tracked by country CEOs, country HR units and Group rewards teams.

To set the health and well-being targets, a selected group of employees, including representatives from country HR units, were involved. These targets were approved by the Board of Directors, which includes employee representatives.
The whole workforce is engaged in tracking performance against these targets through the employee feedback survey. To identify lessons and improvements, teams discuss opportunities based on the results of the employee feedback survey.
(S1-5-47a) (S1-5-47b) (S1-5-47c)

S1-6 Characteristics of the undertaking's employees

Headcount by gender

	Sweden	Finland	Norway	Lithuania	Estonia	Other	Total
Men	4,573	2,554	1,406	1,380	736	65	**10,714**
Women	2,638	1,122	556	1,159	634	8	**6,117**
Other	6	8	2	5	0	7	**28**
Share	43%	22%	12%	15%	8%	0%	**100%**

Average headcount

	Sweden	Finland	Norway	Lithuania	Estonia	Other	Total
Average number of employees	7,438	3,912	2,007	2,802	1,518	288	**17,965**

Employees by contract type, gender and region

	Sweden	Finland	Norway	Lithuania	Estonia	Other	Total
Permanent employees	**6,783**	**3,628**	**1,956**	**2,510**	**1,363**	**80**	**16,320**
Men	4,319	2,515	1,402	1,367	734	65	**10,402**
Women	2,460	1,105	552	1,138	629	8	**5,892**
Other	4	8	2	5	0	7	**26**
Share	42%	22%	12%	15%	8%	0%	**100%**
Temporary employees	**434**	**56**	**8**	**34**	**7**	**0**	**539**
Men	254	39	4	13	2	2	**314**
Women	178	17	4	21	5	0	**225**
Other	2	0	0	0	0	0	**2**
Share	81%	10%	1%	6%	1%	0%	**100%**
Non-guaranteed hourly employees	**356**	**0**	**0**	**0**	**0**	**0**	**356**
Men	218	0	0	0	0	0	**218**
Women	136	0	0	0	0	0	**136**
Other	2	0	0	0	0	0	**2**
Share	100%	0%	0%	0%	0%	0%	**100%**

(S1-6-50a) (S1-6-50b)

Average number of employees by headcount

	Nordics	Baltics	Other	Total
Total	13,357	4,320	288	**17,965**
Permanent	12,700	4,267	284	**17,251**
Temporary	657	53	4	**714**

(S1-6-50b) (S1-6-51)

Headcount by region

	Nordics	Baltics	Other	Total
Full-time employees	**11,748**	**3,757**	**78**	**15,583**
Men	7,720	2,077	64	**9,861**
Women	4,016	1,675	8	**5,699**
Other	12	5	6	**23**
Part-time employees	**1,117**	**157**	**2**	**1,276**
Men	813	39	1	**853**
Women	300	118	0	**418**
Other	4	0	1	**5**
Total	**12,865**	**3,914**	**80**	**16,859**
Men	8,533	2,116	65	**10,714**
Women	4,316	1,793	8	**6,117**
Other	16	5	7	**28**

Employee turnover

	Voluntary	All terminations
Total number of employees who left the company	2,190	3,376
Employee turnover rate	12%	19%

(S1-6-50c)

§ Accounting principles: Headcount

Headcount has been used representing the status as of the last day of the month. The average headcount is a calculation of the average according to the headcount of last day of each month for full year until December 31st. All other headcount numbers, unless specifically stated as an average, are per December 31, 2024 and do not represent average figures. (S1-6-50d) (S1-6-50d i) (S1-6-50d ii)

There are companies in Latvia and other small companies that Telia owns, either fully or partially, which have not been included in the headcount metrics shown on this page. The scope of the population is all employees registered in the common HR tool and for whom detailed information is available.

In the financial statements, headcount is reported based on external segments, where a country is an organizational business unit and "other" includes all Group and common functions, regardless of where employees of the latter are located. In the Sustainability Statements, in line with the ESRS, a country is equivalent to a nation and "other" includes countries with very few Telia employees.

Turnover is calculated as all terminated employees divided by the average headcount during the reporting period. In both the financial statements and the sustainability statements, employees made redundant are included during their notice period. These metrics have not been validated by an external party apart from Telia's assurance provider. (S1-6-50e)

These accounting principles apply for information in section S1-9.

S1-8 Collective bargaining coverage and social dialog

Collective bargaining

All employees, regardless of location or employment type, have the right to choose to be represented by a trade union for the purposes of collective bargaining. No employee shall be discriminated against for exercising this right. These principles are also included in the Supplier Code of Conduct, which means that Telia expects all suppliers to recognize these rights. At year-end, 92% of employees were covered by collective bargaining agreements. A breakdown of collective bargaining coverage is shown in the table below per country. Social dialogue has not been included in these metrics. (S1-8-60)

Telia cooperates with employee representatives and national trade unions in accordance with both national legislation and applicable collective bargaining agreements (CBAs). Together with employees in the Nordic and Baltic operations, Telia has established a European Works Council (EWC) that serves as an employee representative forum for information and consultation with GEM on transnational matters. In addition, Telia's local companies regularly engage with local trade unions. During the year, there were no labor disputes resulting in strikes or notices of strike.

In 2024, Telia carried out a change program that impacted 3,000 positions across the Group. In all cases, local companies complied with applicable legal obligations relating to union information and consultation.

Agreements with employees for representation are handled on a Group level. (S1-8-63b)

Collective bargaining coverage

Coverage rate	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA (estimate for regions with >50 empl. representing >10% total empl.)
0-19%	Estonia	-
20-39%	-	-
40-59%	-	-
60-79%	-	-
80-100%	Finland, Lithuania, Norway, Sweden	-

Data is gathered from Telia's internal HR tool. No assumptions have been used when gathering information. Information has not been validated by an external party apart from Telia's assurance provider.

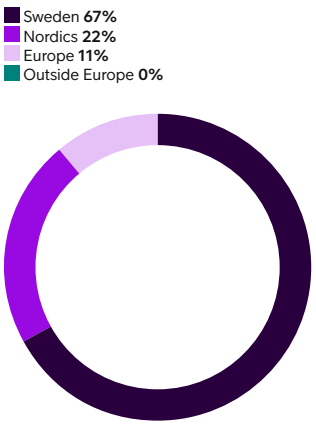
For its first year of reporting under ESRS, Telia has applied the phase-in option for disclosures under S1-7.

S1-9 Diversity metrics

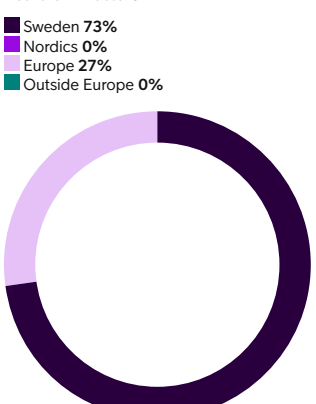
Defining top management
Top management is defined as the Group Executive Management (GEM). GEM is headed by the Chief Executive Officer and additional members are the Chief Financial Officer, Head of Technology, Group General Counsel and Head of Corporate Affairs, Chief People Officer, Head of Communications, Brand and Sustainability, Head of Telia Sweden, Head of Telia Norway, Head of Telia Finland, Head of Telia Baltics and Head of Telia Lithuania, and Head of TV & Media. (S1-AR71) The current gender split in GEM stands at 20% women and 80% men.

Region of birth

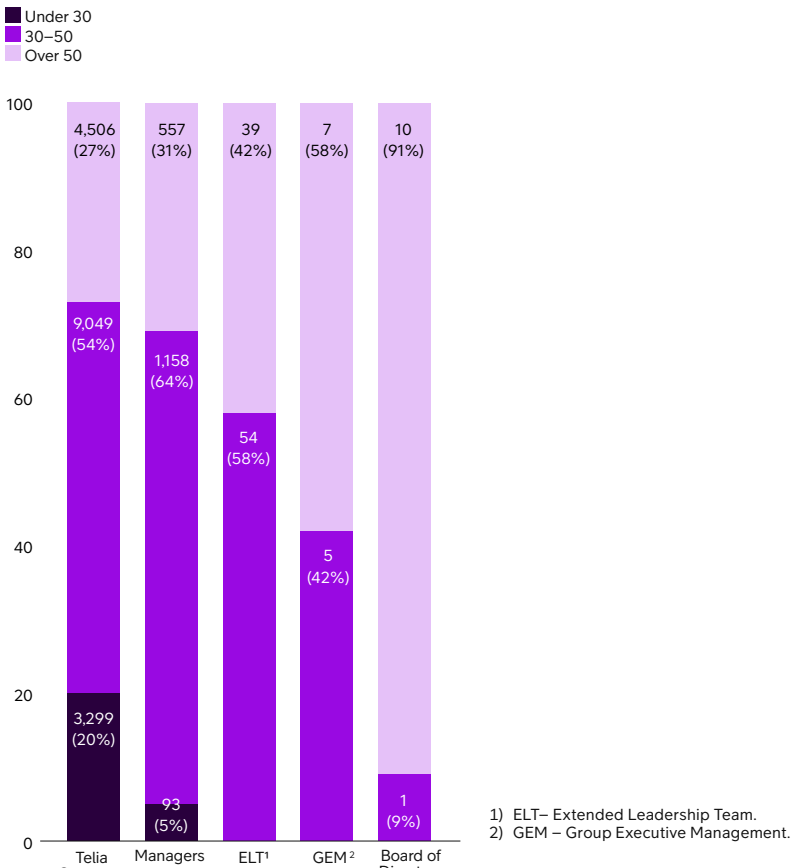
GEM[2]



Board of Directors



Age



1) ELT– Extended Leadership Team.
2) GEM – Group Executive Management.

S1-10 Adequate wages

Adequate wages
In addition to the CBAs that determine minimum wages, Telia applies internal pay ranges based on external market benchmark data and levels, so that all employees are paid an adequate wage. (S1-10-69) (S1-10-70)

S1-11 Social protection

All employees in Telia's own workforce in Norway, Estonia, Lithuania, Finland and Sweden are covered by social protection, through public programs or through benefits offered, against loss of income due to sickness, unemployment, employment injury and acquired disability, parental leave, and retirement. (S1-11-74a) (S1-11-74b) (S1-11-74c) (S1-11-74d) (S1-11-74e)

S1-14 Health and safety metrics

Health and well-being
Overall health and well-being are measured as part of the employee engagement survey. The 2024 results indicate that 8.1 out of 10 respondents were able to successfully achieve a good personal work-life balance. Telia's main challenges regarding health and well-being are increased stress and workload. The company continuously monitors these aspects through the sickness absence rate (SAR). Telia's SAR for 2024 was 2.5. Employees lost 175 days due to ill health. (S-14-85b).

ISO 45001 certification
All of Telia's markets are covered by health and safety management systems. Telia views the ISO 45001 health and well-being management system standard as a valuable tool to ensure that assessments are conducted systematically and that risks are followed up. During the year, local companies in Finland, Norway, Estonia and Lithuania maintained their ISO 45001 certifications. At year-end, 100% of all employees were covered by a health and safety management system based on the ISO 45001 standard, which had either been audited internally or audited and certified by an external party. (S1-14-88a).

Incidents
During the year, no fatalities were registered among Telia employees or contractors working for Telia's operations. (S1-14-88b) There were 8 accidents involving employees or contractors that resulted in lost time at work, giving a Lost Time Injury Frequency Rate (LTIFR) of 0.23. (S1-14-88b)

§ Accounting principles: Health and safety

The SAR represents the percentage ratio of absence days related to sickness per days of total contractual work time. The LTIFR represents the number of injuries resulting in absence from work per million theoretical work hours. These metrics have not been validated by an external party apart from Telia's assurance provider.

S1-16 Remuneration metrics (pay gap and total remuneration)

Remuneration metrics
As part of Telia's efforts to refine its equal pay framework, with the aim of achieving zero pay inequality, a pay gap and gender parity analysis is carried out once a year in all markets. The 2024 analysis revealed a 12% raw gender pay gap. Differences in the raw gender pay gap can be attributed to gender segregation of professions (for example, there are more men in technology and more women in support functions) and an imbalance in vertical career development between men and women employees. To reduce the pay gap further, Telia has strengthened its initiatives to achieve gender equality in leadership and ensure correction of any unexplainable pay inequalities for equal roles. (S1-16-97a) The annual total remuneration ratio is 35.

§ Accounting principles: Remuneration

Telia's gender pay gap has been calculated based on the formula: (average gross hourly pay level of male employees – average gross hourly pay level of female employees) / average gross hourly pay level of male employees, i.e. the formula stated in ESRS Set 1. Hourly rates per individual have been calculated using one year to equal 2,080 working hours. All currencies have been converted to SEK for the analysis. The company's gender pay gap is analyzed once a year. The 2024 result is based on Telia's own workforce data collated in spring 2024, before the implementation of a new operating model in late 2024.

The comparison of CEO remuneration vs median employee has been calculated based on the formula: CEO's annual total remuneration / median employee's annual total remuneration. Annual total remuneration includes base pay plus variable pay plus benefits. (S1-16-97b) (S1-16-97c)

S1-17 Incidents, complaints and severe human rights impacts

Incidents and complaints
Telia is only able to see if incident reports through the Whistleblowing Line are anonymous or not and cannot verify if they were submitted by a Telia employee. For more information on Telia's whistleblowing system, refer to G1-1 Reporting concerns. (S1-17-103b)

No severe human rights issues and incidents were raised in the company's whistleblowing system. No cases were identified as severe human rights incidents in the reporting period. (S1-17-104a) (S1-AR106) Therefore, no fines, penalties or compensation were issued. (S1-17-104b)

For its first year of reporting under ESRS, Telia has applied the phase-in option for disclosures under S1-12, S1-13 and S1-15

S2. Workers in the value chain

Approach

Telia relies on a large number of suppliers, and the company is committed to ethical sourcing. From strategy to execution, the company closely assesses its suppliers' practices, ensuring they align with the company's values of integrity, social responsibility and sustainability.

Telia's Supplier Code of Conduct demonstrates the company's promise to operate ethically, responsibly and lawfully. Compliance with this code is not optional – it is a fundamental element of Telia's partnerships, promoting fruitful business relationships based on mutual respect and shared values.

Telia encourages its suppliers to make impactful decisions, to care for individuals, society and the planet, and to simplify ways of working.



Material impacts, risks and opportunities	Value chain location
Negative impact/ potential: Unregulated working hours and overtime for suppliers' workers lead to a lower work-life balance and an increased risk of injuries	
Negative impact/ potential: Unsafe working conditions affect workers' mental and physical health	
Negative impact/ potential: Child and forced labor as a result of sourcing products that contain minerals sourced from conflict-affected and high-risk areas	Upstream
Risk: Risk that the company's suppliers could fail to ensure a safe and healthy working environment and engage in unfair labor practices, such as excessive working hours, leading to unsafe conditions for workers	
Risk: Risk that the company's suppliers could fail to uphold human rights by permitting child labor and/or forced labor in their own operations or in those of other suppliers	

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Value-chain workers affected by Telia's material IROs are comprised of direct suppliers and subcontractors (tiers 2-4). During the due diligence process, Telia identifies the characteristics of the supplier's organization, gaining a comprehensive understanding of the human rights risk, depending on the industry and geography in which the supplier operates and according to the content of the delivery (i.e. sourcing categories).

When disclosed at the time of the Due Diligence process, subcontractors are screened via available sources such as sanction lists and adverse media. This visualization helps Telia to recognize the potential material impacts, enabling more informed decision-making and strategic planning to address material impacts on value-chain workers. (S2-SBM-3-11)

Telia relies on a large number of suppliers and sub-suppliers, ranging from field-service providers, and transport and logistics suppliers, to network equipment and hardware providers and producers. Some suppliers are located in countries or active in industries with challenges in upholding ethical business practices, human and labor rights, health and safety, and environmental protection. Workers in the value chain include direct employees of Telia's suppliers or sub-suppliers, as well as consultants hired by its suppliers or sub-suppliers.

During the due diligence process, suppliers are assessed according to the countries in which they operate, as well as the country in which they are registered, with a focus on high-risk countries from the perspectives of human rights, anti-corruption and sanctions. For this purpose, Telia uses well-known public sources, such as public reports from international organizations and government agencies on human rights practices. Adverse media screenings help uncover any negative incidents involving suppliers, as well as incidents in the regions where they operate. This combined approach helps Telia to identify issues regarding ethical standards and to respect human rights within its supply chain.

The value-chain workers subject to material impacts by Telia's operations or through that of the value chain include direct employees of tier-1 suppliers in the Nordics and Baltics, and employees of subcontractors involved in deliveries to Telia all over the world. (S2-SBM-3-11a)

Telia works with a risk-based approach to detecting high-risk suppliers, including defined high-risk areas from the human rights and child labor perspectives. Countries that are deemed non-free by Freedom House's annual evaluation are deemed as high-risk. (S2-SBM-3-11b)

Material negative impacts on value-chain workers refer to:

- Child and forced labor
- Discrimination
- Freedom of association
- Health and safety
- Wages and compensation
- Working hours.

(S2-SBM-3-11c)

A dedicated due diligence process is in place to evaluate Telia's suppliers' sustainability performance. Suppliers are required to align and comply with the company's Supplier Code of Conduct, and suppliers handling personal or sensitive data must comply with the security and privacy requirements stated in Telia's Supplier Security Directive. Suppliers are expected to apply these requirements throughout their own supply chains.

As part of its supplier management process, Telia maintains a continuous dialog with suppliers to increase their awareness and understanding of its expectations. All non-conformities are handled through corrective action plans and follow-up activities to evaluate their effectiveness. Results are shared with Group sourcing management and business stakeholders, and risks and challenges that require a joint approach are raised at supplier executive meetings, where top management from from Telia and the supplier engage to address topical issues and agree on action plans. If the companies do not reach an agreement and a supplier fails to meet an agreed corrective action plan, termination of the partnership with the supplier could be considered. (S2-SBM-3-11d)

As part of Telia's double materiality assessment, the following material risks arising from impacts and dependencies on value chain workers were identified:

- The company's suppliers could engage in unfair labor practices, such as excessive working hours, leading to unsafe conditions for workers
- The company's suppliers could fail to ensure a safe and healthy working environment caused by inadequate measures or prolonged exposure to substances that have a negative impact on workers' health (S2-SBM-3-11e)

These risks can be generated due to impacts occurring to workers manufacturing products purchased by Telia. (S2-SBM-3-13) Within its due diligence process, Telia can detect the risk of workers exposed to occupational health and safety risks, with specific focus on underage workers. (S2-SBM-3-12)

S2-1 Policies related to value chain workers

Human rights

Policies
Telia is committed to respecting and supporting the human rights of all people affected by its business, throughout the societies in which the company operates. The company's Group Policy – Human Rights directs its efforts to engage proactively with business partners, governments and other stakeholders to uphold the highest standards of human rights throughout its value chain.

In addition, Telia's Supplier Code of Conduct demands that all suppliers across the value chain are committed to integrity, ethics and sustainability. This commitment includes actively preventing severe adverse impacts such as forced labor, child labor, life-threatening risks, environmental harm, corruption, and attacks on environmental and human rights defenders.

The emerging impact of AI is addressed in Telia's Guiding Principles on AI Ethics, which stipulates that all suppliers follow responsible and ethical AI practices throughout all phases of AI design, implementation, testing and usage.

Telia's commitments are outlined in more detail in the following topic-specific Group Policies and Group Instructions (S2-1-16):

- Group Policy - Anti-Bribery and Corruption
- Group Policy - Environment
- Group Policy - Freedom of Expression and Government Surveillance
- Group Policy - Media Owner Commitments
- Group Policy - People
- Group Policy - Privacy and Data Protection
- Group Instruction - Occupational Health, Safety and Wellbeing
- Group Instruction - Trade Sanctions and Export Control
- Group Instruction - Speak Up and Non-Retaliation.

For more information on Telia's Group Policies and Group Instructions, see the table in section G1-1.

General approach
Telia is committed to respecting human rights across its value chain and works actively with material human rights topics, such as children's rights, digital inclusion, freedom of expression and government surveillance, media freedoms, labor rights and the environment in its supply chain. Transparency requirements are increasing, which is reflected in new and upcoming laws such as the EU Corporate Sustainability Due Diligence Directive (CSDDD) and Norway's Transparency Act.

In the company's Supplier Code of Conduct, Telia demands that its suppliers also safeguard human rights by adopting the robust practices in the areas the code covers. The Code is supported by measures such as the Whistleblowing Line system, which helps Telia to identify potential instances of non-compliance.

The company is committed to human rights due diligence, which is an ongoing risk management process intended to identify, prevent, mitigate and account for how Telia addresses adverse human rights impacts, as well as to identify opportunities in its business operations to support human rights. Telia continuously engages with stakeholders to understand its potential and actual human rights impacts.

Telia requires that human rights and labor rights are upheld in its supply chain, according to its Supplier Code of Conduct and existing and forth-coming human rights due diligence legislation.

In Telia's Group Policy - Human Rights, the following topics are considered (S2-1-17a):

- Human rights and supply chain due diligence
- Code of Conduct and Supplier Code of Conduct
- Human rights and labor rights contract requirements
- Supplier audits and high-risk suppliers
- Grievance mechanism
- Decent working conditions and adequate standard of living in the supply chain
- Freedom of association and collective bargaining in the supply chain
- Occupational health and safety in the supply chain
- Forced labor
- Child labor.

Telia engages with workers in the value chain through its Supplier Compliance Verification Program (refer to section G1 for more information). The purpose of this program is to work towards supplier improvement on sustainability topics, with the following objectives in mind (S2-1-17b):

- Clarifying and increasing knowledge regarding Telia's standpoint and expectations regarding sustainability
- Deepening awareness of Telia's requirements in the Supplier Code of Conduct and the Supplier Security Directives
- Helping third parties to identify gaps in and improve their compliance with Telia's requirements
- Addressing specific breaches of, or non-conformities to, Telia's requirements, where the third party needs to take corrective actions
- Encouraging and sharing successful stories and best practices
- Evaluating and improving the effectiveness of Telia's audit process through third-party feedback
- Complying with customer requirements relating to responsible sourcing
- Strengthening the relationship between Telia, its customers, and suppliers and other third parties.

Following up on and verifying any corrective actions taken by a supplier is important for Telia. These activities close the loop in the auditing process by reporting on actions the third party has taken in response to audit findings and recommendations, and on the progress made towards the implementation of corrective measures. If all findings and recommendations in relation to an audit are effectively resolved, and all corrective actions are completed and reported in a timely manner, the audit will be considered complete. (S2-1-17c)

Forced labor
Telia does not tolerate the use of any form of slavery, forced, bonded or indentured labor, or human trafficking, in any part of its value chain. The company's Supplier Code of Conduct (S2-1-18) specifically addresses these requirements in its section on Modern Slavery and Forced Labor (SCoC 2.2.1.3).

Telia expects its suppliers to (S2-1-18):

- Take active measures to ensure there is no use of any form of slavery, forced, bonded or indentured labor, or human trafficking, in any part of the value chain. This includes the use of employment bonds aiming to recover costs related to training or educational activities necessary for running normal business operations
- Not illegally restrict employees' freedom of movement
- Acknowledge employees' right to terminate their employment, provided they give reasonable notice
- Not request employees to deposit money or equivalent and/or their original identification documents, nor to pay any recruitment or employment fees or costs.

Telia's Whistleblowing Line system enables employees and external stakeholders to raise concerns about potential incidents of non-compliance with Telia's Code of Conduct or Supplier Code of Conduct without fear of retaliation or reprisal facilitating impartial investigation. For more information on Telia's whistleblowing system, refer to G1-1 Reporting concerns. (S2-1-19)

Internationally recognized instruments
Telia's Supplier Code of Conduct is aligned with the company's internal policies and commitments. It is based on international agreements such as the UN Universal Declaration of Human Rights (UDHR), the International Labor Organization's (ILO) core conventions. The Code specifies requirements in the areas of human rights, labor rights, health and safety, environment, climate change and business ethics, among other areas. (S2-1-19)

S2-2 Processes for engaging with value chain workers about impacts

Supplier Compliance Verification Program
Telia's Supplier Compliance Verification Program aims to work towards supplier improvement on sustainability topics. As part of the Program, Telia maintains a continuous dialog with its suppliers to increase their awareness and understanding of Telia's expectations. The company verifies compliance with its Supplier Code of Conduct through a combination of dialog and internal and/or external assessment mechanisms, including but not limited to self-assessments, surveys, site visits, audits of suppliers and sub-contractors, and deep dives into specific areas (e.g. the transport sector).

These activities help Telia to assess whether suppliers comply with its requirements and, when necessary, to implement corrective action plans at an early stage. Decisions about which suppliers to audit are made through a prioritization process that includes Telia's subject matter experts and the Whistleblowing Line system as sources of input from internal/external parties.

Findings from the Supplier Compliance Verification Program are communicated to relevant internal stakeholders for decision making and consideration in discussion with the supplier. Telia's approach to corrective measures includes active engagement and dialog with the supplier to address the identified findings.

See G1-2 Supplier Compliance Verification Program for more information. (S2-2-22)

Direct engagement
Telia engages directly with workers in its supply chain through several comprehensive assessments conducted in conjunction with the JAC (Joint Alliance for CSR), an association of telecommunication operators collaborating to develop and implement sustainability standards in their supply chains. These assessments are crucial for understanding and improving workers' conditions.

In 2024, JAC conducted 150 assessments, including audits, across 31 countries and various supply chain tiers (Tier 1: 41%, Tier 2: 51%, Tier 3: 7%). A total of 20,427 workers were interviewed, resulting in 661 corrective action plans. Findings were mostly related to health and safety, followed by working hours, environmental factors, and wages and compensation. Of these assessments, 110 audits were incorporated into Telia's Compliance Verification Program. (S2-2-22a) (S2-2-22b)

Telia's responsible-sourcing process is owned by the Chief Procurement Officer. (S2-2-22c)

The effectiveness of Telia's engagement with workers in its value chain is assessed through supplier audits, which evaluate compliance with labor standards, health and safety regulations, and ethical practices. When issues are found, corrective action plans are implemented, outlining

steps suppliers must take to improve their practices. Follow-up audits aim to ensure these actions are effectively carried out.

Telia's re-auditing cycles in its Supplier Compliance Verification Program – typically every three years – help maintain high standards and continuous improvement, and measure effectiveness.
This ongoing process promotes a culture of accountability and ethical behavior throughout the value chain, helping to ensure that workers' rights are consistently respected and upheld. (S2-2-22e)

The company gains insight into the perspectives of workers in its value chain through the assessments performed as part of its due diligence process, and the evaluations completed in the Supplier Compliance Verification Program. In the event that subcontractors to a supplier have been harmed, Telia follows up on the relevant supplier's remediation program. (S2-2-23)

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

Processes
Reporting on cases of negative impact on workers in Telia's value chain takes place quarterly, including statistics and details of any specific cases. Reports are delivered to the company's Audit Committee. For more information, see section G1-2. (S2-3-27a)

Telia's Whistleblowing Line system enables all workers in the value chain to raise concerns anonymously without fear of retaliation or reprisal, thereby facilitating impartial investigation. For more information on Whistleblowing Line, refer to G1-1 Reporting concerns. (S2-3-27b) (S2-3-27c) (S2-3-AR23) (S2-3-AR24) (S2-3-AR25) (S2-3-28) (S2-3-AR25)

Submitted reports and their progress are fully traceable within the whistleblowing system, helping to ensure its effectiveness. (S2-3-27d)

S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Actions
The main findings identified by the Supplier Compliance Verification Program include issues related to labor rights, discrimination, freedom of association, wages and compensation, health and safety, and working hours. By ensuring follow-up on corrective actions, Telia can mitigate potential further negative impacts within these areas.

Further information on the Supplier Compliance Verification Program can be found in S2-2 Supplier Compliance Verification Program and S2-3 Processes. (S2-4-32a) (S2-4-32c) (S2-4-32d) (S2-4-33a) (S2-4-33b) Please also refer to G1-2 Supplier Compliance Verification Program.

Telia's ongoing due diligence process and Supplier Compliance Verification Program are used to identify suppliers with high risks. When identified, timely actions and follow-up measures are taken with the supplier. (S2-4-34a)

No material opportunities in relation to value chain workers were identified as part of the double materiality assessment (DMA). (S2-4-34b) No severe human rights issues or incidents were identified by Telia's Supplier Compliance Verification Program during 2024. The Program's main findings related to labor rights, discrimination, freedom of association, wages and compensation, health and safety, and working hours. None of these were considered severe (S2-4-36).

The non-conformities related to labor rights have been assessed, with one closed and the other ongoing. Both involve factories in China exceeding the legal limit for dispatched workers. The closed non-conformity was resolved by updating recruitment processes in line with applicable regulation, conducting training for HR staff and implementing a transfer plan for dispatched workers. The ongoing non-conformity is still being addressed with an active action plan.

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Targets
Workers or their representatives in Telia's value chain are not directly engaged in the process of setting targets set to manage material impacts, risks and opportunities. (S2-5-42a)

As part of the company's supplier audits, corrective actions are identified, and Telia follows up to monitor the supplier's improvements. For more information on the goals, see section G1-2. (S2-5-42b) (S2-5-42c)

S3. Affected communities

Digital inclusion

Approach
Today, digitalization is transforming societies, which creates both opportunities and risks. Providing access to reliable connectivity and relevant digital skills is key to helping make sure no-one is left behind in the digital world. Telia's work in this area focuses on contributing to digital equality and inclusion, thereby helping individuals and societies in the Nordics and Baltics to realize the full potential of digitalization.

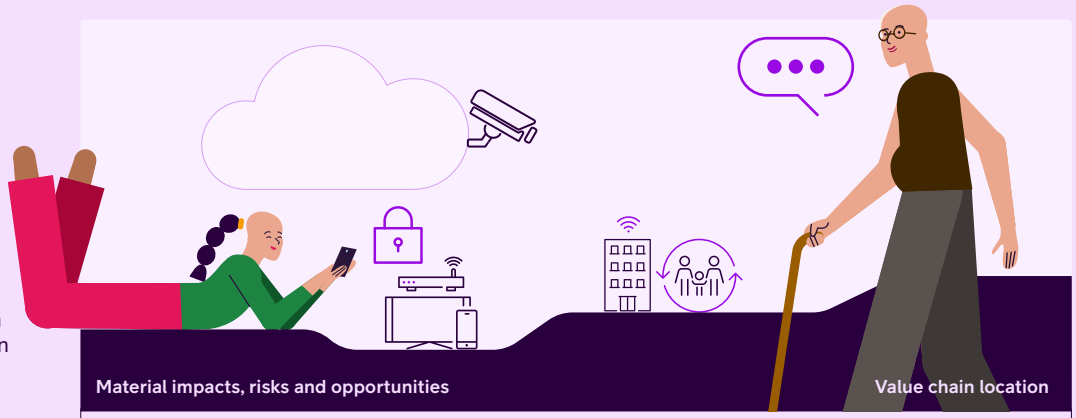
Children's rights

Approach
Children and young people are active users of Telia's services. The company believes that internet access enriches children's lives and provides them with opportunities to socialize, play and learn. However, children are particularly vulnerable to online risks such as cyberbullying, abuse and inappropriate content.

Keeping children healthy and safe online requires collaboration within and beyond the telecommunication sector. Close collaboration with children's rights organizations enables Telia to understand better how it impacts children, both directly and indirectly. Collaborating with the World Childhood Foundation and other children's rights organizations has helped Telia to develop its efforts to prevent the distribution of child sexual abuse material online and to equip parents with support material to help coach their children about online safety. The GSMA Mobile Alliance to Combat Digital Child Sexual Exploitation is one example of how Telia collaborates with its industry peers to influence legislation and exchange best practices.

Freedom of expression and government surveillance

Approach
Freedom of expression and surveillance privacy are at the core of Telia's business, as networks and services provide access to information and provide opportunities to exchange views. The primary purpose in this area is to reduce human rights risks in connection with government surveillance of communication, and to ensure that customers feel confident that Telia respects and safeguards their freedom of expression.



Material impacts, risks and opportunities	Value chain location
Digital inclusion	
⊖ **Negative impact/ Actual:** Disparity between the service quality in urban and rural areas may result in uneven digital inclusion and a negative perception of digitalization	↓ Downstream
⊕ **Positive impact/ Actual:** Access to reliable connectivity for millions of customers	
⚠ **Risk:** Risk of disparity in service quality and unaffordability of services could lead to customer dissatisfaction	
↗ **Opportunity:** Digital inclusion projects enhancing digital skills ensure higher customer activity online and lower the number of calls to customer care centers	
Children's rights	
⊖ **Negative impact/ Actual:** As technology evolves and children get more access to it, they are subject to grooming, bullying or exposed to violent content online. This content could be made available via Telia's networks. most salient issue for children is the online availability of child sexual abuse material.	↓ Downstream
Freedom of expression	
⊕ **Positive impact:/ Actual** As a provider of the infrastructure for the internet and free media, Telia enables the right to freedom of expression for customers	↓ Downstream
⚠ **Risk:** Governments mandate limitations to freedom of expression, but this may affect Telia's reputation and consumers' trust in the company	

Digital inclusion

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material impacts assessed under digital inclusion are originated in the company's own operations. (S3-SBM-3-9a)

Negative impacts may include the lack of digital skills, resulting in vulnerable groups being socially excluded. This is a widespread and systematic impact (which relates to digital inclusion: digital skills). (S3-SBM-3-9b). Positive impacts stem from the availability of Telia's network services to people, and the expanded reach, capacity and quality of Telia's 4G and 5G networks. Across its footprint, Telia's 5G population coverage increased to 97% during 2024. (S3-SBM-3-9c)

Material risks arising from impacts and dependencies on the affected communities include the risk of poor service quality in certain rural areas, which may reduce customer satisfaction, increase churn and result in negative publicity (this relates to digital inclusion: access.) (S3-SBM-3-9d)

Telia's digital inclusion initiatives are designed to raise awareness of the risks and opportunities in the online world, with the aim of building digital skills. The former is essential to build the latter.

Physical and digital channels are both used in these initiatives, with the formats and channels shaped by the target group's needs, and their potential to reach specific groups.

The vast majority of Telia's initiatives are conducted in collaboration with stakeholders or partners such as municipalities (for seniors and immigrants) or organizations that specialize in specific topics (such as children's rights organizations). The initiatives are only included within Telia's actions if there is a substantial contribution from the company, either as an initiator or through a financial or in-kind contribution.

For information about Telia's digital inclusion initiatives, refer to S3-4 Actions and S3-5 Targets.

A study by the Swedish Internet Foundation from 2024 states that digital exclusion risks amplifying existing inequalities and marginalization. Individuals not included in the digital world can miss out on accessing information, communication and services, potentially placing them in more precarious positions in both the job market and society. The study details barriers such as a lack of knowledge, worries about digital security and restricted access to technology. While younger individuals report fewer barriers, older populations and people living in disadvantaged areas cite more significant obstacles. (S3-SBM-3-10) (S3-SBM-3-11)

S3-1 Policies related to digital inclusion

Telia's Group Policy – Human Rights describes the company's management of the impacts, risks and opportunities related to communities affected by the topic of digital inclusion.

The Policy states the company's commitment to respect and support all human rights in scope of the international standards outlined in section G1-1. Telia focuses on human rights that are at risk of the most severe negative impact and the most relevant to its industry and business operations. These risks are identified by on-going due diligence and more in-depth Human Rights Impact Assessments (HRIAs) carried out in Telia Company as appropriate. Digital inclusion is among the areas with human rights implications.(S3-1-14) (S3-1-15)

In line with the UN Guiding Principles for Business and Human Rights, Telia is committed to respecting human rights throughout its value chain by applying human rights due diligence. The company's products and services also enable the realization of certain human rights, for example by facilitating access to healthcare, education and jobs. Research results from the GSMA's 2024 Mobile Industry Impact Report show that connectivity and digitalization can accelerate progress in relation to the UN Sustainable Development Goals.
(S3-1-16a) (S3-1-17)

S3-2 Processes for engaging with affected communities about digital inclusion-related impacts

Engagement
In relation to the topic of digital inclusion, stakeholder concerns primarily relate to two areas: the differences in service quality between networks in urban and rural areas, and the effects of the shutdown of copper networks.

While acknowledging differences in service quality between networks in urban and rural areas, Telia is committed to improving network coverage across its markets. In Sweden and Lithuania, Telia is perceived to have the best 5G network coverage and quality, according to crowdsourced data and field measurements (OpenSignal, umlaut and others). In overall mobile network quality, Telia is number one in Norway and Estonia, and the company is improving its mobile network quality in all markets through an ongoing modernization program.

The shutdown of copper networks presents risks such as customers being required to install new fiber- or mobile-network-based solutions, and to learn how to operate new hardware. These risks are managed in coordination with municipalities and relevant authorities to minimize negative effects on individuals or communities.

Telia's SVP, Head of Communications, Brand and Sustainability has operational responsibility for ensuring that stakeholder engagement takes place and that the results inform the company's approach. (S3-2-21c)

S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns in relation to digital inclusion

Telia currently does not provide remedy to any digitally excluded groups. (S3-3-35)

S3-4 Taking action on material impacts related to digital inclusion and approaches to managing material risks and pursuing material opportunities related to affected communities and effectiveness of those actions

Actions
Due to high inflation and the generally negative economic situation affecting many consumers in 2024, the risks related to the affordability aspect of digital inclusion continued to increase. Telia is continuing to mitigate these risks by recommending lower-cost subscription options to consumers who are facing challenges or offering them the possibility of switching to its low-cost brands.

Telia aims to ensure accessibility for everyone by supporting people with disabilities in utilizing its services. Telia's global design system is aligned with the European Accessibility Act (EAA-Directive 2019/882) and adheres to the Web Content Accessibility Guidelines standard (at least WCAG 2.1 AA), which covers aspects such as color contrast, readability and screen reader compatibility. The company has initiated a process that fosters collaboration and disseminates accessibility expertise across the organization to help ensure compliance with the EAA.

Initiatives
Telia identifies the actions needed in response to potential negative impacts on communities affected by the topic of digital inclusion by engaging with stakeholders on a variety of initiatives. (S3-4-33a) Telia also conducts regular impact assessments in relation to this topic. (S3-4-33b) (S3-4-33c)

Digital inclusion initiatives

Seniors
Through personal digital guidance events, organized together with major customers, as well as webinars, articles and magazine content, and customer service in retail stores, Telia supports elderly people in keeping their electronic devices safe, increasing their digital skills and learning more about fraud and online safety. These activities are important in enabling this stakeholder group to access essential societal services such as healthcare and banking.

Children, parents and teachers
Children and young people are particularly vulnerable to online threats, and need to be well-equipped to stay safe from these. Through physical workshops in schools and at summer camps, online training sessions, and online content, educational games and quizzes, Telia helps children and young people to learn more about online safety, covering topics such as privacy and personal data, passwords, social media and appropriate online behavior.

Through web portals that offer relevant and useful information, Telia aims to support parents and guardians in protecting and empowering children

online. Through programming courses (currently available only in Lithuania), Telia seeks to inspire and educate students about the field of IT.

Women
Female technology professionals are today in a significant minority. At the same time, the technology sector has a shortage of people. Telia has initiated and participates in partnerships and training programs with the purpose of supporting increased female participation in the technology industry.

Immigrants
Immigrants in Telia's markets face barriers that could prevent them from being included in society. Through mentoring programs, Telia helps refugees, asylum seekers and immigrants to enter employment in the technology industry. To help overcome some barriers to social inclusion, Telia arranges events, in cooperation with public customers, aimed at supporting immigrants in using important digital community services.

Small and medium-sized enterprises (SMEs)
Due to limited digital maturity, SMEs risk lagging behind in areas such as cybersecurity and sustainability. Through personal digital guidance events and webinars, Telia aims to increase SMEs' knowledge about information security topics and relevant digital services. Cybersecurity experts present these topics from the perspective of both the end user and the company, helping participants to develop practical skills and knowledge to prepare for possible information security threats. (S3-2-32) (S3-4-34a)

S3-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities/digital inclusion

Providing reliable access
Telia is committed to providing high-quality services to its customers. In 2024, the company continued to make considerable investments to improve its network coverage and quality, and achieved the following milestones:

- Almost 100% 4G population coverage
- 97% 5G population coverage
- In areas where fiber access is not viable, Telia provides fixed wireless access via its 4G and 5G networks.

Building digital skills
In 2021, Telia launched a Group-wide digital skills program, based on its analyses of local needs. During 2024, having already exceeded its 2026 target of reaching 2.2 million individuals with digital skills-building initiatives, Telia increased its target to 3 million individuals by 2027, primarily targeting seniors, children, immigrants, women and SMEs.

By fulfilling these targets, Telia is able to engage directly with the affected communities.

Through a project in collaboration with the Forum for Social Innovation Sweden (MSI) at Malmö University, Telia has developed an impact assessment tool and guide to enable assessment of the company's digital skills initiatives. Short summaries of the various initiatives' assessments are available on Telia's website, along with descriptions of the initiatives. Telia has made the tool available for other companies to use, in order to scale adoption of impact assessment. (S3-5-42b)

Year	Goals	2024 progress
2027	Reach 3 million individuals with digital inclusion initiatives	2,319,997 individuals reached since 2021
2025	99% 5G population coverage	97% coverage (2023: 87%)

Children's rights

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The affected communities subject to material impacts from Telia include children in the markets where Telia operates and the children of Telia's customers. The impacts referred to are directly from the company and its downstream effects. In addition, children can potentially be subject to material negative impacts in Telia's supply chain. (S3-SBM-3-9a)

Negative impacts may include children being subject to grooming or bullying, or being exposed to violent content online through access to Telia's networks. However, the most salient issue and risk for children is the online availability of child sexual abuse material. This is a frequently occurring and widespread impact, which the company assesses on an individual basis. (S3-SBM-3-9b)

Children have been categorized as the affected stakeholder for the identified negative impact. In the absence of proper controls, children with access to the internet are at risk of harm. (S3-SBM-3-10)

S3-1 Policies related to children's rights

Telia bases its work on the guidelines set by the UN's Children's Rights and Business Principles (CRBP) and is committed to recognizing, respecting and supporting children's rights. A key part of the company's integration of children's rights and perspectives into its operations and offerings is through its Group Policies and Group Instructions, which detail the expectations on, and behavior required from, the company's employees, partners and suppliers.

Telia's policies for management of the impacts, risks and opportunities related to affected communities are as follows: (S3-1-14) (S3-1-17)

Group Policy – People (Child labor)
Supplier Code of Conduct (Child labor and safety of products and services)
Group Policy – Privacy and Data Protection (Special care for children's privacy)
Group Policy – Freedom of Expression & Government Surveillance (Risks to freedom of expression)
Group Instruction – Security (Child sexual abuse material)
Group Policy – Human Rights (Children's rights as a salient human right)

For more information on Telia's Group Policies, see section G1-1.

Telia is committed to respecting human rights across the company's value chain, as set out in the UN Guiding Principles on Business and Human Rights and other international standards regulating corporations, such as the OECD Guidelines for Multinational Enterprises as well as the UN Global Compact, of which Telia Company is a member. This means that Telia avoids infringing on the human rights of others, and addresses adverse human rights impacts with which the company is involved. (S3-1-16)

In addition, Telia's Whistleblowing Line, which serves as a mechanism for reporting grievances, enables employees and external stakeholders to raise concerns without fear of retaliation or reprisal, thereby facilitating impartial investigation. (S3-1-16c) Telia has not received any reported incidents originating from affected communities (S3-1-17).

S3-2 Processes for engaging with affected communities about children's rights-related impacts

Integrating and promoting children's rights in business
Holistic Children's Rights Impacts Assessments have been carried out to help ensure that Telia integrates children's rights in its business operations. The latest assessment was conducted in 2022, based on UNICEF's MO-CRIA (Mobile Operator – Children's Rights Impact Assessment) self-assessment framework (available on Telia's website). Overall, the assessment showed that children's rights had been integrated into Telia's business and operations to a high degree.

Telia also uses a tool, developed in partnership with the independent non-profit organization BSR and based on the UN Guiding Principles on Business and Human Rights, to assess actual and potential impacts on children's rights from products offered to Telia's customers. The tool is used during the company's product development process for services that will be used by children. Children's rights and responsible marketing guidelines are available for the company's marketing teams and external partners to help ensure that children's rights are protected in Telia's marketing and advertising activities.

Engagement
Engagement with key stakeholder groups – including children, young people and/or their proxies – is an important component of the double materiality assessment process that Telia conducts

periodically. For more information on how Telia engages with children via its Children's Advisory Panels, please see the Listening to children section below (S3-2-21) (S3-2-21a) (S3-2-21b) (S3-2-21d) (S3-2-22) (S3-1-16b)

Telia engages with partners to gain a deeper understanding of specific impacts and topic boundaries related to children's rights. These partners include the World Childhood Foundation, Save the Children, Bris (a Swedish children's rights organization that provides the national helpline for children and young people) and ECPAT (an organization working to end sexual exploitation of children).

Telia's SVP, Head of Communications, Brand and Sustainability has operational responsibility for ensuring that this engagement takes place and that the results inform the company's approach. (S3-2-21c)

Listening to children
For many years, Telia has conducted Children's Advisory Panels to give children a voice about their experiences in the online world. Topics covered include children's experiences with privacy, online gaming, healthy online life, digital learning and misinformation. The company uses the findings to inform its business decisions and to shape family offerings and support material. For more information on the results of these panels, visit Telia's website.

Through various activities conducted with partners in Telia's markets, the company interacts with children with the specific intention of enhancing their digital skills and building resilient online behaviors. (S3-2-21a) (S3-2-21b) (S3-2-21d) (S3-2-22)

S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns in relation to children's rights

Access to remedy
Telia can learn about potential risks or harm through its Whistleblowing Line, and through channels such as customer service, audits conducted by its sourcing department, employee complaints processes and external parties such as NGOs.

Telia's Whistleblowing Line serves as an operational-level mechanism for reporting grievances and is available for both internal and external stakeholders. For more information on Telia's Whistleblowing Line, refer to G1-1 Reporting concerns.

Although children themselves do not use the Whistleblowing Line, Telia receives insights into their needs through proxies such as Bris (highly trusted by children) and ECPAT. In addition, Telia enables and supports free anonymous communications access for children and young people to child helplines in its markets. In the future, Telia will perform an independent assessment of how aware children are of these channels, and to what degree they trust them. (S3-3-28) (S3-3-27a) (S3-3-27b) (S3-3-27c) (S3-4-33c)

S3-4 Taking action on material impacts related to children's rights and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

Fighting child sexual abuse material
Child sexual abuse material (CSAM) is a severe violation of children's rights and is illegal in all of Telia's markets. The company actively participates in the fight against the distribution of CSAM online through blocking measures and cooperation with industry peers, law enforcement agencies, and NGOs such as ECPAT (part of INHOPE, International Association of Internet Hotlines) and the World Childhood Foundation.

To combat issues such as CSAM, Telia aligns with specific frameworks and partnerships such as with Netclean to provide CSAM detection services to schools and municipalities.

Telia blocks websites identified by law enforcement as illegal due to their hosting of CSAM. While the company supports an open internet, this is the only area in which it has taken an active stand for voluntary blocking. Within Telia's own IT systems, the company applies a technical solution that provides alerts if CSAM is detected in hardware used by full-time permanent employees, part-time employees or consultants. If such material is detected, a police report is filed and personnel-related remedies are initiated in accordance with national legislation. During 2024, there were no detections and therefore no police reports. (S3-1-17)

Child safety through product offerings
In four of its five markets, Telia offers software that enables parents and guardians to set limits on children's screen time and to block harmful content. The company's TV service is equipped with a PIN-code functionality that enables parents to restrict access to programs or film-rental services that feature unsuitable content for children. In addition, the TV channels and streaming platforms operated in Sweden and Finland by Telia's TV & Media unit do not show any adult content. The TV channels also apply a broadcasting watershed, meaning that content deemed suitable only for more mature audiences is only shown between 9:00 pm and 5:30 am.

Material and tools to support children's online safety
In the majority of its markets, Telia provides material or tools that parents can use to support their children online. In some markets, the company's employees engage with children in school workshops and summer camps to create awareness about topics such as cybersecurity and online behavior.

Telia also provides tools that engage directly with children, such as online safety games or digital quizzes. Such tools are always developed in cooperation with children's rights organizations, to help ensure a child-friendly approach.

The purpose is to teach children about smart, safe and friendly online behavior, and to create opportunities for children to discuss their online experiences with adults.

Supporting children in need
Telia continues to support Bris, a Swedish children's rights organization that provides a national helpline for children and young people. The company's support has enabled more children to contact the helpline, due to extended opening hours and the provision of more contact channels. SMS has been added as an anonymous and free method of contacting Bris, following product development by Telia. Telia's cost of providing the services amounts to around SEK 2 million per year.

Ongoing actions during 2024:

- CSAM blocking in all Telia's countries and ongoing detection of CSAM in Telia's IT systems. Telia also provides child safeguarding products to its customers.
- Joint activities to fight CSAM with industry peers, law enforcement agencies and NGOs, such as GSMA, ECPAT Sweden Techcoalition and the World Childhood Foundation's Stella Polaris project.

These actions are in line with Telia's commitment to upholding human rights, as set out in its Group Policy - Human Rights, Supplier Code of Conduct (addressing child labor and product safety), Group Policy – Privacy and Data Protection (with special attention to children's privacy) and Group Instruction – Security (targeting CSAM), all of which are embedded across the company's operations. The actions are implemented across all Telia's markets, covering stakeholders such as employees using work computers, and customers using Telia's products and services.

While these activities are ongoing and reviewed annually with renewed targets, data collection is limited; specific data on CSAM blocking is not available. Detection instances on work computers are monitored and reported annually. (S3-4-32-(a))

To educate and activate its employees, Telia offers training on children's rights (created in collaboration with the World Childhood Foundation) and on human rights more broadly. Refer to S3-1 Fighting child sexual abuse material for more information on Telia's actions to block this material and tracking of reported cases. (S3-4-36) (S3-4-32c)

Telia's collaboration and engagement with expert groups such as Bris, GSMA, ECPAT and Save the Children helps the company to identify necessary and appropriate actions in response to any negative impacts. This is in addition to the company's own stakeholder engagement such as its Children's Advisory Panels, as detailed in S3-2 Listening to children. (S3-4-33a) (S3-4-33b)

Telia also offers support material for families and parents, and provides training for children and parents regarding their life online. (S3-4-32c) The number of visitors to the portal, and of those participating in training, are tracked and assessed by Telia. (S3-4-32d)

S3-5 Targets related to managing children's rights material negative impacts, advancing positive impacts, and managing material risks and opportunities

Telia's targets are annual targets and are aligned with its overarching policies, including the Group Policy – Human Rights, Supplier Code of Conduct and Code of Conduct. The scope of the targets encompasses efforts within the downstream value chain, such as CSAM blocking, and internal workforce initiatives, including the implementation of a CSAM detection system. Stakeholder involvement in target setting has been limited, relying on proxies rather than direct engagement. Progress towards targets is monitored and reviewed annually (MDR-T).

The affected communities (in this case, children) were not directly engaged in setting these targets. (S3-5-42a) They are, however, part of the target, and in tracking performance they are integrated as children reached, although they are not asked for input towards this measurement. (S3-5-42b) Telia engages directly with children via initiatives in which they play a part, for example the Mobile Driving License for children and parents using Telia's products and services. (S3-5-42c)

Year	Goals*	2024 progress
Annual	– Continuous blocking of child sexual abuse material in all markets and detection in IT systems in own operations	– Achieved across all networks
	– Provide child safeguarding services to customers	– Available in four of five markets
	– Empower children through digital skills initiatives	– 139,174 children reached (more information is available in the **Digital inclusion** chapter)

*Goals are annual and ongoing, not time-bound.

Freedom of expression and government surveillance

S3-1 Policies related to freedom of expression

Telia is committed to respecting the freedom of expression and right to privacy of its customers while meeting legal requirements in the countries in which it operates. The company has clear policy commitments in place and its implementation processes are based on input from the Global Network Initiative (GNI), a multi-stakeholder organization that unites ICT companies, human rights and press freedom groups, academics and investors to protect and advance global freedom of expression and privacy in the ICT industry.

States define the scope of surveillance and limitations to the free flow of information based on legislation and requests from authorities. Telia abides by this legislation but challenges requests that have no or unclear legal grounds. When there is a conflict between internationally recognized human rights and local legislation, the company seeks ways to raise the issue with relevant authorities or inform consumers and other stakeholders about the issue through public communications.

This work is governed by the Group Policy – Freedom of expression and government surveillance. (S3-1-14) (S3-1-17)

S3-2 Processes for engaging with affected communities about freedom of expression-related impacts

Processes
In its work, Telia differentiates between two types of requests from governments/authorities:

- Conventional requests are day-to-day requests that are typically of lower risk, such as daily secret real-time wiretapping and monitoring by the police based on court orders. Such requests are received and handled by dedicated local teams.
- Unconventional requests are requests that may have serious impacts on users' freedom of expression and privacy. Examples include demands to shut down Internet access, blocking of websites or requirements to retain data for surveillance when legislation is unclear. (S3-2-21) (S3-2-21a) (S3-2-21b) (S3-2-21d) (S3-2-22)

Telia's Group policy and related instruction set out practical steps regarding assessments and escalation to be performed for unconventional requests. Such requests are to be assessed by the local company and escalated to group level for final joint decisions on how to mitigate human rights risks. While the company's process aims to identify and mitigate potential violations of individuals' rights, the actual outcome depends significantly on local legislation. (S3-2-27)

S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns in relation to freedom of expression

Telia does not provide remedy for negative impacts in relation to freedom of expression and government surveillance.

