

# Annual report

2025



**We reinvent  
better  
connected living**





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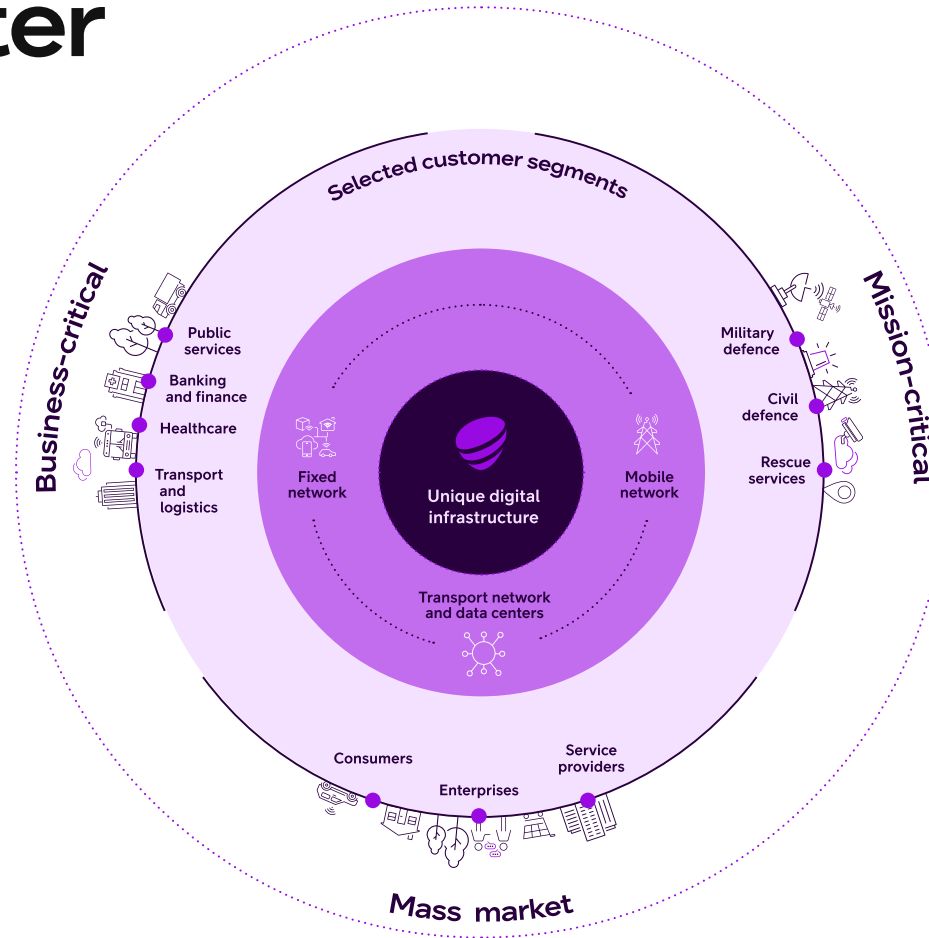
# Our business ▶





# At the center of society

People, businesses and entire societies – all empowered today by digitalization. As technology's possibilities expand, so does our world.



But this doesn't happen by itself. To enable the possible, something more is needed – something unique.

That's where Telia comes in. Our secure and robust networks and services bring digitalization to life for all our countries, tens of thousands of businesses and millions of people.

This puts us at the center of society. Across business-critical, mission-critical and mass-market connectivity, Telia's business is more than bits and bytes: it's responsibility and trust.

And with digitalization continuously accelerating – and secure communication more vital than ever – so does this responsibility and trust.

This becomes very clear by looking at today's most transformational technologies, such as AI, cloud and quantum computing. These are completely dependent on connectivity – Telia's connectivity.

All this gives us our purpose: **to reinvent better connected living.**

It's why we live our values – **dares** to make an impact, **care** for our responsibilities, and **simplify** both our company and the lives of our customers.

And it requires us to be the best in everything we do.



# Telia as an investment

## Why invest in Telia

**Leading market positions** in the highly digitalized Nordic and Baltic region, with significant barriers to entry.

**Operating digital infrastructure** catering to increasing data consumption for decades to come across all parts of society.

**Potential to increase efficiency** through simplification, copper network exit, and evolution of technology and AI.

**Disciplined capital allocation** combined with active asset portfolio management.

**Robust financial position** and a reliable dividend of at least SEK 2.00/year, with payouts every quarter and a policy to grow it over time.

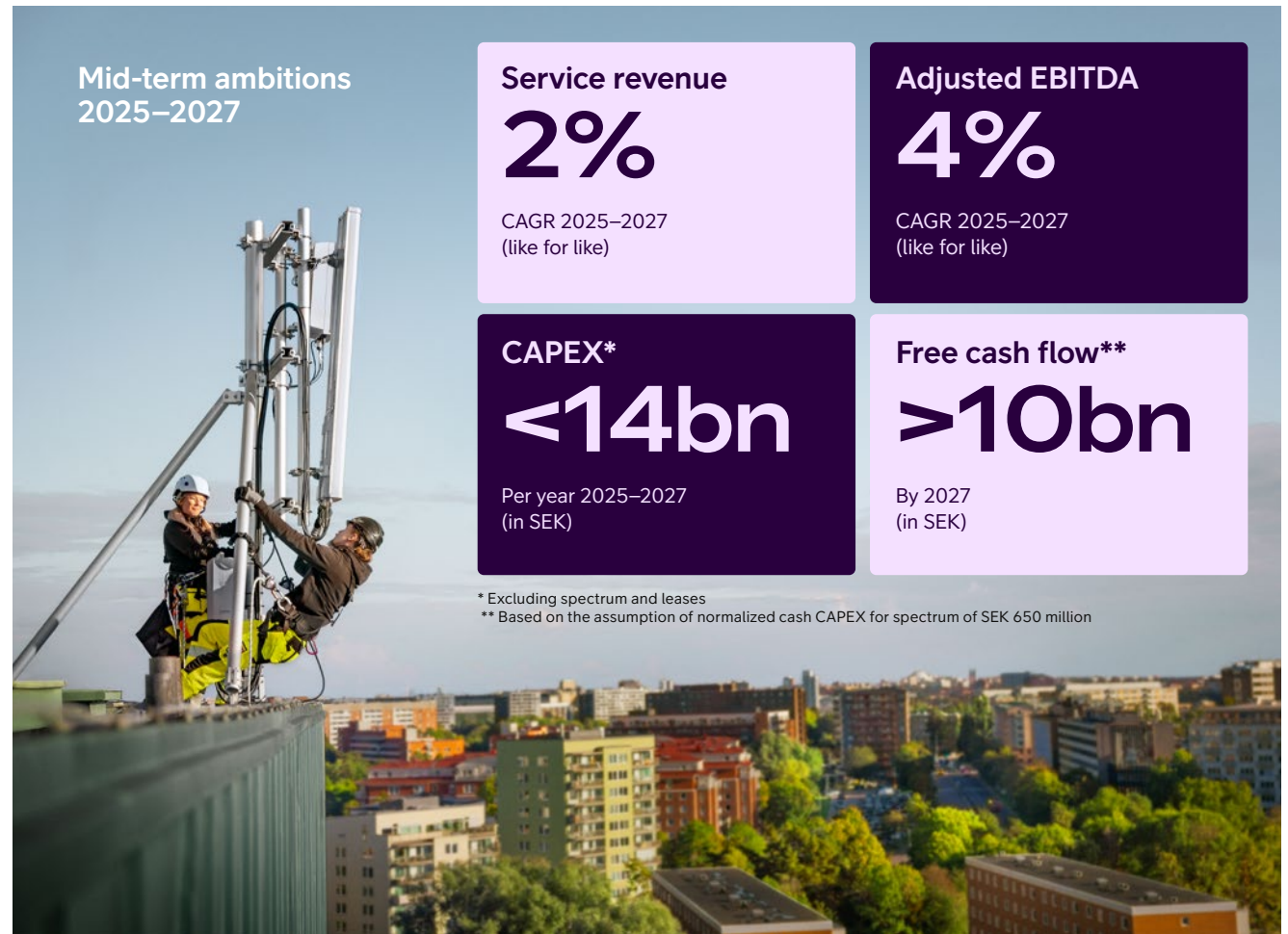
**Ambitious sustainability** agenda with high rate of progress.

### Leverage target

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

### Dividend policy

Telia 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.





Comments from our CEO

# The business of trust

At Telia, we like data. Day and night, we measure and monitor how our networks and services perform. We constantly analyze the simplicity, speed and efficiency of our business. We carefully track our progress towards targets for customer satisfaction and financials.

This is so important. Data gives us remarkable insights into how we're doing. It helps us to prioritize, work smarter, and serve our customers better.

And it's only half the story.

What matters most for Telia's business is something that's harder to measure. In fact, you can't see it at all – but you always know when it's there.

It's trust.

Our secure and resilient infrastructure makes digitalization possible for five countries, tens of thousands of businesses and millions of people. From staying in touch to online banking, from smart grids and digital healthcare to AI-rewired industries, none of it happens without us.

This means that Telia failing to deliver is more than undesirable: it's unacceptable.

Very simply, keeping our promises and living up to the unique trust placed in us is what our company is all about.

## **Delivering in 2025**

2025 was a year in which we did that in many ways.

Against a backdrop of global geopolitical uncertainty and constant technological change, we strengthened our position as a trusted and progressive partner. By focusing on what we do best – our core connectivity business – we delivered significant results.

Our networks were more stable than ever, while carrying record volumes of data. We took decisions closer to customers and responded faster to local needs, following the implementation of a country-led operating model in late 2024. And as digitalization accelerates, so does the relevance of our services. For these reasons, customers are increasingly satisfied with Telia and what we offer them.



Looking at financials, we met our EBITDA growth and CAPEX targets, delivering well above our SEK 8 billion free cash flow outlook. For the first time in several years, we fully covered Telia's dividend through free cash flow, and the Board of Directors is proposing an increase in our dividend for 2025.

We showed consistent cost and capital discipline, as well as taking considerable steps in CAPEX efficiency. At the same time, we realigned our asset portfolio to strengthen our core business even further.

In July 2025, we completed the sale of TV & Media to Schibsted Media – a long-term Nordic owner that can further develop the business while maintaining its editorial independence. We also signed a Memorandum of Understanding to divest our Latvian operations, where a complex holding structure has slowed value creation, and we aim to close the transaction in the second half of 2026.

We've started 2026 by agreeing to combine Telia and ice's mobile radio access networks in Norway, with operations expected to start in the second quarter of 2026. This will support substantial coverage improvements, in turn boosting competition and consumer choice while reinforcing Norway's digital resilience. Furthermore, we expect material cost and CAPEX synergies.

Furthermore, we've recently completed our acquisition of Bredband2 in Sweden. This will increase our fixed broadband base by more than 500,000 customers and complement Telia's premium broadband line-up with an established value-oriented offering.

Very importantly, we made continued progress in our sustainability work. Suppliers representing 63% of greenhouse gas emissions in Telia's supply chain have now set science-based targets approved by SBTi or equivalent. In our digital inclusion initiatives, we've already surpassed our previous target by reaching 3.6 million individuals between 2021 and 2025, and now we're aiming to empower a further 1.2 million individuals by 2028.

### **A proven strategy**

Our progress shows that we have the right focus. For this reason, Telia's strategy is broadly unchanged for the coming year.

We operate in Nordic and Baltic markets where we can be a leader in our core connectivity business or adjacent areas.

We win by inspiring and delighting customers, delivering the best network and technology quality, being a trusted and progressive partner, and working as a winning team.

We've set three priorities: Grow, Simplify and Getting it Done, with innovation as a catalyst for each.

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

We're already proving that this strategy gets the most from Telia's unique position, infrastructure and skills.

### **The paradox of change**

This does not mean Telia is standing still. On the contrary, we're moving faster than ever.

## **“Keeping our promises is what our company is all about.”**

You could call it a paradox – to remain a fixed point for our customers and all our stakeholders, we constantly need to change ourselves.

That's because all around us, we see constant change: technology, competitors, geopolitics and more. If we stop moving, we'll be a long way behind in a very short time.

In 2026, the pace of change at our company will continue to be high.

We'll expand in growth areas where Telia can create unique value, such as business- and mission-critical connectivity, national data sovereignty, and digital security. We'll invest in technology as a lever for better experiences for all our customers, giving them yet more reasons to choose Telia. We'll become even simpler to work with, faster to respond to customer demands and growth opportunities, and more efficient, which will contribute to profitable growth. Across our business, we'll get the most from what we do – in fact, we'll do more with less.

As an industry leader, continuous improvement is expected. The position we hold must be earned, over and over again. And continuous improvement is needed, to meet the targets that we've set.

For 2026, we're committed to service revenue growth of around 2%, EBITDA growth around 3%

and CAPEX below SEK 13 billion, as well as free cash flow of around SEK 9 billion.

While we do this, we'll continue on our path towards net-zero greenhouse gas emissions by 2040, targeting a 42% decrease from our baseline year by 2028. And we'll make further progress towards having the most satisfied customers in our industry.

### **A winning culture**

Everything we've delivered so far – and everything we'll achieve this year – is because of our people. Ultimately, Telia is the sum of our talents and their dedication. We've taken important steps to build a winning culture and ensure our company is a fantastic place to grow and contribute. Telia's 2025 employee engagement score ranks us in the top 25% of companies in our region, and we're aiming even higher in 2026.

### **Our core business**

Every day, Telia starts from a position of strength. By focusing on what we do better than anybody else, and always improving further in everything, we're uniquely placed to enable the possible for millions of customers.

At Telia, we're in the business of trust. That's a tough business – and a rewarding one. I'm proud to lead this team, who work so hard to keep our promises.

Stockholm, March 2026

### **Patrik Hofbauer**

Telia Company President and CEO



# Telia in brief

## Who we are

We're a leading telecommunication operator with a unique position at the center of today's hyper-digital Nordic and Baltic societies. We put our customers first, never stand still and aim to be the best in everything we do. We've been doing this for more than 170 years, and we're just getting started.

## What we do

Every day, we deliver world-class connectivity and communication services to millions of customers through our secure and robust networks – enabling people, businesses and societies to thrive and grow. Working as one Telia team with a long-term presence in each of our markets, we manage 25 million subscriptions. This shows our importance while forming the basis for Telia's position as one of the most trusted brands in our region.

## Why we do it

We enable the possible. Because of what we do, our customers can do more. This makes us a trusted and progressive partner and shapes our purpose – to reinvent better connected living.

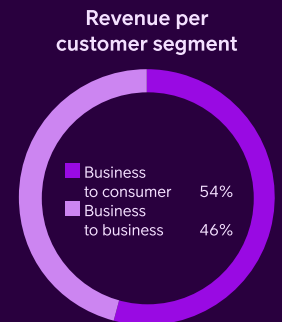
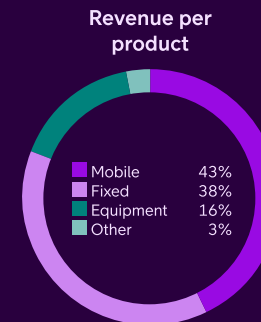
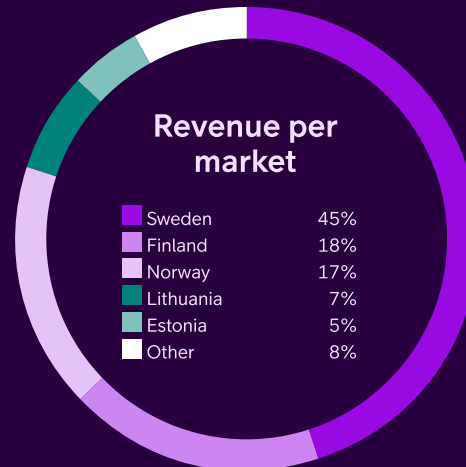
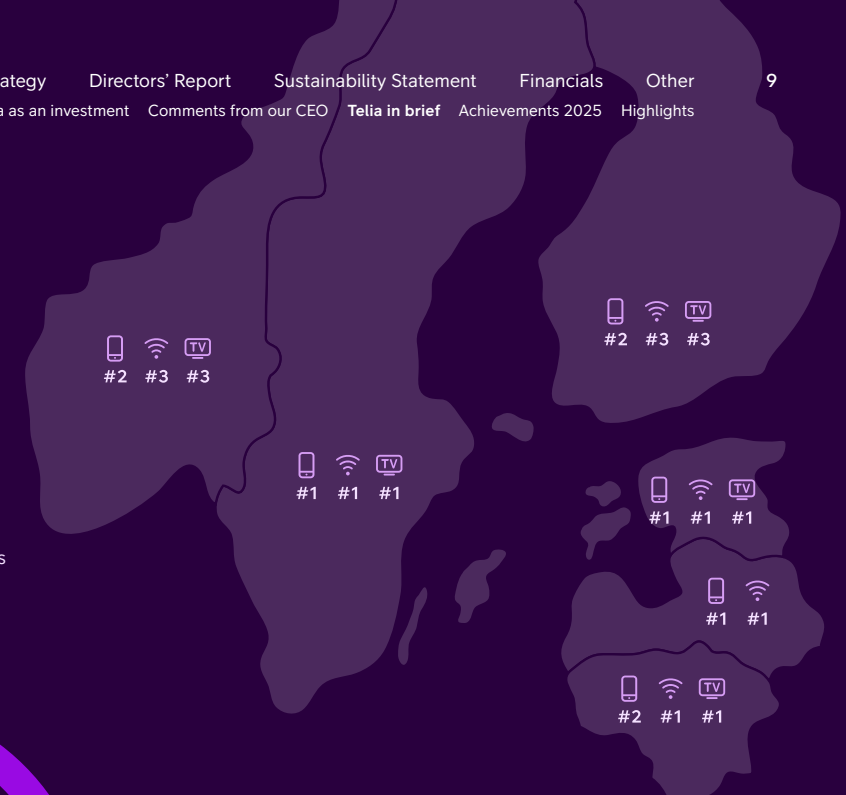
## We provide

...the best connectivity for people and businesses:

- Mobile services
- Broadband services

...and high-quality services:

- TV and streaming
- ICT services
- Value-added infrastructure services
- Equipment and devices





# Achievements 2025

## Financial

Service revenue  
**68.2** (68.4)  
 SEK billion

Adjusted EBITDA  
**31.9** (30.9)  
 SEK billion

CAPEX excluding spectrum and leases  
**12.8** (13.4)  
 SEK billion

Free cash flow  
**9.3** (3.4)  
 SEK billion

## Operational

Subscriptions  
**25.4** (25.0)  
 Mobile, broadband and TV, in millions

Customer satisfaction  
**+2** (+4)  
 Net Promoter Score, yearly change

Employee engagement  
**8.0** (8.1)  
 Internal survey

Number of employees  
**14.8** (16.4)  
 Average, thousands

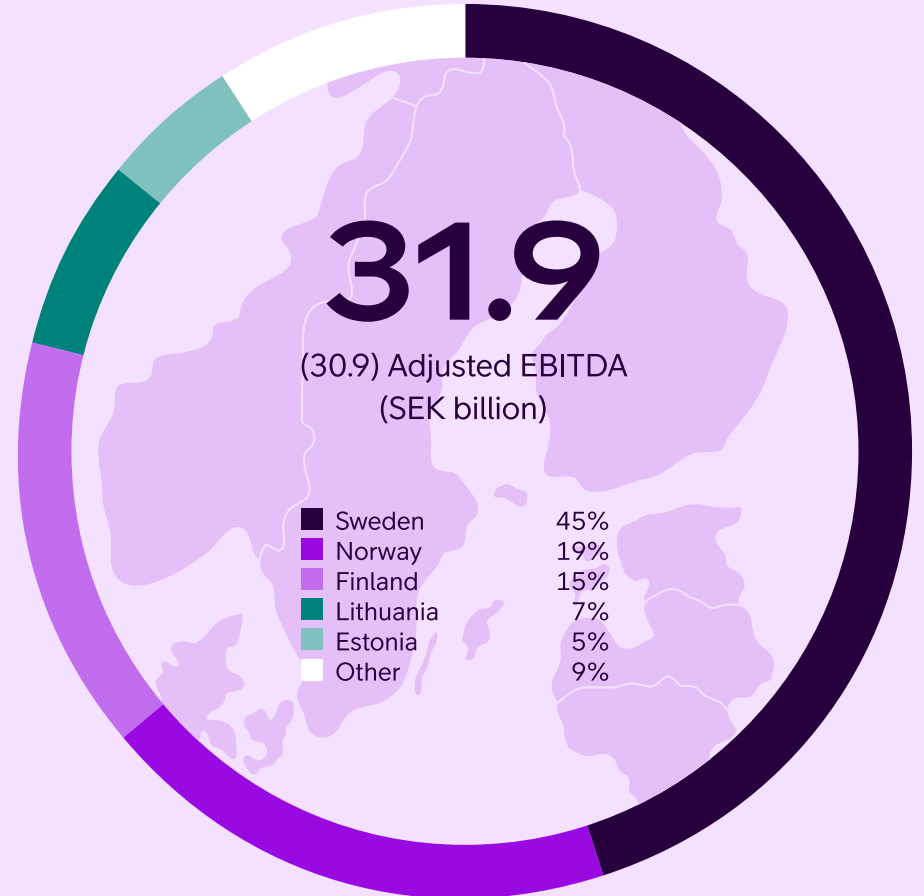
## Sustainability

Supply chain emissions  
**63%** (62%)  
 Share of GHG emissions from purchased goods and services and capital goods covered by suppliers with climate targets approved by SBTi or equivalent

Waste  
**95%** (91%)  
 Share of reused or recycled waste from own and network operations

Digital inclusion  
**3.6** (2.3)  
 Million individuals reached through digital skills-building initiatives since 2021

Gender balance  
**43%** (40%)  
 Share of females in senior leader positions

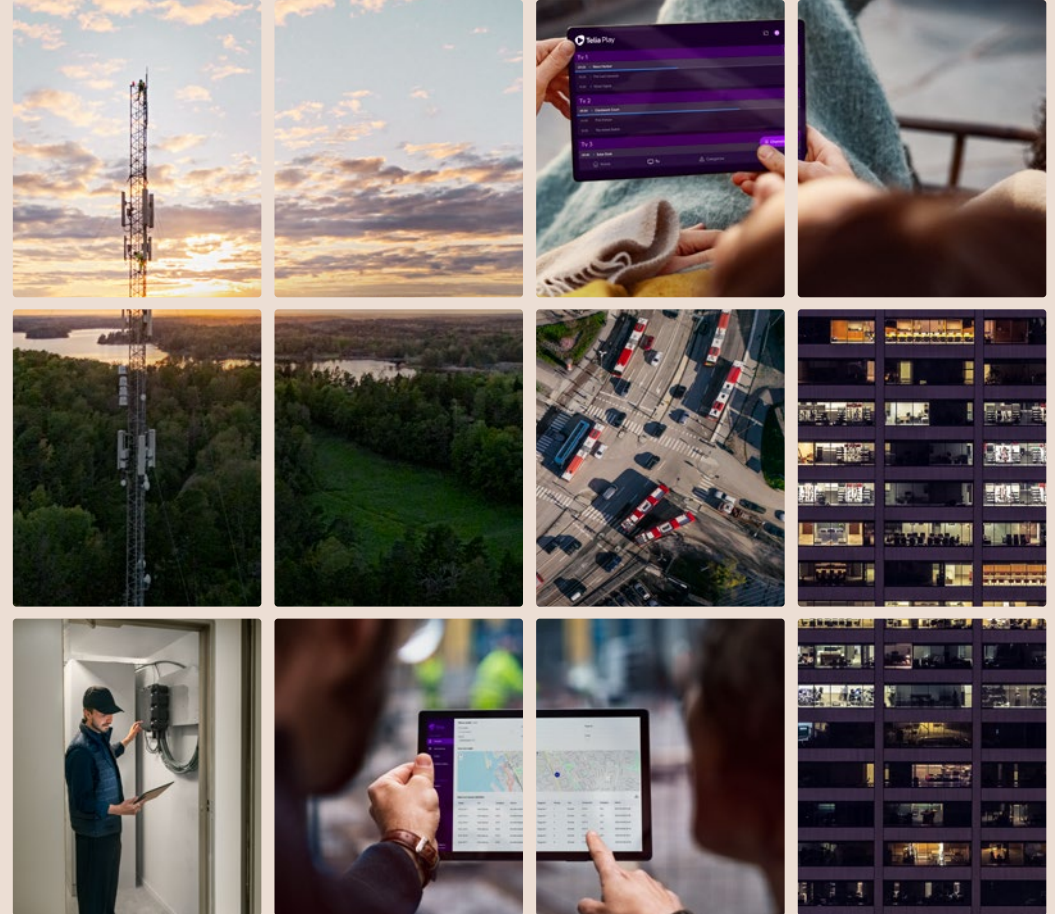




# Highlights

- Q1**
  - Telia Sweden's mobile network was again ranked as the best in the country according to independent benchmarking organization umlaut.
  - Netflix was added to Telia's consumer TV packages in Lithuania and Estonia.
  - An agreement was signed for the divestment of TV and Media to Schibsted Media.
  
- Q2**
  - Telia Norway established a separate division for consumer broadband and TV to improve end-to-end quality and drive growth.
  - Telia Finland renewed its frame agreement to provide telecommunication services to Hansel, the Finnish government's central procurement agency.
  - Telia Estonia became the country's first operator to deploy solar parks alongside a quarter of its mobile sites.
  - Telia scored an 'A' in CDP's Supplier Engagement Assessment, ranking among the world's top companies in engaging with suppliers on climate action.
  
- Q3**
  - A memorandum of understanding was signed for the divestment of Telia's operations in Latvia.

- Telia Finland came first in EPSI's survey of customer satisfaction in both the consumer and enterprise mobile segments.
- A recommended public offer was made to the shareholders of Bredband2 i Skandinavien AB (publ), with the aim of strengthening Telia's Swedish fixed broadband business.
- Telia topped the Swedish Quality Index (SKI) for mobile services in the enterprise segment and maintained its leading position among the main brands in the consumer segment.
- Telia's Phonero brand had Norway's most satisfied enterprise mobile customers for the fourth consecutive year, according to EPSI.
- Telia reached 3.6 million individuals through its digital inclusion initiatives since 2021, already surpassing the target for 2027.
  
- Q4**
  - Telia received an "A" from CDP in recognition of its leadership in corporate transparency and climate change action.
  - Telia became the first operator in Lithuania to launch 5G standalone (5G SA) for consumer customers.
  - Telia scored 9.7 out of 10 points and secured fourth place in the Children's Rights Benchmark of 1,806 international companies conducted by Global Child Forum.





# Our strategy ▶





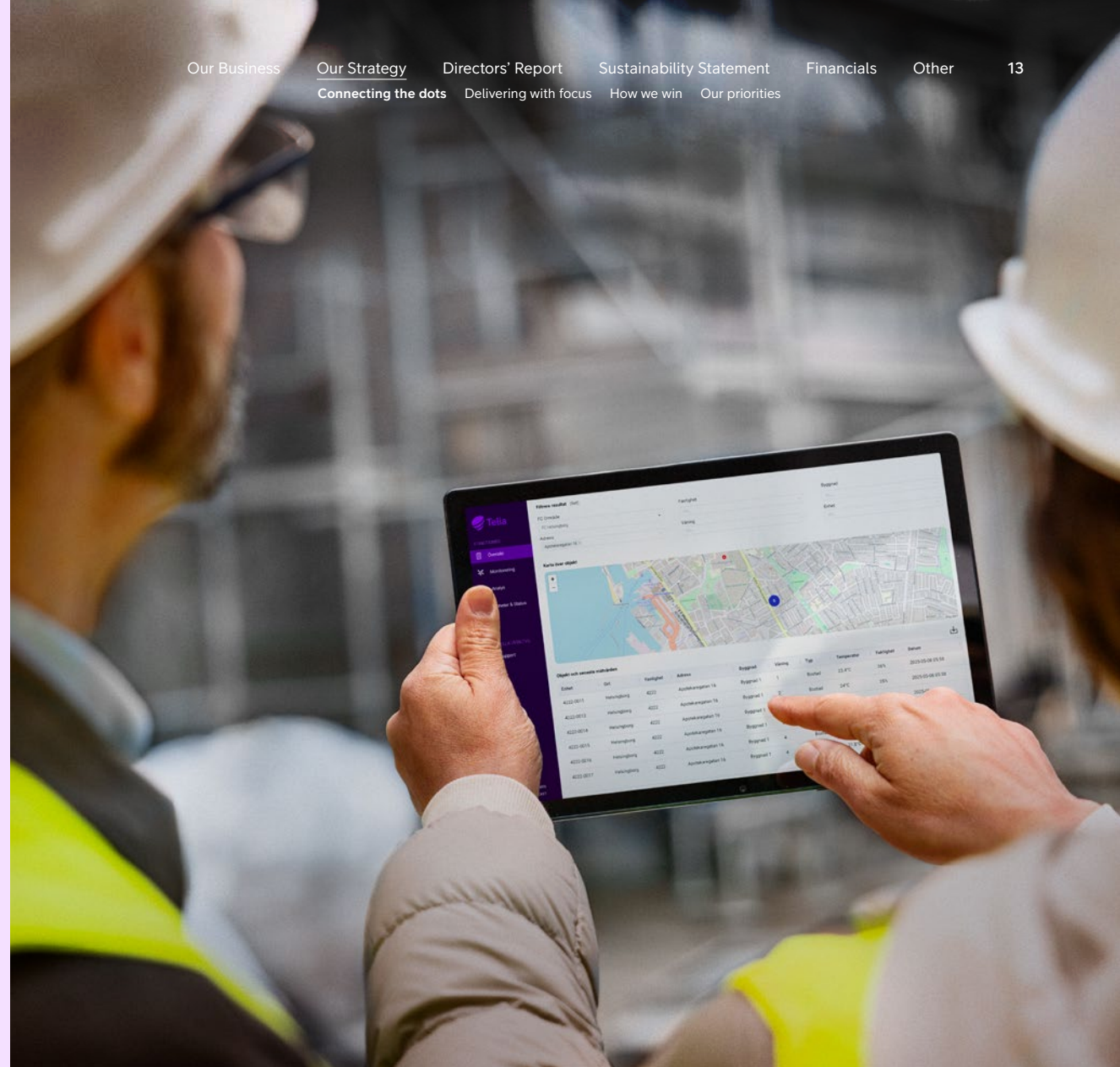
# Connecting the dots

At Telia, we embrace and drive change.

And in today's world, there's plenty of that.

Our task is to connect the dots continuously – to understand what every major shift in technology, business, climate and geopolitics means for our customers and our company.

Some create challenges, others bring opportunities. On the following pages, we set out the five trends that are most relevant, along with how we're addressing them.





## 01. Geopolitics

Our world is a complicated place. International tensions form the backdrop to doing business today, with supply chains and technology increasingly politicized. Economic uncertainty continues to impact many consumers, and social resilience and preparedness are top of the agenda for authorities.

- Telia's secure and robust connectivity contributes to Nordic and Baltic resilience, and our services offer clear value to our customers.

## 02. Cybersecurity

People, infrastructure, cars and more – when everything is connected, everything becomes a target. Moreover, disruption in one place can impact many places. State-sponsored attacks and cyber-criminal activity highlight the need for resilience and constant vigilance, and for trusted solutions and partners.

- Telia's market-leading digital security services, alongside our secure and robust connectivity, are more relevant than ever and represent a significant growth opportunity.

## 03. Artificial intelligence

Mechanization, electrification, digitalization – AI? Described as the potential driver of a fourth industrial revolution, artificial intelligence is a paradigm as much as a tool. For almost any business, it can reduce costs, shorten decision cycles and increase automation. Just as importantly, AI enables growth and new offerings.

- Telia is integrating AI into our operations to boost efficiency and serve our customers better, while exploring how it can support new high-value services.

## 04. Sustainability

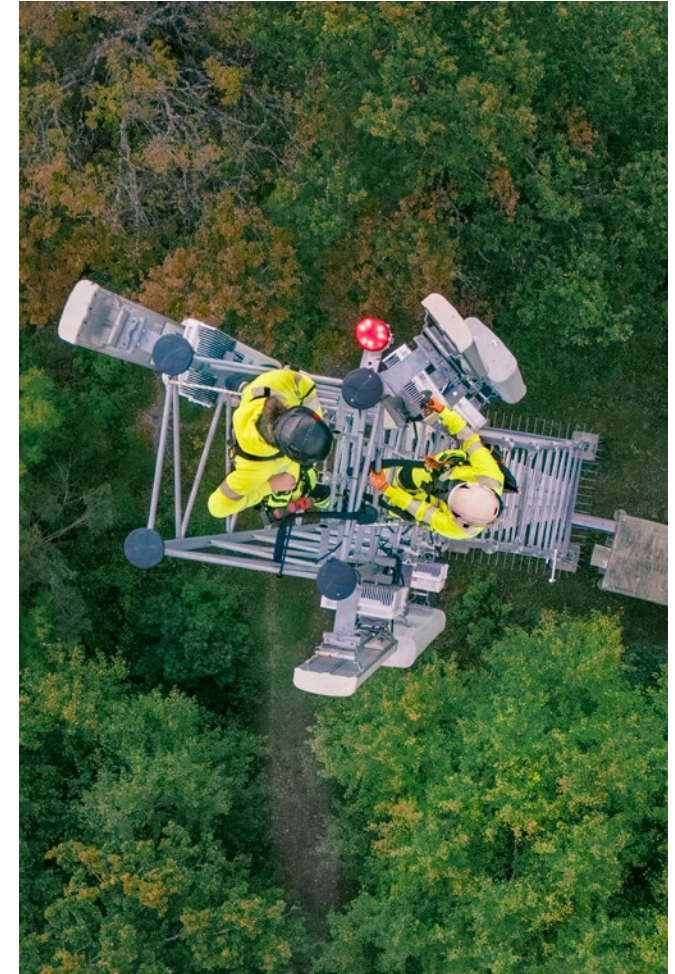
Technologies are proliferating like never before – yet we still only have one planet. With the effects of climate change increasingly apparent, businesses and societies need to accelerate the transition to a low-carbon and more circular economy that makes better use of the world's resources, while preserving them for future generations.

- Telia's digital solutions are supporting businesses in reducing their environmental impact, and we're making it easier for consumers to choose refurbished devices.

## 05. Next-gen connectivity

Space might be the final frontier, but it's getting closer. Satellite connectivity now has mass-market lift-off, and can complement traditional networks. Back on earth, 5G SA is starting to realize its potential to transform industries, and 6G promises even faster speeds and lower latency in the 2030s.

- Telia is pioneering 5G SA use-cases with customers and through our NorthStar innovation program with Ericsson, assessing how satellites could boost the resilience of our services, and helping to shape 6G through industry associations.





# Delivering with focus

Our strategy sets the direction for everything we do as a company.

Telia's purpose is clear: **we reinvent better connected living.**

We operate in Nordic and Baltic markets where we can be a leader in our core connectivity business or adjacent areas.

We win by **inspiring and delighting customers, delivering the best network and technology quality, being a trusted and progressive partner**, and working as a **winning team**.

For 2026 to 2028, we have set three priorities: **Grow and Innovate, Simplify** and **Getting it Done**.

And we've defined the results we want – **loyal customers, empowered societies, engaged employees** and **satisfied shareholders**.

It's about living up to the trust placed in us, enabling the possible for our stakeholders and being the best in everything we do.

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## Our purpose

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## We reinvent better connected living

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### How we win

Inspire and delight customers

Best network and technology quality

Trusted and progressive partner

Winning team

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### Our priorities for 2026–2028

Grow and Innovate  
Provide seamless and personalized connectivity

Simplify  
Constantly deliver higher value, while being cost conscious

Getting it Done  
Build a stronger, high performing Telia

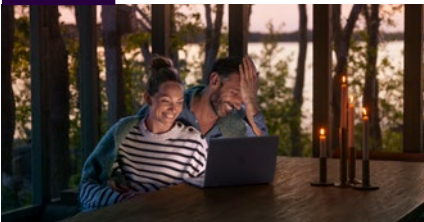


# How we win

## Inspire and delight customers

We're not satisfied with satisfaction. Our customers should be inspired and delighted, and that requires us to understand their needs in real time while anticipating what's next. In every service and across all touchpoints, Telia must deliver personalized, responsive and seamless experiences.

In action



### Telia tops customer rankings

Our enterprise mobile customers were Sweden's most satisfied in 2025, according to SKI. In Finland, EPSI rated us number one among enterprise and consumer mobile customers. EPSI also found that our Phonero brand had Norway's most satisfied enterprise mobile customers for the fourth consecutive year. The picture's just as bright for Telia's TV customers, whom SKI ranked as the most satisfied in Sweden for the third year in a row and the 10th time overall.

## Best network and technology quality

Secure and robust connectivity is our core competence. With entire societies relying upon our services, we have a huge responsibility to perform and deliver better than anyone else. Our high quality is the result of investment and continuous optimization, as well as using new technologies to help us serve customers even better.

In action



### Umlaut pronounces Telia's global leadership

Telia's Swedish mobile network has been named the best in the country by the widely recognized independent benchmarking organization Umlaut for six years in a row, most recently for 2025. In the latest benchmark, Telia scored 970 points of a possible 1,000, and with top scores in all categories, the result makes Telia Sweden one of the leading operators in the world.

## Trusted and progressive partner

We're in the trust business. And as digitalization accelerates, so does this trust. We need to earn it, every day, by keeping our promises and delivering what we say. We're always looking for new ways to create value, with reliability, sustainability and long-term partnerships at the heart of our approach.

In action



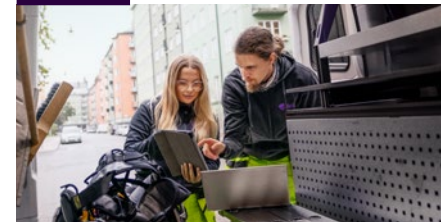
### Telia keeps SJ's connectivity on track

Telia has agreed a long-term partnership with Sweden's largest train operator SJ to deliver high-quality communication services covering SJ's entire operations and train fleet. The agreement, which includes mobile connectivity, Internet of Things solutions and a crisis management platform, is intended to ensure secure and robust communication for a critical pillar in Sweden's transport infrastructure.

## Winning team

Our people make it all happen. We must be the fastest, hungriest and most innovative team in our industry. Telia should be an attractive workplace with a winning culture that engages and empowers top talents to reach their full potential and to be the best version of themselves. This is how we'll meet every new shift in competition, customer demands and technology.

