

SUSTAINABILITY REPORT 2017

TELE2

1. Introduction

The Tele2 Group (Tele2) hereby presents its Sustainability Report 2017 in accordance with the Swedish Annual Accounts Act. All Group entities are covered by this report. For the first time, Tele2 collects all relevant non-financial information on its environmental, social and corporate governance (ESG) impact in one standalone report. With this report Tele2 fulfills a new legal obligation in the Swedish Annual Accounts Act, to provide sustainability information to its stakeholders.

Following this introduction, Tele2's Responsible Challenger strategy is explained in section 2. It details how Tele2 approaches Corporate Responsibility (CR), on which areas it focuses and what was achieved in these areas in 2017.

Section 3 of this report discloses detailed sustainability information on the basis of the GRI Standards. Chapter A explains the concept of disclosing non-financial information and the disclosure framework used by Tele2. Chapter B discusses Tele2's management approach towards ESG topics. Chapter C gives an extensive overview of the results for 2017 for each material topic in the GRI Content Index.

For more information and questions about this report, or Tele2's CR efforts in general, please see section 4 of this report for detailed contact information.

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2. Responsible Challenger

Tele2's CR Strategy

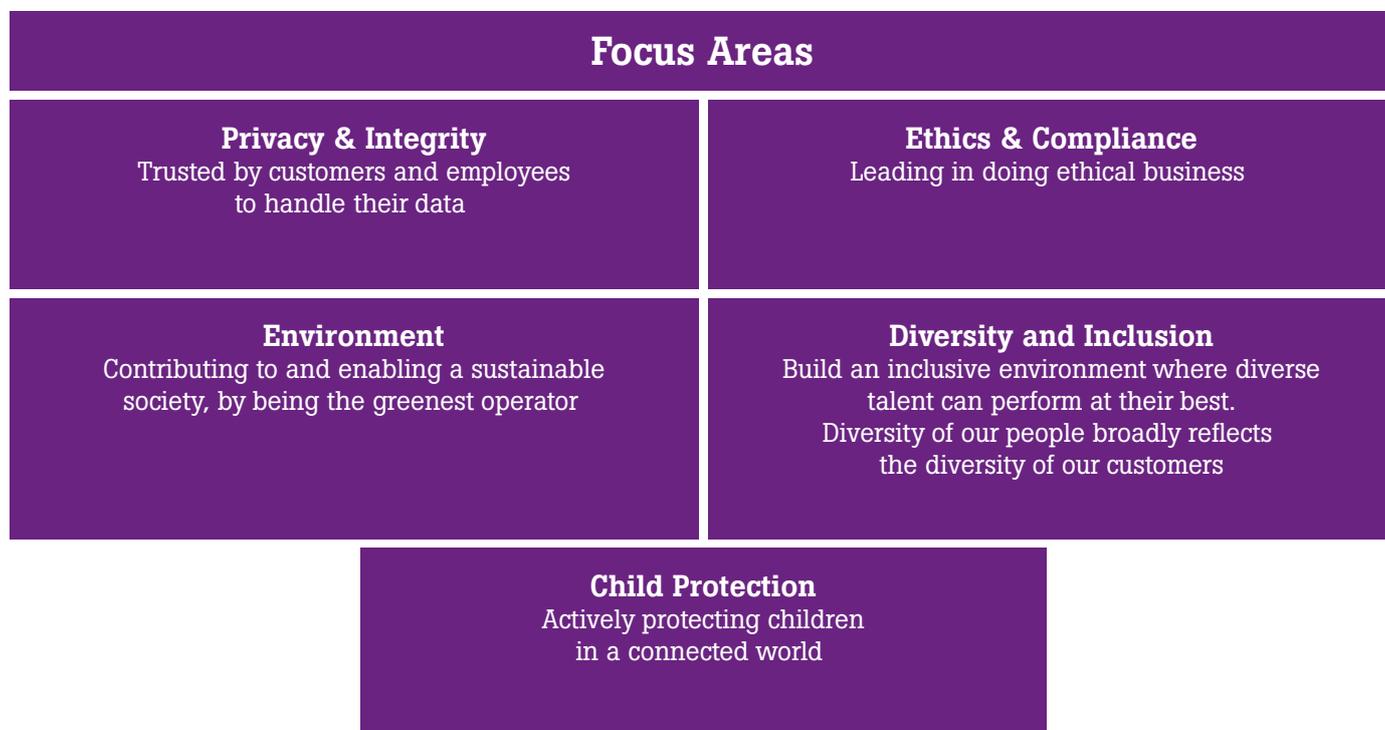


Tele2 prides itself on being a Responsible Challenger, which is why CR can be found at the heart of its Corporate Strategy house. This central place is not merely symbolic; Tele2 takes CR into account in all of its day-to-day business decisions and strongly believes that by doing so, it creates more value for its customers, employees, and shareholders. The mobile industry is going through exciting times, and as more people and things are getting connected every day, Tele2's responsibility grows. Responsible Challenger can therefore not be a static concept, nor can Tele2 allow itself to be satisfied with results achieved over previous years. This is the reason why the Responsible Challenger strategy of Tele2 is reviewed on a yearly basis, making sure Tele2 remains at the forefront of CR. Tele2's CR strategy defines five focus areas: Ethics and Compliance, Privacy and Integrity, Diversity and Inclusion, Child Protection, and Environment. Through a proactive approach, Tele2 aims to minimize risks where needed and make a positive contribution where

possible. Going forward, Tele2 is going to further increase its focus and establish concrete goals, as well as increase the coordination of all its activities in the area of CR.

During 2017, Tele2 has been recognized for its efforts in the area of CR. Tele2 was top-rated (A) by Nordea, making Tele2 investible for their Star funds. FTS4Good, one of the leading sustainability indices that measures the ESG performance of companies, again included Tele2 in their index. Tele2 was ranked as #1 transparent company in Lithuania by Transparency International in a comparison of the 49 largest companies in Lithuania. The Mistra Center for Sustainable Markets from the Stockholm School of Economics recognized Tele2 for "walking the talk" when it comes to CR, doubling its "walking" score since the last report of 2015. In August 2017, the Tele2 Leadership Team raised SEK 300,000 for SOS Children Villages by organizing a sponsored Bike Tour through the Baltics.

Focus Areas



Ethics and Compliance

Tele2 is committed to maintaining high ethical standards in all aspects of doing business, and therefore takes a proactive approach to ethics and compliance. This is done for example through Tele2’s Code of Conduct and by providing training to employees. The Code of Conduct ensures that Tele2’s ethical values are upheld, through its employees, contractors and business partners. The Code of Conduct is based on the relevant guiding principles from the UN Global Compact. In 2017, Tele2 has started work to review the Code of Conduct, to ensure that it continues to reflect Tele2’s standards as the world around us is changing.