S3-4 Taking action on material impacts related to freedom of expression, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

Unconventional requests
During 2024, Telia received requests related to blocking of Russian-origin content, due to EU sanctions imposed on Russia. This led to a total of 90 sites being blocked by Telia by the end of the year. Telia continuously encouraged governments and regulators to provide clear and timely guidance to uphold the principle that governments, and not private entities, should make decisions on limits to freedom of expression.

Conventional requests
In its Law Enforcement Disclosure Reports (LEDRs), Telia publishes detailed statistics on conventional requests, as well as information about unconventional requests. The 2024 report includes statistics regarding conventional requests from 2022 to 2024. A summary of Telia's LEDR report is presented on the next page. Figures both on the following page and in the LEDR show the number of day-to-day conventional requests from authorities – not the number of individuals to whom they relate. Comparisons between markets should be avoided due to differences in market share as well as the working methods of both the authorities and Telia locally. For more information about definitions, data sources and the main challenges, see Telia's website.

S3-5 Targets related to managing freedom of expression material negative impacts, advancing positive impacts, and managing material risks and opportunities

Telia's main target in relation to freedom of expression and government surveillance is to challenge unconventional requests related to freedom of expression.

Authority requests

NB: Direct access is not included in the statistics.

Estonia

	2024	2023	2022
Lawful interception[1]	No statistics	No statistics	No statistics
Historical data	16,504	22,382	7,974
Subscription data[2]	902,287	946,028	670,909
Challenged/rejected requests	14	13	14

1) Telia Estonia is not able to provide statistical information on the number of lawful interception requests because intercepted numbers and the log of requests are encrypted as mandated by the Electronic Communication Act.
2) The 'subscription data' category includes all requests for subscription data. For other countries, the corresponding figure covers only requests that are handled by authorized personnel, as well as automated requests that refer to criminal cases.

Finland

	2024	2023	2022
Lawful interception	14,460	12,263	8,178
Historical data	8,303	6,905	4,982
Subscription data[1]	15,108	13,584	11,109
Challenged/rejected requests	134	144	75

1) In most cases, 'challenged/rejected requests' relate to erroneous target information from the police.

Lithuania

	2024	2023	2022
Lawful interception[1]	No permission to publish	No permission to publish	No permission to publish
Historical data	88,025	81,312	97,926
Subscription data	46,754	71,393	78,262
Challenged/rejected requests	25	39	24

1) Telia Company and Telia Lithuania have not been granted permission to compile and publish their own statistics regarding how many lawful interception requests were received in Lithuania.

Norway

	2024	2023	2022
Lawful interception	1,127	1,327	953
Historical data	4,443	4,273	4,638
Subscription data[1]	9,045	9,885	9,796
Challenged/rejected requests	39	59	71

1) 'Challenged/rejected requests' refer to invalid requests due to administrative form errors.

Sweden

	2024	2023	2022
Lawful interception	4,776	4,166	3,729
Historical data	10,184	9,138	7,308
Subscription data	7,062	5,757	3,481
Challenged/rejected requests	141	220	197

S4. Consumers and end-users

Privacy and security

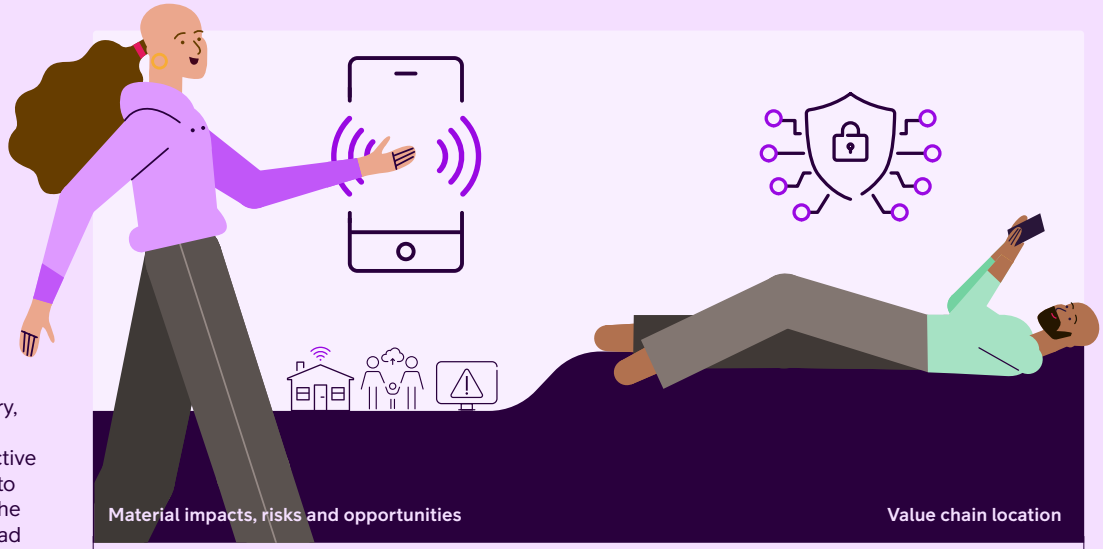
Approach

Telia is committed to respecting the privacy rights of its customers and employees and to keeping their information safe. The company takes a proactive approach to assessing the impacts of its data processing on data subjects, and to ensuring that it handles their personal data lawfully, fairly and in a transparent manner.

Vast amounts of data are generated in and through Telia's services and networks. The company has a responsibility to ensure that it processes this data in accordance with laws, and protects it from misuse, loss, unauthorized disclosure and damage.

Data protection regulations are becoming increasingly strict, while technological developments are enabling new, efficient and cost-effective cloud-based solutions. A balance between these two trends needs to be achieved. Privacy questions are also relevant for the increased use of AI, and it is important that Telia manages how personal data is used in this context.

At the same time, geopolitical events are accelerating the risks associated with cyberattacks for Telia's customers and industry, and for society as a whole. These risks are managed through a broad spectrum of proactive measures that help Telia to adapt effectively to rapidly changing security environments. On the human side, the company invests in both broad security awareness throughout all parts of its organization, as well as in specialist expertise in various security disciplines. Telia habitually challenges and adjusts its security processes to help ensure that they are fit for purpose, both from an internal perspective and from the view of independent, external security auditors. The company recognizes that it is important both to increase its investments in modern and adequate security tools, and to maximize their utilization.



Material impacts, risks and opportunities	Value chain location
Privacy	
⊖ **Negative impact/ Potential:** Cyberattacks, technical and human errors increase consumer personal data breaches, which could potentially harm the affected stakeholder	↓ Downstream
⊕ **Positive impact/ Actual:** Embedded measures to protect Telia's systems and consumer data	
⚠ **Risk**: Failure to meet customer's privacy requirements and expectations may lead to an unfavorable perception of how Telia manages these matters. Failure to comply with the law could lead to financial penalties	
Security	
⊖ **Negative impact/ Potential:** In case of service disruption, customers and society may be impacted at different levels through the loss of communication in mission critical services	↓ Downstream
⚠ **Risk:** Risk that cyber events originating from an external threat disrupt Telia's services or lead to data breaches	

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Consumers who can be materially impacted by Telia include users of its services of whom the company holds personal data. These include customers who have agreements with Telia, as well as users of its services who have not signed direct agreements. (S4-SBM-3-10) (S4-SBM-3-10a)

Negative impacts may include the failure to maintain customer privacy, leading to an adverse impact on Telia's customers (e.g. personal data breaches or identity theft). This impact occurs in individual cases (through illegal incidents or technical errors). In case of service disruption, customers and society may be impacted at different levels through the loss of communication in mission-critical services. (S4-SBM-3-10b) Activities that result in positive impacts relate to privacy by design measures that are integrated with products and services in order to support transparent management of personal data. (S4-SBM-3-10c)

Material risks may include potential issues related to privacy compliance or personal data breaches, which could lead to the violation of data subjects' privacy. Material risks may also include cyber events originating from an external threat source that disrupt Telia's services or lead to data breaches. The failure to comply with national and EU legislation may result in significant financial penalties and loss of trust. (S4-SBM-3-10d) (S4-SBM-3-12)

Due to the nature of the products and services that Telia provides, the company's services are in general the same for all customers. However, there might be special needs, e.g., when required by law, for customer groups with secret numbers or protected identities, as they might be at greater risk of harm from a personal data breach. Across Telia's markets, there are different rules and processes for handling these requirements. For example, in some countries telecommunication services providers are obliged to publish contact information of the customer in a telephone directory by default unless the customer prohibits it, whereas in some countries publishing this information requires the customer's consent. (S4-SBM-3-11)

S4-1 Policies related to privacy and security of consumers and end-users

Policies
Telia's Group Policy – Privacy and Data Protection provides principles that cover transparency as to how personal data is processed, the legitimate processing criteria, the requirements for the data's relevance and the legal extent to which it must be provided to the authorities. Telia continuously assesses the privacy risks related to personal data and develops mitigation strategies for these. The Policy is applicable to all Telia Company legal entities and employees.

In addition to Telia's Group Policy – Privacy and Data Protection, these topics are also addressed in the company's Group Instructions, governance, risk and compliance (GRC) framework, and related risk governance process. (S4-1-14)

Telia's Group Policy – Security outlines a security framework based on key security principles aligned with international best practices. Telia's Group Policies are issued centrally and provide the common guiding principles for Telia's operations across its five markets. (S4-1-15)

For more information on Telia's Group Policy – Privacy and Data Protection, and Telia's Group Policy – Security, see section G1-1.

Human rights
Telia's Group Policy – Human Rights covers principles for avoiding, causing or contributing to adverse human rights impacts, and for addressing such impacts if they occur. For more information on the Policy, see the table in section G1-1. (S4-1-17)

Telia carries out human rights due diligence, an ongoing risk management process, in order to:
- Identify and assess actual and potential impacts on human rights
- Mitigate, i.e. take appropriate measures to address the findings
- Monitor and track performance on human rights impacts
- Consult and communicate with relevant stakeholders to understand potential and actual human rights impacts. (S4-1-16)

The Policy lists the human rights that the company has identified as the most salient, which include the right to privacy. (S4-1-16a) Both this Policy and the Group Policy - Privacy and Data Protection cover engagement with consumers and end-users. (S4-1-16b)

In Telia's operations, personal data breaches relating to customers are one potential form of negative impact in terms of human rights. Telia has a process in place for handling and reporting personal data breaches. The company reports personal data breaches to the data protection authorities and impacted data subjects in accordance with the GDPR and local e-privacy laws. An impacted customer may request compensation or make a claim to the data protection authority. Telia handles customer claims on a case-by-case basis, in accordance with existing processes and guidelines. (S4-1-16c)

S4-2 Processes for engaging with consumers and end-users about impacts

Processes
Telia has adopted a "privacy by design" approach to support GDPR compliance and transparent management of personal data in all new products and services. The key components of this approach are:

- Embedding data protection into Telia's business, including products, processes and IT systems from the initial design stage and throughout their lifecycle
- Analyzing data protection parameters with privacy experts from the initial planning stages of a data processing operation
- Conducting a privacy assessment and, when needed, a data protection impact assessment before carrying out data processing likely to result in a high risk to the rights and freedoms of individuals.

Telia's security governance framework is developed and refined in alignment with the ISO 27001 standard and other relevant best practice guidelines, such as the US National Institute of Standards and Technology Cybersecurity Framework. The framework specifies requirements for information security and related risk management across all of the company's functions and local organizations. Telia maintains an ISO 27001 certificate, and external audits are carried out annually to help ensure proper security measures and continuous improvement.

Engagement
Telia works continuously to strengthen its processes, build competencies and enhance transparency in customer-facing channels. The latter is important to increase customers' awareness of their rights and how the company uses their data.

Telia informs its customers about personal data processing carried out in the context of its services in its terms and conditions, privacy notices, on the "My Telia" webpage and its mobile applications (where customers can administer their privacy settings and marketing consents) and in similar contexts in the company's customer-facing channels. (S4-2-20b). Operational responsibility for this engagement lies with Telia's country business units.

Telia's Global Security Operations Center (GSOC) takes responsibility for the company's reactive capabilities by monitoring and handling cybersecurity incidents around the clock. The GSOC is a member of the Forum of Incident Response and Security Teams (FIRST) and is a Trusted Introducer (TF-CSIRT). (S4-2-20c)

The company provides statistical information on the topic of data protection to customers when requests are made to Telia's Data Protection Officers. Customer questions, claims or concerns are addressed in direct responses from Telia, and feedback is taken into account to help further clarify the company's approach in the future. (S4-2-20)

Engagement on this topic occurs mostly in direct contact with Telia's customers. In cases where the company employs partners to manage sales or customer care on its behalf, Telia ensures that these partners follow the same privacy requirements. (S4-2-20a)

Tracking effectiveness of engagement
Telia's brand tracker is one means for Telia to assess the effectiveness of its engagement with consumers. The tool gathers customer perception (relative to their perception of similar service providers) on a range of topics, and the input regarding privacy is a way to assess the effectiveness of Telia's engagement on this topic.

The brand tracker works through association questions in which respondents are asked to click on statements that they associate with the brand. The statement related to privacy is "Telia respects customers' privacy and handles personal data in a good way". (S4-2-20d)

Groups vulnerable to negative impacts
Telia has identified three groups as being particularly vulnerable to negative impacts relating to privacy: seniors, children and immigrants. These groups are more vulnerable to privacy-related impacts due to limited digital literacy or potentially lower awareness of privacy risks, making them more susceptible to cyberattacks, technical errors and data breaches (S4-2-21).

S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Raising concerns
Consumers and end-users can raise concerns through Telia's Whistleblowing Line, which includes protection against retaliation. (S4-3-26) For more information on Telia's Whistleblowing Line, refer to G1-1 Reporting concerns.

For privacy-related complaints and concerns, individuals can contact the Group Data Protection Officer or local Data Protection Officers by email. In addition, individuals can exercise their data subject rights under the GDPR by contacting customer service, visiting Telia stores or accessing online customer self-service portals that enable them to access their accounts and make requests. Telia is legally required to provide channels for data subjects' requests and operates them directly. (S4-3-25-(b)) The Whistleblowing Line is also used by Telia's partners that are in direct contact with Telia's customers. (S4-3-25c)

Data Protection Officer in each company handles the customer claims related to the GDPR. Certain privacy-related issues are managed by customer service, with support and instructions from the Data Protection Officer, including the handling, documentation and review of complaint processes to ensure they meet compliance standards and customer service expectations. Protocols for addressing complaints may vary by country,

rather than following a Group-wide standard. This variation requires a tailored approach, ensuring that all complaints are managed effectively in line with both local regulations and Telia's commitment to protecting customer privacy. (S4-3-25d) Consumers' and end-users' awareness of, and trust in, these processes is challenging to monitor, as users without a complaint are unlikely to contact Telia to express this. (S4-3-26)

In regard to potential negative impacts, Telia provides remedies such as:

- Restitution – as in the case of privacy incidents by, for example, deleting or requiring others to delete unlawfully disclosed personal data, or by correcting erroneous personal data
- Satisfaction – as in the case of privacy incidents and customer complaints more broadly by investigating and acknowledging the harm done and providing an apology directly to the customer and/or via the media. All customer complaints are assessed with the purpose of preventing any future harm
- Compensation – as in the case of privacy incidents, in accordance with either agreements or the GDPR
- Guarantees of measures and non-repetition – as in the case of privacy and security incidents by, for example, improving internal guidelines and processes, or in the case of employee issues through, for example, taking disciplinary action.

(S4-3-25a) (S4-3-25b) (S4-3-25c) (S4-4-31b)

During 2024, Telia received around 4,300 (4,100) right of access requests from customers who wanted to obtain a copy of their personal data. This helps customers understand how and why the company is using their data and enables them to verify that Telia is doing so in accordance with the law.

§ Accounting principles: Right of access requests

Right of access requests are defined as per GDPR Article 15. Processes in units such as TV & Media differ from Group processes, and cases from this unit are therefore not included in the metric.

S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Actions
Telia continuously reviews and updates its privacy processes, such as its data protection impact assessment process, based on evolving best practices, applicable legislation, case law, and authority guidelines and decisions. Information on how the company processes personal data is provided through transparency notices available in all relevant languages. (S4-4-31a) All Telia employees are required to complete training on data protection regularly. A privacy assessment or data protection impact assessment is mandatory for all initiatives in which personal data is processed. (S4-4-34)

Telia's ambition is to meet its customers' security needs and to be a preferred supplier. EU and national security legislation is placing increasingly stringent demands on several of the company's most important customers, and Telia is in an advantageous position to continue delivering the security solutions that these customers need. Telia's on-premises GRC platform has been implemented and supports integrated risk management, which in turn enhances resilience and informed decision-making on risk-related topics.

Telia's ISO 27001 certification plays an important role in the continuous strengthening of the company's security practices, and in its ability to meet its customers' demands. During the year, the certificate was maintained with an unchanged scope, comprising areas such as Telia's Global Security Operations Center, information security governance, enterprise information security risk management, incident management and change management, contact center services and cloud-based communication services.

As digitalization gains pace, customers and society as a whole are increasingly dependent on the services Telia provides. Ongoing geopolitical developments underline this fact. Therefore, the company maintains a strong focus on the robustness and performance of the design and lifecycle of its services. Telia has continuity and recovery plans in place to help build resilience and counteract unexpected disruptions. Telia's Business Continuity Management framework is applied to critical services, functions, processes and resources. It identifies important dependencies and risks, helps ensure an effective response to disruptive events, and drives implementation of continuity measures and solutions. The framework is aligned with the ISO 22301 standard and helps ensure that Telia complies with regulatory requirements in the markets in which it operates. To maintain employee awareness about security matters, completing an ongoing nanolearning course is mandatory for all employees. (S4-4-31a)

Delivering positive impacts
Refer to S3 Digital inclusion for more information on Telia's initiatives to deliver positive impacts for consumers and end-users, which focus on raising awareness of online risks, including privacy, among children and their parents or guardians. (S4-4-31c) However, due to lack of data it is not possible to follow up on the impact of these initiatives regarding privacy. (S4-4-31d)

Refer to the S3 Digital inclusion and Children's rights sections for more information on the impact assessment of Telia's initiatives and its work with NGOs on the topics of children's rights and digital inclusion. (S4-4-32a)

In 2024, during European Cyber Security Month, Telia Sweden sendt emails to families on the topics of online security and digital inclusion, which

also reference privacy matters. In Finland, Telia has collaborated with OP, one of the country's largest banks, to invite customers to events about online security, as well as to organize workshops intended to help seniors use smartphones and mobile services in a safe and secure manner. (S4-4-32b)

In 2024, Telia launched its **'Buckle up'** campaign to raise awareness about digital security. The company also launched a report uncovering critical security challenges organizations face today – and hands-on advice on how to take action. Together with security experts, customers and industry leaders, the company identified key patterns in mature security organizations.

AI data ethics
In 2019, Telia developed its Guiding Principles on AI Ethics for use in internal assessments aimed at ensuring ethical AI use. A 2022 assessment based on the EU AI Act showed a low overall AI risk at Telia, but higher risks in areas like credit scoring, voice authentication and workplace analytics. Telia has assessed the impact of the AI Act and is actively working to implement the AI Act requirements. The company continuously monitors emerging AI risks which are often related to privacy, human rights, security, intellectual property and liability.

Investigation processes and remedy
All Telia entities follow a common investigation and reporting process in any suspected personal data breaches. The company reports personal data breaches to the supervisory authorities in accordance with the GDPR and local e-privacy laws, and notifies individuals in a timely manner when applicable. To minimize the risk of such breaches, when a mitigating action is applied in one unit it is shared for implementation across the Group. (S4-4-32c)

In 2024, Telia confirmed 537 (664) personal data breaches across its markets. Most cases were related to human errors or technical errors that caused personal data to be disclosed or accessed in an unauthorized way; for example, when one customer's data was unintentionally sent to another.

No severe human rights issues and incidents connected to consumers or end-users took place in 2024. (S4-4-35)

§ Accounting principles: Personal data breaches

Personal data and personal data breaches are defined as per GDPR Article 4. Personal data breach notification obligations are outlined in GDPR Article 33. Processes in units such as TV & Media differ from Group processes, and cases from this unit are therefore not included in the metric.

S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Telia's customers and end-users have not been engaged in setting these targets. (S4-5-41a) To measure its performance against the privacy target, Telia uses a brand tracker based wholly on customer perception. Customers respond directly to the brand tracker, which can be seen as engagement in tracking performance against the targets. (S4-5-41b) Please refer to S3 Children's rights and S3 Digital inclusion for further examples of Telia's engagement with its customers and end-users. (S4-5-41c)

§ Accounting principles: Customer privacy perception

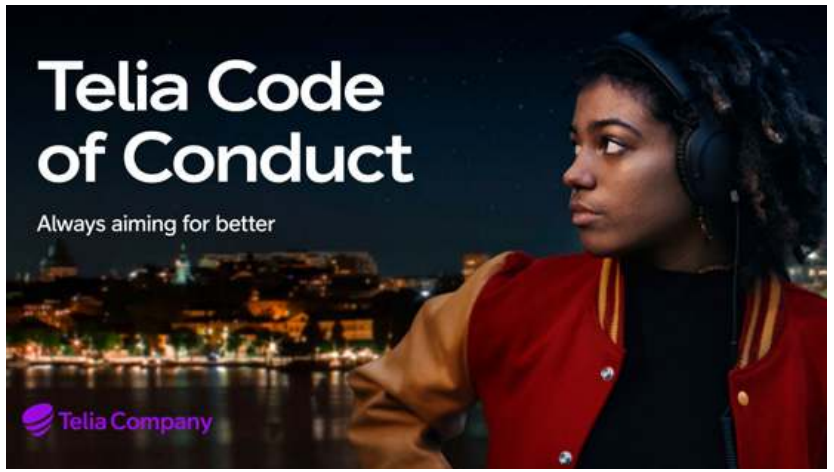
Data is provided by a third-party survey that asks customers to associate different brands with specific statements. Telia uses the statement about customer privacy to track how it is ranked in each market.

Year	Goals*	2024 progress
Annual	– Continuous implementation of "privacy and security by design" approach	– Achieved
Privacy		
2026	– Top-tier positions on customer privacy in all markets	– Ranked first or second by consumers in four of five markets
Security		
2025	– Preferred supplier, responsive to and pro-actively addressing customers' security needs	– Several contract wins with elevated security requirements during the year

*Some of the goals do not have a baseline value and year.

Governance

Telia aims to ensure transparency, accountability and responsible business practices through its corporate governance framework. Governance practices focus on managing key risks, overseeing sustainability initiatives, and upholding ethical principles in daily operations. By maintaining high standards for corporate governance, including anti-bribery, responsible tax practices and stakeholder engagement, Telia aligns with international best practices and fosters long-term stakeholder trust.



89%

of employees completed the Code of Conduct training

Implementation of anti-bribery and corruption risk assessments and program maturity assessments in all markets



Launch of the updated Supplier Code of Conduct in 2024

G1. Business conduct

Approach
Business conduct is a crucial topic for Telia, as it forms the basis for its own operations and extends to offerings for its customers and requirements for its suppliers. Telia's Code of Conduct serves as an ethical compass that provides high-level guidance and reflects the company's policies and instructions regarding various topics, many of which relate to Telia's sustainability material topics.

Telia relies on a global supply chain to deliver products and services to its customers. The company's sourcing processes consider various aspects – such as price, quality, sustainability standards and ability to innovate – in assessing the full value of deliveries before selecting a supplier.

Telia conducts business with zero tolerance for corruption. Corruption risk is treated as one of the company's Principal Risk areas and an anti-bribery and corruption (ABC) program is in place to mitigate this risk.

Telia works to ensure comprehensive training, robust prevention measures and fair payment practices are in place, with the aim of maintaining both integrity and operational excellence.



Material impacts, risks and opportunities	Value chain location
Risk: Insufficient training and prevention could create a risk of bribery or corruption	Own operations
Risk: Failure to provide fair payment practices with own suppliers could lead to a risk of not meeting customer requests	Upstream Own operations
Negative impact/ Potential: A low coverage of grievance mechanisms could increase the possibilities of people in the value chain being subject to violations of human rights	Upstream Own operations Downstream
Positive impact/ Actual: Tax contributions in the markets where Telia operates	Downstream

G1-1 Business conduct policies and corporate culture

Company culture
In 2023, Telia embarked on a journey to refresh its values, and invited all its employees to give input on how the company should reinforce its culture to be even more relevant for the future. A collective decision was reached to retain Telia's existing values of Dare, Care, Simplify, and "culture champions" created refreshed descriptions of each value to facilitate a shared view on their meaning for Telia's employees. These descriptions are intended to build broad understanding of the values, which will in turn help make Telia's culture even more customer-focused, simpler and more skilled in collaborating effectively as a single team.

Employees completed culture workshops to align themselves with the newly refreshed behavioral expectations. In Telia's updated strategy, launched in September 2024, one of the values, Simplify, was elevated to a strategic priority.

There is an ongoing focus on integrating Telia's values into all the company's actions, including how it operates, how it is organized, its processes and ways of working. This is important for the company's progress towards becoming a better workplace for all its employees. (G1-1-9)

Policies
Telia is committed to fostering sustainability in line with comprehensive policies.

All Telia's Group Policies are approved by the Board of Directors, and are applicable to Telia Company AB, its subsidiaries and joint operations. Each country CEO is responsible for ensuring that all relevant entities within their geographic location have adopted and implemented the Group Policies.

An overview of the Group Policies is shown here:

Policy	Purpose	Alignment to standards	Owner	ESRS
Group Policy – Anti-Bribery and Corruption	To set out Telia Company's zero tolerance approach to any form of bribery and corruption in its business.	– OECD Guidelines for Multinational Enterprises on Responsible Business Conduct – UN Global Compact	CFO	G1
Group Policy – Environment	To ensure that Telia Company achieves its environmental goals, manages its impacts, risks and opportunities related to the environment throughout its value chain, and meets legal and stakeholder requirements and expectations. Telia Company's key environmental aspects are: climate change, taking into account both risks and opportunities that are physical (e.g. extreme weather events) and transitional (triggered by changes in e.g. legislation and consumer demand), and resource use and circularity, taking into account material inflows and outflows, waste and energy across the value chain.	– ISO 14001 – 1.5°C ambition expressed in the Paris Agreement	SVP, Head of Communication, Brand & Sustainability	E1 E5
Group Policy – Freedom of expression and government surveillance	To reduce human rights risks, and to ensure customers feel confident that Telia Company will, whenever possible, support, respect and safeguard their freedom of expression and privacy in the event that the company receives requests or demands from governments in relation to surveillance of communications. This Policy defines Telia Company's commitments in relation to unconventional requests or demands from governments that potentially could seriously impact the freedom of expression and/or privacy of customers.	– Universal Declaration of Human Rights – International Covenant on Civil and Political Rights – International Covenant on Economic, Social and Cultural Rights – Global Network Initiative Implementation Guidelines for the Principles on Freedom of Expression and Privacy – UN Guiding Principles on Business and Human Rights – OECD Guidelines for Multinational Enterprises on Responsible Business Conduct	EVP, Head of Corporate Affairs	S3

Policy	Purpose	Alignment to standards	Owner	ESRS
Group Policy – Human Rights	To reflect Telia Company's commitment to respecting human rights across its value chain. Telia Company recognizes its responsibility to respect human rights, and therefore avoids infringing on the human rights of others while addressing any adverse human rights impacts with which it is involved.	– UN Guiding Principles on Business and Human Rights – OECD Guidelines for Multinational Enterprises on Responsible Business Conduct – UN Global Compact – Universal Declaration of Human Rights	SVP, Head of Communication, Brand & Sustainability	S1 S2 S3 S4
Group Policy – People	To define the expectations that Telia Company and its employees have towards each other. Telia Company is committed to respecting the rights of its employees and strives to have highly engaged employees. Without its ability to identify, hire and retain the best people, the company's culture and competitive edge would be negatively impacted.	– UN Guiding Principles on Business and Human Rights – Declaration on Fundamental Principles and Rights at Work	SVP, Chief People Officer	S1
Group Policy – Privacy and Data Protection	To ensure that natural persons with whom Telia Company interacts feel confident that Telia Company respects and safeguards their privacy, while reducing legal, regulatory and reputational risks. As a telecommunication operator managing significant networks and data volumes, Telia Company aims to ensure network integrity and data security in order to protect privacy.	– GDPR – Local ePrivacy laws	EVP, Head of Corporate Affairs	S4
Group Policy – Remuneration	To provide the basis for further instructions and guidelines intended to clarify Telia Company's approach to designing and implementing remuneration practices for all its employees.		SVP, Chief People Officer	S1

Policy	Purpose	Alignment to standards	Owner	ESRS
Group Policy – Security	To protect Telia Company's customers, employees and shareholders, along with the wider societies in which Telia Company operates, from both cyber and physical threats.	– NIST Cybersecurity Framework	EVP, Head of Corporate Affairs	S4
Code of Conduct	To guide Telia Company employees in their everyday work by serving as an ethical compass. The Code covers anti-bribery and corruption (ABC), conflicts of interest, children's rights, environmental responsibility, freedom of expression, human rights, privacy, diversity and inclusion, and health and well-being, among other topics.	– Universal Declaration of Human Rights – Declaration on Fundamental Principles and Rights at Work – OECD Guidelines for Multinational Enterprises on Responsible Business Conduct – UN Global Compact – UN Guiding Principles on Business and Human Rights – Children's Rights and Business Principles – 1.5°C ambition expressed in the Paris Agreement	CEO	E1 E5 S1 S2 S3 S4 G1
Supplier Code of Conduct	To guide Telia Company's suppliers in their work by specifying the requirements applicable to suppliers that conduct business with, or on behalf of, Telia Company. The term supplier, for this document's purposes, encompasses suppliers and other third parties, including but not limited to their employees, subsidiaries, agents, affiliates, subcontractors and suppliers directly involved in deliverables to Telia Company.	– Universal Declaration of Human Rights – UN Guiding Principles on Business and Human Rights – Declaration on Fundamental Principles and Rights at Work – OECD Guidelines for Multinational Enterprises on Responsible Business Conduct – UN Global Compact – Children's Rights and Business Principles – 1.5°C ambition expressed in the Paris Agreement – OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas	CFO	S2 G1

Reporting concerns
Telia has an independent Whistleblowing Line for expressing concerns or reporting potential violations. The Whistleblowing Line enables stakeholders – including Telia's customers, employees and suppliers – to raise concerns or dilemmas, or to seek advice on matters related to compliance with the law, the company's Code of Conduct or its Supplier Code of Conduct.

Individuals who use the Whistleblowing Line to raise concerns are protected against retaliation, as specified in Telia's Group Instruction Speak Up and Non-Retaliation and in its Code of Conduct. Investigators are given an introduction to how the system works, and apply the Group Instruction – Speak Up and Non-Retaliation to ensure all grievances are treated confidentially and with respect for privacy and data protection rights.

The Whistleblowing Line is available 24 hours a day, 365 days a year. The company's whistleblowing system can be contacted by phone, email or letter, and cases can be submitted on a dedicated website. Within the system, third-party security roles are administered once the user accesses the risk-screening software. Control is maintained over what users are able to access. The user must also state the reason for requesting access to information.

All Telia's information related to whistleblowing is available on a dedicated web page. The company also details the availability of the Whistleblowing Line on its internal website. (G1-1-10a)

Any irregularities, including whistleblowing protection, are raised and presented in meetings of Telia's Ethics Board. (G1-1-10c) Telia is committed to investigating potential business conduct incidents promptly, independently and objectively, and the company is subject to legal requirements with regard to the protection of whistleblowers. (G1-1-10e) (G1-1-11)

§ Accounting principles: Whistleblowing

The TV & Media business unit uses a different provider for whistleblowing reports, in order to protect the dividing line between editorial operations and Telia as a media owner. Reporting and investigations within the TV & Media unit are carried out in line with Telia's defined whistleblowing process, but Telia does not have any insight into the investigations conducted. All whistleblowing reports from the TV & Media business unit are, however, included in the following statistics.

Number of whistleblowing case reports	2024	2023	2022
Business ethics-related (e.g. fraud, corruption)	47	29	32
Human resources-related (e.g. discrimination and harrassment)	26	46	41
Human resources-related (e.g. equal opportunities, poor leadership and fair employment)	47		
Other or incorrectly reported (e.g., customer or supplier complaints)	88	99	30
Total[1]	**208**	**174**	**103**

(S1-17-103a)

Reporting channel (%)	2024	2023	2022
Whistleblowing portal	99	81	88
Sent to the whistleblowing email address	1	16	8
Direct contact with ethics and compliance officers at Group or local level	0	2	2
Line managers	**0**	1	2

Internal investigation KPI (%)	Target	2024	2023	2022
Whistleblowing cases closed within eight weeks[2]	80	46	72	79

1) Not possible to only consider own workforce since some cases are filed anonymously
2) Investigations are considered closed when a final report has been delivered by the case manager or lead investigator, such as local ethics and compliance officers or the Group Special investigations office, to appropriate management (determined on a case-by-case basis).

Complaints, penalties and severe human rights issues	2024
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	0
Number of severe human rights issues and incidents connected to own workforce	0
Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	0
Number of convictions for violation of anti-corruption and anti-bribery laws	0

(S1-17-103b) (S1-17-103c) (S1-17-104a) (S1-17-104b) (G1-4-24a)

These metrics have not been validated by an external party apart from Telia's assurance provider.

G1-2 Management of relationships with suppliers

Supplier requirements
Telia's suppliers are required to align and comply with the company's Supplier Code of Conduct. In addition, suppliers handling personal or sensitive data must comply with the security and privacy requirements stated in Telia's Supplier Security Directive. Suppliers are expected to apply these requirements throughout their own supply chains. Both the Supplier Code of Conduct and the Supplier Security Directive were updated during 2024.

Supplier due diligence
The objective of Telia's due diligence process is to ensure that the company only works with suppliers that meet its standards and that require the same standards from their own suppliers. The process has a risk-based approach that allows Telia to focus on those suppliers that could potentially expose individuals, the environment and the company to elevated risks. The due diligence process consists of the following steps:

1. An up-front risk assessment is carried out to identify high-risk triggers, such as supplier location in high-risk countries from an ABC perspective, or access to Telia's network or privacy data.
2. If risks are deemed high in the up-front risk assessment, the supplier undergoes an in-depth due diligence assessment consisting of a self-assessment against the Supplier Code of Conduct and other relevant requirements, as well as a screening covering, for example, ultimate beneficial ownership and sanctions. The in-depth due diligence assessment categorizes supplier risks as high, medium or low. Potential high risks and serious violations identified in the assessment could lead to disqualification of the supplier or trigger a supplier audit.
3. High-risk suppliers identified during the in-depth due diligence assessment, and suppliers with critical non-conformities identified through audits, are reported to the chief procurement officer or sourcing management team, depending on criticality, for decision-making on supplier selection and monitoring.

Due diligence coverage and risks considered
Telia's due diligence process takes into account risks in the following areas:

- Anti-bribery and corruption
- Conflict minerals
- Environment
- Human rights
- Labor rights
- Management and ownership structure
- Occupational health and safety
- Privacy
- Security
- Trade sanctions.

Supplier Compliance Verification Program
Telia verifies compliance with its Supplier Code of Conduct through a combination of dialog and internal and/or external assessment mechanisms, including but not limited to self-assessments, surveys, site visits and audits of suppliers and sub-contractors. These activities are part of Telia's Supplier Compliance Verification Program, which is built on a risk-based approach.

The program has been designed with a sprint methodology that takes the previous large and complex audit process and breaks it down into smaller, more manageable assessment mechanisms:

- Information gathering – initial evaluation benchmark of suppliers
- Evidence of compliance – assessments with supporting documentation
- Off-site (remote) audits
- On-site audits.

These activities help Telia to assess whether suppliers are compliant with the company's requirements and, when necessary, to implement corrective action plans at an early stage. Decisions about which suppliers to audit are made under a prioritization process that includes Telia's subject-matter experts and its Whistleblowing Line as sources of input from internal and external parties.

As part of its Supplier Compliance Verification Program, and to expand the reach, impact and leverage of its supplier audits, Telia collaborates with other telecommunication operators through the Joint Alliance for CSR (JAC). This approach also helps to assess sustainability practices in the lower tiers of the supply chain. Members of the JAC share resources and best practices to coordinate supplier audits using common requirements in five areas: labor, health and safety, environment, ethics, and management systems. (G1-2-15-(b))

Supplier development and engagement
As part of its supplier management process, Telia maintains a continuous dialog with suppliers to increase their awareness and understanding of Telia's expectations. All non-conformities are handled through corrective action plans and follow-up activities to evaluate their effectiveness. Results are shared with Group sourcing management and business stakeholders, and risks and challenges that require a joint approach are raised at supplier executive meetings, where management from both sides engage to address topical issues and agree on action plans. If the companies do not reach an agreement and a supplier fails to meet an agreed corrective action plan, termination of the supplier is considered.

Due diligence and audit data

	2024	2023
Up-front risk assessments		
Number of suppliers	~ 1,250	~ 1,500
Coverage by spend	~ 93%	~ 89%
In-depth due diligence assessments		
Number of assessments	443	571
Coverage by spend	35%	38%
Suppliers with high risk results	0.60%	1%
Supplier compliance verification program		
Number of assessments	140	153
Number of suppliers	87	60

§ Accounting principles: Due diligence and audit

The information is sourced from the JAC report, along with Telia's due diligence and audit platforms. As part of sourcing processes, the due diligence and audit platforms are triggered to initiate the processes, and these platforms then store data and generate reports.

Year	Goals*	2024 progress
Annual	– All new and renewed supplier contracts screened according to the due diligence process	– Around 93% of total spend was covered
	– Supplier assessments according to risk-based Compliance Verification Program	– 100% of activities completed

*Goals are measured on an annual basis, but do not have a baseline value and year.

The goals and process described in this section and S2-2 cover parts of Telia's TV & Media unit. Purchases connected to editorial operations are, however, managed by the TV & Media unit in a separate process, in order to protect the dividing line between editorial operations and Telia as a media owner.

G1-3 Prevention and detection of corruption and bribery

Corruption and bribery
Telia conducts business with zero tolerance for corruption. Corruption risk is treated as one of the company's principal risk areas and an ABC program is in place to mitigate this risk. The program provides a systematic means of effectively detecting and preventing corruption and violations of anti-corruption laws. It is implemented and continuously developed using a risk-based approach, via:

- Regular ABC risk assessments to identify and manage key risks
- Annual maturity assessments to follow up on progress and identify areas for improvement
- Training to ensure awareness of ABC risks
- Supply chain risk management by screening, monitoring and auditing suppliers.

Telia's exposure to corruption risks has decreased significantly in recent years due to the divestments of its global Telia Carrier operations and all subsidiaries in Eurasia. Today, most of the markets in which the company operates are at the lower end of the risk spectrum, according to Transparency International's Corruption Perceptions Index (CPI). However, Telia has a global supply chain, and its suppliers operate in a broader risk spectrum. Telia manages this risk through its Supplier Code of Conduct, due diligence process and auditing of high-risk suppliers.

The ABC program is managed by the Group Governance, Risk and Compliance unit, which is responsible for the program's design and coordination of activities. Local E&C officers are responsible for its local implementation.

ABC program maturity
In 2019, Telia introduced a maturity assessment methodology to enable a holistic evaluation of anti-bribery and corruption key risks. Since then, the methodology has been used to assess the maturity of the ABC program throughout the Group and in all markets. The results for 2024 continue to indicate good maturity, and minor improvements were identified in internal control and third-party management.

ABC risk assessments
During 2024, ABC risk assessments were performed at Group level and in all markets. The results indicate that, overall, the program is functioning well. However, due to the geopolitical situation, the likelihood of overall ABC risk is medium, with potentially high financial and reputational impact. Furthermore, there is high awareness and attention on ABC at both country and Group level.

Procedures
Guidance on preventing and detecting bribery and corruption is provided in Telia's Code of Conduct. Concerns about potential unlawful behavior, or behavior not in line with Telia's Code of Conduct or internal rules, can be reported through the whistleblowing system. (G1-3-18a) The investigators are separate from Telia's chain

of management involved in the prevention and detection of corruption or bribery. (G1-3-18b) Reporting on this topic takes place on a quarterly basis to the company's Audit Committee and Ethics Board, including statistics and details of any specific cases. (G1-3-18c)

Communication of policies
All Telia's policies relating to ABC are referenced in its Code of Conduct. It is obligatory for all Telia employees to complete training in the Code of Conduct every three years. The Code is also part of manager onboarding to remind employees about the relevant policies. All Telia's policies are available on the company's intranet and external website. (G1-3-20)

Telia's Group Policy - Anti-Bribery and Corruption states that the local Ethics and Compliance (E&C) team is responsible for preparing action plans and, in collaboration with the business units, for implementing mitigation activities for corruption and bribery risks. (G1-3-18a)

Each year, local E&C officers, together with Group Compliance, set training targets that are followed up at the year's end. These targets are set on a risk basis. All Telia employees, including resource consultants, must take part in the Code of Conduct e-learning training, which contains a specific section on ABC. The training covers all topics in the Code of Conduct and is reinforced with practical interactive cases. (G1-1-10g)

During 2024, ABC trainings were carried out by selected employees across countries and business units. In the coming years, Telia will identify high-risk functions to target its ABC trainings to additional relevant employees. (G1-3-21a)

The completion percentage rates of the Code of Conduct e-learning is available to relevant parties through the company's internal training system and are regularly communicated to E&C teams, GEM and ELT. The percentage of face-to-face trainings completed is manually collected at Group level by contacting the E&C officers in each country or unit. (G1-3-21b) In 2023, all members of ELT, sourcing managers and all assistants received face-to-face ABC training. During the year, the focus was on enhancing manager onboarding processes, in cooperation with HR. (G1-3-21c)

Year	Goals	2024 progress
Annual	– Annual Anti-bribery and corruption (ABC) risk assessments performed in all markets	– Achieved
	– Maturity assessments of the ABC program performed in all markets along with plans to close maturity gaps	– Achieved
2025	– Ensure 90% of all employees complete Telia's Code of Conduct training	– 89%

Some of the goals are measured on an annual basis, and do not have a baseline value and year.

G1-4 Incidents of corruption or bribery

No instances of corruption or bribery were identified in Telia's value chain during 2024, and therefore no fines were issued. (G1-4-24a) (G1-4-24b)

G1-5 Political influence and lobbying activities

Political contributions
Telia's EVP, Head of Corporate Affairs is responsible for oversight of the company's political influence and lobbying activities. (G1-5-29a)

Telia's Group Instruction – Sponsorships and Donations states that sponsorships and donations shall not be made to political parties, officials or candidates. The Group Instruction applies to Telia Company AB and its subsidiaries and joint operations. In addition, Telia works towards the promotion and adoption of this Group Instruction's principles and objectives in other associated companies where Telia does not have control but has significant influence.

Financial political contributions are prohibited according to this Group Instruction, as are in-kind political contributions. Therefore, Telia made no political contributions during the year. (G1-5-29b) (G1-5-29b i)

Lobbying activities
Telia monitors development of legislative files and initiatives related to telecommunication, digital and media policies, data protection and data economy, cybersecurity and sustainability. These include, inter alia, the following: the Digital Services Act, Digital Markets Act, AI Act, ePrivacy Regulation, General Data Protection Regulation, Network and Information Security Directive, Roaming Regulation, European Media Freedom Act, EU Taxonomy, Child Sexual Abuse Material

Regulation and upcoming legislative proposals within the telecommunication space. Given the potential impact of these initiatives on Telia's business model and operations, the company aims to promote a balanced approach between new regulation and its business objectives. (G1-5-29c)

Telia Company is registered in the EU Transparency Register. REG number: 381805014604-45 (G1-5-29d)

During the year, none of the individuals appointed to the Board of Directors or GEM had held a similar position in public administration in the two years preceding the appointment. (G1-5-30)

G1-6 Payment practices

The average number of days for Telia to pay an invoice from the date when contractual or statutory terms of payment start to be calculated is 82. 98% of payments are aligned with standard practice. Telia considers following a contractual payment term (purchasing, partner and lease agreements), or using a supplier invoice financing solution where the timing of the payment is stipulated separately, as standard practice. In cases where the purchase is based on Telia's Purchase Order General Terms and Conditions, a maximum payment term of 30 days is considered standard. If there is no purchase order placed, a maximum payment term of 30 days is considered standard as per common practice in the Nordic countries and default payment terms in the EU. (G1-6-33a) (G1-6-33b) By year-end, Telia had 21 cases of outstanding legal proceedings in relation to late payments. (G1-6-33c)

§ Accounting principles: Payment practices

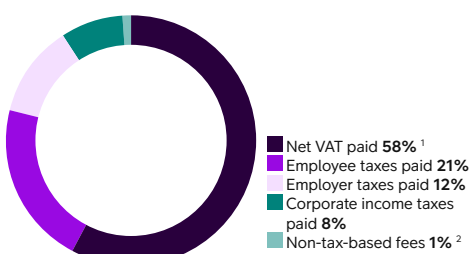
To calculate the number of days, invoices were analyzed from various regional systems to capture the average figure per region. A weighting was used for each region based on the invoice value to capture the overall weighted average. For payments in line with standard practice, invoices were broken down by category. The invoice value of each category was used to calculate an overall weighted average.

Entity-specific topic: Taxes

Transparent, fair and ethical tax practices form part of Telia's basis for business operations. The company works according to internal control procedures, such as its Group tax instruction, and complies with local legislation and internationally accepted principles to pay the amount of taxes legally due in any territory.

In addition to corporate income tax payments, Telia generates billions of SEK in other tax payments and non-tax-based fees such as licenses and spectrum fees throughout its footprint. The total tax contribution in 2024, including both taxes borne and taxes collected, amounted to SEK 20.3 billion (20.8).

Total tax contribution



1) If a Telia entity was in a recovery position regarding VAT or other indirect taxes, this would reduce the total amount of net VAT paid. The net VAT paid, or the total tax contribution as such, does not capture our irrecoverable VAT.
2) Non-tax-based fees are governmental fees that are not defined as taxes, for example spectrum fees.

Corporate income taxes paid, SEK million	2024	2023	2022
Denmark	0	0	-21
Estonia	190	115	78
Finland	103	93	145
Latvia	0	15	-5
Lithuania	98	120	14
Norway	563	622	676
Sweden	618	336	683
Turkey	2	2	11
Other countries	-6	1	0
Total, continuing operations	**1,569**	**1,304**	**1,581**
Denmark	0	0	-56
Sweden	-24	0	7
Total, discontinued operations	**-24**	**0**	**-49**
Total	**1,545**	**1,304**	**1,532**

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S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	135	
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S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	136	

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S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	142-143	
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(BP-2-16)

List of data points from other EU legislation

Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page number
ESRS 2 GOV-1	Paragraph 21 (d)	Board's gender diversity	Indicator number 13 Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		69
ESRS 2 GOV-1	Paragraph 21 (e)	Percentage of board members who are independent			Delegated Regulation (EU) 2020/1816, Annex II		69
ESRS 2 GOV-4	Paragraph 30	Statement on due diligence	Indicator number 10 Table #3 of Annex I				71
ESRS 2 SBM-1	Paragraph 40 (d) i	Involvement in activities related to fossil fuel activities	Indicators number 4 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	Paragraph 40 (d) ii	Involvement in activities related to chemical production	Indicator number 9 Table #2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	Paragraph 40 (d) iii	Involvement in activities related to controversial weapons	Indicator number 14 Table #1 of Annex I		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	Paragraph 40 (d) iv	Involvement in activities related to cultivation and production of tobacco			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS E1-1	Paragraph 14	Transition plan to reach climate neutrality by 2050				Regulation (EU) 2021/1119, Article 2(1)	86-88
ESRS E1-1	Paragraph 16 (g)	Undertakings excluded from Paris-aligned Benchmarks		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2		86-88

Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page number
ESRS E1-4	Paragraph 34	GHG emission reduction targets	Indicator number 4 Table #2 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		90, 92
ESRS E1-5	Paragraph 38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex I				N/A
ESRS E1-5	Paragraph 37	Energy consumption and mix	Indicator number 5 Table #1 of Annex I				92-93
ESRS E1-5	Paragraphs 40–43	Energy intensity associated with activities in high climate impact sectors	Indicator number 6 Table #1 of Annex I				N/A
ESRS E1-6	Paragraph 44	Gross Scope 1, 2, 3 and Total GHG emissions	Indicators number 1 and 2 Table #1 of Annex I	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		91, 93
ESRS E1-6	Paragraphs 53–55	Gross GHG emissions intensity	Indicators number 3 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		94
ESRS E1-7	Paragraph 56	GHG removals and carbon credits				Regulation (EU) 2021/1119, Article 2(1)	95
ESRS E1-9	Paragraph 66	Exposure of the benchmark portfolio to climate-related physical risks			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Phase-in
ESRS E1-9	Paragraph 66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk.			Phase-in
ESRS E1-9	Paragraph 66 (c)	Location of significant assets at material physical risk					Phase-in

Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page number
ESRS E1-9	Paragraph 67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2:Banking book – Climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			Phase-in
ESRS E1-9	Paragraph 69	Degree of exposure of the portfolio to climate-related opportunities			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in
ESRS E2-4	Paragraph 28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	Indicator number 8 Table #1 of Annex I Indicator number 2 Table #2 of Annex I Indicator number 1 Table #2 of Annex I Indicator number 3 Table #2 of Annex I				Not material
ESRS E3-1	Paragraph 9	Water and marine resources	Indicator number 7 Table #2 of Annex I				Not material
ESRS E3-1	Paragraph 13	Dedicated policy	Indicator number 8 Table 2 of Annex I				Not material
ESRS E3-1	Paragraph 14	Sustainable oceans and seas	Indicator number 12 Table #2 of Annex I				Not material
ESRS E3-4	Paragraph 28 (c)	Total water recycled and reused	Indicator number 6.2 Table #2 of Annex I				Not material
ESRS E3-4	Paragraph 29	Total water consumption in m3 per net revenue on own operations	Indicator number 6.1 Table #2 of Annex I				Not material
ESRS 2 – IRO-1 – E4	Paragraph 16 (a) i		Indicator number 7 Table #1 of Annex I				Not material
ESRS 2 – IRO-1 – E4	Paragraph 16 (b)		Indicator number 10 Table #2 of Annex I				Not material
ESRS 2 – IRO-1 – E4	Paragraph 16 (c)		Indicator number 14 Table #2 of Annex I				Not material
ESRS E4-2	Paragraph 24 (b)	Sustainable land / agriculture practices or policies	Indicator number 11 Table #2 of Annex I				Not material
ESRS E4-2	Paragraph 24 (c)	Sustainable oceans / seas practices or policies	Indicator number 12 Table #2 of Annex I				Not material

Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page number
ESRS E4-2	Paragraph 24 (d)	Policies to address deforestation	Indicator number 15 Table #2 of Annex I				Not material
ESRS E5-5	Paragraph 37 (d)	Non-recycled waste	Indicator number 13 Table #2 of Annex I				102
ESRS E5-5	Paragraph 39	Hazardous waste and radioactive waste	Indicator number 9 Table #1 of Annex I				102
ESRS 2 – SBM-3 – S1	Paragraph 14 (f)	Risk of incidents of forced labour	Indicator number 13 Table #3 of Annex I				117-118
ESRS 2 – SBM-3 – S1	Paragraph 14 (g)	Risk of incidents of child labour	Indicator number 12 Table #3 of Annex I				117-118
ESRS S1-1	Paragraph 20	Human rights policy commitments	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				117-118
ESRS S1-1	Paragraph 21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			Delegated Regulation (EU) 2020/1816, Annex II		117-118
ESRS S1-1	Paragraph 22	Processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				117-118
ESRS S1-1	Paragraph 23	Workplace accident prevention policy or management system	Indicator number 1 Table #3 of Annex I				117-118
ESRS S1-3	Paragraph 32 (c)	Grievance/complaints handling mechanisms	Indicator number 5 Table #3 of Annex I				118
ESRS S1-14	Paragraph 88 (b) and (c)	Number of fatalities and number and rate of work-related	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		124
ESRS S1-14	Paragraph 88 (e)	Number of days lost to injuries, accidents, fatalities or illness	Indicator number 3 Table #3 of Annex I				124
ESRS S1-16	Paragraph 97 (a)	Unadjusted gender pay gap	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		124
ESRS S1-16	Paragraph 97 (b)	Excessive CEO pay ratio	Indicator number 8 Table #3 of Annex I				124
ESRS S1-17	Paragraph 103 (a)	Incidents of discrimination	Indicator number 7 Table #3 of Annex I				124

Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page number
ESRS S1-17	Paragraph 104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		124
ESRS 2 – SBM-3 – S2	Paragraph 11 (b)	Significant risk of child labour or forced labour in the value chain	Indicators number 12 and n. 13 Table #3 of Annex I				117
ESRS S2-1	Paragraph 17	Human rights policy commitments	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex I				127
ESRS S2-1	Paragraph 18	Policies related to value chain workers	Indicator number 11 and n. 4 Table #3 of Annex I				127
ESRS S2-1	Paragraph 19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		127
ESRS S2-1	Paragraph 19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			Delegated Regulation (EU) 2020/1816, Annex II		127
ESRS S2-4	Paragraph 36	Human rights issues and incidents connected to its upstream and downstream value chain	Indicator number 14 Table #3 of Annex I				129
ESRS S3-1	Paragraph 16	Human rights policy commitments	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex I				131
ESRS S3-1	Paragraph 17	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	Indicator number 10 Table #1 Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		131
ESRS S3-4	Paragraph 36	Human rights issues and incidents	Indicator number 14 Table #3 of Annex I				133-134
ESRS S4-1	Paragraph 16	Policies related to consumers and end-users	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				140

Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page number
ESRS S4-1	Paragraph 17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II DelegatedRegulation (EU)2020/1818, Art 12 (1)		140
ESRS S4-4	Paragraph 35	Human rights issues and incidents	Indicator number 14 Table #3 of Annex I				142
ESRS G1-1	Paragraph 10 (b)	United Nations Convention against corruption	Indicator number 15 Table #3 of Annex I				146-148
ESRS G1-1	Paragraph 10 (d)	Protection of whistle-blowers	Indicator number 6 Table #3 of Annex I				146-148
ESRS G1-4	Paragraph 24 (a)	Fines for violation of anti-corruption and anti-bribery laws	Indicator number 17 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		151
ESRS G1-4	Paragraph 24 (b)	Standards of anti-corruption and anti-bribery	Indicator number 16 Table #3 of Annex I				151

(BP-2-15)

Sustainability ratings



Sustainability ratings provide Telia's stakeholders with information about its performance and maturity while helping the company to identify opportunities to make improvements.

