

Sustainability goals and results

The KPIs have been reviewed by the company's auditors in accordance with ISRS 4400

KPI	Zero vision for workplace accidents	Health, safety and wellbeing			Development opportunities	
	Reported workplace accidents resulting in absence	Employees who are satisfied with their work situation overall	Employee turnover	Absence due to illness	Employees who have participated in training via Instalco Academy	Employees who feel that they have been offered development opportunities
Goals	0%	>20 eNPS ¹⁾	<10%	<5%	>250	>75%
Results 2023	2.9%	30	13.1%	4.7%	368 ²⁾	70%
KPI	Sustainable Instalco Project			Benefits to society		
	Projects classified as Sustainable Instalco Projects			Participation in key initiatives that bring benefits for society		
Goals	>120			<ul style="list-style-type: none"> • Collaborations with Universeum, Svenska Bussarna, Wayout Water and the Swedish Society for Nature Conservation • Membership of the UN Global Compact sustainability initiative and Håll Nollan, the building sector's zero vision for workplace accidents 		
Results 2023	231					
KPI	Business ethics			Social responsibility		
	Confirmed breaches of the Code of Conduct reported via the whistleblower channel			Apprentices in the Group		
Goals	0			>300		
Results in 2023	1			380		

— Goals for each year

1) From 2023 onwards employee satisfaction is being measured using the Employee Net Promoter Score (eNPS) standard.

2) Represents 13,848 hours of training.