All Tele2 employees are required to sign the Code of Conduct yearly and must complete an online training to support their knowledge of doing ethical business. Tele2 also requires its business partners and affiliates to follow its commitment, by signing the Business Partner Code of Conduct. Tele2 follows up on compliance with the Code, for example through monitoring done by Tele2’s procurement department and through regular internal control activities. Employees and other persons that interact with Tele2 can notify a breach of the Tele2 Code of Conduct through a whistle blowing mechanism and enjoy protection under the whistle blower policy.

More information about these processes is available on www.tele2.com and in Tele2’s Corporate Governance Report.

Tele2 has completed the integration of Tele2 Kazakhstan and Altel in 2017. Tele2 has consistently focused on ensuring that the merged entity follows the same ethics and compliance standards as the rest of the Tele2 Group. Tele2 has presented its first annual status update CR report on Kazakhstan, a promise Tele2 made to the market when it signed the joint venture agreement. In 2017, Tele2 continued the training on anti-corruption, conflict of interest, privacy, freedom of expression, and Tele2’s whistle blower policy for all employees in Kazakhstan. By the end of 2017, 80 percent of Tele2 employees in Kazakhstan had received their training. For a complete view of Tele2’s approach to ethics and compliance regarding the Kazakh operation, please see the Tele2 Kazakhstan – 2017 Annual Status Update Report: Corporate Responsibility, available on Tele2.com.

Privacy and Integrity

Tele2 considers its customers’ right to privacy, integrity, and freedom of expression of the utmost importance, and is extremely proud of the fact that the landmark

case of the European Court of Justice on data retention is now referred to as “the Tele2 case”. In order to protect and respect privacy rights, every operation within the Tele2 Group takes responsibility for privacy and data protection and is equipped with resources accordingly. They are supported by a group function that promotes the correct application of privacy and data protection requirements, by providing guidance and feedback.

In 2017, Tele2 has been working diligently to prepare for implementation of the requirements of the EU General Data Protection Regulation. Tele2 is revising its policies, systems, and governance on privacy and data protection, to ensure it is compliant when the regulation becomes applicable on May 25, 2018. Tele2 developed a new privacy policy in 2017 that determines the framework for how Tele2 works with privacy. Attached to this policy are standards that all operations need to follow when they are working with personal data. This results in an overall process that mitigates the risks of working with personal data, while at the same time it allows Tele2 to keep offering relevant services to its customers.

Tele2 engages employees by making relevant information available to them through training. For example, Tele2 recently launched a data protection awareness movie. The movie provides insight to employees into privacy and data protection, why it matters and how it affects their work. This movie is available in all languages of the areas where Tele2 operates. Employees are required to view the movie as part of their continued training.

Governments are empowering investigative authorities to have special access to Tele2’s systems and user information, to combat crime and terrorism. Legislation in various of its operating markets requires Tele2 to retain communications (meta)data, make (meta)data available to authorities and to make it possible for authorities to monitor communications. If this is done with an appropriate legal basis, and applied in a way that is justified and proportionate, Tele2 cooperates. However, Tele2 takes a stance to defend its own interests and those of its customers when governments propose disproportionate means to access customer data, or when authorities request information in a way that is incompatible with fundamental human rights.

Diversity and Inclusion

Tele2 aims to have a diverse and inclusive culture, in which difference is recognized and valued, so everyone can be at their best. This makes Tele2 employees be highly engaged and enables great

development of skills and expertise. Tele2 is proud of having a diverse customer base and aspires that its workforce reflects this customer base. Tele2 believes that by attracting diverse talent, Tele2 will grow and deliver even stronger business results. A diverse workforce helps Tele2 innovate and renew itself by leveraging on the diverse perspectives, skills, and experience of employees and other stakeholders.

In 2017, Tele2 has revised its Diversity and Inclusion Policy. This policy is applicable to all employees and outlines those company and employee responsibilities which ensure diversity within the Tele2 organization. The objectives for Tele2 include (amongst others): pay equality and gender balance, gender diversity in the workforce fully reflected in the manager population, and zero discrimination cases upheld.

Tele2 also continued its engagement with Reach for Change throughout 2017. Through the program, Tele2 enables social entrepreneurs to help improve children’s lives on a big scale. This includes focus areas such as social inclusion, allowing children from marginalized groups to participate in society on more equal terms, and expression and participation, which helps children express themselves and participate in society through improved access to information. Tele2 made resources available to Reach for Change to help 30 social entrepreneurs. In total, 66 of its employees in Croatia, Kazakhstan, Lithuania, and Sweden have committed time as mentors or advisors. In Sweden, Tele2 collaborated with Reach for Change to organize the “Hack for Integration” innovation workshop at Almedalsveckan, Sweden’s largest yearly political gathering. Tele2, Reach for Change and Nokia collaborated on a project creating real-time translation services based on Microsoft technology. The service promotes participation of newly arrived young immigrants in the Swedish society.

Child Protection

Tele2 takes the protection of children very seriously and takes concrete action by stopping the distribution of child sexual abuse images in its networks. In close collaboration with INTERPOL Tele2 actively blocks access to child sexual abuse material, using a diligent process. Material that has been identified by INTERPOL as containing child sexual abuse is identified through a digital ‘fingerprint’. Material with the same fingerprint is blocked on Tele2’s networks and users trying to access this material are redirected to a website that informs them of the reason why access is blocked. This applies both to Tele2 networks used by customers as well as employees. In 2017, on average Tele2 blocked

approximately 500,000 images per month in its networks. During the year, Tele2 together with ECPAT and other operators formed a coalition in Sweden. This coalition takes action to end the sexual exploitation of children online, by benchmarking and exchanging information on how to combat the distribution of child sexual abuse images on the Internet.

In 2017, Tele2 launched a survey amongst children between the age of 9 to 14 years in Sweden, Estonia, Latvia, and Lithuania about their behavior on the internet. Over 2,000 children were interviewed or responded to the survey through the web portal. With the survey, Tele2 has been able to provide insight into children's internet usage habits, what they experience online and how they deal with such experience. One remarkable outcome was that one out of ten children has chatted online with an unknown adult, another that 1 child out of every class has been approached by an unknown adult on the internet to meet up in person. For a full report on the survey, please go to www.tele2.com.

Environment

Tele2 contributes to a better environment, not only by scrutinizing its own environmental footprint but also by enabling other companies and individuals to be more efficient through the offering of smart IoT solutions.

The main impact of Tele2's environmental footprint is caused by the use of electricity in its networks. The strong increase in demand for data connectivity automatically drives an increase in energy usage. Tele2 is looking at ways to efficiently mitigate this, by being able to deliver more data capacity for the same amount of energy usage. Tele2 applies three principles to be an energy efficient operator. First, Tele2 always aims to share some or all of its radio network elements in its

operations, which is more efficient than individually owning networks. Secondly, Tele2 tries to have its network loaded as much as possible, which leads to a higher ratio of data transported per energy consumed. Third, Tele2 tries to optimize energy consumption in the network through updated equipment, software, and operational settings. In line with its goal to optimize energy consumption, Tele2 Sweden continued its participation in SooGreen during 2017. SooGreen is an initiative with partners from across the value chain that aims to study energy-optimization in mobile networks. Tele2 contributes by providing network data, resources, and knowledge. Tele2 is the only Swedish operator involved in the SooGreen project. Tele2 was able to show concrete results of its efforts in 2017 to national and EU government representatives.