2024 results:

EcoVadis
Platinum medal –
placing Telia in the top 1%

CDP Climate Change
B score

MSCI ESG rating
AAA

ISS ESG rating
B-

FTSE4Good
Included in the Index

Financials

Consolidated statements of comprehensive income

SEK in millions	Note	Jan–Dec 2024	Jan–Dec 2023
Continuing operations			
Revenue	C5, C6	89,127	88,561
Goods and services purchased	C7	-33,473	-33,546
Personnel expenses	C32	-15,246	-14,797
Other external expenses	C7	-10,798	-11,414
Other operating income	C8	810	753
Other operating expenses	C8	-697	-1,165
EBITDA		**29,724**	**28,392**
Depreciation, amortization and impairment		-19,332	-23,517
Income from associated companies and joint ventures	C15	119	105
Operating income	C5	**10,510**	**4,980**
Finance income	C9	1,794	1,165
Finance costs	C9	-6,545	-5,041
Income after financial items		**5,760**	**1,105**
Income taxes	C10	-1,239	-1,099
Net income from continuing operations		**4,521**	**6**
Discontinued operations			
Net income from discontinued operations	C34	3,260	891
Total net income		**7,781**	**897**

SEK in millions, except per share data	Note	Jan–Dec 2024	Jan–Dec 2023
Items that may be reclassified to net income:			
Foreign currency translation differences from continuing operations	C11	50	-1,624
Foreign currency translation differences from discontinued operations	C11	133	-22
Cash flow hedges	C11	-213	-100
Cost of hedging	C11	-226	-102
Debt instruments at fair value through OCI	C11	-2	2
Income taxes relating to items that may be reclassified	C10, C11	300	47
Items that will not be reclassified to net income:			
Equity instruments at fair value through OCI	C11	19	310
Remeasurements of defined benefit pension plans	C11, C22	3,573	-2,253
Income tax relating to items that will not be reclassified	C10, C11	-732	461
Other comprehensive income (OCI)		**2,902**	**-3,280**
Total comprehensive income		**10,683**	**-2,383**
Net income attributable to:			
Owners of the parent		7,079	303
Non-controlling interests	C20	702	594
Total comprehensive income attributable to:			
Owners of the parent		9,799	-2,927
Non-controlling interests		884	544
Earnings per share (SEK), basic and diluted, total	C20	1.80	0.08
Earnings per share (SEK), basic and diluted, continuing operations		0.97	-0.15
Earnings per share (SEK), basic and diluted, discontinued operations	C34	0.83	0.23

Consolidated statements of financial position

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Assets			
Goodwill	C12	44,282	43,777
Other intangible assets	C12	21,160	22,242
Property, plant and equipment	C13	68,833	70,181
Film and program rights, non-current	C14	2,503	2,931
Right-of-use assets	C28	17,181	16,823
Investments in associated companies and joint ventures	C15	1,367	1,190
Deferred tax assets	C10	1,075	1,183
Pension obligation assets	C22	6,926	3,020
Non-current interest-bearing receivables	C16	4,880	8,998
Other non-current assets	C16	2,671	2,532
Total non-current assets		**170,877**	**172,878**
Film and program rights, current	C14	1,935	2,851
Inventories	C17	1,869	2,307
Trade and other current receivables and assets	C18	13,833	14,433
Current tax receivables		165	147
Interest-bearing receivables	C19	5,780	13,896
Cash and cash equivalents	C19	9,812	11,646
Assets classified as held for sale	C34	-	8,310
Total current assets		**33,395**	**53,590**
Total assets		**204,272**	**226,468**

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Equity and liabilities			
Equity attributable to owners of the parent		55,439	53,468
of which capital		*21,441*	*21,407*
of which reserves and retained earnings		*33,998*	*32,061*
Equity attributable to non-controlling interests	C20	3,918	3,526
Total equity		**59,357**	**56,994**
Non-current borrowings	C21	87,826	98,497
Deferred tax liabilities	C10	9,079	9,013
Provisions for pensions and employment contracts	C22	1,346	1,364
Other non-current provisions	C23	4,352	4,346
Other non-current liabilities	C24	1,190	2,098
Total non-current liabilities		**103,793**	**115,317**
Current borrowings	C21	10,108	14,069
Current provisions	C23	1,346	744
Current tax payables		748	913
Trade payables and other current liabilities	C25	28,921	34,263
Liabilities directly associated with assets classified as held for sale	C34	-	4,169
Total current liabilities		**41,123**	**54,158**
Total equity and liabilities		**204,272**	**226,468**

Consolidated statements of cash flows

SEK in millions	Note	Jan–Dec 2024	Jan–Dec 2023
Net income		7,781	897
Adjustments for:			
Amortization, depreciation and impairment losses		19,332	24,185
Amortization and impairment losses for film and program right assets		5,753	5,908
Capital gains/losses on sales/disposals of non-current assets and operations		-3,378	142
Income from associated companies and joint ventures, net of dividends received		-118	31
Pensions and other provisions		-1,085	-1,093
Compensation from the pension fund		1,050	900
Financial items		747	524
Income taxes		-340	-92
Miscellaneous non-cash items		304	-349
Cash flow before change in working capital		**30,046**	**31,053**
Increase (-)/Decrease (+) in film and program right assets		1,398	-471
Increase (+)/Decrease (-) in film and program right liabilities		-1,010	639
Increase (-)/Decrease (+) in operating receivables		1,172	-186
Increase (-)/Decrease (+) in inventories		453	542
Increase (+)/Decrease (-) in operating liabilities		-5,110	-998
Change in working capital		**-3,097**	**-474**
Adjustment for amortization and impairment losses for film and program rights		-5,753	-5,908
Cash flow from operating activities		**21,196**	**24,671**
of which from discontinued operations		*216*	*1,432*
Intangible assets and property, plant and equipment acquired		-13,889	-15,466
Intangible assets and property, plant and equipment divested		242	38
Business combinations and other equity instruments acquired		-40	-181
Operations and other equity instruments divested		8,071	34
Loans granted and other similar investments		-3,438	-3,944
Repayment of loans granted and other similar investments		6,524	2,401
Net change in short-term investments		6,638	-4,940
Cash flow from investing activities		**4,107**	**-22,058**
of which from discontinued operations		*-91*	*-800*

SEK in millions	Note	Jan–Dec 2024	Jan–Dec 2023
Cash flow before financing activities		**25,303**	**2,613**
Dividends paid to owners of the parent		-7,864	-5,898
Dividends paid to holders of non-controlling interests	C31	-491	-478
Proceeds from borrowings		79	13,877
Repayment of borrowings		-19,883	-6,135
Net change in current borrowings		-595	-315
Settlement of derivative contracts for economic hedges and CSA		1,413	1,602
Cash received for repurchase agreements		23,677	1,824
Cash paid for repurchase agreements		-23,677	-1,824
Cash flow from financing activities		**-27,341**	**2,653**
of which from discontinued operations		*-342*	*-142*
Net change in cash and cash equivalents		**-2,037**	**5,266**
of which from discontinued operations		*-218*	*489*
Cash and cash equivalents, opening balance		**11,764**	**6,871**
Net change in cash and cash equivalents for the year		-2,037	5,266
Exchange rate differences in cash and cash equivalents		85	-372
Cash and cash equivalents, closing balance	C19	**9,812**	**11,764**
of which from continuing operations		*9,812*	*11,646*
of which from discontinued operations		-	*118*

For more information on cash flow, see Note C31.

Consolidated statements of changes in equity

SEK in millions	Note	Share capital	Other contributed capital	Hedging reserve	Cost of hedging reserve	Fair value reserve	Foreign currency translation reserve	Equity transactions in associates	Retained earnings	Total owners of the parent	Non-controlling interests	Total equity
Closing balance, December 31, 2022		**13,856**	**6,994**	**68**	**199**	**1,506**	**11,807**	**-2,945**	**32,754**	**64,239**	**3,434**	**67,673**
Dividends	C20	-	-	-	-	-	-	-	-7,864	-7,864	-452	-8,317
Share-based payments	C32	-	24	-	-	-	-	-	-	24	-	24
Cancellation of treasury shares	C20	-534	534	-	-	-	-	-	-	-	-	-
Bonus issue	C20	534	-	-	-	-	-	-	-534	-	-	-
Total transactions with owners		-	*557*	-	-	-	-	-	*-8,398*	*-7,841*	*-452*	*-8,293*
Net income	C20	-	-	-	-	-	-	-	303	303	594	897
Other comprehensive income	C11, C20	-	-	-79	-81	311	-1,590	-	-1,792	-3,231	-50	-3,280
Total comprehensive income		-	-	*-79*	*-81*	*311*	*-1,590*	-	*-1,489*	*-2,927*	*544*	*-2,383*
Cash flow hedge transfer to assets		-	-	-3	-	-	-	-	-	-3	-	-3
Closing balance, December 31, 2023		**13,856**	**7,551**	**-14**	**118**	**1,817**	**10,217**	**-2,945**	**22,867**	**53,468**	**3,526**	**56,994**
Dividends	C20	-	-	-	-	-	-	-	-7,864	-7,864	-491	-8,356
Share-based payments	C32	-	34	-	-	-	-	-	-	34	-	34
Total transactions with owners		-	*34*	-	-	-	-	-	*-7,864*	*-7,831*	*-491*	*-8,322*
Net income	C20	-	-	-	-	-	-	-	7,079	7,079	702	7,781
Other comprehensive income	C11, C20	-	-	-169	-179	17	210	-	2,841	2,720	182	2,902
Total comprehensive income		-	-	*-169*	*-179*	*17*	*210*	-	*9,920*	*9,799*	*884*	*10,683*
Effect of capital contribution		-	-	-	-	-	-	3	-	3	-	3
Closing balance, December 31, 2024		**13,856**	**7,585**	**-183**	**-61**	**1,834**	**10,427**	**-2,942**	**24,922**	**55,439**	**3,918**	**59,357**

Notes to consolidated financial statements

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C1. Basis of preparation

General

The annual report and consolidated financial statements have been approved for issue by the Board of Directors on March 12, 2025. The income statement and the balance sheet of the parent company and the statement of comprehensive income and the statement of financial position of the group are subject to adoption by the AGM on April 9, 2025.

Telia Company's consolidated financial statements have been prepared in accordance with IFRS Accounting Standards as adopted by the European Union (EU). In addition, concerning purely Swedish circumstances, the Swedish Corporate Reporting Board has issued standard RFR 1 "Supplementary Accounting Rules for Groups" and other statements. The standard, which is applied by Telia Company, is applicable to Swedish legal entities whose securities are listed on a Swedish stock exchange or authorized equity marketplace at the end of the reporting period and specifies supplementary rules and disclosures in addition to IFRS requirements, caused by provisions in the Swedish Annual Accounts Act.

Measurement bases and accounting policies

The consolidated financial statements have been prepared mainly under the historical cost convention. Other measurement bases used, and applied accounting policies are described in Note C3.

Amounts and dates

Unless otherwise specified, all amounts are in millions of Swedish krona (SEK) or other currency specified and are based on the twelve-month period January 1 to December 31 for items related to comprehensive income and cash flows, and as of December 31 for items related to financial position. Rounding differences may occur. Any restatements of financial or operational data are disclosed if material.

Adjustment of segment TV and Media DTV revenue from operators

Digital TV revenue from operators in Sweden related to Premium pay service in TV and Media has been adjusted in order to recognize Telia Company's contractual sale as revenue. Previously, the contractual sale was recognized on a gross basis as revenue and goods and services purchased. Comparative periods have been restated, which resulted in a reduction of both revenue (service revenue) and goods and services purchased by SEK 224 million for full year 2023. The adjustment had no net impact on EBITDA. The adjustments for 2023 are presented in the tables below.

SEK in millions	Reported Jan–Dec 2023	Restatement Jan–Dec 2023	Restated Jan–Dec 2023
Revenue	88,785	-224	88,561
Goods and services purchased	-33,770	224	-33,546
Personnel expenses, Other external expenses and Other operating income and expenses	-26,623	-	-26,623
EBITDA	**28,392**	**-**	**28,392**

Restatement of other financial and operational data

Disaggregation of revenue has been restated as presented in the following tables to reflect an updated internal product hierarchy as well as updated, and between markets harmonized, product definitions.

Furthermore, as a result of various organizational changes, CAPEX excl. fees for licenses and spectrum and right-of-use assets and number of employees have been restated between segments for comparability as per table below.

	January-December 2023								
SEK in millions	Sweden	Finland	Norway	Lithuania	Estonia	TV and Media[1]	Other operations	Eliminations and other	Total
Mobile end user revenue	-206	0	-61	-	-	-	-	-	**-268**
Mobile interconnect	-	-	-	-	-	-	-	-	**-**
Other mobile service revenue	10	6	5	-	-	-	-	-	**21**
Mobile service revenue	**-196**	**6**	**-57**	**-**	**-**	**-**	**-**	**-**	**-246**
Telephony	7	185	5	-	-	-	-	-	**197**
Broadband	144	3	-11	-	-	-	-	-	**135**
TV	-	-	14	-	-	-224	-	-	**-210**
Business solutions	203	-92	49	-	-	-	-	-	**160**
Other fixed service revenue	-158	-102	0	-	-	0	0	-	**-260**
Fixed service revenue	**196**	**-6**	**57**	**-**	**-**	**-224**	**-**	**-**	**23**
Advertising revenue	-	-	-	-	-	-	-	-	**-**
Other service revenue	0	1	0	-	-	-	-	-	**1**
Total service revenue	**0**	**1**	**0**	**-**	**-**	**-224**	**-**	**-**	**-224**
Equipment revenue	0	1	-	-	-	-	-	-	**1**
Total external revenue	**0**	**0**	**0**	**-**	**-**	**-224**	**-**	**-**	**-224**
Internal revenue	-	-	-	-	-	-	-	-	**-**
Total revenue	**0**	**0**	**0**	**-**	**-**	**-224**	**-**	**-**	**-224**

1) See Adjustment of TV & Media DTV revenue from operators above.

SEK in millions and employees	Sweden	Finland	Norway	Lithuania	Estonia	TV and Media	Other operations	Eliminations and other	Total
	January-December 2023								
CAPEX excluding fees for licenses, spectrum and right-of-use assets	659	228	313	208	58	-	-1,466	-	-
Employees	310	178	220	148	137	-	-993	-	-

SEK in millions	Sweden	Finland	Norway	Lithuania	Estonia	TV and Media	Other operations	Eliminations and other	Total
	December 31, 2023								
Segment assets	2,139	951	940	608	119	-	-4,757	-	-
Segment liabilities	274	90	66	-	-	-	-429	-	-

Recently issued accounting standards

New and amended standards and interpretations effective in 2024

As of January 1, 2024, the following amended standards and interpretations became applicable:

- Amendments to IAS 1, "Classification of liabilities as current or non-current",
- Amendments to IAS 1, "Classification of liabilities as current or non-current - deferral of effective date"
- Amendments to IAS 1, "Non-current liabilities with covenants"
- Amendments to IFRS 16, "Lease liability in a sale and leaseback"
- Amendments to IAS 7 and IFRS 7, "Supplier finance arrangements"

New or amended standards and interpretations effective on or after January 1, 2025

Telia Company has not pre-adopted any of the new or amended standards effective on or after January 1, 2025. The following amendments, which will be applicable for Telia Company, are expected to have no or limited impact on Telia Company's financial statements when they are applied for the first time:

- IFRS 18 "Presentation and disclosure in financial statements", effective January 1, 2027
- IFRS 19 "Subsidiaries without public accountability: Disclosures", effective January 1, 2027
- Amendments to IAS 21, "The effects of changes in foreign exchange rates: Lack of exchangeability", effective January 1, 2025
- Annual improvements Volume 11, effective January 1, 2026
- Amendments to IFRS 9 and IFRS 7 "Classification and measurements of financial instruments", effective January 1, 2026
- Amendments to IFRS 9 and IFRS 7 "Contracts referencing nature-dependent electricity", effective January 1, 2026

Other issued amendments are deemed not applicable for Telia Company.

EU endorsement status

As of the beginning of March 2025, amendments to standards and interpretations mentioned above had been adopted by the EU, except for IFRS 18, IFRS 19 and both amendments to IFRS 9 and IFRS 7 as well as Annual improvements Volume 11.

C2. Judgements and key sources of estimation uncertainty

Management believes that the following areas comprise the most difficult, subjective or complex judgements it has to make in the preparation of the financial statements.

For information on accounting policies applied, see the respective sections of Note C3.

Revenue recognition

For a telecom operator, if and when revenue should be recognized requires management judgement in a number of areas.

Principal or agent – gross versus net presentation

When the group acts as a principal, income and payments to suppliers are reported on a gross basis in revenue and operating costs. If the group sells goods or services as an agent (for example insurance in some countries) revenue and payments to suppliers are recorded in revenue on a net basis, representing the margin/commission earned.

Whether the group is considered to be principal or agent in a transaction depends on analysis by management of both the legal form and substance of the agreement between the group and its business partners; such judegments impact the amount of reported revenue and operating expenses but do not impact net income or cash flows.

Features indicating that the group is acting as a principal include: it has the primarily responsibility for fulfilling the promise to provide the goods or services, it bears the inventory risk, and the group has latitude in establishing prices or provides additional goods and services. If the group does not have control of the goods or services before they are transferred to the customer, it acts as an agent. For insurance services, the key judgement is based on whether Telia Company bears the insurance risk or not. Telia Company is deemed to be acting as an agent if it does not bear the insurance risk. For other types of digital value added services the key judgement is related to assessment of whether Telia Company has the primarily responsibility for fulfilling the promise to provide the service. In this assessment the terms of the contract, the way the service is sold, the level of interaction with the customer before, during and after delivering the service and the technical delivery of the service are considered among other things.

Bundling of products and services

In bundling of products and services, identifying performance obligations and determining the stand-alone selling prices requires management judgement. Revenue is allocated between the goods and services identified as a separate performance obligation based on their relative stand-alone selling price. The stand-alone selling price determined for goods or services may impact the timing of the recognition of revenue. Determining the stand-alone selling price of each performance obligation can require complex estimates if those are not directly observable. The group's estimation of stand-alone selling prices that are not directly observable are mainly based on expected cost plus a margin.

Leases

Definition of a lease

A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. Significant management judgement is required in determining whether the contract is a lease or a service agreement. To determine if a contract is a lease an assessment of whether, throughout the period of use, the customer has both the right to obtain substantially all of the economic benefits from use of the identified asset and the right to direct the use of the identified asset. Especially for contracts for network related assets (technical space and technical equipment) where the contract is related to the use of a portion of a larger asset this assessment requires significant judgement and analysis of the contract terms and the facts and circumstances such as for example the technological aspects of the asset.

Lease term

Determining the lease term requires management judgement as the estimated lease term includes the non-cancellable period of the lease together with both periods covered by extension options, if the lessee is reasonably certain to exercise that option, and periods covered by termination options if the lessee is reasonable certain not to exercise that option. The threshold for reasonably certain is deemed to be higher than "more likely than not", but lower than "virtually certain" in IAS 37 "Provisions, contingent liabilities and contingent assets". Extension and termination options are included in a number of Telia Company's lease contracts throughout all asset classes across the group. When determining the lease term, Telia Company considers all facts and circumstances that creates an economic incentive to exercise an extension option, or not to exercise a termination option. Example of factors that are considered are; strategic plans, assessment of future technology changes, the importance of the underlying asset to Telia Company's operations and/or costs associated with not extending or not terminating the lease. Approximately 40% of Telia Company's lease liability relates to extension periods.

Discount rate

The future lease payments are discounted using either the interest rate implicit in the contract, if that rate can be readily determined, or the lesee's incremental borrowing rate. The incremental borrowing rate is defined as the rate of interest that a lessee would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. For most contracts, Telia Company has discounted the future lease payments using the incremental borrowing rate. Determining the incremental borrowing rate requires management judgement. The incremental borrowing rate is based on Telia Company's external funding rate by currency and by duration of the estimated lease term. The rate is also adjusted for geographical risks and credit risks for the subsidiaries. For additional information on leases and carrying values, see Note C28.

Valuation of intangible and other non-current assets

Intangible assets, property, plant and equipment, right of use assets, film and program rights and cost to obtain a contract represent a significant part of Telia Company's total assets.

Useful lives

Determination of the useful lives of asset classes involves taking into account historical trends and making assumptions related to future socio-economic and technological development and expected changes in market behavior.

In 2024 and 2023, amortization, depreciation and impairment losses for intangible assets, property, plant and equipment and right of use assets in continuing operatings totaled SEK 19,332 million and SEK 23,517 million, respectively. Amortization and impairment losses in continuing operations for film and program rights and cost to obtain a contract were SEK 5,736 million (5,908) and SEK 1,133 million (1,117), respectively. For additional information on intangible and tangible assets, right of use assets, film and program rights and costs to obtain a contract subject to amortization and depreciation and their carrying values as of the end of the reporting period, see Notes C6, C7, C12, C13, C14 and C28, respectively.

Currently, the following amortization and depreciation rates are applied.

Trade names	Individual evaluation, minimum 10%, except for trade names with indefinite useful lives
Telecom and frequency licenses, numbering rights	Remaining license period, minimum 5%
Interconnect and roaming agreements	Agreement term, based on the remaining useful life of the related license
Customer relationships	Individual evaluation, based on historic and projected churn
Capitalized development expenses	20% or individual evaluation
Other intangible assets	20–33% or individual evaluation
Buildings	2–10%
Land improvements	2%
Capitalized improvements on leased premises	Remaining term of corresponding lease
Mobile networks (base stations and other installations)	14.5–20%
Switching systems and transmission systems	10–20%
Transmission media (cable)	5–10%
Equipment for special networks	10%
Usufruct agreements of limited duration	Agreement term or time corresponding to the underlying asset
Other installations	2–33%
Customer premises equipment under service arrangements	33%, or agreement term if longer
Film and program rights	20-100%
Cost to obtain a contract	Straight line, based on historic and projected churn
Right-of-use assets	Expected lease term, 3-50%

Impairment testing

A number of significant assumptions and estimates are involved when measuring value in use and fair value less costs of disposal based on the expected future discounted cash flows attributable to an asset, for example with respect to factors such as market growth rates, revenue volumes, market prices for telecommunication services, costs to maintain and develop communication networks and working capital requirements. Forecasts of future cash flows are based on the best estimates of future revenue and operating expenses using historical trends, general market conditions, industry trends and forecasts and other available information.

These assumptions are prepared by management and subject to review by the Audit Committee of the Board of Directors. Potential significant climate related risks (as well as other types of risks in Telia Company's Risk Universe) and the group's ongoing and future mitigating activities are reflected in the forecasts. Climate related risks are considered through, for example, the sales growth forecasts which include offerings based on circular business models (e.g. sales of pre-owned and refurbished phones, Device as a Service, buy back initiatives and repair services to enable reuse and recycling) and products and services that enable our customers to reduce GHG emissions and energy use (e.g. remote meetings, IoT and other data-driven services). Further the EBITDA-margin and CAPEX-to-sales forecasts include impacts of higher energy prices and Telia Company's activities to manage the energy impacts and costs. The CAPEX-to-sales forecasts are considering that investment decisions are preceded by environmental screening of energy consumption, waste and GHG emissions, which in turn affects for example product and service development and network construction. The group-wide re-use and recycling program for network equipment is part of the forecasts.

For more information on climate risks, goals and activities, see Directors' Report section Risks/ Environment and Sustainability Statements section Environment.

The cash flow forecasts are discounted at the weighted average cost of capital for the relevant cash-generating unit. For Sweden, Finland and Norway the adjusted EBITDA-margin development in the forecast period deviates from historical trends. For the forecast period the development is based on the effects from the structural cost reductions from the new operating model implemented in December 2024 and from broader and recurring pricing activities. Furthermore, the adjusted EBITDA margin is expected to be strengthened from a simplification of the product portfolio. For additional information on goodwill and it's carrying value as of the end of the reporting period, see Note C12.

Provisions for pensions and employment contracts

The most significant assumptions that management has to make in connection with the actuarial calculation of pension obligations and pension expenses affects the discount rate, the inflation, and the longevity. Changes in any of these key assumptions may have a significant impact on the projected benefit obligations, funding requirements and periodic pension cost.

For additional information on assumptions made, sensitivity analysis related to change in assumptions and pension obligations and their present values as of the end of the reporting period, see Note C22.

Provisions for asset retirement obligations and litigation

The provisions for asset retirement obligations (AROs) represent the group's best estimate of the future costs for handling hazardous waste such as worn-out telephone poles impregnated with creosote or arsenic and dismantling and restoration of mobile and fixed network sites. Estimating the ARO provisions requires significant judgement regarding the estimation of future cost for dismantling and restoration as well as the timing for settlement. The dismantling and restoration costs are impacted by uncertainty relating to future price development and how the dismantling and restauration work will be performed. There is also significant uncertainty related to the timing of the settlement as this is impacted by Telia Company's network strategy and dismantling plans, contract renewal options for site leases, technology changes and other factors.

Determination of the treatment of provisions and contingent liabilities related to litigation is based on management's view of the expected outcome of the applicable case. Litigation provisions and contingent liabilities are uncertain in nature and the assessment of probability and possible outcome includes significant judgement. Management consults with legal counsel and other experts both within and outside the company on matters related to litigation. The litigation assessment considers the nature and the progress of the case, the claimed amount, outcome in similar cases and other factors.

Due to the uncertainties, the actual costs for litigations and AROs and litigations may differ from current provision estimates. For additional information on ARO provisions including their carrying values as of the end of the reporting period, and on contingencies and litigation, see Notes C23 and C30.

Accounts payables under vendor financing arrangements

Telia Company has arrangements with several banks under which the banks offer Telia Company's vendors the option to receive earlier payment of Telia Company's accounts payables. Vendors utilizing the financing arrangement pay a credit fee to the bank. The vendor financing portfolio also includes arrangements where the supplier issues a trade finance instrument, subsequently assigned to a bank specified by the supplier, and offers Telia Company to extend the payment terms in exchange for a price increase consideration paid by Telia Company. All arrangements in the vendor financing portfolio provide earlier payment for the vendors and extended payment terms for Telia Company. Telia Company uses all of the arrangements in the vendor financing portfolio as integrated parts of the commercial relationships with the vendors and the liabilities are part of the working capital in Telia Company's normal operating cycle. Telia Company does not provide any additional collateral or guarantees to the banks. Based on Telia Company's assessment the liabilities under the vendor financing arrangement are closely related to operating purchase activities and the financing arrangement does not lead to any significant change in the nature or function of the liabilities. These liabilities in the vendor financing portfolio are therefore classified as accounts payables. The credit period does not exceed 12 months and the accounts payable are therefore not discounted. Accounts payable under vendor financing arrangements were SEK 5,565 million per December 31, 2024 (11,527). See Note C25.

C3. Material accounting policies

Consolidated financial statements

General – Subsidiaries
The consolidated financial statements comprise the parent company Telia Company AB and all entities over which Telia Company has control. Telia Company is assumed to have control if the group owns the majority of shares and voting rights, and a proportionate entitlement to a share of the returns of the entity and decisions about relevant activities are determined by majority votes. Telia Company is also assumed to have control if Telia Company selects the majority of the board contractually even if not holding the majority of the shares.

Acquisitions are accounted for using the acquisition method which measures goodwill at the acquisition date as: the fair value of the consideration transferred; plus the amount of any non-controlling interest in the acquiree recognized in the transaction; plus if the business combination is achieved in stages, the fair value of the previously held equity interest in the acquiree; less the net fair value of the identifiable assets acquired and liabilities assumed. Costs related to the acquisition are expensed as incurred.

Acquisition of additional shares in a subsidiary after obtaining control as well as a partial disposal of shares in a subsidiary while retaining control are accounted for as equity transactions with owners. See section "Non-controlling interests" below.

Intra-group balances transactions, income and expenses, have been eliminated in the consolidated financial statements.

Non-controlling interests
Transactions with non-controlling interests are treated as equity transactions, including any transaction-related costs. Gains or losses on disposals as well as any excess or deficit of consideration paid over the carrying amount of non-controlling interests when acquiring additional shares in a subsidiary are recognized in retained earnings.

For each business combination the group has a choice to measure any non-controlling interest in a subsidiary either at fair value (goodwill recognized on non-controlling interest) or only at the proportionate share of the net assets (goodwill recognized only on acquired interest). In general, Telia Company measures non-controlling interests at the proportionate share of the net assets.

Joint arrangements
Joint arrangements are entities over which the group has joint control by virtue of contractual arrangements. Joint arrangements are classified as either joint operations or joint ventures. Joint operations are arrangements whereby Telia Company has the right to the assets and obligation for the liabilities and accounts for its share of the assets, liabilities, revenue and expenses of the joint operation line by line in the consolidated financial statements. The joint operations are primarily designed for providing output to the shareholders, for Telia Company mainly in form of network-sharing.

Joint ventures are arrangements where Telia Company has right to the net assets of the arrangement and the investment is accounted for under the equity method (similar to associated companies - see section below).

Associated companies
Associated companies are entities over which the group has significant influence but not control. If the group holds, directly or indirectly (e.g. through subsidiaries), 20% or more of the voting power of the investee, it is presumed that the group has significant influence, unless it can be clearly demonstrated that this is not the case. Holdings in associated companies are accounted for using the equity method and are initially recognized at cost, including any transaction costs. The group's share of net income in associated companies is included in operating income because the operations of these companies are related to telecommunications and it is the group's strategy to capitalize on industry know-how by means of investing in partly owned operations.

The line item Income from associated companies and joint ventures also includes amortization of fair value adjustments and other consolidation adjustments made upon the acquisition of associated companies as well as any subsequent impairment losses on goodwill and other intangible assets, and capital gains and losses on disposals of stakes in such companies. When selling a subsidiary to an associated company transaction gain or loss is recognized in full without any eliminiation.

Unrealised gains/losses on transactions between the group and its associates are eliminated to the extent of the group's interest in these entities. Dividend received reduces the carrying amount of an investment. Negative equity participations in associated companies are recognized only to the extent contractual obligations to contribute additional capital exist and are then recorded as Other provisions.

Cash flow reporting

Cash flows from operating activities are reported using the indirect method and include dividends received from associated companies and other equity instruments, interest paid or received (except for paid interest capitalized as part of the acquisition or construction of non-current assets and therefore included in cash flows from investing activities), provisions, compensation from or contributions to the Swedish pension fund and taxes paid or refunded. Changes in non-interest bearing receivables and liabilities are reported in working capital. Terminal financing receivables are included in working capital. Cash flow from operating activities also includes cash flows from film and program rights and from accounts payable under vendor financing arrangements.

Cash flows from investing activities include CAPEX, payments to acquire or receipts from the sale of joint ventures, associates, subsidiaries (obtaining or losing control) net of cash and cash equivalents acquired or disposed of and other equity instruments. Further, cash flows from investing activities include payments related to lease receivables, as

well as other investments with maturities over 3 months.

Cash flows from financing activities include dividends paid to owners of the parent and to holders of non-controlling interests, payments and receipts from changes in ownership of non-controlling interest and cash flows from settlement of foreign exchange derivative contracts used for economic hedges of cash-pool balances including any payments or receipts from CSA (Credit Support Annex).

Proceeds from and repayment of borrowings include cash flows from derivatives hedging such borrowings. Further, cash flow from financing activities also includes repayments of lease liabilities.

Cash and cash equivalents include bank deposits and highly-liquid short-term investments with maturities up to and including 3 months.

Segment reporting

The group's businesses are managed and reported by the six continuing operating segments: Sweden, Finland, Norway, Lithuania, Estonia, TV and Media and the discontinued operation Denmark. Operating segments that are not individually reportable (Latvia and Telia Finance) and Group functions are combined into Other operations. Segments are consolidated based on the same accounting principles as for the group as a whole except for inter-segment leases which are treated as operating leases. When significant operations are transferred between segments, comparative period figures are restated.

Foreign currency translation

In preparing the financial statements, foreign currency transactions are translated at the exchange rates prevailing at the date of each transaction. At the end of each reporting period, monetary assets and liabilities denominated in foreign currencies are translated at the closing rates existing at that date. Exchange rate differences arising from operating receivables or liabilities are recognized in operating income, while differences attributable to financial assets or liabilities are recognized in finance items.

The consolidated financial statements are presented in Swedish krona (SEK), which is the functional currency of the parent company. For consolidation purposes, income and expenses of foreign operations are translated at the average exchange rates for the period, except for material transactions for which foreign exchange rates at the date of the transactions are used. Assets and liabilities, are translated at closing rates at the end of the reporting period except for equity components, which are translated at historical rates. Translation differences are recognized in other comprehensive income and accumulated in equity.

When a foreign operation is disposed, any related cumulative exchange rate difference is recycled to net income as part of the gain or loss on the disposal, except for accumulated exchange rate differences related to non-controlling interests which are derecognized but not recycled to net income. However, if Telia Company would dispose a non-controlling interest in a foreign operation while retaining control, the relevant proportion of the cumulative amount is reattributed to non-controlling interests.

Revenue recognition

Revenue principally consists of mobile service revenue including subscription, interconnect and roaming and fixed service revenue including telephony, broadband, TV, installation fees, and business solutions, as well as advertising revenue, revenue from equipment sales and leases. There is both revenue from products and services sold separately and from products and services sold as a bundle.

Revenue is allocated to performance obligations (equipment and services) in proportion to standalone selling prices of the individual items. Revenue is recognized when (at a point in time) or as (over a period of time) the performance obligations are satisfied, which is determined by the manner in which control passes to the customer.

Revenue is measured based on the consideration specified in a contract with a customer and excludes amount collected on behalf of third parties.

Service revenue

Service revenue is recognized over time, in the period in which the service is performed, based on actual traffic or over the contract term, as applicable. Revenue from voice and data services is recognized when the services are used by the customer. Subscription fees are recognized as revenue over the subscription period. Sales relating to prepaid phone cards, primarily mobile, are deferred as a contract liability and recognized as revenue based on the actual usage of the cards.

Revenue from interconnect traffic with other telecom operators is recognized at the time of transit across Telia Company's network.

Installation services are in many cases considered separate performance obligations and revenue is recognized when or as the obligation is satisfied, depending on the type of installation service and how and when the control is transferred to the customer.

For open access fiber installed at customer's premises, non-refundable customer fees and related installation costs, including planning, trenching, cabling, splicing, mounting, connection, cross-connect equipment and media converter, are recognized when the installation is finalized. Connection fees are recognized separately at completion of connection, if the fees do not include any amount for subsequent servicing but only cover the connection costs. Amounts for subsequent servicing are deferred.

To corporate customers, Telia Company offers complex, long-term functional service agreements which could include telecom and datacom subscription services, installation services related to telecom or datacom and other customized services. Typically, telecom and datacom services are considered separate performance obligations. Revenue for each separate performance obligation is recognized over the period of time that the subscription service is provided, and the performance obligation is satisfied. Since the subscription services in a functional agreement are performed on a monthly basis over the same period, these services are in practice accounted for in the same way as if they had been one performance obligation. Installation services in functional agreements are in most cases considered separate performance obligations and revenue is recognized when or as the obligation is satisfied, depending on the type of installation

service and how and when control is transferred to the customer. For many of the installation services the control is transferred, and revenue is recognized upon completion of the installation. Functional agreements often also include equipment, see below. In functional agreements there are often also variable usage-based services and add on services. Each one of these services are considered separate performance obligations. Revenue for usage-based services is recognized over the period the service is used as the obligation is satisfied and control is transferred over time. Revenue for add on services is recognized when or as the obligation is satisfied, depending on the type of add on service and how and when control is transferred to the customer.

Invoices for mobile subscriptions, broadband, fixed telephony and other services are normally paid monthly, over the contract period.

Equipment revenue
Revenue from equipment sales is recognized at the point in time when control is transferred to the customer, which normally is on delivery and when accepted by the customer. If the customer has the right to return the equipment, the amount of revenue recognized is adjusted for expected returns, estimated based on historical data. Equipment is paid for upfront or over time, when Telia Company provides the customer with financing.

Functional agreements with corporate customers often include equipment such as sales or financial leases of for example terminals (phones/tablets/LAN equipment etc.). The equipment is considered separate performance obligations and revenue from sale of equipment is recognized at the point in time when the performance obligation is satisfied, and control has been transferred (when the equipment have been delivered).

Advertising revenue
The performance obligation for advertising is satisfied when the advertisement is actually shown, published or displayed and the revenue is recognized at that time. The revenue is reduced for rebates.

Bundled services and products
Telia Company may bundle services and products into one customer offering. Offerings may involve the delivery or performance of multiple products, services, or rights to use assets (multiple deliverables). Telia Company accounts for each individual product and service separately if they are distinct – i.e. if a product or service is separately identifiable from other items in the bundled package and if a customer can benefit from it. When the transaction price is determined for bundles that includes services (e.g. a mobile subscription), the minimum non-cancellable contract term is considered. When applicable, the transaction price is adjusted for financing components and expected returns. There are usually no or few other variable components in the transaction price. The transaction price is allocated to each equipment and service accounted for as a separate performance obligation, based on their relative stand-alone selling price. For most performance obligations, the stand-alone selling prices are directly observable. If stand-alone selling prices are not directly observable, they are estimated based on expected cost plus margin. In some cases, the offerings include non-refundable upfront fees such as activation fees. Payments for such fees are included in the transaction price, and, if not related to the satisfaction of a performance obligation, allocated to other performance obligations identified in the contract.

Some bundled offerings include lease components, e.g. TV boxes, as well as non-lease components, e.g. subscription. In those arrangements, the transaction price is allocated to both the lease components and non-lease components identified as separate performance obligations. The lease components are then accounted for as either an operating lease or a finance lease depending on the lease classification (see also section "Lease agreements, Telia Company as a lessor" below). Revenue for the non-lease components is recognized when or as the performance obligations are satisfied.

Equipment that can be used only in connection with services provided by Telia Company and that have no other significant function for the customer than delivering the service, e.g. routers, is not accounted for as a separate performance obligation. In such arrangements, the transaction price is allocated to the performance obligations identified, i.e. no part of the transaction price is allocated to the equipment. Any consideration received upfront, when the equipment is delivered, is recognized as a contract liability and recognized as revenue when or as the identified performance obligations are satisfied.

If a contract with a customer includes a license that is distinct, the promise to grant a license is classified as either a "right to access" or a "right to use" Telia Company's intellectual property. A license is classified as a "right to access" if Telia Company will undertake activities that significantly affects the intellectual property, that do not result in the transfer of a separate performance obligation to the customer, and, the customer is directly exposed to any positive or negative effects of those activities. When the promise to grant a license is classified as a "right to access", revenue are recognized over time. When the promise to grant a license is classified as a "right to use", revenue is recognized at the point in time when control is transferred to the customer.

Principal or agent
Sometimes a third party is engaged in delivering goods or services to Telia Company's customers, e.g. Telia Company offers several value-added services (VAS) to the customers in bundled offerings.

In arrangements where Telia Company acts as a principal, revenue is recognized on a gross basis. When Telia Company acts as an agent and arranges goods or services to be provided by another party, revenue is recognized as the net amount of consideration that Telia Company retains after paying that other party. When invoicing end-customers for third-party content services, amounts collected on behalf of the principal are excluded from revenue. For more information see to Note C2.

Other revenue related transactions
Under customer loyalty programs, customers are entitled to certain discounts relating to services and goods provided by Telia Company. The loyalty program provides the customers with a material right which is accounted for as a separate performance obligation. The transaction prices are allocated between the services and goods provided, and the material right based on relative stand-alone selling prices. The stand-alone selling price for the material right is estimated based on the

discount granted and the likelihood of redemption, which is based on past practice. A contract liability is recognized until the material rights are redeemed or expire.

Some contracts contain a financing component because the timing of payments provides the customer with a benefit of financing. When determining the transaction price for such agreements, Telia Company adjusts the promised amount of consideration for the effects of the time value of money. Telia Company uses the practical expedient to not calculate and account for significant financing component if the period between the transfer of a good or service to a customer and payment is 12 months or less.

Telia Company distinguishes between contract assets and receivables based on whether receipt of the consideration is conditional on something other than passage of time. Contract assets primarily relate to transactions where Telia Company satisfies a performance obligation to transfer equipment that is part of a bundles to the customer, but the right to payment for the equipment is dependent on Telia Company satisfying another performance obligation in the contract, for example a mobile subscription. The contract assets are transferred to receivables when the right becomes unconditional, i.e. when only the passage of time is required before payment of consideration is due. Contract liabilities primarily relate to prepayments received from customers such as prepaid cards and prepaid subscriptions.

If expected to be recovered, costs to obtain a contract such as sales commissions and equipment subsidies granted to dealers for obtaining a specific contract are capitalized and deferred over the period which Telia Company expects to provide services to the customer. The asset (included in balance sheet line item Other non-current assets) is amortized on a straight-line basis. Amortization of costs to obtain a contract is included in the line-item Other external expenses (within EBITDA) in the income statement.

Operating expenses

Telia Company presents its analysis of expenses using a classification based on nature.

Goods and services purchased includes goods and sub-contracting services purchased, change in inventories, interconnect and roaming expenses as well as other network expenses. Other external expenses includes marketing expenses, IT expenses and consultancy fees and other external expenses. The line-item Depreciation, amortization and impairment relates to property, plant and equipment, intangible assets and right-of-use assets. Amortization and impairment of film and program rights are included in the line-item Goods and services purchased and amortization of costs to obtain a contract is included in the line-item Other external expenses.

Advertising and other marketing costs are expensed as incurred. All pension benefit costs except for the interest component are recognized as personnel expenses. The grant date fair value of equity-settled share-based payments to employees, such as Telia Company's Performance Share Programs, is recognized as a personnel expense, with a corresponding increase in equity, over the vesting period of the awards. The expense is adjusted to reflect the number of awards for which the related service and non-market performance conditions are expected to be met, such that the amount ultimately recognized is based on the number of awards that meet the related service and non-market performance conditions at the vesting date. For share-based payment awards with market conditions, the grant date fair value is measured to reflect such conditions and differences between expected and actual outcomes are not reflected in the recognition of expense.

Other operating income and expenses

Other operating income and other operating expenses include gains and losses, respectively, on disposal of shares or operations in subsidiaries (see section "Associated companies" above) and on disposal of intangible assets or property, plant and equipment.

Also included in other operating income and expenses are, government grants, exchange rate differences on operating transactions, results from court-settled disputes with other operators regarding historical interconnect and roaming fees and other similar items. Government grants are initially measured at fair value and recognized as income over the periods necessary to match them with the related costs.

Exchange rate differences from operating transactions also include effects from economic hedges and value changes in derivatives hedging operational transaction exposure (see section "Derivatives and hedge accounting" below).

Finance income and finance costs

Interest income and expenses are recognized using the effective interest rate method. Finance income and finance costs include net changes in fair value of derivatives that hedge financial transactions, but for which hedge accounting is not applied. Finance income and finance costs also include ineffectiveness on hedging relationships related to financial transactions. Exchange rate gains and losses on financial transactions are presented net.

Income taxes

Current and deferred tax are recognised in net income, except when they relate to items that are recognised in other comprehensive income or directly in equity, in which case the current and deferred tax are also recognised in other comprehensive income or directly in equity respectively.

Deferred income taxes are provided in full on temporary differences arising between the tax bases of assets and liabilities and their carrying values in the consolidated financial statements and on unutilized tax deductions or losses. Deferred tax assets are recognized to the extent that the ability of utilizing the tax asset is probable.

Deferred tax liabilities for undistributed earnings or temporary differences related to investments in subsidiaries, joint ventures and associated companies are not recognized because such retained earnings can be withdrawn as non-taxable dividends and the companies can be sold without tax consequences. In certain countries such as Latvia and Estonia, income tax is levied on dividends paid or declared. For these countries deferred tax is recognized on undistributed earnings and current tax is recognized in the period when distributions are made.

Effects of changes in tax rates are recognized in the period when the change is substantively enacted.

Pillar Two legislation has been enacted or substantively enacted in certain jurisdictions where Telia Company operates. Telia Company has applied the temporary exception from the accounting requirements for deferred taxes related to Pillar Two legislation in IAS 12. Accordingly, Telia Company neither recognizes nor discloses information about deferred tax assets and liabilities related to Pillar Two income taxes.

Deferred tax assets and liabilities are offset when a legally enforceable right exists to set off current tax assets against current income tax liabilities and the deferred taxes relate to the same taxable entity and the same taxation authority.

Interest on current tax payable or refundable calculated by tax authorities is classified as Interest expenses and Other interest income, respectively.

Intangible assets and Property, plant and equipment

Measurement
Goodwill is measured at cost, less any accumulated impairment losses. Goodwill impairment losses are not reversed.

Other intangible assets are measured at cost, including directly attributable borrowing costs, less accumulated amortization and any impairment losses. Direct external and internal development expenses for new or substantially improved products and processes are capitalized, provided that future economic benefits are probable, costs can be measured reliably and the product and process is technically and commercially feasible. Activities in projects at the feasibility study stage as well as maintenance and training activities are expensed as incurred.

Property, plant and equipment are measured at cost, including directly attributable borrowing costs, less accumulated depreciation and any impairment losses. Software used in the production process is considered to be an integral part of the related hardware and is capitalized as plant and machinery.

Property and plant under construction are valued at the expense already incurred, including interest during the installation period. To the extent a legal or constructive obligation to a third party exists, the acquisition cost includes estimated costs of dismantling and removing the asset and restoring the site. A change in estimated expenditures for dismantling, removal and restoration is added to and/or deducted from the carrying value of the related asset. To the extent that the change would result in a negative carrying value, this effect is recognized in net income. The change in depreciation charge is recognized prospectively.

Capitalized interest is calculated, based on the group's estimated average cost of borrowing.

Government grants received as compensation for the cost of an asset are initially measured at fair value, normally being the consideration received. A government grant reduces the carrying value of the related asset and the depreciation charge recognized over the asset's useful life.

Amortization and depreciation
Amortization of intangible assets (other than goodwill and trade names with indefinite useful lives) and depreciation of property, plant and equipment are based on cost, less residual values, and taking into account the estimated useful lives of various asset classes or individual assets. Land is not depreciated. Amortization and depreciation are recognized on a straight-line basis.

Amortization of network-independent licenses to use specific radio frequencies (spectrum) commences when the related frequency block is available for use. License fees based on future services, i.e. relating to the ongoing performance of the entity are not capitalized but expensed as incurred.

Impairment testing
Goodwill and other intangible assets with indefinite useful lives (TV and Media brands) and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired. Intangible assets with a finite life and tangible assets are tested for impairment whenever events or changes in circumstances indicate that the carrying value of an asset may not be recoverable.

Where it is not possible to estimate the recoverable amount of an individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is tested for impairment. Goodwill is, for impairment testing purposes, allocated to cash generating units in accordance with Telia Company's business organization. Each country, and TV and Media constitute a separate cash-generating unit (CGU), which represent the lowest level at which goodwill is monitored for internal management purposes.

If an analysis indicates that the carrying value is higher than its recoverable amount, which is the higher of the fair value less costs to sell and value in use, an impairment loss is recognized for the amount by which the carrying amounts exceed the recoverable amount.

Value in use is measured based on the expected future discounted cash flows (DCF model) attributable to the asset.

Film and program rights

Film and program right assets and related liabilities are recognized in the statement of financial position when the license period begins, the cost can be measured reliably, the content has been accepted by the group in accordance with the license agreement and the film or program is available for its first showing/broadcasting. The assets are presented in separate line items for non-current and current film and program rights in the consolidated statement of financial position. Film and program rights are recognized at cost less accumulated amortization and any impairments. Future payment commitments for contractual film and program rights not recognized in the statement of financial position are disclosed as contractual commitments. Film and program rights are amortized over the useful life which is based on the license period or number of showings. Amortization of film and program rights is included in the line-item Goods and services purchased in the income statement (within EBITDA). Cash flows relating to program rights are classified within operating activities.

Financial instruments

Recognition and initial measurement
Accounts receivables and debt securities issued are initially recognized when they are originated by Telia Company. "Regular-way" acquisitions of

financial assets are recognized on the date on which the instrument is actually transferred to Telia Company, i.e. the settlement date. All other financial assets and financial liabilities are initially recognized when Telia Company becomes a part to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially recognized at fair value plus/less transaction costs that are directly attributable to the acquisition of the financial asset or liability. However, transaction costs related to instruments at fair value through income statement are expensed as incurred.

Classification and subsequent measurement of financial assets
A financial asset is for measurement purposes initially classified into one of three measurement categories. The classification depends on how the asset is managed (business model) and the characteristics of the asset's contractual cash flows. The measurement categories for financial assets are as follows:
- Financial assets at fair value through income statement (profit or loss)
- Financial assets at fair value through other comprehensive income
- Financial assets at amortized cost

Investments in bonds
Telia Company holds a portfolio of bonds that is managed on the basis of its fair value, which is also how the performance of the portfolio is reported internally within Telia Company. There is a high frequency of sales of assets within the portfolio. Consequently, the portfolio is classified as at fair value through income statement.

In addition, certain Group companies that are under regulatory supervision hold portfolios of bonds in order to meet regulatory liquidity requirements. These portfolios are held within a business model whose objective is achieved by both collecting contractual cash flows and by selling the assets in the portfolio. As the contractual terms of the bonds in the portfolios also give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding, the portfolios are classified as at fair value through other comprehensive income.

Investments in equity instruments
Telia Company has elected to present changes in fair value of equity instruments in other comprehensive income.

Short-term investments included as cash equivalents
Short-term investments are measured at fair value through income statement.

Derivatives that are assets
Derivatives financial instruments with a positive fair value for Telia Company are recognized as assets and classified as financial assets at fair value through income statement unless hedge accounting is applied.

Other financial assets
All of Telia Company's other financial assets are classified as financial assets at amortized cost.

Classification and measurement of financial liabilities
After initial recognition, all Telia Company's financial liabilities are measured at amortized cost under the effective interest rate method, except for derivatives that constitute liabilities which are measured at fair value. Financial liabilities that constitute hedged items in hedges of fair value are remeasured at fair value in respect of the hedged risk during the period of the hedging relationship.

Derecognition of financial assets
In some markets, Telia Company has arrangements in place with a third party under which rights to cash flows from trade receivables are transferred to the third party. The transactions under these arrangements qualify as transfers of the underlying financial assets under the so-called "pass-through" criteria in IFRS 9. The third party also assumes substantially all the credit risk and other financial risks of the underlying assets. Receivables included under such arrangements are therefore derecognized in full when the contractual rights to the cash flows are passed to the third party. An expense is recognized upon derecognition based on the difference between the carrying amount of the financial asset derecognized and the consideration paid by the third party for the rights to the cash flows from the asset.

Impairment of financial assets
A loss allowance is recognized for financial assets measured at amortized cost, lease receivables, financial assets measured at fair value through other comprehensive income and for contract assets. The loss allowance is measured at an amount equal to lifetime expected credit losses, except for the following, for which the loss allowance is measured at an amount of twelve months expected credit losses:
- Financial assets that are determined to have low credit risk at the reporting date
- Financial assets for which the credit risk has not increased significantly since initial recognition

The loss allowance for trade receivables and contract assets is always measured at an amount equal to lifetime expected losses applying the simplified approach in IFRS 9. The general model is applied for all other financial assets. Impairment losses on trade receivables, lease receivables and contract assets are recognized within Other external expenses.