In action



### Taking the pulse of Telia

In our most recent employee survey, we achieved an engagement score of 8.0 (-0.1), which puts us in the top 25% of companies in our region. Improved scores in removing barriers to execution (+0.3), decision-making (+0.3) and collaboration (+0.4) show we're realizing the benefits of our country-led operating model. The survey had a participation rate of 92% (+3%), equaling our previous record.



# Our priorities

## Grow and Innovate. Provide seamless and personalized connectivity

In a hyper-digitalized society, Telia's offerings are more relevant than ever. Secure and robust connectivity that simply works, and matches the specific requirements of each customer, is invaluable to people, companies and organizations. At the same time, our infrastructure and skills give us opportunities to innovate around our core business while expanding into growth areas. These include digital security, mission-critical communication and sovereign services.

In action



### Telia tests mission-critical 5G slice

Telia, Nokia and the Finnish Defense Forces have conducted the world's first standalone 5G slice handover between multiple countries in a public network. During a Nordic exercise, a continuous and secure data connection was maintained in the slice while moving across three networks in three Telia countries. The trial demonstrates how 5G can provide mission-critical capabilities for defense and other key sectors.

## Simplify. Constantly deliver higher value, while being cost conscious

Just keep it simple. Signing up to and using Telia's services should be straightforward for every customer. Our own organization must be as fast and efficient as possible, and we need to be close to our customers to meet their needs and explore fresh possibilities together. At Telia, we invest in areas with the biggest impact, focus on our core business and get the most from our resources.

In action



### You are number...one in the phone queue

During 2025, we accelerated the introduction of AI into Telia's customer service processes. Routine enquiries are increasingly handled autonomously, with seamless hand-off to human agents when needed. Our teams receive real-time AI assistance that includes instant summaries of relevant customer data and upsell suggestions. In Finland, for example, this has led to a 30–50% reduction in average handling time, alongside enhanced customer satisfaction.

## Getting it Done. Build a stronger, high-performing Telia

Our task at Telia is to deliver. Everything we do should make a positive difference for our customers and help us reach our targets. We understand that in a highly competitive industry, standing still means going backwards. We aim for excellence in all areas, recognize high performance and work with continuous improvements across our entire company.

In action



### There's no recipe for success. But there's a way.

In November 2025, we launched the Telia Way – our roadmap to a winning culture. It defines how we get things done (our structures, processes and ways of working) and how we show up (our values and behaviors) at our company. Rolling out from early 2026 for everyone at Telia, it will shape our priorities, goals, expectations, decision-making and much more.



# Directors' report ▶



# Group development 2025

Telia Company's operating model is based on geographical areas. The Group's operations are managed and reported according to the following operating segments: Sweden, Finland, Norway, Lithuania and Estonia. The former segment TV and Media, which has been divested, was classified as held for sale and discontinued operations since February 25, 2025, see Note C34.

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

## Financial highlights

SEK in millions, except key ratios, per share data and changes <sup>1, 4</sup>	Jan–Dec 2025	Jan–Dec 2024	Change (SEK million)	Change (%)
Revenue <sup>2</sup>	80,982	80,965	17	0.0
Change (%) like for like	1.8			
Service revenue	68,230	68,420	-190	-0.3
Change (%) like for like	1.5			
Adjusted EBITDA	31,920	30,892	1,028	3.3
Adjusted EBITDA margin (%)	39.4	38.2		
Change (%) like for like	5.2			
EBITDA	27,740	29,303	-1,564	-5.3
Operating income	10,426	10,834	-408	-3.8
Total net income <sup>3</sup>	4,291	7,781	-3,490	-44.9
Earnings per share (SEK) <sup>3</sup>	0.90	1.80	-0.90	-50.0
CAPEX excluding spectrum and leases	12,827	13,361	-534	-4.0
Free cash flow	9,282	3,414	5,868	171.9
Free cash flow per share (SEK)	2.36	0.87	1.49	171.3
Dividend per share, paid (SEK) <sup>3</sup>	2.00	2.00	0.00	0.0
Leverage <sup>3</sup>	1.93x	2.28x		

- 1) Continuing operations if not otherwise stated.
- 2) Restated, see Note C1.
- 3) Refers to continuing and discontinued operations.
- 4) For like for like, see definitions.



## Revenue

Revenue remained rather unchanged at SEK 80,982 million (80,965) and on a like for like basis, revenue increased 1.8%, as growth in predominately Sweden and the Baltics more than compensated for a decline in Norway.

Service revenue, like for like, increased 1.5% driven to some extent by mobile service revenue growth of 0.3%, but mainly due to fixed service

revenue growth of 2.0% supported by most segments, although especially by Sweden, which saw strong development for TV, Broadband and Business solutions. Furthermore, other service revenue increased predominately, due to positive development in Sweden.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024 <sup>1</sup>	Change (SEK million)	Change (%)
<b>Revenue</b>				
Sweden	36,082	35,392	691	2.0
Finland	14,956	15,507	-550	-3.5
Norway	13,455	14,307	-852	-6.0
Lithuania	5,644	5,618	27	0.5
Estonia	4,137	4,095	42	1.0
Other operations	6,707	6,046	661	10.9
<b>Total</b>	<b>80,982</b>	<b>80,965</b>	<b>17</b>	<b>0.0</b>

1) Restated, see Note C1.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024 <sup>1</sup>	Change (SEK million)	Change (%)
<b>Service revenue</b>				
Sweden	31,675	30,798	877	2.8
Finland	12,844	13,532	-688	-5.1
Norway	11,675	12,403	-729	-5.9
Lithuania	4,533	4,439	93	2.1
Estonia	3,532	3,488	44	1.2
Other operations	3,972	3,759	213	5.7
<b>Total</b>	<b>68,230</b>	<b>68,420</b>	<b>-190</b>	<b>-0.3</b>

1) Restated, see Note C1.

## Operating expenses

Operating expenses increased 0.5% to SEK 71,357 million (71,025), as lower depreciation, amortization and impairment, as well as personnel expenses, was more than offset by increased other operating expenses that contained a SEK -3,711 million provision increase related to reassessment of the ARO provision for network assets in Sweden and Finland. See Note C23.

Goods and sub-contracting services purchased and change in inventories increased 2.2% to SEK 24,850 million (24,319), mainly driven by Sweden and Other operations.

Interconnect and roaming expenses decreased 5.0% to SEK 2,061 million (2,169), primarily driven by Sweden and Lithuania.

Personnel expenses decreased 14.8% to SEK 11,915 million (13,990), mainly as a result of the change program implemented in the fourth quarter of 2024.

Depreciation, amortization and impairment decreased 6.4% to SEK 17,405 million (18,589), mainly due to a decline in Norway and 2024 containing an impairment related to copper network assets in Finland and IoT assets in Other operations.

Operating expenses SEK in millions	Jan–Dec 2025	Jan–Dec 2024	Change (SEK million)	Change (%)
Goods and sub-contracting services purchased and change in inventories	-24,850	-24,319	-531	2.2
<i>whereof amortization and impairment losses of film and program rights</i>	-166	-79	-87	110.1
Interconnect and roaming expenses	-2,061	-2,169	108	-5.0
Other network expenses	-1,366	-1,430	63	-4.4
<b>Total Goods and services purchased</b>	<b>-28,277</b>	<b>-27,918</b>	<b>-360</b>	<b>1.3</b>
Personnel expenses	-11,915	-13,990	2,075	-14.8
Marketing expenses	-2,807	-2,511	-297	11.8
<i>whereof amortization of cost to obtain a contract</i>	-1,159	-1,133	-26	2.3
IT expenses and consultancy fees	-3,368	-3,424	56	-1.6
<i>whereof capitalized consultancy fees</i>	192	361	-168	-46.7
Property and energy costs	-1,944	-2,050	106	-5.2
Other	-1,421	-1,910	490	-25.6
<b>Total Personnel and Other external expenses</b>	<b>-21,454</b>	<b>-23,885</b>	<b>2,431</b>	<b>-10.2</b>
Depreciation, amortization and impairment	-17,405	-18,589	1,184	-6.4
Other operating expenses	-4,220	-633	-3,587	566.7
<b>Total</b>	<b>-71,357</b>	<b>-71,025</b>	<b>-332</b>	<b>0.5</b>



## Adjustment items

Adjustment items affecting EBITDA increased to SEK -4,180 million (-1,589), mainly due to expenses of SEK -3,711 million related to reassessment of the ARO provision for network

assets in Sweden and Finland, partly offset by personnel redundancy costs declining to SEK -388 million (-1,280).

Adjustment items, continuing operations <sup>1</sup> SEK in millions	Jan–Dec 2025	Jan–Dec 2024
Sweden <sup>2</sup>	-3,543	-379
Finland <sup>2</sup>	-476	-249
Norway	-183	-126
Lithuania	-10	-46
Estonia	-7	-39
Other operations	-172	-928
<b>Total within EBITDA excluding capital gains/losses</b>	<b>-4,392</b>	<b>-1,767</b>
<i>of which personnel redundancy costs</i>	<i>-388</i>	<i>-1,280</i>
<i>of which consultant costs including transformation and integration</i>	<i>-59</i>	<i>-231</i>
<i>of which IT costs including transformation</i>	<i>-96</i>	<i>-149</i>
<i>of which other<sup>2</sup></i>	<i>-3,849</i>	<i>-106</i>
Capital gains/losses	210	178
<b>Total within EBITDA</b>	<b>-4,180</b>	<b>-1,589</b>

1) See section Alternative performance measures and Definitions.

2) 2025 included expenses of SEK 3,711 million related to reassessment of the ARO provision for network assets in Sweden and Finland, see Note C23.

Adjustment items, discontinued operations <sup>1</sup> SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Total adjustment items within EBITDA, discontinued operations<sup>1</sup></b>	<b>-256</b>	<b>2,846</b>

1) Adjustment items 2025 related to impairments of Film and program rights partly offset by reversed amortizations related to Film and program rights following the classification of TV and Media as held for sale and discontinued operations, as well as the capital gain from the disposal. See Note C34. 2024 included fair value changes in economic hedges of SEK -367 million related to the disposal of the operations and network assets in Denmark as well as a capital gain of SEK 3,261 million related to the disposal of operations and network assets in Denmark. See C34.

## Adjusted EBITDA

Adjusted EBITDA increased to SEK 31,920 million (30,892) and the adjusted EBITDA margin increased to 39.4% (38.2).

Sweden, Finland and the Baltics as well as Other operations. Together, this more than compensated for a decline in Norway, driven predominately by lower mobile wholesale revenues.

Adjusted EBITDA, like for like, increased 5.2% driven by a positive development across

Adjusted EBITDA <sup>1</sup> SEK in millions	Jan–Dec 2025	Jan–Dec 2024	Change (SEK million)	Change (%)
Sweden	14,301	13,256	1,044	7.9
Finland	4,682	4,634	48	1.0
Norway	5,990	6,692	-702	-10.5
Lithuania	2,287	2,121	166	7.8
Estonia	1,700	1,683	17	1.0
Other operations	2,960	2,505	455	18.2
<b>Total</b>	<b>31,920</b>	<b>30,892</b>	<b>1,028</b>	<b>3.3</b>

1) See section Alternative performance measures and Definitions.



## Operating income

Operating income decreased to SEK 10,426 million (10,834), as increased adjusted EBITDA generation across most segments as well as lower depreciations, was more than offset by expenses

of SEK -3,711 million related to reassessment of the ARO provision for network assets in Sweden and Finland. See Note C23.

Operating income SEK in millions	Jan-Dec 2025	Jan-Dec 2024	Change (SEK million)	Change (%)
Sweden	4,313	6,046	-1,734	-28.7
Finland	956	803	154	19.2
Norway	2,073	2,198	-125	-5.7
Lithuania	1,429	1,227	202	16.4
Estonia	1,026	939	87	9.3
Other operations	629	-378	1,007	-266.2
<b>Total</b>	<b>10,426</b>	<b>10,834</b>	<b>-408</b>	<b>-3.8</b>

## Financial items, taxes, net income and OCI

Financial items totaled SEK -3,126 million (-4,600) of which SEK -2,746 million (-3,533) related to net interest expenses. The decrease in net interest expenses was mainly due to lower debt. In addition, 2024 was impacted by negative effects from derivatives related to an executed tender of bonds.

Other comprehensive income decreased to SEK -333 million (2,902) mainly impacted by negative foreign exchange rates and lower remeasurements of defined benefit pension plans.

Total comprehensive income amounted to SEK 3,958 million (10,683).

Income taxes amounted to SEK -1,467 million (-1,313). The effective tax rate was 20.1% (21.1). The effective tax rate in 2024 was impacted by prior year adjustments of deferred tax in Estonia.

Net income from continuing operations amounted to SEK 5,834 million (4,921) and Net income from discontinued operations amounted to SEK -1,543 million (2,859), see Note C34.



## Financial position, credit facilities and cash flow

Goodwill and other intangible assets decreased to SEK 56,890 million (65,442), mainly impacted by the impairment and subsequent divestment of TV and Media, as well as foreign exchange rates. See Note C34.

Film and program rights, non-current and current, decreased to SEK - million (2,503) and SEK - million (1,935) respectively, impacted by the impairment and subsequent divestment of TV and Media.

Investments in associates and joint ventures, pension obligation assets and other non-current assets increased to SEK 13,699 million (10,964), mainly due to remeasurements of defined benefit pension plans.

Non-current interest-bearing receivables decreased to SEK 2,869 million (4,880) mainly driven by net divestments of investment bonds, and market value changes and reclassifications of derivatives.

Provisions for pensions and other non-current provisions increased to SEK 8,566 million (5,697), mainly due to increased provision for asset retirement obligations, partly offset by a reclassification of a litigation provision to current provisions. See Note C23.

Current borrowings decreased to SEK 5,331 million (10,108), mainly due to repaid debt partly offset by reclassification from non-current borrowings.

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, 2025	Dec 31, 2024	Change (SEK million)	Change (%)
Goodwill and other intangible assets	56,890	65,442	-8,552	-13.1%
Property, plant and equipment	67,469	68,833	-1,364	-2.0%
Film and program rights, non-current	-	2,503	-2,503	-100.0%
Right-of-use assets	16,926	17,181	-255	-1.5%
Investments in associated companies and joint ventures, pension obligation assets and other non-current assets	13,699	10,964	2,735	24.9%
Deferred tax assets	543	1,075	-532	-49.5%
Non-current interest-bearing receivables	2,869	4,880	-2,011	-41.2%
<b>Total non-current assets</b>	<b>158,396</b>	<b>170,877</b>	<b>-12,481</b>	<b>-7.3%</b>
Film and program rights, current	-	1,935	-1,935	-100.0%
Inventories	1,559	1,869	-310	-16.6%
Trade and other receivables and current tax receivables	12,674	13,998	-1,324	-9.5%
Current interest-bearing receivables	5,095	5,780	-685	-11.9%
Cash and cash equivalents	11,527	9,812	1,715	17.5%
<b>Total current assets</b>	<b>30,855</b>	<b>33,395</b>	<b>-2,540</b>	<b>-7.6%</b>
<b>Total assets</b>	<b>189,251</b>	<b>204,272</b>	<b>-15,021</b>	<b>-7.4%</b>
<b>Total equity</b>	<b>54,820</b>	<b>59,357</b>	<b>-4,537</b>	<b>-7.6%</b>
Non-current borrowings	82,127	87,826	-5,699	-6.5%
Deferred tax liabilities	8,615	9,079	-464	-5.1%
Provisions for pensions and other non-current provisions	8,566	5,697	2,869	50.4%
Other non-current liabilities	1,493	1,190	303	25.4%
<b>Total non-current liabilities</b>	<b>100,801</b>	<b>103,793</b>	<b>-2,992</b>	<b>-2.9%</b>
Current borrowings	5,331	10,108	-4,777	-47.3%
Trade payables and other current liabilities, current tax payables and current provisions	28,299	31,015	-2,716	-8.8%
<b>Total current liabilities</b>	<b>33,630</b>	<b>41,122</b>	<b>-7,492</b>	<b>-18.2%</b>
<b>Total equity and liabilities</b>	<b>189,251</b>	<b>204,272</b>	<b>-15,021</b>	<b>-7.4%</b>



### CAPEX

CAPEX excluding leases decreased to SEK 13,025 million (13,363), as increased investments in Sweden, partly driven by spectrum, were more than compensated for by lower investments in mainly Norway and Finland. CAPEX excluding spectrum and leases decreased to SEK 12,827 million (13,361), driven by a lower investment level for all segments although mainly for Norway and Finland.

The main CAPEX components were related to investments in mobile and fixed networks, IT

and roll-out of fiber and 5G, as well as customer-related installations. In addition spectrum were acquired for a total amount of SEK 198 million (2).

### Credit facilities

Telia Company deems its available bank credit facilities and updated open-market financing programs to be sufficient for its present known liquidity requirements. 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 (11.5) at year-end. In addition, the total unutilized amount under committed bank credit facilities as well as overdraft and short-term credit facilities available at year end was SEK 17.2 billion (15.3). Available liquidity therefore amounted to SEK 28.8 billion (26.8).

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

The credit rating of Telia Company remained unchanged during 2025. 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.

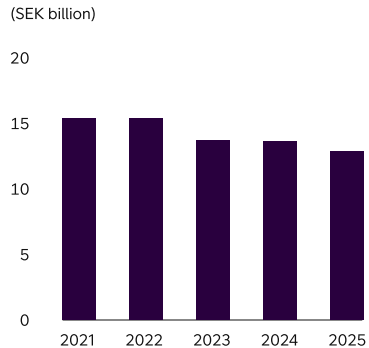
Telia Company normally arranges its financing through the parent company Telia Company AB. Most issuances are executed under the company's existing EMTN (Euro Medium Term Note) framework of EUR 12 billion. The primary sources of external borrowing are described in Notes C21 and C27.

No major funding transactions were done during 2025. During 2025, outstanding bonds with a nominal amount corresponding to SEK 6,098 million were repaid: SEK 967 million (EUR 20 million and SEK 750 million, respectively) in the second quarter, SEK 172 million in the third quarter and SEK 4,959 million (EUR 430 million and SEK 202 million, respectively) in the fourth quarter.

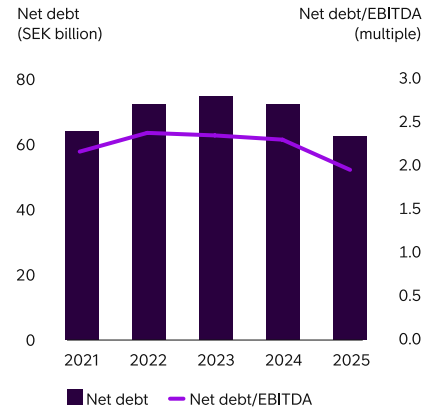
A new Revolving Credit Facility of EUR 300 million (SEK 3.3 billion) was signed in the fourth quarter of 2025 with a group of six relationship banks. This Facility has a tenor of two years with two extension options of one year each, subject to approval of the lenders.

At year-end, the average time to maturity of Telia Company's overall debt portfolio was approximately 4.9 years (5.6).

### CAPEX excluding spectrum and leases

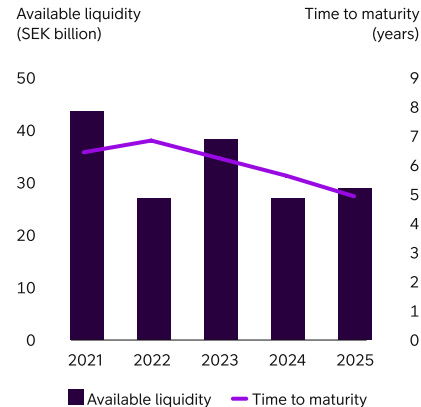


### Net debt and Net debt/EBITDA<sup>1,2</sup>



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

### Available liquidity and time to maturity<sup>1</sup>



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



**Cash flow, continuing and discontinued operations**

Cash flow from operating activities increased to SEK 27,602 million (21,196) mainly driven by increased adjusted EBITDA generation and positive contribution from change in working capital.

Cash flow from investing activities decreased to SEK -7,153 million (4,107). 2025 was impacted

by increased Cash CAPEX and less positive contribution from net disposals of short-term investments and bonds, partly offset by the disposal of TV and Media. In addition, 2024 was positively impacted by the divestment of the operations and network assets in Denmark.

Cash flow from financing activities amounted to SEK -18,795 million (-27,341). 2024 was mainly impacted by repayment of bonds.

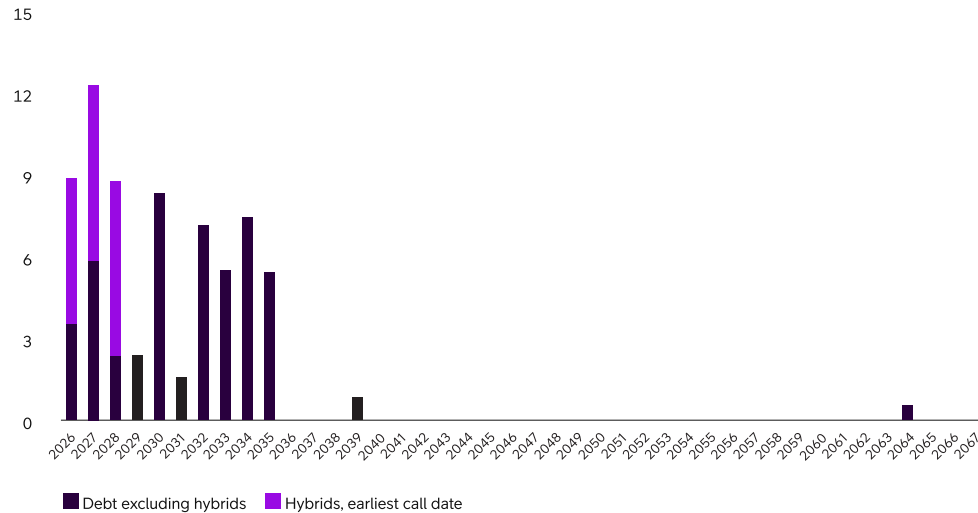
**Free cash flow, continuing operations**

Free cash flow increased to SEK 9,282 million (3,414) mainly driven by increased adjusted EBITDA generation and contribution from change in working capital, partly offset by higher cash CAPEX.

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

**Debt portfolio maturity schedule – 2026 and onwards**

(SEK billion)



**Condensed consolidated statements of cash flows**

SEK in millions	Jan–Dec 2025	Jan–Dec 2024	Change (SEK million)
<b>Cash flow from operating activities</b>	<b>27,602</b>	<b>21,196</b>	<b>6,406</b>
Cash CAPEX	-14,980	-13,889	-1,091
Operations and other equity instruments divested	5,703	8,071	-2,367
Cash flow from other investing activities	2,124	9,926	-7,802
<b>Total cash flow from investing activities</b>	<b>-7,153</b>	<b>4,107</b>	<b>-11,260</b>
<b>Cash flow from financing activities</b>	<b>-18,795</b>	<b>-27,341</b>	<b>8,545</b>
<b>Cash and cash equivalents, opening balance</b>	<b>9,812</b>	<b>11,764</b>	<b>-1,952</b>
<b>Cash flow for the period</b>	<b>1,654</b>	<b>-2,037</b>	<b>3,691</b>
<i>of which continuing operations</i>	<i>1,798</i>	<i>-2,428</i>	<i>4,226</i>
<i>of which Free cash flow, continuing operations</i>	<i>9,282</i>	<i>3,414</i>	<i>5,868</i>
<i>of which discontinued operations</i>	<i>-144</i>	<i>391</i>	<i>-535</i>
Exchange rate differences	61	85	-25
<b>Cash and cash equivalents, closing balance</b>	<b>11,527</b>	<b>9,812</b>	<b>1,715</b>
<i>of which from continuing operations</i>	<i>11,527</i>	<i>9,812</i>	<i>1,715</i>
<i>of which from discontinued operations</i>	<i>-</i>	<i>-</i>	<i>-</i>



## Significant events in 2025

- 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). See Note C34.
- 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.
- On February 13, 2025, Telia Company announced the appointment of Andre Visse as Head of Telia Estonia, effective March 1, 2025.
- 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. See Note C34.
- On March 7, 2025, Telia Company announced the appointment of Morten Karlsen Sørby as acting Head of Telia Norway.
- On April 9, 2025, Telia Company announced the resolutions passed at the Annual General

- Meeting, including the implementation of a long-term incentive plan 2025/2028.
- On May 5, 2025, Telia Company announced that The Board of Directors had decided to exercise the mandate for buy-back of shares that was approved by the Annual General Meeting on April 9, 2025.
- On July 1, 2025, Telia Company announced that the divestment of TV and Media to Schibsted Media had been completed. See Note C34.
- On July 11, 2025, Telia Company was informed of a court decision confirming the tax claim on the third party covered by an indemnity provided by Telia Company in connection with the divestment of Ncell in 2016. See Note C23.
- On July 17, 2025, Telia Company announced that it has signed a memorandum of understanding (MoU) with the Republic of Latvia, Latvenergo and LVRTC to sell all of its shares in fixed network operator Tet and mobile network operator LMT. The transaction is expected to close in 2026. See Note C34.
- On July 18, 2025, Telia Company announced a recommended public offer to the shareholders of Bredband2 i Skandinavien AB to tender all shares, listed on Nasdaq First North Growth Market, at a price of SEK 3.25 in cash per share, corresponding to SEK 3.1 billion.
- On August 29, 2025, Telia Company AB published the offer document for the recommended cash offer to the shareholders of Bredband2 i Skandinavien AB.
- On October 17, 2025, Telia Company AB announced an extension of the acceptance period for the recommended cash offer to the shareholders of Bredband2 i Skandinavien AB.

- On December 22, 2025, Telia Company AB announced that it had obtained all necessary approvals from authorities for the recommended cash offer to the shareholders of Bredband2 i Skandinavien AB.

## Significant events after 2025

- On February 2, 2026, Telia announced that all conditions for completion of the offer had been fulfilled and that the offer had been declared unconditional. The shares tendered in the offer at the end of the acceptance period on January 30, 2026 correspond to approximately 96.70 percent of the share capital and votes in Bredband2 i Skandinavien AB.
- On February 2, 2026 Telia Company announced that Telia Norway and Lyse, a Norwegian energy and telecom group that owns the mobile operator ice, have agreed on the principles to create a 50/50-owned entity that combines Telia's and ice's Norwegian mobile radio access networks.
- On February 16, 2026, Telia Company announced the final outcome in the offer to the shareholders of Bredband2 i Skandinavien AB. The total number of shares tendered in the offer corresponded to approximately 98.90%. Telia Company has commenced compulsory redemption proceedings under the Swedish Companies Act to acquire all remaining shares in Bredband2 i Skandinavien AB.
- On March 2, 2026, Telia Company announced that it had entered into an agreement to increase its ownership in Finnish fiber operator

Valokuitunen from 40% to 49%. The transaction is expected to be completed during the second quarter of 2026, with an anticipated cash consideration of approximately EUR 30 million for Telia Company's increase in ownership.

- On March 4, 2026, Telia Norway announced it had been subjected to a data breach that has resulted in customer data being stolen. Investigations show that this concerns names, addresses, email addresses, telephone numbers, dates of birth, and IP addresses, and in select cases personal identification numbers, of private customers who have TV or broadband services from Telia Norway. The stolen data also includes information about corporate customers to whom Telia Norway delivers data communication solutions. This data includes information about contact forms with personal information such as name, address, email and telephone number of the contact person in the businesses. In addition, certain information related to current and former employees have also been stolen. Telia Company is working closely with the authorities, and the incident is under police investigation.



## Outlook for 2026

- Service revenue growth, like for like, around 2%
- Adjusted EBITDA growth, like for like, around 3%
- CAPEX, excluding spectrum and leases below SEK 13 billion
- Free cash flow around SEK 9 billion\*

\* Based on the outlook principle with normalized spectrum CAPEX of SEK 650 million.

## 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 2025 the share price in Stockholm increased 28% and closed at year-end 2025, at SEK 39.38 (30.67). During the same period, the OMX Stockholm 30 Index increased 15%.

At year-end 2025, Telia Company's market capitalization was SEK 155 billion (121). Besides Nasdaq Stockholm and Helsinki, the share was also traded on other platforms.

As of December 31, 2025, 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. During 2025, Telia Company acquired 861,291 treasury shares as part of the Long Term Incentive program (LTI) 2022/2025 at an average price of SEK 36.21 per share.

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, 2025, Telia Company's Finnish pension fund held 366,802 shares and its Finnish personnel fund 407,000 shares in the company, respectively, in total representing 0.02% 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 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) 2026. 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, 2026, 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 2027. 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 2025, the Board of Directors proposes to the AGM an ordinary dividend of SEK 2.05 per share (2.00), totaling SEK 8.1 billion (7.9). The dividend should be split into and distributed through four tranches of SEK 0.51 per share for the first three tranches and SEK 0.52 per share for the fourth tranche.

The proposed dividend is based on the total number of outstanding shares as of December 31, 2025, which amounted to 3,932,109,286. See also the section Proposed appropriation of earnings.

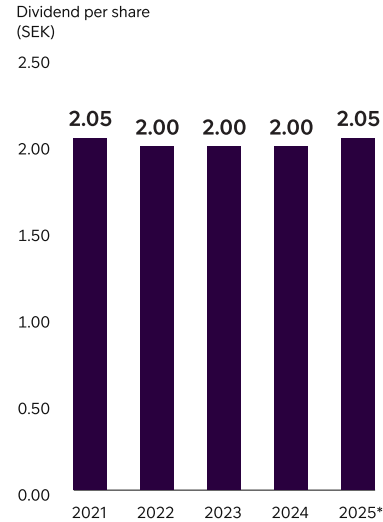


## Major shareholders

December 31, 2025	Total number of shares	% of total number of shares
Swedish State	1,614,513,748	41.1
BlackRock	175,547,785	4.5
Vanguard	103,212,021	2.6
Handelsbanken	52,195,443	1.3
Folksam	48,426,666	1.2
Bank of Norway	45,364,010	1.2
Avanza	37,375,638	1.0
SEB	27,348,889	0.7
Dimensional Fund Advisors	27,292,544	0.7
Nordea	27,249,423	0.7
Other shareholders	1,773,583,119	45.1
<b>Total number of shares</b>	<b>3,932,109,286</b>	<b>100.0</b>

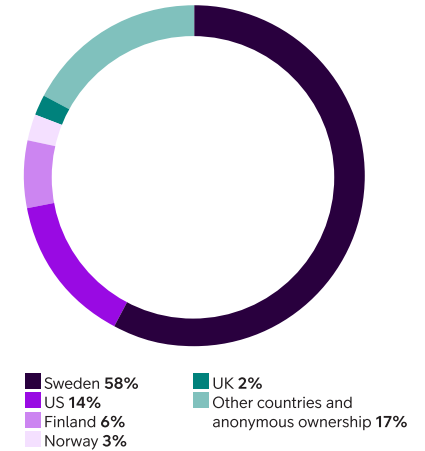
Share data	2025	2024
Closing price year-end (SEK)	39.38	30.67
Highest during the year (SEK)	39.38	34.35
Lowest during the year (SEK)	30.20	23.98
Total number of shares at year-end (millions)	3,932.1	3,932.1
Number of shareholders at year-end (thousands)	418	436
Earnings per share, total (SEK)	0.90	1.80
Earnings per share, continuing operations (SEK)	1.29	1.07
Dividend per share (SEK)	2.05	2.00

## Dividend per share



\* Proposal by the Board of Directors to the Annual General Meeting

## Shareholdings per country, December 31, 2025 (% of total number of shares)



Source: Modular Finance



## Innovation, research and development

At Telia Company, every employee shares a responsibility to drive innovation. Innovation spans the entire business, from new products and services to process improvements and enhanced ways of working. To strengthen and enable an innovation culture focused on customer value and business impact, a central innovation unit supports all operational units in the early stages of the innovation process. In parallel, customer focused innovation teams in each market explore emerging needs and opportunities.

### 5G

In 2025, Telia Company launched or completed multiple significant 5G initiatives. Many were based on the company's established innovation programs, including NorthStar with Ericsson in Sweden and Sirius with Nokia in Finland, which enable leading industrial companies and universities to test advanced use cases supported by 5G Standalone (SA) technology.

NorthStar continued to expand through new industrial partnerships and advanced demonstrations in sectors such as automotive, mining, public transport and defense. Core capabilities such as network slicing, high precision positioning, and edge computing were further strengthened.

Through the EU CEF2 funded ED5GE program, NorthStar's physical footprint grew with the deployment of new Edge Breakout (EBO) nodes in Luleå, Skellefteå, and Uppsala. These enable low latency local traffic breakout for multiple customers from a single site.

Key NorthStar achievements in 2025 include:

- One of the first tests of 5G Reduced Capability (RedCap) on end-to-end commercial 5G equipment, proving commercial viability in Internet of Things (IoT) deployments across healthcare, manufacturing, and logistics.
- One of the first large-scale installations of 5G indoor at Södersjukhuset Hospital in Stockholm as part of the EU-funded 5GMHI program, allowing staff to locate medical equipment instantly across five buildings.
- The Nordics' first 5QI 79 deployment for vehicle safety in partnership with RISE Automotive (AstaZero), Luleå University of Technology and Scania, supporting ultra-reliable, low-latency vehicle-to-everything (V2X) messages that can trigger automatic braking and prevent collisions.
- The Nordics' first CAMARA Quality-on-Demand API implementation deployed for RISE Automotive, LTU Robotics, and Scania, giving developers direct access to advanced connectivity features to optimize robotics, transport, and industrial automation.

In Finland, Telia, Nokia and the Finnish Defense Forces conducted the world's first 5G standalone slice handover between multiple countries in a live network, a breakthrough for secure, mission critical communication in defense and other critical sectors.

Also in Finland, Telia joined Patria's eALLIANCE program to enable secure remote operation of unmanned armored vehicles and drones over a dedicated 5G slice, marking a major advancement in mission critical autonomy.

In Norway, Telia and NRK conducted live multi camera TV production over 5G during the FIS Nordic Ski World Championship in Trondheim. Network slicing secured dedicated capacity and mobility for TV cameras, enabling journalists to broadcast close to the action without interfering with data traffic from the more than 100,000 fans attending. Sony journalists also became the first in Norway to use Telia's 5G mmWave spectrum for instant image upload with unmatched uplink capacity.

In Estonia, Telia participated with its 5G private local core solution in NATO's large scale CWIX25 exercise, involving 40 countries and over 3,000 participants, which validated the interoperability of digital solutions and communication systems.

In Lithuania, Telia became the first operator in the country to activate a private 5G SA network at the Baltic Sea port of Klaipėda, before introducing 5G SA for consumers later in the year.

### IoT, AI and Cybersecurity

As digitalization accelerates and sustainability becomes increasingly important for B2B customers, Telia Company continues to scale its IoT and data insights solutions to help customers improve efficiency and reduce emissions, thereby bringing added value to its connectivity offerings.

Geopolitical shifts and the drive for greater national autonomy introduce new requirements on IoT and data services, Telia Company is incorporating these requirements into its product development, while exploring opportunities in AI driven services.

Key initiatives include the launch of Telia Company's new IoT and AI platform alongside the IoT Monitoring service, both designed to support Nordic enterprises in deploying and scaling IoT solutions, from small projects to large-scale operations. With low-code digital tools, AI capabilities and IoT connectivity delivered by Telia Company's secure and sustainable mobile networks, Telia Company aims to make digitalization easier. The platform already manages 28,000 IoT devices for customers in the private and public sectors.

In addition, Telia Company's Smart Public Transport solutions combine IoT and data insight technologies to support more efficient planning and operations. These solutions also improve accessibility, sustainability and safety for both passengers and drivers. Today, Telia Company solutions are installed in 62% of public buses in Sweden, 36% in Finland, and 8% in Norway.

As AI evolves rapidly, Telia Company continues to evaluate and accelerate deployment where the technology brings the highest value. Today, AI is applied at scale in Telia Company's customer service and sales and marketing operations, improving support experiences, recommendations and personalization. Within Telia Company's IT and networks, AI enhances quality, security and operational efficiency, always guided by strong principles for quality, control and human validation, aligned with Telia Company's AI governance framework.



Telia Company's AI market collaborations continue to grow, especially around AI enabled services linked to the 5G network, and the company is actively exploring sovereign AI solutions and the convergence of AI and connectivity, an area with strong future potential.

In cybersecurity, Telia Company launched "Telia Safe" across all its Nordic and Baltic markets. The service provides comprehensive digital protection for households and small businesses, including device security, VPN, safe browsing, identity protection, password management, parental controls and fraud prevention, offering a unified and secure digital experience.

**Patents and R&D expenses**

In 2025, Telia Company continued to modernize its patent portfolio with a focus on emerging and core technologies including 5G, security, roaming, routing, connectivity and data center development. As of December 31, 2025, Telia held 126 patent families and 717 individual patents or patent applications, a reduction from the previous year due to portfolio modernization.

Telia Company (continuing and discontinued operations) incurred R&D expenses excluding depreciation and amortization in 2025 amounting to SEK 175 million in (355).

Capitalized development expenses in 2025 amounted to SEK 1,049 million (1,045).

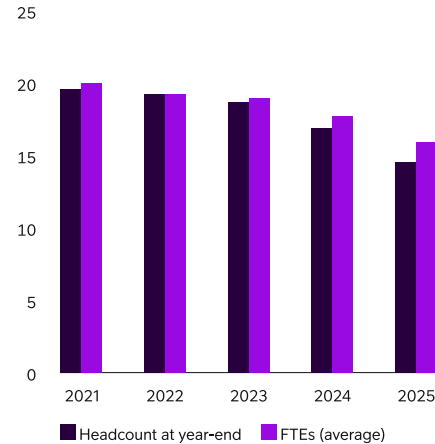
**People**

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

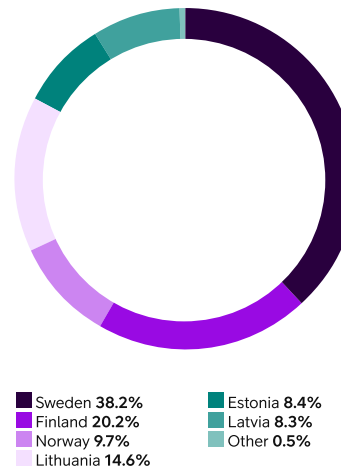
During 2025, the number of employees in continuing operations decreased to 14,498 at year-end, compared with 15,669 at year-end 2024. There were no employees in discontinued operations at year-end 2025, compared with 1,193 at year-end 2024. The total average number of full-time employees (FTE) in 2025 was 15,916 (17,690), of which 14,775 (16,372) in continuing operations.