Tele2's services can be used as a platform to help others reduce their environmental footprint. Teleworking and videoconferencing allow employees and businesses to eliminate parts of their traveling, thereby reducing emissions. Furthermore, Tele2 offers smart IoT solutions that help other companies reduce their environmental impact from their operations. For example, Tele2's IoT solutions help transportation companies like 1-Fleet Alliance to manage their fleets more efficiently, enabling them to save up to 10 percent of their fuel consumption. Tele2 IoT also enables services with a direct positive environmental impact, like the electric vehicle charging solutions provided by Vattenfall.

SUSTAINABILITY INFORMATION

3. Sustainability information provided by Tele2

A. Introduction

In line with its obligation following from the Swedish Annual Accounts Act, Tele2 presents this sustainability report.

Tele2 uses the framework developed by the Global Reporting Initiative (GRI). GRI has updated their reporting framework in 2016, and as a consequence the 'G4 Sustainability Reporting Guidelines' have been retired by GRI, and succeeded by the 'GRI Standards' framework. Therefore, Tele2 has made the shift to this new framework this year. On the basis of the framework, Tele2 identifies and discloses its significant impacts on the economy, the environment, and society.

The GRI Standards are divided into four series. These series deal with general topics (100 series), economic topics (200 series), environmental topics (300 series) and social topics (400 series). Each series is subdivided in standards, which are used to report information on an organization's impacts related to economic, environmental, and social topics (e.g. Indirect Economic Impacts, Water, or Employment). These standards contain disclosures (e.g. Disclosure 302-1: Energy consumption within the organization) that lay out the required information to report, and in some cases contain additional information for how to compile this information, reporting recommendations

and guidance. For more information, please visit the GRI Standards page on the GRI website.

Tele2's sustainability information is presented in two tables. The first table discloses the management approach to sustainability topics that are considered material. The second table is the so-called GRI Content Index, which either includes or refers to information on the relevant disclosures for Tele2 of the GRI Standards.

External Assurance

For information on external assurance of information referred to from the GRI Content Index, please see Disclosure 102-56. An auditor statement regarding the sustainability report is included at the end of this section.

Organizational Changes

During the year, Tele2 has divested its Austrian operation. Furthermore it was announced on 15 December that Tele2 and Deutsche Telekom have agreed to combine Tele2 Netherlands and T-Mobile Netherlands, pending the necessary regulatory approval. Please see Disclosure 102-10 regarding the impact of these changes for reporting.

B. Disclosure of management approach

Material topic	Disclosure	Why is this topic material to Tele2	Topic important within Tele2	Topic important outside Tele2
200 Series: Economic				
Economic Performance	201-1	Economic performance is identified as a material aspect because Tele2 is a profit-driven corporation that needs to make a profit to remain viable. Tele2's profits, in turn, contribute to society through payment of wages, taxes, and purchases of services and products. This, in turn, impacts economic activity, government, and society and contributes to economic growth. In order to manage impacts related to economic performance, Tele2's internal audit regularly monitors its payroll and the payment of taxes in countries of operation.	Yes	Yes
Anti-corruption and Anti-competitive behavior	205-3 206-1	Integrity and ethics are integral parts of Tele2's values and Code of Conduct. Therefore efforts to promote fair and ethical business, such as anti-corruption and preventing anti-competitive behavior, are part of its daily operations. Compliance with local laws and regulations ensures investors that Tele2 is a trustworthy business partner. Tele2 has established a common perspective at the group level of how to deal with anti-competitive behavior and anti-corruption. Responsibility lies with the local heads of the legal departments to put it into practice. For example, anti-competitive behavior and anti-corruption are included in the education of new employees, existing managers and selected risk functions (for example procurement). Employees also retake the education annually. Responsibility for conducting relevant training is the duty of each country organization. Tele2 Kazakhstan employees take a specifically developed anti-corruption training. In order to manage impacts, compliance with local laws and regulations is a responsibility of the local legal team in each country. The legal teams make use of an open door policy for employees seeking advice on ethical and lawful behavior, and processes are in place to escalate incidents to the highest governance body when necessary.	Yes	Yes
300 Series: Environmental				
Energy, Emissions and Environmental Compliance	302-1 305-1 305-2 307-1	Energy, emissions, and environmental compliance are identified as material aspects in light of climate change being a global challenge which the information and communication technology industry contributes to, but can also contribute to solving problems and promote mitigation. For Tele2, electricity consumption is key as this is the major source of Tele2's emissions of greenhouse gases. To mitigate these impacts, Tele2 is gradually transitioning to renewable energy when feasible. Tele2's local teams follow up on and ensure compliance with relevant environmental laws and regulations in its countries of operation, in order to perform in line with internal and external stakeholders' expectations.	Yes	Yes
400 Series: Social				
Employment, Diversity and Equal Opportunity, Non-Discrimination	401-1 405-1 406-1	In order to deliver the best service in the industry, Tele2 invests in the well-being and development of its employees. Its ambition is for all employees to have performance plans and annual performance dialogues, including senior executives. In order to manage impacts, Tele2 has also introduced development plans for all employees. In addition, an employee survey is conducted yearly to follow-up on employees' satisfaction and well-being. Results are gauged against others to understand changes and trends. Critical points of improvement are communicated to local managers who turn them into local action plans. It is crucial for Tele2 to attract and retain talented and diverse employees to be able to deliver on its strategy as well as maintaining its culture. Diversity is an integral aspect of Tele2's recruitment processes. In order to manage impacts, a gender KPI is followed up on all functional levels to inform promotion and recruitment decisions.	Yes	No
Occupational Health and Safety	403-2	Tele2's strives to provide its employees with a safe and healthy work environment in which they can develop their long-term ambitions. In order to manage impacts, Tele2 has policies and processes in place to ensure access to health care and for the prevention of accidents. Furthermore, in Sweden, employees have an insurance program that covers not only rehabilitation but also preventive care calls with specialists. There are also policies in place to support employees in treating and preventing injuries. Tele2 applies self-assessment checklists for both managers and employees to ensure that employees are satisfied with their work environment as well as meeting legal requirements. These checklists are updated on a regular basis. Tele2 follows up on employee absences and offers rehabilitation plans for employees who have been ill long-term with the support of external experts. Tele2's approach to health and safety is adapted to the local legislation in each of its countries of operation.	Yes	No