Fair value hierarchy levels
The carrying values of classes of financial assets and liabilities measured at fair value are determined based on a three-level fair value hierarchy, as follows.

Level	Fair value determination	Comprises
1	Quoted (unadjusted) prices in active markets for identical assets or liabilities	Primarily bonds measured at fair value through other comprehensive income or at fair value through income statement
2	Inputs other than quoted prices included in level 1 that are observable for the asset or liability, either directly (prices) or indirectly (derived from prices)	Derivatives designated as hedging instruments or measured at fair value through income statement
3	Inputs for the asset or liability that are not based on observable market data (unobservable inputs)	Unquoted equity instruments measured at fair value through other comprehensive income

Inputs for fair value measurements disclosed for assets and liabilities that are not carried at fair value are categorized to fair value level hierarchy 2.

Fair value estimation
The fair values of financial instruments traded in active markets are based on quoted market prices at the end of the reporting period. For financial assets, the current bid price is used. The fair values of financial instruments that are not traded in active markets are determined by using valuation techniques. Management uses a variety of methods and makes assumptions that are based on market conditions existing at the end of the reporting period. Quoted market prices or dealer quotes for similar instruments are used for long-term debt. Other techniques, such as estimated discounted cash flows (DCF analyses), are used to determine fair value for the remaining financial instruments. DCF analyses are performed using the applicable yield curve for the duration of the instruments for non-optional derivatives, and option pricing models for any optional derivatives. Forward exchange contracts are measured using quoted forward exchange rates and yield-curves derived from quoted interest rates matching maturities of the contracts. Interest rate swaps are measured at the present value of future cash flows, estimated and discounted based on the applicable yield-curves derived from quoted interest rates.

Telia Company's primary valuation technique for unquoted equity instruments is based on the most recent transaction for the specific company if such transaction has been recently done. Adjustments to the carrying value are made to reflect significant changes in circumstances since the transaction date if Telia Company assess that the changes will have a material impact on the fair value. The estimated fair value for material unquoted equity instruments is verified by applying other valuation models in the form of valuation multiples from peers on relevant financial and operational metrics. Quoted equity instruments are valued at quoted market price.

Accounts payable under vendor financing arrangements
Based on Telia Company's assessment the liabilities under vendor financing arrangements are closely related to operating purchase activities and the financing arrangement does not lead to any significant change in the nature or function of the liabilities. The liabilities in the vendor financing portfolio are therefore classified as accounts payable. The credit period does not exceed 12 months and the accounts payables are therefore not discounted.

Derivatives and hedge accounting
Derivatives with a positive fair value are recognized as non-current or current receivables and derivatives with a negative fair value as non-current or current liabilities. Swaps and forward exchange contracts are classified as non-interest-bearing and interest rate swaps and cross-currency interest rate swaps as interest-bearing items.

Fair value hedges of interest rate risk in borrowings
Telia Company has identified interest rate swaps as hedging instruments in fair value hedges of interest rate risk in fixed-rate borrowings. The hedging instruments are measured at fair value with changes in fair value recognized in income statement, whereas the hedged items are remeasured to fair value in respect of the hedged risk during the period of the hedging relationship with changes in fair value also reported in income statement. Hedge ineffectiveness is reported as Finance income or Finance costs. The group has in certain cases also identified interest rate swaps as hedging instrument in hedge relationships where the hedged item is an aggregate exposure consisting of a borrowing and a derivative as is permitted under IFRS 9.

Cash-flow hedges of foreign currency and interest rate risk in borrowings
When borrowings are made in foreign currencies, Telia Company uses cross-currency interest rate swaps (CCIRS) to hedge the foreign currency exposure from such borrowings. The hedges are identified as cash flow hedges of both foreign currency risk and interest rate risk. Telia Company has chosen to the exclude foreign currency basis spreads in the CCIRSs from the hedging relationship and to account for the currency basis spread as cost of hedging. The change in fair value on the hedging instrument related to the currency basis spread is recognized in other comprehensive income and accumulated in the Cost of hedging reserve in equity.

The effective portion of the change in fair value of the CCIRSs is recognized in other comprehensive income and accumulated in the Hedging reserve in equity and reclassified to income statement in the same periods as the group report interest on the borrowings and spot remeasurement of the hedged borrowings. Any ineffectiveness on the hedges is reported in income statement within Finance income or Finance costs.

Cash flow hedges of foreign currency risk in purchases of film and program rights
Telia Company frequently pays for film and program rights in foreign currencies. This leads to a currency exposure between the currency in which Telia Company will pay for the film and program rights and the functional currency of the entity within the group that has the obligation to settle the liability to the supplier of the film and program rights. The group hedges such exposures using forward contracts. The forwards are accounted for as cash flow hedges. Changes in the fair value of the hedges are reported in other comprehensive income and accumulated in the Heding reserve in equity. The amount recognized in the Hedging reserve is transferred directly from equity when the film and program right is acquired and is included in the initial cost of the asset for the film and program right.

Economic hedges
The group uses derivatives to economically hedge risk exposures, for which hedge accounting is not applied. Changes in the fair value of derivatives that economically hedge either the debt portfolio or the group's holdings in the bond portfolio are recognized within Finance income and Finance costs. Changes in the fair value of derivatives that economically hedge operating cash flows are presented within Other operating income and Other operating expenses.

Hedges of net investments in foreign operations
Any gain or loss on the hedging instrument relating to the effective portion of a hedge of net investments in foreign operations is recognized in other comprehensive income and accumulated in the Foreign currency translation reserve in equity. Gains and losses deferred in the Foreign currency translation reserve are not recycled to net income until disposal of the foreign operation.

Power purchase agreements (PPAs)
Telia Company has entered into power purchase agreements to procure renewable electricity. The

power purchase agreements require Telia Company to pay for physically delivered electricity that is used for Telia Company's own usage requirements and there are no contractual rights to settle the contracts net in cash. Telia Company therefore considers the power purchase agreements to fall under the so called "own-use exemption" and has consequently not accounted for the agreements as derivative financial instruments. The price paid for the purchased electricity is instead recognized as expenses in the period the electricity is delivered and used.

Repurchase agreements
Repurchase agreements, means that the parties have agreed on sale and repurchase of a certain security, at a predetermined price and point in time. Since Telia Company remains exposed to the risk and rewards of the asset during the transaction period, securities remain accounted for in the balance sheet as financial assets. Received cash is accounted for as financial liabilities. Sold securities are also disclosed as pledged assets.

Inventories
Inventories are carried at the lower of cost and net realizable value. Obsolescence is assessed with reference to the age and rate of turnover of the items.

Assets held for sale and discontinued operations
Non-current assets and disposal groups are classified as held for sale if their carrying value will be recovered principally through a sale transaction rather than through continuing use. A non-current asset (or disposal group) held for sale is measured at the lower of its previous carrying value and fair value less costs to sell.

One of the conditions that must be satisfied for an asset to be classified as held for sale is that the sale is highly probable and the asset (or disposal group) is available for immediate sale in its present condition. For the sale to qualify as highly probable the appropriate level of management must be committed to a plan to sell the asset or disposal group in its present condition and actions required to complete the plan should indicate that it is unlikely that significant changes to the plan will be made or that the plan will be withdrawn. Telia Company's assessment is that in most cases these criteria are not met before final and binding sales agreements have been signed.

In the telecom industry acquisitions often require regulatory approval. If the buyer is a telecom operator in the same market parties often have to agree to a number of remedies to get the approval. If the buyer is expected to be a telecom operator in the same market and significant remedies are expected, a sale is usually not regarded as highly probable and consequently the assets are not classified as held for sale by Telia Company, until the remedies are agreed upon and accepted by management.

Equity attributable to owners of the parent
Equity attributable to owners of the parent is divided into share capital, other contributed capital, hedging reserve, cost of hedging reserve, fair value reserve, foreign currency translation reserve, equity transaction in associates and retained earnings. Share capital is the legally issued share capital. Other contributed capital comprises contributions made by shareholders in the form of share premiums in connection with new share issues, specific share holder contributions, etc. This item is reduced by reimbursements to shareholders made in accordance with separately decided and communicated capital repayment programs (e.g. through purchasing own shares or extraordinary dividends). The hedging reserve as well as the cost of hedging reserve and the foreign currency translation reserve are reclassified to net income. The fair value reserve includes both debt instruments at fair value through OCI which are reclassified to net income, and equity instruments at fair value through OCI which are not classified to net income. Cash flow hedges may also adjust the initial cost of a non-financial asset or liability. Equity transactions in associates are the effect on the group from equity transactions such as buyback of shares from third parties by an associated entity. All other equity is retained earnings.

Dividend payments are proposed by the Board of Directors in accordance with the regulations of the Swedish Companies Act and decided by the general meeting of shareholders. The proposed cash dividend will be recorded as a liability immediately following the final decision by the shareholders.

Provisions for pensions and employment contracts
Telia Company provides defined contribution or defined benefit pension plans to its employees. Contributions to defined contribution plans are normally set at a certain percentage of the employee's salary. Telia Company pays fixed contributions to separate legal entities and will have no legal or constructive obligation to pay further amounts if the fund does not hold sufficient assets to pay all employee benefits. Contributions to defined contribution plans are expensed when employees provide services entitling them to the contribution.

Defined benefit pension plans, provided to part of Telia Company employees in Sweden, Finland and Norway, means that the individual is guaranteed a pension equal to a certain percentage of his or her salary. The pension plans mainly include retirement pension, disability pension and family pension. The present value of pension obligations and pension costs are calculated annually, using the projected unit credit method, which distributes the cost over the employee's service period. The pension cost is recognized in three components, service cost, net interest and remeasurements. Service cost is recognized as personnel expenses and net interest, based on discount rate, on defined benefit obligation and plan assets is reported as interest income or interest expenses in financial items.

Changes in actuarial assumptions and experience adjustments of obligations and changes in fair value of plan assets, deviations from discount rate, results in remeasurements and are recognized in Other comprehensive income at the end of the reporting period.

Actuarial assumptions are determined at the end of the reporting period. The assets of Telia Company's pension funds constitute pension plan assets and are valued at fair value at the end of the reporting period.

Net provisions or assets for post-employment benefits in the statement of financial position represent the present value of obligations at the end of the reporting period less the fair value of plan assets.

Other provisions and contingent liabilities

A provision is recognized when Telia Company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. If the likelihood of an outflow of resources is less than probable but more than remote, or a reliable estimate is not determinable, the matter is disclosed as a contingency provided that the obligation or the legal claim is material.

Provisions are measured at management's best estimate, at the end of the reporting period, of the expenditure required to settle the obligation, and are discounted to present value where the effect is material.

Provisions for asset retirement obligations (AROs) mainly refer to handling hazardous waste such as worn-out telephone poles impregnated with creosote or arsenic and to dismantling and restoration of mobile and fixed network sites. ARO provisions are initially recognized with a corresponding increase of the related asset within property, plant and equipment, which is subsequently depreciated over the useful life of the asset. Subsequent adjustments of the ARO provision based on changes in estimated dismantling and restoration costs or changes in discount rates are recognized with a corresponding increase/decrease of the carrying value of the related property, plant and equipment asset. If the carrying value of the related asset is reduced to zero, all changes are recognized as income or expense.

Other provisions comprise restructuring provisions which include termination benefits, onerous contracts and other expenses related to cost reduction programs, post-acquisition integration programs, closing-down of operations, etc.

Termination benefits are recognized at the earlier of when Telia Company no longer can withdraw the offering of those benefits or when Telia Company has made an appropriate public announcement, specifying the terms of redundancy and the number of employees affected, or after individual employees have been advised of the specific terms.

Lease agreements

Telia Company as lessee

Telia Company recognizes a right-of-use asset and a lease liability on the statement of financial position when the underlying asset is made available for Telia Company, i.e. at the commencement date. Telia Company applies the practical expedients to recognize payments associated with current leases and leases of low value as an expense in the income statement. Telia Company does not apply IFRS 16 to intangible assets.

The lease liability is initially measured at the present value of the lease payments during the estimated lease term that are not paid at the commencement date. Lease payments included in the measurement of the lease liability comprise of fixed lease payments including in-substance fixed payments, variable lease payments that depend on an index or a rate, amounts expected to be payable under a residual value guarantee and payments related to options that Telia Company is reasonably certain to exercise. In all asset classes, payments related to non-lease components are separated from the lease payments and expensed as incurred.

The estimated lease term includes the non-cancellable period of the lease together with both periods covered by extension options (if Telia Company is reasonable certain to exercise that option) and periods covered by termination options (if Telia Company is reasonable certain not to exercise that option).

The lease liability is remeasured if there are modifications to the lease contract or if there are changes in the cash flow based on the initial contract terms. Changes in cash flows based on the initial term occurs when; Telia Company changes its initial estimation of whether extension and/or termination options will be exercised, there are changes in earlier estimates of whether a purchase option will be exercised, lease payments changes due to changes in index or rate, or if there is a change in estimates regarding amounts expected to be paid under a residual value guarantee.

The lease payments are discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, Telia Company's incremental borrowing rate. For the majority of all lease contracts Telia Company uses its incremental borrowing rate.

The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability plus any lease payments made at or before the commencement date and any initial direct costs incurred, less any lease incentives received. Also, any restoration costs estimated in accordance with the guidance in IAS 37 are included in the measurement of the right-of-use asset. The related provision is recognized separately from the lease liability.

The right-of use asset is subsequently depreciated on a straight-line basis from the commencement date to the earlier of the end of the useful life of the underlying asset or the end of the estimated lease term. Any remeasurement of the lease liability results in most cases in a corresponding adjustment of the right-of-use asset. The right-of-use assets are tested for impairment whenever events or changes in circumstances indicate that the carrying value of an asset may not be recoverable.

Right-of-use assets are presented as a separate line in the statement of financial position and lease liabilities as non-current- and current borrowings in the statement of financial position.

In the income statement, depreciation charges of the right-of-use asset are included in the line-item Depreciation, amortization and impairmentet. The interest expense on the lease liability is presented as finance costs.

Repayments on the lease liability are presented as a cash flow from financing activities. Payments of interest are presented as cash flow from operating activities.

Telia Company as a lessor

In arrangements where Telia Company is a lessor, determination of whether each lease is a finance lease or an operating lease is made at lease inception. If substantially all of the risk and rewards incidental to the ownership are transferred, then the lease is a finance lease. If not, it is an operating

lease. If a contract includes both lease and non-lease components, Telia Company allocates the consideration to the components identified on the basis of relative stand-alone selling prices.

Telia Company as finance lessor
Telia Company owns assets that are leased to customers under finance lease agreements. Amounts due from lessees are recognized as receivables at the amount of the net investment in the leases, which equals the net present value. Interest income is recognized over the lease term on an annuity basis.

Telia Company as operating lessor
Rental revenue from operating leases are recognized on a straight-line basis over the term of the relevant lease.

C4. Group composition, climate related disclosures and events after the reporting period

Group composition

Subsidiaries
Telia Company AB's subsidiaries as of December 31, 2024, are disclosed in Note P11. Subsidiaries with non-controlling interests are disclosed in Note C20. For information regarding discontinued operations and assets held for sale, see Note C34.

Associated companies and joint ventures
For information regarding associated companies and joint ventures, see Note C15.

Joint operations
Telia Company owns three joint operations; Svenska UMTS-nät AB (SUNAB) in Sweden, Suomen Yhteisverkko Oy in Finland and Haysquare AB (former Springworks International) in Other operations. The following companies are network-sharing operations with Tele2 (SUNAB) and DNA (Suomen Yhteisverkko). Haysquare is a technology-sharing operation with autoSense. Telia Company holds 50% of the shares in SUNAB and Haysquare. Telia Company owns 51% of the shares in Suomen Yhteisverkko, but based on the shareholders agreement the company is jointly controlled and equally governed by the consensus principle.

Climate-related disclosures

Potential significant climate related risks (as well as other types of risks in Telia Company's Risk Universe) and the group's ongoing and future mitigating activities are reflected in the approved forecasts used for impairment testing. See Note C2 and C12.

Telia Company has issued green Euro Medium Term Notes Program (EMTN) bonds and green hybrid bonds under its Green Bond Framework. See Note C21.

Most of Telia Company's total value chain Greenhouse Gas (GHG) emissions are generated in its supply chain. During 2024, Telia Company continued to engage with its suppliers, urging them to set science-based climate targets. See Note C25.

Telia Company has entered into power purchase agreements for renewable energy. See Note C27.

To align the performance measures for the long-term incentive programs (LTI) with the group's strategic sustainability priorities, Environmental, Social and Governance (ESG) targets have been included for the 2022, 2023 and 2024 LTI programs. See Note C32.

Events after the reporting period

On January 20, 2025, Telia Company announced the appointment of Holger Haljand as Senior Vice President, Head of Telia Finland and member of the company's Group Executive Management, effective February 1, 2025. And that Giedrė Kaminskaitė-Salters had been appointed Senior Vice President, Head of Telia Baltics and member of the Group Executive Management as a representative for both Lithuania and Estonia.

On January 24, 2025, it was announced that Telia Company had entered into an agreement with HongShan Group to sell its 9.6% shareholding in Marshall Group for EUR 101 million (SEK 1.15 billion).

On January 30, 2025, Telia Company announced the appointment of Bjørn Ivar Moen as Senior Vice President, Head of Telia Norway and member of the company's Group Executive Management team, effective January 1, 2026, at the latest. Stein-Erik Vellan, currently Senior Vice President, Head of Telia Norway and member of the Group Executive Management team, will remain in his position until July 31, 2025 at the latest.

On February 13, 2025, Telia Company announced the appointment of Andre Visse as Head of Telia Estonia, effective March 1, 2025.

On February 24, 2025, Telia Company received a decision from the Norwegian Tax Agency in line with previous notification on purchased equipment in Telia Finance Norwegian branch, which will result in a payment of the related current tax liability in March 2025. See Note C30.

On February 25, 2025 Telia Company announced that it had entered into an agreement to sell its TV and Media business to Schibsted Media at an enterprise value of SEK 6.55 billion on a cash and debt-free basis. The transaction is anticipated to close in the third quarter 2025 at the latest, subject to customary regulatory approvals. Telia Company expects to report TV and Media as held for sale and discontinued operations in the first quarter 2025, and to recognize an impairment of around SEK 2 billion.

On February 25, 2025, Telia Company received a negative tax ruling from the Danish tax authorities and will therefore pay a tax indemnity of DKK 340 million (SEK 522 million) to Norlys in March 2025. See Note C34.

C5. Segment information

Telia Company's operating model is based on geographical areas with the exception of the segment TV and Media. The group's operations are managed and reported by the following operating segments: Sweden, Finland, Norway, Lithuania, Estonia and TV and Media. The organizations are country-based, except for the segment TV and Media which is based on its business nature. The heads of Sweden, Finland, Norway as well as TV and Media report directly to the CEO. The heads of Lithuania and Estonia also reports to the CEO, but is not part of GEM. Other operations are collectively reported.

Operations and network assets in Denmark, which are sold, were classified as held for sale and discontinued operations since September 15, 2023 and are therefore not included in the segment information. Danish units that were not sold are included in Other operations within continuing operations. For information on discontinued operations, see Note C34.

- Sweden comprises Telia Company's mobile, broadband, TV and fixed-line operations in Sweden.
- Finland comprises Telia Company's mobile, broadband, TV and fixed-line operations in Finland.
- Norway comprises Telia Company's mobile, broadband, TV and fixed-line operations in Norway.
- Lithuania comprises Telia Company's mobile, broadband, TV and fixed-line operations in Lithuania.
- Estonia comprises Telia Company's mobile, broadband, TV and fixed-line operations in Estonia.
- TV and Media comprises the broadcasting and content production business mainly consisting of TV4 in Sweden and MTV in Finland.
- Other operations include mainly the operations in Latvia, Telia Finance and Group functions.

Segment information is based on the same accounting principles as for the group as a whole, except for inter-segment leases which are treated as operating leases. Inter-segment transactions are based on commercial terms. Besides Revenue and Operating income, principal segment control and reporting concepts are adjusted EBITDA, Investments in associated companies and joint ventures, Other operating segment assets and Operating segment liabilities, respectively (see Definitions).

Operating segment assets comprise total assets less non-operating interest-bearing receivables, non-current and short-term investments, pension obligation assets, foreign currency derivatives, accrued interest, tax assets and cash and cash equivalents. Operating segment liabilities contain total liabilities less non-operating interest-bearing liabilities, provisions for pensions and employment contracts, foreign currency derivatives, accrued interest and tax liabilities. For information on distribution of goodwill and other intangible assets with indefinite useful lives by reportable segments, see Note C12.

	January-December 2024 or December 31, 2024									
SEK in millions, except number of employees	**Sweden**	**Finland**	**Norway**	**Lithuania**	**Estonia**	**TV and Media**	**Other operations**	**Discontinued operations and assets and liabilities held for sale**	**Eliminations and other**	**Group**
Revenue	35,704	16,147	14,667	5,644	4,110	8,163	6,286	-	-1,594	**89,127**
of which external	*35,567*	*15,973*	*14,520*	*5,618*	*4,095*	*8,162*	*5,192*	-	-	***89,127***
Adjusted EBITDA	13,839	5,239	6,974	2,121	1,683	313	1,176	-	-	**31,345**
Adjustment items within EBITDA	-285	-9	-125	-36	-38	-33	-1,093	-	-	**-1,621**
of which personnel redundancy costs	*-310*	*-159*	*-87*	*-26*	*-39*	*-19*	*-660*	-	-	***-1,299***
Amortization, depreciation and impairment losses	-6,986	-3,939	-4,406	-858	-717	-762	-1,666	-	-	**-19,332**
of which impairment losses[1]	*-9*	*-365*	*-23*	*-6*	-	-	*-155*	-	-	***-559***
Income from associated companies and joint ventures	0	0	-9	0	11	-1	117	-	-	**119**
Operating income	**6,568**	**1,291**	**2,434**	**1,227**	**939**	**-482**	**-1,466**	**-**	**-**	**10,510**
Financial items, net										**-4,750**
Income taxes										**-1,239**
Net income from continuing operations										**4,521**
Investments in associated companies and joint ventures	2	3	137	0	69	8	1,147	-	-	**1,367**
Other operating segment assets	49,322	36,924	44,486	8,128	6,805	9,873	20,119	-	-1,744	**173,913**
Current and deferred tax assets										**1,240**
Other unallocated assets										**27,753**
Assets classified as held for sale										**-**
Total assets										**204,272**
Operating segment liabilities	12,112	4,966	5,325	1,756	1,214	2,181	7,940	-	-1,744	**33,751**
Current and deferred tax liabilities										**9,827**
Other unallocated liabilities										**101,336**
Liabilities directly associated with assets classified as held for sale										**-**
Total non-current and current liabilities										**144,915**
Investments, continuing operations	5,902	3,619	3,402	831	790	196	4,388	-	-	**19,128**
of which CAPEX excluding fees for licenses, spectrum and right-of-use assets, continuing operations	*4,433*	*1,712*	*2,351*	*671*	*559*	*166*	*3,634*	-	-	***13,527***
Number of employees, continuing operations	4,278	2,431	1,425	1,496	1,215	1,193	4,824	-	-	**16,862**

1) For more information regarding impairments, see Note C12 and Note C13.

	January-December 2023 or December 31, 2023[2]									
SEK in millions, except number of employees	**Sweden**	**Finland**	**Norway**	**Lithuania**	**Estonia**	**TV and Media**	**Other operations**	**Discontinued operations and assets and liabilities held for sale**	**Eliminations and other**	**Group**
Revenue	35,869	16,545	15,114	5,516	4,145	8,161	5,025	-	-1,814	**88,561**
of which external	*35,717*	*16,342*	*14,842*	*5,492*	*4,129*	*8,136*	*3,903*	-	-	***88,561***
Adjusted EBITDA	13,615	5,093	7,062	2,019	1,618	-225	1,071	-	-	**30,254**
Adjustment items within EBITDA	-186	-218	-534	-37	-15	-126	-747	-	-	**-1,861**
of which personnel redundancy costs	*-131*	*-77*	*-114*	*-12*	*-15*	*-106*	*-195*	-	-	***-649***
Amortization, depreciation and impairment losses	-7,203	-6,449	-4,331	-868	-610	-1,799	-2,256	-	-	**-23,517**
of which impairment losses[1]	*-255*	*-2,800*	*-23*	*-4*	-	*-900*	*-80*	-	-	***-4,062***
Income from associated companies and joint ventures	0	0	0	0	6	1	97	-	-	**105**
Operating income	**6,226**	**-1,574**	**2,197**	**1,115**	**999**	**-2,149**	**-1,833**	**-**	**-**	**4,980**
Financial items, net										**-3,876**
Income taxes										**-1,099**
Net income from continuing operations										**6**
Investments in associated companies and joint ventures	2	3	149	0	56	7	973	-	-	**1,190**
Other operating segment assets	50,390	36,329	46,848	8,011	6,331	12,118	20,280	-	-	**180,306**
Current and deferred tax assets										**1,329**
Other unallocated assets										**35,333**
Assets classified as held for sale								8,310		**8,310**
Total assets										**226,468**
Operating segment liabilities	15,565	5,223	7,152	1,432	1,069	3,438	7,296	-	-	**41,176**
Current and deferred tax liabilities										**9,926**
Other unallocated liabilities										**114,203**
Liabilities directly associated with assets classified as held for sale								4,169		**4,169**
Total non-current and current liabilities										**169,475**
Investments, continuing operations	8,277	3,802	4,107	783	640	252	4,519	-	-	**22,381**
of which CAPEX excluding fees for licenses, spectrum and right-of-use assets, continuing operations	*3,911*	*1,712*	*2,694*	*663*	*484*	*185*	*3,979*	-	-	***13,628***
Number of employees, continuing operations	4,363	2,642	1,469	1,628	1,359	1,253	5,183	-	-	**17,897**

1) For more information regarding impairments, see Note C12 and Note C13.
2) Restated - see Note C1.

C6. Revenue

Disaggregation of revenue

The group derives revenue from the sale of goods and services in the following major product lines and reportable segments in 2024 and 2023, respectively.

	Jan-Dec 2024								
SEK in millions	Sweden	Finland	Norway	Lithuania	Estonia	TV and Media	Other operations	Elimi-nations	Total
Mobile end user revenue	12,181	6,833	7,266	1,974	1,220	-	1,877	-	31,350
Mobile interconnect	456	219	368	50	41	-	34	-	1,168
Other mobile service revenue	651	1,275	1,220	32	21	-	33	-	3,233
Mobile service revenue	**13,288**	**8,328**	**8,853**	**2,056**	**1,281**	**-**	**1,944**	**-**	**35,751**
Telephony	810	114	65	138	80	-	0	-	1,208
Broadband	6,159	1,222	1,606	902	830	-	0	-	10,718
TV	3,019	620	1,635	435	364	2,944	0	-	9,016
Business solutions	3,911	3,167	327	438	459	1	60	-	8,363
Other fixed service revenue	2,789	339	41	451	467	-	-	-	4,087
Fixed service revenue	**16,688**	**5,462**	**3,673**	**2,364**	**2,200**	**2,945**	**60**	**-**	**33,392**
Advertising revenue	-	-	-	-	-	5,041	-	-	5,041
Other service revenue[2]	997	208	90	20	7	176	901	-	2,399
Total service revenue[1]	**30,973**	**13,998**	**12,616**	**4,439**	**3,488**	**8,162**	**2,905**	**-**	**76,582**
Equipment revenue[1,2]	4,594	1,974	1,903	1,178	607	-	2,288	-	12,545
Total external revenue	**35,567**	**15,973**	**14,520**	**5,618**	**4,095**	**8,162**	**5,192**	**-**	**89,127**
Internal revenue	137	175	147	26	15	1	1,094	-1,594	-
Total revenue	**35,704**	**16,147**	**14,667**	**5,644**	**4,110**	**8,163**	**6,286**	**-1,594**	**89,127**

1) In all material aspects, equipment revenue is recognized at a point in time and service revenue over time.
2) Revenue from the transitional services and equipment sale to the Danish entities sold is recognized as Other service revenue and Equipment revenue within Other operations. See Note C34.

	Jan-Dec 2023[2]								
SEK in millions	Sweden	Finland	Norway	Lithuania	Estonia	TV and Media	Other operations	Elimi-nations	Total
Mobile end user revenue	12,205	6,606	7,383	1,808	1,198	-	1,760	-	30,959
Mobile interconnect	477	292	396	81	54	-	58	-	1,358
Other mobile service revenue	630	1,267	1,053	31	20	-	34	-	3,035
Mobile service revenue	**13,313**	**8,164**	**8,831**	**1,919**	**1,272**	**-**	**1,852**	**-**	**35,352**
Telephony	1,111	233	62	157	90	-	0	-	1,652
Broadband	5,949	1,171	1,667	860	804	-	-	-	10,450
TV	2,469	604	1,717	430	350	2,750	-	-	8,320
Business solutions	3,858	3,382	397	428	410	1	51	-	8,528
Other fixed service revenue	2,714	297	46	444	527	-0	0	-	4,028
Fixed service revenue	**16,102**	**5,687**	**3,888**	**2,319**	**2,181**	**2,750**	**51**	**-**	**32,978**
Advertising revenue	-	-	-	-	-	5,192	-	-	5,192
Other service revenue	987	228	135	20	3	193	599	-	2,165
Total service revenue[1]	**30,401**	**14,080**	**12,854**	**4,259**	**3,456**	**8,135**	**2,502**	**-**	**75,687**
Equipment revenue[1]	5,316	2,262	1,987	1,234	673	-	1,402	-	12,873
Total external revenue	**35,717**	**16,342**	**14,842**	**5,492**	**4,129**	**8,135**	**3,903**	**-**	**88,560**
Internal revenue	152	203	272	24	16	26	1,121	-1,815	-
Total revenue	**35,869**	**16,545**	**15,114**	**5,516**	**4,145**	**8,162**	**5,025**	**-1,814**	**88,561**

1) In all material aspects, equipment revenue is recognized at a point in time and service revenue over time.
2) Restated, see Note C1.

External revenue based on the location where the sale occurred and non-current assets[1], respectively, were distributed among individually material countries as follows.

	Jan-Dec 2024		Jan-Dec 2023[2]		Dec 31, 2024		Dec 31, 2023	
	Revenue				Non-current assets			
	SEK in millions	%	SEK in millions	%	SEK in millions	%	SEK in millions	%
Sweden	43,444	48.7	42,071	47.5	57,887	37.1	58,980	37.5
Finland	18,154	20.4	18,418	20.8	37,193	23.8	36,071	22.9
Norway	14,346	16.1	14,874	16.8	43,350	27.8	45,348	28,8
Denmark	70	0.1	44	0.0	114	0.1	98	0.1
Lithuania	5,788	6.5	5,756	6.5	8,189	5.2	7,994	5,1
Estonia	4,101	4.6	4,138	4.7	6,004	3.8	5,679	3.6
All other countries	3,224	3.6	3,261	3.7	3,446	2.2	3,232	2.1
Total	**89,127**	**100.0**	**88,561**	**100.0**	**156,183**	**100.0**	**157,402**	**100.0**

1) Non-current assets relate to intangible assets, property, plant and equipment, costs to obtain a contract, non-current contract assets, right-of-use assets and non-current film and program rights. 2) Restated, see Note C1.

Assets and liabilities related to contracts with customers

Costs to obtain a contract

Costs to obtain a contract are incremental costs incurred resulting in obtaining a contract with a customer, which Telia Company would not have incurred if the contract had not been obtained. These costs are typically external commissions paid, internal commission or bonus paid related to obtaining a new contract. Closing balance for Cost to obtain a contract amounted to SEK 1,313 million (1,308). Amortization in 2024 amounted to SEK 1,133 million (1,117). Other changes during the year were mainly due to new contracts of SEK 1,132 million (1,128). Costs to obtain a contract are included in Other non-current assets. The amortization is included in the line item Other external expenses (within EBITDA) in the income statement, see Note C7.

Contract assets

Contract assets mainly refer to transactions where Telia Company satisfies a performance obligation to transfer equipment that is part of a bundle to the customer, but the payment for the equipment is dependent on Telia Company satisfying another performance obligation in the contract, for example a mobile subscription. Total contract assets amounted to SEK 517 million (512) of which SEK 142 million (139) are included in Other non-current assets and SEK 375 million (372) are included in Trade and other current receivables and assets.

Contract liabilities

Contract liabilities primarily relate to deferred revenue such as prepaid subscriptions and other prepaid telecom charges. Total contract liabilities amounted to SEK 3,267 million (3,356), of which SEK 11 million (12) are included in Other non-current liabilities and SEK 3,257 million (3,344) are included in Trade payables and other current liabilities. The opening balance for contract liabilities has, in all material aspects, been recognized as revenue during the year.

For information on revenue from leases, see Note C28.

Unsatisfied performance obligations

The following reflects the amount of the transaction price in long-term contracts, which relates to either partially or fully unsatisfied performance obligation as of December 31, 2024.

SEK in millions, Expected revenue recognition of unsatisfied performance obligations	2025	2026	2027	2028 and onwards	Total Dec 31, 2024	Total Dec 31, 2023
Total unsatisfied performance obligations	9,558	4,163	1,183	411	15,316	15,252

The disclosures in the table above do not include unsatisfied performance obligations where Telia Company has a right to consideration from a customer based on time incurred.

C7. Goods and services purchased and Other external expenses

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Goods and services purchased		
Goods and sub-contracting services purchased and change in inventories	-29,874	-29,508
whereof amortization and impairment losses of film and program rights[1]	*-5,753*	*-5,908*
Interconnect and roaming expenses	-2,169	-2,493
Other network expenses	-1,430	-1,545
Total Goods and services purchased	**-33,473**	**-33,546**
Other external expenses		
Marketing expenses	-2,744	-2,799
whereof amortization of cost to obtain a contract	*-1,133*	*-1,117*
IT expenses and consultancy fees	-3,778	-4,200
whereof capitalized consultancy fees	*361*	*629*
Property and energy costs	-2,116	-2,311
Other	-2,160	-2,104
Total Other external expenses	**-10,798**	**-11,414**

1) For changes in Film and program rights, see Note C14.

The line item Amortization, depreciation and impairment losses in the income statement relates to intangible assets, property, plant and equipment and right-of-use assets.

C8. Other operating income and Other operating expenses

Other operating income and expenses were distributed as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Other operating income		
Capital gains	408	56
Exchange rate gains	313	592
Commissions, license and patent fees, etc.	31	33
Grants	17	33
Recovered accounts receivable	35	35
Damages received	6	4
Total other operating income	**810**	**753**
Other operating expenses		
Capital losses	-217	-116
Transaction costs in business combinations	-44	-33
Provisions for onerous contracts	0	-
Exchange rate losses	-424	-588
Damages and other[1]	-12	-428
Total other operating expenses	**-697**	**-1,165**
Net effect on income	**114**	**-412**
of which net exchange rate gains (+)/losses (-) on derivative instruments measured at fair value through income statement	*14*	*56*

1) Damages and other in 2023 is mainly related to a VAT audit in Norway, see Note C30.

C9. Finance income and Finance costs

Finance income and finance costs were distributed as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Finance income		
Interest income	1,155	998
of which from Financial assets at amortized cost	*533*	*466*
of which from Bonds at fair value through income statement	*379*	*291*
of which from Bonds at fair value through OCI	*39*	*25*
of which from Derivatives at fair value through income statement	*3*	*-40*
of which from Finance leases	*85*	*87*
of which from Net defined benefit pension asset/obligation	*77*	*154*
of which from Other	*38*	*15*
Net change in fair value on financial instruments not in a designated hedge relationship	9	167
Ineffectiveness on hedges	11	-
Gain upon repurchase of issued Bonds	215	-
Reclass discontinued cash flow hedges where hedged item no longer exists	338	-
Other finance income	66	-
Total finance income	**1,794**	**1,165**

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Finance costs		
Interest expenses	-4,830	-4,910
of which from Borrowings and other financial liabilities at amortized cost	*-2,704*	*-2,938*
of which from Derivatives identified as hedging instruments	*-1,075*	*-1,062*
of which from Derivatives at fair value through income statement	*-69*	*-24*
of which from Lease liabilities	*-733*	*-664*
of which from Unwinding of discounts on provisions	*-142*	*-114*
of which from Capitalized interest	*74*	*155*
of which from Other	*-181*	*-264*
Net change in fair value on financial instruments not in a designated hedge relationship	-1,499	-2
Ineffectiveness on hedges	-	-70
Other finance costs	-104	-10
Net exchange rate losses	-112	-48
of which exchange rate gains	*54,705*	*75,291*
of which exchange rate losses	*-54,816*	*-75,339*
Total finance costs	**-6,545**	**-5,041**
Finance net	**-4,750**	**-3,876**

C10. Income taxes

Income tax items recognized in comprehensive income and directly in equity were distributed as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Income tax items recognized in net income		
Current tax	-1,721	-1,346
Adjustment of current tax related to prior years	34	-210
Current tax reduction from use of prior period unrecognized tax loss, tax credit or temporary difference	13	53
Deferred tax, temporary differences	515	369
Deferred tax, changes in tax rates or new taxes	-18	-
Adjustment of deferred tax related to prior years	-62	36
Total income tax expense recognized in net income	**-1,239**	**-1,099**
Income tax items recognized in other comprehensive income		
Current tax	209	6
Deferred tax	-641	502
Total income tax recognized in other comprehensive income	**-432**	**508**

Income before taxes was SEK 5,760 million in 2024 and SEK 1,105 million in 2023. The difference between the nominal Swedish income tax rate and the effective tax rate comprises the following components.

%	Jan–Dec 2024	Jan–Dec 2023
Swedish income tax rate	20.6	20.6
Effect of higher or lower tax rates in subsidiaries	-0.9	-6.3
Withholding tax on earnings in subsidiaries and associated companies	0.0	0.2
Adjustment of current tax related to prior years	-0.6	19.0
Adjustment of deferred tax related to prior years	1.1	-3.3
Effect of changes in tax rates	0.3	-
Income from associated companies	-0.4	-2.0
Current year losses and change in temporary difference for which no deferred tax asset was recognized	-0.2	-2.7
Non-deductible expenses[1]	2.5	77.5
Tax exempt income	-1.3	-4.6
Tax effect of income transferred to discontinued operations	0.4	1.0
Effective tax rate in net income	**21.5**	**99.5**
Effective tax rate excluding effects from associated companies	*21.9*	*101.5*

1) Non-deductible expenses in 2023 was mainly related to impairments of goodwill in Finland and TV and Media.

Deferred tax assets and liabilities were distributed and changed as follows.

	Dec 31, 2024			Dec 31, 2023		
SEK in millions	**Deferred tax assets**	**Deferred tax liabilities**	**Net**	**Deferred tax assets**	**Deferred tax liabilities**	**Net**
Opening balance	1,183	9,013	-7,830	1,071	10,514	-9,443
Recognized in income statement	303	-132	435	53	-352	405
Recognized in OCI	-155	486	-641	131	-371	502
Offset deferred tax assets/liabilities	-286	-286	-	-	-	-
Exchage rate differences	30	-2	32	-72	-222	150
Reclassification to assets/liabilities held for sale	-	-	-	-	-556	556
Closing balance	**1,075**	**9,079**	**-8,004**	**1,183**	**9,013**	**-7,830**

Deferred tax assets and liabilities were allocated to the following temporary differences and tax loss carry-forward.

	Dec 31, 2024		2024	Dec 31, 2023		2023
SEK in millions	**Deferred tax assets**	**Deferred tax liabilities**	**Recognized in income statement**	**Deferred tax assets**	**Deferred tax liabilities**	**Recognized in income statement**
Non-current assets	1,940	12,982	101	1,961	12,432	631
Provisions	535	9	-44	578	2	-280
Liabilities	3,498	45	143	3,570	353	-406
Trade receivables and other current assets	91	17	-5	92	13	5
Interest expense	594	-	296	295	-	295
Capitalized development expenses and tax reduction	167	-	4	161	-	3
Tax loss carry-forward	11	-	-8	43	-	-15
Withholding taxes subisidiaries and associates[1]	-	670	-68	-	568	-116
Profit equalization reserves	-	1,117	16	10	1,173	289
Total deferred tax assets/liabilities	**6,836**	**14,840**	**435**	**6,710**	**14,541**	**405**
Offset deferred tax assets/liabilities	-5,761	-5,761		-5,528	-5,528	
Net deferred tax assets/liabilities	**1,075**	**9,079**		**1,183**	**9,013**	

1) Including deferred tax liability related to undistributed earnings in Estonia and Latvia.

Unrecognized deferred tax

Deductible temporary differences, unused tax losses and unused tax credits for which no deferred tax asset is recognized were expected to expire as follows.

Expected expiry, SEK in millions	2025	2026	2027	2028	2029	Unlimited	Total
Temporary differences	-	-	-	-	-	34	**34**
Tax losses	1	46	224	114	-	2,284	**2,669**
Tax credits	-	-	297	320	101	-	**718**
Total gross value	**1**	**46**	**521**	**434**	**101**	**2,318**	**3,421**

As of December 31, 2024 and 2023, unrecognized deferred tax liabilities for temporary differences for undistributed earnings in subsidiaries totaled SEK 1 million and SEK 3 million, respectively.

Tax losses carry-forward for which no deferred tax assets are recognized are mainly related to Dutch holding companies referring primarily to impairments of loans connected to formerly owned subsidiaries. Telia Company's accumulated tax loss carry-forward were SEK 2,669 million in 2024 (2,441).

International tax reform – Pillar Two model

Pillar Two legislation has been enacted or substantively enacted in certain jurisdictions where Telia Company operates. The legislation is effective for the group's financial year beginning January 1, 2024. Telia Company is in scope of the enacted or substantively enacted legislation and has performed an assessment of the potential exposure to Pillar Two income taxes for the constituent entities in the group. Based on the assessment, the Pillar Two effective tax rates in most of the jurisdictions in which the group operates are above 15%. However, there are a limited number of jurisdictions where the transitional safe harbour relief does not apply, and the Pillar Two effective tax rate is below 15%. The exposure to Pillar Two income taxes in those jurisdictions is deemed immaterial and therefore no income tax related to Pillar Two has been recognized.

Telia Company has applied the temporary exception from the accounting requirements for deferred taxes in IAS 12. Accordingly, Telia Company neither recognizes nor discloses information about deferred tax assets and liabilities related to Pillar Two income taxes.

C11. Other comprehensive income

Other comprehensive income was distributed as follows.

SEK in millions	Equity component	Jan–Dec 2024	Jan–Dec 2023
Other comprehensive income that may be reclassified to net income			
Foreign currency translation differences			
Translation of foreign operations, continuing operations	Foreign currency translation reserve	843	-1,543
Translation of foreign operations, discontinuing operations	Foreign currency translation reserve	133	-22
Translation of foreign non-controlling interests, continuing operations	Non-controlling interests	182	-50
Transferred to net income on disposal of operations	Foreign currency translation reserve	42	-2
Hedging of foreign operations, continuing operations	Foreign currency translation reserve	-1,017	-29
Income tax effect, continuing operations	Foreign currency translation reserve	209	6
Total foreign currency translation differences		**392**	**-1,640**
of which attributable to non-controlling interests		*182*	*-50*
Cash flow hedges			
Net changes in fair value	Hedging reserve	143	-38
Transferred to financial items in net income	Hedging reserve	-357	-62
Income tax effect	Hedging reserve	44	21
Total cash flow hedges		**-169**	**-79**
Cost of hedging			
Net changes in fair value	Cost of hedging reserve	-226	-58
Transferred to financial items in net income	Cost of hedging reserve	-	-43
Income tax effect	Cost of hedging reserve	47	21
Total cost of hedging		**-179**	**-81**
Debt instruments at fair value through OCI			
Net changes in fair value	Fair value reserve	-2	2
Income tax effect	Fair value reserve	1	0
Total debt instruments at fair value through OCI		**-2**	**2**
Total other comprehensive income that may be reclassified to net income		**42**	**-1,798**
of which total income tax effects (see also Note C10)		*300*	*47*
of which attributable to non-controlling interests		*182*	*-50*

SEK in millions	Equity component	Jan–Dec 2024	Jan–Dec 2023
Other comprehensive income that will not be reclassified to net income			
Equity instruments at fair value through OCI			
Net changes in fair value	Fair value reserve	19	310
Total equity instruments at fair value through OCI		**19**	**310**
Remeasurements of defined benefit pension plans			
Remeasurements	Retained earnings	3,573	-2,253
Income tax effect	Retained earnings	-732	461
Total remeasurements of defined benefit pension plans		**2,841**	**-1,792**
Total other comprehensive income that will not be reclassified to net income		**2,860**	**-1,482**
of which total income tax effects (see also Note C10)		*-732*	*461*
Total other comprehensive income		**2,902**	**-3,280**
of which attributable to non-controlling interests, continuing operations		*182*	*-50*

See Note C22 for details of remeasurements of defined benefit pension plans.

The hedging reserve comprises gains and losses on derivatives hedging interest rate and foreign currency exposure, with a net effect in equity of SEK -169 million as of December 31, 2024, and SEK -79 million as of December 31, 2023. Future gains or losses will affect net income in 2025, 2026, 2027 and later, when the hedged items mature. See also section "Financial instruments" in Note C3.

C12. Goodwill and Other intangible assets

The total carrying value was distributed and changed as follows.

	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
SEK in millions	**Goodwill**		**Other intangible assets**	
Accumulated cost	80,759	79,718	69,335	67,323
Accumulated amortization	-	-	-46,520	-43,356
Accumulated impairment losses	-36,477	-35,940	-1,655	-1,724
Carrying value	**44,282**	**43,777**	**21,160**	**22,242**
of which work in progress	-	-	*2,542*	*2,146*
Carrying value, opening balance	43,777	50,583	22,242	23,965
Investments	-	-	3,392	4,834
of which capitalized interest	-	-	*34*	*53*
Discards	-	-	-	-7
Operations acquired	29	45	14	8
Operations divested	-	-84	-	-1
Reclassifications	-	-	-29	45
Amortization for the year	-	-	-4,550	-4,849
Impairment losses for the year	-	-3,700	-9	-75
Exchange rate differences	475	-1,212	100	-333
Reclassification to assets classified as held for sale	-	-1,854	-	-1,344
Carrying value, closing balance	**44,282**	**43,777**	**21,160**	**22,242**

Impairments of Other intangible assets in 2023 were mainly related to capitalized development expenses in Other operations.

The carrying value for intangible assets with indefinite useful lives was SEK 1,817 million (1,815) and is related to brands in TV and Media. These brands serve as umbrella brands under which the various TV and Media businesses are operated. The TV and Media brands are deemed to be lasting in the sense that the brands are expected to remain as long as there is a commercial interest from advertisers, viewers and Telia Company. Additionally, the brands have a long history, are well known and are established in Sweden and Finland. Therefore, the remaining useful lives for these brands have been deemed indefinite.

For amortization rates applied, see section "Useful lives" in Note C2.

The goodwill impairment in 2023 and the total carrying value of goodwill were distributed by reportable segments and cash generating units as follows.

	Goodwill impairment		Carrying value of goodwill	
SEK in millions	**2024**	**2023**	**Dec 31, 2024**	**Dec 31, 2023**
Sweden	-	-	2,076	2,047
Finland	-	2,800	16,688	16,158
Norway	-	-	17,591	17,858
Lithuania	-	-	3,226	3,124
Estonia	-	-	2,933	2,840
TV and Media	-	900	540	556
Other operations	-	-	1,227	1,194
of which Latvia	-	-	*1,001*	*969*
of which other	-	-	*226*	*225*
Total goodwill	**-**	**3,700**	**44,282**	**43,777**

The total carrying value of other intangible assets was distributed by asset type as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Trade names	1,927	1,928
Telecom licenses and spectrum permits	6,575	6,937
Customer and vendor relationships, interconnect and roaming agreements	4,213	5,190
Capitalized development expenses[1]	5,851	6,058
Other	47	58
Work in progress, advances[1]	2,547	2,072
Total other intangible assets	**21,160**	**22,242**

1) Capitalized development expenses and Work in progress, advances mainly refer to IT systems, supporting selling and marketing and administration.

Impairment testing

Goodwill and intangible assets with indefinite useful lives are, for impairment testing purposes, allocated to cash generating units in accordance with Telia Company's business organization. Each country, and TV and Media constitutes a separate cash-generating unit (CGU). Carrying values of all cash-generating units are tested annually for impairment, or more frequently if there are indications of impairment.

The impairment test for the CGU TV and Media has not identified any impairment need as of December 31, 2024, however the estimated recoverable amount was in the proximity of the carrying value as of December 31, 2024, and the CGU is sensitive to changes in WACC and the assumptions in the long-term plan. See also Events after the reporting period, Note C4.

For impairment testing purposes the carrying value is defined as segment operating capital and allocated common assets from Common Products and Services, less deferred tax on fair value adjustments and notionally adjusted for non-controlling interests in goodwill. The segment operating capital includes Right of use assets, but excludes lease liabilities. For definition of segment operating capital, see Note C5 and "Definitions."

The recoverable amounts (that is, the higher of value in use and fair value less cost to sell) are normally determined on the basis of value in use, applying discounted cash flow calculations. In all of the recoverable amount calculations, management used assumptions that it believes are reasonable based on the best information available. Management believes that value in use based on own business plan better reflects the value for Telia Company and of the long-term valuation, compared to the current market values that in some cases can be below the recoverable amount derived from Telia Company's own long-term business plans.

The key assumptions in the value in use calculations were sales growth, adjusted EBITDA margin development, the weighted average cost of capital (WACC), CAPEX-to-sales ratio (CAPEX excluding Right-of-use assets), and the terminal growth rate of free cash flow. CAPEX for Right-of-use assets has been considered in the impairment test model.

The value in use calculations were based on forecasts approved by management, which management believes reflect past experience, forecasts in industry reports, and other externally available information. For Sweden, Finland and Norway the adjusted EBITDA margin development in the forecast deviates from historical trends. For the forecast period the development is based on the effects from the structural cost reductions from the new operating model implemented in December 2024 and from broader and recurring pricing activities. Furthermore, the adjusted EBITDA margin is expected to be strengthened from a simplification of the product portfolio.

Approved forecasts consider potential significant climate related risks (as well as other types of risks in Telia Company's Risk Universe) and the group's ongoing and future mitigating activities. Climate related risks are considered through, for example, the sales growth forecasts which include offerings based on circular business models (e.g. sales of pre-owned and refurbished phones, Device as a Service, buy back initiatives and repair services to enable reuse and recycling) and products and services that enable our customers to reduce GHG emissions and energy use (e.g remote meetings, IoT and other data-driven services).

EBITDA margin and CAPEX-to-sales forecasts include impacts of higher energy prices and Telia Company's activities to manage the energy impacts and costs, including:

- increasing energy efficiency through new network hardware and power saving features.
- managing power consumption through decommissioning legacy networks and modernizing sites, for example relevant units are placed outdoors to reduce the need of cooling and
- when powering our operations only using renewable electricity covered by Guarantees of Origins or secured through long-term Power Purchasing Agreements for solar and wind and looking for alternatives to remaining fossil-based energy sources.

The CAPEX-to-sales forecasts are considering that investment decisions are preceded by environmental screening of energy consumption, waste and GHG emissions, which in turn affects for example product and service development and network construction. The group-wide re-use and recycling program for network equipment is part of the forecasts.

For more information on climate risks, goals and activities, see Directors' Report section Risks/ Environment and Sustainability Statements section Environment.

The forecasted cash flows were discounted at the weighted average cost of capital (WACC) for the relevant cash-generating unit. The WACC is derived from the risk-free interest rate in local currency, the country risk premium, the business risk represented by the estimated beta, the local equity market risk premium and an estimated reasonable cost of borrowing above the risk-free rate. The pre-tax discount rate typically cannot be directly observed or measured. It is calculated by iteration – by first running DCF calculation using post-tax cash flows and a post-tax discount rate, and then determining what the pre-tax discount rate would need to be to cause value in use determined using pre-tax cash flows to equal the value in use determined by the post-tax DCF calculation.

The forecast periods, WACC rates and the terminal growth rates of free cash flow used to extrapolate cash flows beyond the forecast period varied by cash generating unit as presented below. In all cases management believes the terminal growth rates do not exceed the average growth rates for markets in which Telia Company operates.

	2024						
Years/%	Sweden	Finland	Norway	Lithuania	Latvia	Estonia	TV and Media
Forecast period (years)	5	5	5	5	5	5	5
Post-tax WACC rate (%)	5.7	5.7	6.9	6.7	6.9	6.6	8.0
Pre-tax WACC rate (%)	7.3	7.2	8.8	8.0	9.4	8.5	9.5
Terminal growth rate of free cash flow (%)	2.0	2.0	2.0	2.4	1.9	2.2	2.0

	2023						
Years/%	Sweden	Finland	Norway	Lithuania	Latvia	Estonia	TV and Media
Forecast period (years)	5	5	5	5	5	5	5
Post-tax WACC rate (%)	5.6	5.7	6.5	6.5	6.5	6.4	7.9
Pre-tax WACC rate (%)	7.3	7.3	8.3	7.7	9.0	8.4	9.6
Terminal growth rate of free cash flow (%)	2.0	2.0	2.0	2.5	2.3	2.4	2.0

Sensitivity analysis

The estimated recoverable amount for TV and Media was in the proximity of the carrying value as of December 31, 2024. As of December 31, 2023, the estimated recoverable amounts for Finland, Norway and TV and Media were in the proximity of the carrying values.