Further information about Telia Company's workforce is available in the S1 section of the Sustainability Statement and Note C32.

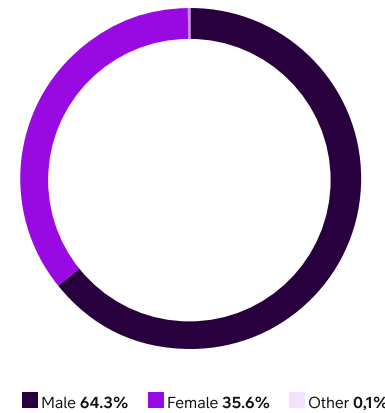
**Employees, total (thousands)**



**Employees, total (FTEs, %) by country**



**Employees, total (FTEs, %) by gender**





## Remuneration to corporate officers

### Remuneration principles for Group Executive Management

On April 5, 2023, the Annual General Meeting (AGM) decided on guidelines for remuneration to Group Executive Management (GEM) members. 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 have continued to apply during 2025. The Board of Directors has not seen a need to propose any changes to these guidelines to the AGM due to be held on April 9, 2026, and they are therefore still applicable.

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 employment 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 percentage 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.

From time to time, Telia Company may provide other benefits in accordance with prevailing market practice. 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 during 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, not amount to 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 GEM

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 of Directors' 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 this 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 prepare a remuneration report annually 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 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 2025/2028**

The AGM held on April 9, 2025 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 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 with 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.

TSR 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 with 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 compared with the defined peer group of companies, no Performance Shares under the TSR part will be subject to allotment.

ESG represents 15% of the Performance Shares:

- 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 ESG target is met to a level between the minimum level and 100%, a pre-determined 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 2024. 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.

## Intangible key resources and their importance for value creation

Telia Company's most important intangible resource is our employees. Their technical expertise, innovative capacity, and commitment are crucial for developing and delivering advanced communications solutions, secure networks, and digital services. Through continuous development of competences in areas such as 5G, fiber expansion, cybersecurity, and cloud services, we strengthen our ability to meet customer needs and create future proof solutions.

The expertise of our employees enables efficient operation of critical infrastructure, rapid adaptation to technological changes, and development of new business models within digitalization and connectivity. This directly contributes to Telia Company's goal of being the leading Nordic telecom operator and creating long term value for customers, shareholders, and society.

## 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 telecommunication 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 1,132 million (1,899), 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 -241 million (-1,009), mainly related to film and program rights.

Personnel expenses decreased to SEK -527 million (-735), mainly related to restructuring costs.

Financial items, net decreased to SEK -1,923 million (1,837), mainly impacted by an impairment of shares in subsidiaries and lower capital gains from disposals of shares, partly offset by positive foreign exchange effects, interest net and increased dividends from subsidiaries. In addition, the full year 2024 was impacted by negative

effects from derivatives related to an executed tender of bonds.

Non-current assets decreased to SEK 134,278 million (147,095) mainly impacted by the impairment and subsequent divestment of the shares in the subsidiary TV4 Media Holding AB. Additionally, non-current assets were affected by decreased non-current internal receivables, net divestments of investment bonds, market value changes of derivatives and sale of other equity holdings, partly offset by increased other non-current receivables

Current assets decreased to SEK 27,966 million (32,736), mainly due to decreased interest-bearing group receivables, short-term investments and decreased group contribution receivables, partly offset by increased cash and bank following the divestment of TV4 Media Holding AB.

Non-current liabilities decreased to SEK 66,805 million (72,108), mainly impacted by foreign exchange rates and interest rate effects on issued bonds and derivatives and by reclassifications to current liabilities.

Current liabilities and current provisions decreased to SEK 35,280 million (39,586), mainly due to repaid debt and decreased liabilities to group companies, partly offset by reclassifications from non-current liabilities.

The equity/assets ratio was 31.2% (32.7), assuming a dividend of SEK 2.05 per share.

The average number of full-time employees was 167 (224).

## Proposed appropriation of earnings

### Proposed appropriation of earnings:

	SEK
Non-restricted equity excluding net income	39,525,477,047
Net income	-597,462,419
<b>Total</b>	<b>38,928,014,628</b>

The board of directors proposes that this sum be appropriated as follows:

	SEK
SEK 2.05 per share dividend to the shareholders <sup>1</sup>	8,060,824,036
To be carried forward	30,867,190,592
<b>Total</b>	<b>38,928,014,628</b>

1) Based on outstanding shares as per December 31, 2025.

The dividend will be split and distributed in four tranches of SEK 0.51 per share for the first three tranches and SEK 0.52 per share for the fourth tranche. 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:  
<https://www.teliacompany.com/en/annual-general-meeting>



# Country development in 2025

## Sweden

Telia continued to strengthen and future-proof its digital infrastructure, such as by dismantling its copper network while rolling out 5G. As a result, 5G population coverage reached 99% during the year and the copper network is on track to be fully switched off by the end of 2026. Telia's strong infrastructure position was highlighted by its mobile network being named Sweden's best for the sixth consecutive year, according to the 2025 assessment by independent benchmarking company umlaut. In other important developments, Telia announced ambitions to improve rural coverage further across 71 municipalities, as well as to reach full coverage of the Swedish railway system by 2030. Furthermore, Telia's multi-year collaboration with utility provider Ellevio moved into its next phase with the upgrade of Ellevio's electrical substations to support the development of a smarter electrical grid.

In addition to strengthening continuously its unique position as a trusted provider of secure and robust communications, Telia continued to innovate around and deliver cutting-edge digital services for both consumer and enterprise customers. As a result, Telia topped the Swedish Quality Index (SKI) for mobile services in the enterprise segment and maintained its leading position among the main brands in the consumer segment. Telia's TV service continued its strong customer growth and was once again recognized by SKI for having the most satisfied TV customers.

Consumer segment service revenue increased 2.8%, 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 increased 1.5%, driven by strong development for business solutions.

The number of mobile postpaid subscriptions, excluding subscriptions used for machine-to-machine related services, increased by ~23,000. Broadband subscriptions increased by ~37,000 and TV subscriptions increased by ~93,000.

Revenue increased 2.0%, like for like, as increased service revenue was partly offset by lower equipment sales.

Service revenue, like for like, increased 2.9%, as growth in mainly TV and business solutions more than compensated for continued pressure on revenue from fixed telephony.

Adjusted EBITDA margin improved to 39.6% (37.5) and adjusted EBITDA, like for like, increased 7.4%, supported by service revenue growth and cost efficiencies related mainly to the change program implemented in the fourth quarter of 2024.

CAPEX excluding spectrum and leases increased to SEK 4,525 million (4,332).

Subscriptions In thousands	Jan-Dec 2025 Base	Jan-Dec 2024 Base	Change y-o-y	Change y-o-y (%)
Mobile postpaid, excl. machine-to-machine (M2M)	3,876	3,853	23	0.6
Broadband	1,430	1,393	37	2.6
TV	1,208	1,115	93	8.4

ARPU In SEK	Jan-Dec 2025	Jan-Dec 2024	Change y-o-y (%)
Mobile, postpaid <sup>1</sup>	240	240	0.2
Broadband	348	347	0.3
TV	250	237	5.3

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
<b>Revenue<sup>1</sup></b>	<b>36,082</b>	<b>35,392</b>	<b>2.0</b>
<b>Service revenue<sup>1</sup></b>	<b>31,675</b>	<b>30,798</b>	<b>2.9</b>
- Mobile	13,063	13,118	-0.3
- Broadband	6,264	6,159	1.7
- TV	3,461	3,019	14.7
- Business solutions	4,240	3,911	8.4
- Other	4,647	4,591	1.3
<b>Adjusted EBITDA</b>	<b>14,301</b>	<b>13,256</b>	<b>7.4</b>
Adjusted EBITDA margin %	39.6	37.5	
<b>CAPEX excluding spectrum and leases<sup>1</sup></b>	<b>4,525</b>	<b>4,332</b>	
Employees <sup>1</sup>	4,304	4,514	

1) Restated, see Note C1.



## Finland

After significantly strengthening its network position, customer propositions and overall customer experience over the last few years, Telia continued to innovate and drive digitalization in Finnish society. A clear proof-point that these efforts are yielding positive results was Telia's number one position in EPSI's 2025 customer satisfaction survey, in both the consumer and enterprise segments. Furthermore, the Telia Play TV service rose to the top in customer satisfaction, ahead of both domestic operators and international streaming giants.

Telia signed or extended several connectivity-based contracts during the year, including unified networks and other solutions across the Nordics for the retailer Tokmanni Group, and for mobile subscriptions and related professional services for HUS, the largest university hospital in Finland. Furthermore, Telia was again chosen as the provider of telecommunication services under the Hansel frame agreement. On the consumer side, Telia joined GlobalConnect's fiber network as a service provider and signed an agreement towards the end of the year to acquire around 10,000 of its customers.

The number of mobile postpaid subscriptions, excluding subscriptions used for machine-to-machine related services, decreased by ~86,000. Broadband subscriptions increased by ~2,000 and TV subscriptions increased by ~7,000.

Revenue increased 0.1%, like for like, as decreased service revenue was more than offset by increased sales of equipment.

Service revenue, like for like, decreased 1.4% as mobile revenue declined slightly, mainly driven by the Enterprise segment, and fixed revenue declined 2.3%, driven by lower business solutions revenue. The latter was predominately a result of a continued ramp-down of the non-profitable e-invoicing business.

Adjusted EBITDA margin increased to 31.3% (29.9) and adjusted EBITDA, like for like, increased 4.4%, as the negative impact from lower service revenue was more than offset by lower operational expenses, predominately related to resource costs following the change program implemented in the fourth quarter of 2024.

CAPEX excluding spectrum and leases decreased to SEK 1,371 million (1,521).

Subscriptions In thousands	Jan-Dec 2025 Base	Jan-Dec 2024 Base	Change y-o-y	Change y-o-y (%)
Mobile postpaid, excl. machine-to-machine (M2M)	2,410	2,497	-86	-3.5
Broadband	620	617	2	0.4
TV	658	651	7	1.0

ARPU In EUR	Jan-Dec 2025	Jan-Dec 2024	Change y-o-y (%)
Mobile, postpaid <sup>1</sup>	19.5	18.9	2.9
Broadband	11.7	11.4	2.3
TV	6.9	6.9	-0.5

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
<b>Revenue<sup>1</sup></b>	14,956	15,507	0.1
<b>Service revenue<sup>1</sup></b>	12,844	13,532	-1.4
- Mobile	7,445	7,863	-0.4
- Broadband	1,225	1,222	3.3
- TV	600	620	-0.4
- Business solutions	2,913	3,167	-4.5
- Other	662	662	-7.0
<b>Adjusted EBITDA</b>	4,682	4,634	4.4
<i>Adjusted EBITDA margin %</i>	31.3	29.9	
<b>CAPEX excluding spectrum and leases<sup>1</sup></b>	1,371	1,521	
Employees <sup>1</sup>	2,228	2,489	

1) Restated, see Note C1.



## Norway

To improve end-to-end quality, customer experience and drive growth, a separate division for fixed broadband and TV services was implemented, and in connection with this reorganization, a reduction in the number of positions was carried out. To simplify operations further, increase efficiency and provide its customers with better and more future-proof technology, Telia also closed its 2G network.

In the enterprise segment, Phonero came out on top in EPSI's customer satisfaction survey for the fourth consecutive year. In the same survey, OneCall was the runner-up in the consumer segment.

Telia won a collective tender process for connectivity services for 19 municipalities and 14 public enterprises in eastern Norway. The agreement, which runs for up to six years, includes various robust and highly secure connectivity services, including more than 20,000 mobile subscriptions. On the wholesale side, Telia lost a material mobile wholesale contract, which resulted in a significantly negative financial impact for the year.

The number of mobile postpaid subscriptions, excluding subscriptions used for machine-to-machine related services, decreased by ~29,000. Broadband subscriptions decreased by ~6,000 and TV subscriptions decreased by ~9,000.

Revenue decreased 2.3%, like for like, predominately driven by lower service revenue and to some extent lower equipment sales.

Service revenue, like for like, decreased 2.3%, as mobile service revenue declined by 2.0% due to the loss of a material wholesale contract, and fixed service revenue declined by 2.9%, due to broadband and TV and driven by a declining customer base.

Adjusted EBITDA margin decreased to 44.5% (46.8) and adjusted EBITDA, like for like, decreased 7.0%, driven by the decline in service revenue.

CAPEX excluding spectrum and leases declined to SEK 1,865 million (2,310).

Subscriptions In thousands	Jan-Dec 2025 Base	Jan-Dec 2024 Base	Change y-o-y	Change y-o-y (%)
Mobile postpaid, excl. machine-to-machine (M2M)	1,846	1,875	-29	-1.5
Broadband	474	480	-6	-1.3
TV	448	457	-9	-2.0

ARPU In NOK	Jan-Dec 2025	Jan-Dec 2024	Change y-o-y (%)
Mobile, postpaid <sup>1</sup>	288	279	3.2
Broadband	252	253	-0.5
TV	298	294	1.2

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
<b>Revenue<sup>1</sup></b>	<b>13,455</b>	<b>14,307</b>	<b>-2.3</b>
<b>Service revenue<sup>1</sup></b>	<b>11,675</b>	<b>12,403</b>	<b>-2.3</b>
- Mobile	8,161	8,641	-2.0
- Broadband	1,499	1,606	-3.0
- TV	1,511	1,635	-3.9
- Business solutions	316	327	0.7
- Other	187	195	-0.4
<b>Adjusted EBITDA</b>	<b>5,990</b>	<b>6,692</b>	<b>-7.0</b>
Adjusted EBITDA margin %	44.5	46.8	
<b>CAPEX excluding spectrum and leases<sup>1</sup></b>	<b>1,865</b>	<b>2,310</b>	
Employees <sup>1</sup>	1,313	1,461	

1) Restated, see Note C1.



## Lithuania

Telia continued to lead the way in innovation and digitalization of Lithuanian society. For example, Telia launched a strategic upgrade of the national fiber-optic network, which will increase data transmission speeds multiple times, and tested Lithuania's first 5G standalone network at the Baltic Sea port of Klaipėda, with the aim of boosting the port's operating efficiency.

Telia also improved its consumer offerings by launching 5G standalone and enabling 5G for part of the EŽYS brand. In addition, an exclusive partnership with Netflix was launched, as well as Telia Safe, a solution that helps to protect data and safeguard customers from online fraud. Furthermore, Telia was the first operator in the country to receive the international ISO 50001 energy management system certificate, confirming that the company is highly energy-efficient.

The number of mobile postpaid subscriptions, excluding subscriptions used for machine-to-machine related services, increased by ~38,000. Broadband subscriptions decreased by ~10,000 and TV subscriptions decreased by ~2,000.

Revenue increased by 3.5%, like for like, driven by increased service revenue, which more than compensated for lower equipment sales.

Service revenue, like for like, increased by 5.1%, driven predominately by growth of 7.3% in mobile service revenue as well as by fixed service revenue growth of 3.4%. 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 revenue from broadband, TV and business solutions.

Adjusted EBITDA margin increased to 40.5% (37.8) and adjusted EBITDA, like for like, increased by 11.1%, attributable to both the growth in service revenue as well as lower operational expenses as a result of the change program implemented in the fourth quarter of 2024.

CAPEX excluding spectrum and leases decreased to SEK 667 million (671).

Subscriptions In thousands	Jan-Dec 2025 Base	Jan-Dec 2024 Base	Change y-o-y	Change y-o-y (%)
Mobile postpaid, excl. machine-to-machine (M2M)	1,094	1,056	38	3.6
Broadband	410	420	-10	-2.4
TV	257	259	-2	-0.7

ARPU In EUR	Jan-Dec 2025	Jan-Dec 2024	Change y-o-y (%)
Mobile, postpaid <sup>1</sup>	12.9	12.5	3.0
Broadband	16.0	14.9	6.9
TV	13.0	12.2	6.1

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
<b>Revenue<sup>1</sup></b>	<b>5,644</b>	<b>5,618</b>	<b>3.5</b>
<b>Service revenue<sup>1</sup></b>	<b>4,533</b>	<b>4,439</b>	<b>5.1</b>
- Mobile	2,144	2,056	7.3
- Broadband	918	902	4.9
- TV	444	435	5.1
- Business solutions	476	438	12.1
- Other	550	609	-6.9
<b>Adjusted EBITDA</b>	<b>2,287</b>	<b>2,121</b>	<b>11.1</b>
Adjusted EBITDA margin %	40.5	37.8	
<b>CAPEX excluding spectrum and leases<sup>1</sup></b>	<b>667</b>	<b>671</b>	
Employees <sup>1</sup>	1,486	1,539	

1) Restated, see Note C1.



## Estonia

Telia continued to stay in the forefront of 5G, with population coverage advancing significantly to reach 97% at year-end, compared with 92% at the beginning of the year. Furthermore, Netflix was incorporated into Telia's TV streaming propositions, and Telia introduced a new security solution for its broadband customers, offering additional protection for home internet traffic. Telia also became Estonia's first operator to deploy solar parks alongside a fourth of its mobile sites.

The number of mobile postpaid subscriptions, excluding subscriptions used for machine-to-machine related services, increased by ~10,000. Broadband subscriptions decreased by ~1,000 and TV subscriptions decreased by ~5,000.

Revenue increased by 3.6%, like for like, mainly driven by increased service revenue and to a lesser extent increased sales of equipment.

Service revenue, like for like, increased by 3.8%, driven by mobile and fixed service revenues increasing 2.3% and 4.7% 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 for most services, which more than compensated for lower revenue from fixed telephony.

Adjusted EBITDA margin remained unchanged at 41.1% (41.1) and adjusted EBITDA, like for like, increased by 3.9%, attributable to the growth in service revenues as well as lower operational expenses related to resources as a result of the change program implemented in the fourth quarter of 2024.

CAPEX excluding spectrum and leases decreased to SEK 530 million (559).

Subscriptions In thousands	Jan-Dec 2025 Base	Jan-Dec 2024 Base	Change y-o-y	Change y-o-y (%)
Mobile postpaid, excl. machine-to-machine (M2M)	677	667	10	1.6
Broadband	266	267	-1	-0.5
TV	181	186	-5	-2.9

ARPU In EUR	Jan-Dec 2025	Jan-Dec 2024	Change y-o-y (%)
Mobile, postpaid <sup>1</sup>	12.6	12.5	0.7
Broadband	23.0	22.4	3.0
TV	14.6	14.0	4.2

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
<b>Revenue<sup>1</sup></b>	<b>4,137</b>	<b>4,095</b>	<b>3.6</b>
<b>Service revenue<sup>1</sup></b>	<b>3,532</b>	<b>3,488</b>	<b>3.8</b>
- Mobile	1,272	1,281	2.3
- Broadband	821	830	1.8
- TV	357	364	1.3
- Business solutions	470	459	1.3
- Other	612	554	13.9
<b>Adjusted EBITDA</b>	<b>1,700</b>	<b>1,683</b>	<b>3.9</b>
<i>Adjusted EBITDA margin %</i>	<i>41.1</i>	<i>41.1</i>	
<b>CAPEX excluding spectrum and leases<sup>1</sup></b>	<b>530</b>	<b>559</b>	
Employees <sup>1</sup>	1,273	1,234	

1) Restated, see Note C1.



## Other operations

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

Revenue increased 11.6%, like for like, largely driven by Latvia and Telia Towers.

Service revenue, like for like, increased by 5.6%, mainly driven by Latvia and Telia Towers.

Adjusted EBITDA margin increased to 44.1% (41.4) and adjusted EBITDA, like for like, increased 23.9%, due to a positive development for Latvia, Telia Towers as well as central functions.

CAPEX excluding spectrum and leases decreased to SEK 3,869 million (3,965), of which SEK 0.7 billion was related to Latvia and SEK 0.7 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 from which the other segments benefit.

In Latvia, service revenue increased 5.8%, like for like, and adjusted EBITDA, like for like, increased 6.7%, as the service revenue growth more than compensated for a higher cost level. The number of postpaid mobile subscriptions, excluding subscriptions used for machine-to-machine related services, increased by ~25,000.

In Telia Towers, revenue (external and internal) increased 4.2%, like for like, mainly driven by price adjustments implemented in the first quarter. Adjusted EBITDA, like for like, increased 7.3%, due to revenue growth as well as cost efficiencies.

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
Revenue	6,707	6,046	11.6
Service revenue	3,972	3,759	5.6
Adjusted EBITDA	2,960	2,505	23.9
Adjusted EBITDA margin %	44.1	41.4	
CAPEX excluding spectrum and leases <sup>1</sup>	3,869	3,965	
Employees <sup>1</sup>	3,894	4,432	

## Of which Latvia mobile (LMT)

Subscriptions In thousands	Dec 31, 2025	Dec 31, 2024	Change y-o-y	Change y-o-y (%)
	Base	Base		
Mobile postpaid, excl. machine-to-machine (M2M)	855	830	25	3.0

ARPU In EUR	Jan-Dec 2025	Jan-Dec 2024	Change (%)
Mobile, postpaid <sup>1</sup>	15.5	14.5	6.9

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
Service revenue	2,220	2,163	5.8
Adjusted EBITDA	1,114	1,077	6.7
Adjusted EBITDA margin %	31.0	31.5	
CAPEX excluding spectrum and leases <sup>1</sup>	693	677	

## Of which Telia Towers

Operational data	Dec 31, 2025	Dec 31, 2024	Change y-o-y
	Base	Base	
Number of sites	8,312	8,070	242
Tenancy ratio	2.22x	2.28x	-0.06x

Financial data SEK in millions, change like for like (LFL), margin in %	Jan-Dec 2025	Jan-Dec 2024	Change LFL (%)
Revenue, external and internal	2,261	2,199	4.2
Adjusted EBITDA	1,547	1,469	7.3
Adjusted EBITDA margin %	68.4	66.8	
CAPEX excluding spectrum and leases <sup>1</sup>	351	371	

1) Restated, see Note C1.



## Discontinued operations (TV and Media/Denmark)

On February 25, 2025, Telia Company announced the signing of an agreement to divest its TV and Media business, including the TV4 and MTV brands in Sweden and Finland respectively, to Schibsted Media. Based on the signed sales agreement, the TV and Media segment was classified as held for sale and discontinued operations as of February 25, 2025. On July 1, 2025, the divestment of the TV and Media business to Schibsted was completed.

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.

Highlights for discontinued operations are presented in a condensed format. For more information on discontinued operations, see Note C34.

<b>Financial data</b> <b>SEK in millions, except margin</b>	<b>Jan–Dec 2025</b>	<b>Jan–Dec 2024</b>
Revenue	4,092	9,436
Adjusted EBITDA	621	811
<i>Adjusted EBITDA margin %</i>	15.2	8.6
CAPEX excluding spectrum and leases	81	328



## Risks

# Telia's risk universe

Telia's risk universe is structured around a principal risk taxonomy, which includes key risk areas and sub-risk areas identified and prioritized in collaboration with Group Executive Management. These represent the most material risks to the company's objectives and operations.

Telia has an established Enterprise Risk Management framework that it uses to identify, analyze, assess and report strategic, operational, sustainability, financial and compliance risks, and to manage such risks as appropriate. Telia applies both bottom-up (countries and units) and top-down (principal risk areas) approaches for assessing and managing risks. To read more about the risk management process, please refer to the Risk and Governance section.

The main risks that could impact Telia's operations follow.

## Cybersecurity, network performance and resilience risks

Risk materiality: ●●●○  
 Risk trend: ↗

### Description

Telia's ability to provide robust, secure and high-quality services is essential to the customers and societies it serves, and is therefore crucial to its commercial success. Sustaining this ability requires a systematic and risk-based approach.

Cybersecurity and geopolitics are inextricably linked. As a provider of critical digital infrastructure, Telia is subject to many types of security legislation, both national and cross-border. Key examples are the EU Network and Information Security Directive 2 (NIS2), Digital Operational Resilience Act (DORA) and Cyber Resilience Act (CRA).

### Potential impact

Shortcomings in meeting customers' expectations related to service availability, quality and security may lead to contract penalties, customer churn and damage to Telia's market reputation. Successful cyberattacks may lead to loss of data, disturbances in business operations and administrative penalties from supervisory authorities.

### Mitigating activities

- Constant attention to lifecycle management to manage technical debt
- Use of a systematic and risk-based approach to protection measures covering information, personnel and physical security
- External benchmarking of cybersecurity maturity, coupled with a program structure to address implementation and improvements
- Expansion of the risk controls framework
- Strengthening of business continuity planning through review of systems' business impact and criticality
- Review of critical processes initiated through dependency mapping
- New security legislation successively reviewed through a Group-wide compliance program
- Investments in national autonomy capabilities.

## 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. At the same time, the macroeconomic situation 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 and IT 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.

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 failure 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

- Sustain a leadership position in networks and associated high levels of trust. 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 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. For example, a risk of corruption, including conflicts of interest, arises when contracting with third parties and third-party management. This risk increases in relation to the complexity and length of supply chains. There is also an inevitable risk of wrongly motivated human factors in business operations. Together, this leads to a risk of non-compliance with applicable regulations, Telia's policies or Code of Conduct.

### 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

- Continuous implementation of a Code of Conduct, accompanied by mandatory e-learning, which has strengthened Anti Bribery and Corruption (ABC) awareness across Telia. The Code of Conduct also states procedures for disclosing conflicts of interest
- ABC risk assessments conducted for countries and units, and at Group level.
- Implementation of a new due diligence tool with integrated ABC screening, and continuous monitoring to detect corruption risks across third parties
- Regulations and enforcement actions monitored.

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

## Environment risks

Risk materiality: ●●●○  
 Risk trend: →

### Description

Telia continues to face high expectations from stakeholders to manage its environmental and climate-related impacts actively, and to show readiness to adapt to and mitigate climate change. These expectations are increasingly formalized through the Corporate Sustainability Reporting Directive (CSRD) and the upcoming Corporate Sustainability Due Diligence Directive (CSDDD). As climate change drives more frequent extreme weather events, Telia's infrastructure, services and supply chain may face increasing risks. It is therefore essential for the company to stay focused on achieving its environmental targets for 2030 and 2040.

### Potential impact

Failure to deliver on Telia's environmental 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 or the introduction of carbon taxation may increase operational costs, while extreme weather could disrupt operations and require additional investments. Provisions have been made for asset retirement obligations, but actual dismantling costs may exceed these, leading to increased environmental-related expenses.

### Mitigating activities

- Setting of ambitious circularity and science-based emission reduction targets
- Continued engagement with suppliers on science-based emission target-setting and reductions
- Identification of CO<sub>2</sub> hotspots and setting of related annual GHG emission reduction targets for 2026-2028
- Increased focus on reducing the environmental footprint of Telia's products and services
- Mandatory environmental training rolled out to all employees, strengthening awareness and accountability for sustainability across the organization.

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

## Execution risks

Risk materiality: ●●●○  
 Risk trend: →

### Description

To execute its strategy effectively, Telia focuses on continuous technology and process improvement, aiming to enable fast service creation, cost reduction and operational simplification, ultimately strengthening the company's competitiveness. The risk trend is stabilizing, as the effects from Telia's major change program launched in late 2024 have been identified and managed. The implementation of a country-based operating model has simplified market-tailored development, while enabling leverage from synergies.

### Potential impact

Inadequate execution with regards to time, cost or quality could lead to delayed or reduced value realization. Value creation can be in terms of revenue increase, cost reductions or operational efficiency.

### Mitigating activities

- Continuous review and adjustment of transformative initiatives
- Improvements in data-driven evaluation of ongoing execution
- Coordinated deployment of AI to increase internal efficiency and customer value
- Strengthening of a risk-based approach to decision-making.



## Macroeconomic and geopolitical risks

Risk materiality: ●●●○  
 Risk trend: →

### Description

Macroeconomic indicators in the Nordic and Baltic regions stabilized in 2025, with inflation easing and interest rates at lower levels, except in Norway, where the latter remain elevated and are declining slowly. Interest rates are expected to stay low into next year to support economic recovery in the region. However, elevated unemployment in Sweden and Finland remains a concern, as it may strain purchasing power for B2C customers and can impact volumes with B2B customers.

For Telia, this environment implies a more predictable financial outlook. However, geopolitical risks remain high, driven by tensions in eastern Europe and global trade uncertainty. This poses continued challenges to supply chain security, cross-border operations and infrastructure resilience.

### Potential impact

Macroeconomic conditions affect Telia through risks of higher costs related to funding, supply chains and resources, as well as shifts in customer purchasing behavior.

Heightened 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

- Continuous financial and capital management to optimize Telia's cost structure and build resilience
- Proactive treasury oversight to manage key financial risks, with a focus on market, credit, liquidity and refinancing risks, supported by a risk framework that is regularly reviewed and maintained
- Continuous monitoring of the geopolitical risk landscape and assessing any impact on Telia's business
- Risk assessments and risk deep-dives as well as 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. Telia has a responsibility to process this data in accordance with all applicable laws, while protecting it from misuse, loss, unauthorized disclosure or damage. Stricter regulations and rapid adoption of technologies like cloud and AI reinforce the need for careful management of personal data. Telia must ensure that personal data is handled responsibly and in compliance with laws and regulations.

### 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
- Use of common tools and processes, such as data protection impact assessments and data mapping, to support the organization in implementing adequate data protection safeguards and ensuring compliance with privacy requirements
- New mandatory data protection training for employees to raise awareness and promote responsible data handling
- All AI initiatives must undergo a separate assessment to evaluate risks such as ethical concerns, which may also impact personal data
- Continuous monitoring of regulatory changes and technological and operational developments.

For more information, see the **Social** section in the **Sustainability Statement**.

## Supply chain and third-party risks

Risk materiality: ●●●○  
 Risk trend: →

### Description

Key supply chain risks include rising component costs, global trade tensions and exchange rate volatility. Inflation in third-party spend, particularly in technology categories, remains a risk. This also includes vendor dependency and push for price increases.

Telia has a broad network of suppliers, partners and customers. Despite due diligence and audits, there is a risk that third parties may breach conduct standards, legal obligations or be subject to sanctions, potentially having a negative impact on Telia's operations.

### Potential impact

Inflation, geopolitical instability and supply chain disruptions can lead to increased costs, delays and inventory challenges. Non-compliance by suppliers or partners with laws, regulations or Telia's requirements may lead to human and labor rights violations, reputational damage, supply chain disruptions and penalties from sanction breaches.

### Mitigating activities

- Active inventory management that supports a resilient and responsive supply chain, with established processes that balance supply and demand, while aiming to anticipate potential disruptions and mitigate risks
- Renegotiation of contracts with large technology suppliers
- Inclusion of Telia's Supplier Code of Conduct in supplier contracts
- Improved category strategies and supplier collaboration to enhance third-party risk management and business continuity
- Launch of a new process and tool for third party due diligence, including upfront screening and continuous monitoring.

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



## 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 include talent attraction and retention, developing skills and competences, employee engagement and productivity, fostering a winning culture based on Telia's purpose and values, developing leaders, and providing a working environment that is physically and psychologically safe. This risk is returning to normal levels, following the major change program announced in September 2024.

### Potential impact

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

### Mitigating activities

- Continued efforts to build a winning culture through focus on internal talent development, review of the performance process and implementation of a job architecture
- Maintenance of a strong commitment to Telia's values and to an attractive employee value proposition
- Continued activities related to strategic workforce planning, talent and skills mapping, and upskilling/reskilling of workforce
- Frequent employee surveys and follow-ups on results
- Establishment of a people, technology and leadership academy, and updates to Telia's Leadership Framework.

## 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 transitioned from primarily concentrating on network competition towards greater emphasis on sustainability, the digital economy and security. This dynamic regulatory environment generates significant risks, including compliance complexity, legal uncertainty, competition law challenges and litigation risks, alongside enhanced operational and contractual requirements.

### Potential impact

Regulatory changes, fragmented local implementation and interpretation, as well as decisions by regulatory authorities or courts, including the issuance or modification of telecommunication licenses and spectrum permits, and the tightening of national security requirements, may impact Telia's strategic direction, operational capabilities and financial performance. Additionally, any non-compliance with competition laws and regulations could result in legal sanctions, financial penalties, reputational harm and disruption to business operations.

### Mitigating activities

- Engagement with legislators and regulators during law implementation and local application
- Continuous legal and regulatory monitoring to provide timely advice and assistance throughout the organization
- Collaborating with line organizations to build competence and ensure that legal advice is incorporated early in relevant processes. For example, regarding cybersecurity legal requirements, the ongoing compliance program is designed to ensure adherence to, and systematic implementation of new legislation.

## Social and ethical risks

Risk materiality: ●●○○  
 Risk trend: →

### Description

Telia is exposed to the risk of violating human rights in its value chain, despite a strong commitment to respecting human rights. The risk is primarily connected to material human rights topics such as children's rights, digital inclusion, freedom of expression and government surveillance, and labor rights in the supply chain. Transparency requirements are increasing, which is reflected in laws such as CSRD, CSDDD and the Norwegian Transparency Act.

### Potential impact

Non-compliance with ethical standards and social responsibilities may result in human rights violations, like health and safety incidents and lack of freedom or rights in various respects. Lack of transparency and/or human rights violations can, in turn, lead to reputational damage, legal and regulatory consequences, stakeholder dissatisfaction and erosion of trust.

### Mitigating activities

- Revision and update of the Code of Conduct to match rapid technological developments. The Code is supported by the Whistleblowing Line, which helps identify potential instances of non-compliance
- Continuous work to increase online safety for children using Telia's products and services
- Specific actions to close any gaps for CSDDD compliance and preparedness
- Implementation of a new due diligence process for third parties to identify and address human rights risks more effectively
- Application of 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 **Social** and **Governance** sections in the **Sustainability Statement**.



## Statement of Materiality and Significant Audiences

Telia Company AB (publ) 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 into 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 addressing current and future societal and environmental challenges, which increasingly define the playing field for businesses and economies of all sizes. The company also has an obligation to manage its risks, impacts and opportunities.

Telia takes a double materiality approach that assesses both how the company impacts people and the environment, and how people and the environment impact the company.

Engagement with significant 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 its progress in this area and discloses it through its Annual Report.

### Telia's significant stakeholder groups are defined as:

- Authorities
- Consumers
- Business customers
- Employees
- Investors
- Legislators/regulators
- Media
- Suppliers and partners
- Societies.

Telia is committed to 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
- 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 external auditors. The Statement presents an overview of Telia's corporate governance model and includes the Board of Directors' description of the company's internal control environment and risk management regarding financial reporting.

It is the opinion of the Board of Directors that Telia complied with the Swedish Corporate Governance Code in all respects during 2025.

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

## Governing Bodies

Telia'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 AB 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 Telia Company AB share is listed on Nasdaq Stockholm and Nasdaq Helsinki. 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](http://www.riksdagen.se/en); [www.government.se](http://www.government.se); Nasdaq Stockholm issuer rules and surveillance at <http://www.nasdaq.com/market-regulation/nordic/stockholm>; and the Swedish Corporate Governance Code and information on specific features of Swedish corporate governance at [www.corporategovernanceboard.se](http://www.corporategovernanceboard.se).

Telia Company AB has one type of share. Each share represents one vote at the General Meeting. As of December 31, 2025, Telia Company AB had 418,118 shareholders. The Swedish state is the largest shareholder, owning 41.06% of the total shares at year-end 2025. 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.

### Annual General Meeting (AGM) 2025

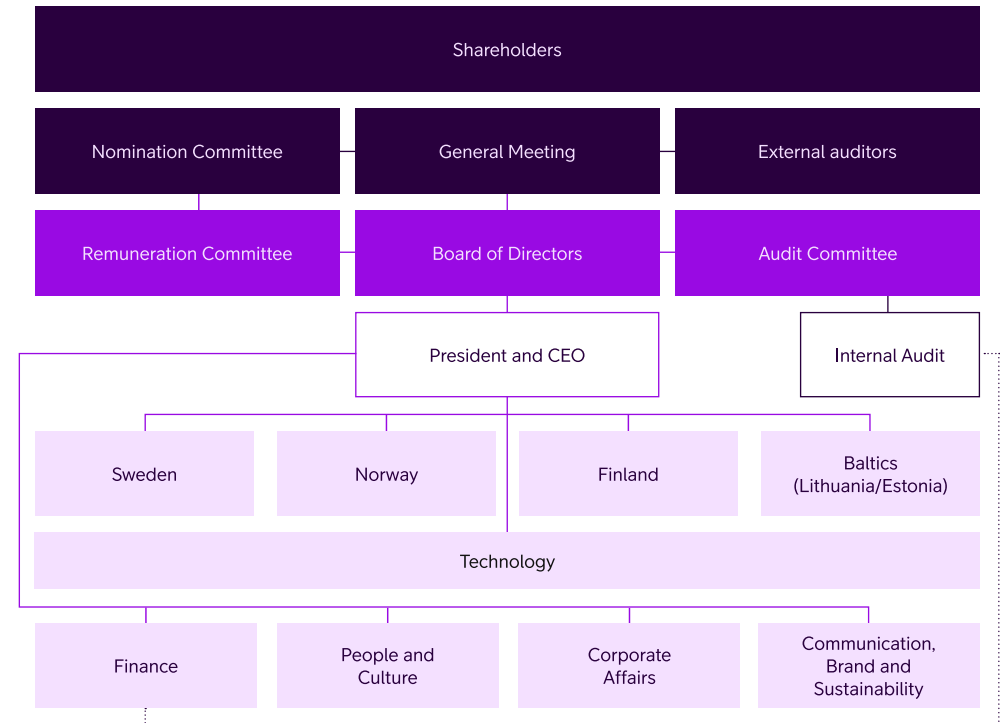
The AGM 2025 was held in Solna, Sweden on April 9, 2025.

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.

The 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 website does not form part of this Statement)

## Telia's Governing Bodies





## 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 for the AGM 2026 has been appointed based on the ownership structure as of July 31, 2025, and consists of:

- Magnus Johansson, Chair (the Swedish state)
- Sussi Kvarn (Handelsbanken Funds)
- Emilie 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 and other members of the Board of Directors
- Proposing the remuneration divided between the 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 these 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'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 experience 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 three female and four male members, elected by the AGM.