Material topic	Disclosure	Why is this topic material to Tele2	Topic important within Tele2	Topic important outside Tele2
Freedom of association and collective bargaining, Child labor, and Forced or compulsory labor	407-1 408-1 409-1	<p>Tele2 aims to conduct its business with the highest degrees of ethics while also being compliant with local laws and regulations and respecting human rights. Tele2's different markets are all different in this aspect, with Kazakhstan being the most challenging. To mitigate risks and manage impacts, Tele2 uses a Code of Conduct (CoC) and a Business Partner Code of Conduct (BPCoC) based on the United Nations Global Compact. It encompasses labor rights, anti-corruption, environment, freedom of association and collective bargaining, child labor and forced labor and other basic human rights. Tele2 employees sign the CoC annually. Tele2 requires its significant Business Partners, with contract values exceeding 1MSEK per year, to sign the Tele2 BPCoC. By doing so, Tele2 includes clauses about human rights, labor rights, anti-corruption, and environment etc. into a vast majority of its agreements with its business partners. In addition, a share of the business partners which are managed within the sourcing and procurement processes, described above, have also been screened and monitored with the EcoVadis E-TASC supply chain sustainability management system.</p> <p>In case of breaches of the Business Partner Code of Conduct, Tele2 primarily conducts dialogues with Business Partners to establish remediation plans. If this does not produce the desired changes, Tele2 can terminate the relationship with the specific business partner.</p>	Yes	Yes
Customer health and safety	416-2	The safety of its products and services is something that is very important to Tele2 as a company due to its potential impact on the health of its customers. Tele2 always puts its customers first and therefore strives hard to provide its customers with services that are safe and do not have a negative impact on their health. To that purpose, Tele2 works proactively to identify and monitor potential health and safety issues related to its products and services. Tele2's networks emit electromagnetic fields. No adverse health risks have been identified in relation to the exposure to such field from base stations for mobile telephony, wireless networking or similar transmitters. In order to manage impacts, Tele2's networks are designed to operate well within the applicable regulations and guidelines of the countries of operation. Tele2 measures the radio wave signals emitted in the networks at the request of property owners.	No	Yes
Marketing and labelling	417-3	Marketing communications is a core aspect of Tele2's interaction with its customer base, and therefore identified as a material aspect. Responsibility for marketing and sales lies with local teams as legislation differs between countries. In Sweden, there is an education for new employees on guidelines for communication and marketing. This has not yet been rolled out in other countries. In order to manage impacts, the legal team reviews marketing material before it is published to assure compliance, and if incidents occur, they are reported to responsible management. Ethical communication is also included in the Code of Conduct, which all employees are trained in every year, and as such included in Tele2's policies.	Yes	Yes
Customer privacy	418-1	Tele2 has customer and employee privacy and data protection as a high priority. Due to the nature of the services Tele2 provides, it processes personal data. In order to manage impacts, Tele2 has organizational and technical measures, policies and guidelines, and a governance structure, which all strive to protect its customers' data privacy. These are being updated to meet the requirements of the GDPR in the EU. Tele2 continuously monitors the development of laws and regulations and updates its processes and controls accordingly. Tele2 has a Group Privacy officer, and in all of its markets Tele2, has a dedicated Data Privacy Officer who works on privacy and data protection. A privacy impact assessment has been integrated into its project model in Sweden and is planned for roll-out out to other countries. Data privacy processes are similar in all European operations. In Kazakhstan, these processes have been adapted to local conditions and regulations. A data privacy awareness training is required for all Tele2 employees.	Yes	Yes
Socioeconomic compliance	419-1	Integrity and ethics are integral parts of Tele2's values and Code of Conduct. Tele2 aims to deliver high quality in its products and services and legal compliance is, of course, an important part of this. Therefore compliance is a key aspect of its operations on a daily basis. Following local laws and regulations ensures investors that Tele2 is a trustworthy business partner. In order to manage impacts, Tele2 has established a common perspective on group level on how to deal with socioeconomic compliance. Responsibility lies with the local heads of legal departments to ensure compliance in practice. The legal teams make use of an open door policy for employees seeking advice on ethical and lawful behavior. Processes are in place to report or escalate incidents to the relevant group functions. As an example, both anti-competitive behavior and anti-corruption are included in the education of new employees, existing managers and selected risk functions (e.g. procurement). Incidents in this area are reported to Group Security and escalated to the highest governing bodies if warranted. Employees also retake the education annually. Responsibility for conducting relevant training is the duty of each country organization.	Yes	Yes

C. GRI content index

GRI Standards Disclosure (Former G4 Disclosure)	Information or Reference	External Assurance ¹⁾
General Disclosures (GRI Standard 102: General Disclosures 2016)		
102-1 (G4-3) Name of the organization	See Tele2 Annual Report 2017, p. 9	Yes
102-2 (G4-4, G4-PR6) Activities, brands, products, and services	See Tele2 Annual Report 2017, p. 12–20	
102-3 (G4-5) Location of headquarters	See Tele2 Annual Report 2017, p. 81	Yes
102-4 (G4-6) Location of operations	See Tele2 Annual Report 2017, p. 12–20	Yes
102-5 (G4-7) Ownership and legal form	See Tele2 Annual Report 2017, p. 9 and 53	Yes
102-6 (G4-8) Markets served	See Tele2 Annual Report 2017, p. 12–20	Yes
102-7 (G4-9) Scale of the organization	See Tele2 Annual Report 2017, p. 10 and 12–20	Yes
102-8 (G4-10) Information on employees and other workers	See Tele2 Annual Report 2017, p. 59	Yes
102-9 (G4-12) Supply chain	<p>Most suppliers, considering spend, are producers of input material or products such as handsets, base stations, sim cards, construction companies for telecom mast constructions, Network & IT system solutions platforms as well as service providers within areas such as customer operations and media. Additionally, suppliers or Business Partners (as Tele2 calls them) may be consultants, financial auditors, M&A firms, legal advisors, etc. Other telecommunications providers are suppliers of wholesale interconnection and roaming services, which are necessary to deliver our services on or to other networks.</p> <p>Suppliers are either contracted through Group Procurement, Country Procurement or directly by various business ownership parties at Group or country level. The first tier supply lines are estimated to cover several thousands of contracts.</p>	
102-10 (G4-13) Significant changes to the organization and its supply chain	<p>Tele2 has divested its Austrian operation in 2017, resulting in an average number of employees decline for Tele2 of approximately 234 employees.</p> <p>On 15 December 2017, it was announced that Tele2 and Deutsche Telekom have agreed to combine Tele2 Netherlands and T-Mobile Netherlands, pending the necessary regulatory approval. In the financial reporting, Tele2 Netherlands has been reported as discontinued operations with comparative periods represented. This may affect disclosures in this report, in particular those that refer to (financial) information in the Annual Report.</p> <p>Besides this, there were no significant changes in the organization's structure or facilities.</p> <p>Tele2's supply chain consists of several thousands of suppliers. Naturally, there may be changes from year to year as contracts expire, and new potential suppliers are signed on. However, these changes have not been significant during the year.</p>	
102-11 (G4-14) Precautionary Principle or approach	<p>Tele2 works proactively to identify and monitor its most significant risks through an enterprise risk management process. The purpose of this process is to minimize surprises and improve the decision making in order for Tele2 to achieve its strategic, financial, compliance and operational objectives. Among other topics, Tele2 continuously follows research developments on electro-magnet fields caused by telecommunication networks.</p>	
102-12 (G4-15) External initiatives	<p>Tele2 adheres to applicable parts of the following external initiatives: the United Nations Universal Declaration of Human Rights, the International Labor Organization's core conventions, the OECD Guideline for multinational enterprises, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights and the Children's Rights Business Principles.</p>	
102-13 (G4-16) Membership of associations	<p>Tele2 is currently actively engaged in the GSM Association, European Competitive Telecommunications Association, as a regular member in the Global e-Sustainability Initiative (GeSI), the Sida Swedish Leadership for Sustainable Development (SLS) initiative, and the Next Generation Mobile Networks Alliance.</p>	
102-14 (G4-1) Statement from senior decision-maker	See Tele2 Annual Report 2017, p. 2–4	
102-16 (G4-56) Values, principles, standards, and norms of behavior	See the Tele2 Code of Conduct and the Tele2 Business Partner Code of Conduct on the Tele2.com website under the 'Our Responsibility' section.	