The impairment tests assumed, in addition to the post-tax WACC rates and the terminal growth rates stated above, the following sales growth, Adjusted EBITDA margin and CAPEX-to-sales ranges (CAPEX excluding Right-of-use assets) during the next 5 years for the cash generating units (CGUs) that are sensitive to reasonable changes in assumptions.

	2024
5-year period/%	TV and Media
Sales growth, lowest in period (%)	-4.0
Sales growth, highest in period (%)	2.2
Adjusted EBITDA margin, lowest in period (%)	10.4
Adjusted EBITDA margin, highest in period (%)	15.0
CAPEX[1]-to-sales, lowest in period (%)	1.6
CAPEX[1]-to-sales, highest in period (%)	4.1

1) CAPEX excluding right-of-use assets.

	2023		
5-year period/%	Finland	Norway	TV and Media
Sales growth, lowest in period (%)	0.9	-0.1	-0.4
Sales growth, highest in period (%)	2.3	2.2	8.1
Adjusted EBITDA margin, lowest in period (%)	30.6	46.2	2.1
Adjusted EBITDA margin, highest in period (%)	33.2	47.2	15.8
CAPEX[1]-to-sales, lowest in period (%)	13.9	18.0	0.9
CAPEX[1]-to-sales, highest in period (%)	15.8	21.1	3.4

1) CAPEX excluding right-of-use assets.

The upper part of the following table sets out how many percentage points each key assumption must change, all else being equal, in order for the recoverable value to equal carrying value for the respective cash generating unit. The lower part of the table first shows the SEK billion effect on the recoverable values of the cash generating units, should there be a one percentage point upward shift in WACC. Finally, it sets out the absolute SEK billion change of the recoverable value that would equal carrying value for the respective cash generating unit.

	2024
Percentage points, SEK in billions	**TV and Media**
Sales growth each year in the 5-year period (%)	-1.5
Adjusted EBITDA margin each year in the 5-year period and beyond (%)	-3.2
CAPEX[1]-to-sales ratio each year in the 5-year period and beyond (%)	1.0
Terminal growth rate (%)	-13.1
Post-tax WACC rate (%)	0.7
Effect of a one percentage-point upward shift in WACC (SEK in billions)	-0.9
Change in the recoverable value to equal the carrying value (SEK in billions)	-0.6

1) CAPEX excluding right-of-use assets.

	2023		
Percentage points, SEK in billions	**Finland**	**Norway**	**TV and Media**
Sales growth each year in the 5-year period (%)	0.0	-1.9	0.0
Adjusted EBITDA margin each year in the 5-year period and beyond (%)	0.0	-3.8	0.0
CAPEX[1]-to-sales ratio each year in the 5-year period and beyond (%)	0.0	8.3	0.0
Terminal growth rate (%)	0.0	2.4	0.0
Post-tax WACC rate (%)	0.0	1.0	0.0
Effect of a one percentage-point upward shift in WACC (SEK in billions)	-3.9	-5.5	-0.9
Change in the recoverable value to equal the carrying value (SEK in billions)	0.0	-5.5	0.0

1) CAPEX excluding right-of-use assets.

C13. Property, plant and equipment

The carrying value was distributed and changed as follows.

	December 31, 2024							
SEK in millions	Property	*Whereof leased out property*	Plant and machinery	*Whereof leased out plant and machinery*	Equipment, tools and installations	*Whereof leased out equipment, tools and installations*	Total	*Whereof leased out total*[1]
Accumulated cost	7,621	*6*	209,019	*9,175*	11,100	*2,757*	**227,740**	***11,938***
Accumulated depreciation	-4,727	*-5*	-143,775	*-6,895*	-7,489	*-1,556*	**-155,991**	***-8,455***
Accumulated impairment losses	-154	-	-2,712	*-133*	-52	-	**-2,918**	***-133***
Advances	-	-	1	-	-	-	**1**	**-**
Carrying value	**2,740**	***1***	**62,534**	***2,147***	**3,559**	***1,201***	**68,833**	***3,349***
of which assets under construction	-	-	*5,099*	-	-	-	***5,099***	**-**
Carrying value, opening balance	2,637	*2*	63,886	*1,968*	3,658	*1,228*	**70,181**	***3,199***
Investments	187	-	8,574	*713*	1,373	*676*	**10,135**	***1,389***
of which capitalized interest	-	-	*40*	*0*	-	-	***40***	***0***
Disposals	-41	*0*	-249	*0*	-84	*-23*	**-373**	***-23***
Dismantling, restoration and discard, net	21	*0*	151	*14*	-4	-	**169**	***14***
Operations acquired	0	-	0	*0*	0	-	**0**	***0***
Operations divested	-8	-	-	*0*	0	-	**-9**	***0***
Grants received	-	-	2	-	-	-	**2**	**-**
Reclassifications	218	*0*	-542	*210*	331	*1*	**7**	***210***
Depreciation for the year	-302	*0*	-8,954	*-757*	-1,762	*-712*	**-11,019**	***-1,469***
Impairment losses for the year	-5	-	-551	*0*	0	-	**-556**	***0***
Exchange rate differences	32	*0*	217	*-1*	46	*32*	**295**	***30***
Carrying value, closing balance	**2,740**	***1***	**62,534**	***2,147***	**3,559**	***1,201***	**68,833**	***3,349***

1) Disclosures of leased out assets do not include assets which are mainly used in Telia Company's own operations, and where only a portion of the asset is leased out under an operating lease (mainly network assets).

	December 31, 2023							
SEK in millions	**Property**	***Whereof leased out property***	**Plant and machinery**	***Whereof leased out plant and machinery***	**Equipment, tools and installations**	***Whereof leased out equipment, tools and installations***	**Total**	***Whereof leased out total[1]***
Accumulated cost	7,233	*7*	209,716	*8,458*	11,252	*2,620*	**228,200**	***11,086***
Accumulated depreciation	-4,447	*-6*	-143,355	*-6,355*	-7,528	*-1,392*	**-155,330**	***-7,753***
Accumulated impairment losses	-149	-	-2,476	*-135*	-65	-	**-2,690**	***-135***
Advances	-	-	1	-	-	-	**1**	**-**
Carrying value	**2,637**	***2***	**63,886**	***1,968***	**3,658**	***1,228***	**70,181**	***3,199***
of which assets under construction	-	-	*7,593*	-	-	-	***7,593***	**-**
Carrying value, opening balance	2,597	*2*	68,506	*2,155*	3,722	*1,105*	**74,824**	***3,262***
Investments	144	-	9,301	*365*	1,653	*837*	**11,098**	***1,202***
of which capitalized interest	-	-	*111*	-	*0*	-	***111***	**-**
Disposals	-4	*0*	-7	*2*	-77	*-26*	**-89**	***-25***
Dismantling, restoration and discard, net	29	*0*	718	*0*	-3	-	**744**	***0***
Operations acquired	-	-	0	-	1	-	**1**	**-**
Operations divested	-	-	-	-	-1	-	**-1**	**-**
Grants received	-	-	5	-	-	-	**5**	**-**
Reclassifications	210	*0*	-694	*201*	317	*43*	**-166**	***244***
Depreciation for the year	-291	*0*	-9,864	*-648*	-1,856	*-727*	**-12,011**	***-1,375***
Impairment losses for the year	-32	-	-250	*-24*	-5	-	**-287**	***-24***
Advances and settlement of advances, net	-	-	-3	-	3	-	-	**-**
Exchange rate differences	-16	*0*	-1,310	*-82*	-44	*-3*	**-1,370**	***-85***
Reclassification to assets classified as held for sale	0	-	-2,515	-	-50	-	**-2,566**	**-**
Carrying value, closing balance	**2,637**	***2***	**63,886**	***1,968***	**3,658**	***1,228***	**70,181**	***3,199***

1) Disclosures of leased out assets do not include assets which are mainly used in Telia Company's own operations, and where only a portion of the asset is leased out under an operating lease (mainly network assets).

Impairments in 2024 were mainly related to impairment of copper network assets in segment Finland of SEK 365 million as a result of the ongoing dismantling of the copper network in Finland. IoT assets within Other operations were impaired by SEK 153 million due to reorganizations. The assets, which were mainly classified as Plant and machinery, had no remaining carrying value after the impairments. Impairments in 2023 were mainly related to impairment of copper network assets in segment Sweden of SEK 243 million as a result of the ongoing dismantling of the copper network in Sweden. After the impairment, the carrying value of the copper network assets amounted to SEK 295 million. The copper network assets were classified as Property and Plant and machinery.

Sale-lease-back of properties in Sweden
On December 18, 2024 the sale-lease-back transactions of four properties related to the copper network in Sweden were closed. The transactions generated a capital gain in 2024 of SEK 89 million. The whole properties are leased back over 5-6 years until the copper infrastructure has been dismantled. The capital gain was recognized within Other operating income and expenses, net (classified as an adjustment item). The disposal resulted in a positive net cash flow effect in 2024 of SEK 173 million, which was presented as Intangible assets and property plant and equipment divested.

The disposals of the remaining three properties that were signed in September 2024 and a new property sales agreement signed in November 2024 are all expected to close during 2025.

Sale-lease-back of Kotikuitu fiber assets in Finland
On December 30, 2024 the sale-lease-back of the Kotikuitu fiber assets in Telia Finland to the associated fiber company Valokuitunen Oy (consolidated share 40%) was completed. The fiber assets sold are leased back over five years. The transaction resulted in a capital gain of SEK 39 million. The capital gain was recognized within Other operating income (classified as an adjustment item). The price received of SEK 345 million was paid by issuance of a convertible receivable and the transaction therefore had no cash flow effect.

No general changes of useful lives were made in 2024. For depreciation rates applied, see section "Useful lives" in Note C2.

For information on contractual obligations regarding future acquisitions of property, plant and equipment, see Note C30.

Property

Telia Company's real estate holdings include approximately 5,000 properties, mainly in Sweden and Finland. The substantial majority is used solely for technical facilities, like network installations, computer installations, research centers and service outlets.

The total carrying value of property was distributed by depreciable/non-depreciable assets as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Depreciable property (buildings, etc.)	2,344	2,231
Non-depreciable property (land)	396	406
Total property	**2,740**	**2,637**

C14. Film and program rights

The total carrying value for Film and program rights was distributed and changed as follows.

	Dec 31, 2024	Dec 31, 2023
SEK in millions	**Film and program rights**	
Accumulated cost	14,034	13,028
Accumulated amortization	-11,161	-9,056
Accumulated impairment	-81	-140
Advances (Prepaid)	1,647	1,949
Carrying value	**4,438**	**5,781**
of which non-current	*2,503*	*2,931*
of which current	*1,935*	*2,851*
Carrying value, opening balance	5,781	5,320
Additions	4,363	6,333
Amortization for the year (included in EBITDA)	-5,736	-5,908
Impairment for the year (included in EBITDA)	-17	-
Exchange rate differences	47	36
Carrying value, closing balance	**4,438**	**5,781**

Amortization and impairment of film and program rights are included within Goods and services purchased (within EBITDA), see Note C7. Film and program rights are mainly related to segment TV and Media.

Contractual obligations regarding future acquisitions (or equivalent) of film and program rights which are not included in the consolidated statement of financial position represented the following expected maturities.

	Dec 31, 2024	Dec 31, 2023
SEK in millions	**Film and program rights commitments**	
Within 1-3 years	7,289	7,456
Within 4-10 years	4,202	3,329
Total	**11,491**	**10,785**

For other unrecognized contractual obligations, see Note C30.

C15. Investments in associated companies and joint ventures

The total carrying value was distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Interests in associated companies	1,336	1,158
Interests in joint ventures	31	32
Total carrying value	**1,367**	**1,190**

Items recognized in net income and in total comprehensive income were distributed as follows.

SEK in millions	Jan-Dec 2024	Jan-Dec 2023
Income from associated companies	122	104
Income from joint ventures	-3	1
Recognized in net income from continuing operations	**119**	**105**
Recognized in net income from discontinued operations	-	-1
Recognized in total comprehensive income	**119**	**104**

Information on non-material associated companies and joint ventures are not disclosed separately. Telia Company has three joint arrangements classified as joint operations. For additional information on those, see Note C4.

Statements of comprehensive income, SEK in millions	Jan-Dec 2024	Jan-Dec 2023
Associated companies		
Revenue (100%)	3,222	4,568
Net income (group's share)	122	103
Total comprehensive income from associated companies	**122**	**103**
Joint ventures		
Net income (group's share)	-3	1
Total comprehensive income joint ventures (group's share)	**-3**	**1**
Group's share of total comprehensive income in associated companies and joint ventures	**119**	**104**
Dividends received from associated companies	1	134
Total dividends received from associated companies and joint ventures	**1**	**134**

The carrying value was distributed and changed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Goodwill and fair value adjustments	103	115
Share of equity	1,264	1,075
Carrying value	**1,367**	**1,190**
Carrying value, opening balance	1,190	1,053
Share of net income for the year	130	111
Amortization and write-downs of fair-value adjustments	-11	-8
Dividends received	-1	-133
Acquisitions and operations acquired	0	115
Capital contributions	4	-
Reclassifications	8	60
Exchange rate differences	47	-3
Reclassification to assets classified as held for sale	-	-5
Carrying value, closing balance	**1,367**	**1,190**

The carrying value is broken down by reportable segment in Note C5 and by company as follows.

Company, corp. reg. no., registered office	Participation (%)	Number of shares	Equity participation in consolidated accounts 2024	Equity participation in consolidated accounts 2023	Carrying value in the parent company 2024	Carrying value in the parent company 2023
			SEK in millions			
Parent company holdings						
Swedish companies						
SNPAC Swedish Number Portability Administrative Centre AB, 556595-2925, Stockholm	20	400	2	2	1	1
Solidsport AB, 556671-5586, Stockholm	28	4,871	16	16	29	27
Non-Swedish companies						
Valokuitu Kotiin Holding 1 Oy, 3101702- 4, Helsinki	40	8,084,002	0	0	94	61
Fjordkraft Mobil AS, 916319983, Bergen	39	390	106	115	115	115
Other operating, dormant and divested companies			0	0	0	0
Total parent company					**239**	**204**
Subsidiaries' holdings						
Swedish companies						
Mediamätning i Skandinavien MMS AB, 556353-3032, Stockholm	24	5,100	6	6		
Other operating and dormant companies			0	0		
Non-Swedish companies						
SK ID Solutions AS, 10747013, Tallinn	50	32	69	56		
SIA Tet, 000305278, Riga	49	101,850,587	1,131	957		
Nasjonal Referansedatabase AS, 983195156, Oslo	29	250	2	2		
Suomen Numerot NUMPAC Oy, 1829232-0, Helsinki	25	3,000	3	2		
Strex Mobile Services AS, 927347830, Oslo	49	49	29	32		
SoumiAreena Oy, 3460510-4, Björneborg	50	50	2	-		
Other operating and dormant companies and assets classified as held for sale			2	2		
Total group			**1,367**	**1,190**		

For additional information related to associated companies, see Notes C29.

C16. Non-current interest-bearing receivables and Other non-current assets

The total carrying values were distributed as follows.

	Dec 31, 2024	Dec 31, 2023
Equity instruments	942	917
Bonds	1,533	5,420
Interest rate swaps	171	86
Cross-currency interest rate swaps	1,001	1,565
Loans and receivables	2,145	1,757
Finance lease receivables	292	325
Total financial assets (Note C26)	**6,084**	**10,070**
Cost to obtain a contract	1,313	1,308
Other contract assets	142	139
Deferred expenses	12	12
Total Non-current interest-bearing receivables and Other non-current assets	**7,551**	**11,529**
whereof interest-bearing	*4,880*	*8,998*
whereof non interest-bearing	*2,671*	*2,532*

For information on financial instrument categories and fair values see Note C26 and for credit risk exposure and management see Note C27. For lease information, see Note C28.

C17. Inventories

SEK in millions	Dec 31, 2024	Dec 31, 2023
Goods for resale	1,745	2,198
Other inventories and expense incurred on construction contracts	124	109
Total	**1,869**	**2,307**

Other inventories include purchased supplies that are mainly intended for use in constructing Telia Company's own installations and for repair and maintenance. No material amounts are carried at net realizable value.

C18. Trade and other current receivables and assets

The carrying values were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Currency derivatives (swaps and forwards)	263	439
Accounts receivable	8,619	8,941
Loans and receivables	2,221	2,242
Total financial assets (Note C26)	**11,103**	**11,622**
Other current receivables	651	817
Current contract assets	375	372
Deferred expenses	1,706	1,623
Total trade and other current receivables and assets	**13,833**	**14,433**

Loans and receivables mainly comprise accrued call, interconnect and roaming charges. Telia Company offers a diversified portfolio of mass-market services and products in a number of highly competitive markets, resulting in a limited credit risk concentration to individual markets and customers.

For Accounts receivable and Loans and receivables, as of the end of the reporting period, concentration of credit risk by geographical area and by customer segment were as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Geographical area		
Nordic countries	7,921	8,463
Baltic countries	2,714	2,358
Other countries	205	362
Total carrying value	**10,840**	**11,183**
Customer segment		
Consumers	3,309	3,821
Business customers	6,932	6,716
Other operators	528	634
Distributors	72	13
Total carrying value	**10,840**	**11,183**

In most cases, customers are billed in local currency. Receivables from and payables to other operators for international fixed-line traffic and roaming are normally settled net through clearing-houses. Contract assets are mainly related to the Nordic countries and the business customers.

As of the end of the reporting period, ageing of accounts receivable were as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Accounts receivable invoiced	9,354	9,521
Allowance for expected credit losses for accounts receivable	-735	-580
Total accounts receivable	**8,619**	**8,941**
Accounts receivable not due, net of allowances for expected credit losses	5,324	5,893
Accounts receivable past due, net of allowances for expected credit losses	3,295	3,047
of which less than 30 days	*2,650*	*2,213*
of which 30–180 days	*276*	*496*
of which more than 180 days	*369*	*338*
Total accounts receivable	**8,619**	**8,941**

As of the end of the reporting period, ageing of loans and receivables were as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Loans and receivables not due, net of allowance for expected credit losses	2,218	2,240
Loans and receivables past due but not impaired, net of allowance for expected credit losses	1	2
of which less than 30 days	*1*	*2*
Total loans and receivables	**2,221**	**2,242**

The allowance for expected credit losses for loans and receivables is considered insignificant. There are no material contract assets past due or material allowance for expected credit losses related to contract assets.

The table below presents changes in the allowance for expected credit losses (ECL) for accounts receivable, expenses for credit losses and recovered amounts for acccounts receivable.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Opening balance allowance for ECL for accounts receivable	580	876
Net of charges for expected losses in the period and receivables written off	149	125
Reversals of allowances	-	-195
Exchange rate differences	7	7
Reclassification to assets classified as held for sale	-	-235
Closing balance allowance for ECL, accounts receivable	**735**	**580**
Total expenses for credit losses, accounts receivable	539	422
Recovered accounts receivable (Note C8)	35	35

For information on financial instrument categories and fair values see Note C26 and for credit risk exposure and management see Note C27.

C19. Current interest-bearing receivables and Cash and cash equivalents

Current interest-bearing receivables
The carrying value of current interest-bearing receivables was distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Cross-currency interest rate swaps	256	1,101
Short-term investments	1,119	7,102
Loans and receivables	4,106	5,371
Finance lease receivables	300	323
Total current interest-bearing receivables (Note C26)	**5,780**	**13,896**

Cash and cash equivalents
The carrying value of cash and cash equivalents was distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Cash equivalent short-term investments	-	403
Cash and bank	9,812	11,244
Total cash and cash equivalents (Note C26)	**9,812**	**11,646**

Information on blocked funds in bank accounts is presented in Note C30.

For information on financial instrument categories and fair values see Note C26 and for credit risk exposure and management see Note C27. For lease information, see Note C28.

C20. Equity and earnings per share

Share capital
According to the articles of association of Telia Company AB, the authorized share capital shall amount to no less than SEK 8 billion and no more than SEK 32 billion. All issued shares have been paid in full and carry equal rights to vote and participate in the assets of the company. Since December 31, 2005, the issued share capital changed as follows.

	Issued share capital (SEK)	Number of issued shares	Quotient value (SEK/share)
Issued share capital, December 31, 2005	14,960,742,621	4,675,232,069	3.20
Cancellation of shares repurchased in 2005, September 6, 2006	-591,279,539	-184,774,856	3.20
Issued share capital, December 31, 2006, 2007, 2008, 2009 and 2010	14,369,463,082	4,490,457,213	3.20
Cancellation of shares repurchased in 2011, July 19, 2011	-513,191,783	-160,372,432	3.20
Issued share capital, December 31, 2011, 2012, 2013, 2014, 2015, 2016, 2017 and 2018	13,856,271,299	4,330,084,781	3.20
Cancellation of shares repurchased in 2018 and 2019, May 3, 2019	-385,742,099	-120,544,406	
Bonus issue May 3, 2019	385,742,099		
Issued share capital, December 31, 2019	13,856,271,299	4,209,540,375	3.29
Cancellation of shares repurchased in 2019 and 2020, April 15, 2020	-394,695,610	-119,908,673	
Bonus issue April 15, 2020	394,695,610		
Issued share capital, December 31, 2020, 2021 and 2022	13,856,271,299	4,089,631,702	3.39
Cancellation of shares repurchased in 2022, April 20, 2023	-533,709,021	-157,522,416	
Bonus issue April 20, 2023	533,709,021		
Issued share capital, December 31, 2023 and 2024	**13,856,271,299**	**3,932,109,286**	**3.52**

Treasury shares
No Treasury shares were repurchased in 2024 or 2023 and no shares were repurchased under the LTI 2021/2024 or LTI 2020/2023 program.

The total number of issued and outstanding shares December 31, 2024 and 2023 was 3,932,109,286 (3,932,109,286).

Earnings per share and dividends

	Dec 31, 2024	Dec 31, 2023
Net income attributable to owners of the parent (SEK million)	7,079	303
Average number of outstanding shares, basic and diluted (thousands)	3,932,109	3,932,109
Earnings per outstanding share, basic and diluted (SEK)	1.80	0.08
Ordinary cash dividend (for 2024 as proposed by the Board of Directors)		
– Per share (SEK)	2.00	2.00
– Total based on outstanding shares (SEK million)	7,864	7,864

Subsidiaries with material non-controlling interests
Summarized financial information on subsidiaries with material non-controlling interests (NCI) is presented below. The amounts disclosed for each subsidiary are based on those included in the consolidated financial statements before inter-company eliminations and only the net asset in which the NCI has a share. Other comprehensive income (OCI) only comprises exchange rate differences arising on translation to SEK.

The NCI in Telia Lietuva, AB, is 11.8%. The group holds 49% of the shares in Latvijas Mobilais Telefons SIA (LMT). However, according to shareholders' agreements Telia Company has the board majority in LMT and the company is therefore regarded as a subsidiary. In addition, LMT is held partly by the associated company SIA Tet which decreases NCI to 39.7%. The NCI in Telia Towers AB, which includes the tower businesses in Sweden, Finland and Norway, is 49%.

Dividends paid to NCIs are disclosed in Note C31.

December 31, 2024 SEK in millions, except percentages	Telia Lietuva, AB, Lithuania	Latvijas Mobilais Telefons SIA, Latvia	Telia Towers AB, Sweden[1]	Other subsidiaries	Total
Assets					
Non-current assets	6,020	2,702	7,193		
Current assets	1,354	1,732	759		
Liabilities					
Non-current liabilities	-952	-1,536	-1,919		
Current liabilities	-1,611	-266	-942		
Net assets	**4,812**	**2,631**	**5,091**		
NCI percentage	11.8	39.7	49,0		
Carrying amount of NCI	**570**	**1,045**	**2,495**	**-192**	**3,918**
Revenue	5,605	1,948	2,221		
Net income	877	573	967		
Net income allocated to NCI	**104**	**228**	**474**	**-103**	**702**
Cash flows from operating activities	**2,212**	**623**	**1,270**		

1) Telia Towers AB owns the tower businesses in Sweden (Telia Towers Sweden AB), Finland (Telia Towers Finland Oy) and Norway (Telia Towers Norway AS).

December 31, 2023 SEK in millions, except percentages	Telia Lietuva, AB, Lithuania	Latvijas Mobilais Telefons SIA, Latvia	Telia Towers AB, Sweden[1]	Other subsidiaries	Total
Assets					
Non-current assets	5,895	2,567	6,493		
Current assets	1,251	1,453	810		
Liabilities					
Non-current liabilities	-899	-1,408	-1,644		
Current liabilities	-1,858	-621	-967		
Net assets	**4,389**	**1,991**	**4,692**		
NCI percentage	11.8	39.7	49.0		
Carrying amount of NCI	**520**	**791**	**2,299**	**-84**	**3,526**
Revenue	5,484	1,895	2,190		
Net income	791	537	820		
Net income allocated to NCI	**94**	**213**	**402**	**-115**	**594**
Cash flows from operating activities	**1,431**	**767**	**1,213**		

1) Telia Towers AB owns the tower businesses in Sweden (Telia Towers Sweden AB), Finland (Telia Towers Finland Oy) and Norway (Telia Towers Norway AS).

C21. Non-current and current borrowings

Borrowings
Non-current and current borrowings were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Non-current borrowings		
Euro Medium Term Notes Program (EMTN)	47,155	57,014
Hybrid bonds	19,297	18,425
Other bilateral	2,020	1,918
Bank loans	846	805
Lease liabilities	14,870	14,511
Interest rate swaps	3,450	5,600
Cross-currency interest rate swaps	186	153
Other non-current borrowings	2	71
Total non-current borrowings (Note C26)	**87,826**	**98,497**
Current borrowings		
Euro Medium Term Notes Program (EMTN)	5,813	9,900
Bank loans	62	579
Lease liabilities	3,421	3,156
Interest rate swaps	117	433
Other current borrowings	695	2
Total current borrowings (Note C26)	**10,108**	**14,069**
Total borrowings	**97,934**	**112,566**

Borrowings and Net debt SEK in millions	Dec 31, 2024 Maturity Span	Coupon average	Nominal amount, SEK	Carrying amount	Dec 31, 2023 Coupon average	Nominal amount, SEK	Carrying amount
Euro Medium Term Notes Program (EMTN)							
EMTN	2024	-	-	-	3.74	8,050	8,143
EMTN	2025-2029	3.66	14,565	14,402	3.64	18,144	17,788
EMTN	2030-2034	2.65	28,544	27,299	2.65	27,872	26,377
EMTN	2035-2039	1.56	6,427	6,049	1,56	6,251	5,834
EMTN	2040-2064	3.00	573	563	4,17	3,694	2,434
EMTN	2032	Zero	1,254	932	Zero	1,215	867
EMTN	2024				Float	1,745	1,757
EMTN	2026-2029	Float	2,972	2,976	Float	2,987	2,991
Green EMTN	2025	1.13	750	747	1.13	750	723
Other bilateral							
Bonds	2027-2032	4.07	1,145	1,184	4.07	1,109	1,146
Bonds	2031	Zero	1,145	836	Zero	1,109	772
Hybrid bonds							
Hybrid	2082	4.63	6,870	6,899	4.63	6,652	6,653
Green Hybrid	2081-2083	2.13	12,595	12,398	2.13	12,196	11,772
Bank loans			908	908		1,384	1,384
Other borrowings			697	697		73	73
Total borrowings excluding leases and derivatives			**78,445**	**75,889**		**93,229**	**88,714**
Lease liabilities				18,291			17,667
Derivatives				3,753			6,186
Total borrowings				**97,934**			**112,566**
Borrowings, discontinued operations				-			1,309
Less 50% of hybrid capital				-9,720			-9,418
Less derivatives recognized as financial assets and hedging borrowings and related credit support annex (CSA)				-4,370			-6,424
Less non-current bonds and interest rate derivatives				-1,533			-5,416
Less short-term investments				-1,119			-7,095
Less cash and cash equivalents				-9,812			-11,646
Less cash and cash equivalents, discontinued operations							-118
Net debt				**71,378**			**73,758**

Normally, borrowings by Telia Company denominated in foreign currencies are swapped into SEK. The exceptions typically include funds borrowed to finance the group's operations or selective hedging of net investments abroad. See Note C27 for information on hedging. For information on financial instrument categories and fair values see Note C26 and for financial risk exposure and management see Note C27. For lease information, see Note C28.

As part of its commitment to sustainability, Telia Company has developed a Green Bond Framework under which Telia Company may issue Green Bonds. The framework specifies what kind of projects are eligible for the use of proceeds, how projects are selected, the management of proceeds and reporting. A second-party opinion on Telia Company's framework has been provided by Sustainalytics, a provider of environmental, social and governance (ESG) research and analysis. Per December 31, 2024 Telia Company had issued green EMTN bonds with a carrying value of SEK 747 million (723) and green Hybrid bonds with a carrying value of SEK 12,398 million (11,772). The green bonds are used for financing more energy efficient networks and green digital solutions for customers.

Telia Company considers Net debt to be an important measure to be able to understand the group's indebtedness and targets a leverage corresponding to Net debt/adjusted EBITDA in the range of 2.0-2.5x. See section Alternative performance measures.

C22. Provisions for pensions and employment contracts

Post-employment benefits
Telia Company provides defined benefit pension plans to its employees in Sweden, Finland and Norway. The pension plans mainly include retirement pension, disability pension and family pension.

Employees in Telia Company AB and most of its Swedish subsidiaries are eligible for retirement benefits under the ITP-Tele (ITP 2 plan) defined benefit plan. However, all employees born in 1979 and later are covered by a defined contribution pension plan (the ITP 1 plan). The part of the Swedish ITP 2 multi-employer pension plan that is secured by paying pension premiums to Alecta is accounted for as a defined contribution plan as the plan administrator does not provide sufficient information necessary to account for the plan as a defined benefit plan. Telia Company's portion of total premiums in the Alecta ITP 2 plan is 0.05% (0.05) and the share of total number of active insured in ITP 2 is 0.62% (0.63). Expected contribution to the ITP 2 plan for 2025 is SEK 13 million. At the end of 2024, Alecta's surplus, in the collective funding ratio, is preliminary estimated to 162% (157).

Telia Company's employees in Finland are entitled to statutory pension benefits pursuant to the Finnish Employees Pensions Act, a defined benefit pension arrangement with retirement, disability, unemployment and death benefits (TyEL pension). In addition, certain employees have additional pension coverage through a supplemental pension plan. In Finland, a part of the pension is funded in advance and the remaining part financed as a pay-as-you-go pension i.e. contributions are set at a level that is expected to be sufficient to pay the required benefits falling due in the same period.

Telia Norway operates a defined benefit pension plan, which was closed for new entrants in 2011. The pension obligations are secured mostly by pension funds, but also by provisions in the statements of financial position combined with pension credit insurance.

Telia Company's defined benefit plans are approximately divided between the following groups; 19% active members, 32% deferred members and 49% retirees.

Telia Company's employees in many other countries are usually covered by defined contribution pension plans. Contributions to the latter are normally set at a certain percentage of the employee's salary and are expensed as incurred.

Pension obligations and pension expenses
Total amounts recognized in the statements of financial position for pension obligations were as follows.

	Dec 31, 2024				Dec 31, 2023			
SEK in millions	**Sweden**	**Finland**	**Norway**	**Total**	**Sweden**	**Finland**	**Norway**	**Total**
Present value of funded pension obligations	18,598	6,237	227	25,062	20,249[1]	6,177	246	26,671[1]
Fair value of plan assets	-23,993	-7,820	-268	-32,081	-22,592	-6,937	-254	-29,784
Surplus (-)/deficit (+) of funded plans	**-5,395**	**-1,583**	**-41**	**-7,019**	**-2,342[1]**	**-761**	**-8**	**-3,112[1]**
Present value of unfunded pension obligations	1,439	-	-	1,439	1,457[1]	-	-	1,457[1]
Net assets (-)/provisions (+) for pension obligations	**-3,956**	**-1,583**	**-41**	**-5,580**	**-886**	**-761**	**-8**	**-1 655**
of which recognized as provisions	*1,346*	*-*	*-*	*1,346*	*1,364*	*-*	*-*	*1,364*
of which recognized as assets	*-5,302*	*-1,583*	-41	*-6,926*	*-2,251*	*-761*	-8	*-3,020*

1) Restated for comparability with SEK 1,043 million.

Total pension expenses were distributed as follows.

	Jan–Dec 2024				Jan–Dec 2023			
SEK in millions	**Sweden**	**Finland**	**Norway**	**Total**	**Sweden**	**Finland**	**Norway**	**Total**
Current service cost	-138	155	0	17	-70	135	21	86
Gain/loss on settlements	-	-	-	-	-	-	-75	-75
Total pension expenses in operating income from defined benefit obligations	**-138**	**155**	**0**	**17**	**-70**	**135**	**-53**	**11**
Interest expense	718	195	8	921	727	206	18	951
Interest income	-768	-221	-9	-998	-833	-256	-16	-1,105
Total net interest in financial items	**-50**	**-26**	**0**	**-77**	**-106**	**-50**	**2**	**-154**
Total pension expenses from defined benefit obligations	**-188**	**129**	**0**	**-59**	**-177**	**85**	**-51**	**-143**
Pension expenses in operating income from defined contribution plans				**1,236**				**1,279**
Remeasurement gains (-)/losses (+)								
Gain/loss from change in financial assumptions	-532	-298	-26	-856	2,288	555	-32	2,810
Experience gains/losses	-545	-1	9	-538	-23	29	-26	-20
Gain/loss from change in demographic assumptions	-	-	-	-	193	-	-	193
Return on plan assets (excluding interest income)	-1,684	-484	-11	-2,179	-732	-42	45	-730
Total gains/losses recorded in OCI, defined benefit pension plans	**-2,761**	**-784**	**-27**	**-3,573**	**1,725**	**541**	**-12**	**2,253**

Specifications to defined benefit obligations and fair value of plan assets

Movements in the present value of defined benefit obligations were as follows.

	2024				2023			
SEK in millions	**Sweden**	**Finland**	**Norway**	**Total**	**Sweden**	**Finland**	**Norway**	**Total**
Opening balance, present value of pension obligations	**21,706**	**6,177**	**246**	**28,128**	**19,690**	**5,457**	**680**	**25,827**
Current service cost	-138	155	0	17	-70	135	21	86
Interest expenses	718	195	8	921	727	206	18	951
Benefits paid	-1,171	-198	-7	-1,377	-1,099	-186	-14	-1,300
Settlements	-	-	-	-	-	-	-353	-353
Other	-	9	-	9	-	8	-	8
Remeasurement gains (-)/losses (+)								
Gain/loss from change in financial assumptions	-532	-298	-26	-856	2,288	555	-32	2,810
Experience gains/losses	-545	-1	9	-538	-23	29	-26	-20
Gain/loss from change in demographic assumptions	-	-	-	-	193	-	-	193
Exchange rate differences	-	199	-3	196	-	-25	-49	-74
Closing balance, present value of pension obligations	**20,037**	**6,237**	**227**	**26,501**	**21,706**	**6,177**	**246**	**28,128**

Movements in the fair value of plan assets were as follows.

	2024				2023			
SEK in millions	**Sweden**	**Finland**	**Norway**	**Total**	**Sweden**	**Finland**	**Norway**	**Total**
Opening balance, fair value of plan assets	**22,592**	**6,937**	**254**	**29,783**	**21,926**	**6,697**	**578**	**29,202**
Interest income	768	221	9	998	833	256	16	1,105
Contribution to pension funds	-	131	6	137	-	121	40	162
Payment from pension funds	-1,050	-	-	-1,050	-900	-	-	-900
Benefits paid	-	-198	-7	-205	-	-186	-14	-201
Settlements	-	-	-	-	-	-	-278	-278
Other	-	9	-	9	-	8	-	8
Remeasurement gains (-)/losses (+)								
Return on plan assets (excluding interest income)	1,684	484	11	2,179	732	42	-45	730
Exchange rate differences	-	234	-4	230	-	-1	-42	-42
Closing balance, fair value of plan assets	**23,993**	**7,820**	**268**	**32,081**	**22,592**	**6,937**	**254**	**29,785**

Principal actuarial assumptions

The actuarial calculation of pension obligations and pension expenses is based on the following principal assumptions. These assumptions are the most significant ones in terms of the risk for changes in Telia Company's pension obligations. The discount rate reflects the interest rate level at which the pension liabilities could be effectively settled and affects the value of the defined benefit obligations.

As in previous years the discount rate for Sweden is determined by the covered bond market. Since the commitment has a longer duration than most covered bonds, an extrapolation of the yield curve is performed and used with the corresponding duration of Telia Company's pension obligations. The discount rate for Finland is based on high-quality corporate bonds with long duration. Norway sets the discount rate on the same basis as Sweden.

Inflation and increased longevity have an impact on future pension payments and therefore the pension obligation. For Sweden management set the long-term annual inflation rate based on a combination of the target set by the national central bank, implied market inflation and forecasts. For Finland, the inflation assumption is derived from long-term inflation swaps. For Norway, the inflation is mainly based on estimations from the Norwegian Accounting Standards Board. See below for a sensitivity analysis related to a change in the significant assumptions used in calculating the pension provision.

	Dec 31, 2024				Dec 31, 2023			
Percentages, except longevity	**Sweden**	**Finland**	**Norway**	**Weighted average**	**Sweden**	**Finland**	**Norway**	**Weighted average**
Discount rate	3.5	3.4	3.9	3.5	3.4	3.1	3.4	3.3
Inflation	2.0	2.1	2.3	2.0	2.0	2.3	2.3	2.1
Longevity								
life expectancy 65-year-old male (year)	*21*	*19*	*22*	*21*	*21*	*19*	*22*	*21*
life expectancy 65-year-old female (year)	*23*	*25*	*25*	*24*	*23*	*25*	*25*	*24*

Sensitivity of the defined benefit obligations to changes in the assumptions was as follows.

	Dec 31, 2024				Dec 31, 2023			
	Impact on defined benefit obligation				Impact on defined benefit obligation			
SEK in millions	Sweden	Finland	Norway	Total	Sweden	Finland	Norway	Total
Discount rate +0.5 p.p.	-1,766	-454	-16	-2,236	-1,659	-453	-18	-2,130
Discount rate -0.5 p.p.	1,766	513	17	2,297	1,804	494	19	2,317
Inflation/Indexation +0.5 p.p.[1]	2,134	441	16	2,591	1,646	424	18	2,088
Inflation/Indexation -0.5 p.p.[1]	-1,932	-325	-14	-2,271	-1,497	-314	-16	-1,827
Longevity +1 year	1,192	181	8	1,381	866	167	9	1,042

1) Inflation change include pension increase and salary growth.

The sensitivity analyses are based on a change in an assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated.

Investment strategy
The assets of Telia Company's pension funds constitute pension plan assets and are valued at fair value. These assets are used as prime funding source for the pension obligations and exist primarily in Sweden and Finland. The pension funds invest the assets in such a manner that the liquidity of the funds is ensured. The investment horizons are long-term and aimed to cover Telia Company's pension obligations. The weighted average duration for the pension obligation plans is approximately 17 years. Investment plans are approved by the boards of the pension funds. The investment activities comply with the rules and regulations issued by the authorities governing pension foundations.

For the Swedish pension fund, which represents approximately 75% of the total group plan assets, Telia Company applies a minimum funding requirement. Asset management has been successful, and the portfolio has generated an annual return of 6.2% since inception. As of December 31, 2024, the strategic asset allocation decided by the Board of the Swedish Fund, was 40% fixed income, 35% equities and 25% alternative investments. The alternative investments include real estate and hedge funds. The actual allocation may deviate from the strategic allocation in a range within specified limits. To achieve long-term financial targets, it is always important to find an appropriate balance between risk and return.

Financial performance has been strong during 2024. Market conditions are expected to be more challenging going forward. Diversification of the assets, and disciplined use of risk are methods used to limit negative impact.

Total plan-asset allocation
As of the end of the reporting period, plan assets were allocated as follows.

	December 31, 2024				December 31, 2023			
SEK in millions Asset category	Quoted	Unquoted	Total	%	Quoted	Unquoted	Total	%
Equity instruments	11,970	1,041	13,011	41	9,738	-	9,738	33
Debt instruments	11,759	346	12,105	38	11,830	560	12,390	42
Real estate	453	2,033	2,486	8	484	1,825	2,308	8
Cash and cash equivalents	281	-	281	1	312	-	-	1
Alternative investments	836	3,361	4,198	13	1,135	3,900	5,035	17
Total	**25,300**	**6,781**	**32,081**	**100**	**23,498**	**6,285**	**29,784**	**100**
of which shares in Telia Company	*8*	-	*8*	*0.02*	*7*	-	*7*	*0.02*

Future contributions
For companies in Sweden, pension liabilities are secured also by pension credit insurance. This means that, should the net provision for pension obligation increase, each company can choose if and when to contribute to the pension fund or otherwise to recognize a provision. To pension funds outside Sweden, Telia Company expects to contribute SEK 128 million in 2025.

C23. Other provisions

Changes in other provisions were as follows.

	December 31, 2024			
SEK in millions	Restructuring provisions	Asset retirement obligations	Other provisions	Total
Opening balance	329	2,890	1,871	**5,090**
Provisions for the period	1,299	177	339	**1,815**
Utilized provisions	-616	-296	-491	**-1,403**
Reversals of provisions	-	-	-15	**-15**
Timing and interest-rate effects	-	76	-	**76**
Exchange rate differences	-2	19	116	**133**
Closing balance	**1,011**	**2,866**	**1,820**	**5,698**
of which non-current portion	*84*	*2,466*	*1,802*	***4,352***
of which current portion	*927*	*401*	*18*	***1,346***

Restructuring provisions
The restructuring provisions represent the present value of management's best estimate of the amounts required to settle the liabilities. The estimates may vary as a result of terms of notice and the actual outcome of negotiations with external counterparts as well as the timing of such changes. The restructuring provisions are mainly related to workforce reduction as a result of ongoing optimization of the business. 2024 was impacted by personnel redundancy costs amounting to SEK -1,299 million.

Asset retirement obligations
Asset retirement obligations mainly refer to handling hazardous waste such as worn-out telephone poles impregnated with creosote or arsenic and to dismantling and restoration of mobile and fixed network sites. Remaining provisions as of December 31, 2024, are expected to be fully utilized in the period 2025–2100, depending on factors such as any contractual renewal options for site leases and dismantling plans decided by management.

Other provisions
Other provisions include provisions for damages and court cases, future onerous and other loss-making contracts, insurance provisions, payroll taxes on future pension payments, estimated expenses related to fulfilling representations made and warranties, i.e. transaction warranties, and for potential litigation etc. in connection with disposals and winding-up of group entities, associated companies and other equity holdings as well as provision for buy-back commitments for sold equipment in certain markets. Full utilization of these provisions is expected in the period 2025–2055. The provisions represent the present value of management's best estimate of the amounts required to settle the liabilities. For more information on the change in 2024, see Note C30.

C24. Other non-current liabilities

The carrying value of other non-current liabilities were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
License fee liabilities	618	1,469
of which Swedish	*95*	*789*
of which Finnish	*-*	*12*
of which Norwegian	*323*	*463*
of which Lithuanian	*201*	*206*
Interest rate swaps	-	5
Other non-current financial liabilities	116	196
Total financial liabilities (C26)	**735**	**1,670**
Prepaid operating lease agreements	197	220
Other liabilities	258	207
Total other non-current liabilities	**1,190**	**2,098**

For information on financial instrument categories and fair values see Note C26 and for liquidity risk exposure and management see Note C27. For lease information, see Note C28.

C25. Trade payables and other current liabilities

The carrying value of trade payables and other current liabilities were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Interest rate swaps	-	6
Currency derivatives (swaps and forwards)	93	209
Accounts payable	13,287	17,681
of which accounts payable under vendor financing arrangements	*5,565*	*11,527*
Other current financial liabilities	6,310	5,703
Total financial liabilities (C26)	**19,690**	**23,600**
Other current liabilities	5,974	7,319
Contract liabilities (deferred income)	3,257	3,344
Total trade payables and other current liabilities	**28,921**	**34,263**

The main components of other current financial liabilities are accrued payables to suppliers and accrued interconnect and roaming charges, while other current liabilities mainly entail value-added tax liabilities, advances from customers and accruals of payroll expenses and social security contributions. Contract liabilities (deferred income) mainly relate to subscription and other telecom charges.

Vendor financing arrangements
Telia Company has arrangements with several banks under which the banks offer Telia Company's vendors the option to receive earlier payment of Telia Company's accounts payable. Vendors utilizing these financing arrangements pay a credit fee to the bank. The vendor financing portfolio also includes arrangements where the supplier issues a trade finance instrument, subsequently assigned to a bank specified by the supplier, and offers Telia Company to extend the payments terms in exchange for a price increase consideration paid by Telia Company. All arrangements in the vendor financing portfolio provide earlier payment for the vendors and extended payment terms for Telia Company.

Telia Company uses all of the arrangements in the vendor financing portfolio as integrated parts of the commercial relationships with the vendors and the liabilities are part of the working capital in Telia Company's normal operating cycle. Telia Company does not provide any additional collateral or guarantees to the banks. Based on Telia Company's assessment the liabilities under the vendor financing arrangements are closely related to operating purchase activities and the financing arrangement does not lead to any significant change in the nature or function of the liabilities. The liabilities in the vendor financing portfolio are therefore classified as accounts payable. The credit period does not exceed 12 months and the accounts payable are therefore not discounted.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Accounts payable under vendor financing arrangements		
Carrying values		
Carrying value, opening balance	11,527	11,413
Carrying value, closing balance	5,565	11,527
whereof carrying value for which suppliers have already received payments from the banks	*5,565*	
Total non-cash changes in carrying values	13,079	
whereof new accounts payable under vendor financing arrangements	*13,008*	
whereof foreign exchange movement	*71*	
Due dates after invoice date:		
Accounts payable under vendor financing arrangements (days)[1]	50-360	50-360
Accounts payable not under vendor financing arrangements (days)	30-90	30-90
Vendor financing banks		
Number of banks in vendor financing arrangements	5	5
The bank with the largest vendor financing balance represents (share of total balance)	48%	30%

1) For accounts payable under vendor financing arrangements the majority of the balance has payment due dates closer to 360 days.

On September 4, 2024, Telia Company announced the ambition to restructure the vendor financing program and reduce the volume by 50% during the second half of 2024. The purpose of the restructuring is to drive simplification, reduce cash flow volatility and increase balance sheet transparency, while retaining the program's benefit to Telia Company and its supplier. As of December 31, 2024, the carrying value for accounts payable under vendor financing arrangements has been reduced by 52%.

Suppliers' science-based climate targets
Most of Telia Company's total value chain Greenhouse Gas (GHG) (CO_2) emissions are generated in its supply chain (including purchases of network construction and maintenance, network equipment, mobile phones and other hardware and other goods and services). In the procurement process, Telia Company assesses suppliers' climate management maturity so that it can reward the best performers and influence the others. During 2024, Telia Company continued to engage with its suppliers, urging them to set science-based climate targets. By year-end 2024 suppliers responsible for 62% (52%) of Telia Company's total supply chain GHG emissions were covered by such targets. Telia Company's goal is that suppliers responsible for 72% of its total supply chain GHG emissions have set science-based targets by 2025. See Sustainability statements section Environment.

For information on financial instrument categories and fair values see Note C26 and for liquidity risk exposure and management see Note C27.

C26. Financial assets and liabilities by category and level

Carrying value by category and fair value
The following tables present carrying values by category and fair values for financial assets and financial liabilities.

		Carrying value by category - Financial assets											
		Hedging instruments at fair value		Fair value through income statement		Fair value through OCI		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial assets measured at fair value													
Non-current													
Equity instruments	C16	-	-	-	-	942	917	-	-	**942**	**917**	942	917
Bonds	C16	-	-	914	5,018	620	402	-	-	**1,533**	**5,420**	1,533	5,420
Interest rate swaps													
- used in cash flow hedges	C16	69	0	-	-	-	-	-	-	**69**	**0**	69	0
- used in fair value hedges	C16	102	85		-		-	-	-	**102**	**85**	102	85
- not designated as hedging instruments	C16	-	-	-	0	-	-	-	-	**-**	**0**	-	0
Cross-currency interest rate swaps													
- used in cash flow hedges	C16	1,001	1,388	-	-	-	-	-	-	**1,001**	**1,388**	1,001	1,388
- not designated as hedging instruments	C16	-	-	-	177	-	-	-	-	**-**	**177**	-	177
Current													
Short-term investments	C19	-	-	767	6,938	352	567	-	-	**1,119**	**7,505**	1,119	7,505
Currency derivatives (swaps and forwards)													
- not designated as hedging instruments	C18	-	-	263	439	-	-	-	-	**263**	**439**	263	439
Cross-currency interest rate swaps													
- used in cash flow hedges	C19	256	628	-	-	-	-	-	-	**256**	**628**	256	628
- not designated as hedging instruments	C19	-	-	-	473	-	-	-	-	**-**	**473**	-	473
Total financial assets measured at fair value		**1,428**	**2,101**	**1,943**	**13,045**	**1,914**	**1,886**	**-**	**-**	**5,285**	**17,032**		

		Carrying value by category - Financial assets											
		Hedging instruments at fair value		Fair value through income statement		Fair value through OCI		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial assets not measured at fair value													
Non-current													
Loans and receivables	C16	-	-	-	-	-	-	2,145	1,757	**2,145**	**1,757**	2,145	1,757
Finance lease receivables	C16	-	-	-	-	-	-	292	325	**292**	**325**		
Current													
Accounts receivable	C18	-	-	-	-	-	-	8,619	8,941	**8,619**	**8,941**	8,619	8,941
Loans and receivables	C18	-	-	-	-	-	-	2,221	2,242	**2,221**	**2,242**	2,221	2,242
Interest-bearing loans and receivables	C19	-	-	-	-	-	-	4,106	5,371	**4,106**	**5,371**	4,106	5,371
Finance lease recivables	C19	-	-	-	-	-	-	300	323	**300**	**323**		
Cash and bank	C19	-	-	-	-	-	-	9,812	11,244	**9,812**	**11,244**	9,812	11,244
Total financial assets not measured at fair value		**-**	**-**	**-**	**-**	**-**	**-**	**27,494**	**30,203**	**27,494**	**30,203**		
Total financial assets		**1,428**	**2,101**	**1,943**	**13,045**	**1,914**	**1,886**	**27,494**	**30,203**	**32,779**	**47,235**		

		Carrying value by category - Financial liabilities									
		Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial liabilities measured at fair value											
Non-current											
Interest rate swaps											
- used in cash flow hedges	C21	383	309	-	-	-	-	**383**	**309**	383	309
- used in fair value hedges	C21	3,067	5,292	-	-	-	-	**3,067**	**5,292**	3,067	5,292
Cross-currency interest rate swaps											
- used in cash flow hedges	C21	186	153	-	-	-	-	**186**	**153**	186	153
Interest rate swaps											
- not designated as hedging instruments	C24	-	-	-	5	-	-	**-**	**5**	-	5
Current											
Interest rate swaps											
- used in cash flow hedges	C21	-	298	-	-	-	-	**-**	**298**	-	298
- used in fair value hedges	C21	117	134	-	-	-	-	**117**	**134**	117	134
Interest rate swaps											
- not designated as hedging instruments	C25	-	-	-	6	-	-	**-**	**6**	-	6
Currency derivatives (swaps and forwards)											
- not designated as hedging instruments	C25	-	-	93	209	-	-	**93**	**209**	93	209
Total financial liabilities measured at fair value		**3,754**	**6,186**	**93**	**220**	**-**	**-**	**3,846**	**6,407**		

		Carrying value by category - Financial liabilities									
		Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial liabilities not measured at fair value											
Non-current											
Euro Medium Term Notes Program (EMTN)	C21	-	-	-	-	47,155	57,014	**47,155**	**57,014**	50,069	62,115
Hybrid bonds	C21	-	-	-	-	19,297	18,425	**19,297**	**18,425**	20,147	19,446
Other bilateral	C21	-	-	-	-	2,020	1,918	**2,020**	**1,918**	2,257	2,159
Bank loans	C21	-	-	-	-	846	805	**846**	**805**	846	805
Lease liabilities	C21	-	-	-	-	14,870	14,511	**14,870**	**14,511**		
Other non-current borrowings	C21	-	-	-	-	2	71	**2**	**71**	2	71
License fee liabilities	C24	-	-	-	-	618	1,469	**618**	**1,469**	618	1,469
Other non-current financial liabilities	C24	-	-	-	-	116	196	**116**	**196**	116	196
Current											
Euro Medium Term Notes Program (EMTN)	C21	-	-	-	-	5,813	9,900	**5,813**	**9,900**	6,010	10,055
Bank loans	C21	-	-	-	-	62	579	**62**	**579**	62	579
Lease liabilities	C21	-	-	-	-	3,421	3,156	**3,421**	**3,156**		
Other current borrowings	C21	-	-	-	-	695	2	**695**	**2**	695	2
Accounts payable	C25	-	-	-	-	13,287	17,681	**13,287**	**17,681**	13,287	17,681
Other current financial liabilities	C25	-	-	-	-	6,310	5,703	**6,310**	**5,703**	6,310	5,703
Total financial liabilities not measured at fair value		**-**	**-**	**-**	**-**	**114,513**	**131,429**	**114,513**	**131,429**		
Total financial liabilities		**3,754**	**6,186**	**93**	**220**	**114,513**	**131,429**	**118,359**	**137,836**		

Fair value hierarchy levels
The carrying values of financial assets and liabilities measured at fair value were distributed by fair value hierarchy level as follows.