The AGM 2025 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 [forslagstillstyrelseledamot@teliacompany.com](mailto:forslagstillstyrelseledamot@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 in relation to 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.

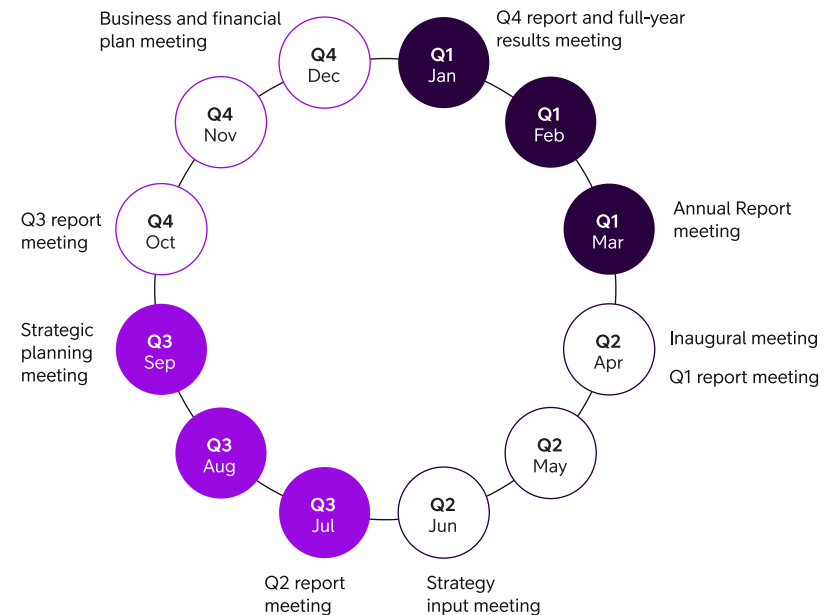
Instructions for the work of the Board of Directors are set forth in its rules of procedure, which are reviewed and adopted annually. The rules of procedure set out the number of ordinary Board of Directors meetings, agenda items and matters to be addressed at ordinary Board of Directors meetings, the 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 seven 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 2025, are Luisa Delgado, Rickard Gustafson, Jeanette Jäger, Johannes Ametsreiter, Tomas Eliasson and Sarah Eccleston.

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 GEM 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 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 a year elsewhere to be able to discuss local issues more deeply and 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 Statement
- 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 external auditor without the presence of the CEO or GEM.

#### The Board of Directors' work in 2025

In 2025, the Board of Directors held nine (9) ordinary meetings (whereof one inaugural meeting) and four (4) extra meetings. In addition to following up on Telia's day-to-day business, 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 into the company's business strategy
- Review of efficiency initiatives and cost-reduction programs
- Regulatory developments in the telecommunication industry
- Follow-up on the implementation of the Corporate Sustainability Reporting Directive (CSRD)
- Potential acquisitions and joint ventures
- Investments in telecommunication licenses and spectrum permits

- Follow-up on CAPEX
- Capital structure
- Issues related to human resources, in particular succession planning and performance management.

Furthermore, the Board of Directors evaluated its internal work during 2025 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. These 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 GEM, 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

10 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)  
Johannes Ametsreiter  
Jeanette Jäger



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

#### Remuneration Committee work in 2025

Lars-Johan Jarnheimer is the Chair of the Remuneration Committee. In 2025, the Committee held four (4) 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 GEM
- Approval of recruitments of officers at senior management level.

#### Audit committee work in 2025

Tomas Eliasson is the Chair of the Audit Committee. In 2025, 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 Statement
- 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
- Follow-up on the implementation of the 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 and sustainability 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, and the Risk and Governance 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 2025 by self-assessment.

## CEO and GEM

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, GEM comprises the CEO, CFO, Chief Technology & Information Officer, Group General Counsel and Head of Corporate Affairs, Head of People & Culture, Head of Communication, Brand & Sustainability, Head of Telia Sweden, Head of Telia Norway, Head of Telia Finland, Head of Telia Baltics and Head of Telia Lithuania.

GEM 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 a strategic nature and company-wide importance.

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



## Group-wide Governance Framework

Sound corporate governance is a prerequisite for maintaining trust between Telia and its stakeholders, and for securing shareholder value. 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 Telia's governance framework is to ensure that the company's strategy, risk appetite, culture and values are aligned with its objectives and stakeholder interests, and that Telia complies with relevant laws and regulations.

The governance framework is approved by the Board of Directors and is designed to:

- Ensure that the company possesses the understanding and capabilities required to fulfil its promises and commitments to its customers, shareholders and employees.

- Ensure that strategic decisions are effectively reflected in operational outcomes.
- Encourage every employee to work together towards common goals within set guidelines.
- Establish a common and clear understanding of the company's purpose, values, roles, responsibilities and authority to act.

### Customer promises and key stakeholder obligations

Telia's customers are at the center of its business. Commitments to customers, shareholders and other stakeholders shape Telia's goals and reflect the values it strives to uphold.

### Decide what to achieve

Telia's stated aim is to reinvent better connected living. The company operates in Nordic and Baltic markets where it can be a leader in its core connectivity business or adjacent areas. For details on Telia's purpose, strategy and targets, refer to the opening sections of this Annual Report.

### Set boundaries for how to act

Telia's Board of Directors and Group Executive Management (GEM) set the boundaries for how Telia employees, and ultimately Telia as a company, should act. These boundaries are based on Telia's values, steering documents, risk appetite, Delegation of Obligations and Authority, and Code of Conduct.

The Board of Directors reviews and approves all Group Policies on an annual basis, following endorsement of all material changes to Group Policies by the Group Governance, Risk, Ethics and Compliance (GREC) Committee or GEM. The Board of Directors also approves Telia's Code of Conduct. The authority to issue detailed Group Instructions is delegated by the Board of Directors to the CEO, who in turn delegates this responsibility to GEM as needed.

Each of Telia's principal risks has a GEM owner, who further defines Group Instructions and standards within their respective areas to enable appropriate governance. All material changes to existing Group Instructions and any new Group Instructions are reviewed by the Group GREC Committee or GEM. The Group Policies and Group Instructions are reviewed annually. All governing documents are mandatory for entities where Telia has management responsibility. Telia's country CEOs ensure implementation and compliance within their markets. Telia's 12 Group policies are presented on next page together with key governing documents.

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

### Deliver on our promises

Telia always strives to deliver on its commitments and to build trust with stakeholders and customers. Telia

aims to achieve this through strategy execution, robust business processes and an effective organizational model that ensures optimal resource utilization.

The Group's operations are managed and reported according to the following operating segments: Sweden, Finland, Norway, Lithuania and Estonia. In addition to the reported operating segments, operations in Latvia, Telia Finance, Telia Towers 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.

### Follow up on performance

Telia continuously monitors its performance with the aim of driving continuous improvement and supporting effective planning. Follow-up occurs at both organizational and individual levels.

The Board of Directors receives monthly operational and financial reports, along with periodic updates on key business and sustainability matters. More details are in the Board of Directors section.

At the organizational level, this includes regular business reviews tracking operational KPIs including the Net Promoter Score and Sustainability, as well as overseeing investments, risks, compliance and key initiatives.

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

Furthermore, Telia's human resources framework is designed to ensure alignment between business objectives and individual goals, which are reviewed regularly.

## Group-wide governance framework

Customer promises and key stakeholder obligations			
<b>Decide</b> what to achieve <ul style="list-style-type: none"> <li>• Our purpose <b>We reinvent better connected living</b></li> <li>• Our strategic priorities</li> <li>• Financial, operational and sustainability targets</li> </ul>	<b>Set boundaries</b> for how to act <ul style="list-style-type: none"> <li>• Our values <b>Dare – Care – Simplify</b></li> <li>• Risk appetite</li> <li>• Company governance</li> <li>• Delegation of obligations and authority</li> <li>• Policy framework</li> <li>• Code of Conduct</li> </ul>	<b>Deliver</b> on our promises <ul style="list-style-type: none"> <li>• Strategy execution</li> <li>• Business processes</li> <li>• Organization and resources</li> </ul>	<b>Follow up</b> on performance <ul style="list-style-type: none"> <li>• Business reviews</li> <li>• Sustainability reviews</li> <li>• Risk and compliance reviews</li> <li>• Individual performance management</li> </ul>



Group Policy	Description	Reference to standards	Owner	ESRS area
<b>Anti-Bribery and Corruption</b>	Sets standards for ethical business practices throughout Telia's operations.	– OECD Guidelines for Multinational Enterprises – UN Global Compact	CFO	G1 Business conduct
<b>Enterprise Risk Management</b>	Describes the ERM framework detailing how Telia works with risk management.	– COSO ERM – ISO 31000	CFO	
<b>Environment</b>	Describes how Telia 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. The policy covers key environmental aspects such as climate change, resource use and circularity, waste and energy.	– The 1.5°C ambition expressed in the Paris Agreement – ISO 14001	SVP, Head of Communication, Brand & Sustainability	E1 Climate change, E5 Resource use & circular economy
<b>Financial management</b>	Sets rules for managing Telia's financial risks and counterparty credit ratings.		CFO	
<b>Freedom of expression and government surveillance</b>	Define Telia's commitments in relation to government requests or demands with potentially serious impacts on freedom of expression and customer privacy.	– UN Guiding Principles on Business and Human Rights – OECD Guidelines for Multinational Enterprises	SVP, Head of Communication, Brand & Sustainability	S4 Consumers & end-users
<b>Human rights</b>	Presents Telia's commitment to respecting human rights across its value chain, avoiding causing or contributing to adverse human rights impacts in its operations, and addressing impacts if they occur.	– UN Guiding Principles on Business and Human Rights – OECD Guidelines for Multinational Enterprises – UN Universal Declaration of Human Rights – UN Global Compact – Children's Rights and Business Principles	SVP, Head of Communication, Brand & Sustainability	S1 Own workforce, S2 Workers in the value chain, S3 Affected communities, S4 Consumers & end-users
<b>Inside information and insider trading</b>	Sets a high standard of ethical behavior in relation to the capital markets by defining Telia's trading and reporting rules.		EVP, Head of Corporate Affairs	
<b>People</b>	Gives employees a clear overview of Telia's values and expectations regarding people, diversity, health and safety, and well-being. The Policy affirms Telia's commitment to respecting employee rights and fostering engagement.	– UN Guiding Principles on Business and Human Rights – The core conventions of the International Labour Organization (ILO) – Children's Rights and Business Principles – UN Global Compact – ISO 45001	SVP, Chief People Officer	S1 Own workforce
<b>Quality</b>	Defines Telia's commitment to providing products and services of consistently high quality that meet customer needs.	– ISO 9001	Head of Group Strategy	

Group Policy	Description	Reference to standards	Owner	ESRS area
<b>Remuneration</b>	Defines Telia's approach to designing and implementing remuneration practices for employees at all levels.		SVP, Chief People Officer	S1 Own workforce
<b>Security and privacy</b>	Sets out how Telia works to safeguard privacy and data protection by establishing high and consistent standards, supported by strong governance and effective security measures.	– General Data Protection Regulation (GDPR) – Local e-privacy laws – NIST Cybersecurity Framework	EVP, Head of Corporate Affairs	S4 Consumers & end-users
<b>Tax</b>	Describes a clear governance framework for tax matters at Telia, supports the business in complying with tax regulations and ensures that Telia manages taxes in a cost-efficient and timely manner.		Head of Group Tax	

**Other key documents**

<b>Code of Conduct</b>	Guides Telia's employees in their everyday work by serving as an ethical compass. The Code covers anti-bribery and corruption, 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.	– UN Guiding Principles on Business and Human Rights – OECD Guidelines for Multinational Enterprises – UN Universal Declaration of Human Rights – UN Global Compact – The core conventions of the International Labour Organization (ILO) – Children's Rights and Business Principles – The 1.5°C ambition expressed in the Paris Agreement	CEO	E1 Climate change, E5 Resource use & circular economy, S1 Own workforce, S2 Workers in the value chain, S3 Affected communities, S4 Consumers & end-users, G1 Business conduct
<b>Supplier Code of Conduct</b>	Guides Telia's suppliers in their work by specifying the requirements applicable to suppliers that conduct business with, or on behalf of, Telia. The term supplier, for this document's purposes, encompasses suppliers and other third parties, including but not limited to their employees, subsidiaries, agents, affiliates, sub-contractors and suppliers directly involved in deliverables to Telia.	– See Code of Conduct	CFO	S2 Workers in the value chain, G1 Business conduct
<b>Supplier Security Directive</b>	Guides Telia's suppliers in their work relating to security.		CFO	



## Risk & Governance

Telia has established a Risk & Governance (R&G) function to provide an integrated and strategic approach to governance and risk management at the company. The R&G function is part of the Finance Group function and operates under the leadership of the Group CFO. The responsibilities of the R&G function include:

- **Risk management:** Maintaining the Group Enterprise Risk Management (ERM) framework, coordinating and facilitating ERM processes and defining risk appetite in collaboration with GEM and the Board of directors, Monitoring risk levels and specific issues across the organization. Preparing company-wide risk reports on a bi-annual basis to support comprehensive assessments by the CEO, Group Executive Management (GEM) and Audit Committee. Providing the Board of Directors with an annual holistic overview of risks.
- **Governance:** Overseeing Telia's governance framework and managing the company's policy framework.
- **Ethics:** Promoting ethical conduct amongst all Telia employees.
- **Forum:** Organize the Group Governance, Risk, Ethics & Compliance (GREC) Committee.

The Risk and Governance function also performs activities to support responsible sourcing including due diligence of suppliers.

### Risks and uncertainties

Telia operates across multiple markets and provides an extensive portfolio of products and

services within a highly regulated and competitive industry. Consequently, the company is exposed to a wide variety of risks and uncertainties. Telia defines risk as anything that could have a material adverse effect on the achievement of its objectives.

For further information on risks, see Directors' Report, section **Risks** and **Note C27** to the consolidated financial statement for financial risks.

### Risk management

Telia recognizes that effective risk management is fundamental for achieving its business goals. The company strives to deliver the highest possible returns within acceptable risk and cost levels. Telia identifies and assesses risks vis-à-vis specific value drivers and strategic objectives on a continuous basis. Furthermore, Telia plans and implements measures to mitigate and monitor these risks.

Key risks identified are analyzed and prioritized together with GEM, 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 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 its employees, as well as facilitating ownership 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 line organizations.

### Risk reporting

The Audit Committee receives bi-annual risk reports and a quarterly consolidated litigation report. The Board of Directors receives an annual risk report and a summary of major litigations.

### GREC Committees

The purpose of the Group GREC Committee, which includes GEM, is to act as the primary governing body for governance, risk management, ethics and compliance throughout Telia. GREC Committees are also established on a country level, and in selected Group functions. At all levels, GREC Committee meetings are held periodically to provide a forum for management updates, discussion, decisions and follow-up on governance, risk, ethics and compliance topics, including control mitigation activities. The GREC Committees' scope also include sustainability-related risks and initiatives.

### 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 and breaches of Telia's Code of Conduct, Group Policies, Group Instructions and standards.

Telia has a company-wide standard for performing internal investigations into potential violations, non-compliance and breaches. The guiding principles are to ensure that investigations are conducted objectively and impartially; facts are swiftly established with minimum disruption to the business or the personal lives of employees; and 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 any allegations of certain significance, the progress of investigations and the results of investigations.

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

To the reader of this Statement: If you believe there are deficiencies in Telia's financial reporting, or if you suspect any misconduct within Telia, you should report your concerns at: <https://secure.ethicspoint.eu/domain/media/en/gui/101615/index.html>



## Internal Control Over Financial Reporting (ICFR)

Telia's internal control over financial reporting (ICFR) is embedded within its Enterprise Risk Management (ERM) framework and follows the Swedish Companies Act and Corporate Governance Code. It is structured in accordance with the COSO Internal Control – Integrated Framework and overseen by the Board of Directors, with active involvement from GEM and from employees throughout the organization. The internal control function in Group Finance is responsible for developing and maintaining the ICFR framework.

The purpose of Telia's ICFR framework is to safeguard the company's assets, ensure the reliability and correctness of financial reporting, secure compliance with applicable legislation and guidelines, and guarantee that objectives are met while continuously improving operational efficiency. To achieve these goals, the framework incorporates COSO's internal control components:

- **Control environment:** Group Policies, Instructions and Directives guide financial governance. Management works to ensure compliance with accounting standards, timely reporting and risk mitigation activities. Group Finance monitors regulatory changes and updates financial policies accordingly.
- **Risk assessment:** Telia applies a risk-based approach using company-wide risk catalogs to identify and manage risks that could impact financial reporting. Assessments are conducted top-down and bottom-up.

- **Control activities:** Financial processes include documented controls (manual and automated) covering transaction approval, accounting and IT systems. These controls aim to prevent and or detect material misstatements and protect company assets.
- **Information and communication:** Internal policies and reporting guidelines are shared via Telia's communication channels. Training supports consistency in areas such as revenue recognition and expenditure classification. Employees are encouraged to report potential control issues proactively.
- **Monitoring:** ICFR performance is tracked through self-assessments and independent external and internal compliance reviews. Results are reported to management and the Audit Committee.

## 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 the company's 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 2025, the audits performed covered areas including:

- Commercial excellence
- Governance
- Legal and regulatory compliance
- Finance
- Resilience and business continuity.

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

Telia Company AB must have two to three auditors and no more than the same number of deputy auditors. The AGM can also choose to appoint only one auditor if the auditor in question is an authorized audit firm. Auditors report to shareholders at the AGM.

The external auditor examines Telia's annual and consolidated accounts and evaluates the Board of Directors' and CEO's administration. Auditor duties include:

- Presenting the Audit Plan 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
- Examining the Corporate Governance Statement
- Providing limited assurance on the Sustainability Statement.

The auditors present the result of the external audit at the AGM and give an opinion on compliance with remuneration guidelines. Furthermore, the auditors report quarterly to the Audit Committee as well as the CEO and the CFO.

### Current auditor and fees

KPMG AB was elected at the AGM 2025 until the AGM 2026. The auditor in charge is Joakim Thilstedt (authorized public accountant). KPMG AB is often engaged by Telia's largest shareholder, the Swedish state, for both audit and advisory services. Joakim Thilstedt does not hold any shares in Telia.

See **Note C33** in the consolidated financial statements for audit and other service fees.



## 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), Grimaldi Industries, Elite Hotels and Haypp Group

**Board Member:** Stillfront Group and Arvid Nordquist

**Work experience and other assignments:** Previously Chair of the Boards of Directors of Egmont International Holdings, Qliro Group, Bris and Eniro. Previously 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 AB:** 150,097



Member of the Board of Directors  
**Johannes Ametsreiter**

*First elected at the AGM in 2022*

**Born:** 1967

**Nationality:** Austrian

**Board Chair:** 1GLOBAL

**Work experience and other assignments:** Previously member of the Group Executive Committee at Vodafone and CEO of Vodafone Germany, Group CEO of Telekom Austria and executive positions at mobilkom Austria. Extensive ESG experience spanning corporate strategy and operational execution, developed through prior CEO and senior executive leadership roles

**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 AB:** 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 AB:** 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:** Over 10 years at Telia in customer service and support

**Shares in Telia Company AB:** 0



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), José de Mello and EFG Bank

**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

**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 Lusiana in Lisbon and FT Non-Executive Director Diploma

**Shares in Telia Company AB:** 3,600



## Board of Directors



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) and NCAB Group  
**Work experience and other assignments:** Previously Global Chief Technology Officer and Global Vice President of Small Business Sales for Cisco (2019-2022), various leadership positions at Nortel Networks and Verizon  
**Education:** Studies in electronics and telecommunication at the University of Coventry  
**Shares in Telia Company AB:** 45,000



Member of the Board of Directors  
**Tomas Eliasson**

*First elected at the AGM in 2022*

**Born:** 1962  
**Nationality:** Swedish  
**Board Member:** Boliden, Elekta and Hexagon  
**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 AB:** 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 Aleris (2016-2019)  
**Education:** Master of Science from the Institute of Technology at Linköping University  
**Shares in Telia Company AB:** 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:** Previously CEO of Enento Group (2022-2025), 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 AB:** 16,385



Member of the Board of Directors  
**Anders Wedebrand**

*Appointed as employee representative in 2025*

**Born:** 1967  
**Nationality:** Swedish  
**Board Chair:** Chair of the local Akademikerna union chapter at Telia  
**Work experience and other assignments:** Various roles at Telia Cygate and Telia since 2012  
**Shares in Telia Company AB:** 3,000



# Board of Directors

## Remuneration and attendance during 2025

Name	Elected year	Position	Meeting attendance			Total remuneration (SEK) <sup>1</sup>
			Board	Remuneration Committee	Audit Committee	
Lars-Johan Jarnheimer	2019	Chair of the Board and Chair of the Remuneration Committee	13/13	4/4		2,153,765
Ingrid Bonde*	2020	Vice-Chair of the Board and Member of the Audit Committee	5/13		2/6	310,193
Johannes Ametsreiter	2022	Member of the Audit Committee	13/13		5/6	891,609
Luisa Delgado	2021	Member of the Remuneration Committee	13/13	4/4		770,917
Tomas Eliasson	2022	Chair of the Audit Committee	13/13		6/6	1,036,539
Rickard Gustafson	2019	Member of the Remuneration Committee	12/13	4/4		773,917
Jeanette Jäger	2020	Member of the Audit Committee	12/13		4/6	844,354
Sara Eccleston	2023		13/13			698,917
Martin Sääf	2022	Employee representative	6/13			
Thomas Andersson	2024	Employee representative	12/13			
Pär Axelsson	2024	Employee representative	13/13			
Anders Wedebrand	2025	Employee representative	7/13			
Veronica Ljushammar	2025	Deputy employee representative	1/13			
Per-Ola Wester	2025	Deputy employee representative				
Benjamin Axelsson	2025	Deputy employee representative				

1) See also Note C32 to the Consolidated financial statements. \*Left in April 2025



## Group Executive Management



**From left to right:**  
Ola Rembe  
Stefan Backman  
Giedrė Kaminskaitė-Salters  
Bjørn Ivar Moen  
Maria Romberg Ewerth  
Patrik Hofbauer  
Eric Hageman  
Holger Haljand  
Anders Olsson  
Alexandra Fürst



# Group Executive Management

## Patrik Hofbauer

President and Chief Executive Officer

**Born:** 1968

**Nationality:** Swedish

**Work experience and other assignments:**

President and CEO at Telia Company AB since 2024. Formerly President and CEO of Svenska Spel (2018–2024), multiple CEO roles at Telenor (Sweden 2014–2018, Broadcast 2011–2014 and Canal Digital 2005–2009), CEO of Clear Channel (2009–2010), 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 AB:** 280,200

## Stefan Backman

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

**Born:** 1975

**Nationality:** Swedish

**Work experience and other assignments:**

Executive Vice President, Group General Counsel and Head of Corporate Affairs at Telia Company AB 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 AB:** 75,000

## Alexandra Fürst

Senior Vice President, Chief Technology & Information Officer

**Born:** 1973

**Nationality:** Swedish

**Work experience and other assignments:**

Senior Vice President, Chief Technology & Information Officer at Telia Company AB 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) and CEO of OctaGTM Travel (2002–2008)

**Education:** MSc in Industrial Engineering & Management from Linköping University

**Shares in Telia Company AB:** 22,500

## Eric Hageman

Executive Vice President, Group Chief Financial Officer

**Born:** 1970

**Nationality:** Dutch

**Work experience and other assignments:**

Executive Vice President, Group CFO at Telia Company AB since 2023. Previously held senior positions at Royal KPN, including Group CFO and CEO of KPN Belgium (BASE), Group CFO roles at TeleticityGroup, IWG and William Hill, and corporate finance advisory positions at Deutsche Bank and ABN AMRO focused on telecommunication, media and technology

**Board Member:** Mace Group

**Education:** MBA from London Business School and MSc in Business Economics from Maastricht University

**Shares in Telia Company AB:** 123,500

## 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 Member:** SK ID Solutions

**Education:** MSc from Estonian Business School

**Shares in Telia Company AB:** 42,903

## 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. Previously 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 AB:** 25,827



# Group Executive Management

## Anders Olsson

Executive Vice President,  
Head of Telia Sweden

**Born:** 1969

**Nationality:** Swedish

**Work experience and other assignments:**

Executive Vice President, 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 Administration and Economics from Uppsala University

**Shares in Telia Company AB:** 280,000

## Ola Rembe

Senior Vice President,  
Head of Communications,  
Brand and Sustainability

**Born:** 1969

**Nationality:** Swedish

**Work experience and other assignments:**

Senior Vice President, Head of Communication, Brand and Sustainability at Telia Company AB 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 AB:** 70,262

## Maria Romberg Ewerth

Senior Vice President,  
Chief People Officer

**Born:** 1978

**Nationality:** Swedish

**Work experience and other assignments:**

Senior Vice President, Chief People Officer at Telia Company AB 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 AB:** 72,311

## Bjørn Ivar Moen

Senior Vice President, Head of Telia Norway

**Born:** 1966

**Nationality:** Norwegian

**Work experience and other assignments:** Senior Vice President, Head of Telia Norway since 2026. Previously Head of Telenor Sweden, CEO Telenor Broadcast, CEO Allente, interim CEO Telenor Norway, CMO Telenor Mobile. Various additional roles at companies including ABB Cables

**Education:** Engineer from the Norwegian University of Science & Technology Gjøvik

**Shares in Telia Company AB:** 22,500

### Remuneration and other benefits during 2025 along with capital value of pension commitments

SEK thousand	Base salary	Other remuneration	Other benefits	Pension expense	Total remuneration and benefits
<b>Group Executive Management, 2025</b>					
Patrik Hofbauer, CEO	16,000	6,886	276	581	<b>23,742</b>
Other members of Group Executive Management (including 3 EVPs, 5 SVPs)	56,067	17,006	1,509	3,749	<b>78,330</b>
<b>Total</b>	<b>72,067</b>	<b>23,892</b>	<b>1,784</b>	<b>4,329</b>	<b>102,073</b>

See also Note C32 to the Consolidated financial statements.



# Sustainability Statement ▶

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# Introduction

For the second year in a row, Telia is conducting its sustainability reporting in line with the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD). This approach is intended to provide stakeholders with structured, transparent and comparable environmental, social and governance (ESG) disclosures, while delivering insights into the company's ESG performance.

## How to read the report

- Each section title has an ESRS reference 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 disclosures refer
- Where possible, Telia has provided quantitative comparisons with the previous year's information.

## General disclosures

### BP-1 Scope and reporting principles

The Sustainability Statement in the Board of Directors' Report constitute Telia Company's statutory sustainability report according to the requirements of the Swedish Annual Accounts Act. The Sustainability Statement also serves as the UN Global Compact Communication on Progress (CoP) for Telia and its subsidiaries. In addition, sustainability-related content is integrated throughout this Annual Report – for example, in sections describing Telia's business strategy, market trends and corporate governance.

This report has been prepared in compliance with the ESRS as implemented in Swedish law. For ease of navigation and comparability, refer to the Sustainability Index on page 124.

The scope of information provided is consolidated and mirrors the financial statements covering Telia's operations in Sweden, Finland, Norway, Estonia and Lithuania. In line with ESRS requirements, Telia's subsidiary in Latvia, Latvijas Mobilais Telefons (LMT), which is consolidated in the financial statements, is also included in the scope of this report. The divestment of the TV & Media unit was completed on July 1, 2025, resulting in partial omissions in the reporting

scope. Any material omissions or limitations to the scope of information in regards to LMT and TV & Media are explained in the respective sections. Telia Lithuania, the only listed subsidiary, issues its own ESRS-aligned report. However, all subsidiaries, including Telia Lithuania, are consolidated within this report. (BP-1-5a) (BP-1-5b)

The Sustainability Statement covers upstream and downstream information, as well as Telia's own operations. Impacts, risks and opportunities (IROs) have been assessed across these three parts of the value chain, with varying depth depending on the topic. For example, the section S2 Workers in the value chain primarily covers up to tier 2 suppliers, although some material impacts have been mapped below tier 3. In the section S4 Consumers and end-users, material IROs have been mapped in relation to Telia's own customers. Telia's policies apply to its own employees and its suppliers, indirectly covering additional stakeholders such as customers and affected communities.

Actions and targets presented in this report generally relate to Telia's own operations, with indirect impacts on the company's broader value chain. (BP-1-5c) No information has been omitted by Telia due to intellectual property considerations. (BP-1-5d)



## BP-2 Special circumstances

### Time horizons

For the purposes of this report, short-term refers to one year, medium-term 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 measurement techniques and data quality across its value chain. For each metric identified,

the company details 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 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	<ul style="list-style-type: none"> <li>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</li> <li>Latvia's scope 3 emissions calculation is based on Telia Finland's scope 3 emissions</li> </ul>	<ul style="list-style-type: none"> <li>Telia is constantly following the GHG emission reporting development and available data sources. Telia is increasing the share of supplier and product level data</li> </ul>
Energy	<ul style="list-style-type: none"> <li>Estimates are used for sites where electricity consumption is included in the rent</li> </ul>	<ul style="list-style-type: none"> <li>Telia is improving the metering of its own energy consumption</li> </ul>
Enablement	<ul style="list-style-type: none"> <li>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 and services</li> </ul>	<ul style="list-style-type: none"> <li>Telia annually reviews the model and its assumptions, and evaluates the products and services included</li> </ul>

(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 indicate a change in scope, rather than a change in methodology.

- TV & Media was divested on July 1, 2025, and is therefore excluded from reporting from the second half of 2025 onwards.
- In 2025, Telia recalculated its 2018 base year emissions, merged scope 3 category 8 under scope 1 for all its reporting years, and revised emission factors for previous years. Detailed information is provided in section E1-6. (BP-2-13b)

### Reporting errors in prior periods

No errors have been identified during the reporting year. Where applicable, restatements of prior-year figures are explained in each section with the relevant metric.

### Forward-looking information

Forward-looking information has been prepared on the basis of assumptions relating to events 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 greenhouse gas (GHG) emission reporting does not follow full operational control, as it excludes

entities in which Telia holds less than a 51% stake, as well as those without external revenue or employees, entities undergoing liquidation or divestment, corporate holding companies or those generating less than SEK 10 million in revenue. (E1-AR42c)

### Validation of metrics

KPMG has been engaged to provide limited assurance on this Sustainability Statement in its entirety. The metrics in this report have not been validated by any other external body.



## GOV-1 Governance structure and roles

Telia's Governance, Risk, Ethics & Compliance (GREC) Committee meets at least three times a year. All material risk and compliance topics are raised in these meetings and escalated if needed. For more information about the GREC Committee, refer to the Corporate Governance Statement on page 53. (GOV-1-22a)

Telia's Group Executive Management (GEM) owns and is responsible for all Group Policies, Group Instructions and risk mitigations as decided in the GREC Committee. 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 IROs at Telia are clearly defined and structured through the company's governance framework and DOA. Roles and responsibilities for risk management, including delegation to risk owners and managers, are outlined in the company's Enterprise 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 six to eight times a year as part of a meeting agenda. Information on key issues is also provided through the CEO's quarterly updates as well as external quarterly reports. The Board

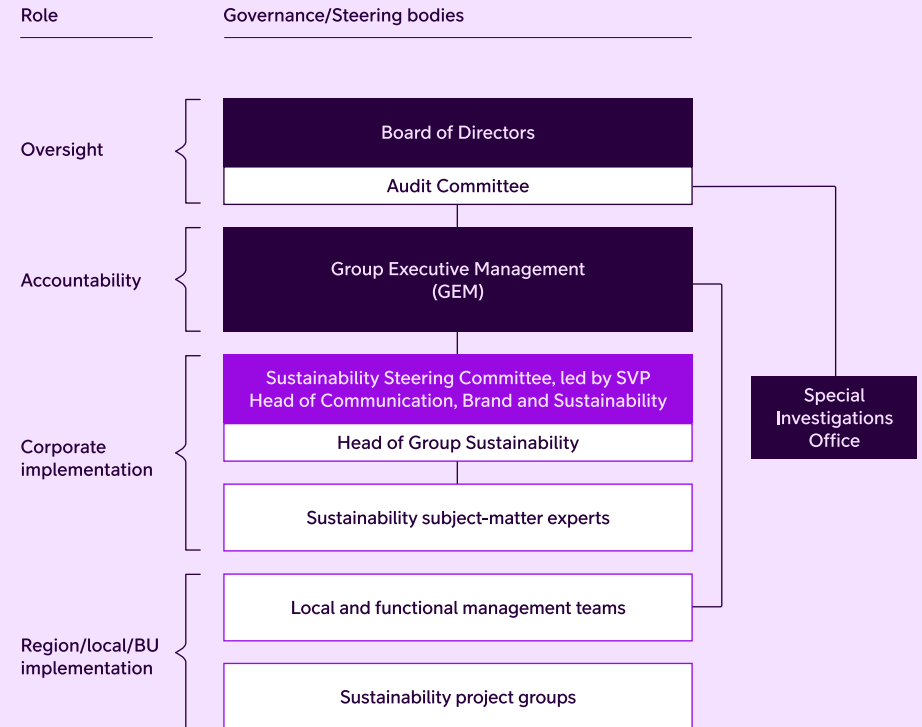
of Directors receives training on sustainability-related topics from internal and external experts on a periodical basis. Additionally, the Board of Directors' Audit Committee reviews risk reports covering principal risk areas, including sustainability, twice a year.

Governance at the management level is primarily conducted through GEM. GEM adopts and follows up on Telia's sustainability targets, which are set by the Board of Directors. Sustainability-related risks are reported and monitored by the GREC Committee through the ERM framework, including mitigations and alignment with risk appetite.

All members of GEM are part of the GREC Committee. All country-level GREC Committees report to the Group-level GREC Committee. Telia's DOA delegates responsibility to GEM members regarding risk and compliance. (GOV-1-22c)

The setting of targets related to material IROs, and monitoring of their progress, is handled through GEM and Board of Directors' discussions, and is decided by the Board of Directors. Targets are followed up on a quarterly basis through business reviews with GEM. (GOV-1-22d) In addition, the Board of Directors approves the results of Telia's double materiality assessment (DMA) process; see section IRO-1 for more information.

Information about the Board of Directors' sustainability-related expertise is found in the Board of Directors section. For diversity-related information on the Board of Directors, refer to page 55 and Financials page 251. (GOV-1-21a) (GOV-1-21e)





## GOV-2 Management oversight of sustainability

A company-wide risk assessment is prepared twice a year. This is reviewed by GEM at the GREC Committee and presented to the Audit Committee and the Board of Directors. These reports include risks related to due diligence in the whole value chain. Monitoring of the implementation of policies and instructions is executed through control frameworks that apply to key risk areas such as security, business continuity and financial reporting. In addition, the process also incorporates IROs identified through the DMA, ensuring that material sustainability-related risks are addressed within Telia's key risk areas. (GOV-2-26a) Target-setting, risks and opportunities for the areas covered under sustainability are part of Telia's strategy process. (GOV-2-26b) (GOV-5-36d)

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 accountability and oversight, while leveraging subject-matter expertise for each area of focus.

Each GEM member and their unit are part of the processes for setting and following up on targets to address material IROs. They update relevant policies to ensure material IROs are addressed. They are also responsible for setting and implementing activities to enhance positive impacts and opportunities and to reduce negative impacts and risks. (GOV-1-22c)

- SVP, Head of Communication, Brand and Sustainability – climate change, resource use and circular economy, and affected communities
- SVP, Chief People Officer – own workforce
- EVP, CFO – workers in the value chain, business conduct
- EVP, Group General Counsel and Head of Corporate Affairs – consumers and end-users (GOV-2-26c)

Each market is responsible for ensuring that Group Policies are communicated, implemented and followed across all relevant entities and within their respective areas of responsibility, Telia monitors the policy objectives' implementation through its sustainability targets. An overview of Telia's policies is available in [Telia's policy table](#) on page 52.

To track Telia's defined key performance indicators (KPIs) against its sustainability targets, updates are gathered for the company's quarterly sustainability business reviews. In this process, information on key KPIs for each market is consolidated and brought to management in order to monitor performance and discuss with GEM. (GOV-2-AR6) (GOV-5-36e)

## GOV-3 Sustainability-linked incentives

Time frame	Long-term incentive programs		
	2023–2026	2024–2027	2025–2028
<b>Climate</b>	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 by 2025	Achieve an 'A' score in CDP's external climate disclosure by 2026	Achieve an 'A' score in CDP's external climate disclosure by 2027
<b>Digital inclusion</b>	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	Reach 3 million individuals with digital inclusion initiatives from 2021 to 2027
<b>Privacy</b>	Achieve top-tier positions in customer privacy in all markets by 2025	Achieve top-tier positions in customer privacy in all markets by 2026	Achieve top-tier positions in customer privacy in all markets by 2027

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

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, sustainability targets are a part of the company scorecard and GEM members have sustainability targets integrated into their personal development plans and annual objectives and key results (OKRs). The targets shown above are included in the long-term incentive (LTI) program applicable to senior employees (approximately 250 people). This setup enables sustainability-related aspects to be integrated into the annual performance evaluation of senior employees and supports Telia's efforts to deliver on its sustainability targets. (GOV-3-29) (GOV-3-29a)

In total, 15% of the LTI program is related to sustainability, with each sustainability target therefore representing 5% of the LTI program. GHG emission reduction targets are considered as part of the LTI program. For the program starting

in 2026, an absolute GHG emission reduction target on scope 3 emissions will be included.

- The metrics associated with these targets are:
- Climate – percentage of supply-chain emissions covered by science-based GHG emission reduction targets or equivalent, the CDP climate score and the absolute reduction of value chain emissions (for the program starting in 2026)
  - Digital inclusion – individuals reached through digital inclusion initiatives
  - Privacy – customers ranking Telia as the first or second-best operator in its markets for privacy. (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 General Meeting. (GOV-3-29e) (E1-GOV-3-13)



## GOV-4 Due diligence

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

Elements of due diligence	Sections in the Sustainability Statement	Page
<b>A. Embedding due diligence in governance, strategy and business model</b>	GOV-2 Management oversight of sustainability	65
	GOV-3 Sustainability-linked incentives	65
	SBM-3 Material impacts, risk and opportunities and strategy alignment	72
<b>B. Engaging with affected stakeholders in all key steps of the due diligence</b>	GOV-2 Management oversight of sustainability	65
	SBM-2 Stakeholder engagement	70
	SBM-3 Material impacts, risks and opportunities and strategy alignment	72
	S1-2 Engaging with own workforce	99
	S2-2 Engaging with value chain workers	106
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S2-4 Actions for workers in the value chain		107
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## GOV-5 Sustainability risk management and internal controls

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, focusing on high-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 in the coming years.