¹⁾ If there is nothing indicated in this column for a disclosure, that means there is no external assurance applicable to that disclosure.

GRI Standards Disclosure (Former G4 Disclosure)	Information or Reference	External Assurance ¹⁾
102-17 (G4-57, G4-58) Mechanisms for advice and concerns about ethics	For internal stakeholders, Tele2's Legal Department has an open door policy, which is being used actively by employees seeking advice on ethical and lawful behavior. Tele2 has a whistleblower process in place. It is also available to its Business Partners that have signed the Business Partner Code of Conduct. Even external parties could use it as the instructions are publicly available on www.tele2.com .	
102-18 (G4-34) Governance structure	Information on the governance structure of the organization, including committees of the highest governance body can be found in the Tele2 Corporate Governance Report 2017, p. 1. Information on the committees responsible for decision-making on economic, environmental, and social topics can be found on the Tele2.com website, under the relevant subsections of the 'Our Responsibility' section.	The Corporate Governance Report is examined but not under assurance
102-19 (G4-35) Delegating authority	Information on the process for delegating authority from the highest governance body can be found in the Tele2 Corporate Governance Report 2017, p. 1 and 9. Further information on delegation for economic, environmental, and social topics can be found on the Tele2.com website, under the relevant subsections of the 'Our Responsibility' section.	The Corporate Governance Report is examined but not under assurance
102-20 (G4-36) Executive-level responsibility for economic, environmental, and social topics	Information on the executive-level responsibility for economic, environmental, and social topics can be found in the Tele2 Corporate Governance Report 2017, p. 6. Further information on executive-level responsibility for economic, environmental, and social topics can be found on the Tele2.com website, under the relevant subsections of the 'Our Responsibility' section.	The Corporate Governance Report is examined but not under assurance
102-22 (G4-38) Composition of the highest governance body and its committees	Information about the composition of the highest governance body and its committees can be found in the Tele2 Corporate Governance Report 2017, p. 3-5.	The Corporate Governance Report is examined but not under assurance
102-23 (G4-39) Chair of the highest governance body	Information about the chair of the highest governance body can be found in the Tele2 Corporate Governance Report 2017, p. 3-4.	The Corporate Governance Report is examined but not under assurance
102-24 (G4-40) Nominating and selecting the highest governance body	Information about nominating and selecting the highest governance body can be found in the Tele2 Corporate Governance Report 2017, p. 1 and 3. Further information on nominating and selecting the highest governance body can be found on the Tele2.com website . In the 'Documents to the 2017 AGM', the following was stated: "In its work, the Nomination Committee applies rule 4.1 of the Swedish Corporate Governance Code as its diversity policy. Accordingly, the Committee gives particular consideration to the importance of a diverse set of Board members, including their gender, age and nationality, as well as their experiences, professional backgrounds and business disciplines. The Committee believes the composition of the proposed Board is fit-for-purpose in respect of the various dimensions of diversity, and will continue to pursue a high degree of diversity and gender balance in its efforts to compose the most capable Board."	The Corporate Governance Report is examined but not under assurance
102-25 (G4-41) Conflicts of interest	Information on conflict of interest of the highest governing body can be found in the Tele2 Corporate Governance Report 2017, p. 3-5 and 7.	The Corporate Governance Report is examined but not under assurance
102-26 (G4-42) Role of highest governance body in setting purpose, values, and strategy	Information on the role of the highest governance body in setting purpose, values, and strategy can be found in the Tele2 Corporate Governance Report 2017, p. 6.	The Corporate Governance Report is examined but not under assurance
102-27 (G4-43) Collective knowledge of highest governance body	The Board of Directors is the highest governing body responsible for Tele2's CR performance. CR matters are put on the agenda of every Audit Committee meeting and will also be reviewed at Board meetings.	
102-29 (G4-45) Identifying and managing economic, environmental, and social impacts	Risks and opportunities are regularly discussed at the Audit Committee and general Board meetings. In addition, a full CR strategy discussion is scheduled for the Annual Board Strategy session. CR risk management is also followed up by Kinnevik, the largest shareholder of Tele2. Kinnevik has set specific CR requirements that it expects from its large portfolio companies.	
102-30 (G4-46) Effectiveness of risk management processes	Information about the effectiveness of risk management processes can be found in the Tele2 Corporate Governance Report 2017, p. 9-11.	The Corporate Governance Report is examined but not under assurance
102-31 (G4-47) Review of economic, environmental, and social topics	The board reviews economic, environmental, and social topics during the Annual Board Strategy session. Furthermore, these topics are put on the agenda of every Audit Committee meeting. More information on the frequency of Audit Committee meetings in 2017 can be found in the Tele2 Corporate Governance Report 2017, p. 6-7.	The Corporate Governance Report is examined but not under assurance
102-32 (G4-48) Highest governance body's role in sustainability reporting	Tele2's material aspects regarding sustainability are reported in this Sustainability Report, which is externally examined, and approved by the Board.	

¹⁾ If there is nothing indicated in this column for a disclosure, that means there is no external assurance applicable to that disclosure.

GRI Standards Disclosure (Former G4 Disclosure)	Information or Reference	External Assurance ¹⁾
102-33 (G4-49) Communicating critical concerns	Critical concerns can be communicated through the Audit Committee meetings. Reporting to the executive leadership team can occur throughout the year, either ad hoc if necessary, or through scheduled leadership team meetings.	
102-36 (G4-52) Process for determining remuneration	Information about the process for determining remuneration can be found in the Tele2 Corporate Governance Report 2017, p. 7, and the Annual Report p. 60–63.	The Corporate Governance Report is examined but not under assurance The annual report is assured externally
102-37 (G4-53) Stakeholders' involvement in remuneration	Shareholders approve the remuneration guidelines for senior executives through the AGM.	
102-40 (G4-24) List of stakeholder groups	Tele2 is open to engaging with all relevant stakeholders. Stakeholder dialogues are conducted regularly in various formats during the year, ranging from one-to-ones to larger gatherings.	
		