		December 31, 2024				December 31, 2023			
			of which				of which		
SEK in millions	Note	Carrying value	Level 1	Level 2	Level 3	Carrying value	Level 1	Level 2	Level 3
Financial assets at fair value									
Equity instruments	C16	942	-	-	942	917	-	-	917
Non-current and current bonds	C16, C19	2,652	2,652	-	-	12,925	12,925	-	-
Derivatives	C16, C18, C19	1,691	-	1,691	-	3,191	-	3,191	-
Total financial assets at fair value by level		**5,285**	**2,652**	**1,691**	**942**	**17,032**	**12,925**	**3,191**	**917**
Financial liabilities at fair value									
Derivatives	C21, C24, C25	3,846	-	3,846	-	6,407	-	6,407	-
Total financial liabilities at fair value by level		**3,846**	**-**	**3,846**	**-**	**6,407**	**-**	**6,407**	**-**

There were no material transfers between Level 1, 2 or 3 in 2024 or 2023.

Fair value measurement of Level 3 Financial instruments
Investments classified within Level 3 make use of significant unobservable inputs in deriving fair value, as they trade infrequently. As observable prices are not available for these equity instruments, Telia Comapny has a market approach to derive the fair value.

Telia Company's primary valuation technique used for estimating the fair value of unlisted equity instruments in Level 3 is based on the most recent transaction for the specific company if such transaction has been recently made. If there have been significant changes in circumstances between the transaction date and the balance sheet date, that in the assessment of Telia Company, would have a material impact on the fair value, the carrying value is adjusted to reflect the changes.

The table below presents the movement in Level 3 instruments during the year.

	Assets Jan-Dec, 2024	Assets Jan-Dec, 2023
SEK in millions	**Equity instruments**	**Equity instruments**
Level 3, opening balance	**917**	**614**
Changes in fair value	19	302
of which recognized in income statement	*-*	*-4*
of which recognized in other comprehensive income	*19*	*307*
Purchases/share issue	3	15
Disposals	-	-2
Settlements	-	-13
Exchange rate differences	3	-
Level 3, closing balance	**942**	**917**

The fair value change in 2023 recognized in other comprehensive income of SEK 307 million relates to revaluation of Telia Company's 9.56% holding in Marshall Group AB. The investment was revalued to an estimated fair value of SEK 427 million in the fourth quarter 2023 based on the share price of SEK 415 in the most recent larger transaction made for Marshall Group AB finalized in October 2023.

C27. Financial risk management

Principles of financing and financial risk management
Telia Company's financing and financial risks are managed under the control and supervision of the Board of Directors of Telia Company. Financial management is centralized within the Group Treasury unit of Telia Company, which operates as Telia Company's internal bank. Group Treasury is responsible for securing financing, actively managing the group liquidity and managing and controlling of financial risk exposures. In addition, Group Treasury is responsible for Telia Company´s financial infrastructure and implementation of the group's finance policy and instructions. The most noticeable risks under Group Treasury's responsibility are refinancing risk, liquidity risk, interest rate risk, currency risk and credit risk. Group Treasury also seeks to manage the cost of financial risk management.

Telia Company finances its operations mainly by borrowing under its open-market financing programs directly in Swedish and international money markets and debt capital markets. The funding strategy focuses on refinancing risk, having a smooth maturity profile and maintaining duration, as well as to diversify funding sources and keep a prudent liquidity position. Capital markets is the primary source of funding while bank funding is mainly considered as backup support. This increases flexibility and ensures access to markets with attractive pricing. The open-market financing programs typically provide a cost-effective and flexible alternative to bank financing.

Financing in 2024
For Financing activities during 2024, please see Director's report section credit facilities in Financial Position, credit facilities and cash flow.

Capital management
Telia Company's capital structure and dividend policy is decided by the Board of Directors with a floor of SEK 2.00 per share and an ambition for low to mid-single digit percentage growth.

For 2024, the Board of Directors proposes to the AGM an ordinary dividend of SEK 2.00 per share (2.00), totaling SEK 7.9 billion (7.9). The dividend should be split and distributed into four tranches of SEK 0.50 per share. Telia Company targets a leverage corresponding to Net debt/adjusted EBITDA in the range of 2.0-2.5x. The credit rating of Telia Company remained unchanged during 2024. Moody's rating for non-current borrowings is Baa1 with a stable outlook. The Standard & Poor long-term rating is BBB+ and the short-term rating is A-2, both with a stable outlook. These ratings represent a solid investment grade level and are of great importance ensuring Telia Company continued good access to financial markets. Telia Company is not subject to any externally imposed capital requirements. In respect of capital management, Telia Company defines capital as equity and 50% of hybrid bonds, which is consistent with the market practice for this type of instrument. As per December 31, 2024, Telia Company's capital amounted to SEK 69,077 million (66,412), whereof equity SEK 59,357 million (56,994) and 50% of hybrid bonds SEK 9,720 million (9,418).

Credit risk management

Credit risk is the risk of delay or loss of value or income as well as incurred costs due to counterparty default or failure to meet its financial obligations. The carrying amount of Telia Company's instruments with credit risk exposure is as follows.

Credit risk exposure

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Other non-current assets (excluding Equity instruments, Costs to obtain a contract, Other contract assets and Deferred expenses)	C16	5,142	9,154
Trade and other receivables and assets (excluding Other current receivables, Current contract assets and Deferred expenses)	C18	11,103	11,622
Current interest-bearing receivables	C19	5,780	13,896
Cash and cash equivalents	C19	9,812	11,646
Total carrying amount, instruments with credit exposure		**31,838**	**46,318**

When entering into financial transactions such as interest rate swaps, cross-currency swaps and other derivative transactions, Telia Company accepts only creditworthy counterparties with a solid investment grade rating. Telia Company requires each counterparty to have an International Swaps and Derivatives Association(ISDA) agreement. The permitted exposure of each counterparty when entering into a financial transaction depends on the rating of that counterparty.

Telia Company may invest surplus cash in bank deposits and securities issued by banks with a rating of at least A- (Standard & Poor's) or A3 (Moody's). In addition, investments can be made in corporate securities with rating of at least BBB+ or Baa1. Cash can also be invested in government bonds and treasury bills issued by the Swedish, German, Finnish, Norwegian or Danish government, Swedish municipals, investment funds and securitized assets with AAA/Aaa rating. Expected credit losses on cash and cash equivalents measured at amortized cost are considered insignificant due to the high credit quality of the counterparties reflected in the external ratings and the short maturities. Investments in securities are measured at fair value through income statement. The credit risk of the investments is reflected in their fair values.

Telia Company's credit risk exposure related to cash and cash equivalents as well as investments in securities is distributed as in the tables below.
The net aggregated exposure in derivatives as of December 31 is distributed by the counterparty long-term rating as in the table below. Received collateral, regulated by the Credit Support Annex of the ISDA agreements, is deducted from the exposure.

Credit Rating S&P / Moody's

	December 31, 2024			
SEK in millions	Cash and bank	Cash equivalents	Bonds and short-term investments	Counterparty exposures derivatives
AAA / Aaa	-	-	2,652	-
AA+ to AA- / Aa1 to Aa3	6,886	-	-	148
A+ to A- / A1 to A3	2,926	-	-	76
Total	**9,812**	**-**	**2,652**	**224**

Credit Rating S&P / Moody's

	December 31, 2023			
SEK in millions	Cash and bank	Cash equivalents	Bonds and short-term investments	Counterparty exposures derivatives
AAA / Aaa	-	403	9,916	-
AA+ to AA- / Aa1 to Aa3	5,682	-	714	513
A+ to A- / A1 to A3	5,562	-	1,892	165
Total	**11,244**	**403**	**12,522**	**678**

Telia Company's trade receivables and loans and receivables are diversified geographically and among a large number of customers, private individuals as well as companies in various industries. Solvency information is required for credit sales to minimize the risk of credit losses and is based on group-internal information on payment behavior, if necessary supplemented by credit and business information from external sources. Incurred expenses for credit losses in relation to consolidated revenue was approximately 0.6% in 2024 and 0.5% in 2023. For quantitative information about the loss allowance for expected credit losses for trade receivables and current loans and receivables, see Note C18. Telia Company is also exposed to credit risk in finance lease receivables when acting as lessor, see Note C28.

In some markets, Telia Company has arrangements in place with a third party under which rights to cash flows from trade receivables and substantially all related financial risks are transferred to the third party. These trade receivables are derecognized in full when the contractual rights to the cash flows are passed to the third party. The expense related to derecognition amounted to SEK 57 million (54).

Liquidity risk management
Liquidity risk is the risk that Telia Company will encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.

Telia Company has internal control processes and contingency plans for managing liquidity risk. The short- and mid-term liquidity management takes into account the maturities of financial assets and financial liabilities and estimates of cash flows from operations.

A centralized daily cash pooling process enables Telia Company to manage liquidity surpluses and deficits according to the actual needs on group and subsidiary level.

Telia Company's policy is to have a prudent liquidity position in terms of available cash and/or unutilized committed credit facilities. Telia Company's short-term liquidity risk (payment obligations due within a year, see table "Expected maturities, financial liabilities") is managed with the liquidity reserve described below. For other unrecognized contractual obligations, see Note C30.

Liquidity reserve

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Cash and bank		9,812	11,244
Cash equivalent short-term investments		-	403
Cash and cash equivalents	C19	**9,812**	**11,646**
Short-term investments[1]	C19	767	6,535
Total		**10,579**	**18,181**
Bonds[1]	C16	913	5,018
Total statement of financial position liquidity		**11,492**	**23,199**
Committed credit facilities			
Revolving credit facilities (limit amount)		13,740	13,304
Bank overdraft and short-term credit facilities (limit amount)[2]		1,542	1,509
Total unutilized committed credit facilities		**15,282**	**14,813**
Liquidity reserve		**26,774**	**38,012**

1) Convertible to cash within 2 days, i.e. excluding securities that for regulatory reasons cannot be used to meet current liquidity risk.
2) The increase in bank overdraft and short-term credit facilities relates to foreign exchange rates.

Telia Company's committed credit facilities consist of a revolving credit facility and bank overdraft facilities, which are intended for short-term financing and back-up purposes. Telia Company's committed revolving credit facility is sustainability linked, syndicated, denominated in EUR with a maturity date in September 2028 with an option to extend one year to 2029. The committed overdraft facilities are bilateral, multicurrency and are extended annually.

At year end, contractual undiscounted cash flows for the group represented the following expected maturities. The amounts regarding the group's interest-bearing borrowings and derivatives include installments and estimated interest payments. Amounts in foreign currency have been converted into SEK using the exchange rate prevailing as of the end of the reporting period. Future interest payments, related to instruments with floating interest rates, have been estimated using forward rates. Where gross settlements are performed (interest rate swaps, cross-currency interest rate swaps, currency swaps and forward exchange contracts), all amounts are reported on a gross basis. In the table Hybrid bonds are presented at their reset date.

Expected maturities, financial liabilities

SEK in millions	Note	Jan–Mar 2025	Apr–Jun 2025	Jul–Sep 2025	Oct–Dec 2025	2026	2027	2028	2029	Later years	Total
Euro Medium Term Notes program	C21	-733	-1,111	-449	-5,180	-3,296	-6,925	-3,252	-3,455	-40,715	**-65,116**
Hybrid bonds	C21	-	-268	-	-318	-6,311	-7,377	-7,059	-	-	**-21,333**
Other bilateral	C21	-47	-	-	-	-47	-619	-23	-23	-1,786	**-2,545**
Bank loans	C21	-	-1	-	-	-1	-1	-	-	-905	**-909**
Lease liabilities	C21	-1,235	-794	-777	-953	-3,110	-2,747	-2,546	-2,154	-6,577	**-20,893**
Interest rate swaps	C16, C19, C21, C24, C25										
Cash outflows		-440	-664	-415	-433	-1,547	-1,182	-789	-605	-1,279	**-7,354**
Cash inflows		189	334	158	366	949	755	477	210	347	**3,785**
Cross-currency interest rate swaps	C16, C19, C21										
Cash outflows		-206	-201	-187	-2,957	-5,751	-4,546	-192	-745	-5,811	**-20,596**
Cash inflows		188	268	155	3,241	6,186	4,949	182	746	5,885	**21,800**
Currency derivatives (swaps and forwards)	C18, C25										
Cash outflows		-21,979	-	-	-	-	-	-	-	-	**-21,979**
Cash inflows		22,118	-	-	-	-	-	-	-	-	**22,118**
Other borrowings	C21	-691	-4	-	-	-	-	-	-	-2	**-697**
License fee liabilities, non-current	C24	-	-	-	-	-173	-218	-26	-26	-193	**-635**
Other non-current financial liabilities	C24	-	-	-	-	-85	-12	-2	-	-19	**-120**
Accounts payable	C25	-9,649	-1,382	-1,411	-845	-	-	-	-	-	**-13,287**
Other current financial liabilities	C25	-5,249	-228	-24	-809	-	-	-	-	-	**-6,310**
Credit and performance guarantees	C30	-	-	-	-1	-	-	-	-	-	**-1**
Total		**-17,734**	**-4,051**	**-2,949**	**-7,888**	**-13,187**	**-17,924**	**-13,230**	**-6,052**	**-51,055**	**-134,072**

Currency risk management
Currency risk is the risk that fluctuations in foreign exchange rates will adversely affect the group´s results, financial position and/or cash flows. Currency risk can be divided into transaction exposure and translation exposure.

Transaction exposure relates to net inflows or outflows of foreign currencies required by operations and financing. Telia Company's general policy is to hedge the majority of known operational transaction exposure up to 12 months into the future. Financial flows are usually hedged until maturity, even if that is longer than 12 months.

Regarding foreign currency transaction exposure, the Telia Company Group CFO has a clearly defined deviation mandate which is capped at the equivalent of SEK 10 million calculated as one day Value at Risk (VaR), expressed as the long/short SEK counter-value amount that may be exposed to currency fluctuations. Since SEK is the functional currency of Telia Company AB, borrowings are either denominated in, or swapped into SEK unless linked to international operations or allocated as hedging of net investments in foreign currency.

The cash flow pertains to foreign exchange rate hedging of receivables, payables and cash balances in foreign currencies. Foreign exchange rate risks are also mitigated through the group's net investments in EUR, see section "Translation exposure".

Financial transaction exposure
At year end, contractual undiscounted financial cash flows split by currency, for the group's interest-bearing assets, interest-bearing liabilities and derivatives represented the following expected maturities, including installments and estimated interest payments. Assets and liabilities included in the table below are only those denominated in non-functional currencies. Amounts in foreign currency have been converted to SEK using the exchange rate prevailing as of the end of the reporting period. Future interest payments, related to instruments with floating interest rates, have been estimated using forward rates. In the table Hybrid bonds are presented at their reset date.

Financial transaction exposure

SEK in millions		Jan–Mar 2025	Apr–Jun 2025	Jul–Sep 2025	Oct–Dec 2025	2026	2027	2028	2029	Later years	Total
EUR	Interest-bearing assets	7	1	-	-	115	-	-	-	-	123
	Interest-bearing liabilities	-505	-522	-359	-5,439	-7,194	-13,929	-7,758	-699	-36,084	-72,489
	Derivatives	3,636	93	-85	2,723	5,856	4,616	-79	-136	5,022	21,646
	Net	**3,138**	**-428**	**-444**	**-2,716**	**-1,223**	**-9,313**	**-7,837**	**-835**	**-31,062**	**-50,720**
NOK	Interest-bearing assets	159	10	647	-	-	-	-	-	-	816
	Interest-bearing liabilities	-395	-81	-20	-37	-303	-885	-478	-2,185	-5,414	-9,798
	Derivatives	-12,488	-49	-	11	-74	-63	-61	-94	-60	-12,878
	Net	**-12,724**	**-120**	**627**	**-26**	**-377**	**-948**	**-539**	**-2,279**	**-5,474**	**-21,860**
Other	Interest-bearing assets	52	-	-	55	-	-	-	-	-	107
	Interest-bearing liabilities	-11	-	-11	-	-22	-22	-22	-589	-770	-1,447
	Derivatives	156	-	11	-	22	22	22	589	770	1,592
	Net	**197**	**-**	**-**	**55**	**-**	**-**	**-**	**-**	**-**	**252**
Total, net		**-9,389**	**-548**	**183**	**-2,687**	**-1,600**	**-10,261**	**-8,376**	**-3,114**	**-36,536**	**-72,328**

Operational transaction exposure sensitivity

In most cases, Telia Company customers are billed in their respective local currency. The operational transaction exposure is primarily related to purchases in foreign currencies of equipment and supplies as well as program rights. The main foreign transaction currencies are EUR, NOK and USD. Other currencies may have temporary exposures, such as GBP at year end 2024 and 2023. Receivables from and payables to other operators for international fixed-line traffic and roaming are normally settled net through clearing-houses, which reduces the transaction exposure related to these payments.

Transaction exposure sensitivity (financial and operational)
Currency depreciation by 10%

	Net income impact, continuing operations	
SEK in millions	**2024**	**2023**
EUR	0.0	-1.9
NOK	0.0	-0.1
USD	-0.3	-0.1
GBP	1.3	2.5
Other	0.3	0.5
Total	**1.3**	**0.9**

The sensitivity analysis is based on the exposure as of year end and after hedges.

Translation exposure

Translation exposure relates to net investments in foreign operations. Telia Company Group CFO has a mandate to implement hedging up to a specific ratio limit. Telia Company's net investments in foreign operations were distributed by currency as follows.

Translation exposure

	Dec 31, 2024			Dec 31, 2023		
SEK in millions	**Net investments in foreign operations**	**Hedged amount**	**Net translation exposure**	**Net investments in foreign operations**	**Hedged amount**	**Net translation exposure**
EUR	38,193	-24,488	13,705	35,971	-28,993	6,978
NOK	17,644	-	17,644	17,194	-	17,194
DKK	-	-	-	4,325	-	4,325

Net investments are hedged through borrowings or derivatives and presented on a post tax basis in the table.

Translation exposure sensitivity

The positive impact on group equity, on a post tax basis, would be approximately SEK 3.1 billion (2.8) if the Swedish krona weakened by 10 percentage points against above translation exposure currencies and vice versa. The calculation is based on the exposure as of year end, including hedges.

Interest rate risk management
The interest-bearing borrowings and financial investments expose the group to interest rate risk. Interest rate risk is the risk that a change in interest rates will negatively effect the group's net interest expense and/or cash flows. Leasing is not under active interest rate risk management and is therefore not included in the section below.

Key figures for the debt portfolio

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Debt portfolio			
Non-current borrowings excluding leases, carrying value	C21	72,956	83,986
Current borrowings excluding leases, carrying value	C21	6,687	10,913
Debt portfolio, carrying value		**79,643**	**94,899**
Average interest rates including hedges (%)		4.2	5.0
Duration (interest rate risk, years)		3.4	3.5
Average maturity (years)		5.6	6.2
Interest rate adjustment within 1 year		27,875	38,480
Interest rate adjustment after 1 year		51,768	56,419

Telia Company's financial policy provides the framework for management of interest rates and the average maturity of borrowings and investments. The group aims to balance the estimated running cost of borrowing and the risk of negative impact on finance net if market interest rates increase. The group's policy is that the duration of the debt portfolio should be between one to five years. If the debt portfolio structure deviates from the desired one, derivative instruments are used to adapt the structure in terms of duration and/or currency, including interest rate swaps and cross-currency interest rate swaps. For exposures in different currencies see "Financial transaction exposure". During 2024 Telia Company has decreased its debt portfolio in order to reduce future interest rate expenses.

Interest rate risk sensitivity
Telia Company is exposed to interest rate risks both from the debt portfolio and from the group's portfolio of bonds and other interest-bearing assets.

The exact effect on financial net of a change in interest rates on the debt portfolio depends on the timing of maturity of the debt as well as reset dates for floating rate debt. Furthermore, the volume of loans may vary over time, thereby affecting that estimate. One percentage point higher interest rate than the prevailing rate as per year end would have increased interest expenses by approximately SEK 172 million (264). The estimate is made under the assumption that the interest rates and the structure of the debt portfolio remained unchanged over the coming 12 months and also considers the effects of outstanding interest rate hedges. At the same time, the net effect on equity would be an increase of SEK 287 million (286) due to the effects of cash flow hedges for which hedge accounting is applied.

Telia Company's portfolio of bonds and other interest-bearing assets is measured at fair value through income statement. Hence, a change in interest rates would have an impact both on interest income and on the fair value of the assets in the portfolio. A one percentage point higher interest rate than the prevailing rate as per year end would have increased interest income with SEK 4 million (48), but also lead to a decrease in the fair value of the portfolio of SEK 23 million (137). Hence, the net effect on the income statement and equity would have been a decrease of SEK 19 million (89). During 2024 a conciderable part of the portfolio of bonds was sold.

Considering both the effects from the debt portfolio and the portfolio of interest-bearing assets, the total impact on Telia Company's finance net of an increase in interest rates of one percentage point would be a decrease of SEK 191 million (353) and a net increase of equity of SEK 268 million (197).

Carrying value of the debt portfolio would change by approximately SEK 0.5 billion (0.5), should the level in market interest rates make a parallel shift of one percentage point, and assuming the same volume of loans and similar duration on those loans as per year end.

Refinancing risk management
In order to reduce refinancing risk, the group aims to distribute loan maturity dates over a longer period. The group's policy is that the average maturity of borrowings should exceed 4 years and that a maximum of 30% of the funding is allowed to mature within 2 years. As of year end the average maturity of Telia Company's borrowings was 5.6 years (6.2) and 17% (18%) of the borrowings due within 2 years.

Management of insurable risks
The insurance cover is governed by corporate guidelines and includes a common package of different property and liability insurance programs. The business units and other units being responsible for assessing the risks decide the extent of actual cover. Corporate Insurance at Telia Company manages the common group insurance programs and uses a captive, Telia Försäkring AB, as a strategic tool in managing the insurance programs. Some of the risks that are placed in the captive are reinsured in the international reinsurance market.

Power purchase agreements
As part of the strategy to secure future access to renewable electricity and contribute to the production of renewable energy, Telia Company has entered into power purchase agreements (PPAs) in Estonia and Lithuania to procure renewable wind, solar, hydro and biomass electricity. Under the PPAs Telia Company pays a fixed price for a fixed quantity of physically delivered electricity of 325 GWh (332) over periods ranging from 3 months to 10 years (starting during 2022-2026). The purchased electricity will be used for Telia Company's own energy consumption for the network, server rooms, control center and offices. The price paid for the purchased electricity under the PPAs is recognized as expenses in the period when the electricity is delivered and used.

Master netting arrangements and similar agreements
Telia Company has entered into ISDA (International Swaps and Derivatives Association) Master Agreements for its OTC (Over The Counter) derivative business, ie. interest rate and currency derivatives, with all of its core banks. These ISDA Master Agreements allow the parties to do close-out nettings. For derivatives in the financial operations, CSAs (credit support annex) may be entered into as an annex to the respective master agreement, and are recognized as current receivables/liabilities. Under the CSA, the parties agree to provide each other with collateral, which is calculated based on a weekly or daily exposure under the specific agreement. Funds transferred and interest accrued under a CSA agreement is not considered collateral. Derivatives include interest and cross currency swaps, currency swaps and forward exchange contracts. Changes in CSA levels during 2024 are due to decreasing interest rate levels and closing of derivative positions.

Offsetting

		December 31			
SEK in millions	Note	Gross amount in statement of financial postion	Impact of master netting agreements	CSA received/ delivered	Net amount
2024					
Financial assets					
Derivatives	C16, C18, C19	1,692	-778	-690	224
Financial liabilities					
Derivatives	C21, C24, C25	3,845	-778	-2,943	124
2023					
Financial assets					
Derivatives	C16, C18, C19	3,191	-1,360	-1,415	415
Financial liabilities					
Derivatives	C21, C24, C25	6,406	-1,360	-4,905	141

Hedge accounting
Telia Company mainly applies hedge accounting when hedging interest rate and currency risk related to funding activities and when hedging certain future operational cash flows. Telia Company also applies hedge accounting for hedges of net investments in foreign operations. Telia Company's hedge strategy is to mitigate the uncertainty in future payments and to reduce income statement volatility. The uncertainty is due to changes in future interest fixings but also due to changes in currency rates against SEK.

A hedge relationship will be perfectly effective if all critical terms match. That means that the critical terms of the hedged item and the hedging instrument will be identical. The terms that may be considered as critical are; nominal amount, currency, maturity date, future coupon payment dates, future coupon fixing dates, and fixing rate index.

To assess that a hedge can be assumed to be effective going forward the future cash flows, calculated based on the critical terms, can be compared between the hedged item and the hedging instrument. If the cash flows offset the hedge it can be deemed to be highly effective going forward (prospectively). For more information about hedge accounting principles see Note C3.

Fair value hedges of interest rate risk

SEK in millions	Dec 31, 2024	Dec 31, 2023
Hedging instruments		
Carrying amount of hedging instruments that are assets	102	85
Carrying amount of hedging instruments that are liabilities	3,184	5,426
Change in fair value used as basis to measure ineffectiveness for the year	590	1,955
Nominal amounts	40,148	48,269
Hedged items		
Carrying amount	37,548	44,212
Accumulated fair value adjustment on hedged item	-2,519	-4,417
Change in fair value used as basis to measure ineffectiveness for the year	-579	-2,025
Accumulated value adjustment remaining on closed hedge relations	-397	-518
Ineffectiveness recognized in income statement for the year (Finance net)	11	-70

Hedging instruments are included within Non-current/Current receivables/borrowings in the statement of financial position, whereas the hedged items are included within Non-current/current borrowings.

Cash flow hedges of foreign exchange and interest rate risk

SEK in millions	Dec 31, 2024	Dec 31, 2023
Hedging instruments		
Carrying amount of hedging instruments that are assets	1,326	2,017
Carrying amount of hedging instruments that are liabilities	569	760
Change in fair value used as basis to measure ineffectiveness for the year	143	-38
Change in fair value reported in other comprehensive income for the year	-83	-96
Nominal amounts	37,435	48,150
Hedged items		
Change in fair value used as basis to measure ineffectiveness for the year	-143	38
Balance in Hedging reserve for continuing hedges	-44	-158
Balance in Hedging reserve for closed hedges	-139	144
Ineffectiveness recognized in income statement for the year (Finance net)	-	-
Amount reclassified from Hedging reserve to income statement for the year (Finance net)	357	62

Hedging instruments are included within Non-current/Current receivables/borrowings in the statement of financial position. The nominal amounts consist of interest rate swaps of SEK 17,330 million (23,318) and cross currency interest rate swaps of SEK 20,104 million (24,832).

Hedges of net investments in foreign operations

SEK in millions	Dec 31, 2024	Dec 31, 2023
Hedging instruments		
Carrying amount of hedging instruments that are liabilities	31,743	37,204
Change in fair value used as basis to measure ineffectiveness for the year	-1,017	-29
Change in fair value reported in other comprehensive income for the year	-1,017	-29
Nominal amounts on a post tax basis	24,488	28,993
Hedged items		
Change in fair value used as basis to measure ineffectiveness for the year	1,017	29
Balance in Foreign currency translation reserve for continuing hedges	4,919	5,934
Balance in Foreign currency translation reserve for closed hedges	-	-
Ineffectiveness recognized in income statement for the year (Finance net)	-	-

Hedging instruments are included within Non-current/Current borrowings in the statement of financial position.

C28. Leases

Telia Company as lessee
The Group leases various types of assets, such as technical space (e.g. technical sites, roof-tops, co-locations, space on towers and data centers), technical equipment (e.g. copper, dark fiber, IRU, ducts, towers, base stations and servers), non-technical space (e.g. office space, stores and parking space) and land. Other leases mainly relate to cars, office equipment and IT equipment. Lease agreements are negotiated on individual basis and contain a wide range of different lease terms and conditions. The lease contracts often include renewal options for various periods of time. The lease liabilities (and the right-of-use assets) include the non-cancellable period of the lease together with both extension periods (if Telia Company is reasonable certain to exercise the extension option) and termination periods (if Telia Company is reasonable certain not to exercise the termination option). Determination of the lease term therefore requires management judgment, see Note C2. Apart from current leases, estimated lease terms including estimated extension and termination periods range between 2 and 38 years. The average useful life of the right-of-use assets in 2024 ranges between 5 and 17 years. Approximately 40% of the total lease liabilities (and right of use assets) relate to extension periods were Telia Company has made an assessment that it is reasonable certain that the extension options will be exercised. This portion of the lease liabilities (and right-of-use assets) mainly relates to technical space and technical equipment.

Amounts recognized in the consolidated statement of financial position
The carrying value of Right-of-use assets were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Right-of-use assets		
Technical space	7,255	7,342
Technical equipment	5,501	4,876
Non-technical space	3,040	3,321
Land	1,142	1,053
Other	244	232
Total[1]	**17,181**	**16,823**

1) During 2023 SEK 1,057 million has been reclassified to Assets held for sale.

Additions to the right-of-use assets during 2024 amounted to SEK 4,972 million (5,861), whereof SEK 1,496 million (1,667) related to new contracts, mainly for technical space and technical equipment. SEK 3,476 million (4,194) related to lease modifications mainly due to indexations and reassessed lease terms for existing contracts for technical space and technical equipment.

The carrying value of lease liabilities were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Lease liabilities[1]		
Non-current	14,870	14,511
Current	3,421	3,156
Total	**18,291**	**17,667**

1) Included in the line items non-current and current borrowings in the consolidated statements of financial position.

For expected maturities of the lease liabilities, see Note C27.

Amounts recognized in the consolidated statements of comprehensive income
The consolidated statement of comprehensive income includes the following amounts relating to leases.

SEK in millions, except for average useful life	Average useful life (years) 2024	Dec 31, 2024	Dec 31, 2023
Depreciation of right-of-use assets			
Technical space	11	1,073	1,086
Technical equipment	7	1,177	1,018
Non-technical space	9	715	719
Land	17	84	87
Other	5	149	163
Total depreciation		**3,199**	**3,073**
Interest expense (included in finance cost)		733	664
Expenses relating to current leases, low-value assets and variable lease payments[1]		42	49
Total expenses		**3,973**	**3,786**

1) Expenses related to current leases, leases of low-value assets and variable lease payments are included in the line items Goods and services purchased and Other external expenses.

Capital gains from sale-and-lease back transactions in 2024 amounted to SEK 128 million, se Note C13. There were no material sale or lease back transactions during 2023.

Amounts recognized in the consolidated statements of cash flow
The total cash outflow for leases in 2024 amounted to SEK 3,878 million (3,812). Repayments of lease liabilities have been recognized as cash flow from financing activities and paid interest has been recognized as cash flow from operating activities.

Telia Company as lessor

Finance leases
The lease portfolio of Telia Company's customer financing operations in Sweden, Finland, and Norway, comprise financing related to Telia Company's product offerings such as devices and customer premises equipment.

The term of the contract stock is approximately 9 quarters (9). The term of new contracts signed in 2024 was 8 quarters (9). Of all contracts, 96 % (86) carry a fixed interest rate and 4% (14) a floating interest rate. Many contracts include renewal options.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Selling profit	32	45
Finance income on the net investment in the lease	85	87
Total	**117**	**132**

Finance lease maturity analysis
Lease payments receivable have the following maturities.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Less than 1 year	320	368
1-2 years	170	171
2-3 years	93	86
3-4 years	54	61
4-5 years	23	27
5 years+	4	5
Total undiscounted lease payments receivable	**664**	**718**
Unearned finance income	-72	-70
Net investment in the lease	**592**	**648**

As of December 31, 2024 expected credit losses for lease payments receivables totaled SEK 2 million (3). Credit losses on leasing receivables are reduced by gains from the sale of equipment returned.

Operating leases
Telia Company as lessor, is leasing out various types of assets to customers such as technical equipment and space (i.e. copper, dark fibre, IRU. ducts and space on towers). Telia Company has operating lease agreements related product offerings to end-customers in Sweden and Finland. Contract periods range between 2 and 5 years, with an average term of approximately 3 years. In addition, Telia Company has operating lease contracts of handsets in Norway, which include a right for the customer to swap to a new handset by returning the current handset and entering into a new lease contract. Contract periods range between 1 and 2 years. For information on assets subject to operating leases, see Note C13.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Lease income	2,267	2,367

There were no material variable lease payments related to operating leases during 2024 or 2023.

Maturity analysis for operating lease payments

SEK in millions	Dec 31, 2024	Dec 31, 2023[1]
Less than 1 year	1,909	1,990
1-2 years	1,404	1,434
2-3 years	984	955
3-4 years	733	727
4-5 years	477	422
5 years+	430	448
Total undiscounted lease payments receivables	**5,937**	**5,976**

1) Restated for comparability with SEK 400 million.

C29. Related party transactions

The Swedish state
At year-end, the Swedish state held 41,1% of total shares in Telia Company. The remaining 58,9% of the total shares are widely held.

Telia Company group's services and products are offered to the Swedish state, their agencies, and state-owned companies in competition with other operators and on conventional commercial terms. Certain state-owned companies run businesses that compete with Telia Company. Likewise, Telia Company buys services from state-owned companies at market prices and on otherwise conventional commercial terms. Neither the Swedish state and their agencies, nor state-owned companies represent a significant share of Telia Company's revenue or earnings.

The Swedish telecommunications market is governed mainly by the Electronic Communications Act and ordinances, regulations and decisions in accordance with the Act. Notified operators are required to pay a fee to finance measures to prevent serious threats and disruptions to electronic communications during peacetime. The required fee from Telia Company was SEK 43 million in 2024 and SEK 41 million in 2023. In addition, Telia Company, like other operators, pays annual fees to the Swedish National Post and Telecom Agency (PTS) to fund the Agency's activities under the Electronic Communications Act and the Radio and Telecommunications Terminal Equipment Act. Telia Company paid fees of SEK 43 million in 2024 and 43 million in 2023.

Associated companies
Telia Company sells and buys services and products to and from associated companies. These transactions are based on commercial terms.

For information on the sale-lease-back of the Kotikuitu fiber assets in Telia Finland to the associated fiber company Valokuitunen Oy, see Note C13.

Summarized information on transactions and balances with associated companies related to sales and purchases of goods and services was as follows.

	January–December or December 31	
SEK in millions	**2024**	**2023**
Sales of goods and services		
Valokuitu Kotiin Holding 1 Oy	62	6
OCH A/S (Operators Clearing House)	-	4
SK ID Solutions AS	4	-
SIA Tet	3	2
Other	2	1
Total sales of goods and services	**71**	**12**
Purchases of goods and services		
Mediamätning i Skandinavien MMS AB	30	28
SK ID Solutions AS	4	-
SIA Tet	5	4
Suomen Numerot NUMPAC Oy	6	1
Other	3	2
Total purchases of goods and services	**48**	**35**
Total trade and other receivables	**10**	**4**
Total trade and other payables	**7**	**5**

Pension and personnel funds
As of December 31, 2024, Telia Company's Finnish pension fund held 366,802 shares and its Finnish personnel fund 658,878 shares in the company, respectively, in total representing 0.03% of total shares. For information on transactions and balances, see Note C22.

Key management
See section "Remuneration to corporate officers" in Note C32 for further details.

C30. Contingencies, other contractual obligations and litigation

Contingent assets and contingent liabilities
As of the end of the reporting period, Telia Company had no contingent assets, while financial guarantees reported as contingent liabilities were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Credit and performance guarantees, etc.	1	1
Subtotal (see Liquidity risk – Note C27)	**1**	**1**
Guarantees for pension obligations	358	346
Total contingent liabilities	**359**	**347**

As of December 31, 2024, credit and performance guarantees amounted to SEK 1 million, expected to mature in the fourth quarter 2025.

Some loan covenants agreed limit the scope for divesting or pledging certain assets. Some of Telia Company's bond issuances include change-of-control provisions which under certain conditions allow the lenders to call back the bond before scheduled maturity. Conditions stipulated include a new owner taking control of Telia Company, as such also resulting in a lowering of Telia Company's official credit rating to a "non-investment grade" level.

For all financial guarantees issued, stated amounts equal the maximum potential future payments that Telia Company could be required to make under the respective guarantee.

Collateral pledged
As of the end of the reporting period, collateral pledged for blocked funds in bank accounts was SEK - million (-).

Other unrecognized contractual obligations
As of December 31, 2024, unrecognized contractual obligations regarding future acquisitions (or equivalent) of non-current assets (excluding film and program rights) represented the following expected maturities.

Expected investment period SEK in millions	Jan–Mar 2025	Apr–Jun 2025	Jul–Sep 2025	Oct–Dec 2025	2026	2027	2028	2029	Later years	Total
Intangible assets	35	7	1	1	-	0	-	-	-	**44**
Property, plant and equipment	2,258	1,003	563	400	113	131	129	122	119	**4,839**
Leases	12	9	9	9	39	109	109	111	1,009	**1,416**
Total	**2,305**	**1,020**	**573**	**411**	**151**	**240**	**238**	**233**	**1,128**	**6,299**

As of December 31, 2024, contractual obligations totaled SEK 17,790 million (15,672), of which SEK 11,491 million (10,785), related to film and program rights. See Note C14 for further information.

Legal and administrative proceedings
In its normal course of business, Telia Company is involved in a number of legal proceedings. These proceedings primarily involve claims arising out of commercial contract and commercial law issues and matters relating to telecommunications regulations and copyright laws. Except for the proceedings described here, Telia Company or it's subsidiaries are not involved in any legal, arbitration or regulatory proceedings which management believes could have a material adverse effect on Telia Company's business, financial condition or results of operations.

As disclosed in the Annual and Sustainability Report 2023, the Norwegian Tax Administration (NTA) has performed a VAT audit investigating the treatment of the supply of electronic news services during the years 2016-2018 in GET AS, which was acquired by Telia Company in 2018. NTA issued 2023 a decision requesting Telia Company to pay an amount of approximately SEK 0.3 billion, which was appealed by Telia Company. According to transaction warranties Telia Company has a right to reclaim SEK 138 million for tax payments made related to periods before the GET acquisition. NTA has in the fourth quarter 2023 expanded the VAT audit to also cover the years 2019-2022. As a result of Telia Company's updated risk assessment a total provision of SEK 419 million was recognized per December 31, 2023, whereof SEK 279 million was classified as non-current. New Norwegian VAT legislation was implemented as of January 1, 2023, which limits the exposure to the years 2016 – 2022. In February 2024 Telia Company paid the amount of SEK 270 million requested by the Norwegian Tax Administration (NTA) related to the VAT audit investigation on the treatment of the supply of electronic news services during the years 2016-2018 in GET AS, which was acquired by Telia Company in 2018. The payment reduced the provision for the years 2016-2018 by SEK 140 million and the remaining amount of SEK 130 million was recognized as a deposit (asset) based on that the NTA decision has been appealed by Telia Company and it is assessed probable that the amount will be repaid after a final court resolution. The remaining provision for the Norwegian VAT audit, which was recognized in December 2023, relates to the extended investigation for the years 2019-2022. As per December 31, 2024, this provision amounts to SEK 274 million. On October 18, 2024, a court decision was issued by the first level Administrative court in Oslo, but since the decision has been appealed in the fourth quarter no changes have been made to the provision per December 31, 2024.

In the fourth quarter 2023 the Norwegian Tax Agency (NTA) issued a notification to Telia Finance Norwegian Branch (TFN) relating to the tax depreciation period for purchased equipment in TFN during the years 2020-2022. The NTA notification was appealed in 2024 but based on Telia Company's risk assessment performed in the fourth quarter 2023, an increase of current tax liabilities of SEK 212 million was recognized, with a corresponding net income tax expense of SEK 117 million and a deferred tax liability reversal of SEK 95 million. Telia Company has on February 24, 2025, received a decision from NTA in line with the notification which will result in a payment of the current tax liability in March 2025.

For information on potential future payment of tax indemnity to Norlys, see Note C34.

C31. Cash flow information

Non-cash transactions, continuing and discontinued operations

Asset retirement obligations (AROs)
In 2024 and 2023, obligations regarding future dismantling and restoration of technical sites entailed non-cash net investments of SEK 177 million and SEK 760 million, respectively.

Building-infrastructure exchange transactions
Telia Company provides and installs infrastructure in buildings and as compensation is granted an exclusive right to deliver services for 5–10 years through this infrastructure. These activities entailed non-cash exchanges of SEK 40 million in 2024 and SEK 9 million in 2023.

Dividends, interest and income taxes, continuing and discontinued operations

SEK millions	Jan-Dec 2024	Jan-Dec 2023
Dividends received	40	134
Interest received	1 086	774
Interest paid	-5,067	-4,075
Income taxes paid	-1,545	-1,304

Dividends to holders of non-controlling interests, continuing and discontinued operations

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Subsidiaries		
Telia Towers AB	-419	-319
Latvijas Mobilais Telefons SIA	-	-111
Telia Lietuva, AB	-72	-48
Total dividends to holders of non-controlling interests	**-491**	**-478**

Liabilities and cash flows arising from financing activities

SEK in millions	Jan 1, 2024 Opening Balance	Cash flows	Non-cash changes: Acquisitions/ Divestments	Non-cash changes: New and changed lease contracts	Non-cash changes: Foreign exchange movement	Non-cash changes: Fair value changes	Non-cash changes: Other changes[1]	Dec 31, 2024 Closing Balance
Non-current lease liabilites	**14,511**	-	-	3,351	191	-	-3,182	**14,870**
Derivative liabilities hedging non-current borrowings	**5,753**	-	-	-	6	-2,256	133	**3,636**
Other non-current borrowings	**78,233**	-7,447	0	-	1,957	1,943	-5,367	**69,319**
Non-current borrowings	**98,497**	**-7,447**	**0**	**3,351**	**2,154**	**-313**	**-8,416**	**87,826**
Current lease liabilites	**3,156**	-3,011	-	-	29	-	3,247	**3,421**
Derivative liabilities hedging current borrowings	**433**	-	-	-	-	53	-369	**117**
Other current borrowings	**10,481**	-10,643	-	-	-664	22	7,373	**6,569**
Current borrowings	**14,069**	**-13,654**	**-**	**-**	**-635**	**76**	**10,252**	**10,108**
Non-current borrowings	**1,092**	-	-1,092	-	-	-	-	**-**
Current borrowings	**217**	-342	126	-	-	-	-	**-**
Borrowings discontinued operations	**1,309**	**-342**	**-966**	**-**	**-**	**-**	**-**	**-**
Total Liabilites from financing activities	**113,875**	**-21,444**	**-966**	**3,351**	**1,519**	**-237**	**1,835**	**97,933**
Derivative assets hedging non-current borrowings	**-1,473**	-666	-	-	-588	1,611	-56	**-1,172**
Derivative assets hedging current borrowings	**-628**	613	-	-	-346	-6	111	**-256**
Other derivatives recognized as assets	**-4,324**	2,510	-	-	-180	-69	-880	**-2,943**
Assets hedging borrowings[2]	**-6,425**	**2,458**	**-**	**-**	**-1,114**	**1,536**	**-826**	**-4,370**
Total liabilities from financing activities net of assets hedging borrowings[2]	**107,450**	**-18,986**	**-966**	**3,351**	**405**	**1,299**	**1,010**	**93,563**

1) Other changes mainly refer to reclassification between non-current and current borrowings due to maturity.
2) Assets to hedge borrowings are included in cash flow from financing activities.

SEK in millions	Jan 1, 2023 Opening Balance	Cash flows	Non-cash changes: Acquisitions/ Divestments	New and changed lease contracts	Foreign exchange movement	Fair value changes	Other changes[1]	Reclassified to Liabilites associated with assets held for sale[2]	Dec 31, 2023 Closing Balance
Non-current lease liabilites	**13,971**	-	-	4,662	-159	-	-3,210	-753	**14,511**
Derivative liabilities hedging non-current borrowings	**7,138**	-	-	-	80	-1,658	193	-	**5,753**
Other non-current borrowings	**73,446**	13,854	-	-	-197	1,879	-10,411	-339	**78,233**
Non-current borrowings	**94,555**	**13,854**	**-**	**4,662**	**-275**	**222**	**-13,429**	**-1,092**	**98,497**
Current lease liabilites	**3,261**	-2,822	-	-	-38	-	2,972	-217	**3,156**
Derivative liabilities hedging current borrowings	**229**	-	-	-	-176	-3	382	-	**433**
Other current borrowings	**3,516**	-3,794	0	-	-149	-71	10,978	-	**10,481**
Current borrowings	**7,007**	**-6,616**	**0**	**-**	**-363**	**-74**	**14,332**	**-217**	**14,069**
Non-current borrowings	**-**	-	-	-	-	-	-	1,092	**1,092**
Current borrowings	**-**	-	-	-	-	-	-	217	**217**
Borrowings discontinued operations	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**1,309**	**1,309**
Total Liabilites from financing activities	**101,561**	**7,239**	**0**	**4,662**	**-638**	**148**	**903**	**-**	**113,875**
Derivative assets hedging non-current borrowings	**-1,957**	-	-	-	478	-11	16	-	**-1,473**
Derivative assets hedging current borrowings	**-248**	63	-	-	-386	15	-70	-	**-628**
Other derivatives recognized as assets	**-5,171**	1,727	-	-	-873	3	-9	-	**-4,324**
Assets hedging borrowings[3]	**-7,376**	**1,790**	**-**	**-**	**-781**	**7**	**-64**	**-**	**-6,425**
Total liabilities from financing activities net of assets hedging borrowings[3]	**94,185**	**9,029**	**0**	**4,662**	**-1,419**	**154**	**839**	**-**	**107,450**

1) Other changes mainly refer to reclassification between non-current and current borrowings due to maturity.
2) Reclassification of borrowings and lease liabilities related to Telia Denmark.
3) Assets to hedge borrowings are included in cash flow from financing activities.

Business combinations, other acquisitions and disposals

Telia Company group is continually restructured by acquiring and divesting equity instruments or operations.

In 2024, total net cash outflow from business combinations and other equity instruments acquired was SEK 40 million. In 2023, total net cash outflow from business combinations and other equity instruments acquired was SEK 181 million. For information on business combinations, see Note C34.

Total cash inflow from divested operations and other equity instruments in 2024 amounted to SEK 8,071 million, for more information see Note C34. Total cash inflow from divested operations and other equity instruments in 2023 amounted to SEK 34 million.

C32. Human resources

Employees, salaries, and social security expenses
During 2024, the number of employees from continuing operations decreased by 1,035 to 16,862 at year-end from 17,897 at year-end 2023. There were no employees in discontinued operations at year-end 2024 compared to 747 at year-end 2023.

For both 2023 and 2024, operations were conducted in 8 countries, of which cointinuing operations were conducted in 8 countries.

The average number of full-time employees by country was as follows.

	Jan–Dec 2024		Jan–Dec 2023	
Country	**Total (number)**	**of whom men (%)**	**Total (number)**	**of whom men (%)**
Sweden	6,681	64.7	6,996	64.3
Finland	3,614	70.1	3,837	70.5
Norway	1,656	71.7	1,768	71.7
Lithuania	2,773	54.7	2,909	53.8
Estonia	1,426	54.0	1,458	54.9
Latvia	1,258	52.2	1,161	51.2
Denmark	31	83.9	48	79.2
Other countries	45	91.1	41	90.2
Total, continuing operations	**17,484**	**63.2**	**18,218**	**63.1**
Denmark	206	69.4	745	71.9
Total, discontinued operations	**206**	**69.4**	**745**	**71.9**
Total	**17,690**	**63.3**	**18,963**	**63.5**

The share of female and male senior executives was as follows. Boards of directors refer to board members in all consolidated group companies.

Other senior executives include presidents and other members of executive management teams at the group level, region level and company level.

	Dec 31, 2024		Dec 31, 2023	
%	**Boards of directors**	**Other senior executives**	**Boards of directors**	**Other senior executives**
Women	34.6	43.7	31.3	45.5
Men	65.4	56.3	68.7	54.5
Total, continuing operations	**100**	**100**	**100**	**100**
Women	-	-	33.3	27.3
Men	-	-	66.7	72.7
Total, discontinued operations	**-**	**-**	**100**	**100**

Total salaries and other remuneration, along with social security expenses and other personnel expenses, were as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Salaries and other remuneration	**13,175**	**12,595**
Social security expenses		
Employer's social security contributions	2,458	2,464
Pension expenses	1,253	1,290
Total social security expenses	**3,712**	**3,754**
Capitalized work by employees	-1,768	-1,670
Other personnel expenses	127	118
Total personnel expenses, continuing operations	**15,246**	**14,797**
Total personnel expenses, discontinued operations	**233**	**816**

Salaries and other remuneration were divided between senior executives and other employees as follows. Variable pay was expensed in the respective year, but disbursed in the following year.

	Jan–Dec 2024		Jan–Dec 2023	
SEK in millions	Senior executives (of which variable pay)	Other employees	Senior executives (of which variable pay)	Other employees
Salaries and other remuneration, continuing operations[1]	238 (14)	12,937	232 (18)	12,363
Salaries and other remuneration, discontinued operations	2 (2)	221	11 (2)	752

1) 2023 restated for comparability.

Pension expenses in 2024 for all senior executives totaled SEK 15 million (15).

In 2024 employee profit-sharing costs in Telia Company's Finnish subsidiaries amounted to SEK 77 million (80). In addition to this employee profit-sharing system, all Telia Company markets apply performance-based variable compensation for different groups of employees. In Sweden, for example, close to all permanent employees are included in variable compensation schemes, one type for the sales force and one for all other staff.

Long-term incentive program (LTI)
The 2010 to 2024 AGMs in Telia Company resolved to implement performance share programs (PSP), to be offered to a selected group of senior executives and key position holders within the group. Members of the Group Executive Management team are excluded. If the pre-defined financial performance conditions are met during the defined performance period, participants in the programs shall receive a number of Telia Company shares (performance shares) at a share price of SEK 0. The financial targets include a minimum level which must be achieved for any allotment of performance shares to occur at all, as well as a maximum level over which no additional allotment of performance shares will occur. Each program shall in total comprise no more than 2,764,502 (PSP 2021), 3,428,025 (PSP 2022), 4 065 601 (PSP 2023) and 4 827 332 (PSP 2024) Telia Company shares, corresponding to approximately 0.07% of the total number of outstanding shares for PSP 2021, 0.09% for PSP 2022, 0.10% for PSP 2023 and 0.12% for PSP 2024 respectively.

Recalculation of final allotments of performance shares shall take place in the event of an intervening bonus issue, a split, a rights issue and/or other similar events.

Performance share program 2015 to 2024
Financial targets for the 2015 to 2020 programs are earnings before interest, tax, depreciation and amortization (EBITDA) and total shareholder return (TSR). The final allotments of performance shares will be based 50% on accumulated EBITDA and 50% on TSR during the full performance period of three years. TSR is measured in relation to TSR of a group of comparable telecom companies defined by the Board of Directors. The 2021 program got a target on Return on Capital Employed (ROCE) in addition to EBITDA and TSR. The final allotments of performance shares will be based on 25% weighting on accumulated EBITDA, 50% on TSR and 25% on ROCE. To align the performance measures with the Groups's strategic priorities, an Operational Free Cash Flow (OFCF) target and an Environmental, Social and Governance (ESG) target was introduced for the 2022 program in addition to the TSR and the ROCE targets. The 2023 and 2024 programs respectively, are similar to the 2022 program. The final allotments of performance shares in the 2022, 2023 and 2024 programs will be based on 40% weighting on TSR, 20% on ROCE, 25% on OFC and 15% on ESG. The maximum number of performances shares a participant can be initially granted corresponds to 30% of the participant's annual base salary.

Participants are not required to invest in Telia Company shares. The final number of performance shares awarded shall be capped at such number where the aggregated market value corresponds to 60% of each participant's base salary.

PSP 2021 vesting in spring 2024 gave zero allotment and no Telia Company shares were transferred to the participants in the "Long Term Incentive program 2021/2024" (LTI program).

The summarized performance share program activity in 2024 was as follows.