To strengthen Telia's internal controls over sustainability reporting, an internal assessment has been carried out to identify the information of which Telia is the owner (and is 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 ESG-related information. Based on the risk assessment, selected areas related to 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 manage the risks identified, Telia has implemented a range of actions. To minimize misstatement risk in quantitative data, the four-eye principle involving both a validator and an approver is used. In addition, a checklist questionnaire has been implemented to support accuracy and completeness, as well as a deviation tracker that flags significant changes between time periods for review.

In 2025, Telia carried out a data architecture project in which all material quantitative data points were integrated into its sustainability reporting system according to ESRS methodology. (GOV-5-36c)



## SBM-1 Strategy, business model and value chain

Telia is a leading telecommunication operator at the center of today's hyper-digital Nordic and Baltic societies. As the operator of critical infrastructure that connects people, businesses and mission-critical service providers, Telia plays a vital role in these societies.

Telia delivers secure and robust connectivity and communication services to millions of customers, creating opportunities for individuals, businesses, and societies. Its offerings include mobile, fixed voice and data, TV, streaming and digital services, and the company manages 25 million subscriptions daily.

All Telia's products and services are related to topics like GHG emissions, circularity, security and privacy throughout their lifecycle. In particular, Internet of Things and 5G solutions can help to drive digitalization and decarbonization. Reliable connectivity for customers provides access to information and communication, while supporting innovation, mobility and freedom of expression. The company's strategy defines its purpose, markets, how Telia will win, priorities and wanted outcome.

Telia's purpose is to reinvent better connected living, and it aims to win by inspiring and delighting customers, delivering the best network and technology quality, being a trusted and progressive partner, and working as a winning team. Driving a sustainable business helps the company to win.

For 2026 to 2028, Telia has three priorities: Grow and Innovate, Simplify, and Getting it Done. The company has defined the results it wants – loyal customers, empowered societies, engaged employees and satisfied shareholders.

To ensure that Telia continuously drives impact, mitigates risks, engages stakeholders and creates business value through sustainable business, the company has updated its focus areas and strategic targets for sustainable value creation. At the same time as Telia consistently builds on a strong foundation of ethical and responsible business practice, the company aims to secure people and digital environments, enable customers' and its own climate transition, digitally strengthen all generations and empower a winning culture.

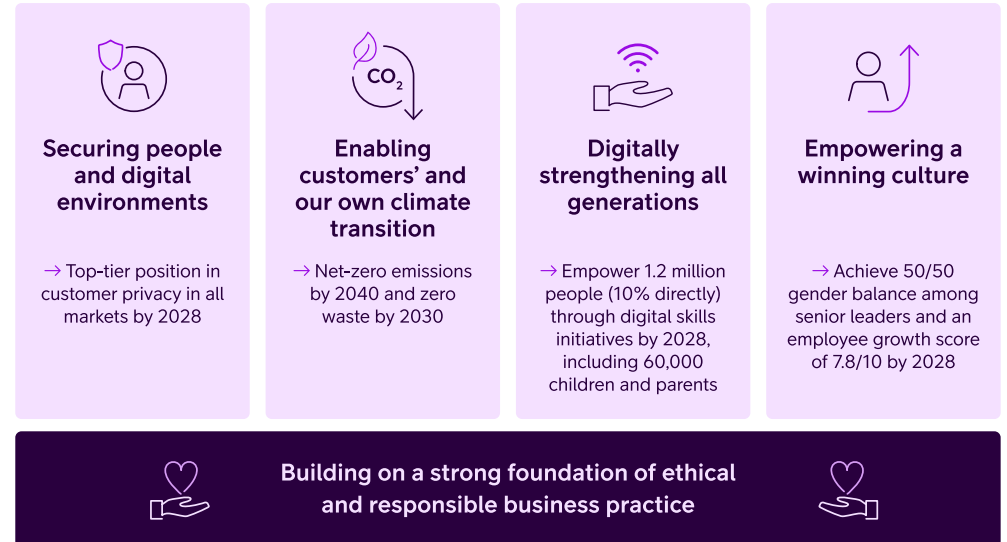
Through these four sustainability focus areas, Telia adds value to its business and to employees, customers, investors and societies. Each focus area links to Telia's strengths and capabilities, and unlocks the company's potential to contribute to a safer, resilient and more equal society. (SBM-1-40a i) (SBM-1-40a ii)

### Sustainability targets

Over the year, improvements were achieved across all key sustainability KPIs. Although not all full-year targets were met, efforts to drive impact and create value remain ongoing. As part of its strategy process conducted in 2025, Telia set targets for the next three years. The first step was to conduct a Group-wide benchmark to identify trends and best practices in Telia's material topics. Building on previous objectives, subject-matter experts developed new targets with the aim of balancing

continuity and progress. To align ambitions across markets, workshops were held to gather local perspectives and ensure that the targets were both ambitious and achievable. Following this collaborative process, targets were reviewed by GEM and approved by the Board of Directors. An overview of the targets is shown on the next page. The targets within each area are aligned to their respective Group Policy. Additional information about the results for the year can be found in each respective section.

## Sustainability focus areas & strategic targets





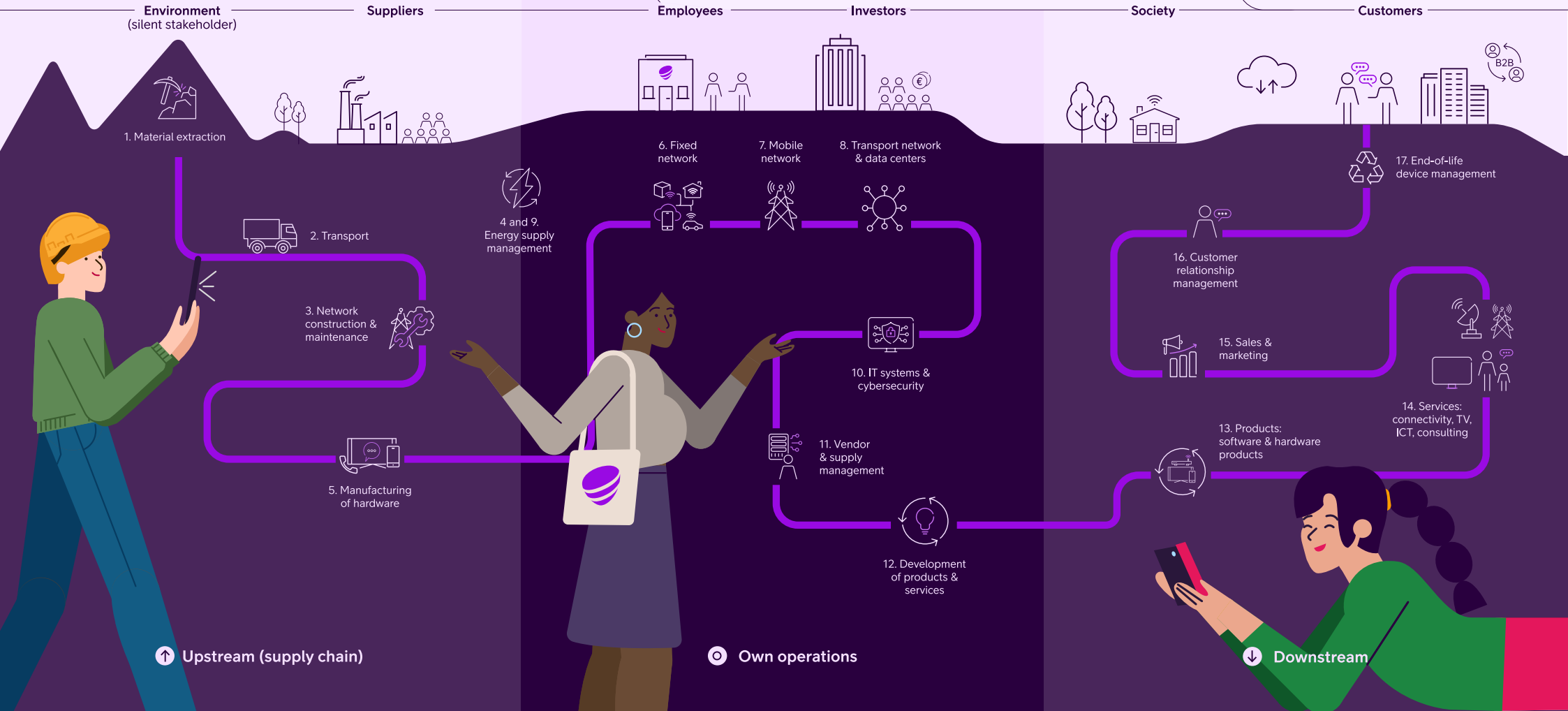
Telia's sustainability targets

ESRS	Baseline year	Baseline value	Target	KPI description	Progress 2025	Target year	Target value
<b>E1 Climate change</b>	2018	925,935	Net-zero by 2040 (Science Based Target)	tCO <sub>2</sub> e reduction (%)	36%	2040	90%
	2018	30,880	Reduce scope 1 and 2 emissions (market-based) in own operations by 82%	tCO <sub>2</sub> e reduction (%)	74%	2028	82%
	2018		Reduce scope 1 and 2 emissions (market-based) in own operations by 90%	tCO <sub>2</sub> e reduction (%)		2030	90%
	2018	65,317	Reduce GHG emissions related to the use of sold and leased products by 29% (scope 3 categories 11 & 13)*	tCO <sub>2</sub> e reduction (%)	44%	2025	29%
	2024	B	Achieve an 'A' score in CDP's external climate disclosure	CDP climate score (grade)	A	2027	A
	2018		Reduce scope 3 emissions by 42%	tCO <sub>2</sub> e reduction (%)	35%	2028	42%
	2018	895,055	Reduce scope 3 emissions by 50% (pending SBTi validation)	tCO <sub>2</sub> e reduction (%)		2030	50%
	2018	16%	72% of supplier emissions (purchased goods and services and capital goods) covered by Science Based Targets approved by SBTi or equivalent*	Supplier emission coverage (%)	63%	2025	72%
	2024	59%	75% of supplier spend (purchased goods and services and capital goods) covered by Science Based Targets approved by SBTi or equivalent	Supplier spend coverage (%)	62%	2028	75%
	2024	0%	Limit electricity (100% renewable) consumption increase to 4%	Electricity increase (%)	-2.6%	2028	4%
<b>E5 Resource use and circular economy</b>	2024		98% waste from Telia's own and network operations to be reused or recycled****	Share of reused & recycled waste (%)	95%	2028	98%
	2024	91%	All waste (100%) from Telia's own and network operations to be reused or recycled****	Share of reused & recycled waste (%)		2030	100%
	2024	11%	Increase take-back of used mobile phones from customers to 20%	Share of mobile phone take-back (%)	13%	2028	20%
<b>S1 Own workforce</b>	2024	39% F	Achieve 50/50% (-/+5%) (Female / Male) gender balance among senior leaders	Gender fraction (%)	43% F	2028	47% F
	2024	31% F	Achieve 40/60% (Female / Male) gender balance among external new hires	Gender fraction (%)	33% F	2028	40% F
	2024	12%	Close adjusted gender pay gap and decrease the raw gender pay gap to 9%	Raw pay gap (%)	11.5%	2028	9%
	2024	2%		Adjusted pay gap (%)	1.1%	2028	0%
	2024	8.1	Build a healthier and safer work environment with employee work-life balance score at 8.2	Employee survey score (#)	8.2	2028	8.2
	2024	7.6	Build a growth and winning culture with employee growth score increasing to 7.8	Employee survey score (#)	7.7	2028	7.8
<b>S2 Workers in the value chain</b>	2026	N/A	Ensure all identified high-risk suppliers are screened and have a valid assessment through Telia's Compliance Verification Program (CVP) on an annual basis	Share of high-risk suppliers screened (%)	N/A**	2028	100%
				Share of high-risk suppliers covered by CVP (%)		2028	100%
<b>S3 Affected communities</b>	2021	0	Reach 3 million individuals with digital inclusion initiatives*	Million individuals reached (#)	3.6	2027	3
	2026	N/A	1.2 million individuals empowered through digital inclusion initiatives, of which 10% directly reached	Million individuals reached (#)	N/A**	2028	1.2
				Share of individuals directly reached (%)		2028	10%
	2026	N/A	Empower 60,000 children, parents and guardians, caregivers and teachers with digital skills in key areas such as safety and ethics in all markets***	Individuals reached (#)	N/A**	2028	60,000
2024	97%	Reach 99% 5G population coverage*	Population coverage (%)	99%	2025	99%	
<b>S4 Consumers and end-users</b>	2024	4 of 5	Top-tier position in customer privacy in all markets	Markets in top-tier position (#)	4 of 5	2028	5 of 5
	2024	90%	Increase and maintain knowledge of data protection by achieving completion of training by 100% of employees	Completion rate (%)	99%	2028	100%
	2026	N/A	Increase security awareness by achieving completion of training by 100% of employees	Completion rate (%)	N/A**	2028	100%
<b>G1 Business conduct</b>	2024	89%	Increase knowledge of ethical and responsible business conduct by ensuring that 100% of employees re-sign the Code of Conduct (CoC) and have completed a CoC training	Completion rate (%)	99%	2028	100%
	2026	N/A		Re-signing rate (%)	N/A**	2028	100%

(SBM-1-40e) \*Previous targets, ending in 2025. \*\* Targets were not active during 2025, however are valid from 2026. \*\*\* Target is a subset of the main digital inclusion target. \*\*\*\*Excluding pesticide-treated wooden poles. Calculation methodologies for each KPI are described in the accounting principles within their respective sections.



This model illustrates where Telia's material IROs occur across its direct and indirect business relationships in its full value chain; upstream, own operations and downstream, including its stakeholders. For more information on Telia's IROs in the value chain, view each ESRS section.





## SBM-2 Stakeholder engagement

Telia actively engages in ongoing dialogue with a diverse range of stakeholders to support the integration of their concerns and expectations in the company's business strategy, policies and targets. 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 DMAs, which help the company to identify potential IROs related to its operations from both financial and impact perspectives. Key topics raised through stakeholder engagement during the year included digital infrastructure development, data security and the environmental impact of the company's services, particularly 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 including AI.

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 part of the basis 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. (SBM-2-45b)

Customers, legislators and investors require Telia to implement trustworthy climate transition plans that can be tracked continuously. Annual GHG reduction targets in scope 3 have triggered close dialogue with suppliers to find new and better reduction solutions, based on innovation and development. In this way, the company builds stronger partnerships with key suppliers sharing Telia's sustainability ambitions. The company anticipates GHG emissions to become a factor alongside price, quality and functionality in customer purchase decisions. This is already the case among some public customers and it is foreseen that private customers will also increasingly consider this within a few years. Telia also envisions increasing numbers of customers demanding enabling solutions to help them reduce their GHG emissions in the coming years, and the company intends to develop these offerings further. By reducing own emissions and developing enabling services, Telia can improve customer value and relationships. (SBM-2-45c)

Telia's management is 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
<b>B2C customers</b> Provide secure and inclusive digital services	S3, S4	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.
<b>B2B customers</b> Enable businesses with reliable, innovative and secure digital solutions	E1, E5, S2, S4, G1	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.
<b>Suppliers</b> Set sustainability standards for suppliers	E1, E5, S2, S4, G1	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.
<b>Employees</b> Be an inclusive and safe employer	S1	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.
<b>Authorities</b> Ensure compliance with laws and regulations	E1, E5, S1, S2, S4, G1	Complies with anti-bribery and anti-corruption policies upholding a zero-tolerance approach. Conducts risk assessments to identify issues. Aligns business operations with environmental and labor laws. Challenges unconventional requests related to freedom of expression.
<b>Legislators/regulators</b> Align with EU and national regulations	S4, G1	Develops and adapts business practices to comply with regulations.
<b>Local communities</b> Support local communities' sustainable development	E1, S3, S4	Delivers digital inclusion projects to increase skills. Cooperates with municipalities and organizations specialized in topics such as children's rights. Implements transition plans to reduce GHG emissions.
<b>Investors</b> Ensure a resilient company strategy and deliver reliable sustainability data	E1, E5, S1, S2, S3, S4, G1	Publishes Annual Report and quarterly reports. Holds Capital Market Days to communicate results, strategic targets, and sustainability initiatives. Participates in investor conferences and meetings to communicate progress, strategic targets and sustainability initiatives.
<b>Business partners</b> Collaborate with partners to promote sustainable practices	E1, E5, S2, S3	Works with partners through industry-wide associations to share best practices and resources.
<b>Children</b> Empower children through a safe digital environment while minimizing negative impacts on children's rights	E1, S2, S3, S4	Collaborates with children's rights organizations to understand the company's impact. Provides detection services for child sexual abuse material (CSAM). Commits to net-zero emissions in the value chain by 2040. Provides trainings to enhance safe online behavior.
<b>Media</b> Provide transparent and trustworthy communication about its operations	E1, E5, S2, S4, G1	Ensures transparency by providing communication on business practices. Maintains open dialogue with media.
<b>Industry collaborations</b> Contribute and drive industry-wide sustainability practices	E1, E5, S2, S3	Maintains active membership of working groups of GSMA and JAC industry associations. Builds alliances to act with non-governmental organizations (NGOs).
<b>Academia</b> Advance sustainability research and knowledge	E1, E5, S2, S3	Partners for academic research. Initiates research founded on industry needs. Initiates long-term strategic thinking.
<b>Financial market</b> Support sustainable finance and responsible investment practices	E1, E5, S2, S4, G1	Aligns reporting with the EU Taxonomy and policies to support compliance and transparency. Provides green bond reporting. Maintains dialogue with relevant ESG rating companies. Allocates capital to sustainable activities. Engages in regular dialogue with banks, investors and other financial stakeholders.

\* Material topics are those defined by the [DMA](#)



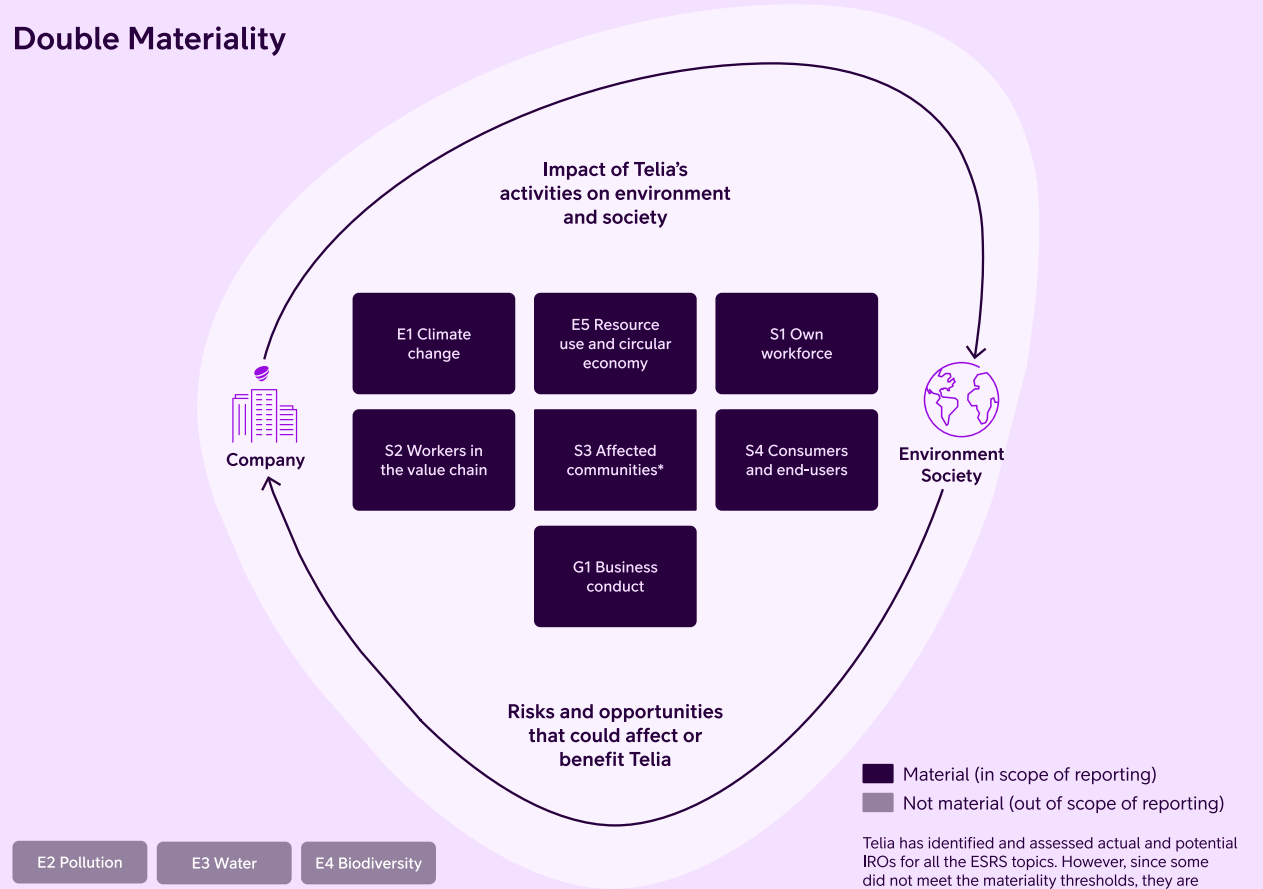
### Double materiality assessment

In 2025, Telia revisited its DMA, building on the foundation established in 2023 and the result from 2024; see the results to the right. The updated assessment was conducted at both Group and market levels, using a bottom-up approach to ensure coverage across all subsidiaries. In the DMA, each topic was assessed in terms of its IROs using two 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. (IRO-1-53h) (IRO-1-53g)

### SBM-3 Material impacts, risks and opportunities and strategy alignment

For its identified material IROs, Telia has mitigation mechanisms including actions, policies or 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



\*Material from an impact materiality perspective. All other topics are material from an impact materiality and a financial materiality perspective.



## Material impacts, risks and opportunities and their interaction with strategy and business model

The following IROs have been deemed material for Telia as part of the DMA shown on the previous page. These IROs are addressed by Telia's management.

Material topic	IRO description	IRO	Where in the value chain*			Time horizon			Impacts	
			Short	Medium	Long	Actual	Potential			
<b>E1 Climate change</b>	<b>B</b> GHG emissions emitted from the value chain, in particular from the supply chain	⊖	⬆️	⊙	⬇️	_____		✓		
	Risk of failing to meet stakeholder expectations on low-carbon, energy-efficient and circular products and services	⚠️	-	⊙	⬇️	_____		-	-	
	Risk of not having a sufficiently resilient energy strategy	⚠️	-	⊙ <sup>9</sup>	-	_____		-	-	
	Risk of network disturbances due to extreme weather events	⚠️	-	⊙ <sup>6,7,8</sup>	-	_____		-	-	
	Opportunity to scale ICT solutions that decarbonize customer operations and society	📈	-	⊙ <sup>12</sup>	⬇️ <sup>13,14</sup>	_____		-	-	
<b>E5 Resource use and circular economy</b>	<b>B</b> Resource depletion of materials used in product portfolio, network equipment, network construction and maintenance, and packaging	⊖	⬆️ <sup>1</sup>	-	-	_____		✓		
	<b>⊙</b> Disposal of hazardous waste (pesticide-treated wooden poles, electric waste, batteries) can potentially cause damage to soil, water or land***	⊖	-	⊙	⬇️ <sup>17</sup>	_____			✓	
	Risk of rare materials used in the procured products becoming scarce***	⚠️	⬆️ <sup>1</sup>	-	-	_____		-	-	
	Risk of not meeting regulations related to circular economy and waste disposal***	⚠️	⬆️	⊙	⬇️	_____		-	-	
<b>S1 Own workforce</b>	<b>⊙</b> Unmanageably high employee workload could lead to burnout	⊖	-	⊙	-	_____		✓		
	<b>⊙</b> Potential harassment and discrimination of employees (i.e gender, gender identity or expression, ethnicity, faith, age, disability, appearance, sexual orientation, nationality)	⊖	-	⊙	-	_____			✓	
	Risk of engaging in unfair and/or unsafe labor practices (e.g. excessive working hours) could lead to accidents and illnesses	⚠️	-	⊙	-	_____		-	-	
	Risk of not having a diverse and inclusive workforce could lead to lack of innovation and employee engagement	⚠️	-	⊙	-	_____		-	-	
	Risk of not providing sufficient upskilling and development opportunities for employees could lead to unwanted employee turnover***	⚠️	-	⊙	-	_____		-	-	

- ⬆️ Upstream**
- Input & Infrastructure**
- 1. Material extraction
- 2. Transport
- 3. Network construction & maintenance
- 4. Energy supply management
- 5. Manufacturing of hardware
- ⊙ Own operations**
- Operations & Services**
- 6. Fixed network
- 7. Mobile network
- 8. Transport network & data centers
- 9. Energy supply management
- 10. IT systems & cybersecurity
- 11. Vendor & supply management
- 12. Development of products & services
- ⬇️ Downstream**
- Market & Customer Interface**
- 13. Products: software & hardware products
- 14. Services: connectivity, TV, ICT, consulting
- 15. Sales & marketing
- 16. Customer relationship management
- 17. End-of-life device management

**IRO:**

- ⊖ Negative impact
- ⬆️ Positive impact
- ⚠️ Risk
- 📈 Opportunity

- ⊙** Generated through own operations
- B** Generated through business relationships



Material topic	IRO description	IRO	Where in the value chain*				Time horizon			Impacts	
			1	2	3	4	Short	Medium	Long	Actual	Potential
<b>S2 Workers in the value chain</b>	<b>B</b> Unregulated working hours and overtime can lead to a lower work life balance and an increased risk of injuries (High-risk markets)	⊖	⬆️	-	-	_____			✓		
	<b>B</b> Unsafe working conditions and/or failure to meet minimum living conditions can affect workers' mental and physical health (Low- and high-risk markets)	⊖	⬆️	-	-	_____			✓		
	<b>B</b> Potential child and forced labor in the supply chain (High-risk markets)	⊖	⬆️	-	-	_____			✓		
	Reputational risk if suppliers fail to ensure a safe and healthy working environment and engage in unfair labor practices (Low- and high-risk markets)	⚠️	⬆️	-	-	_____			-	-	
	Reputational risk if suppliers engage in child labor and/or forced labor (High-risk markets)	⚠️	⬆️	-	-	_____			-	-	
<b>S3 Affected communities**</b>	<b>Ⓞ</b> Lack of digital skills may result in vulnerable groups being socially excluded or subject to digital insecurity	⊖	-	-	⬇️ 16	_____			✓		
	<b>Ⓞ</b> Infrastructure provides the backbone for business and mission-critical services and mass-market services	⊕	-	-	⬇️ 13,14	_____			✓		
	<b>B</b> Online availability of child sexual abuse material (CSAM)***	⊖	-	-	⬇️ 14	_____			✓		
	<b>B</b> Content related to grooming, bullying, violence etc. could be made available to children via the company's networks	⊖	-	-	⬇️ 14	_____			✓		
<b>S4 Consumers and end-users**</b>	<b>Ⓞ</b> Potential harm to end-users from personal data breaches due to cyberattacks, technical and human errors	⊖	-	-	⬇️ 14	_____				✓	
	<b>Ⓞ</b> Reliable connectivity for customers provides access to information, communication and enables innovation, connections, mobility and freedom of expression	⊕	-	Ⓞ	⬇️ 14	_____			✓		
	Opportunity to scale cybersecurity services for customers	📈	-	Ⓞ 10	⬇️ 13,14	_____			-	-	
	Regulatory and reputational risk if not meeting customer and employee's privacy and security requirements and expectations	⚠️	-	-	⬇️ 16	_____			-	-	
<b>G1 Business conduct</b>	<b>Ⓞ B</b> Inadequate grievance processes can increase the vulnerability of individuals in the value chain to human rights abuses	⊖	⬆️	Ⓞ	⬇️	_____			✓		
	Risk of lack of adequate training and preventive measures may increase vulnerability to bribery or corruption	⚠️	-	Ⓞ	-	_____			-	-	
	Risk of disruption in the supply chain may affect business continuity***	⚠️	⬆️	Ⓞ	⬇️	_____			-	-	

- ⬆️ Upstream**  
**Input & Infrastructure**  
 1. Material extraction  
 2. Transport  
 3. Network construction & maintenance  
 4. Energy supply management  
 5. Manufacturing of hardware
- Ⓞ Own operations**  
**Operations & Services**  
 6. Fixed network  
 7. Mobile network  
 8. Transport network & data centers  
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**IRO:**  
 ⊖ Negative impact  
 ⊕ Positive impact  
 ⚠️ Risk  
 📈 Opportunity

- Ⓞ** Generated through own operations  
**B** Generated through business relationships

\*Where there are no numbers next to the various stages of the value chain, it considers the entire stage and not any specific part. Refer to value chain illustration on page 69. \*\*Entity-specific. \*\*\*New IRO.

By the end of 2025, Telia had performed a resilience analysis of its business model in relation to its material IROs for E1 climate change.

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



## IRO-1 Process for identifying and assessing material impacts, risks and opportunities

For 2025, Telia's assessment process consisted of six steps.

### Update of the frameworks

The process began with a review and update of methodological frameworks to reflect the latest regulatory developments, including updates to the ESRs and relevant guidance from the European Commission as well as Telia's internal ERM framework. This ensured that the assessment remained aligned with updated frameworks and standards. Methodology updates did not affect the results of the DMA.

### Peer benchmark

A benchmarking exercise was conducted to analyze how peer organizations approached their DMAs. This provided valuable insights into industry results and helped inform Telia's own evaluation.

### Assessment of previous material topics and IROs

Telia's internal stakeholders and subject-matter experts (at Group and market levels) revisited a previously identified long-list of topics, including both non-material and material topics, and assessed their relevance in the current context. This included evaluating associated IROs across local operations and geographies, applying previously used assessment guiding and scoring methodology. Telia has assessed its impacts and dependencies (natural, social and human) to identify whether these lead to, or aggravate, risks and opportunities. In addition, each IRO has

been assessed based on where it occurs in the value chain.

### Topical workshops and iterations

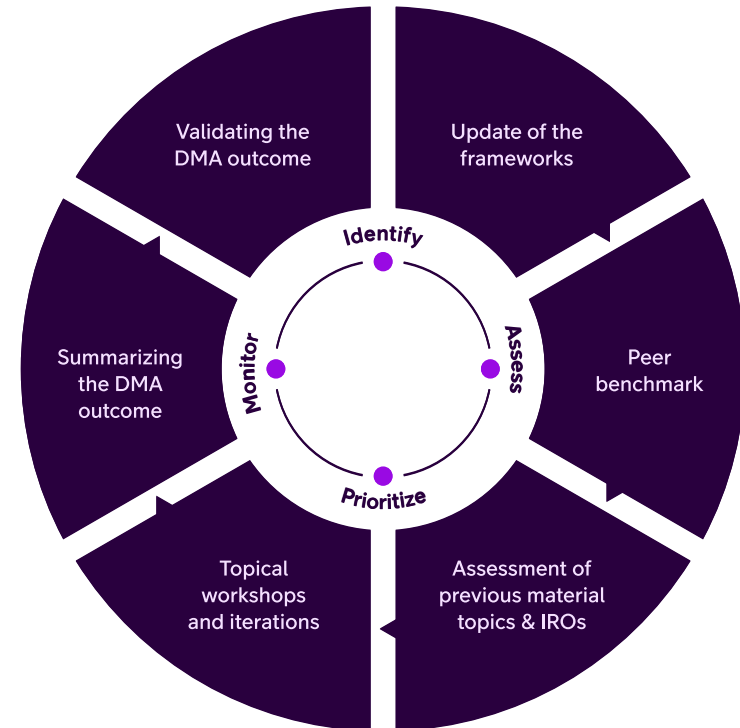
Following the initial reassessment by internal subject-matter experts, Telia convened a series of roundtable discussions to review the overall logic applied throughout the process and to ensure consistency across all evaluated topics. Roundtable discussions were conducted on a topic basis to ensure subject-matter experts from both Group and market levels were able to contribute their expertise and knowledge. During these sessions, assessment outcomes were critically examined, leading to the re-evaluation of specific IROs to confirm their materiality and alignment with the established methodology. Subject-matter experts from both Group and market levels were engaged in calibration rounds to validate and refine the assessment. These discussions aimed to ensure that each topic was evaluated with appropriate depth and contextual understanding.

### Summarizing the DMA outcome

The results of the assessment were consolidated into a comprehensive summary, identifying topics deemed material from both financial and impact perspectives, applying the threshold of a "high" or "very high" heat-map result. This summary served as the foundation for Telia's sustainability disclosures.

### Validating the DMA outcome

Telia engaged relevant internal stakeholders including GEM to validate the assessment results. This step ensured that the conclusions reflected Telia's stakeholder expectations. The full DMA result was approved by the Board of Directors. (IRO-1-53a)





### Risk management

Telia's third-party risk management and ERM processes work together to assess risks to people and the environment through due diligence. The results of the DMA are aligned with ERM and included in the ERM process. Human rights IROs were informed by the results of human rights impact assessments.

### Thresholds

Telia applies materiality thresholds to IROs based on an overall heat-map score rated as "high" or "very high". This approach is used for most IROs. However, when impacts are identified that have a severe effect on human rights but a low likelihood, resulting in a "low" or "medium" heat-map rating, severity alone is used to determine materiality. (IRO-1-53b)

### Non-material topics

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). No material IROs were identified, and these topics are therefore excluded from the Sustainability Statement. This conclusion is based on an analysis of potential impact, operational activities and geographical presence, with current operations presenting no significant risks or opportunities in these areas.

### Scope

IROs have been assessed in relation to Telia's main operations in Sweden, Finland, Norway, Lithuania and Estonia. The assessment has been carried out with consideration for applicable legislation in the region as well as current business relationships.

### Stakeholder engagement

No external stakeholder consultation was conducted; instead, internal experts served as proxies, given their ongoing engagement with external stakeholders as described in section SBM-2.

## IRO-2 Outcome of material topics

Each IRO was assessed to determine whether it was considered material and whether its topic was accordingly deemed material.

Step	Impact materiality	Financial materiality
<b>Identify</b>	Internal experts identify actual and potential impacts across the value chain, guided by the UN Guiding Principles on Business and Human Rights.	Internal experts identify risks and opportunities using the ERM framework and annual risk wheel.
<b>Assess</b>	Impacts are assessed based on likelihood and severity, considering scale, scope and irremediability.	Risks and opportunities are assessed using the ERM framework across operational, strategic, reputational, employee, customer and regulatory dimensions.
<b>Prioritize</b>	The highest score across the three impact categories is combined with likelihood to determine the overall materiality. For every impact that resulted in "high" or "very high", the topic it was representing was considered material.	The highest score across the six impact categories is combined with likelihood to determine the overall materiality. For every impact that resulted in "high" or "very high", the topic it was representing was considered material.
<b>Monitor</b>	Impacts are reviewed and reassessed annually to ensure relevance and accuracy.	Risks and opportunities are reviewed annually to keep scoring and prioritization up to date.

(IRO-1-53c) (IRO-1-53d) (IRO-1-53e) (IRO-1-53f) (IRO-1-53g) (IRO-2-59)

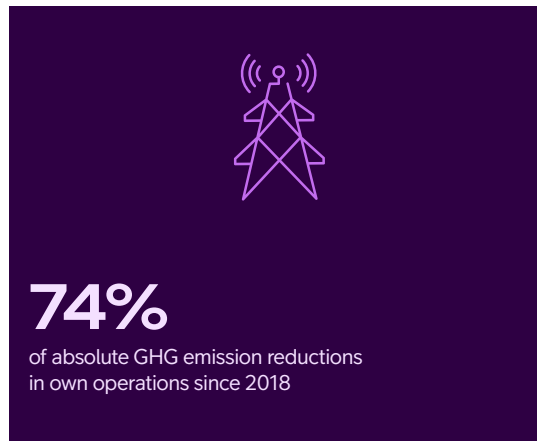


# Environment

Telia is committed to reducing its environmental impact and supporting a more sustainable future. The company's efforts focus on addressing climate change, promoting energy efficiency and advancing the circular economy. Telia's key initiatives include reducing greenhouse gas (GHG) emissions across its value chain, increasing its use of renewable energy, and promoting the reuse and recycling of materials. The company's environmental actions are aligned with regulatory and international standards, including the EU Taxonomy, with the aim of ensuring measurable, transparent and impactful outcomes.

## Read more:

- E1 Climate change
- E5 Resource use and circular economy
- Taxonomy reporting





# E1 Climate change

## Approach

Telia aims to reach net-zero GHG emissions across its value chain by 2040. This means cutting GHG emissions by 90% compared with base year 2018, and neutralizing the remainder. As a mid-term target, Telia has committed to at least halving its GHG emissions by 2030, compared with base year 2018. In addition, Telia is committed to enabling a net-zero economy through its digital solutions, supporting more resilient and less carbon-intensive society.