102-41 (G4-11) Collective bargaining agreements	Employees in Sweden and the Netherlands are covered by collective bargaining agreements. For other countries, this may vary, though Tele2 has a positive view on collective bargaining agreements. This is reflected in the Code of Conduct and the Business Partner Code of Conduct, which states: "The rights of employees to freely associate and to bargain collectively, in accordance with the laws of the countries in which they are employed, shall be recognized and respected." In total 40% of all FTEs are covered by collective bargaining agreements.	
102-42 (G4-25) Identifying and selecting stakeholders	Tele2 is open to any constructive dialogue, i.e. Tele2 does not exclude anyone from having a discussion on relevant topics. Tele2's stakeholders can generally be described as parties and people affecting its business, as well as parties and people being affected by it.	
102-43 (G4-26, G4-PR5) Approach to stakeholder engagement	Tele2 has ongoing dialogues with many of its different stakeholder groups. Among others, this can take place in the form of dialogues with investors, roadshows, interactions with customers and civil society and dialogues with industry organizations. The Annual General Meeting is a key point of contact for Tele2 with its stakeholders. During the Annual General Meeting Tele2 presents and discusses both financial and sustainability-related results. Stakeholder engagements are built into business processes. This includes having CR questions in the employee survey "MyVoice", customer surveys, dialogues with the largest shareholders on CR, being active with Government Relations and the EU, answering questionnaires from NGOs, meeting analysts, analyzing media reports, etc. Occasionally or when deemed necessary, Tele2 conducts specifically tailored engagements, for example as it did when developing the previous CR Strategy and the materiality analysis. The frequency of engagements varies from once a year (e.g. My Voice) to several times a year (e.g. investors). Tele2 has not had any particular separate engagement for the preparation of the report. A total of 92% of Tele2 employees participated in the 2017 MyVoice survey. The MyVoice survey includes an engagement index which measures indicators amongst employees such as the clarity of the future strategy, whether co-workers give energy, and enjoyment in going to work. The score on this index for 2017 is 85 out of 100 (84 in 2016). The average customer satisfaction during 2017 has been 83%, which Tele2 is pleased with. The results of the customer service survey are based on global standards and cover customers in all of Tele2's countries of operation. The surveying of customer satisfaction is done continuously throughout the year. Tele2 strives for continuous improvement of the underlying evaluation process to provide the best service to its customers.	

¹⁾ If there is nothing indicated in this column for a disclosure, that means there is no external assurance applicable to that disclosure.

<p>102-44 (G4-27, G4-PR5) Key topics and concerns raised</p>	<p>Tele2 uses the input received from stakeholders to co-determine its focus areas for CR. Tele2 develops strategies and policies to ensure that the company performs well within those areas.</p> <p>Tele2 reports on its focus areas in the CR section of the Administration report.</p> <p>Shareholders emphasize the importance of the Ethics and Compliance and Environment focus areas. Engagement by Tele2 on Child Protection is encouraged by the largest shareholder Kinnevik. Customers are the major stakeholder for Privacy and Integrity and Tele2 employees are the primary beneficiary of Diversity.</p> <p>In the MyVoice survey, 90% of Tele2 employees agree with the statement: "I think Tele2 is honestly committed to Corporate Responsibility (Labour rights, Human rights, Environmental impact, Anti-corruption work)".</p> <p>See disclosure 102-43 for the results of Tele2's customer satisfaction survey.</p>	
<p>102-45 (G4-17) Entities included in the consolidated financial statements</p>	<p>This report covers the Tele2 Group.</p> <p>Legal entities are listed in the parent company's financial statements in Note 17 in the Tele2 Annual Report 2017, p. 75.</p>	
<p>102-46 (G4-18) Defining report content and topic Boundaries</p>	<p>The telecommunication's industry has continued to focus on ethics, risks for corruption and human rights such as privacy & freedom of expression (including the UNGP) and Tele2's focus areas align with the industry.</p> <p>Tele2 has a Sustainability Report available as a webpage and a PDF file, in which it reports information relevant to CR, including the legally mandated disclosure of sustainability information.</p> <p>Tele2's reporting boundaries have been defined through interactions with stakeholders, and during in-house discussions with for example the Legal department, where the degree of ownership and areas of work for each entity were reviewed. The content of reported information mirrors the material CR areas as defined in the corporate strategy.</p> <p>Tele2 has continued its journey to integrate CR into core business processes, such as the corporate strategy. CR reporting is integrated into the corporate strategy.</p> <p>Our focus areas are Privacy & Integrity, Ethics & Compliance, Environment, Child Protection, and Diversity.</p>	
<p>102-47 (G4-19) List of material topics</p>	<p>For Tele2's material topics, see the DMA-table provided above.</p>	
<p>102-48 (G4-22) Restatements of information</p>	<p>No significant restatements within the CR field.</p>	
<p>102-49 (G4-23) Changes in reporting</p>	<p>There are no significant changes in material topics and topic boundaries made by Tele2.</p>	
<p>102-50 (G4-28) Reporting period</p>	<p>1 January 2017 up to and including 31 December 2017</p>	
<p>102-51 (G4-29) Date of most recent report</p>	<p>22 March 2017</p>	
<p>102-52 (G4-30) Reporting cycle</p>	<p>Annual</p>	
<p>102-53 (G4-31) Contact point for questions regarding the report</p>	<p>Group Director of Regulatory Affairs and Corporate Responsibility: Ilse van der Haar, email: ilse.vanderhaar@tele2.com.</p>	
<p>102-54 (G4-32-a) Claims of reporting in accordance with the GRI Standards</p>	<p>This report has been prepared in accordance with the GRI Standards: Core option</p>	

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102-55 (G4-32-b)
GRI content index

This table is the GRI Context Index and contains all the information disclosed by Tele2 for each disclosure, or refers to the relevant information if published elsewhere.

GRI Standard used are:

GRI 102: General Disclosures 2016
GRI 103: Management Approach 2016
GRI 201: Economic Performance 2016
GRI 205: Anti-Corruption 2016
GRI 206: Anti-Competitive Behavior 2016
GRI 302: Energy 2016
GRI 305: Emissions 2016
GRI 307: Environmental Compliance 2016
GRI 401: Employment 2016
GRI 403: Occupational Health and Safety 2016
GRI 405: Diversity and Equal Opportunity 2016
GRI 406: Non-discrimination 2016
GRI 407: Freedom of Association and Collective Bargaining 2016
GRI 408: Child Labor 2016
GRI 409: Forced and Compulsory Labor 2016
GRI 416: Customer Health and Safety 2016
GRI 417: Marketing and Labeling 2016
GRI 418: Customer Privacy 2016
GRI 419: Socioeconomic Compliance 2016

102-56 (G4-32-c, G4-33)
External assurance

The Administrative report which is part of the Annual Report has been audited by Deloitte. One Assurance report has been issued indicating a higher degree of assurance compared to, for example, limited assurance according to RevR 6. The Auditor's Report is available in the Annual Report.