	Jan–Dec 2024			
Performance share program	**2024/2027**	**2023/2026**	**2022/2025**	**2021/2024**
Number of performance shares				
Outstanding at the beginning of the year	-	4,052,598	2,643,133	1,728,981
Granted during the year (preliminary allotments)	4,386,881	-	-	-
Forfeited during the year	-339,227	-638,872	-426,888	-1,728,981
Final allotments during the year	-	-	-	-
Outstanding at the end of the year	**4,047,654**	**3,413,726**	**2,216,245**	**-**

At year end there were no vested performance shares outstanding as share rights for each program are settled in connection with the vesting in April in the last year of the program.

Estimated fair values at grant date and the assumptions used when estimating the fair values were as follows.

Performance share program	**2024/2027**	**2023/2026**	**2022/2025**	**2021/2024**
Fair value per performance share at grant date				
Market based (TSR) performance share (SEK)	11.1	10.1	20.6	15.4
Non-market based performance share (SEK)	21.0	21.3	34.0	30.9
Assumptions used in valuation at grant date				
Share price at grant date (SEK)	26.4	26.7	40.0	36.6
Expected yearly dividend (percent of share price)	7.6	7.5	5.4	6.2
Assumptions used in valuation of TSR-based performance condition (percentages)				
Estimated volatility, Telia Company	21	21	22	22
Estimated volatility, peer group companies	14-32	15-34	19-36	17-29
Average reciprocal correlation between Telia Company and the peer group companies	67	70	46	47
Risk-free interest rate	2.8	2.9	1.2	-0.1

The achievement of the TSR-based performance condition, which reduces the fair value, was estimated using a Monte Carlo simulation model. The fair value was adjusted for the present value of expected dividends, since holders of rights to performance shares are not compensated for dividends during the vesting period. The fair value effect of the cap on the number of shares that can be earned, as described above, was estimated with the Black & Scholes model.

The estimated fair value of each performance share program and related social security expenses are expensed over the performance period. Total personnel expenses were as follows.

SEK in millions	**Jan–Dec 2024**	**Jan–Dec 2023**
Salaries and other remuneration	34	24
Social security expenses	8	6
Total personnel expenses, performance share programs	**42**	**29**

Remuneration to corporate officers

Board of Directors

As resolved by the 2024 AGM of shareholders (AGM) in Telia Company, annual remuneration is paid to the members of the Board of Directors in the amount of SEK 2,040,000 (2,000,000) to the Chair, SEK 955,000 (940,000) to the Vice-Chair and SEK 685,000 (670,000) to each of the other directors, elected by the AGM. In addition, annual remuneration is paid to the members of the Board's Audit Committee in the amount of SEK 306,000 (300,000) to the Chair and SEK 174,000 (170,000) to each of the other members. Additional annual remuneration is also paid to the members of the Board's Remuneration Committee in the amount of SEK 75,000 (75,000) to the Chair and SEK 75,000 (75,000) to each of the other members.

Remuneration to Board members

SEK in thousands	Board[1]	Audit Committee	Remuneration Committee	Total remuneration
Board of Directors, 2024				
Lars-Johan Jarnheimer, Chair	2,027	-	75	**2,102**
Ingrid Bonde, Vice-Chair	950	173	-	**1,123**
Johannes Ametsreiter	680	173	-	**853**
Luisa Delgado	680	-	75	**755**
Tomas Eliasson	680	304	-	**984**
Rickard Gustafson	680	-	75	**755**
Jeanette Jäger	680	-	-	**680**
Jimmy Maymann until April 10	186	-	-	**186**
Sarah Eccleston	680	-	-	**680**
Total	**7,245**	**650**	**225**	**8,119**

1) Board remuneration, remuneration for Audit Committee and Remuneration Committee are presented in separate columns above. The remuneration is paid monthly. Lars-Johan Jarnheimer, Ingrid Bonde, Johannes Ametsreiter, Luisa Delgado, Tomas Eliasson, Rickard Gustafsson, Jeanette Jäger and Sarah Eccleston were re-elected at the AGM 2024. Numbers may not add up due to rounding.

SEK in thousands	Board	Audit Committee	Remuneration Committee	Total remuneration
Board of Directors, 2023				
Lars-Johan Jarnheimer, Chair	2,000	-	75	**2,075**
Ingrid Bonde, Vice-Chair	940	170	-	**1,110**
Johannes Ametsreiter	670	126	-	**796**
Luisa Delgado	670	-	75	**745**
Tomas Eliasson	670	266	-	**936**
Rickard Gustafson	670	-	75	**745**
Jeanette Jäger	670	-	-	**670**
Nina Linander until April 5	175	78	-	**253**
Jimmy Maymann	670	-	-	**670**
Sarah Eccleston from April 5	495	-	-	**495**
Total	**7,629**	**640**	**225**	**8,494**

Group Executive Management
The Chief Executive Officer (CEO) and the "Other members of the Group Executive Management" referring to the three EVPs (Executive Vice President) and the five SVPs (Senior Vice President) directly reporting to the CEO in 2024, constituted the Telia Company Group Executive Management. During 2024 there has been a change in CEO. Furthermore, two SVPs have left the company (included under "Other former members of Group Executive Management" below).

Guidelines for remuneration to Group Executive Management
The Annual General Meeting on April 5, 2023, decided on guidelines for remuneration to Group Executive Management which have been applicable during 2024 as well, see section 'Remuneration to executive management' in the Directors' Report. The guidelines shall be in force until new guidelines are adopted by the general meeting and valid for a maximum of four years. The purpose of the guidelines is to ensure that Telia Company can recruit and retain qualified employees, which is a prerequisite for the successful implementation of the Company's business strategy and safeguarding of its long-term interests, including its sustainability objectives.

The guidelines do not apply to any remuneration decided or approved by the general meeting.

The Board of Directors will not propose changes to the guidelines to the Annual General Meeting on April 9, 2025.

Remuneration and other benefits earned as member of Group Executive Management during the year and capital value of pension commitments.

SEK in thousands	Base salary	Other remuneration[1]	Other benefits[2]	Pension expense[3]	Total remuneration	Capital value of pension commitment[4]
Group Executive Management, 2024						
Allison Kirby, CEO until Jan 31	1,530	688	64	47	**2,329**	-
Patrik Hofbauer, CEO from Feb 1	13,750	5,897	240	503	**20,390**	-
Other members of Group Executive Management (including 3 EVPs and 5 SVPs)	59,720	13,959	1,440	3,543	**78,661**	-
Total	**75,000**	**20,544**	**1,744**	**4,093**	**101,380**	-
Other former members of Group Executive Management						
Other former members of Group Executive Management (2 individuals)[5]	18,411	2,904	1,096	990	**23,400**	-
Other former CEOs and EVPs (9 individuals)	-	-	-	-	**-**	**155,142**
Total	**18,411**	**2,904**	**1,096**	**990**	**23,400**	**155,142**
Grand total	**93,411**	**23,448**	**2,839**	**5,082**	**124,780**	**155,142**

1) Other Remuneration for CEO and other members of Group Executive Management mainly includes cash allowances introduced to compensate for capped defined contribution schemes and holiday pay.
2) Other benefits refer to insurances, company car benefits, relocation benefits and a number of other taxable benefits. Other benefits for the CEO are mainly company car benefit and insurances.
3) See further disclosures concerning the terms and conditions of pension benefits below.
4) Capital value of pension commitment includes defined benefit plans for nine former CEOs, EVPs and SVPs.
5) Other former member of the Group Executive Management includes two members who left Telia Company. Provisions during the notice period for base salary, benefits and pension costs as well as for provisions for severance pay are included in the amount. The salary during notice period and severance pay will be reduced by any other income. The provision will then be reduced. Deductions on severance pay during 2024 for two other former members due to new income have been accounted for in the base salary amount.

SEK in thousands	Base salary	Other remuneration	Other benefits	Pension expense	Total remuneration	Capital value of pension commitment
Group Executive Management, 2023						
Allison Kirkby, CEO	18,360	8,212	342	535	**27,449**	-
Other members of Group Executive Management (including 4 EVPs and 9 SVPs)	66,873	15,432[1]	3,298	4,984[1]	**90,588**	**22,486**
Total	**85,233**	**23,645[1]**	**3,640**	**5,519[1]**	**118,037**	**22,486**
Other former members of Group Executive Management						
Other former members of Group Executive Management (1 individual)	7,742	-	63	768	**8,573**	-
Other former CEOs and EVPs (8 individuals)	-	-	-	-	**-**	**125,852**
Total	**7,742**	**-**	**63**	**768**	**8,573**	**125,852**
Grand total	**92,975**	**23,645**	**3,704**	**6,287**	**126,610**	**148,338**

1) Restated for comparability with 1.621 SEK in thousands.

Comments on the table related to 2023 can be found in the Annual and Sustainability Report 2023.
Numbers may not add up due to rounding.

Pension benefits
Telia Company offers permanent members of the Group Executive Management defined contribution pension schemes. A defined contribution scheme provides premium contributions to the pension scheme as a percentage of the pensionable salary or as a fixed amount. The level of pension benefits at retirement will be determined by the contributions paid and the return on investments and the costs associated to the plan.

For defined benefit plans, the main drivers of the change in capital value for the obligation are the change in discount rate and paid out pension premiums.

CEO
The CEO is eligible to a defined contribution pension scheme with contributions corresponding to 4.5% of base salary up to 7.5 income base amounts and to 30% of base salary from 7.5 income base amounts and up to 30 income base amounts. These contributions for Patrick Hofbauer as CEO add up to a total pension contribution of SEK 503 327 (compared to a base salary of SEK 13 750 000 representing 3.7%), based on the period February to December 2024 (as Patrik joined the company on Feb 1, 2024).

The contributions into the scheme are vested immediately. The income base amount is determined annually by the Swedish Government and was SEK 76,200 for 2024. The retirement age is variable. Contributions to the pension scheme will cease at retirement or earlier if leaving the company for any other reason.

Other members of Group Executive Management
The EVPs and the SVPs based in Sweden are eligible to defined contribution pension schemes providing contributions corresponding to 4.5% of their base salary up to 7.5 income base amounts and 30% of of base salary from 7.5 income base amounts and up to 30 income base amounts. Members of Group Executive Management in Sweden covered by the ITP plan are in addition to the pension contribution covered by all collective agreed benefits. Group Executive Management members based in other countries are also eligible for defined contributions pension schemes (with the exception of legally required defined benefit pension plans in Finland). One member based in another country received a cash allowance as part of the pension contribution. The contributions to the pension schemes are vested immediately. The retirement age for members of Group Executive Management is 65 or variable.

Other former members of Group Executive Management
Defined pension benefits earned by former CEOs and EVPs until 2008 are pledged and calculated as capital values (debt) until all their lifelong pensions are fully paid out by Telia Company. Their pensions are paid out from the age of 60. Since 2008, Telia Company does not offer any defined benefit pension schemes to CEOs and Group Executive Management.

C33. Remuneration to audit firms

Remuneration to elected audit firms for audit and other reviews based on applicable legislation and for advice and other assistance resulting from observations in the reviews was as follows. Remuneration also includes independent advice, using group auditors or other locally elected audit firms, in the fields of Tax/Law and Corporate Finance as well as other consulting services.

KPMG AB was elected at the AGM as Telia Company's group auditor. The remuneration to KPMG was as follows for the total Telia group. For the review of interim financial statements, no separate remuneration has been debited.

Remuneration to other audit firms refers to subsidiaries not audited by the group auditors.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Remuneration		
KPMG		
Audit	38	-
Audit-related services	3	-
Tax services	2	-
All other services	2	-
Total KPMG	**46**	**-**
Other audit firms		
Audit	0	40
Audit-related services	0	1
Tax services	0	5
All other services	0	2
Total Other audit firms	**0**	**48**

C34. Assets held for sale and discontinued operations and other disposals

Disposal of operations and assets in Denmark

On September 15, 2023, Telia Company signed the final and binding sales agreement for the sale of the operations and network assets in Denmark to Norlys a.m.b.a. (Norlys). The transaction was closed on April 2, 2024, and generated a capital gain in 2024 of SEK 3,261 million, which included the effects of exit tax of SEK -321 million and reclassification of accumulated foreign exchange gains of SEK 61 million. The capital gain was recognized within discontinued operations (classified as an adjustment item).

The net cash flow effect from the disposal was SEK 7,939 million in 2024 (proceeds received SEK 8,945 million less exit tax paid SEK -321 million and cash and cash equivalents in entities sold SEK -685 million) and was presented as cash flow from investing activities from continuing operations (not included in operational free cash flow).

A negative tax ruling has been received from the Danish tax authorities in February 2025. Telia Company will therefore also pay a tax indemnity of DKK 340 million (SEK 522 million) to Norlys in March 2025. The cash flow will be presented as cash flow from investing activities from continuing operations (not included in operational free cash flow). No provision is recognized for the indemnity as the amount to be paid to Norlys is expected to be repaid since it is deemed probable that Telia Company would win a final tax appeal in court.

Telia Company has agreed with Norlys to provide transitional services over two years and to continue the equipment sale to the Danish entities. Revenue from the transitional services and equipment sale to Denmark and related costs are recognized within continuing operations in Other operations.

The transaction is in line with Telia's strategy to focus on markets where there is a clear path to securing and defending leading market positions. Norlys is Denmark's largest integrated energy and tele-communications group. Telia used the transaction proceeds for deleveraging purposes.

Discontinued operations

The operations and network assets in Denmark sold were classified as held for sale and discontinued operations since September 15, 2023. Danish units that are not sold are included in Other operations within continuing operations.
The consolidated statements of comprehensive income reflect the split into continuing and discontinued operations. The consolidated cash flow statements present cash flows for the total group, but with additional information on cash flows from discontinued operations. Operational free cash flow and Free cash flow (new definition) for the group include only cash flow from continuing operations. The consolidated statement of financial position for 2023 presents the Danish assets and liabilities as held for sale. The amounts for continuing and discontinued operations in the consolidated financial statements are presented after elimination of intra group transactions and balances.

Net income from discontinued operations (Denmark)

SEK in millions, except per share data	Jan–Dec 2024	Jan–Dec 2023
Revenue	1,274	5,679
Expenses and other operating income, net	-1,298	-4,639
Operating income	**-24**	**1,040**
Financial items, net	-12	-34
Income after financial items	**-36**	**1,005**
Income taxes	35	-113
Net income before gain on disposal	**-2**	**891**
Gain on disposal of Telia Denmark (including cumulative exchange gain in equity reclassified to net income of SEK 61 million)	3,261	-
Net income from discontinued operations	**3,260**	**891**
Adjusted EBITDA	358	1,473
EPS from discontinued operations (SEK)	0.83	0.23

Assets classified as held for sale (Denmark)

SEK in millions	Dec 31, 2024	Dec 31, 2023
Goodwill and other intangible assets	-	3,198
Property, plant and equipment	-	2,566
Right-of-use assets	-	1,057
Other non-current assets	-	216
Other current assets	-	1,155
Cash and cash equivalents	-	118
Assets classified as held for sale	**-**	**8,310**
Non-current borrowings	-	1,092
Non-current provisions	-	188
Other non-current liabilities	-	1,200
Current borrowings	-	217
Other current liabilities	-	1,472
Liabilities associated with assets classified as held for sale	**-**	**4,169**
Net assets classified as held for sale	**-**	**4,141**

Other disposals

Disposal of webhosting business in Finland
On August 1, 2024, Telia Company disposed its webhosting business in Finland at a price of SEK 152 million. The disposal resulted in a capital gain of SEK 152 million in 2024, which was recognized within Other operating income and expenses, net (classified as an adjustment item). The transaction had a positive cash flow effect of SEK 152 million in the 2024, which was recognized as cash flow from Operations and other equity instruments divested.

Parent company income statements

SEK in millions	Note	Jan–Dec 2024	Jan–Dec 2023
Revenue	P2	1,899	2,024
Goods and services purchased	P3	-1,009	-1,411
Personnel expenses	P26	-735	-811
Other external expenses	P3	-623	-221
Other operating income	P4	53	168
Other operating expenses	P4	-195	-260
EBITDA		**-610**	**-511**
Depreciation, amortization and impairment		-	-
Operating income		**-610**	**-511**
Finance income	P5	9,527	10,243
Finance costs	P5	-7,690	-9,763
Income after financial items		**1,227**	**-31**
Appropriations	P6	4,304	1,793
Income before taxes		**5,531**	**1,762**
Income taxes	P6	-86	-14
Net income		**5,445**	**1,749**

Parent company statements of comprehensive income

SEK in millions	Note	Jan–Dec 2024	Jan–Dec 2023
Net income		**5,445**	**1,749**
Items that may be reclassified to net income			
Cash flow hedges		-213	-100
Cost of hedging		-226	-102
Income taxes relating to items that may be reclassified		90	42
Items that will not be reclassified to net income			
Equity instruments at fair value through OCI		19	310
Total other comprehensive income	P7	**-329**	**151**
Total comprehensive income		**5,116**	**1,899**

Parent company balance sheets

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Assets			
Intangible assets	P8	-	-
Property, plant and equipment	P9	-	-
Deferred tax assets	P6	700	316
Other financial assets	P11	146,395	150,066
Total non-current assets		**147,095**	**150,382**
Film and program rights, current	P10	-	756
Trade and other receivables	P12	23,148	29,858
Current tax receivables		31	11
Short-term investments	P13	767	6,938
Cash and bank	P13	8,790	9,839
Total current assets		**32,736**	**47,401**
Total assets		**179,832**	**197,783**

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Shareholders' equity and liabilities			
Restricted equity			
Share capital		13,856	13,856
Statutory reserve		1,855	1,855
Non-restricted equity			
Fair value reserve		1,871	2,201
Retained earnings		39,420	45,529
Net income		5,445	1,749
Total shareholders' equity		**62,448**	**65,189**
Untaxed reserves	P6	**5,336**	**5,539**
Provisions for pensions and employment contracts	P15	268	304
Other non-current provisions	P16	85	77
Total non-current provisions		**354**	**382**
Non-current borrowings, interest-bearing	P17	72,094	83,110
Other non-current liabilities	P18	14	17
Total non-current liabilities		**72,108**	**83,127**
Current borrowings, interest-bearing	P17	34,677	38,294
Current provisions, trade payables and other current liabilities	P16, P19	4,910	5,251
Total current liabilities		**39,586**	**43,546**
Total shareholders' equity and liabilities		**179,832**	**197,783**

Parent company cash flow statements

SEK in millions	Note	Jan–Dec 2024	Jan–Dec 2023
Net income		5,445	1,749
Adjustments for:			
Amortization, depreciation and impairment losses		5	5,009
Amortization film and program right assets		996	1,410
Capital gains/losses on sales/disposals of non-current assets		-3,376	41
Pensions and other provisions		18	9
Financial items		1,789	-44
Group contributions and appropriations		-4,304	-1,793
Income taxes		-315	-233
Cash flow before change in working capital		**259**	**6,148**
Increase (-)/Decrease (+) in film and program right assets		756	-89
Increase (-)/Decrease (+) in operating receivables		369	-801
Increase (+)/Decrease (-) in operating liabilities		-617	682
Change in working capital		**508**	**-208**
Adjustment for amortization film and program rights		-996	-1,410
Cash flow from operating activities		**-228**	**4,529**
Equity instruments acquired		-2	-1,682
Equity instruments and operations divested		8,068	20
Net change in loans granted and other similar investments		-356	-6,446
Net change in interest-bearing current receivables		6,537	-4,656
Repayment of non-current loans		5,971	1,853
Cash flow from investing activities		**20,217**	**-10,911**

SEK in millions	Note	Jan–Dec 2024	Jan–Dec 2023
Cash flow before financing activities		**19,989**	**-6,382**
Dividend to shareholders		-7,864	-5,898
Group contributions net		1,471	5,234
Proceeds from borrowings		39	13,263
Repayment of borrowings		-16,490	-3,065
Settlement of derivative contracts for economic hedges and CSA		1,413	1,602
Cash received for repurchase agreements		23,677	1,824
Cash paid for repurchase agreements		-23,677	-1,824
Cash flow from financing activities		**-21,432**	**11,137**
Change in cash and cash equivalents		**-1.443**	**4,755**
Cash and cash equivalents, opening balance		**10,242**	**5,581**
Change in cash and cash equivalents		-1,443	4,755
Exchange rate differences in cash and cash equivalents		-9	-94
Cash and cash equivalents, closing balance	P13	**8,790**	**10,242**
Dividends received		2,012	6,641
Interest received		3,853	3,129
Interest paid		-5,542	-4,297
Income taxes paid		-400	-246

Parent company statements of changes in shareholders' equity

SEK in millions	Note	Share capital	Statutory reserve	Reserve for capitalized development expenses	Fair value reserve	Retained earnings	Total shareholders' equity
Closing balance, December 31, 2022		**13,856**	**1,855**	**0**	**2,053**	**53,389**	**71,153**
Dividend	P14	-	-	-	-	-7,864	**-7,864**
Share-based payments	P26	-	-	-	-	5	**5**
Cancellation of treasury shares		-534	-	-	-	534	**-**
Bonus issue		534	-	-	-	-534	**-**
Capitalized development expenses	P8	-	-	0	-	0	**-**
Total comprehensive income		-	-	-	151	1,749	**1,899**
Cash flow hedge transfer to assets		-	-	-	-3	-	**-3**
Closing balance, December 31, 2023		**13,856**	**1,855**	**-**	**2,201**	**47,278**	**65,189**
Dividend	P14	-	-	-	-	-7,864	**-7,864**
Share-based payments	P26	-	-	-	-	7	**7**
Total comprehensive income		-	-	-	-329	5,445	**5,116**
Closing balance, December 31, 2024		**13,856**	**1,855**	-	**1,871**	**44,865**	**62,448**

Notes to parent company financial statements

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P1. Basis of preparation

General
The parent company Telia Company AB's financial statements have been prepared in accordance with the Swedish Annual Accounts Act, other Swedish legislation, and standard RFR 2 "Accounting for Legal Entities" and other statements issued by the Swedish Corporate Reporting Board. The standard is applicable to Swedish legal entities whose equities at the end of the reporting period are listed on a Swedish stock exchange or authorized equity market place. In their consolidated financial statements such companies have to comply with the EU regulation on international accounting standards, while they still have to comply with the Annual Reports Act in their separate financial statements. RFR 2 states that as a main rule listed parent companies should apply IFRS Accounting Standards and specifies exceptions and additions, caused by legal provisions or by the connection between accounting and taxation in Sweden.

Measurement bases and material accounting principles
With the few exceptions below, Telia Company applies the same measurement bases and accounting principles as described in Notes to consolidated financial statements, Notes C1 and C3, respectively.

Item	Note	Accounting treatment
Intra company lending and credit rating	P5, P17	Telia Company has an internal model for credit rating of subsidiaries used when pricing internal lending to subsidiaries. The model has two risk categories and, depending on risk rating, the model has a credit spread curve to be applied on top of the benchmark rate when lending money to subsidiaries. The model is based on pricing of inter-company lending at an arms-length basis and if the credit spreads used represent an unbiased pricing of credit risk, this is used for calculating expected credit losses on inter-company receivables.
Group contributions	P6	Under certain conditions, it is possible to transfer profits through group contributions between Swedish companies in a group. A group contribution is normally a deductible expense for the contributor and a taxable income for the recipient. Group contributions are recognized as appropriations in the income statement.
Borrowing costs	P5, P8, P9	Borrowing costs directly attributable to the acquisition, construction or production of an asset are not capitalized as part of the cost of that asset.
Investments in subsidiaries and associated companies	P5, P11	Shares in subsidiaries and associated companies are recognized at cost including related transaction expenses less any impairment. Dividends received are brought to income while repayment of certain contributed capital reduces the carrying value.
Provisions for pensions and employment contracts	P5, P15	Pension obligations and pension expenses are recognized in accordance with the simplification rule for pensions in RFR 2 "Accounting for legal entities".
Untaxed reserves and appropriations	P6	Untaxed reserves and appropriations are reported gross excluding deferred tax liabilities related to the temporary differences.
Capitalized development expenses	P8	The corresponding amount that has been capitalized as development expenses in the balance sheet as intangible assets have been recognized in the reserve for capitalized development expenses in equity.
Lease agreements	P22	All leasing agreements are accounted for as operating leases.

Amounts and dates
Unless otherwise specified, all amounts are in millions of Swedish krona (SEK million) or other currency specified and are based on the twelve-month period January 1 to December 31 for income statement and cash flow statement items, and as of December 31, for balance sheet items, respectively.

Recently issued accounting standards
For information relevant to Telia Company, see Note C1.

Judgments and key sources of estimation uncertainty
For information relevant to Telia Company, see Note C2.

P2. Revenue

Revenue was mainly related to group common services to subsidiaries and was distributed among individually material countries as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Sweden	1,280	1,640
Finland	209	211
Norway	99	96
Denmark[1]	301	34
Other countries	10	42
Total	**1,899**	**2,024**

1) In 2024 revenue distributed to Denmark is mainly related to transitional services and equipment sale to the Danish entites sold.

P3. Goods and services purchased and Other external expenses

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Goods and services purchased		
Goods and sub-contracting services purchased and change in inventories	-1,009	-1,411
of which amortization and impairment losses of film and program rights[1]	*-996*	*-1,410*
Other network expenses	0	0
Total Goods and services purchased	**-1,009**	**-1,411**
Other external expenses		
Marketing expenses	-34	-56
IT expenses and consultancy fees	-202	-221
Other	-387	56
Total Other external expenses	**-623**	**-221**

1) For changes in Film and program rights, see Note P10.

P4. Other operating income and expenses

Other operating income and expenses were distributed as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Other operating income		
Exchange rate gains	53	168
Total other operating income	**53**	**168**
Exchange rate losses	-81	-140
Other operating expenses[1]	-115	-121
Total other operating expenses	**-195**	**-260**
Net effect on income	**-143**	**-93**

1) Mainly related to transaction expenses.

P5. Finance income and Finance costs

Finance income and finance costs were distributed as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Finance income		
Reversal of impairments related to expected credit losses	82	197
Dividends from subsidiaries	1,973	6,641
Capital gains from subsidiaries	3,399	-
Dividends from associated companies	1	-
Dividends from external companies	38	0
Net change in fair value on financial instruments not in a designated hedge relationship	9	167
Ineffectiveness on hedges	11	-
Gain upon repurchase of issued Bonds	215	-
Reclass discontinued cash flow hedges where hedged item no longer exists	338	-
Interest income	3,461	2,948
of which from Interest from subsidiaries	*2,712*	*2,359*
of which from Other	*749*	*589*
Net Exchange rate gains	-	289
of which exchange rate gains	-	*76,029*
of which exchange rate losses	-	*-75,741*
Total finance income	**9,527**	**10,243**
Finance costs		
Impairment losses from subsidiaries	-	-5,000
Capital losses from subsidiaries	-23	-41
Impairment losses from other financial investments	-5	-9
Interest expenses	-4,635	-4,622
of which from Borrowings and other financial liabilities at amortized cost	*-2,598*	*-2,849*

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
of which from Derivatives identified as hedging instruments	*-1,075*	*-1,062*
of which from Derivatives at fair value through income statement	*-69*	*-24*
of which from Net defined benefit pension asset/obligation	*-9*	*-9*
of which from Interest expenses from subsidiaries	*-885*	*-635*
of which from Other	*-*	*-42*
Net exchange rate losses	-1,442	-
of which exchange rate gains	*53,667*	-
of which exchange rate losses	*-55,109*	-
Ineffectiveness on hedges	-	-70
Net change in fair value on financial instruments not in a designated hedge relationship	-1,499	-
Other financial expenses	-87	-21
Total finance costs	**-7,690**	**-9,763**
Net effect on income	**1,837**	**480**

Impairment losses from subsidiaries in 2023 included impairments related to the subsidiaries Telia Finland Oyj of SEK -2,450 million, Telia Norge AS of SEK -2,200 million and TV Media Holding AB of SEK -350 million.

P6. Income taxes

Income tax items recognized in comprehensive income were distributed as follows.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Income tax items recognized in net income		
Current tax	-377	-305
Adjustment of current tax related to prior years	-4	0
Deferred tax, temporary differences	294	291
Total income tax expense recognized in net income	**-86**	**-14**
Income tax items recognized in other comprehensive income		
Current tax	-	0
Deferred tax	90	42
Total income tax recognized in other comprehensive income	**90**	**42**

Income before tax was SEK 5,531 million in 2024 (1,762). The difference between the nominal Swedish income tax rate and the effective tax rate comprises the following components.

%	Jan–Dec 2024	Jan–Dec 2023
Swedish income tax rate	20.6	20.6
Underprovided or overprovided current tax expense in prior years	0.1	0.0
Interest expense for which no deferred tax asset was recognized	0.0	0.0
Interest expense, change in deferred taxes prior years	0.0	-2.4
Non-deductible expenses	1.0	60.2
Tax-exempt income	-20.2	-77.7
Effective tax rate in net income	**1.6**	**0.8**

Non-deductible expenses in 2023 were mainly affected by impairments of subsidiaries of SEK 5,000 million. Tax-exempt income in both 2024 and 2023 consisted of dividends from subsidiaries.

Tax- exempt income in 2024 also consisted of capital gains from disposal of of the shares in Telia Nättjänster Norden AB, Telia Mobile Holding AB and Telia Mobil Danmark A/S.

	Dec 31, 2024			Dec 31, 2023		
SEK in millions	**Deferred tax assets**	**Deferred tax liabilities**	**Net**	**Deferred tax assets**	**Deferred tax liabilities**	**Net**
Opening balance	415	100	316	124	142	-18
Recognized in income statement	294	-	294	291	-	291
Recognized in OCI	-	-90	90	-	-42	42
Closing balance	**710**	**10**	**700**	**415**	**100**	**316**

	Dec 31, 2024		2024	Dec 31, 2023		2023
SEK in millions	**Deferred tax assets**	**Deferred tax liabilities**	**Recognized in income statement**	**Deferred tax assets**	**Deferred tax liabilities**	**Recognized in income statement**
Non-current assets	0	-	0	1	-	0
Provisions	120	-	-2	120	-	-3
Interest expense carry-forward	591	-	297	295	-	295
Fair value adjustments, cash flow hedges and financial assets at fair value through OCI	-	10	-	-	100	-
Total deferred tax assets/liabilities	**710**	**10**	**294**	**416**	**100**	**291**
Offset deferred tax assets/liabilities	-10	-10		-100	-100	
Net deferred tax assets/liabilities	**700**	**-**		**316**	**-**	

As of December 31, 2024 and 2023, there were no accumulated non-expiring tax loss carry-forwards or unrecognized deferred tax assets.
As of December 31, 2024, the unrecognized deferred tax liability in untaxed reserves amounted to SEK 1,099 million (1,141).

Untaxed reserves and appropriations
As of December 31, 2024 and 2023, untaxed reserves in the balance sheet consisted of profit equalization reserves totaling SEK 5,336 million and SEK 5,539 million, respectively.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Change in profit equalization reserves	204	323
Group contributions received	4,449	2,650
Group contributions paid	-348	-1,179
Net effect on income	**4,304**	**1,793**

P7. Other comprehensive income

Other comprehensive income was distributed as follows.

SEK in millions	Equity component	Jan–Dec 2024	Jan–Dec 2023
Other comprehensive income that may be reclassified to net income			
Cash flow hedges			
Net changes in fair value	Fair value reserve	143	-38
Transferred to financial items in net income	Fair value reserve	-357	-62
Income tax effect	Fair value reserve	44	21
Total cash flow hedges		**-169**	**-79**
Cost of hedging			
Changes in fair value	Fair value reserve	-226	-58
Transferred to financial items in net income	Fair value reserve	-	-43
Income tax effect	Fair value reserve	47	21
Total cost of hedging		**-179**	**-81**
Other comprehensive income that will not be reclassified to net income			
Equity instruments at fair value through OCI			
Changes in fair value	Fair value reserve	19	310
Income tax effect	Fair value reserve	-	-
Total equity instruments at fair value through OCI		**19**	**310**
Total other comprehensive income		**-329**	**151**
of which total income tax effects (see also Note P6)		*90*	*42*

P8. Intangible assets

The carrying value of intangible assets was distributed as follows.

	Other intangibles[1]	
SEK in millions	Dec 31, 2024	Dec 31, 2023
Accumulated costs	3	16
Accumulated amortization	-3	-16
Carrying value	**-**	**-**
Carrying value, opening balance	-	0
Amortization for the year	-	0
Carrying value, closing balance	**-**	**-**

1) Other intangibles are mainly related to IT-systems.

No general changes of useful lives were made during the year. For useful lives applied, see Note C2. Accelerated amortization, to the extent allowed by Swedish tax legislation, is recorded as untaxed reserves and appropriations, see this section in Note P6.

P9. Property, plant and equipment

The carrying value was distributed and changed as follows.

	Plant and machinery	
SEK in millions	Dec 31, 2024	Dec 31, 2023
Accumulated cost	-	6
Accumulated depreciation	-	-6
Carrying value	**-**	**-**
Carrying value, opening balance	-	-
Depreciation for the year	-	-
Carrying value, closing balance	**-**	**-**

No general changes of useful lives were made in 2024. For useful lives applied, see Note C2. Accelerated depreciation, to the extent allowed by Swedish tax legislation, is recorded as untaxed reserves and appropriations, see this section in Note P6.

P10. Film and program rights

The carrying value for Film and program rights was distributed and changed as follows:

SEK in millions	Dec 31, 2024	Dec 31, 2023
	Film and program rights	
Accumulated cost	3,997	3,757
Accumulated amortization	-3,997	-3,001
Carrying value	**-**	**756**
of which current	-	*756*
Carrying value, opening balance	756	667
Additions	240	1,499
Amortizations for the year (included in EBITDA)	-996	-1,410
Carrying value, closing balance	**-**	**756**

Amortization of film and program rights is included within the Income statement line item Goods and services purchased.

Contractual obligations regarding future acquistions (or equivalent) of film and program rights, which are not included in the balance sheet, represented the following expected maturities.

SEK in millions	Dec 31, 2024	Dec 31, 2023
	Film and program rights commitments	
Within 1-3 years	240	1,070

For other unrecognized contractual obligations, see Note P24.

P11. Other financial assets

The carrying value changed as follows.

	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
SEK in millions	**Investments in associated companies and joint operations**		**Equity instruments**		**Investments in subsidiaries and other non-current financial assets**		**Total**	
Carrying value, opening balance	206	56	869	569	148,991	152,691	**150,066**	**153,316**
New share issues and shareholder contributions	1	7	-	9	-	1,532	**1**	**1,548**
Repayment of capital	-	-	-	-13	-	-	-	**-13**
Additions	33	143	3	6	14,447	14,725	**14,483**	**14,875**
Disposals	-	-	-	-8	-11,367	-1,927	**-11,367**	**-1,935**
Impairment losses	-	-	19	306	-	-5,000	**19**	**-4,694**
Reclassifications to short-term investments	-	-	-	-	-7,284	-13,106	**-7,284**	**-13,106**
Other reclassifications	-	-	-	-	-21	57	**-21**	**57**
Changes in fair value	-	-	-	-	496	18	**496**	**18**
Carrying value, closing balance	**241**	**206**	**891**	**869**	**145,263**	**148,991**	**146,395**	**150,066**

SEK in millions	Carrying value Dec 31, 2024	Dec 31, 2023
Equity instruments	891	869
Bonds	914	5,018
Cross-currency interest rate swaps	1,001	1,565
Interest rate swaps	171	85
Investments in subsidiaries	82,576	87,314
Receivables from subsidiaries (Note P23)	59,846	54,573
Investments in associated companies and joint operations	241	206
Other	755	435
Total Other financial assets (Note P20)	**146,395**	**150,066**
of which interest-bearing	*62,687*	*61,677*
of which non-interest-bearing	*83,708*	*88,389*

Investments in subsidiaries are specified below, while corresponding information on associated companies and other equity instruments is presented in Notes C15 and C16.

Subsidiary, Corp. reg. no., registered office	Participation (%)	Number of shares	Carrying value (SEK in millions) Dec 31, 2024	Dec 31, 2023
Swedish companies				
Telia Towers AB, 559196-5164, Stockholm	51	67,855,500	9,081	9,081
TV4 Media Holding AB, 556906-0824, Stockholm	100	50,000	8,857	8,857
Telia Sverige AB, 556430-0142, Stockholm	100	3,000,000	8,494	8,494
Telia Nättjänster Norden AB, 556459-3076, Stockholm	-	-	-	4,111
Telia Finance AB, 556404-6661, Solna	100	45,000	1,079	1,079
Cygate AB, 556549-8952, Solna	100	61,000	865	865
Telia Mobile Holding AB, 556855-9040, Stockholm	-	-	-	616
Zitius Service Delivery AB, 556642-8339, Gothenburg	100	2,079,000	353	353
Telia Försäkring AB, 516401-8490, Stockholm	100	2,000,000	245	245
Telia Sverige Net Fastigheter AB, 556368-4801, Stockholm	100	5,000	169	169
Teli Holding AB, 556258-5769, Solna	100	100	47	47
Telia Roof Infra AB, 559438-2235 Stockholm	100	100,000	25	25
Telia Asset Finance AB, 556599-4729, Solna	100	1,000	22	22
Elkraps AB, 559370-2698,Upplands-Bro	100	500	20	20
We Care and Repair Nordic AB, 556989-3679, Stockholm	100	500	7	7
Telia Field Operations AB, 556781-2424, Stockholm	100	100,000	6	6
isMobile AB, 556575-0014, Luleå	67	8,255,975	1	1
Other operating, dormant and divested companies			0	-

Subsidiary, Corp. reg. no., registered office	Participation (%)	Number of shares	Carrying value (SEK in millions) Dec 31, 2024	Dec 31, 2023
Non-Swedish companies				
Telia Finland Oyj, 1475607-9, Helsinki	100	1,417,360,515	18,600	18,600
Telia Cygate Oy, 0752421-0, Helsinki	100	1,500,000	2,950	2,950
Telia Norge AS, 981929055, Oslo	100	30,000	21,875	21,875
Telia Company Danmark A/S, 18530740, Copenhagen	100	14,500	32	32
Telia Mobil Danmark A/S, 36462272, Copenhagen	-	-	-	1
Telia Lietuva, AB, 121215434, Vilnius	88.2	513,594,774	4,144	4,144
Telia Global Services Lithuania, UAB, 134517169, Vilnius	100	192,414	12	12
Telia Eesti AS, 10234957, Tallinn	100	137,954,528	5,691	5,691
Latvijas Mobilais Telefons SIA, 50003050931, Riga	24.5	200,165	2	2
TeliaSonera Telekomünikasyon Hizmetleri A.S., 381395, Istanbul	-	-	-	10
Other operating, dormant and divested companies			0	0
Total			**82,576**	**87,314**

As part of the disposal of the Danish operations April 2, 2024 the shares in Telia Nättjänster Norden AB, Telia Mobile Holding AB and Telia Mobil Danmark A/S were sold. Telia Danmark was a branch of Telia Nättjänster Norden AB. Telia Company's holding in the networksharing operations in Denmark were held through Telia Mobile Holding AB. Telia Company's holding in the networksharing operations in Sweden are held through Telia Sverige AB. Another 24.5% of the shares in Latvijas Mobilais Telefons SIA are owned by a subsidiary. Telia Company has a board majority in Latvijas Mobilais Telefons SIA. TeliaSonera Telekomünikasyon Hizmetleri A.S. was liquidated during 2024. Telia Finland Oyj controls the shares in Sonera Holding B.V. and TeliaSonera UTA Holding B.V.. Equity participation corresponds to voting rights participation in all companies. Other operating and dormant companies do not control group assets of significant value. In addition to companies mentioned above, Telia Company indirectly controls a number of operating and dormant subsidiaries of subsidiaries.

P12. Trade and other receivables

The carrying value of trade and other receivables were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Currency derivatives (swaps and forwards)	263	439
Cross-currency interest rate swaps	256	1,101
Accounts receivable	77	24
Loans and receivables	108	69
Receivables from subsidiaries (Note P23)	19,462	24,518
of which cash-pool balances and current deposits	*13,428*	*20,631*
of which trade and other receivables	*6,034*	*3,887*
Other current financial receivables	2,944	3,673
Financial assets (Note P20)	**23,109**	**29,824**
Other current receivables and deferred expenses	39	33
Total trade and other current receivables and assets	**23,148**	**29,858**
of which interest-bearing	*16,693*	*25,458*
of which non-interest-bearing	*6,455*	*4,399*

For Accounts receivable and Loans and receivables (including receivables from associated companies and joint ventures), at the end of the reporting period, concentration of credit risk by geographical area and by customer segment was as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Geographical area		
Nordic countries	66	1
Other countries	11	23
Total carrying value	**77**	**24**
Customer segment		
Other customers	77	24
Total carrying value	**77**	**24**

As of the end of the reporting period, allowance for expected credit losses and ageing of Accounts receivable, respectively, were as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Accounts receivable invoiced	77	24
Allowance for expected credit losses for accounts receivable	-	-
Total accounts receivable	**77**	**24**
Accounts receivable not due	43	0
Accounts receivable past due but not impaired	35	24
of which 30–180 days	*29*	*24*
of which more than 180 days	*6*	*0*
Total accounts receivable	**77**	**24**

As of the end of the reporting period, ageing of Loans and receivables (including receivables from associated companies) were as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Loans and receivables not due	108	69
Total loans and receivables	**108**	**69**

There were no expenses for credit losses and no recovered Accounts receivables within accounts receivables or Loans and receivables at amortized cost in 2024 and in 2023.

P13. Short-term investments, cash and cash equivalents

Short-term investments and cash and cash equivalents were as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Short-term investments with maturities longer than 3 months	767	6,535
Short-term investments with maturities up to and including 3 months	-	403
Total short-term investments	**767**	**6,938**
Cash and bank	8,790	9,839
Total (Note P20)	**9,557**	**16,777**
of which cash and cash equivalents	*8,790*	*10,242*

Cash and cash equivalents are defined as the sum of Short-term investments with maturities up to and including 3 months and the balance sheet item Cash and bank.

As of December 31, 2024, there were no blocked funds in Telia Company's bank accounts.

P14. Shareholders' equity

Share capital, treasury shares, earnings per share and dividends
See Notes to consolidated financial statements (corresponding sections in Note C20).

At the disposal of the AGM:

	SEK
Non-restricted equity excluding net income	41,291,427,430
Net income	5,445,246,694
Total	**46,736,674,124**

The Board proposes that this sum be appropriated as follows:

	SEK
SEK 2.00 per share dividend to the shareholders[1]	7,864,218,572
To be carried forward	38,872,455,552
Total	**46,736,674,124**

1) Based on outstanding shares as per December 31, 2024.

The dividend is proposed to be split and distributed into four equal tranches of SEK 0.50 per share in April 2025, August 2025, November 2025 and February 2026. The Board of Directors is of the opinion that the proposed dividend, according to Chapter 18 Section 4 of the Swedish Companies Act, is justifiable. After distribution of the proposed dividend, the equity of the company and the group will be sufficient with respect to the nature, scope, and risks of the operations. Also, the company and the group are deemed to have a satisfactory level of liquidity, a consolidation need that is met and a satisfactory general financial position. The full statement by the Board of Directors will be included in the AGM documentation.

P15. Provisions for pensions and employment contracts

Pension obligations and pension expenses
The employees in Telia Company AB are covered by one of the three occupational pension plans ITP1, ITP2 or ITP-Tele due to collective agreement. ITP2 and ITP-Tele are defined benefit pension plans, which means that the individual is guaranteed a pension equal to a certain percentage of his or her salary. All employees born in 1979 or later are covered by ITP1.

Most pension obligations are secured by Telia Pension Fund. Certain commitments, such as certain supplementary individual pension benefits and a right under the employment contracts for certain categories of personnel to retire at age 55, 60, or 63, are provided for by taxed reserves in the balance sheet. Pension obligations are calculated annually, as of the end of the reporting period, based on actuarial principles.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Opening balance, pension obligations covered by plan assets	1,746	1,643
Opening balance, pension obligations not covered by plan assets	304	322
Opening balance, total pension obligations	**2,050**	**1,965**
Current service cost	7	7
Interest cost, paid-up policy indexation	133	220
Benefits paid	-137	-132
Other changes in valuation of pension obligations and termination benefits	-9	-10
Change in discount rate, consolidation reserve and other assumptions	0	0
Closing balance, pension obligations covered by plan assets	1,775	1,746
Closing balance, pension obligations not covered by plan assets	268	304
Closing balance, total pension obligations	**2,043**	**2,050**
of which PRI Pensionsgaranti pensions	*1,625*	*1,577*

The fair value of plan assets changed as follows.

SEK in millions, except return	Dec 31, 2024	Dec 31, 2023
Opening balance, plan assets	3,028	2,851
Payments from pension fund	-110	-30
Actual return	332	207
Closing balance, plan assets	**3,250**	**3,028**
Actual return on plan assets (%)	*11.0*	*7.3*

Provisions for pension obligations were recognized in the balance sheet as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Present value of pension obligations	2,043	2,050
Fair value of plan assets	-3,250	-3,028
Surplus capital in pension fund	1,475	1,282
Provisions for pension obligations	**268**	**304**

Total pension expenses (+)/income (-) were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Current service cost	7	7
Interest cost, paid-up policy indexation	133	220
Less interest expenses recognized as financial expenses	-9	-9
Actual return on plan assets	-222	-177
Divested operations, pension obligations	0	-1
Other changes in valuation of pension obligations	-9	-12
Termination benefits	-	3
Payments from pension fund	-110	-30
Change in discount rate, consolidation reserve and other assumptions	0	0
Pension expenses (+)/income (-), defined benefit pension plans	**-209**	**0**
Pension premiums, defined benefit/defined contribution pension plans and other pension costs	53	68
Pension-related social charges and taxes	15	35
Less termination benefits (incl. premiums and pension-related social charges) reported as restructuring cost	-6	-1
Pension expenses (+)/income (-)	**63**	**102**
Decrease (-)/Increase (+) of surplus capital in pension fund	193	74
Recognized pension expenses (+)/income (-)	**46**	**177**
of which pension premiums paid to the ITP pension plan	*3*	*5*

Principal actuarial assumptions
The actuarial calculation of pension obligations and pension expenses is based on principles set by PRI Pensionsgaranti and the Swedish Financial Supervisory Authority, respectively. The principal calculation assumption is the discount rate which, as a weighted average for the different pension plans and, as applicable, net of calculated yield tax, was 2,4 % in 2024 (1.0). Obligations were calculated based on the salary levels prevailing at December 31, 2024 and 2023, respectively.

Plan-asset allocation
At the end of the reporting period, plan assets were allocated as follows.

	Dec 31, 2024		Dec 31, 2023	
Asset category	**SEK in millions**	**%**	**SEK in millions**	**%**
Fixed income instruments, liquidity	1,400	43.1	1,423	47.0
Shares and other investments	1,850	56.9	1,605	53.0
Total	**3,250**	**100**	**3,028**	**100**

Future contributions and pension payments
As of December 31, 2024, the fair value of plan assets exceeded the present value of pension obligations. Unless the fair value of plan assets during 2025 should fall short of the present value of pension obligations, Telia Company has no intention to make any contribution to the pension fund.

P16. Other provisions

Changes in other provisions were as follows.

	December 31, 2024				
SEK in millions	Payroll taxes on future pension payments	Restructuring provisions	Other provisions	Insurance provisions	Total
Opening balance	**56**	**17**	**52**	**13**	**138**
Provisions for the period	5	161	321	-	**486**
Utilized provisions	-	-56	-366	-2	**-424**
Closing balance	**61**	**121**	**8**	**11**	**201**
of which non-current portion	*61*	*8*	*5*	*11*	*85*
of which current portion	-	*113*	*3*	-	*116*

Full utilization of payroll taxes on future pension payments and insurance provisions is expected in the period 2025-2056. The provisions represent the present value of management's best estimate of the amounts required to settle the liabilities. Restructuring provisions mainly refer to staff redundancy costs. The remaining provision as of December 31, 2024, is expected to be fully utilized in 2027. Other provisions include provisions for estimated expenses related to fulfilling representations made.

P17. Non-current and current borrowings

Open-market financing programs
For information on Telia Company's open-market financing programs, see Note C21.

Borrowings
Non-current and current borrowings were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Non-current borrowings		
Euro Medium Term Notes Program (EMTN)	47,155	57,014
Hybrid bonds	19,297	18,425
Other bilateral	2,020	1,918
Bank loans	-13	-
Interest rate swaps	3,450	5,600
Cross-currency interest rate swaps	186	153
Total non-current borrowings (Note P20)	**72,094**	**83,110**
Current borrowings		
Euro Medium Term Notes Program (EMTN)	5,813	9,900
Interest rate swaps	117	433
Borrowings from subsidiaries (Note P23)	28,054	27,962
of which from cash pool	*27,892*	*27,862*
of which other borrowings	*161*	*100*
Other current borrowings	693	-
Total current borrowings (Note P20)	**34,677**	**38,294**
Total borrowings	**106,772**	**121,404**

As of December 31, 2024 fully unutilized bank overdraft credit facilities had a total limit of SEK 1,074 million (1,054).

P18. Other non-current liabilities

The carrying value of other non-current liabilities were SEK 14 million (17), of which SEK - million (5) related to financial liabilities. For liabilities to subsidiaries, see Note P23. For the years 2024 and 2023, no other non-current liabilities fell due more than 5 years after the end of the reporting period.

P19. Current provisions, trade payables and other current liabilities

Current provisions, trade payables and other current liabilities were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Interest rate swaps	-	6
Currency derivatives (swaps and forwards)	93	209
Accounts payable	66	89
Liabilities to subsidiaries (Note P23)	2,502	2,090
Other current financial liabilities	2,017	2,628
Total financial liabilities (Note P20)	**4,678**	**5,022**
Other current liabilities and current provisions	232	230
Total current provisions, trade payables and other current liabilities	**4,910**	**5,251**

For Accounts payable and Current liabilities, the carrying value equals fair value as the impact of discounting is insignificant. For additional information on financial instruments classified by category/ fair value hierarchy level and on liquidity risks, see Note P20 and section "Liquidity risk management" in Note P21.

P20. Financial assets and liabilities by category and level

Carrying value by category and fair value
The following tables present carrying values by category and fair values for financial assets and financial liabilities.

		Carrying value by category - Financial assets											
		Hedging instruments at fair value		Fair value through income statement		Fair value through OCI		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial assets measured at fair value													
Non-current													
Equity instruments	P11	-	-	-	-	891	869	-	-	**891**	**869**	891	869
Bonds	P11	-	-	913	5,018	-	-	-	-	**913**	**5,018**	913	5,018
Interest rate swaps													
- used in cash flow hedges	P11	69	0	-	-	-	-	-	-	**69**	**0**	69	0
- used in fair value hedges	P11	102	85		-		-	-	-	**102**	**85**	102	85
- not designated as hedging instruments	P11	-	-	-	0	-	-	-	-	-	**0**	-	0
Cross-currency interest rate swaps													
- used in cash flow hedges	P11	1,001	1,388	-	-	-	-	-	-	**1,001**	**1,388**	1,001	1,388
- not designated as hedging instruments	P11	-	-	-	177	-	-	-	-	-	**177**	-	177
Current													
Currency derivatives (swaps and forwards)													
- not designated as hedging instruments	P12	-	-	263	439	-	-	-	-	**263**	**439**	263	439
Cross-currency interest rate swaps													
- used in cash flow hedges	P12	256	628	-	-	-	-	-	-	**256**	**628**	256	628
- not designated as hedging instruments	P12	-	-	-	473	-	-	-	-	-	**473**	-	473
Short-term investments	P13	-	-	767	6,938	-	-	-	-	**767**	**6,938**	767	6,938
Total financial assets measured at fair value		**1,428**	**2,101**	**1,943**	**13,045**	**891**	**869**	**-**	**-**	**4,262**	**16,016**		

		Carrying value by category - Financial assets											
		Hedging instruments at fair value		Fair value through income statement		Fair value through OCI		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial assets not measured at fair value													
Non-current													
Investments in subsidiaries	P11	-	-	-	-	-	-	82,576	87,314	**82,576**	**87,314**	-	-
Receivables from subsidiaries (Note P23)	P11	-	-	-	-	-	-	59,846	54,573	**59,846**	**54,573**	-	-
Investments in associated companies and joint operations	P11	-	-	-	-	-	-	241	206	**241**	**206**	-	-
Other non-current interest-bearing receivables and other non-current assets	P11	-	-	-	-	-	-	755	435	**755**	**435**	-	-
Current													
Accounts receivable	P12	-	-	-	-	-	-	77	24	**77**	**24**	77	24
Loans and receivables	P12	-	-	-	-	-	-	108	69	**108**	**69**	108	69
Receivables from subsidiaries	P12	-	-	-	-	-	-	19,462	24,518	**19,462**	**24,518**	19,462	24,518
Other current receivables	P12	-	-	-	-	-	-	2,944	3,673	**2,944**	**3,673**	2,944	3,673
Cash and bank	P13	-	-	-	-	-	-	8,790	9,839	**8,790**	**9,839**	8,790	9,839
Total financial assets not measured at fair value		-	-	-	-	-	-	**174,799**	**180,651**	**174,799**	**180,651**		
Total financial assets		**1,428**	**2,101**	**1,943**	**13,045**	**891**	**869**	**174,799**	**180,651**	**179,061**	**196,667**		

		Carrying value by category - Financial liabilities									
		Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial liabilities measured at fair value											
Non-current											
Interest rate swaps											
- used in cash flow hedges	P17	383	309	-	-	-	-	**383**	**309**	383	309
- used in fair value hedges	P17	3,067	5,292		-	-	-	**3,067**	**5,292**	3,067	5,292
Cross-currency interest rate swaps											
- used in cash flow hedges	P17	186	153	-	-	-	-	**186**	**153**	186	153
Interest rate swaps											
- not designated as hedging instruments	P18	-	-	-	5	-	-	-	**5**	-	5
Current											
Interest rate swaps											
- used in cash flow hedges	P17	-	298	-	-	-	-	**-**	**298**	**-**	298
- used in fair value hedges	P17	117	134	-	-	-	-	**117**	**134**	117	134
Interest rate swaps											
- not designated as hedging instruments	P19	-	-	-	6	-	-	-	**6**	-	6
Currency derivatives (swaps and forwards)											
- not designated as hedging instruments	P19	-	-	93	209	-	-	**93**	**209**	93	209
Total financial liabilities measured at fair value		**3,754**	**6,186**	**93**	**220**	-	-	**3,846**	**6,407**		

		Carrying value by category - Financial liabilities									
		Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
SEK in millions	Note	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023	Dec 31, 2024	Dec 31, 2023
Financial liabilities not measured at fair value											
Non-current											
Euro Medium Term Notes Program (EMTN)	P17	-	-	-	-	47,155	57,014	**47,155**	**57,014**	50,069	62,115
Hybrid bonds	P17	-	-	-	-	19,297	18,425	**19,297**	**18,425**	20,147	19,446
Other bilateral	P17	-	-	-	-	2,020	1,918	**2,020**	**1,918**	2,257	2,159
Bank loans	P17	-	-			-13	-	**-13**	**-**	-13	-
Current											
Euro Medium Term Notes Program (EMTN)	P17	-	-	-	-	5,813	9,900	**5,813**	**9,900**	6,010	10,055
Borrowings from subsidiaries (Note P23)	P17	-	-	-	-	28,054	27,962	**28,054**	**27,962**	28,054	27,962
Accounts payable	P19	-	-	-	-	66	89	**66**	**89**	66	89
Other current borrowings	P17	-	-	-	-	693	-	**693**	**-**	693	-
Other current financial liabilities	P19	-	-	-	-	2,017	2,628	**2,017**	**2,628**	2,017	2,628
Liabilities to subsidiaries (Note P23)	P19	-	-	-	-	2,502	2,090	**2,502**	**2,090**	2,502	2,090
Total financial liabilities not measured at fair value		-	-	-	-	**107,604**	**120,026**	**107,604**	**120,026**		
Total financial liabilities		**3,754**	**6,186**	**93**	**220**	**107,604**	**120,026**	**111,450**	**126,433**		

Fair value hierarchy levels

The carrying fair values of financial assets and liabilities measured at fair value were distributed by fair value hierarchy level as follows.