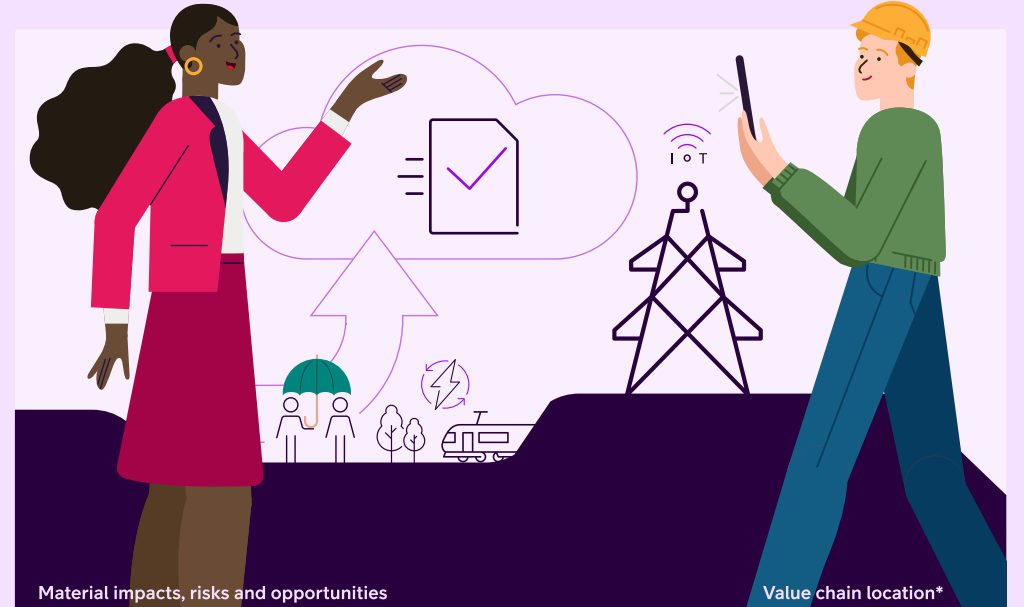
During 2025, Telia recalculated its base year 2018 value-chain emissions, due to company divestments that changed Telia's operational boundaries. This recalculation affected all scope 1-3 emissions and the previously reported progress against the base year. Compared with the recalculated baseline, Telia has reduced absolute GHG emissions from its own operations by 74% since 2018 (scopes 1 and 2). Telia uses only renewable electricity for its operations, including networks, technical sites and data centers. For other energy sources than electricity, such as district-heating, diesel and gasoline, Telia will continue to replace remaining fossil-based energy sources and aims to reduce the remaining GHG emissions from its own operations by at least 90% by 2030. The largest share of Telia's GHG emissions is generated in the company's supply

chain – an estimated 93%. To reduce scope 3 emissions, Telia works closely with its suppliers and aims to decouple revenue growth from emissions. Compared with the base year 2018, Telia has reduced its absolute GHG emissions in scope 3 by 35%.

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, carbon and energy enablement, and energy usage are material subtopics addressed.

Through its membership in the Exponential Roadmap Initiative, of which Telia is a founding member, Telia collaborates with global companies like, Ericsson, IKEA, BT Group and Unilever through the 1.5°C Supply Chain Leaders partnership to drive climate action in global supply chains. Telia also actively contributes to GSMA's Climate and Circularity working groups, helping to set industry guidance and align ambitions.

In 2025, Telia was awarded an 'A' score by CDP, in recognition of its leadership in corporate transparency and climate change action.



Material impacts, risks and opportunities	Value chain location*		
⊖ GHG emissions emitted from the value chain, in particular from the supply chain	⬆️	⊙	⬇️
⚠️ Risk <sup>1</sup> of failing to meet stakeholder expectations on low-carbon, energy-efficient and circular products and services <i>Dependency: Natural</i>	–	⊙	⬇️
⚠️ Risk <sup>1</sup> of not having a sufficiently resilient energy strategy <i>Dependency: Natural</i>	–	⊙ <sub>9</sub>	–
⚠️ Risk <sup>2</sup> of network disturbances due to extreme weather events <i>Dependency: Natural</i>	–	⊙ <sub>6,7,8</sub>	–
📦 Opportunity to scale ICT solutions that decarbonize customer operations and society <i>Dependency: Natural, Human</i>	–	⊙ <sub>12</sub>	⬇️ <sub>13,14</sub>

⊖ Negative Impact   ⊕ Positive Impact   ⚠️ Risks   📦 Opportunities  
 ⬆️ Upstream   ⊙ Own operations   ⬇️ Downstream  
 1) Transition risk 2) Physical risk

\* For more information regarding value chain detailing, refer to page 73.



## E1 ESRS 2 SBM-3 Material impacts, risks and opportunities and strategy alignment

### Climate change mitigation and adaptation

Climate change mitigation and adaptation, together with the sustainable use of resources such as energy, are Telia's key environmental impact areas. Environmental topics are recognized as a principal risk area in the company's Enterprise Risk Management (ERM) framework. (E1-SBM-3-19a)

As a fixed and mobile network operator, Telia owns extensive assets and infrastructure distributed across its operating markets. This geographic spread exposes Telia's business to both physical climate risks and transition risks throughout the Nordic and Baltic regions.

In 2025, Telia updated its Group-wide climate risk assessment to address both mitigation and adaptation aspects. This included physical and transition climate risks and opportunities, based on multiple climate scenarios.

Exposure to physical climate risks is not expected to lead to significant costs or asset impairments, with only limited impacts anticipated across the scenarios assessed. For more information regarding the assessment process, see section ESRS 2 IRO-1. (E1-SBM-3-19b)

### Resilience

Telia's efforts to test and support resilience across its business have influenced actions in sourcing and business continuity management to mitigate effects from heatwaves and other extreme environmental events. The knowledge derived from trend and risk analyses has impacted Telia's strategy; for example, by increasing circular offerings and actions in its supply chain to raise the company's environmental resilience. (E1-SBM-3-19c)

Telia's business model is considered resilient to climate change, with no major short- to medium-term adjustments anticipated. Since the majority of GHG emissions fall under scope 3, Telia's ability to adapt depends significantly on its partners and suppliers. Strategic shifts, such as changes to assets, services and financing, along with workforce reskilling, require time and are typically long-term in nature. (E1-SBM-3-AR8b)

## E1 ESRS 2 IRO-1 Identifying and assessing climate related material impacts, risks and opportunities

Telia's double materiality assessment (DMA) included mapping and evaluation of impacts and risks using its GHG accounting (current and projected), considering both impact and financial materiality implications. (E1-IRO-1-20a)

In 2025, Telia updated its physical climate risk assessment across all markets, based on data

from the Swedish Meteorological and Hydrological Institute (SMHI) and the IPCC Fifth Assessment Report. (E1-IRO-1-20b)

### Climate risk scenarios

Climate modeling covered three scenarios (RCP2.6, RCP4.5, RCP8.5) and reference periods (2011-2040, 2041-2070, 2071-2100), analyzing future greenhouse gas concentrations and effects on temperature, heatwaves, wind speed and precipitation. Three trajectories were selected to provide a sufficiently broad combined basis for a reliable climate risk assessment. The analysis revealed differences across scenarios and periods, leading to the following key conclusions, which can be expected to occur in the short term:

- Heatwaves: rising temperatures in the Nordic and Baltic regions will cause more frequent, longer and more intense summer heatwaves, especially in northern and inland areas, with greater increases expected over time
- Storms: annual maximum wind speed is more uncertain, due to the many variables influencing storms
- Heavy precipitation: changes in precipitation are expected to be small in the shorter time frames, with increasing risks in the longer period.

The analysis involved internal and external experts, who reviewed information from multiple sources and assessed potential policy, legal, technological, market and reputational shifts for all scenarios considered. Risks and opportunities across all time horizons were identified, with particular focus on the medium term. (E1-IRO-1-20c) (E1-IRO-1-AR12a) The analysis was further enhanced with site-specific assessments of data centers to improve

understanding of risks and support ongoing continuity efforts.

The main implications of climate change for Telia's business are potential disruptions, such as power outages and connection losses, which Telia addresses through its Business Continuity Management process. Experiences with extreme weather have informed preventive actions in its markets. Extreme weather events like heatwaves, storms and heavy precipitation may increase costs and asset losses. These risks are continuously monitored and managed via the Business Continuity Management process, with preventive actions based on experiences. (E1-IRO-1-20b) (E1-IRO-1-AR11a) (E1-IRO-1-AR11c) (E1-IRO-1-AR11d)

Telia monitors short-term risks (within one year) to track mitigation efforts and adapt quickly. Medium-term risks (one to five years) are aligned with financial planning, ensuring associated risks and costs are considered. Long-term risks (over five years) are reviewed with internal stakeholders to adjust the company strategy as needed. (E1-IRO-1-AR11b)



**Physical and transition climate risks**

For 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 transition risks, the same time horizons have been used. These horizons are aligned with the company's ERM framework and SBTi criteria, and are mirrored in Telia's climate target years. (E1-SBM-3-AR7b)

**Telia's process to identify, assess and manage physical and transition climate risks**

	Physical climate risks	Climate transition risks
Value chain stages	Direct operations and end-of-life management. The assessment is qualitative and annual	Direct operations and end-of-life management. The assessment is qualitative and annual
Climate scenarios	RCP2.6, RCP4.5, RCP8.5	NZE 2050, STEPS
Time horizons	Short-, medium- and long-term	Short-, medium- and long-term
Risk types	<ul style="list-style-type: none"> <li>- Cold wave/frost</li> <li>- Drought</li> <li>- Flood</li> <li>- Heavy precipitation</li> <li>- Heat stress</li> <li>- Heatwave</li> <li>- Landslide and avalanche</li> <li>- Sea-level rise and saline intrusion</li> <li>- Soil erosion</li> <li>- Storms</li> <li>- Subsidence</li> <li>- Water stress</li> <li>- Wildfires</li> </ul>	<ul style="list-style-type: none"> <li>- Changes to international and national legislation</li> <li>- Changing customer behaviors</li> <li>- Increased partner and stakeholder concern</li> <li>- Transition to low-emission technology</li> <li>- Availability and increased cost of raw materials</li> <li>- Access to new financing options and sustainability-linked loans</li> <li>- Exposure to sanctions, litigation and non-compliance</li> <li>- Development of new products or services</li> <li>- Changes in brand value</li> </ul>
Stakeholders	Own operations	Customers, investors, suppliers and legislators

All time horizons have been reviewed as part of a wider project, but for the prioritized transition risks listed on the right, all impact the medium-term time horizon.

Area	Risk description
Policy and legal	Changes to regulation, like CSRD and CSDDD. Security requirements may drive increasing infrastructure needs locally. Moreover, new technologies will be required to, for example, support greater energy efficiencies and higher recycling rates for hardware
Market	Changing customer and investor behaviors. Investors are showing interest in green bonds and sustainability-linked loans, while Telia receives granular requests from ESG-rating agencies, analysts and lenders. Strategic B2B customers expect GHG emissions data from purchased products and services from Telia, and support in their own decarbonization journey
Reputation	Increased partner and stakeholder concerns. The ability to become low-carbon, energy-efficient and circular is expected to determine the future reputations of both companies and industries

The identified transition events will primarily impact Telia in regard to:

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

Input for identifying anticipated stakeholder expectations was retrieved from IEA's Global Energy and Climate Model, which provides data on macroeconomic developments, projected shifts in energy consumption and technology deployment pathways. (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 addition, a scenario analysis was applied to identify potential transition events and to assess exposure across all operations in all markets. (E1-IRO-1-AR12c)

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 data centers and networks: 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's overall resilience: expected to have a trustworthy transition plan in place that describes robust planning to support the resilience of the company.



Telia expects these transitional trends to intensify during the coming years, prompting the company to prioritize 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. Limitations in assessment follow the boundaries of IPCC and SMHI projections. The physical risk assessment is limited to the availability of regional datasets, which may not consider all site-specific impacts. For the assessment of climate transition risks, boundaries are set by uncertainties in future policy developments, technological adoption rates and market responses.

Telia's climate risk assessment and climate-related work have not indicated exposure to business activities or assets that could lose economic value due to the impacts arising from regulatory, technological or market shifts caused by the transition to a climate-neutral economy. (E1-IRO-1-21)

Currently, Telia has not incorporated specific climate-related assumptions into its financial statements. Potential financial effects and mitigation measures of physical and transition risks have been reviewed, but reliable quantitative estimates have not been provided by the analysis. The company's approach to climate-scenario analysis remains an integral part of its overall risk management and strategic planning process.

Telia uses established climate scenarios, such as those aligned with the Paris Agreement's 1.5°C ambition, to inform its transition strategy and

assess climate-related risks and opportunities. These scenarios help the company anticipate how climate change may affect its business, operations, and value chain, thereby guiding strategic decisions. Many of Telia's climate initiatives – such as investing in renewable electricity, facility transformations, energy efficiency and low-carbon vehicles (scopes 1 and 2) – are already integrated into its business plans. (E1-IRO-1-AR15)

### **E1-1 Transition plan for climate change mitigation**

Telia is committed to the Paris Agreement's goal of limiting global warming to 1.5°C. Telia views climate change action as key to future success. The company provides investors and other stakeholders with its plans for reducing emissions, adapting to climate change and remaining resilient. Telia's Climate Transition Plan (CTP) is aligned with the Transition Plan Taskforce (TPT) framework and complemented by GSMA guidance. (E1-1-14)

During 2025, Telia participated in the GSMA's development of new industry guidance for transition planning. Telia's market-specific GHG emission reduction plans are part of the company strategy update. The integration of the CTP into Telia's financial planning is ongoing. The CTP is approved by the Board of Directors and is available on [Telia's website](#). (E1-1-14) (E1-1-16i)

Through the CTP, the company has identified its transition risks, set targets and defined relevant KPIs. Implementation is ongoing, and efforts to

develop and refine this work continue. (E1-1-16j) Telia's overall sustainability agenda and ambitions are integrated into the company's business strategy. The company is periodically adjusting its strategy and business model to ensure compatibility with the transition to a net-zero future. Telia's ability to create value for all its stakeholders 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)

At Telia, the Group Executive Management (GEM) collectively owns Telia's environmental agenda, and GEM members are responsible for the assessment and management of climate-related matters, including strategic business decisions, target-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**

The company's net-zero target is in line with the Paris Agreement's goal to limit global warming to 1.5°C and is verified by the Science Based Targets initiative (SBTi). (E1-1-16a) As part of its focus on absolute emission reductions, the company started setting annual GHG emission reduction targets in 2024, with GHG % reduction as the KPI for the following years, and with each market of operation as an accountable entity.

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

- Continued sourcing of renewable electricity and increasing the share of renewable energy
- Suppliers reducing their GHG emissions in line with science, with a direct impact on products that Telia purchases
- Addressing the gap between anticipated GHG emission reductions from key suppliers and the reduction target.

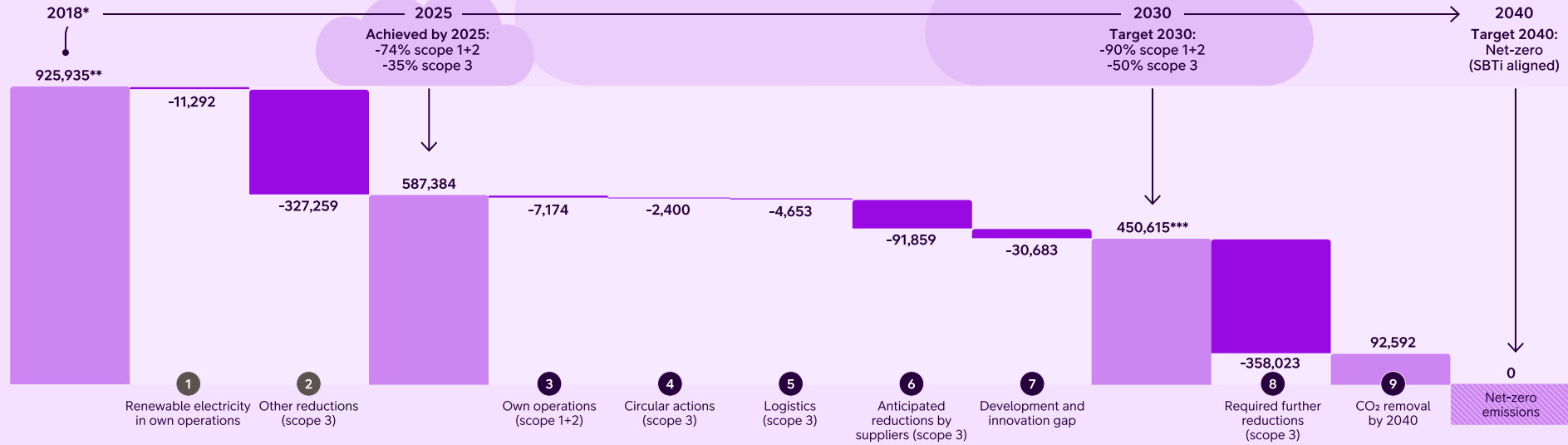
It is also important to note that improvements in the quality of data inputs, emission factors and/or calculation methods will have an impact on the reduction plan. In 2025, Telia re-balanced its emission baseline (2018) to ensure comparability and effective progress tracking, following the SBTi guidance on reporting.

Almost 83% of Telia's supply chain GHG emissions come from Scope 3 categories 1 and 2, where the 50 largest suppliers account for 65% of emissions. Telia has deepened the supplier engagement on climate topics by tailoring its approach according to supplier categories with focus on the Top 50 suppliers. During 2025, Telia has enhanced the climate requirements in its SCoC and asks suppliers to deliver their own CTP to Telia by request as well as encourages suppliers to increase the use of renewable energy. The updated SCoC is expected to be in force in early 2026.



### Telia's emissions reduction plan and levers 2026–2030

Total emissions (scope 1, 2 and 3) (tCO<sub>2</sub>e)



- 1 Renewable electricity in own operations**  
Telia has been using 100% renewable electricity since 2020 and plans to continue doing so, primarily through the purchase of Guarantees of Origin.
- 2 Other reductions (scope 3)**  
The difference in emissions between 2018 and 2025 is primarily driven by two factors: i.) industry-average emission factors have decreased over time, due to inflation and decarbonization of sectors; ii.) increasing use of supplier-specific emission factors provides a more accurate reflection of suppliers' own reduction efforts.
- 3 Own operations (scope 1+2)**  
For scope 1, Telia will increase the share of biodiesel used as fuel and complete the transition of its car fleet to electric vehicles. For scope 2, Telia will continue to purchase 100% renewable electricity, improve energy efficiency and increase the share of renewable district heating.

- 4 Circular actions (scope 3)**  
Telia aims to prolong the lifespan of devices, including mobile phones and customer-premise equipment, by expanding its offering of refurbished products and strengthening take-back and circular business models. The plan is to increase the share of refurbished devices in Telia's sales mix. There is also an expectation of decrease in sales volumes of new mobile phones and tablets.
- 5 Logistics (scope 3)**  
Telia's key logistics partners aim to transition to low-carbon transportation by 2030.
- 6 Anticipated reductions by suppliers (scope 3)**  
Telia's Supplier Code of Conduct requires suppliers to set verified science-based targets for reduction of GHG emissions. In this target scenario, it is assumed that Telia's top 50 suppliers reduce their GHG emissions by 50% by 2030 from their respective baseline years (typically 2018-2020). It is also assumed that the reductions will directly impact products that Telia purchases from these suppliers.

- 7 Development and innovation gap**  
Telia strives for transparency and recognizes that achieving its 2030 target requires extensive work to reduce GHG emissions in its supply chain, an area where Telia lacks full control. A plan for how to address this gap is being developed, with a focus on collaborating further with key suppliers and identifying decarbonization levers in product development to achieve the reductions needed.
- 8 Required further reductions (scope 3)**  
For 2031-2040, Telia will continue driving emission reductions among suppliers and through its purchasing behavior, with detailed actions to be established as this work progresses.
- 9 CO<sub>2</sub> removal by 2040**  
Telia's priority is absolute emission reduction. In line with the SBTi Corporate Net-Zero Standard, Telia will only claim to have reached net-zero when achieving a reduction of at least 90% from 2018 base-year emissions. The remaining emissions, up to 10%, will be neutralized through high-quality carbon offsets, in accordance with this standard.



### Decarbonization levers

As a technology pioneer that has been digitalizing societies for over 170 years, Telia is well-placed to help drive decarbonization across its value chain and in society as a whole. The company's decarbonization levers, and corresponding key actions during 2025 and beyond, are shown in the graph on the previous page. (E1-1-16b)

### EU Taxonomy and Paris-aligned benchmarks

Currently, Telia's EU Taxonomy-aligned CAPEX represents 0% of the company's total investments. Telia reports a limited percentage of EU Taxonomy-eligible activities, as telecommunication networks are currently not included in the taxonomy. The telecommunication industry has highlighted this deficiency to the European Commission, and is advocating for networks to be covered in future taxonomy-delegated acts with dedicated, fit-for-purpose alignment criteria. In the short term, Telia 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)

### Locked-in emissions

Telia has not conducted a detailed study of its locked-in GHG emissions. These emissions are mainly related to scope 3. (E1-IRO-1-AR12d)

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 to make improvements 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)

### Feedback mechanism

Telia regularly engages with investors and shareholders to discuss its sustainability and climate targets, welcoming feedback through meetings and email. The CTP is publicly available, and stakeholders can contact Telia's Investor Relations team with questions. Telia reports annually on its progress and updates the plan as needed.

## E1-2 Policies related to climate change

The Group Policy – Environment guides Telia's climate management by addressing environmental targets, impacts, risks and opportunities across its value chain, while explaining how Telia meets legal and stakeholder requirements and expectations in this area. The Policy covers climate change mitigation and adaptation in Telia's own operations and its value chain, renewable energy and energy efficiency. (E1-2-25a) (E1-2-25b) (E1-2-25c)

Telia is committed to GHG emission reductions, ensuring business continuity despite extreme weather events, managing both physical and transitional climate risks, and acting on its ambition to improve energy efficiency. (E1-2-24) (E1-2-25)

In 2025, as part of the Group Policy – Environment update, Telia formalized its commitment to using 100% renewable energy, not investing in fossil-fuel expansion, and not funding climate-denial activities or lobbying against climate regulations.

For information on Telia's policy related to climate change, refer to [Telia's policy table](#).

## E1-3 Actions for climate change

### Actions and resources

Refer to E1-1 for information on Telia's climate-change mitigation actions, and E1 ESRS 2 IRO-1 for climate change adaptation measures, key actions and related time horizons. (E1-3-29a) (E1-3-MDR-A)

Telia's achieved and expected GHG emission reductions are described in the graph on the previous page. (E1-3-29b) The financial effects of climate initiatives are integrated into Telia's operational plans, mainly covering operational activities like renewable energy investments, facility upgrades, energy efficiency and electric vehicles (scopes 1 and 2). The main focus of the CTP is on Telia's value chain, and suppliers in particular (scope 3). Telia is engaging and supporting suppliers in taking action to set emission reduction targets and drive transition activities. Telia's view is that it does not need to, and should not, finance these activities. Hence, the company currently sees a limited need for additional financing to implement the CTP.

Telia allocates SEK 1,033.3 million in operating expenses (OPEX) and SEK 996.3 million in

capital expenditures (CAPEX) to climate change mitigation and circular economy initiatives, as outlined in the Taxonomy Reporting section. Other activities include SEK 4.9 million for renewable electricity purchases and financing of SEK 11,858 million through green bonds; see Financials Note **C21**. These investments support Telia's transition to a low-carbon business model and reflect its commitment to transparency through regular reporting on fund allocation and climate impact. (E1-1-16c) (SBM-3-48d)

If implementing the initiatives outlined in the CTP would require further allocation of resources or investment, this will be integrated into Telia's financial planning. Any material impact on the financial statements will be identified and disclosed, if appropriate, in line with Telia's existing approach to financial reporting and associated standards. (E1-AR21) (E1-3-29c) (E1-3-MDR-A) (SBM-3-48e)

### Environmental training

In 2025, Telia updated its mandatory environmental training to deepen employee understanding of Telia's climate commitments and environmental targets. The training is designed for all employees and consultants, providing essential knowledge on addressing climate change, promoting energy efficiency, and fostering a circular economy throughout Telia's operations and partnerships. By year end, the completion rate of the training was 99%. Refer to S1-13 for information on training accounting principles.



## E1-4 Targets related to climate change

### Tracking effectiveness

Telia continuously tracks its progress towards its targets. In addition, the company continuously implements the latest available information and methodologies to help ensure its calculations are reliable and up-to-date.

Telia's markets and Group Functions have created individual GHG reduction plans as an integrated part of their strategic planning. In 2025, as part of the company's 2028 strategy work, the markets included operational plans for sustainability in their specific strategy work.

The markets and Group Functions have worked together on the identification of reduction activities and their link to strategic and financial planning. (E1-4-32) Key targets are followed up on a quarterly basis in the sustainability business reviews, including the share of supplier emissions (purchased goods and services and capital goods) covered by Science Based Targets or equivalent. By year-end, this target was not achieved, primarily due to unforeseen changes in the supplier spend mix and instances where certain suppliers did not complete the commitment process through to full approval. However, work will continue to ensure more suppliers commit to emissions reduction. In addition, an emission reduction target for scope 3 categories 1 and 2, as well as the share of refurbished phones sold (out of all mobile phones sold in the private customer segment), are followed up on a quarterly basis. Furthermore, the company has set annual emissions reduction

targets for the period 2025-2030 that are aligned with its 2040 GHG emissions reduction target, which is ahead of the general regulatory expectation to achieve climate neutrality by 2050. Currently, there are no sector-specific climate transition pathways for the telecommunication industry.

In 2025, Telia strengthened its sustainability reporting capabilities further by establishing a dedicated sustainability reporting team. This initiative is intended to improve the company's ability to monitor and assess the effectiveness of its climate efforts.

In addition to the climate targets outlined in [Telia's sustainability targets table](#), Telia has a target to extend the lifetime of devices through take-back, as outlined in section E5 Resource use and circular economy. This target is also relevant for Telia's climate change mitigation and adaptation work.

### GHG emission target coverage

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 effects are reported separately. (E1-4-34b)

Telia's base year is the calendar year 2018. This remains unchanged (E1-AR25b), although the value chain emissions for 2018 were recalculated during 2025 due to company divestments that changed Telia's operational boundaries.

The vast majority of Telia's total value chain emissions come from scope 3 categories 1 and 2 referring to its supply chain, with scope 1 and scope 2 market-based components representing only around 1% of the total value chain emissions. Telia's climate targets cover all three stages of its value chain: upstream, own operations and downstream. (E1-AR25a)

### Reduction targets

Telia's GHG emission reduction targets are either verified by the SBTi or pending such validation, and are compatible with limiting global warming to 1.5°C. Telia follows the Greenhouse Gas Protocol methodology, the GSMA Scope 3 Guidance for Telecommunication Operators and the SBTi framework. Telia's 2040 value chain net-zero GHG emission reduction target and 2030 emission reduction targets are verified by the SBTi.

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 mobile phones during the period up to 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 continue sales of refurbished mobile phones and further extend the lifetime of devices through take-back.

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 on 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)

Telia is actively working on identifying and developing decarbonization levers to achieve its target of reducing its GHG emissions by 50% by 2030, and 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) For more information about expected decarbonization levers, see section E1-1. (E1-4-34f)

### 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 Internet of Things (IoT) solutions for buildings, transport and utilities.

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.



The following should be noted about the results:

- Enablement reporting is still emerging, methods are under development and research on the impacts of digitalization continues to advance. Carbon enablement factor calculations are generally based on data from the use of Telia's services combined with market report assumptions and other studies.
- No standard methodology exists yet for enablement calculations. For its reporting methodology, Telia engages with the Carbon Trust, which has been appointed by the European Commission as an expert organization. Telia follows methodology developments closely and reviews and updates its model when needed.
- 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 comparable with results based on similar models by other telecommunication operators.

**Accounting principles: Enablement**

The enablement impact is calculated using third-party sources and data. The generic quantity (tCO<sub>2e</sub> or MWh) of enablement of each product or service per Unit of Measurement (UoM) is calculated by multiplying the UoM by an enablement factor. This calculation is done on a country basis using national statistics, data and researched figures. For enablement solutions that result in avoiding travel, equivalent savings in liters of fuel have been calculated. Additional information about the methodology, including underlying assumptions, is available on [Telia's website](#).

Carbon and energy enablement	Carbon (tCO <sub>2e</sub> )		Energy (MWh)	
	2025	2024	2025	2024
Smart buildings	248,331	243,631	1,129,240	1,134,117
Smart utilities	22,561	26,262	860,767	849,439
Smart transport	9,177	9,203*	3,776	2,957*
Remote meetings	117,374	126,430	-	-
<b>Total</b>	<b>397,443</b>	<b>405,527</b>	<b>1,993,783</b>	<b>1,986,513</b>

\*Updated due to an inconsistency identified in the smart transport case study.

**E1-5 Energy consumption and mix**

Telia consumes approximately 1.1 TWh of energy annually, with the vast majority – around 95% – being electricity. The company sources 100% of its operational electricity from renewable sources, verified through Guarantees of Origin. In addition, Telia generates renewable solar electricity at its mobile sites, totaling 1.2 MWh in 2025. As a result, the share of renewable energy in Telia's total energy consumption is 97%.

Telia's total energy consumption has seen a slight overall decrease, primarily driven by the decommissioning of legacy network parts. The expansion of 5G technologies across its mobile networks is driving an increase in energy consumption. To mitigate this growth, the company is implementing energy efficiency measures that aim to cap the increase in electricity consumption at no more than 4% by 2028. Telia's strategy to manage energy consumption, emissions and costs consists of several aspects, including:

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

96% of scope 2 GHG emissions (market-based) is linked to contractual instruments. Telia does not use contractual instruments for sales of energy. (E1-AR45d)

**Accounting principles: Energy**

Electricity represents over 95% of Telia's total energy consumption. In turn, Telia's network operations, including mobile and fixed networks and data centers, account for over 97% of its total electricity consumption. The reported electricity consumption is calculated based on the best available data for each site. In more than 80% of the cases, metered or equipment-specific electricity measurements are available, and actual electricity consumption has therefore been used in these cases. In 2024 Telia has improved the district heating reporting in Sweden and Finland by dividing renewable and non-renewable district heating. In addition, 2024 data for Estonia and Finland was adjusted. This has impacted in 2024 results. For the other sites where electricity is included in a joint invoice (e.g., rent or shared facilities) and no direct metering is available, electricity consumption is estimated by the site configuration crossed with real measurement from other comparable sites with energy data. These estimates are used particularly for co-location sites where Telia does not

have grid ownership. This report excludes energy sold to customers.

Energy (MWh)	2025	2024
Fuel consumption from coal and coal products	-	-
Fuel consumption from crude oil and petroleum products	10,117	12,242
Fuel consumption from natural gas	1,561	1,730
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	16,677	23,701
<b>Total non-renewable energy consumption</b>	<b>28,355</b>	<b>37,674</b>
<b>Share of non-renewable sources in total energy consumption (%)</b>	<b>3%</b>	<b>3%</b>
Fuel consumption from renewable sources (including biomass, biogas, non-fossil-fuel waste, renewable hydrogen etc.)	442	83
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	1,032,191	1,056,645
Consumption of self-generated non-fuel renewable energy	1,202	1,154
<b>Total renewable energy consumption</b>	<b>1,033,834</b>	<b>1,057,882</b>
<b>Share of renewable sources in total energy consumption (%)</b>	<b>97%</b>	<b>97%</b>
<b>Total energy consumption</b>	<b>1,062,189</b>	<b>1,095,555</b>

(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)



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

Greenhouse gas emissions – tCO <sub>2</sub> e	Base year 2018	2024	2025	% Change from last year	% Change from base year	tCO <sub>2</sub> e Change from base year	Targets		Net-zero 2040
							2028	2030	
<b>Scope 1 GHG emissions</b>									
Gross scope 1 GHG emissions	10,568	5,473	4,503	-18%	-57%	-6,065	1,902	1,057	1,057
Percentage of scope 1 GHG emissions from regulated emissions trading schemes	3%	3%	5%	-	-	-	-	-	-
<b>Scope 2 GHG emissions</b>									
Gross location-based scope 2 GHG emissions	99,834	82,485	59,157	-28%	-41%	-40,677	-	-	-
Gross market-based scope 2 GHG emissions	20,312	4,789	3,605	-25%	-82%	-16,707	3,656	2,031	2,031
<b>Significant scope 3 GHG emissions</b>									
<b>Total Gross indirect (scope 3) GHG emissions</b>	<b>895,055</b>	<b>607,323</b>	<b>579,277</b>	<b>-5%</b>	<b>-35%</b>	<b>-315,778</b>	<b>519,131</b>	<b>447,527</b>	<b>89,505</b>
Purchased goods and services (category 1)	555,848	389,964	371,614	-5%	-33%	-184,234	-	-	-
Capital goods (category 2)	190,906	104,094	112,642	8%	-41%	-78,264	-	-	-
Fuel and energy-related activities (category 3)	30,517	39,577	35,435	-10%	16%	4,918	-	-	-
Upstream transportation and distribution (category 4)	7,826	9,306	7,130	-23%	-9%	-696	-	-	-
Waste generated in operations (category 5)	18,044	1,277	996	-22%	-94%	-17,048	-	-	-
Business travel (category 6)	7,492	3,439	1,952	-43%	-74%	-5,540	-	-	-
Employee commuting (category 7)	13,028	4,719	3,329	-29%	-74%	-9,699	-	-	-
Upstream leased assets (category 8)*	-	-	-	-	-	-	-	-	-
Downstream transportation and distribution (category 9)*	-	-	-	-	-	-	-	-	-
Processing of sold products (category 10)*	-	-	-	-	-	-	-	-	-
Use of sold products (category 11)	39,075	14,843	10,420	-30%	-73%	-28,655	-	-	-
End-of-life treatment of sold products (category 12)	958	65	54	-17%	-94%	-904	-	-	-
Downstream leased assets (category 13)	26,242	25,721	26,266	2%	0%	23	-	-	-
Franchises (category 14)	59	31	16	-48%	-73%	-43	-	-	-
Financial investments (category 15)	5,060	14,286	9,424	-34%	86%	4,364	-	-	-
<b>Total GHG emissions</b>									
<b>Total GHG emissions (location-based)</b>	<b>1,005,457</b>	<b>695,282</b>	<b>642,936</b>	<b>-8%</b>	<b>-34%</b>	<b>-362,521</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total GHG emissions (market-based)</b>	<b>925,935</b>	<b>617,586</b>	<b>587,384</b>	<b>-5%</b>	<b>-36%</b>	<b>-338,551</b>	<b>524,690</b>	<b>450,615</b>	<b>92,593</b>

\*"Upstream leased assets (category 8)", "Downstream transportation and distribution (category 9)" and "Processing of sold products (category 10)" are not applicable.

(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)



### 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 discloses its scope 1, scope 2 (market-based and location based) and scope 3 emissions on an annual basis and includes the following gases in its GHG portfolio: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, and NF<sub>3</sub>. All emission data is reported in CO<sub>2</sub>e unless otherwise stated.

On July 1, 2025, Telia completed the divestment of its TV & Media operations. Data for this unit is therefore included only for the first half of 2025. (E1-6-47)

### Scope 1 and 2 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. Telia uses these sources as they are internationally recognized as reliable, regularly updated and integrated in Telia's sustainability reporting tool. From 2024 onwards, Telia has improved the scope 2 emission calculation for district heating in Sweden and Finland by changing from BEIS factors to nation- or city-specific emission factors. The data is included in the Energy and Greenhouse gas emissions tables. (E1-AR45e)

### Scope 3 emissions

The 2018 base year GHG emissions have been recalculated to reflect divestment of companies and ensure consistency with the current reporting boundary. Updated emission factors have been applied to scope 3 categories 1 and 2 for both 2018 and 2024, resulting in revised historical and current values.

The Corporate Value Chain (scope 3) Standard was applied to calculate all 15 categories of scope 3 emissions. The most material categories for Telia are:

- Scope 3 category 1: Purchased goods and services – based on OPEX costs, e.g. emissions generated by network construction and maintenance (field services), purchased mobile phones and other hardware.
- Scope 3 category 2: Capital goods – based on CAPEX costs, 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	Supplier-level	Product-level
2018	71%	13%	16%
2024	51%	24%	25%
<b>2025</b>	<b>50.5%</b>	<b>25.5%</b>	<b>24%</b>

\* The table covers the majority of emissions from categories 1 and 2 (87%), 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. Telia uses CEDA as the source for the emission factors, as

they are internationally recognized as reliable, annually updated and country-based, meaning that the emission factor uses the country where the purchase is made, i.e. Telia's markets. The emission calculations for scope 3 categories 1 and 2 are carried out in Telia's internal emission calculation dashboard. The emission factors are different for different purchasing categories and countries of purchase and are presented in kg CO<sub>2</sub>e/SEK.

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<sub>2</sub>e/SEK and is multiplied by spend.

The product-level method calculates emissions based on the average emissions of different product categories (e.g. mobile phones, laptops, tablets etc.). These emission factors are represented by kg CO<sub>2</sub>e/product and are multiplied by the number of products purchased.

Scope 3, categories 1-7 and 11-15 are included in Telia's inventory. Excluded are:

- Category 8: leased car fleet, which is reported under scope 1.
- 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)

In category 11, 3% of products sold are excluded from the emission calculation, as they are non-core sales items and energy consumption data is unavailable.

Limitations in Telia's accounting methodologies have been assessed and no material constraints were identified. Certain figures rely on estimations such as survey-based and extrapolated commuting data (category 7). See BP-2 for a full list of value chain estimates. (E1-5-MDR-M)

GHG intensity	2025	2024	Change from last year
Total GHG emissions (location-based) per net revenue (tCO <sub>2</sub> e/MSEK)	7.94	8.59	-8%
Total GHG emissions (market-based) per net revenue (tCO <sub>2</sub> e/MSEK)	7.25	7.63	-5%

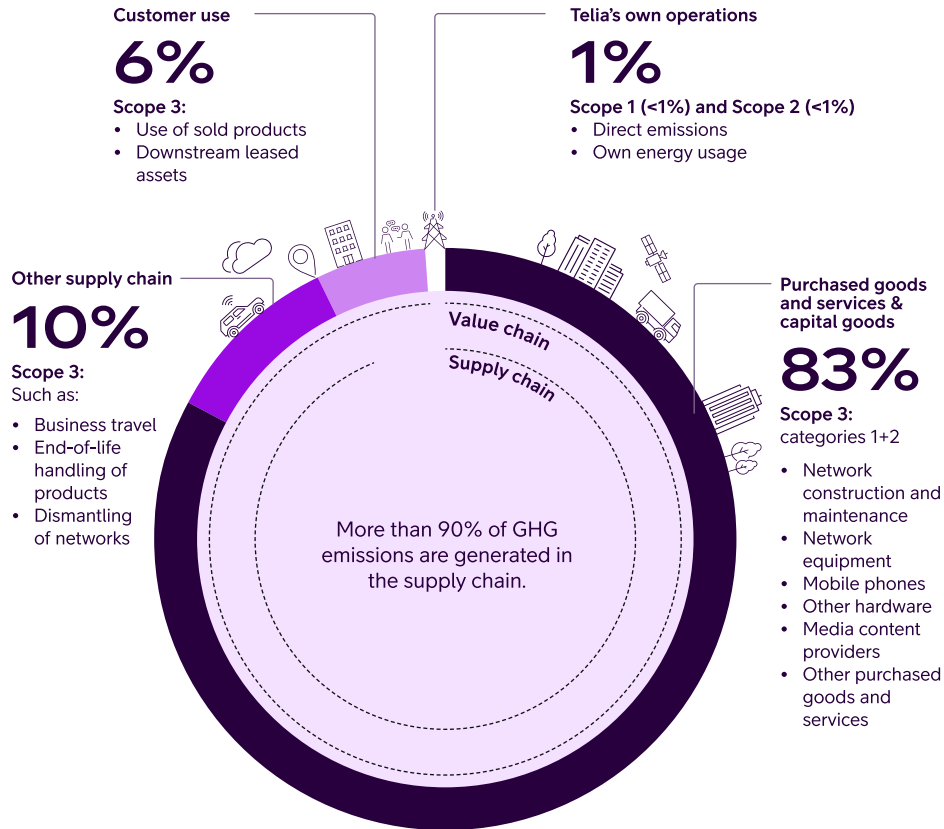
(E1-6-54) (E1-6-55)

### Accounting principles: GHG intensity

Group external revenue for continuing operations (**Note C6**) and total GHG emissions (scope 1,2 and 3) have been used for calculation.