The Corporate Governance Report has been examined by Deloitte in accordance with FAR's auditing standard RevU 16 The auditor's examination of the corporate governance report. This means that Deloitte's examination of the Corporate Governance Report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The Sustainability Report has been examined by Deloitte in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that Deloitte's examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

Deloitte is independent to Tele2.

The CR reporting and assurance processes are being integrated into Tele2's general business processes. Seeking external assurance for sustainability information is also one of Kinnevik's CR Requirements, the largest shareholder of Tele2.

Management Approach (GRI Standard 103: Management Approach 2016)

103-1 (G4-DMA-a,
G4-20, G4-21)
Explanation of the material
topic and its Boundary

Tele2 has provided the relevant information for each material topic in the DMA table above

103-2 (G4-DMA-b)
The management approach
and its components

103-3 (G4-DMA-c)
Evaluation of the
management approach

Economic Performance (GRI Standard 201: Economic Performance 2016)

201-1 (G4-EC1)
Direct economic value
generated and distributed

See Tele2 Annual Report 2017, p. 27.
Tele2 currently does not track data for taxes paid on a country-by-country level.

Yes

Anti-Corruption (GRI Standard 205: Anti-Corruption 2016)

205-3 (G4-S05)
Confirmed incidents of
corruption and actions taken

See Tele2 Annual Report 2017, p. 69.

Yes

Anti-Competitive Behavior (GRI Standard 206: Anti-Competitive Behavior 2016)

206-1 (G4-S07)
Legal actions for anti-
competitive behavior,
anti-trust, and monopoly
practices

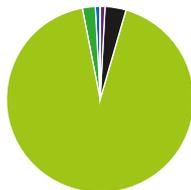
See Tele2 Annual Report 2017, p. 69.

Yes

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Energy (GRI Standard 302: Energy 2016)

302-1 (G4-EN3)
Energy consumption within the organization



- Gas, 0.2%
- Petrol, 0.7%
- Diesel, 3.7%
- Ethanol, 0%
- Biogas, 0%
- Electricity, 92.4%
- District heating, 2.3%
- District cooling, 0.6%

Fuel Consumption (GJ)	2017	2017 share of consumptions	2016	2016 share of consumptions
Gas	3,713	0.24%	4,295	0.31%
Petrol	11,508	0.74%	20,483	1.48%
Diesel	57,854	3.74%	53,218	3.84%
Ethanol	35	0.00%	81	0.01%
Biogas	98	0.01%	207	0.01%
Total share of renewables	0.2%		0.37%	
Electricity, heating, cooling and steam purchased for consumption (GJ)				
Electricity	1,427,323	92.39%	1,286,573.29	92.78%
District heating	34,812	2.25%	12,599.12	0.91%
District cooling	9,523	0.62%	9,203.28	0.66%
Total energy consumption	1,544,866		1,386,660	

Electricity consumption is the primary source of Tele2’s emissions of greenhouse gases. In the Greenhouse Gas Protocol, there are two alternative methods for calculating the emissions in scope 2: the location-based method and the market-based method. The location-based method considers the average emission intensity for the whole grid, while the market-based method considers the market for Guarantees of Origin. Using the market based method allows to choose low emitting production, but if no active choice is made, the emission intensity for the so-called “residual mix” will be higher than the average for the whole grid. As the choice of method has such an impact on the calculations of Tele2’s greenhouse gas emissions the result is disclosed with both methods where the market-based method always shows the highest value. Tele2’s electricity consumption increased with 8 percent compared to 2016, primarily as a result of the larger business in Sweden in 2017 due to Tele2’s acquisition of TDC in late 2016. Electricity consumed in base stations, which counts for approximately 82 percent of the total emissions, is by far the largest source of indirect emissions.

Based on the result in 2017, Tele2 could be said to have a potential environmental liability related to climate change of 125,490/187,051 tons of CO₂-eq. Should these emissions be regulated, for instance as a result of an international agreement, it could mean an estimated cost of 722,773 / 1,077,340 EUR for buying allowances, calculated by using the 2017 average allowance price in the EU Emission Trading System (EU-ETS) of 5,76 EUR/unit. Since it could not be considered likely that ICTs would be included in the EU ETS, calculations on the open carbon market could result in a different price. According to the second Stern report, which was published in June 2014, the price of carbon dioxide that is needed to avoid more than 2 degrees above pre-industrial levels, would be 32-103\$ per ton. If Tele2’s emissions for 2017 were put in monetary terms in that respect, with the price of 103\$ per ton, the total cost would be 12.2 / 18.1 MEUR.

Notes on changes:

- Energy consumption in Sweden has significantly increased, due to the acquisition of TDC in 2016. Those operations are now included for the first full year, adding about 16 GWh on base stations alone. District heating and office electricity also increased due to this.
- In Sweden, the calculation method from Tele2’s end on electricity consumption in sites that were rented out to other parties was changed, leading to a significant decrease in the sold volumes, and a corresponding increase in Tele2’s own volumes.
- In Germany, an outsourcing of servers led to a steep decline in energy consumption (down by about 80% compared to 2016)
- Latvia, Lithuania and The Netherlands continue to grow organically, bringing the energy use up.

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Emissions (GRI Standard 305: Emissions 2016)

305-1 (G4-EN15)

Direct (Scope 1)

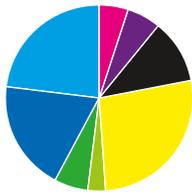
GHG emissions

305-2 (G4-EN16)

Energy indirect (Scope 2)

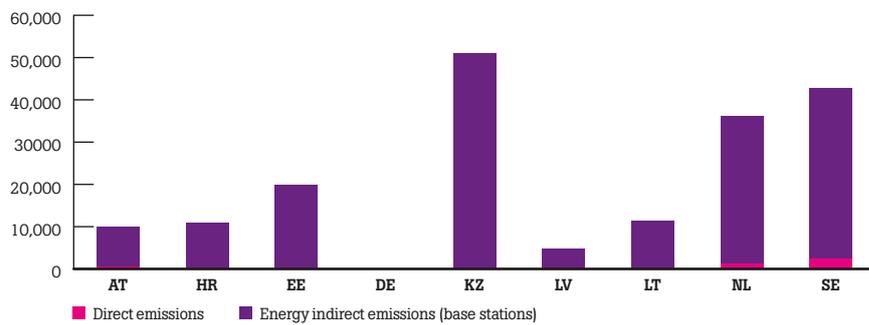
GHG emissions

Country	2017				2016			
	Direct	Energy indirect	Total	Share, %	Direct	Energy indirect	Total	Share, %
Austria	638	9,386	10,025	5.36	700	9,848	10,548	6.05
Croatia	259	10,798	11,057	5.91	210	10,481	10,691	6.14
Estonia	221	19,612	19,833	10.60	240	15,012	15,252	8.75
Germany	51	37	88	0.05	104	245	350	0.20
Kazakhstan	124	50,852	50,976	27.25	1,145	56,700	57,845	33.20
Latvia	376	4,416	4,792	2.56	365	2,937	3,302	1.90
Lithuania	214	11,255	11,469	6.13	255	10,631	10,886	6.25
Netherlands	1,323	34,741	36,064	19.28	2,053	31,253	33,306	19.12
Sweden	2,373	40,374	42,747	22.85	1,676	30,355	32,031	18.39
Total	5 580	181,472	187,051		6,749	167,464	174,213	



AT	5%
HR	6%
EE	11%
DE	0%
KZ	27%
LV	3%
LT	6%
NL	19%
SE	23%

tons of CO₂-eq



Environmental Compliance (GRI Standard 307: Environmental Compliance 2016)

307-1 (G4-EN29)

Non-compliance with environmental laws and regulations

See Tele2 Annual Report 2017, p. 69.