		December 31, 2024				December 31, 2023			
			of which				of which		
SEK in millions	Note	Fair value	Level 1	Level 2	Level 3	Fair value	Level 1	Level 2	Level 3
Financial assets at fair value									
Equity instruments	P11	**891**	-	-	891	**869**	-	-	869
Non-current and current bonds	P11, P13	**1,680**	1,680	-	-	**11,956**	11,956	-	-
Derivatives	P11, P12	**1,691**	-	1,691	-	**3,191**	-	3,191	-
Total financial assets at fair value by level		**4,262**	**1,680**	**1,691**	**891**	**16,016**	**11,956**	**3,191**	**869**
Financial liabilities at fair value									
Derivatives	P17, P18, P19	**3,846**	-	3,846	-	**6,407**	-	6,407	-
Total financial liabilities at fair value by level		**3,846**	-	**3,846**	-	**6,407**	**-**	**6,407**	**-**

There were no material transfers between Level 1, 2 or 3 in 2024 or 2023.

Level 3 financial assets changed as follows.

	Dec 31, 2024	Dec 31, 2023
SEK in millions	Equity instruments	Equity instruments
Level 3, opening balance	**869**	**564**
Changes in fair value	19	302
of which recognized in income statement	*-*	*-4*
of which recognized in other comprehensive income	*19*	*307*
Purchases / share issue	3	15
Settlements	-	-13
Level 3, closing balance	**891**	**869**

The fair value change in 2023 recognized in other comprehensive income of SEK 307 million relates to revaluation of Telia Company's 9.56% holding in Marshall Group AB. The investment was revalued to an estimated fair value of SEK 427 million in the fourth quarter 2023 based on the share price of SEK 415 in the most recent larger transaction made for Marshall Group AB finalized in October 2023.

P21. Financial risk management

Principles, capital management and management of financial risks
For information relevant to Telia Company, see Note C27.

Credit risk management
Telia Company's exposure to credit risk arises from default of counterparts (including price risks as regards investments in equity instruments), with a maximum exposure equal to the carrying amount of these instruments (detailed in the respective Note and excluding receivables from subsidiaries), as follows.

SEK in millions	Note	Dec 31, 2024	Dec 31, 2023
Other financial assets excluding investments and receivables on subsidiaries and associated companies and investments in other equity instruments	P11	2,840	7,104
Derivatives, accounts receivables, loans and receivables and other current financial receivables	P12	3,648	5,306
Short-term investments, cash and cash equivalents	P13	9,557	16,777
Total		**16,045**	**29,187**

Telia Company has an internal model for credit rating of subsidiaries used when pricing internal lending to subsidiaries. For information on the model, see Note P1 and for information on credit risk management relevant to Telia Company, see Note C27.

Liquidity risk management
Liquidity risk is the risk that Telia Company will encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset. For information on liquidity risk management relevant to Telia Company, see Note C27.

As of December 31, 2024, contractual undiscounted cash flows for interest-bearing borrowings and non-interest-bearing currency derivatives (excluding intra-group derivatives) represented the following expected maturities, including instalments and estimated interest payments. The balances due within 12 months equal their carrying values as the impact of discounting is insignificant.

Expected maturity SEK in millions	Jan–Mar 2025	Apr–Jun 2025	Jul–Sep 2025	Oct–Dec 2025	2026	2027	2028	2029	Later years	Total
Open-market financing program borrowings[1]	-780	-1,379	-449	-5,498	-9,654	-14,921	-10,334	-3,478	-42,501	**-88,994**
Cross-currency interest rate swaps and interest rate swaps[2]										
Cash outflows	-646	-865	-602	-3,390	-7,298	-5,728	-981	-1,350	-7,090	**-27,950**
Cash inflows	377	602	313	3,607	7,135	5,704	659	956	6,232	**25,585**
Currency swaps and forward exchange contracts										
Cash outflows	-21,979	-	-	-	-	-	-	-	-	**-21,979**
Cash inflows	22,118	-	-	-	-	-	-	-	-	**22,118**
Other Borrowing	-690	-	-	-	-	-	-	-	-	**-690**
Total, net	-1,600	-1,642	-738	-5,281	-9,817	-14,945	-10,656	-3,872	-43,359	**-91,910**

1) For split into Euro Medium Term Notes program, hybrid bonds and other bilateral, see Note C27.
2) For split into cross-currency interest rate swaps and interest rate swaps, see Note C27.

Accounts payable and other current financial liabilities are expected to mature in the first quarter of 2025. Additional information on non-interest-bearing liabilities, guarantees and other contractual obligations are presented in Notes P16, P19 and P24, respectively.

P22. Operating lease agreements

Telia Company leases primarily company cars from external parties. The leases are on commercial terms with respect to prices and duration.

Future minimum leasing fees under operating lease agreements in effect as of December 31, 2024 that could not be canceled in advance and were in excess of one year were as follows.

Expected maturity SEK in millions	Jan–Mar 2025	Apr–Jun 2025	Jul–Sep 2025	Oct–Dec 2025	2026	2027	2028	2029	Later years	Total
Future minimum leasing fees	1	1	1	1	2	-	-	-	-	**5**

In 2024 total rent and leasing fees were SEK 3 million (3).

P23. Related party transactions

General
Conventional commercial terms apply for the supply of goods and services to and from subsidiaries, associated companies and joint ventures.

Subsidiaries
In 2024 sales to subsidiaries totaled SEK 1,601 million (2,006), while purchases from subsidiaries totaled SEK 328 million (0). For information regarding receivables from and liabilities to subsidiaries see Notes P11, P12, P17, P18 and P19.

Commitments on behalf of related parties
Telia Company has made certain commitments on behalf of group companies and joint ventures. See Note P24 for further details.

Other transactions
For descriptions of certain other transactions with related parties, see Note C29.

P24. Contingencies, other contractual obligations and litigation

Contingent assets and financial guarantees
As of the end of the reporting period, Telia Company had no contingent assets, while financial guarantees reported as contingent liabilities were distributed as follows.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Guarantees on behalf of subsidiaries	23,292	24,082
Guarantees for pension obligations	41	41
Total financial guarantees	**23,333**	**24,123**

Some loan covenants agreed limit the scope for divesting or pledging certain assets. For information on change-of-control provisions included in some of Telia Company's more bond issuances, see Notes to consolidated financial statements (corresponding section in Note C30). For all financial guarantees issued, stated amounts equal the maximum potential future payments that Telia Company could be required to make under the respective guarantee. In addition to financial guarantees indicated above, guarantees for fulfilment of contractual undertakings are granted by Telia Company on behalf of subsidiaries, as part of the group's normal course of business. At the end of the reporting period, there was no indication that payment will be required in connection with any such contractual guarantee.

Collateral pledged and other unrecognized contractual obligations
As of the end of the reporting period, there were no collateral pledged and no unrecognized contractual obligations regarding future acquisitions (or equivalent) of non-current assets. For additional information see Note P10.

Legal and administrative proceedings
For additional information relevant to Telia Company, see Note C30.

P25. Cash flow information

Non-cash transactions
No non-cash transactions were performed during 2024 or 2023.

Liabilities and cash flows arising from financing activities

			Non-cash changes			
SEK in millions	**Jan 1, 2024 Opening Balance**	**Cash flows**	**Foreign exchange movements**	**Fair value changes**	**Other changes[1]**	**Dec 31, 2024 Closing Balance**
Derivative liabilities hedging non-current borrowings	**5,753**	-	6	-2,256	133	**3,636**
Other non-current borrowings	**77,357**	-7,134	1,957	1,943	-5,665	**68,458**
Non-current borrowings	**83,110**	**-7,134**	**1,963**	**-313**	**-5,532**	**72,094**
Derivative liabilities hedging current borrowings	**433**	-	-	53	-369	**117**
Other current borrowings (excluding borrowings from subsidiaries)	**9,900**	-10,363	-664	22	7,611	**6,506**
Borrowings from subsidiaries	**27,962**	-	-	-	92	**28,054**
Current borrowings	**38,294**	**-10,363**	**-664**	**76**	**7,334**	**34,677**
Total liabilities from financing activities	**121,404**	**-17,497**	**1,299**	**-237**	**1,802**	**106,771**
Derivative assets hedging non-current borrowings	**-1,473**	-666	-588	1,611	-56	**-1,172**
Derivative assets hedging current borrowings	**-628**	613	-346	-6	111	**-256**
Other derivatives recognized as assets	**-4,324**	2,510	-180	-69	-880	**-2,943**
Assets held to hedge borrowings[2]	**-6,425**	**2,458**	**-1,114**	**1,536**	**-826**	**-4,370**
Total liabilities from financing activities net of assets held to hedge borrowings[2]	**114,980**	**-15,039**	**185**	**1,299**	**976**	**102,400**

1) Other changes mainly refer to change in borrowing from subsidiaries and reclassification due to maturity from non-current to current.
2) Assets to hedge borrowings are included in cash flow from financing activities.

		Non-cash changes				
SEK in millions	Jan 1, 2023 Opening Balance	Cash flows	Foreign exchange movements	Fair value changes	Other changes[1]	Dec 31, 2023 Closing Balance
Derivative liabilities hedging non-current borrowings	**7,138**	-	80	-1,658	193	**5,753**
Other non-current borrowings	**72,723**	13,263	-197	1,879	-10,312	**77,357**
Non-current borrowings	**79,861**	**13,263**	**-116**	**222**	**-10,120**	**83,110**
Derivative liabilities hedging current borrowings	**229**	-	-176	-3	382	**433**
Other current borrowings (excluding borrowings from subsidiaries)	**2,659**	-3,253	-149	-71	10,714	**9,900**
Borrowings from subsidiaries	**27,476**	-	-	-	486	**27,962**
Current borrowings	**30,364**	**-3,253**	**-325**	**-74**	**11,581**	**38,294**
Total liabilities from financing activities	**110,225**	**10,011**	**-441**	**148**	**1,462**	**121,404**
Derivative assets hedging non-current borrowings	**-1,957**	-	478	-11	16	**-1,473**
Derivative assets hedging current borrowings	**-248**	63	-386	15	-70	**-628**
Other derivatives recognized as assets	**-5,171**	1,727	-873	3	-9	**-4,324**
Assets held to hedge borrowings[2]	**-7,376**	**1,790**	**-781**	**7**	**-64**	**-6,425**
Total liabilities from financing activities net of assets held to hedge borrowings[2]	**102,848**	**11,801**	**-1,222**	**154**	**1,398**	**114,980**

1) Other changes mainly refer to change in borrowing from subsidiaries and reclassification due to maturity from non-current to current.
2) Assets to hedge borrowings are included in cash flow from financing activities.

P26. Human resources

The number of employees was 245 at December 31, 2024 (240). The average number of full-time employees was as follows.

	Jan–Dec 2024		Jan–Dec 2023	
Country	**Total (number)**	**of whom men (%)**	**Total (number)**	**of whom men (%)**
Sweden	224	49	250	49
Total	**224**	**49**	**250**	**49**

The share of female and male Corporate Officers was as follows. Corporate Officers include all members of the Board of Directors, the President and the 4 other members (6) of Group Executive Management employed by the parent company.

	Dec 31, 2024		Dec 31, 2023	
%	**Board of Directors**	**Other Corporate Officers**	**Board of Directors**	**Other Corporate Officers**
Women	36,4	20.0	33.3	28.6
Men	63.6	80.0	66.7	71.4
Total	**100**	**100**	**100**	**100**

Total salaries and other remuneration, along with social security expenses and other personel expenses were as follows.

SEK in millions	**Jan–Dec 2024**	**Jan–Dec 2023**
Salaries and other remuneration	**489**	**450**
of which performance share programs	*7*	*5*
Social security expenses		
Employer's social security contributions	151	141
of which performance share programs	*2*	*1*
Pension expenses	59	180
Total social security expenses	**211**	**321**
Other personnel expenses	35	39
Total personnel expenses	**735**	**811**

Salaries and other remuneration were divided between Corporate Officers and other employees as follows.

	Dec 31, 2024		Dec 31, 2023[1]	
SEK in millions	Corporate Officers (of which variable pay)	Other employees	Corporate Officers (of which variable pay)	Other employees
Salaries and other remuneration	107 (-)	382	87 (-)	364

1) Restated for comparability.

Corporate Officers include members of the Board of Directors and, as applicable, former Board members (but exclude employee representatives); the President and, as applicable, former Presidents and Executive Vice Presidents; and the 4 other members (6) of Group Executive Management employed by the parent company. Pension expenses and outstanding pension commitments for Corporate Officers were as follows. There are no pension benefit arrangements for external members of the Board of Directors.

	Jan–Dec or Dec 31,	
SEK in millions	2024	2023
Pension expenses	4	4
Outstanding pension commitments	130	126

For additional information, see sections "Performance share programs" and "Remuneration to corporate officers" in Note C32.

P27. Remuneration to audit firms

Remuneration to the elected audit firm was as follows. See additional information in Note C33.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
KPMG		
Audit	9	-
Audit-related services	1	-
Tax services	0	-
All other services	1	0
Total KPMG	**11**	**0**
Deloitte		
Audit	**0**	9
Audit-related service	-	-
Tax services	-	1
All other services	**1**	-
Total Deloitte	**1**	**9**

Board of Directors' and President's certification

The Board of Directors and the President and CEO certify that the consolidated financial statements have been prepared in accordance with IFRS Accounting Standards as adopted by the EU and give a true and fair view of the Group's financial position and results of operations. The financial statements of the Parent Company have been prepared in accordance with generally accepted accounting principles in Sweden and give a true and fair view of the Parent Company's financial position and results of operations.

The Board of Directors' Report for the Group and the Parent Company provides a fair review of the development of the Group's and the Parent Company's operations, financial position and results of operations and describes material risks and uncertainties facing the Parent Company and the companies included in the Group.

Stockholm, March 12, 2025

Lars-Johan Jarnheimer
Chair of the Board

Ingrid Bonde
Vice-Chair of the Board

Johannes Ametsreiter
Board member

Thomas Andersson
Board member,
employee representative

Pär Axelsson
Board member,
employee representative

Luisa Delgado
Board member

Sarah Eccleston
Board member

Tomas Eliasson
Board member

Rickard Gustafson
Board member

Jeanette Jäger
Board member

Martin Sääf
Board member
employee representative

Patrik Hofbauer
President and CEO

Our auditors' report was rendered on March 12, 2025

KPMG AB

Joakim Thilstedt
Authorized Public Accountant

Auditors' Report

To the general meeting of the shareholders of Telia Company AB (publ), corp. id 556103-4249

Report on the annual accounts and consolidated accounts

Opinions
We have audited the annual accounts and consolidated accounts of Telia Company AB (publ) for the year 2024, except for the corporate governance statement on pages 45-64 and the sustainability statements on pages 65-164. The annual accounts and consolidated accounts of the company are included on pages 16-284 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act, and present fairly, in all material respects, the financial position of the parent company as of 31 December 2024 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2024 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement on pages 45-64 and sustainability statements on pages 65-164. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the statement of comprehensive income and statement of financial position for the group.

Our opinions in this report on the the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions
We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key Audit Matters
Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Revenue recognition
See disclosures C2 and C6 and accounting principles in discosure C3 in the annual account and consolidated accounts for detailed information and description of the matter.

Description of key audit matter
Telia Company's revenues consist of revenue for mobile services including subscription, interconnect and roaming and fixed service revenue including telephony, broadband, TV, installation fees, and business solutions as well as advertising revenue, revenue from equipment sales and leases. The Group's services and products can be sold separately or combined in packages to customers in multiple geographical locations.

To determine when and to which amount revenue is to be recognized requires management judgement in the application of the Group's accounting policies considering the volume of customer contracts, continuously changing price models, bundling of different offerings and the complex long-term functional service agreements. There is also a dependency on the Group's complex IT systems to ensure the accuracy of revenue recorded.

Response in the audit
We have in our audit, among other things, evaluated the appropriateness and the application of the Group's accounting principles. We have evaluated the design and implementation of internal controls for the material revenue streams and tested the effectiveness of relevant controls. Furthermore, we have verified the accuracy of the revenue recognition through analytical review and sample testing.

We have evaluated and tested general IT controls, such as access rights, program changes, program acquisition and development and computer operations, of selected IT systems. In selected revenue streams we have tested IT application controls relevant to the financial reporting. We have also examined the organization, division of responsibilities and governance in the IT area, the company's follow-up and management of incidents and, where applicable, compensating controls.

We also assessed the adequacy of the Group's disclosures in respect of the accounting policies and other disclosures related to revenue recognition included in the annual accounts and the consolidated accounts.

Valuation of goodwill and trade names
See disclosures C2 and C12 and accounting principles in disclosure C3 in the annual account and consolidated accounts for detailed information and description of the matter.

Description of key audit matter
The Group's book value of goodwill and trade names amount to SEK 46 209 million as of 31 December 2024, representing 23% of total assets. Goodwill and trademarks with an indefinite useful life should be subject to an annual impairment test. Other intangible assets are tested when impairment indicators are identified.

Impairment tests are complex and include significant levels of judgments. The calculation of the assets' recoverable amount is based on forecasts of discounted future cash flows, which are established with reference to factors such as estimated discount rates, revenue- and profit forecasts and predicted long-term growth that may be influenced by group management's assessments.

Response in the audit
We have obtained and assessed the Group's impairment tests to ensure they have been carried out in accordance with the technique stipulated in IFRS Accounting Standards. Furthermore, we have evaluated management's future cash flow forecasts and the underlying assumptions, which includes the long-term growth rate and the assumed discount rate, by obtaining and evaluating the Group's written documentation and plans. We have also considered previous years' forecasts in relation to the actual outcome. An important part of our work has also been to evaluate how changes to the assumptions may impact the valuation. The evaluation has been carried out by obtaining and assessing the Group's sensitivity analysis.

We have also analysed the disclosures in the Annual Report and considered whether they accurately reflect the assumptions that group management apply in their valuation and whether they, in all material respects, are in line with the disclosures required by IFRS Accounting Standards.

Other information than the annual accounts and consolidated accounts
This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-15, 65-164 and 292-301. The other information comprises also of the remuneration report which we obtained prior to the date of this auditor's report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility
Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's, use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the consolidated accounts. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, measures that have been taken to eliminate the threats or related safeguards.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

Report on other legal and regulatory requirements

Auditor's audit of the administration and the proposed appropriations of profit or loss

Opinions
In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Telia Company AB (publ) for the year 2024 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions
We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner.

The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility
Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional scepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

The auditor's examination of the Esef report

Opinion
In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Telia Company AB (publ) for year 2024.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion
We have performed the examination in accordance with FAR's recommendation RevR 18 *Examination of the Esef report.* Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Telia Company AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility
Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of the assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

The auditor's examination of the corporate governance statement

The Board of Directors is responsible for that the corporate governance statement on pages 45-64 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR´s standard RevR 16 *The auditor´s examination of the corporate governance statement.* This means that our examination of the corporate governance statement 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 opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act.

The auditor's opinion regarding the statutory sustainability statements

The Board of Directors is responsible for the sustainability statements on pages 65-164, and that it is prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

Our examination has been conducted in accordance with FAR´s standard RevR 12 *The auditor's opinion regarding the statutory sustainability statements.* This means that our examination of the statutory sustainability statements 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.

A statutory sustainability statements has been prepared.

KPMG AB, Box 382, 101 27, Stockholm, was appointed auditor of Telia Company AB (publ) by the general meeting of the shareholders on the 10 April 2024. KPMG AB or auditors operating at KPMG AB have been the company's auditor since 2024.

Stockholm March 12th 2025
KPMG AB

Joakim Thilstedt
Authorized Public Accountant

Auditor's limited assurance report of Telia Company AB's (publ) sustainability statement prepared in accordance with the European Sustainability Reporting Standards (ESRS)

To the Board of Directors of Telia Company AB (publ), corporate identity number 556103-4249

Conclusion
We have been appointed by the Management of Telia Company AB (publ) to conduct a limited assurance engagement of the sustainability statement for Telia Company AB (publ) (the "company") for the financial year 2024. The sustainability statement is included on pages 65–164 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of ESRS,
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities' on page 82-83 of the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

Basis for conclusion
We have conducted the assurance engagement in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other matters
The comparative information included in the sustainability statement of the company was not subject to an assurance engagement on sustainability information in accordance with RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. The assurance engagement on the sustainability information for year 2023 was also performed by another auditor who submitted a limited assurance report in accordance with ISAE 3000 (revised) *Assurance engagements other than audits or reviews of historical financial information* dated 13 March 2024, with unmodified conclusion. Our conclusion is not modified in respect of these matters.

Other information than the sustainability statement
This document also contains other information than the sustainability statement and is found on pages 1–64, 165-284 and 292–301. The Board of Directors and the Managing Director are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors and the Managing Director are responsible for the preparation of sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal control as they determine is necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility
Our responsibility is to express a conclusion with limited assurance on whether the sustainability report has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures performed are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance

engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Telia Company AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The engagement involves performing procedures to obtain evidence to support the sustainability information. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepare the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

In conducting our limited assurance engagement, with respect to the process set out in the section IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities (the Process) on page 82-83, we:

- Obtained an understanding of the Process by:
  - performing inquiries to understand the sources of the information used by management; and
  - reviewing the Company's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our review procedures about the Process implemented by the company was consistent with the description of the Process set out in the section 'IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities' on page 82-83 in the sustainability statement.

In conducting our limited assurance engagement, with respect to the sustainability statement, we have performed, but were not limited to, the following:

- Obtained an understanding of the company's reporting processes relevant to the preparation of its sustainability statement including the consolidation processes by obtaining an understanding of the company's control environment, processes and information systems relevant to the preparation of the sustainability statement;
- Evaluated whether material information identified by the Process is included in the sustainability statement;
- Evaluated whether the structure and the presentation of the sustainability statement are in accordance with ESRS;
- Performed inquiries of relevant personnel and analytical procedures on selected information in the sustainability statement;
- Performed substantive assurance procedures on a selected sample of information in the sustainability statement;
- Evaluated selected methods, assumptions and data for developing material estimates and forward-looking information and how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy aligned economic activities and the corresponding disclosures in the sustainability statement; and
- Where applicable, compared disclosures in the sustainability statement with the corresponding disclosures in the financial statements.

Inherent limitations in preparing the sustainability statement
In reporting forward-looking information in accordance with ESRS, the Board of Directors and the Managing Director of Telia Company AB (publ) are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by Telia Company AB (publ). Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Stockholm 12 March 2025

KPMG AB

Joakim Thilstedt
Authorized Public Accountant

Five-year summary

Telia Company group Financial data	2024	2023[1]	2022[2]	2021[2,4,9]	2020[3,9,10]
Income statement (SEK in millions)					
Revenue	89,127	88,561	85,342	83,193	89,191
Operating income	10,510	4,980	-9,214	15,195	-17,850
Adjusted EBITDA	31,345	30,254	28,954	28,670	30,482
EBITDA	29,724	28,392	28,131	34,125	29,974
Net income from continuing operations	4,521	6	-13,910	11,595	-22,558
Net income from discontinued operations	3,260	891	-255	241	-279
Total net income	7,781	897	-14,165	11,836	-22,837
Financial position (SEK in millions)					
Non-current assets	170,877	172,878	185,090	194,879	189,088
Current assets	33,395	53,590	37,703	42,146	37,014
Total assets	**204,272**	**226,468**	**222,793**	**237,025**	**226,103**
Total equity	59,357	56,994	67,673	83,544	63,496
of which attributable to owners of the parent	*55,439*	*53,468*	*64,239*	*80,731*	*62,378*
Non-current liabilities	103,793	115,317	112,379	110,736	122,505
Current liabilities	41,123	54,158	42,741	42,746	40,101
Total equity and liabilities	**204,272**	**226,468**	**222,793**	**237,025**	**226,103**
Net debt, continuing and discontinued operations	71,378	73,758	71,397	63,133	78,343
Cash flow (SEK in millions)[5]					
Cash flow from operating activities	21,196	24,671	24,001	27,376	28,604
Cash flow from investing activities	4,107	-22,058	-9,936	-10,908	-3,247
Cash flow from financing activities	-27,341	2,653	-21,779	-10,600	-23,098
Cash flow for the year	**-2,037**	**5,266**	**-7,714**	**5,868**	**2,259**
Structural part of Operational free cash flow, continuing operations	7,504	7,254	6,092	7,074	-
Operational free cash flow, continuing operations	4,440	6,656	5,124	9,735	-

Telia Company group Financial data	2024	2023[1]	2022[2]	2021[2,4,9]	2020[3,9,10]
Investments (SEK in millions)[6]					
CAPEX	18,501	20,662	19,789	21,143	18,137
Acquisitions and other investments	627	1,719	305	513	641
Total investments	**19,128**	**22,381**	**20,095**	**21,655**	**18,778**
Key ratios[7]					
Return on equity (%)	15.2	0.6	neg.	18.5	neg.
Return on capital employed (%)	10.2	5.2	neg.	9.1	neg.
Equity/assets ratio (%)	25.2	21.7	26.8	31.7	24.5
Net debt/Adjusted EBITDA	2.28	2.32	2.35	2.14	2.57
Owners' equity per share (SEK)	14.1	13.6	16.3	19.7	15.4
Share data					
Number of outstanding shares (millions)					
– at the end of the period	3,932.1	3,932.1	3,932.1	4,089.6	4,089.6
– average, basic and diluted	3,932.1	3,932.1	4,035.3	4,089.6	4,090.4
Basic and diluted total earnings per share (SEK)[8]	1.80	0.08	-3.63	2.86	-5.62
Cash dividend per share (SEK)[8]	2.00	2.00	2.00	2.05	2.00
Total cash dividend (SEK in millions)[8]	7,864	7,864	7,864	8,384	8,179

1) The segment Denmark classified as discontinued operations (income statement, and cash flow) and held for sale (financial position) from the third quarter 2023.
2) The segment Denmark classified as discontinued operations (income statement and cash flow).
3) The segment Eurasia classified as discontinued operations (income statement and cash flow) and held for sale (financial position). Telia Carrier classified as held for sale (financial position).
4) The segment Eurasia classified as discontinued operations (income statement and cash flow) and held for sale (financial position).
5) Cash flow information is presented for total Telia Company group, i.e. including both continuing and discontinued operations, if not otherwise stated.
6) Investments are presented for continuing operations only.
7) Key ratios are based on total Telia Company group, i.e. including both continuing and discontinued operations..
8) For 2024, dividend as proposed by the Board of Directors.
9) Only 2024-2022 has been restated for adjustment of TV and Media DTV revenue from operators, implemented in 2024.
10) Structural part of Operational free cash flow and Operational free cashflow, from continuing operations, only presented for 2024-2021.

Five-year summary, cont.

Telia Company group Operational data	2024	2023	2022[4]	2021[4]	2020
Mobile services					
Total subscriptions (thousands)[1]	**19,009**	**18,538**	**17,693**	**16,155**	**16,968**
of which Sweden					
Mobile telephony, total subscriptions (thousands)[1]	9,002	8,752	7,928	6,728	6,246
Mobile telephony, blended churn (%)	15	15	17	21	17
Mobile telephony, ARPU (SEK)[1]	226	224	221	218	215
of which Finland					
Mobile telephony, subscriptions (thousands)	3,115	3,092	3,151	3,124	3,165
Mobile telephony, blended churn (%)	21	20	25	27	22
Mobile telephony, ARPU (EUR)	19,1	18,0	17,4	17,4	18,5
of which Norway					
Mobile telephony, subscriptions (thousands)	2,376	2,340	2,379	2,289	2,247
Mobile telephony, blended churn (%)	21	22	21	19	24
Mobile telephony, ARPU (NOK)	277	275	268	259	253
of which other countries					
Mobile telephony, subscriptions, Lithuania (thousands)	1,703	1,643	1,604	1,518	1,398
Mobile telephony, subscriptions, Latvia (thousands)	1,496	1,445	1,399	1,347	1,307
Mobile telephony, subscriptions, Estonia (thousands)[1]	1,317	1,266	1,233	1,149	1,112
Mobile telephony, subscriptions, Denmark (thousands)	-	-	-	-	1,493
Fixed services					
Broadband, total subscriptions (thousands)	**3,177**	**3,183**	**3,174**	**3,114**	**2,900**
of which					
Broadband, subscriptions, Sweden (thousands)	1,393	1,377	1,375	1,340	1,242
Broadband, subscriptions, Finland (thousands)	617	609	596	584	462
Broadband, subscriptions, Norway (thousands)	480	499	500	490	469
Broadband, subscriptions, Lithuania (thousands)	420	426	427	421	417
Broadband, subscriptions, Estonia (thousands)	267	273	276	280	242
Broadband, subscriptions, Denmark (thousands)	-	-	-	-	68
Fixed telephony, total subscriptions (thousands)[2]	550	668	850	1,015	1,247
of which					
Fixed telephony, subscriptions, Sweden (thousands)	229	313	431	541	665
Fixed telephony, subscriptions, Finland (thousands)	9	12	14	17	20
Fixed telephony, subscriptions, Norway (thousands)	13	14	38	47	40
Fixed telephony, subscriptions, Lithuania (thousands)	138	155	175	201	230
Fixed telephony, subscriptions, Estonia (thousands)	162	174	192	209	226
Fixed telephony, subscriptions, Denmark (thousands)	-	-	-	-	66
TV, total subscriptions (thousands)	3,555	3,430	3,377	3,280	3,235
of which					
TV, subscriptions, Sweden (thousands)	1,115	1,034	972	915	929
TV, subscriptions, Finland (thousands)[3]	651	664	678	646	558
TV, subscriptions, Norway (thousands)	457	474	485	486	469
TV, subscriptions, Lithuania (thousands)	259	261	257	255	253
TV, subscriptions, Estonia (thousands)	186	194	200	207	208
TV, subscriptions, TV and Media (thousands)[3]	887	802	785	771	789
TV, subscriptions Denmark (thousands)	-	-	-	-	29

1) Mobile telephony, total subscriptions, Estonia 2021, and Sweden 2022-2023 have been restated for comparability. The restatement also impacts total subscriptions and ARPU in Sweden.
2) Fixed telephony subscriptions include PSTN and VoIP.
3) TV, subscriptions, Finland and TV and Media 2021 have been restated as a result of a reorganization.
4) Restated for comparability.

Five-year summary, cont.

Telia Company group Operational data	2024	2023	2022	2021[2]	2020[2]
Human Resources[1]					
Number of employees as of December 31	16,862	18,644	19,237	19,566	20,741
Average number of full-time employees during the year	17,690	18,963	19,202	19,998	20,505
of whom, in Sweden	*6,681*	*6,996*	*7,144*	*7,550*	*7,654*
of whom, in Finland	*3,614*	*3,837*	*3,851*	*4,244*	*4,144*
of whom, in other countries	*7,395*	*8,130*	*8,207*	*8,204*	*8,707*
of whom, women	*6,490*	*6,923*	*7,143*	*7,359*	*7,607*
of whom, men	*11,200*	*12,040*	*12,059*	*12,639*	*12,898*
Salaries and remuneration (SEK in millions)	13,399	13,357	11,897	12,018	12,077
Employer's social security contributions (SEK in millions)	3,736	2,478	2,203	2,270	2,291
Salaries and employer's social security contributions as a percentage of operating costs (%)	22.4	17.9	14.1	19.6	16.5
Revenue per employee (SEK in thousands)	5,110	4,970	4,718	4,418	4,354
Operating income per employee (SEK in thousands)	777	317	neg.	770	neg.
Net income per employee (SEK in thousands)	440	47	neg.	592	neg.

1) Human resource data is based on total Telia Company group, i.e including both continuing and discontinued operations (when applicable).
2) Only 2024-2022 has been restated for adjustment of TV and Media DTV revenue from operators, implemented in 2024.

Alternative performance measures

Alternative performance measures
In addition to financial performance measures prepared in accordance with IFRS, Telia Company presents non-IFRS financial performance measures. These alternative measures are considered to be important performance indicators for investors and other users of the Annual report. The alternative performance measures should be considered as a complement to, but not a substitute for, the information prepared in accordance with IFRS. Telia Company's definitions of these non-IFRS measures are described here and in the Definitions. These terms may be defined differently by other companies and are therefore not always comparable to similar measures used by other companies.

Service revenue
Telia Company considers Service revenue a relevant measure to be able to understand the recurring revenue development within the company's main course of business, which is the main foundation for its ability to generate profits and positive cash flow.

Service revenue like for like excludes exchange rate effects and is based on the current group structure, i.e. including the impact of any acquired operations and excluding the impact of any disposed operations, both in the current and in the comparable period, and was part of Telia Company's Outlook for 2024.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Revenue	89,127	88,561
Excluded: Equipment revenue	-12,545	-12,873
Service revenue (external)	**76,582**	**75,687**
Excluded: Effects from changes in foreign exchange rates[1]	373	-48
Excluded: Effects from acquired and disposed operations	-47	-115
Service revenue on a like-for-like basis	**76,908**	**75,524**
Change (%) like for like	*1.8*	
of which Telco operations	*68,739*	*67,386*
Change (%) like for like, Telco operations	*2.0*	
of which TV and Media	*8,168*	*8,138*

1) Changes in foreign exchange rates refers to full year average rates prior year.

EBITDA and Adjusted EBITDA
Telia Company considers EBITDA as a relevant measure for investors to be able to understand profit generation before investments in tangible, intangible and right-of-use assets.

To assist the understanding of Telia Company's underlying financial performance we believe it is also useful to analyze Adjusted EBITDA. Adjustment items within EBITDA are specified in Board of Director's Report, section "Adjustment items". Adjusted EBITDA like for like excludes exchange rate effects and is based on the current group structure, i.e. including the impact of any acquired operations and excluding the impact of any disposed operations, both in the current and in the comparable period and was part of Telia Company's Outlook for 2024.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
EBITDA	**29,724**	**28,392**
Adjustment items within EBITDA	1,621	1,861
Adjusted EBITDA	**31,345**	**30,254**
Excluded: Effects from changes in foreign exchange rates[1]	188	-26
Excluded: Effects from acquired and disposed operations	-33	-23
Adjusted EBITDA on a like-for-like basis	**31,500**	**30,205**
Change (%) like for like	*4.3*	
of which Telco operations	*31,188*	*30,431*
Change (%) like for like, Telco operations	*2.5*	
of which TV and Media	*311*	*-226*
Excluded: Impact from energy cost changes[2]	-139	
Adjusted EBITDA on a like-for-like basis excluding impact from energy cost changes[2]	**31,360**	**30,205**

1) Changes in foreign exchange rates refers to full year average rates prior year. 2) Energy costs changes 2024 compared to 2023.

Adjusted operating income

Telia Company considers Adjusted operating income as a relevant measure to be able to understand the underlying financial performance of Telia Company. Adjustment items within operating income, continuing operations are specified in the Board of Director's Report, section "Adjustment items."

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Operating income	**10,510**	**4,980**
Adjustment items within operating income	2,117	5,882
Adjusted operating income	**12,628**	**10,862**

CAPEX and Cash CAPEX and Cash CAPEX to Revenue

Telia Company considers CAPEX and Cash CAPEX measures below as relevant measures to understand the group's investments in intangible, tangible and right-of-use assets (excluding goodwill, assets acquired in business combinations and asset retirement obligations). CAPEX, excluding fees for license and spectrum and right-of-use assets, was part of Telia Company's Outlook for 2024.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Investments in intangible assets	3,392	4,682
Investments in property, plant and equipment	10,137	10,520
CAPEX excluding right-of-use assets	**13,529**	**15,202**
Investments in right-of-use assets	4,972	5,460
CAPEX	**18,501**	**20,662**
Excluded: investments in license and spectrum fees and right-of-use assets	-4,974	-7,033
CAPEX excluding fees for licenses and spectrum and right-of-use assets	**13,527**	**13,628**

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
CAPEX	**18,501**	**20,662**
Excluded: investments in right-of-use assets	-4,972	-5,460
Net of not paid investments and additional payments from previous periods	168	-536
Cash CAPEX	**13,696**	**14,666**
Excluded: Cash CAPEX for licenses and spectrum fees	-169	-1,039
Cash CAPEX, excluding fees for license and spectrum	**13,528**	**13,627**
Revenue	**89,127**	**88,561**
Cash CAPEX, excluding fees for licenses and spectrum in relation to Revenue (%)	**15.2**	**15.4**

Structural part of Operational free cash flow, Operational free cash flow and Free cash flow (continuing operations)

Telia Company considers Free cash flow (new definition) and Free cash flow (new definition) per share, rolling 12 months to be relevant cash flow measures to understand the group's ability to generate funds for future dividends to its parent company shareholders, reduce net debt, buy back shares and make business acquisitions. From the first quarter 2024 Telia Company has changed its definition of Free cash flow. The new Free cash flow measure is considered more relevant as it is more comprehensive and gives a better understanding of the group's ability to generate funds for future dividends to its parent company shareholders, reduce net debt, buy back shares and make business acquisitions. Previously Free cash flow was defined as the total cash flow from operating activities and cash CAPEX (Intangible assets and property, plant and equipment acquired). The new Free cash flow measure includes the following cash flows from continuing operations: cash flow from operating activities, intangible assets and property plant and equipment acquired (cash CAPEX) and divested, dividends paid to holders of non-controlling interests and repayment of lease liabilities. The new definition includes only cash flows from continuing operations because Telia Company believes this gives a better understanding of the group's future ability to generate cash. Telia Company consider the structural part of Operational free cash flow to be Operational free cash flow less contribution from change in working capital and the measure was part of Telia Company's Outlook for 2024.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Cash flow from operating activities	20,980	23,239
Cash CAPEX (Intangible assets and property, plant and equipment acquired)	-13,696	-14,666
Excluded: Cash CAPEX for licenses and spectrum fees	169	1,039
Excluded: Dividends from associated companies and joint ventures	-1	-134
Repayment of lease liabilities	-3,011	-2,822
Excluded: Change in working capital	3,064	598
Structural part of Operational free cash flow	**7,504**	**7,254**
Change in working capital	-3,064	-598
Operational free cash flow	**4,440**	**6,656**
Cash CAPEX for licenses and spectrum fees	-169	-1,039
Intangible assets and property, plant and equipment divested	242	38
Dividends from associated companies and joint ventures	1	133
Dividends paid to holders of non-controlling interests	-491	-478
Free cash flow (new definition)	**4,023**	**5,311**
Number of shares, weighted average, basic and diluted (thousands)	3,932,109	3,932,109
Free cash flow (new definition) per share, rolling 12 months (SEK)	*1.02*	*1.35*

Net debt

Telia Company considers Net debt to be an important measure to be able to understand the group's indebtedness.

SEK in millions	Dec 31, 2024	Dec 31, 2023
Non-current borrowings	87,826	99,589
of which lease liabilities, non-current	*14,870*	*15,264*
Less 50% of hybrid capital[1]	-9,720	-9,418
Current borrowings	10,108	14,286
of which lease liabilities, current	*3,421*	*3,372*
Less derivatives recognized as financial assets and hedging Non-current and current borrowings and related credit support annex (CSA)	-4,370	-6,424
Less non-current bonds at fair value through income statement and OCI	-1,533	-5,416
Less short-term investments	-1,119	-7,095
Less cash and cash equivalents	-9,812	-11,764
Net debt	**71,378**	**73,758**

1) 50% of hybrid capital is treated as equity, consistent with market practice for the type of instrument, and reduces net debt.

Derivatives recognized as financial assets and hedging non-current and current borrowings and related credit support annex (CSA) are part of the balance sheet line items Non-current interest-bearing receivables and Current interest-bearing receivables. Hybrid capital, calculated as nominal amount, is part of the balance sheet line item Non-current borrowings. Non-current bonds at fair value through OCI are part of the balance sheet line item Non-current interest-bearing receivables. Short-term investments are part of the balance sheet line item Current interest-bearing receivables.

Net debt/Adjusted EBITDA ratio (continuing and discontinued operations)

Telia Company considers net debt in relation to adjusted EBITDA as a relevant measure to be able to understand the group's financial position.

SEK in millions, except for multiple	Dec 31, 2024	Dec 31, 2023
Net debt	**71,378**	**73,758**
Adjusted EBITDA continuing operations	31,345	30,254
Adjusted EBITDA discontinued operations	-	1,473
Adjusted EBITDA	**31,345**	**31,727**
Net debt/Adjusted EBITDA ratio (multiple)	**2.28x**	**2.32x**

Adjusted EBITDA margin

Telia Company considers Adjusted EBITDA in relation to revenue as a relevant measure to be able to understand the group's profit generation and to be used as a comparative benchmark.

SEK in millions	Jan–Dec 2024	Jan–Dec 2023
Revenue	89,127	88,561
Adjusted EBITDA	31,345	30,254
Adjusted EBITDA margin (%)	**35.2**	**34.2**

Definitions

Concepts and key ratios

Acquisitions and other investments
Investments in goodwill, intangible and tangible non-current assets and right-of-use assets acquired in business combinations, shares and participations, and asset retirement obligations.

Adjusted EBITDA
EBITDA adjusted for adjustment items within EBITDA.

Adjusted EBITDA margin
Adjusted EBITDA as a percentage of revenue.

Adjusted equity
Reported equity attributable to owners of the parent less the (proposed) dividend. For the parent company also including untaxed reserves net of tax.

Adjusted operating income
Operating income adjusted for adjustment items within operating income.

Adjustment items
Comprise of capital gains and losses, impairment losses, restructuring programs (costs for phasing out operations and personnel redundancy costs and costs for major group wide business transformations) or other costs with the character of not being part of normal daily operations.

Advertising revenue
External revenue related to linear and digital/ Advertising Video on Demand (AVoD) media, sponsorships and other types of advertising.

ARPU
Average revenue per user.

Blended churn
The number of lost subscriptions (postpaid and prepaid) expressed as a percentage of the average number of subscriptions (postpaid and prepaid).

Broadband revenue
External revenue related to fixed broadband services.

Business solutions revenue
External revenue related to fixed business networking and communication solutions.

CAGR
An abbreviation of "Compound Annual Growth Rate".

CAPEX
An abbreviation of "Capital Expenditure". Investments in intangible and tangible non-current assets and right-of-use assets, but excluding goodwill, intangible and tangible non-current assets and right-of-use assets acquired in business combinations, film and program rights and asset retirement obligations.

CAPEX excluding license and spectrum fees
CAPEX deducted by license and spectrum fees.

CAPEX excluding right-of-use assets
CAPEX excluding right-of-use assets.

Capital employed
Total assets less non-interest-bearing liabilities and non-interest-bearing provisions, and (proposed) dividend.

Cash CAPEX
CAPEX with addition/deduction of net of paid investments and additional payments from previous periods.

Core Telco business
Total Group less the TV and Media segment.

Earnings and equity per share
Earnings per share are based on the weighted average number of shares before and after dilution with potential ordinary shares, while equity per share is based on the number of shares at the end of the period. Earnings equal net income attributable to owners of the parent and equity is equity attributable to owners of the parent.

EBITDA
An abbreviation of "Earnings before Interest, Tax, Depreciation and Amortization." Equals operating income before depreciation, amortization and impairment losses and before income from associated companies and joint ventures but including amortization and impairment of film and program rights.

EBITDA margin
EBITDA expressed as a percentage of revenue.

Employees
Total headcount excluding hourly paid employees.

Equipment revenue
External equipment revenue.

Equity/assets ratio
Adjusted equity and equity attributable to non-controlling interests expressed as a percentage of total assets.

Free cash flow (new definition)
From continuing operations: cash flow from operating activities, intangible assets and property plant and equipment acquired (Cash CAPEX) and divested, dividends paid to holders of non-controlling interests and repayment of lease liabilites. See section Alternative performance measures for details on changed definition.

Free cash flow (new definition) per share, rolling twelve months
Free cash flow from continuing operations on a rolling twelve-month basis, divided by number of shares, weighted average, basic and diluted.

Internal revenue
Group internal revenue.

Like for like (%)
The change in revenue, external service revenue and adjusted EBITDA, excluding exchange rate effects and based on the current group structure, i.e. including the impact of any acquired operations and excluding the impact of any disposed operations, both in the current and in the comparable period.

Mobile end user revenue
External revenue related to voice, messaging, data, value added services and content (including machine-to-machine).

Mobile Interconnect
External revenue related to mobile termination.

Net debt
Interest-bearing liabilities (including derivatives that are liabilities and used to hedge risks in borrowings) plus liabilities for derivatives used to hedge risks in the bonds and short-term investments portfolio, less derivatives recognized as financial assets and used to hedge risks in borrowings, less collateral received under credit support annex (CSA), less 50% of hybrid capital calculated as 50% of nominal amount (which, consistent with market practice for the type of instrument, is treated as equity), less non-current bonds, less short-term investments, less derivatives that are assets and used to hedge risks in the bonds and short-term investments portfolio and less cash and cash equivalents. (The definition has been clarified, but there is no change to the net debt measure).

Net debt/adjusted EBITDA ratio (leverage)
Net debt divided by adjusted EBITDA rolling 12 months and excluding disposed operations.

OCI
An abbreviation of "Other Comprehensive Income".

Operating capital
Non-interest-bearing assets less non-interest-bearing liabilities, including (proposed) dividend, and non-interest-bearing provisions.

Operational free cash flow
Free cash flow from continuing operations excluding cash CAPEX for licenses and spectrum fees, dividends from associated companies net of taxes and including repayment of lease liabilities.

Other fixed service revenue
External revenue of fixed services including fiber installation, wholesale and other infrastructure services.

Other mobile service revenue
External revenue related to visitors' roaming, wholesale and other services.

Return on capital employed (ROCE)
Operating income, including impairments and gains/losses on disposals, plus financial revenue excluding foreign exchange gains expressed as a percentage of average capital employed.

Return on equity
Net income attributable to owners of the parent expressed as a percentage of average adjusted equity.

Segment assets and liabilities (Segment operating capital)
As Operating capital, but assets and liabilities excluding items related to foreign currency derivatives and accrued interest as well as to deferred and current tax, respectively, and liabilities excluding (proposed) dividend.

Service revenue
External revenue excluding equipment sales.

Structural part of Operational free cash flow
Operational free cash flow less contribution from change in working capital.

Telephony revenue
External revenue related to fixed telephony services.

TV revenue
External revenue related to TV services.

Total shareholder return
Share price development during the year and dividend, in relation to shareprice at the beginning of the year expressed as a percentage.

Notation conventions

In conformity with international standards, this report applies the following currency notations:

SEK	Swedish krona	JPY	Japanese yen
DKK	Danish krone	NOK	Norwegian krone
EUR	European euro	USD	US dollar
GBP	Pound sterling	AUD	Australian dollar

Annual General Meeting 2025

Telia Company's Annual General Meeting will be held on Wednesday, April 9, 2025, at 2 p.m. CEST at Telia Company's Head Office, Stjärntorget 1 in Solna, Sweden. The complete notice was published on Telia Company's website, **www.teliacompany.com**, in the beginning of March 2025. As a service to the shareholders, simultaneous interpretation from Swedish to English as well as from English to Swedish will be provided at the Annual General Meeting.

Participation

Shareholders who wish to participate in the Annual General Meeting must be recorded as a shareholder in the presentation of the share register prepared by the Swedish Central Securities Depository, Euroclear Sweden AB, concerning the circumstances on Tuesday, April 1, 2025, and give notice of participation no later than Thursday, April 3, 2025.

Participation at the meeting venue

Shareholders who wish to attend the meeting venue in person or by proxy must give notice of participation no later than Thursday, April 3, 2025, on Euroclear Sweden AB's website **https://anmalan.vpc.se/euroclearproxy**, by telephone +46 (0)8 402 90 50, or by post to Telia Company AB, "AGM 2025", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden. Shareholders shall in their notice to participate state their name, personal identification number or company registration number, address, telephone number and advisors, if applicable. Shareholders represented by a proxy or a representative should send documents of authorization to the address above well in advance of the Annual General Meeting. A template proxy form is available on Telia Company's website **www.teliacompany.com**.

Participation by postal voting

Shareholders who wish to participate in the Annual General Meeting by postal voting in advance must give notice of participation by casting their postal vote so that the postal vote is received by Euroclear Sweden AB (administering the forms on behalf of Telia Company) no later than Thursday, April 3, 2025. A special form shall be used for postal voting. The postal voting form is available on Telia Company's website **www.teliacompany.com**. The postal voting form can be submitted either by e-mail to **GeneralMeetingService@euroclear.com**, or by post to Telia Company AB, "AGM 2025", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden. Shareholders may also cast their postal votes electronically through BankID verification via Euroclear Sweden AB's website **https://anmalan.vpc.se/euroclearproxy**. If the shareholder postal votes by proxy, a power of attorney shall be enclosed to the postal form. A template proxy form is available on Telia Company's website **www.teliacompany.com**. If the shareholder is a legal entity, a certificate of incorporation or a corresponding document shall be enclosed to the postal voting form. Further instructions are included in the postal voting form and on Euroclear Sweden AB's website **https://anmalan.vpc.se/euroclearproxy**.

Shareholding in the name of a nominee

To be entitled to participate in the Annual General Meeting, shareholders whose shares are registered in the name of a nominee (including Finnish shareholders that are registered within the Finnish book-entry system at Euroclear Finland Oy) must re-register such shares in their own name so that the shareholder is recorded in the presentation of the share register as of Tuesday, April 1, 2025. Such re-registration may be temporary (voting rights registration) and can be requested from the nominee in accordance with the nominee's procedures in such time in advance as the nominee determines. Voting rights registrations effected by the nominee no later than on Thursday, April 3, 2025, will be considered in the presentation of the share register.

Decisions to be made by the Annual General Meeting

The Annual General Meeting determines, among other matters, the appropriation of the Company's profits and whether to discharge the Board of Directors and CEO from liability. The Annual General Meeting also appoints the Directors of the Board and makes decisions regarding remuneration to the Board of Directors. The Board of Directors proposes that a dividend of SEK 2.00 per share in total is distributed to the shareholders in four instalments of SEK 0.50 each. The proposed record dates are Friday April 11, 2025, Thursday July 31, 2025, Thursday October 30, 2025 and Friday February 8, 2026. If the Annual General Meeting resolves in accordance with the proposal, it is estimated that Euroclear Sweden AB will execute the payments on Wednesday April 16, 2025, Tuesday August 5, 2025, Tuesday November 4, 2025 and Wednesday February 11, 2026, respectively.

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