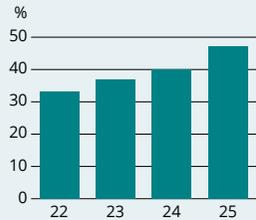


Instalco's sustainability work

The Group-wide sustainability programme focuses on three areas within ESG: Sustainable installations (E), Safe and developing working environment (S) and Mature leadership (G).

Electric and plug-in hybrid vehicles



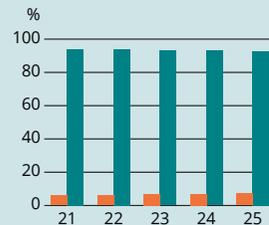
OUTCOME 2025

47%

DESCRIPTION

Electric and plug-in hybrid vehicles in the Group's car fleet

Gender distribution



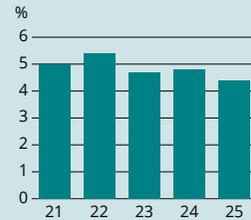
OUTCOME 2025

7.2% 92.8%

DESCRIPTION

Women and men in the Group

Sickness absence



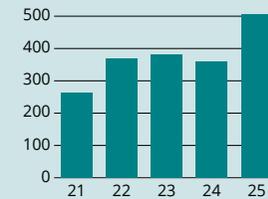
OUTCOME 2025

4.4%

DESCRIPTION

Sickness absence among own employees

Apprentices



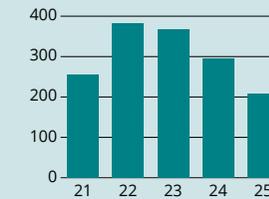
OUTCOME 2025

507

DESCRIPTION

Apprentices in the Group

Instalco Academy



OUTCOME 2025

208¹

DESCRIPTION

Employees who participated in the Instalco Academy

¹) Corresponds to 6,880 training hours

Whistle-blowing

Year	Number
2021	0
2022	0
2023	1
2024	1
2025	0

OUTCOME 2025

0

DESCRIPTION

Reported, confirmed cases of breaches of the Code of Conduct through the whistle-blowing function

Sustainable Instalco projects



OUTCOME 2025

489

DESCRIPTION

Projects certified as Sustainable Instalco Projects

Development opportunities



OUTCOME 2025

69%

DESCRIPTION

Employees who feel they have been offered professional development opportunities

LTIFR¹

OUTCOME 2025

10.27

DESCRIPTION

LTIFR stands for Lost Time Injury Frequency Rate and measures absence due to accidents per million hours worked.

¹) 2025 is the first year that Instalco is measuring LTIFR. In previous years, Instalco measured reported workplace accidents that led to sick leave.

Employee satisfaction

OUTCOME 2025

31 (eNPS)

(2024: 31, 2023: 30)

DESCRIPTION

Employees who are satisfied with their work situation as a whole (eNPS)