Yes

Employment (GRI Standard 401: Employment 2016)

401-1 (G4-LA1)

New employee hires and employee turnover

	Women	Men
New hires	675	741
Employees leaving	605	861
Total increase / decrease	70	-120

Occupational Health and Safety (GRI Standard 403: Occupational Health and Safety 2016)

¹⁾ If there is nothing indicated in this column for a disclosure, that means there is no external assurance applicable to that disclosure.

403-2 (G4-LA6)
Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

Tele2 omits occupational disease rates, injuries, injury rate and lost day rates, because its operations are not naturally prone to these issues and data is therefore not available.

Absentee rate	SE	EE	LV	LT	NL	HR	DE	KZ
Women								
Total # of absentee days over the period	4,762	2,315	4,464	817	5,479	296	153	869
Total # of workforce days worked for the same period	167,581	50,145	89,635	31,345	72,411	20,080	3,493	149,940
Total absentee rate	3%	5%	5%	3%	8%	1%	4%	1%
Men								
Total # of absentee days over the period	4,373	518	2,013	2,673	7,590	217	153	3,013
Total # of workforce days worked for the same period	346,568	30,241	100,860	77,217	253,972	24,598	6,917	161,945
Total absentee rate	1%	2%	2%	3%	3%	1%	2%	2%

No fatalities were reported during the year. This disclosure does not include data from Austria.

Diversity and Equal Opportunity (GRI Standard 405: Diversity and Equal Opportunity 2016)

405-1 (G4-LA12)
Diversity of governance bodies and employees

See Tele2 Annual Report 2017, p. 69.

Yes

Non-discrimination (GRI Standard 406: Non-discrimination 2016)

406-1 (G4-HR3)
Incidents of discrimination and corrective actions taken

There has been one incident of discrimination. The incident has been reviewed, did not require a remediation plan for it to be resolved, and was closed accordingly.

Freedom of Association and Collective Bargaining (GRI Standard 407: Freedom of Association and Collective Bargaining 2016)

407-1 (G4-HR4)
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Tele2 aims to conduct its business with the highest degree of ethics while also being compliant with local laws and regulations and respecting human rights. Tele2's different markets are all different in this aspect, with Kazakhstan being the most challenging.

To mitigate risks Tele2 uses a Code of Conduct (CoC) applicable to its own operations and a Business Partner Code of Conduct (BPCoC) applicable to its business partners, based on the United Nations Global Compact. It encompasses labor rights, anti-corruption, environment, freedom of association and collective bargaining, child labor and forced labor, and other basic human rights.

In order to protect the rights to exercise freedom of association or collective bargaining, the CoC and the BPCoC explicitly state:

"The rights of employees to freely associate and to bargain collectively, in accordance with the laws of the countries in which they are employed, shall be recognized and respected."

In order to mitigate risks related to human rights and labor conditions in its supply chain, Tele2 requires its significant Business Partners - with contract values exceeding 1M SEK per year - to sign the Tele2 BPCoC. By doing so Tele2 includes clauses about human rights, labor rights, anti-corruption, and Environment etc. into a vast majority of its agreements with its business partners. In addition, approximately 27,4% of spending of the business partners which are managed within the sourcing & procurement processes described above have also been screened and monitored with the EcoVadis E-TASC supply chain sustainability management system.

In case of breaches of the BPCoC, Tele2 primarily conducts dialogues with Business Partners to establish remediation plans. If this would not produce the desired changes, Tele2 can terminate the relationship with the specific business partner.

Child Labor (GRI Standard 408: Child Labor 2016)

408-1 (G4-HR5)
Operations and suppliers at significant risk for incidents of child labor

See disclosure 407-1.

Furthermore, in order to protect the rights of children, the CoC and the BPCoC explicitly state:

"Children under the minimum working age established by local law or fifteen (15) years, whichever is greater, shall not be used as labour force. Employees under eighteen (18) years shall not be engaged in hazardous or heavy work, or on nights shifts."

¹⁾ If there is nothing indicated in this column for a disclosure, that means there is no external assurance applicable to that disclosure.

Forced and Compulsory Labor (GRI Standard 409: Forced and Compulsory Labor 2016)

409-1 (G4-HR6) Operations and suppliers at significant risk for incidents of forced or compulsory labor	See disclosure 407-1. Furthermore, in order to contribute to the elimination of all forms of forced or compulsory labor, the CoC and the BPCoC explicitly state: “Forced labour, exploited or bonded labour is strictly forbidden. Employees shall not be required to lodge deposits or original identity papers as a condition for employment.”	
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Customer Health and Safety (GRI Standard 416: Customer Health and Safety 2016)

416-2 (G4-PR2) Incidents of non-compliance concerning the health and safety impacts of products and services	See Tele2 Annual Report 2017, p. 69–70.	Yes
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Marketing and Labeling (GRI Standard 417: Marketing and Labeling 2016)

417-3 (G4-PR7) Incidents of non-compliance concerning marketing communications	See Tele2 Annual Report 2017, p. 70.	Yes
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Customer Privacy (GRI Standard 418: Customer Privacy 2016)

418-1 (G4-PR8) Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Tele2 Annual Report 2017, p. 70.	Yes
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Socioeconomic Compliance (GRI Standard 419: Socioeconomic Compliance 2016)

419-1 (G4-PR9, G4-S08) Non-compliance with laws and regulations in the social and economic area	See Tele2 Annual Report 2017, p. 69.	Yes
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D. Auditor statement

Stockholm March 20, 2018

Mike Parton
Chairman

Sofia Arhall Bergendorff

Anders Björkman

Georgi Ganev

Cynthia Gordon

Irina Hemmers

Eamonn O'Hare

Carla Smits-Nusteling

Allison Kirkby
President and CEO

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Tele2 AB (publ) AB, corporate identity number 556410-8917

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2017 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory

sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm, March 20, 2018

Deloitte AB

Thomas Strömberg
Authorized Public Accountant

4. Contacts

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