## This is where Telia's GHG emissions come from



## E1-7, E1-8 GHG removals through carbon credits and internal carbon pricing

### Carbon credits

Telia purchases voluntary 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 cancelled in the future. The company purchases carbon credits outside its value chain, and in 2025, it purchased and cancelled credits to cover 10,059 tCO<sub>2</sub>e. The total spend on carbon credits in 2025 was 1,634,917 SEK. (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 Telia's net-zero target. (E1-AR61) The Group Policy – Environment does not address GHG removals; however, Telia's Group Instruction - Environment addresses carbon removals.

Telia has four projects in the 2025 voluntary carbon credit portfolio (E1-7-58b):

1. Improved Forest Management, Vastolegno IMF, Boumba-et-Ngoko Forest Conservation, Cameroon, Verra certification VCS2897
2. Improved Forest Management, Green Gold Loreto, Peru, Verra certification VCS2345

3. Afforestation/reforestation, Delta Blue Carbon, Pakistan, Verra certification VCS2250
4. Biochar, Four Bordet, France, Puro certification PURO619736 aligned with ICROA.

Telia receives the cancellation documents for each carbon credit purchased and does not undertake any calculations or assessment of the credits issued. All projects are externally validated by the credit provider. (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. 1% 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 is targeting net-zero GHG emissions across its value chain by 2040. The company will neutralize its 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) Telia does not apply an internal carbon pricing scheme. (E1-8-62)



# 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. Telia is committed to the responsible use of resources in its entire value chain.

Telia's ambition is to achieve zero waste in its own operations, including network construction and maintenance, by 2030. Through various initiatives, Telia promotes take-back, refurbishment and reuse of mobile phones and customer premise equipment (CPE) such as routers, set-top boxes and network equipment.

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 tools for developing circular business models such as platform sharing.

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*		
⊖	Resource depletion of materials used in product portfolio, network equipment, network construction and maintenance, and packaging	⬆️ 1	–	–
⊖	Disposal of hazardous waste (pesticide-treated wooden poles, electric waste, batteries) can potentially cause damage to soil, water or land	–	⊙	⬇️ 17
⚠️	Risk of rare materials used in the procured products becoming scarce <i>Dependency: Natural</i>	⬆️ 1	–	–
⚠️	Risk of not meeting regulations related to circular economy and waste disposal <i>Dependency: Natural</i>	⬆️	⊙	⬇️

⊖ Negative Impact ⊕ Positive Impact ⚠️ Risks 🗒️ Opportunities

⬆️ Upstream ⊙ Own operations ⬇️ Downstream

\* For more information regarding value chain detailing, refer to page 73.



## E5 ESRs 2 IRO-1 Identifying and assessing circularity related material impacts, risks and opportunities

Material impacts, risks, and opportunities (IROs) have been mapped across Telia's value chain – upstream, downstream and own operations – through a Double Materiality Assessment (DMA) involving internal experts. The most significant inflow-related IROs relate to procured products and services, which typically lie outside Telia's direct operational control. These were identified using publicly available information. Waste and outflow-related IROs were informed by input from contractors managing Telia's waste streams. Additionally, the assessment covered IROs linked to products sold or leased to customers, with circularity aspects evaluated using internal data on customer interactions and usage patterns. (E5-IRO-1-11a)

### E5-1 Policies related to resource use and circular economy

Telia's Group Policy – Environment is the guiding document for the company's circularity work. The Policy identifies resource use and circularity as a key environmental aspect for Telia. Resource use and circularity cover material inflows and outflows, waste and energy across the value chain. (E5-1-14)

As stated in the Policy, Telia applies circular principles to prevent, reduce, reuse, recycle (with implementation in the same order) in its

operations and when shaping customer offerings. These principles include minimizing resource use, reducing waste and prioritizing secondary (non-virgin) resources in the company's operations and procurement processes. More information about Telia's resource inflows is provided in section E5-4. (E5-1-15a) (E5-AR9a) The Policy also states that Telia prioritizes suppliers and partners that have science-based climate targets and a decarbonization plan, and which apply circular-economy principles. Through its membership in the GSMA industry association's circularity workstream, Telia has committed to the GSMA 2030 circularity target. As a result of this engagement, the Group Policy – Environment is aligned with sector-wide circularity priorities. (E5-1-15b) (E5-1-MDR-P)

For information on Telia's approach to resource use and a circular economy, refer to [Telia's policy table](#).

### E5-2 Actions for resource use and circular economy

Telia's product development and sourcing processes include environmental screening – focusing on emissions, energy, waste and hazardous substances – 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. These models require a shift in customer perception, but they are becoming increasingly appealing because of the added value that Telia is able to

provide. Rather than simply delivering a product, Telia enhances the offering through services such as hardware support, repairs and insurance. In relation to resource use and the circular economy, Telia's key activities are:

#### Minimizing waste sent to landfill or incineration

The zero-waste initiative requires all Telia markets 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 minimized waste. This action applies to Telia's own operations, as well as network maintenance and construction activities (upstream). It applies to five Telia markets: Sweden, Finland, Norway, Lithuania and Estonia. This action is reviewed annually and is expected to be ongoing until 2030.

During 2025, Telia clarified its 2030 ambition by excluding waste that due to regulatory limitations cannot be reused or recycled, such as pesticide-treated wooden telephone poles. Applying this clarification, 95% of total waste was either reused or recycled. (E5-3-24e)

Taking all waste into consideration, 75% of waste was either reused or recycled, 25% was incinerated, and <1% was sent to landfill during 2025. Recycling and reuse opportunities vary across Telia's markets and across waste types.

#### Extending the lifetime of devices

Telia develops and implements actions to extend the lifetime of products in its portfolio and works to help customers switch to products with a lower environmental impact.

*a) Encourage customers to return used mobile phones to Telia for trade-in or recycling*  
 All Telia markets offer take-back channels for used mobile phones. By the end of 2025, Telia's take-back rate was 13% of all mobile phones sold to the private customer segment. All these phones were either re-used after repair, or recycled through controlled recycling organizations.

*b) Continue to offer refurbished devices*  
 All Telia markets offer refurbished mobile phones to customers, and the company has also begun sales of pre-owned laptops (in Finland, Estonia and Lithuania) and tablets (in Finland, Norway, Estonia and Lithuania). By the end of 2025, 6% of all B2C mobile phones sold by Telia were refurbished models. (E5-2-20d)

*c) Lengthen the mobile phone lifecycle through Device as a Service (DaaS)*

In the DaaS sales model, mobile phones are returned to Telia by B2B customers after a lease period and prepared for further use. Telia has implemented DaaS in Finland, Sweden and Norway. By the end of 2025, 27% of B2B mobile phones were sold as DaaS in these three markets.

*d) Continue to distribute refurbished CPE*  
 Telia reuses CPE such as set-top boxes and routers in its five markets. By the end of 2025, 25% of all CPE were refurbished models.

These circularity actions contribute to the circular economy objectives of the European Green Deal and the EU Circular Economy Action Plan. The expected outcomes of these actions include sustainable revenue growth and a reduction in environmental impact through optimized material usage and less waste.



### Collaboration on circularity

Collaborative initiatives enable Telia to understand and act better on its circularity impacts, risks and opportunities. Working in collaboration with other participants in the telecommunication ecosystem is also critical to establishing the sector's circularity. Telia is a member of the GSMA Circular Economy for Mobile Devices project group.

During 2024-2025, Telia participated in the Nordic Circular Accelerator, a collaborative program focused on data sharing for circular practices. Telia contributed a case study with network equipment and installation suppliers on the topic of circularity in relation to network sites. (E5-AR11) (E5-2-MDR-A)

### E5-3 Targets related to resource use and circular economy

Telia's zero-waste ambition relates to the upper levels of the waste hierarchy, meaning all leftover materials should be reused, repurposed or recycled, and nothing should go to incineration or landfill, by 2030. (E5-3-25) The scope of the target includes waste originating from network installations and repairs, technical sites and field work, offices and shops. (E5-3-23)

Most of Telia's waste comes from network construction activities, such as laying cables or putting up mobile masts and towers. A limited amount of waste origins from office activities or shops. The main waste categories are asphalt, gravel and soil. Only 3% of total waste is electric and electronic goods, which are reused or recycled.

During the year, Telia committed to the GSMA's circularity targets, which aim to keep mobile devices in use for longer and reduce resource consumption. Through take-back and end-of-lease activities, Telia's aim for 2028 is to collect used mobile phones equivalent to 20% of the number sold during the year. These devices will then be repaired, re-used or recycled. (E5-3-24e)

The use of primary raw materials is a critical concern for technology-focused industries, and every company has a part to play in transitioning towards circular economy and extending the life cycle of materials used. Within the scope of Telia's activities, this usage will be reduced by increasing take-back activities and sales of refurbished mobile phones. (E5-3-24c) Telia's targets in this area are voluntary rather than mandatory. (E5-3-27) For more information regarding resource use and circular economy targets, refer to [Telia's sustainability targets table](#). (E5-2-MDR-T)

#### Accounting principles: Take-back rate

The take-back rate indicates the amount of mobile phones that Telia collects back from customers. To calculate the take-back rate, the amount of mobile phones collected through buy-back and end-of-lease is compared with the amount of new mobile phones sold.

### E5-4 Resource inflows

In Telia's DMA, the main impact related to inflows is the depletion of resources used in Telia's equipment, specifically in the product portfolio, network equipment, materials used in network construction and maintenance, and packaging.

In terms of the product portfolio, the company's largest equipment categories include CPE such as routers and set-top boxes, mobile phones and SIM cards. 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.

Network equipment consists of both active and passive materials, such as electronic devices, servers, antennas and cables used in mobile and fixed networks.

Materials used in network construction and maintenance operations include construction materials, metals and asphalt. (E5-4-30)

### E5-5 Resource outflows

Waste from own and network operations is one of Telia's key environmental aspects. To meet its zero-waste ambition, the company is committed to increase waste recycling and extend the life cycle of materials used in its own operations, including network construction and maintenance. Telia aims to move up in the waste hierarchy by prioritizing waste prevention and reduction, while increasing reuse and recycling.

#### Resource outflows

Construction waste, electronic waste and battery waste are the largest waste categories for Telia. Waste categories and examples of materials present in Telia's waste include:

Waste category	Materials*
Battery	Lead batteries, nickel-cadmium batteries, lithium-ion batteries
Cable	Copper cables, lead-sheathed optical-fiber cables, non-lead/plastic-sheathed copper cable
Construction	Asphalt, sludge/sludge water, stone/gravel/concrete, wood
Electronic	Electronics from networks, PCs and other electronics, mobile phones
Metal	Aluminum, copper, iron, stainless steel
Other	Biowaste, fluorescent lamps/tubes, pesticide-treated wooden poles, lamps, paper

\*Non-exhaustive list (E5-5-38a) (E5-5-38b)



### Waste data collection

To meet its zero-waste ambition, Telia is continuously working to improve waste data collection and quality, as contractors and waste-management suppliers currently provide Telia with estimates on a best-effort basis while adapting to provide Telia-specific data in the coming years. (E5-5-40)

There is no radioactive waste, as defined in Article 3(7) of Council Directive 2011/70/Euratom, produced from Telia's activities. (E5-5-39)

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 this Sustainability Statement in relation to these disclosures.

Total waste (t)	2025	2024
Total hazardous waste	19,142	22,661
Total non-hazardous waste	30,592	34,420
<b>Total waste</b>	<b>49,733</b>	<b>57,081</b>
<b>Total recycled waste</b>	<b>37,064</b>	<b>39,842</b>
<b>Total non-recycled waste</b>	<b>12,669</b>	<b>17,239</b>
Non-recycled waste's share of total waste	25%	30%

Hazardous solid waste (t)	2025	2024
Waste for incineration	11,050	15,649
Waste for landfill	78	12
Other disposal operations	-	-
<b>Total waste directed to disposal</b>	<b>11,128</b>	<b>15,662</b>
Recycling	7,569	6,800
Reuse	445	199
Other recovery operations	-	-
<b>Total waste diverted from disposal</b>	<b>8,013</b>	<b>6,999</b>
<b>Total hazardous waste</b>	<b>19,142</b>	<b>22,661</b>

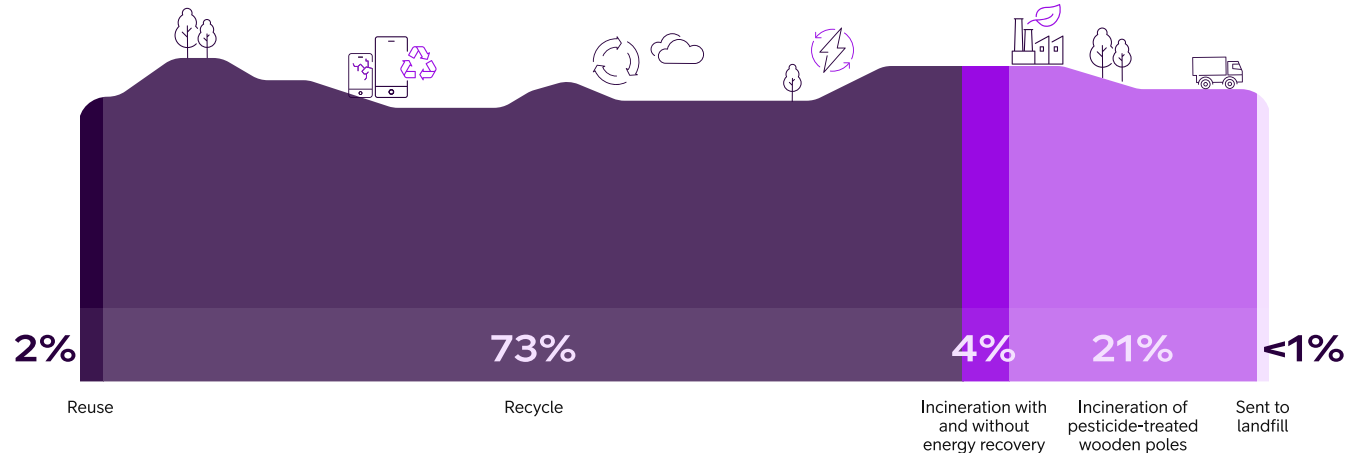
Non-hazardous solid waste (t)	2025	2024
Waste for incineration	1,319	1,458
Waste for landfill	222	120
Other disposal operations	-	-
<b>Total waste directed to disposal</b>	<b>1,541</b>	<b>1,577</b>
Recycling	28,454	4,987
Reuse	597	27,856
Other recovery operations	-	-
<b>Total waste diverted from disposal</b>	<b>29,051</b>	<b>32,843</b>
<b>Total non-hazardous waste</b>	<b>30,592</b>	<b>34,420</b>

(E5-5-37a) (E5-5-37b) (E5-5-37c) (E5-5-37d)

### 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. Legacy waste fractions that are subject to legally mandated or technically unavoidable treatment methods – such as pesticide-treated wooden poles, for which incineration is the only permissible disposal option – are excluded from the scope of Telia's zero waste target. All waste is reported in tonnes.

## Telia's waste recovery and treatment types





# Taxonomy Reporting

Telia has reported in line with Article 8 of the EU Taxonomy Regulation since 2021, building on its EU Taxonomy reporting capabilities and developing reporting methods.

Telia continuously monitors developments in the regulatory landscape, and has therefore adopted the 4 July 2025 Delegated Act amending the Taxonomy Disclosures, Climate and Environmental Delegated Acts and its Annexes, approved by the European Commission in January 2026. This means that, as of January 1, 2026, the company is solely reporting non-financial activities under the EU Taxonomy. In 2024, Telia reported as a mixed group, and disclosed financial KPIs of its subsidiaries Telia Finance and Telia Insurance in addition to its own activities. However, as these subsidiaries' eligible activities do not meet the newly implemented materiality threshold, they are not included in Telia's 2025 reporting scope. Telia assesses potential materiality internally and continuously follows legislative developments and guidance provided by the European Commission.

Telia has applied the materiality exemption in accordance with Articles 2(1a) and 2(1b) of the Disclosures Delegated Act and applied the materiality threshold to its EU Taxonomy reporting principles. It therefore does not disclose EU Taxonomy indicators for economic activities for which eligibility is well below 10% of the KPI in question.

One of Telia Company AB's subsidiaries, Telia Lithuania, reports in line with the EU Taxonomy

as part of its Annual Report. EU Taxonomy information regarding Telia Lithuania is also consolidated as part of this report.

Telia reports a limited percentage of EU Taxonomy-eligible activities, since telecommunication networks are not included in the EU Taxonomy (see Financial key performance indicators on pages 95-96). As these networks are essential for the telecommunication industry, the latter has advocated for the inclusion of networks in future EU Taxonomy delegated acts with dedicated fit-for-purpose alignment criteria.

### Assessment of eligibility

Telia has assessed its economic activities to determine which should be reported under the EU Taxonomy definitions. The activities deemed eligible for Telia in 2025 are shown in the table to the right. Out of the three Taxonomy KPIs, only accumulative OPEX surpasses the materiality threshold of 10% and is therefore reported on page 96.

### Assessment of alignment

An economic activity must make a substantial contribution to its environmental objective, do no significant harm to other environmental objectives and be carried out in accordance with certain minimum safeguards to be defined as environmentally sustainable. For 2025 Telia does not report alignment for any of its activities.

Eligible activities	Description
CCM 8.1 Data processing, hosting, and related activities	Under this activity, 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 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 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



**Substantial contribution**

For Telia's eligible activities related to CCM, no data centers reported under activity CCM 8.1 are considered to meet the requirements for substantial contribution.

Telia has previously evaluated the possibility of implementing the EU Code of Conduct for Data Centers, a voluntary initiative aimed at improving energy efficiency and sustainability, in its data centers. To date, one of Telia's reported data centers has implemented the EU Code of Conduct. However, this implementation has not been verified by a third party.

With respect to data-driven solutions reported under activity CCM 8.2, Telia has previously demonstrated substantial contribution to climate change mitigation by assessing net benefits of digital components of reported remote-meeting solutions and Internet of Things (IoT) solutions for buildings and utilities. Substantial contribution was achieved by comparing the carbon footprint and achieved enablement impact of previously listed services. Benefits from these services include substantial greenhouse gas emissions reductions and in some cases energy savings, and the services were thereby assessed to meet the substantial contribution criteria. However, in 2025 Telia further evaluated its approach as well as investigated industry practices in EU Taxonomy reporting for CCM 8.2 and adjusted its methodology to ensure conservative reporting that is in line with common practices in the telecom industry. As Telia has not carried out a life-cycle analysis of these services, the company has chosen to report these services as not-aligned.

For Telia's eligible activities related to the EU Taxonomy's Transition to a Circular Economy objective ("CE"), there is not enough information to determine alignment. The following activities are therefore assessed as not meeting the criteria for a substantial contribution to CE: 4.1 Provision of IT/OT data-driven solutions; 5.1 Repair, refurbishment and remanufacturing; 5.4 Sale of second-hand goods; and 5.5 Product-as-a-service and other circular use and result-oriented service models. The same applies to purchases of EU 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 the EU Taxonomy's Climate Change Adaptation ("CCA") objective, Telia's physical climate risk analysis at a Group level, which is detailed under section E1 ESR52 IRO-1, was used. In relation to activity CCM 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 CCM 8.2, as digital services are not site-specific.

For DNSH criteria related to the EU Taxonomy's Sustainable Use and Protection of Water and Marine Resources 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

its data centers use water-based cooling, the water 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 CE, 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 these from suppliers that operate within the EU. These suppliers mark their products with the CE label, as required under Directive 2009/125/EC. Compliance is also supported through supplier requirements based on Telia's Supplier Code of Conduct
- Telia has specific requirements in place for its suppliers in regard to restricted and banned substances covered by EU Directives on restriction of the use of certain hazardous substances, 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 Group-level policies and instructions related to topics such as 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 topics 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 **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 2025:

Turnover is defined as external revenue under the IFRS accounting standards which corresponds to external revenue in Telia's consolidated statements of comprehensive income, e.g. including only continuing operations. See notes **C5** and **C6**.

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 pre-payments.



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, plant and equipment by the undertaking party, or third party to whom activities are outsourced, which are necessary to ensure the continued and effective functioning of such assets. The EU Taxonomy OPEX measure includes only continuing operations.

Direct non-capitalized costs related to research and development correspond 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, plant and equipment. The EU Taxonomy KPI definitions of turnover, OPEX and CAPEX are not fully aligned with similar measures used in Telia's consolidated financial statements. For EU Taxonomy reporting purposes, some adjustments have therefore been made to Telia's financial measures. Telia's interpretations of the EU Taxonomy KPI definitions are based on guidance from the EU Taxonomy publications, the FAQ on the EU Taxonomy published by FAR in Sweden and consultations with external sustainability experts. The interpretations of the KPI definitions might change as the EU Taxonomy reporting guidance is further clarified and/or EU Taxonomy reporting practices are developed.

To align fully with the EU 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 the economic activity definitions of the EU Taxonomy, 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 report. As a general note, Telia has applied a conservative

approach in both identifying eligible activities and estimating CAPEX and OPEX associated with such activities, as well as set manual controls and reporting guidelines to avoid double counting between different activities. More information about reporting controls and risk management for reporting process can be found in section ESRS 2 GOV-5.

**Proportion of Turnover, CAPEX, OPEX from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (summary KPIs)**

Financial year	2025															
	KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy aligned-activities in 2024	Proportion of Taxonomy aligned-activities in 2024
Climate Change Mitigation						Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity						
Text	MSEK	%	MSEK	%	%	%	%	%	%	%	%	%	%	MSEK	%	
<b>Turnover</b>	<b>2,013.7</b>	-	-	-	-	-	-	-	-	-	-	-	-	<b>2.49%</b>	<b>99.23</b>	<b>0.11%</b>
<b>CAPEX</b>	<b>996.3</b>	-	-	-	-	-	-	-	-	-	-	-	-	<b>5.10%</b>	<b>6.86</b>	<b>0.04%</b>
<b>OPEX</b>	<b>1,033.3</b>	<b>45.90%</b>	<b>0</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	-	<b>57.44</b>	<b>2.51%</b>





# Social


Telia strives to uphold human rights, fair labor conditions and well-being across its workforce, supply chain and broader communities. Its 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
- S4 Consumers and end-users




**3.6 million**  
individuals reached through digital skills-building initiatives



**Top tier**  
Achieved first or second position in privacy perception in 4 of 5 markets  
Source: Telia's Brand Tracker




**8.2**  
out of 10 employees state that they are able to balance work and personal life successfully  
Source: employee survey



**99%**  
5G population coverage



**No. 4**  
out of 1,806 international companies assessed in the Children's Rights Benchmark conducted by Global Child Forum



**43%**  
females among Telia's senior leaders (~80 top leaders)



# S1 Own workforce

## Approach

Executing on Telia's people and culture strategy is essential for reaching the company's targets. Telia strives to offer an inclusive, respectful and empowering working environment where all its employees can grow and reach their full potential. Telia is committed to respecting the human and labor rights of its employees, and to maintaining high employee engagement, recognizing that attracting and retaining top talent is key to maintaining its competitiveness.

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 its values, and presented a leadership framework and strategy. To support a high-performing company culture, the Telia Way was launched as a roadmap that includes Telia's values, leadership framework and guiding principles. The bi-annual employee survey indicates that many Telia employees are interested in professional growth, and for this reason, the emphasis has been on development during 2025. A concept, 'You grow. We grow', was introduced to bring together all initiatives and tools related to employee and manager development, in addition to the Growth Compass, which is designed to help

employees plan their career paths and acquire new skills. Following the implementation of a new organizational model in December 2024, Telia has focused on simplifying processes, increasing speed and accountability, and establishing more efficient ways of working.



Material impacts, risks and opportunities	Value chain location*		
	Upstream	Own operations	Downstream
⊖ Unmanageably high employee workload could lead to burnout	–	⊙	–
⊖ Potential harassment and discrimination of employees (i.e gender, gender identity or expression, ethnicity, faith, age, disability, appearance, sexual orientation, nationality, among others)	–	⊙	–
⚠ Risk of engaging in unfair and/or unsafe labor practices (e.g. excessive working hours) could lead to accidents and illnesses <i>Dependency: Human</i>	–	⊙	–
⚠ Risk of not having a diverse and inclusive workforce could lead to lack of innovation and employee engagement <i>Dependency: Human</i>	–	⊙	–
⚠ Risk of not providing sufficient upskilling and development opportunities for employees could lead to unwanted employee turnover <i>Dependency: Human</i>	–	⊙	–

⊖ Negative Impact   ⊕ Positive Impact   ⚠ Risks   ☑ Opportunities   ↑ Upstream   ⊙ Own operations   ↓ Downstream

\* For more information regarding value chain detailing, refer to page 73.



## S1 ESRs 2 SBM-3 Material impacts, risks and opportunities and strategy alignment

Employees affected by Telia's material impacts, risks and opportunities (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, Finland, Norway, Lithuania and Estonia). These impacts were based on the employees of Telia Company AB 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 is low, and it is therefore not part of the material IROs presented in this Sustainability Statement. (S1-SBM-3-14b)

Telia has identified the risk of engaging in unfair and/or unsafe labor practices arising from impacts and dependencies on its own workforce. 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, meaning that determining which material IROs relate to specific groups is not possible. (S1-SBM-3-16)

## S1-1 Policies related to own workforce

Telia's Group Policy – People, Group Policy – Human Rights and its Code of Conduct govern employee-related impacts, risks and opportunities. (S1-1-19) (S1-1-20b) During the year, several non-material policy changes occurred. In early 2026 the policy was updated to cover human trafficking. (S1-AR10)

Additional information about these policies and the international frameworks Telia follows can be found in [Telia's policy table](#). Telia supports employees' understanding of policies through communication, dialogue and training. (S1-1-20)

### Human rights

Telia's Group Policy – People addresses employee human rights, including child and forced labor, diversity, equity and inclusion (DEI), health & safety, and well-being. (S1-1-20c) The Code of Conduct explains the company's approach to managing negative human rights impacts in its operations and communities.

Telia prohibits child labor, does not retain proof of identification, allows resignation with notice, and guarantees equal opportunities based on competence, experience and performance. Health and well-being initiatives prioritize safety, risk reduction and prompt hazard response, and include both physical and psychosocial risks. Telia and its suppliers are required to improve continuously and to comply with legal requirements. (S1-1-20a)

Telia's Group Policy – People outlines remedies available if the human rights of the company's workforce are negatively affected. In the event of a negative impact, both a process and specific actions are defined. See section S1-3.

### Internationally recognized instruments

Telia's Group Policy – People outlines the company's commitment to respecting international human rights standards, as shown in [Telia's policy table](#). The company focuses on the most salient human rights in relation to its business through ongoing due diligence and Human Rights Impact Assessments (HRIAs). (S1-1-21) It enforces zero tolerance for forced labor across its operations and supply chain (S1-1-22), and mandates occupational health and safety systems based on continuous improvement. (S1-1-23) The policy also promotes DEI and prohibits discrimination based on legally protected characteristics. (S1-1-24a) (S1-1-24b)

### Preventing discrimination and harassment

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 and harassment is a top priority supported by several inclusion initiatives. The company's human resources 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 fostering a diverse workplace, while regular DEI training and targeted upskilling programs for women reinforces it. (S1-1-24d) (S1-1-MDR-P)

## S1-2 Engaging with own workforce

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 Human Resources 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 dialogue with trade unions, as well as through the bi-annual employee survey. (S1-2-27e) The company's DEI



agenda supports engagement with the whole workforce by providing information and insights regarding DEI through various channels. (S1-2-28)

### S1-3 Remedy for negative impacts and channels to raise concerns

Telia has a process in place to provide a remedy, or contribute to remedying, in situations where the company has caused or contributed to a material negative impact on members of its own workforce. This work is 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 grievances raised by its own workforce. The company's Whistleblowing Line can be contacted by 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 Actions for own workforce

The actions listed below apply to all employees at Telia collectively (without further breakdown; specified time horizons and deadlines have not been allocated to each action, as they are ongoing throughout the year). These actions describe how Telia manages the material IROs associated with its own workforce. (S1-4-37)

#### Diversity, equity and inclusion

In 2025, Telia continued to monitor diversity aspects of its business 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. Workforce gender and age data are tracked, including in science, technology, engineering and mathematics (STEM)-related roles, with the aim of understanding the make-up of the employee population and designing related active measures. DEI is championed through a Group Diversity and Inclusion Lead and specific DEI initiatives across the company. These efforts support the advancement of DEI and ensure it is a core consideration in Telia's operations.

#### Narrowing the gender pay gap

Telia aims to reduce its raw gender pay gap and conducts scheduled pay gap analyses on an annual basis (in addition to unscheduled checks). The company's rewards team, heads of People & Culture in the markets and Group Functions, and diversity leads and ambassadors all work towards

a defined mitigation plan for this topic. The plan addresses (S1-4-38a):

- 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.
- Identification of specific cases: instances without justification are bridged with a definite time plan.

The effectiveness of actions related to the gender pay gap are monitored in the annual review findings. (S1-4-38d) In certain cases, redistributions of the annual salary review budget are made to help close the pay gap. Furthermore, ad-hoc adjustments can be made if deemed necessary. Managers and talent acquisition representatives are also being trained to take a preventive approach. (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 university graduates born overseas the opportunity to work as interns. In 2025, the company supported 14 immigrants and refugees in entering the job market.

To support the achievement of Telia's diversity and inclusion targets, managers receive mandatory leadership trainings covering inclusive recruitment and unconscious bias, as part of Telia's leadership framework. 50% of managers had completed the training by year-end. (S1-4-38a) Voluntary annual

training on harassment and discrimination is also available to all employees. Telia's Code of Conduct and Group Policy – People reinforce accountability at the management level.

Harassment or discrimination cases are primarily addressed via Telia's Whistleblowing Line, with investigations initiated for valid reports and outcomes ranging from warnings to contract termination. (S1-4-38b)

In addition, feedback from surveys, ERGs, DEI leads and well-being officers are considered when determining continuous improvement actions. (S1-4-39)

To prevent material negative impacts, Telia complies with non-discrimination laws and communicates clearly with the intention of avoiding perceptions of reverse discrimination. (S1-4-41) The actions in relations to Telia's own workforce stated above are managed by the rewards team, People & Culture heads, DEI leads, ERG leads, ambassadors, well-being officers and investigators. (S1-4-43)

#### Health and well-being

Health and well-being are central to Telia's employee experience. Most employees work in office or retail settings, where mental well-being and ergonomics are key concerns. Telia's main challenges include maintaining work-life balance and enabling recovery after intense work periods.

Telia's "YouFirst" program aims to drive performance and development through continuous dialogue, coaching and feedback.



It also monitors workload and supports related actions. (S1-4-38a) In cases where a negative impact such as sick leave or burnout occurs, this is managed locally, with early intervention processes involving managers and Human Resources. (S1-4-38b)

Additional initiatives include 'Working better together' supporting hybrid work, and 'Working better abroad' supporting remote work. 'Working better together' aims to bring employees together in Telia's physical locations to increase engagement, collaboration and performance. In addition, the 'You grow. We grow' concept bundles initiatives and tools supporting employee and manager development, with the aim of helping everyone at Telia to grow, develop new skills and reach their full potential. Performance reviews offer the opportunity for managers and employees to discuss both performance and well-being topics.

Office staff at Telia have flexible schedules, which is one way to support work-life balance, while retail and technical staff follow fixed hours. (S1-4-38c) The effectiveness of these approaches is tracked via employee surveys, through work-life balance questions. (S1-4-38d)

The company's primary approach to mitigating workforce-related risks is to equip managers with tools to support employees, including mandatory work environment training. (S1-4-40a) Managers are responsible for identifying and addressing well-being concerns, with the possibility of involving Human Resources or healthcare specialists depending on both the severity of the concerns and local laws. (S1-4-43) (S1-4-39)

In some cases, risk assessments are made prior to actions that might cause or contribute to material negative impacts on Telia's own workforce, such as layoffs. (S1-4-41) Telia performs extensive risk assessments if there are major changes or initiatives in the organization. No material workforce impacts have been identified from Telia's climate transition plans, but risk assessments are continuously updated to ensure any potential impacts on workers are identified and addressed proactively. (S1-SBM-3-14e) (S1-4-AR43) (S1-4-MDR-A)

### S1-5 Targets related to own workforce

Telia's own workforce target involves gender diversity among senior leaders and across the entire workforce, decreasing and closing its raw gender pay gap, maintaining a healthy and safe working environment, and supporting employee growth through training and skills development. Telia's entire workforce was not involved in setting the targets. However, its workforce contributed to tracking the company's progress via employee surveys, which also inform team-level discussions for improvement. (S1-5-47a) (S1-5-47b) (S1-5-47c) (S1-5-MDR-T)

For more information regarding own workforce targets, refer to [Telia's sustainability targets table](#). (S1-5-46)

### S1-6 Characteristics of the employees

Telia's employee characteristics, including type of contract and region, are found in [Note C32](#). (S1-6-50a) (S1-6-50b) (S1-6-50c) (S1-6-51)

### S1-8 Collective bargaining coverage and social dialogue

#### Collective bargaining

All Telia 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, 100% (92%) of employees were covered by collective bargaining agreements. A breakdown of collective bargaining coverage, as well as social dialogue per country, is shown in the table to the right. (S1-8-60)

Telia engages with employee representatives and trade unions in line with national laws and collective bargaining agreements (CBAs). The European Works Council (EWC) supports transnational consultation in Telia's Nordic and Baltic operations, while local Telia companies maintain regular union dialogue. During the year, no strikes or strike notices occurred. Employee representation agreements are managed at Group level. (S1-8-63b)

### Collective bargaining and social dialogue

Coverage rate	Collective bargaining	Social dialogue
0-19%	–	–
20-39%	–	–
40-59%	–	–
60-79%	–	–
80-100%	Sweden, Finland, Norway, Lithuania, Estonia	Sweden, Finland, Norway, Lithuania, Estonia

#### Accounting principles: Collective bargaining and social dialogue

Data for collective bargaining coverage is collected from the internal Human Resources tool, excluding Latvia and other small companies. No assumptions have been used when gathering information. Telia reports the percentage of its employees in each country who are represented by workers' representatives. In Norway, the applicable collective bargaining agreement for a specific group of employees is determined by their departmental affiliation or the nature of their work.



## S1-9 Diversity metrics

Top management is defined as the Group Executive Management (GEM). Information on GEM can be found in the Directors' Report chapter on page 59. (S1-AR71) By the end of the year, 43% of Telia's senior leaders, 38% of manager positions and 20% of STEM-related roles were held by females. In addition, in STEM-related roles, 11% were under 30, 59% were 30-50 and 30% were over 50 years old. In 2025, 33% of newly recruited employees were female.

	Senior leaders	GEM	Board of Directors	Telia
<b>Gender</b>				
Male	46	6	7	8,509
Female	35	3	3	4,495
Other	0	0	0	19
<b>Total</b>	<b>81</b>	<b>9</b>	<b>10</b>	<b>13,023</b>
<b>Age</b>				
Under 30	0	0	0	1,597
30-50	42	4	1	7,555
Over 50	39	5	9	3,871
<b>Total</b>	<b>81</b>	<b>9</b>	<b>10</b>	<b>13,023</b>

### Accounting principles: Age and gender

The data reported reflects the status as of December 31, 2025. The scope of the population is all employees registered in the internal Human Resources tool, excluding Latvia and other small companies, which account for approximately 10% of the total workforce. The gender balance for new hires is calculated as the number of females hired divided by the total number of new hires.

## S1-10 Adequate wages

In addition to CBAs that set minimum wages, Telia applies internal pay ranges informed by external market benchmarks to ensure all employees receive adequate wages. Benchmarks are performed separately in each market, with Telia providing the underlying data used in the corresponding market-standard assessment processes. (S1-10-69) (S1-10-70) (S1-10-AR73)

## S1-11 Social protection

All Telia employees, both full- and part-time, in Sweden, Finland, Norway, Lithuania and Estonia have social protection through public programs or company benefits covering income loss from sickness, unemployment, work injury, disability, parental leave and retirement. (S1-11-74a) (S1-11-74b) (S1-11-74c) (S1-11-74d) (S1-11-74e)

## S1-13 Training and skills development metrics

### Training

Telia is dedicated to fostering the professional growth and success of its employees by offering a wide range of development opportunities. From onboarding to advanced workshops, employees have access to resources that help them build new skills, deepen expertise and stay competitive in a rapidly evolving industry.

Telia encourages continuous learning through both formal and informal channels, including

e-learning, mentoring and leadership trainings. These opportunities are tailored to support career advancement, personal development, and adaptability to emerging trends and technologies. Mandatory trainings cover topics such as privacy, security, the Code of Conduct, environment, and fire and safety for all employees, and work environment for all managers.

### Growth Compass

In 2025, the Growth Compass was introduced to help employees navigate their development in four directions: Advance, Deepen, Explore and Transition, supported by tools like internal short-term assignments and learning paths. Growth Talks, which were also introduced in 2025, are now a regular part of performance and development processes, with a growing share of employees setting personal growth goals. By the end of 2025, 52% of the workforce had set growth goals and the overall Growth score in Telia's bi-annual employee survey was 7.7/10 (7.6/10).

To help build future-ready capabilities, Telia launched the AI Uplift initiative in 2025 for all employees. Through digital training, spotlight sessions and hands-on workshops, employees are offered support in understanding, applying and innovating with AI in their daily work.

### Performance reviews

At Telia, performance is assessed in relation to defined goals. The goal-setting process starts with GEM members defining organizational objectives for each market and Group Function.

Managers then hold team talks to clarify objectives, review annual priorities (What), discuss

success behaviors (How), and identify growth areas (Grow) as the basis for individual goals. Team members use these discussions to draft, review and finalize their goals with managers in the Human Resources platform. Establishing expectations early is intended to improve accountability, engagement and focus, while reducing uncertainty.

Performance reviews are conducted at least once a year. This process enables employees to collect feedback from colleagues, engage in Growth Talks, and participate in a management-led talent review that evaluates potential, identifies risks and assesses performance.

### Training and skills development

	Gender	2025
The percentage of employee participation in performance and career development reviews	Male	74%
	Female	79%
	Other	25%
<b>Total</b>		<b>76%</b>
The average number of training hours per employee	Male	0.45
	Female	0.45
	Other	0.30

### Accounting principles: Training and skills development

Training and skills development indicators reflect active participation in annual performance evaluations. Only permanent employees are included. If either the employee or manager does not report career development in the system, the evaluation is not accounted for. Employee training hours are calculated using data from Telia's Human Resources system, excluding



Latvia and other small companies. The indicator reflects digital courses completed between January 1 and December 31, 2025. Only courses recorded in Telia's Human Resources system are included; live sessions or trainings on other platforms are excluded. The Employee Growth score is derived from the bi-annual employee survey and reflects perceptions across three drivers: professional growth, career path, and learning and skills development. The score is calculated on a scale of 0 to 10. The completion rate of topical trainings in sections E1, S4 and G1 is reported as the percentage of employees and consultants who have completed the training within the past three years. Newly joined employees, who have worked for Telia for less than 3 months, have been excluded.

## S1-14 Health and safety metrics

### Measuring health and well-being

Overall health and well-being are measured through the employee survey. The 2025 results indicate that 8.2 (8.1) out of 10 respondents had a good 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 2025 was 2.6% (2.4%). Employees lost 261 (371) days due to ill health or injuries. (S-14-88b)

### ISO 45001 certification

All Telia markets are covered by health and safety management systems, with ISO 45001 serving as

the standard for systematic assessments and risk management. In 2025, local Telia companies in Finland, Norway, Estonia and Lithuania maintained ISO 45001 certification. By year-end, all Telia's locations, and thereby 100% of employees, were covered by a health and safety management system based on ISO 45001, either through internal or external audits. (S1-14-88a)

### Incidents

During the year, 0 (0) fatalities were registered among Telia employees or contractors working in Telia's operations. (S1-14-88b) There were 12 accidents involving Telia employees that resulted in lost time at work, giving a Lost Time Injury Frequency Rate (LTIFR) of 0.38. (S1-14-88e) Among contractors, there were 9 injuries. (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.

The employee work-life balance score is derived from the bi-annual employee survey. The score is calculated on a scale of 0 to 10.

## S1-16 Remuneration metrics

### Pay gap and total remuneration

As part of Telia's aim of achieving zero pay inequality, a pay gap and gender parity analysis is carried out once a year in all markets. The 2025 analysis shows 11.5% (12%) as the raw gender pay gap and 1.1% as the adjusted 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 male and female employees. (S1-16-97a) The annual total remuneration ratio is 37 (35).

### Accounting principles: Remuneration

Telia's raw gender pay gap has been calculated based on the formula: (average gross monthly salary of male employees – average gross monthly of female employees) / average gross monthly of male employees.

Monthly salaries are calculated based on Full Time Employee for all permanent employees. Calculations have been in local currency and the total result is a weighted result for Telia. Starting 2025, Telia reports adjusted pay gap as well. The adjusted pay gap measures the difference between male and female average market ratio, showing how close each group's pay is to the market midpoint. 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, from which the CEO remuneration is excluded. Annual total remuneration includes base pay plus variable pay and benefits. The data used for the calculation excludes Latvia and other small companies. (S1-16-97b) (S1-16-97c)

## S1-17 Incidents, complaints and severe human rights impacts

### Incidents and complaints

To promote confidentiality and anonymity, Telia is only able to see if incident reports submitted 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, results for the year related to human rights and penalties related to these, refer to G1-1. (S1-17-103b) (S1-17-104a) (S1-17-104b) (S1-AR106)



# S2 Workers in the value chain

## Approach

Telia's value chain includes a large number of suppliers. Telia is committed to ethical sourcing and closely assesses its suppliers' practices with the aim of ensuring alignment with Telia's sustainability requirements for integrity and social responsibility. The company's approach is guided by its Supplier Code of Conduct, which sets mandatory expectations for suppliers regarding human rights, labor practices, environmental protection and business ethics. Compliance with this Code is a prerequisite for doing business with Telia.



Material impacts, risks and opportunities	Value chain location*		
⊖ Unregulated working hours and overtime can lead to a lower work life balance and an increased risk of injuries (High-risk markets)	⬆️	-	-
⊖ Unsafe working conditions and/or failure to meet minimum living conditions can affect workers' mental and physical health (Low- and high-risk markets)	⬆️	-	-
⊖ Potential child and forced labor in the supply chain (High-risk markets)	⬆️	-	-
⚠️ Reputational risk if suppliers fail to ensure a safe and healthy working environment and engage in unfair labor practices (Low- and high-risk markets) Dependency: Social	⬆️	-	-
⚠️ Reputational risk if suppliers engage in child labor and/or forced labor (High-risk markets) Dependency: Social	⬆️	-	-

⊖ Negative Impact   ⊕ Positive Impact   ⚠️ Risks   🗒️ Opportunities   ⬆️ Upstream   🏠 Own operations   ⬇️ Downstream

\* For more information regarding value chain detailing, refer to page 73.



## S2 ESRs 2 SBM-3 Material impacts, risks and opportunities and strategy alignment

Value-chain workers impacted by Telia's material impacts, risks and opportunities (IROs) include direct suppliers and their employees (tier 1) in the Nordics and Baltics, as well as subcontractor employees (tiers 2-4) worldwide. (S2-SBM-3-11a) These workers may be affected by labor practices, health and safety conditions, and other human rights issues.

Telia identifies material impacts and risks through a structured due diligence process and a double materiality assessment. Material negative impacts on value-chain workers refer to child and forced labor, health and safety, wages and compensation, and working hours. No material opportunities in relation to value-chain workers were identified as part of the DMA. (S2-SBM-3-11c)

Telia's due diligence process focuses especially on material risks arising from impacts and dependencies on value-chain workers.

The identified risks are:

- The company's suppliers could engage in child labor and/or forced labor and trafficking
- The company's suppliers could fail to ensure a safe and healthy working environment and engage in unfair labor practices. (S2-SBM-3-11e)

These risks may arise in manufacturing and service delivery within Telia's supply chain. (S2-SBM-3-13)

Within its due diligence process, Telia can detect the risk of workers being exposed to occupational health and safety risks, with specific focus on underage workers. (S2-SBM-3-12)

Telia applies a structured due diligence process to identify and mitigate sustainability and security risks across its supply chain, including occupational health and safety, anti-bribery and corruption, conflict minerals, environmental impacts, human rights and labor rights, management and ownership structure, privacy, security and trade sanctions. (G1-2-15b)

The process includes:

- Initial risk assessment based on geography (high- and low-risk markets), sourcing category and other contextual indicators
- Screening suppliers and disclosed subcontractors using structured tools and data-bases, including sanction lists, media screenings and ESG indexes to detect potential violations
- The in-depth risk assessment categorizes suppliers as high-, medium- or low risk. Potential high risks or serious violations may lead to supplier disqualification or trigger an in-depth Compliance Verification Program (CVP) assessment, such as an audit. Critical findings automatically classify a supplier as high-risk, requiring management approval in line with Telia's responsible sourcing requirements. (S2-SBM-3-11b)

All suppliers are required to comply with Telia's Supplier Code of Conduct and security directives, and to ensure these standards are upheld throughout their own supply chains. If

non-conformities are identified, Telia works with suppliers on corrective action plans. If issues remain unresolved, the partnership may be terminated. (S2-SBM-3-11d)

### S2-1 Policies related to value chain workers

Telia is dedicated to upholding human rights across its operations and value chain, guided by its Group Policy – Human Rights which includes Telia's conflict minerals approach. This policy sets clear expectations for suppliers in relation to due diligence, contractual requirements, audits, and grievance mechanisms. It emphasizes Telia's requirements for decent working conditions, freedom of association and occupational safety, and strictly prohibits forced and/or child labor and trafficking. The policy also highlights the emerging impact of AI by incorporating principles related to AI ethics, which mandate that suppliers uphold responsible and ethical practices throughout all phases of AI design, implementation, testing and usage. (S2-1-17a)

Telia engages with workers in the value chain through its CVP. The purpose of the program is to work towards supplier improvement on sustainability topics. (S2-1-17b) Verifying corrective actions taken by a supplier following an issue is crucial for Telia, as it ensures audit findings are addressed and progress is tracked. Once all recommendations are resolved and corrective actions are reported promptly, the audit is deemed complete. (S2-1-17c)

Human rights due diligence is an ongoing process integrated into Telia's risk management framework, with the aim of identifying, preventing and mitigating potential adverse impacts. Telia's Supplier Code of Conduct specifically addresses these requirements in its section on Modern Slavery and Forced Labor.

Telia expects its suppliers to:

- Take active measures to ensure there is no form of slavery, forced, bonded or indentured labor or human trafficking, in any part of their 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. (S2-1-18)

The Supplier Code of Conduct aligns with Telia's policies and commitments. It specifies requirements in the areas of human rights, labor rights, health and safety, environment, conflict minerals, climate change and business ethics, among other areas. (S2-1-19) For information on policies related to value chain workers, refer to [Telia's policy table](#). (S2-1-MDR-P)



## S2-2 Engaging with value chain workers

### Due diligence process

The due diligence process yields valuable insights that inform sourcing decisions and support risk mitigation strategies to avoid negative impacts on value-chain workers. Significant findings are escalated to the Chief Procurement Officer or the sourcing management team. Oversight of the responsible sourcing process rests with the Chief Procurement Officer, ensuring accountability and alignment with Telia's governance framework. Due diligence screening is an ongoing process for all existing and new suppliers. Any supplier flagged as high-risk is addressed in line with the CVP. (S2-2-22b) (S2-2-22c) (S2-3-35) (G1-2-15a)

### Supplier Compliance Verification Program (CVP)

As part of the due diligence process, Telia operates the CVP, a structured mechanism designed to verify supplier compliance and support continuous improvements. It prioritizes high-risk suppliers identified through triggers such as criticality, screening outcomes, previous assessment findings, whistleblowing reports, ad-hoc incidents and emerging risks.

The CVP combines verification with engagement, with the aim of fostering collaboration with suppliers to strengthen their understanding of Telia's sustainability and security requirements. Verification is carried out through three levels:

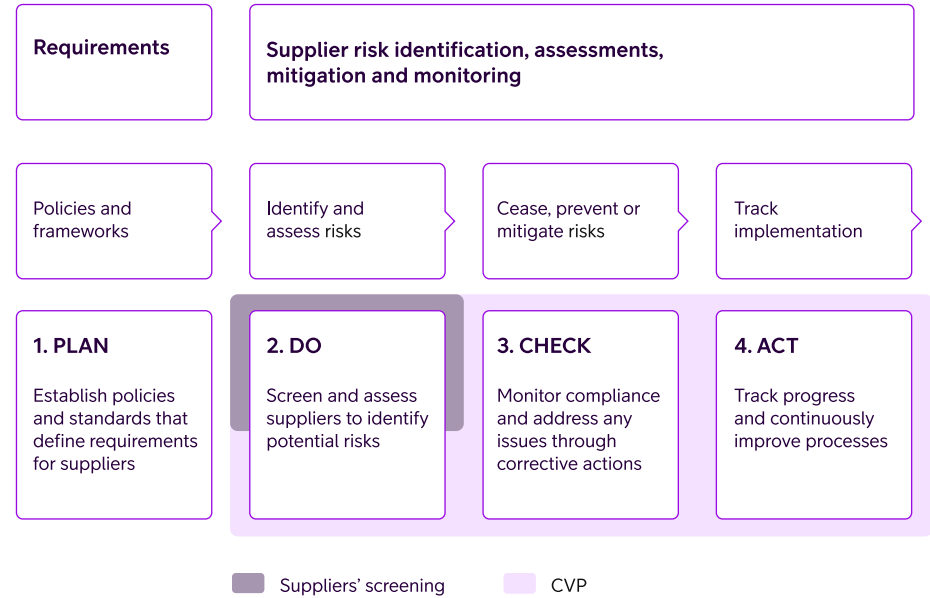
- Level 1: Self-assessment questionnaire for all high-risk suppliers, aligned with Telia's Code of Conduct and security directives
- Level 2: Desktop-based, in-depth assessments targeting specific compliance areas within supplier clusters
- Level 3: Onsite or offsite verification to support alignment with Telia's requirements.

In 2025, the company launched a platform to streamline third-party risk management by integrating screening, compliance checks, and continuous monitoring for sustainability and security. It strengthens due diligence and leverages the CVP platform to improve supply chain transparency and prioritization.

### Industry collaboration - Joint Alliance for CSR (JAC)

Telia collaborates with other telecommunication operators via the JAC to assess common suppliers, with a particular focus on those operating in high-risk markets and involved in manufacturing activities. (S2-2-22a) (S2-2-22b) (S2-2-22d) In 2025, JAC conducted 151 assessments including audits across 31 countries and various supply chain tiers (Tier 1: 39%, Tier 2: 49%, Tier 3: 11%, Tier 4: 1%). A total of 12,552 workers were interviewed, resulting in 794 corrective action plans. Findings were mostly related to health and safety, followed by working hours, environmental factors, and wages and compensation. (S2-2-22) (S2-3-36)

## Third-party due diligence process



Both the CVP and JAC provide Telia with insights into the perspectives of its value chain workers. (S2-2-23) 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. If 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. (S2-2-22e)



## S2-3 Remedy for negative impacts and channels to raise concerns

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. (S2-3-27a)

Telia's Whistleblowing Line system enables all workers in its value chain to raise concerns anonymously without fear of retaliation or reprisal, thereby facilitating impartial investigation. For more information on the Whistleblowing Line, refer to G1-1. (S2-1-19) (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 by the reporter within the whistleblowing system, helping to ensure its effectiveness. (S2-3-27d)

## S2-4 Actions for workers in the value chain

### Due diligence screening and CVP data

	2025	2024
<b>Due diligence screening</b>		
<b>Upfront risk assessments</b>		
Number of suppliers	819	1,250
Coverage by spend	92%	93%
<b>In-depth risk assessments</b>		
Number of assessments	432	443
Coverage by spend	53%	35%
Suppliers with high-risk results	2%	0.6%
<b>CVP</b>		
Number of assessments	733	140
Numbers of suppliers	390	87

Telia's ongoing due diligence process and CVP are used to identify suppliers with high risks. During the year, no severe human rights incidents were identified through the CVP. (S2-4-36) When identified, timely actions and follow-up measures are taken with the supplier. In 2025, Telia conducted an in-depth review of 15 contact center and sales channels suppliers to assess their adherence to key sustainability and security requirements. The survey provided a high-level view of overall compliance performance and identified areas for improvement, forming a foundation for targeted follow-up actions planned for 2026. (S2-4-32a)

Further information on the CVP and actions related to the program can be found in S2-2 Supplier Compliance Verification Program. (S2-4-32c) (S2-4-32d) (S2-4-33a) (S2-4-34a) (S2-4-34b) (S2-4-MDR-A)

#### Accounting principles: Due diligence

The upfront and in-depth due diligence risk assessments measure the number of new and existing suppliers screened. Data for these indicators is collected from a third-party due diligence tool that was upgraded in 2025.

#### Accounting principles: CVP

CVP assessments indicate the number of assessments conducted and the number of suppliers included in the program. Data for these indicators is compiled internally (e.g. due diligence tool and CVP documentation). These figures are supplemented by data from JAC assessments. Figures represent completed assessments within the reporting period.

JAC assessment data is sourced from the annual JAC report, a consolidated document that summarizes supplier audits and assessments across participating telecommunication companies.

## S2-5 Targets related to workers in the value chain

Telia has a target to ensure that all identified high-risk suppliers are screened and have a valid CVP assessment on an annual basis. This target aims to reduce negative potential impacts on value chain workers as well as to manage material risks. (S2-5-39) Workers or their representatives in Telia's value chain were not directly engaged in the process of setting targets to manage IROs. (S2-5-42a)

As part of the company's supplier assessments, corrective actions are identified and Telia follows-up to monitor the supplier's improvements. (S2-5-42b) (S2-5-42c) More information about the target, its baseline and metrics can be found in [Telia's sustainability targets table](#). (S2-5-MDR-T)

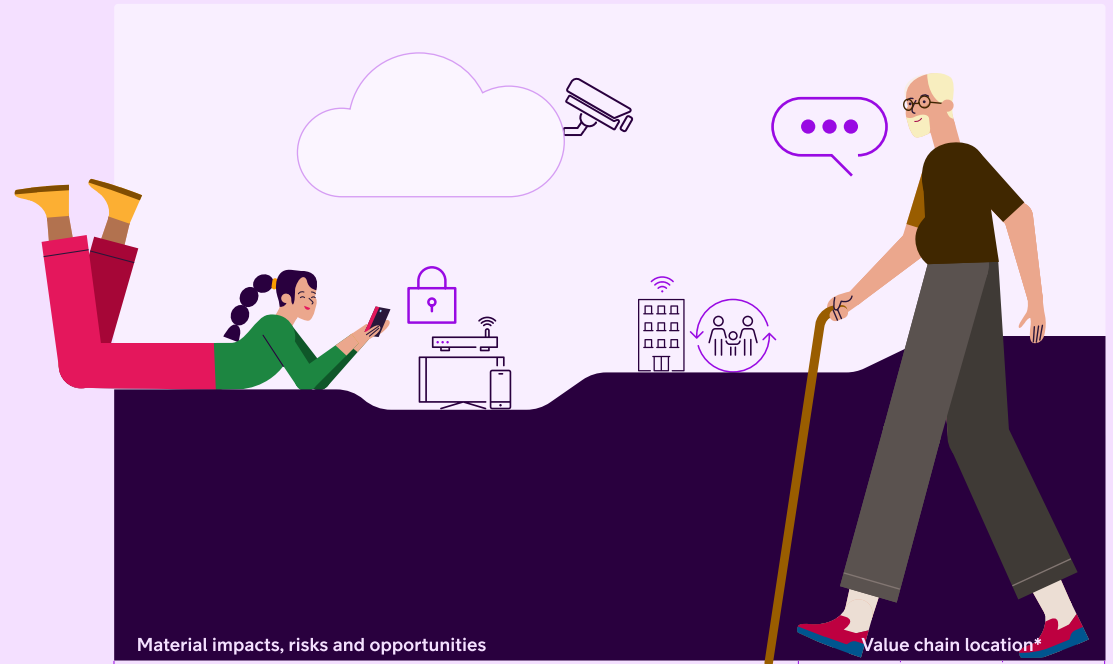


# S3 Affected communities

## Approach

Digitalization is reshaping societies, bringing both opportunities and challenges. To ensure no one is left behind in this transformation, access to reliable connectivity and the development of relevant digital skills are crucial. By equipping individuals – in particular, vulnerable groups such as seniors and children, as well as parents and guardians, caregivers and teachers – with the competencies needed to navigate safely and thrive in the digital world, Telia helps to foster inclusion, resilience and equal participation.

Children and young people are active users of Telia's services. The company's view is that internet access enriches children's lives overall, and provides them with opportunities to socialize, play and learn. However, children are particularly vulnerable to online risks such as cyberbullying, abuse, inappropriate content and excessive screen time. Keeping children safe online requires collaboration within and beyond the telecommunication sector. In particular, close collaboration with children's rights organizations enables Telia to understand better how its products and services impact children, both directly and indirectly.



Material impacts, risks and opportunities		Value chain location*		
⊖	Lack of digital skills may result in vulnerable groups being socially excluded or subject to digital insecurity	–	–	↓ 16
⊕	Infrastructure provides the backbone for business and mission-critical services and mass-market services	–	–	↓ 13,14
⊖	Online availability of child sexual abuse material (CSAM)	–	–	↓ 14
⊖	Content related to grooming, bullying, violence etc. could be made available to children via the company's networks	–	–	↓ 14

⊖ Negative Impact   ⊕ Positive Impact   ⚠ Risks   ☑ Opportunities   ↑ Upstream   ● Own operations   ↓ Downstream

\* For more information regarding value chain detailing, refer to page 73.



### S3 ESRS 2 SBM-3 Material impacts, risks and opportunities and strategy alignment

#### Digital inclusion

Material impacts assessed under digital inclusion originate in the company's own operations. (S3-SBM-3-9a) A lack of digital skills may result in social exclusion and increased exposure for vulnerable groups, which makes improving digital skills and inclusion an important task. (S3-SBM-3-9b) Telia is contributing through targeted programs and partnerships that focus on improving digital skills, building future skills and increasing awareness in areas such as online safety and behavior, especially for seniors, children, parents and guardians, caregivers and teachers.

Individuals not included in the digital world can find it harder to access information, communication and services, potentially placing them in more precarious positions in society. The 2025 edition of **"Swedes and the Internet"** by the Swedish Internet Foundation highlights how digital services, although widely adopted, still include barriers to access for some groups. For example, nearly one in four Swedes has refrained from booking a doctor's appointment due to complicated e-services. (S3-SBM-3-10) (S3-SBM-3-11)

#### Children's rights

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, bullying or exposure to violent or sexual content online through access to Telia's networks. In the absence of proper controls, children with access to the internet are at risk of harm. (S3-SBM-3-10) Furthermore, Eurochild's 2025 report identifies persistent gaps in children's rights online across Europe. It highlights unequal access to digital tools, lack of digital literacy education, and insufficient protection from online abuse and scams, all of which reinforce existing vulnerabilities and social exclusion.

However, the most salient issue and risk for children is the frequent online availability of child sexual abuse material (CSAM), which has a widespread impact. (S3-SBM-3-9b)

### S3-1 Policies related to affected communities

Telia's Group Policy – Human Rights describes the company's approach to the impacts, risks and opportunities (IROs) related to digital inclusion and children's rights in affected communities.

Telia focuses on human rights that are at risk of the most severe negative impact and are the most relevant to its industry and operations. These risks are identified by ongoing due diligence and more in-depth Human Rights Impact Assessments (HRIAs) carried out 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, as well as the UN Children's Rights and Business Principles, Telia is committed to respecting human rights throughout its value-chain by applying human rights due diligence, as well as to recognizing, respecting and supporting children's rights.

The company's products and services also enable the practical fulfilment of certain human rights, for example by facilitating access to healthcare, education and jobs. (S3-1-16a) (S3-1-17)

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, such as the Code of Conduct, Supplier Code of Conduct,

and its ethical marketing and sales guidelines, which detail Telia's expectations relating to its employees, partners and suppliers.

This means that Telia works to avoid infringing on human rights and addresses any adverse human rights impacts with which the company is involved. (S3-1-16)

For more information regarding Telia's policies for management of its IROs related to affected communities, and the references of these policies to international standards, refer to **Telia's policy table**. (S3-1-14) (S3-1-17) (S3-1-MDR-P)

### S3-2 Engaging with affected communities

Telia engages directly with vulnerable groups, especially children, to understand their experiences in digital environments. Through initiatives like the Children's Advisory Panels and the Listen Up! partnership with Global Child Forum, which was launched in 2025, Telia gathers insights on topics such as privacy, misinformation and digital skills needs. These findings inform Telia's product development and digital responsibility practices, contributing to safer and more inclusive online experiences for children using Telia's services. This engagement supports Telia's due diligence and materiality assessment processes, while giving affected stakeholders the possibility to shape Telia's decisions.



### Integrating and promoting children's rights in the business

Telia conducts children's rights impact assessments using UNICEF's Mobile Operator – Children's Rights Impact Assessment (MO-CRIA) framework, which supports the integration of children's rights in operations and business practices. The company also employs a tool developed with Business for Social Responsibility (BSR) to identify and address potential impacts on children's rights during product development. Guidelined on children's rights and responsible marketing help protect children in Telia's advertising and marketing activities.

In order to enhance children's digital skills and help build resilient online behavior, Telia periodically engages with key stakeholder groups including children, young people and/or their proxies in its markets. Engagement is often conducted in collaboration 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, Global Child Forum, Save the Children, Bris (the Swedish national helpline for children and young people), UNICEF and ECPAT (part of the International Association of Internet Hotlines (INHOPE), an organization working to end sexual exploitation of children). (S3-2-21) (S3-2-21a) (S3-2-21b) (S3-2-21d) (S3-2-22) (S3-1-16b)

### 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 include privacy, 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. During 2025, Telia joined Global Child Forum's Listen Up! initiative as part of its stakeholder engagement with vulnerable groups to gather insights into children's experiences and expectations in digital environments. This three-year partnership is intended to support the integration of children's perspectives into Telia's digital responsibility and product development practices, with the aim of creating safer and more inclusive online experiences for children. For more information on the results of previous Children's Advisory Panels, visit [Telia's website](#).

Telia's Head of Communication, Brand and Sustainability has operational responsibility for ensuring that this engagement takes place and that the results inform the company's approach in relevant areas. (S3-2-21c)

### S3-3 Remedy for negative impacts and channels to raise concerns

Telia can receive information about potential risks or harm through its Whistleblowing Line, and through channels such as customer service, audits conducted by its sourcing department 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.

Although children themselves do not use the Whistleblowing Line, Telia receives insights into their needs through partners such as Bris, Save the Children and ECPAT. In addition, Telia supports free anonymous access to child helplines in its markets. In the future, Telia will perform an independent assessment of children's awareness of these channels and the degree to which they trust them. (S3-3-28) (S3-3-27a) (S3-3-27b) (S3-3-27c) (S3-4-33c)

During the year, Telia did not receive any incident reports originating from affected communities (S3-1-17). Telia currently does not provide remedy to any digitally excluded groups. (S3-3-35)

### S3-4 Actions for affected communities

Telia carries out ongoing initiatives to support affected communities. The company works to make its services equally accessible for all its customers, including people with disabilities. Telia's global design system is aligned with the European Accessibility Act (Directive (EU) 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.

#### Digital inclusion initiatives

Telia identifies actions needed in response to potential negative impacts on affected communities 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. Examples for various affected stakeholder groups are shown below. (S3-4-33b) (S3-4-33c)

#### Seniors

Through digital guidance events, organized together with partners, 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 guardians, caregivers and teachers*

Children and young people are particularly vulnerable to online threats and need to be well-equipped to stay safe from these. Through workshops in schools and at summer camps, online training sessions, and online content, educational games and quizzes, Telia helps children, young people and their parents and guardians, caregivers and teachers to learn more about online safety, covering topics such as privacy and personal data, passwords, social media and appropriate online behavior.

Through web portals, 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. (S3-2-32) (S3-4-34a)

**Fighting CSAM**

CSAM is a severe violation of children's rights and is illegal in all Telia's markets. The company actively participates in the fight against the online distribution of CSAM through blocking measures and cooperation with industry peers, law enforcement agencies, and NGOs such as the World Childhood Foundation and ECPAT (part of INHOPE) through the Swedish Tech Coalition.

To address challenges like CSAM, Telia follows international frameworks such as the UN Guiding Principles on Business and Human Rights, and collaborates with external actors to offer CSAM detection services to both business and public sector customers. Collaborating with the World

Childhood Foundation and other children's rights organizations has helped Telia to develop its efforts to prevent the online distribution of CSAM. The GSMA Mobile Alliance to combat Digital Child Sexual Exploitation is one example of how Telia collaborates with industry peers to influence legislation and exchange best practices.

In all its markets, 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 immediate blocking. If a customer using Telia's networks tries to access these identified websites, they are met with an online 'stop sign' with a reference to local law enforcement authorities. In Sweden, the stop sign also displays a helpline number for the user to seek professional medical support. (S3-4-32a)

Within Telia's own IT systems, the company uses an externally sourced technical solution that alerts the security team if CSAM is detected in hardware used by employees and consultants. In such cases, a police report is filed and personnel-related remedies are initiated in accordance with national legislation. Monitoring is ongoing, and during 2025, there were no detections and therefore no associated police reports. To educate and activate its employees on children's and human rights more broadly, Telia offers training created with the World Childhood Foundation. (S3-1-17) (S3-4-36) (S3-4-32c)

**Child safety through product offerings**

In all its markets, Telia offers software that enables parents and guardians to set limits on children's

**2025 actions for advancing digital skills**

In 2025, Telia continued its commitment to boosting digital inclusion and skills learning in its markets. From children to seniors, Telia's initiatives focused on building digital literacy, resilience and safety. See some of the highlights below.

**Norway**

1. Safe on Screen
2. Provide tips and expert advice for parents to help keep children safe and healthy online, delivered through an online course, school program and the Telia podcast: Children and Media
3. Parents, children and schools



**Sweden**

1. Digitalsmart
2. Engage seniors with digital basic skills through crossword puzzles in target group-related magazines
3. Seniors

**Finland**

1. Safety online initiative
2. Improve the digital skills of senior citizens by offering online webinars, local workshops and guiding materials on how to use digital services and devices safely
3. Seniors

**Estonia**

1. The Digimentors Program
2. Train teachers and youth to mentor children and seniors in digital skills
3. Children, youth, teachers and parents

**Lithuania**

1. Library ambassadors program with Communications Regulatory Authority of Lithuania
2. Guide seniors in safely exploring the digital world, from utilizing online services to spotting misinformation
3. Seniors

1. Initiative, 2. Purpose, 3. Impacted stakeholders



screen time and to block harmful content. The company's TV service is equipped with a PIN-code functionality that enables parents and guardians to restrict access to programs or film-rental services that feature unsuitable content for children. TV channels and streaming platforms offered through Telia's TV packages are free from adult content.

#### Material and tools to support children's online safety

Telia offers resources for parents and guardians to support their children online in all its markets. To support safer digital experiences, Telia offers the Telia Safe app, a cybersecurity solution that helps consumers protect personal data, prevent online fraud and manage privacy across devices. The service is especially relevant for families and is available in all Telia markets.

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. These 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. The number of visitors to the parental portals, and of those participating in training, are tracked and assessed by Telia. (S3-4-32c) (S3-4-32d)

#### Supporting children in societies

Telia has a long-term partnership with Bris, the Swedish national helpline for children and young people. The company's support has enabled more children to contact the helpline through extended opening hours and the provision of additional contact channels. SMS has been added as an anonymous and free method of contacting Bris, following product development by Telia. The cost to Telia of providing its services to Bris amounts to around SEK 2 million per year.

In Sweden, Telia participates in an initiative by Next Generation Sweden that offers young people (14-16 years old) paid employment for two hours a week for a year. In this way, Telia contributes to building young people's confidence, along with increased possibilities for work experience and inclusion for young people from socioeconomically challenged areas.

Telia's collaboration and engagement with expert partners such as Bris, World Childhood Foundation, GSMA Mobile Alliance Against Child Sexual Abuse Content, ECPAT and Save the Children help 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 the Listen Up! initiative detailed in S3-2 Listening to children. (S3-4-33a) (S3-4-33b)

Results from the surveys repeatedly show that climate change and the unsustainable use of natural resources are of great concern to children. These phenomena are already having a major

impact on children's safety, health and well-being, and will fundamentally impact the lives of future generations. Telia's commitment to achieving net-zero emissions in its full value chain by 2040 is a response to these threats. The company already views the ongoing ecological crisis as one of the greatest threats to human rights, including children's rights.

For more information regarding Telia's policies and approach to IROs related to affected communities, refer to S3-1. (S3-4-MDR-A)

### S3-5 Targets related to affected communities

Telia's targets are aligned with its overarching policies, including the Group Policy – Human Rights, Code of Conduct and Supplier Code of Conduct. The scope of the targets encompasses activities within the downstream value-chain, such as online safety and digital skills learning.

By year-end, Telia had reached 3.6 million individuals through digital inclusion initiatives, surpassing the 2027 target. As part of the strategy process, a new target has been set: 1.2 million individuals reached by digital inclusion initiatives by 2028 (of which 10% directly reached); including 60,000 children, parents and guardians, caregivers and teachers reached through digital skills initiatives in key areas such as safety and ethics. (S3-5-42a) The affected communities were not directly engaged in setting the targets. They are included in the target group,

and their participation is tracked as stakeholders reached, though they do not provide input for this measurement. (S3-5-42b) Progress towards targets is monitored and reviewed annually. (S3-5-MDR-T)

Telia engages directly with children via initiatives such as the Mobile Driving License for children, parents and guardians, caregivers and teachers using connected products and services. (S3-5-42c)

For more information regarding targets for affected communities, refer to [Telia's sustainability targets table](#).

#### Accounting principles: Digital inclusion

The KPI indicates the number of individuals reached through digital inclusion initiatives. Total amount of individuals reached indicates the number of people that Telia has reached via both direct and indirect initiatives, whereas direct reach indicates the amount of individuals who have actively engaged with the initiative, e.g. through a training session.



# S4 Consumers and end-users

## 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 all applicable laws, while protecting it from misuse, loss, unauthorized disclosure and damage.

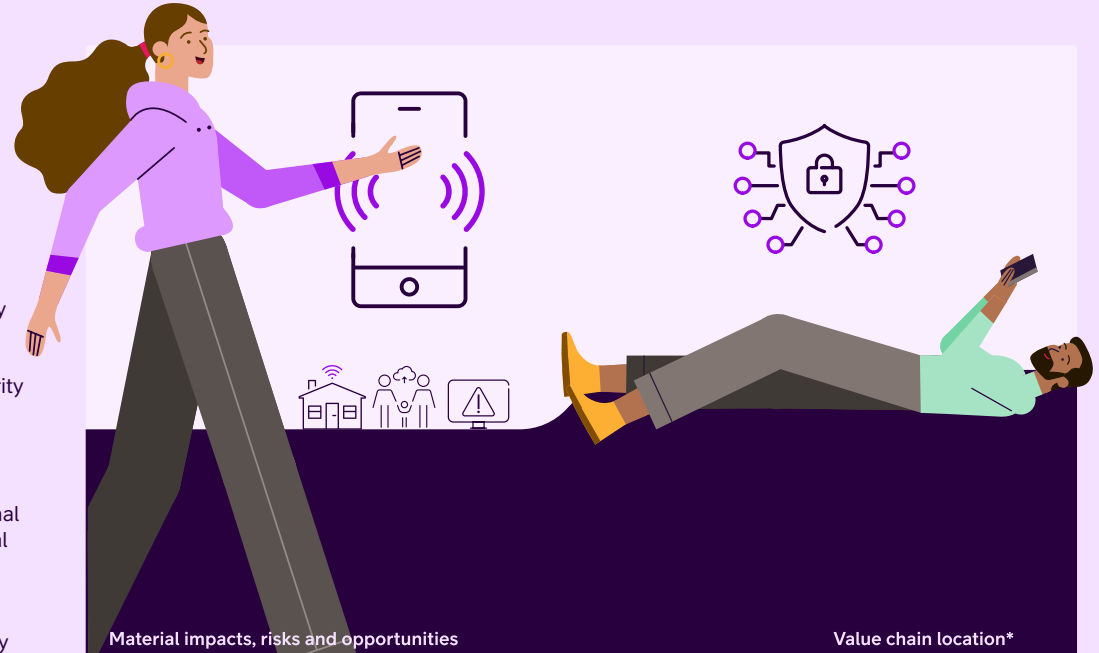
Data protection regulations are becoming increasingly strict, while technological developments are enabling new, efficient and cost-effective cloud-based solutions. As the use of AI in Telia's operations increases, privacy considerations arise, making it necessary for Telia to manage personal data use in an AI context.

Simultaneously, geopolitical developments are heightening the cybersecurity risks faced by Telia's customers, the telecommunication industry and society as a whole. At Telia, these risks are addressed through an extensive range of proactive

initiatives that aim to enable the company to respond effectively to rapidly evolving security landscapes.

The company prioritizes comprehensive security awareness across its entire organization and continually enhances its specialist capabilities in various security domains. Telia routinely reviews and refines its security procedures to ensure their effectiveness, both through internal processes and through evaluations by external security auditors.

Additionally, the company acknowledges the importance of investment in advanced security technologies, as well as optimizing their deployment.



Material impacts, risks and opportunities		Value chain location*		
⊖	Potential harm to end-users from personal data breaches due to cyberattacks, technical and human errors	–	–	↓ 14
⊕	Reliable connectivity for customers provides access to information, communication and enables innovation, connections, mobility and freedom of expression	–	⊙	↓ 14
📌	Opportunity to scale cybersecurity services for customers <i>Dependency: Human</i>	–	⊙ 10	↓ 13,14
⚠️	Regulatory and reputational risk if not meeting customer and employee's privacy and security requirements and expectations <i>Dependency: Human</i>	–	–	↓ 16

⊖ Negative Impact   ⊕ Positive Impact   ⚠️ Risks   📌 Opportunities   ↑ Upstream   ⊙ Own operations   ↓ Downstream

\* For more information regarding value chain detailing, refer to page 73.



## S4 ESRs 2 SBM-3 Material impacts, risks and opportunities and strategy alignment

Consumers potentially affected by Telia are service users whose personal data is processed by the company. 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). If this impact occurs, it does so in limited cases, through cybersecurity incidents or technical errors. In case of service disruption, customers and society may be affected at different levels through the loss of communication in mission-critical services. (S4-SBM-3-10b)

Activities generating positive impacts are associated with reliable connectivity for customers, where access to communication and information helps enable innovation, connection, mobility and freedom of expression for society as a whole. Telia's 4G and 5G networks have positive effects such as these on populations in Telia's markets. (S4-SBM-3-9c) (S4-SBM-3-10c)

Material risks relate to potential regulatory and reputational risks if privacy and security requirements for customers and employees are not met. (S4-SBM-3-10d) (S4-SBM-3-12)

Telia generally offers the same products and services to all customers, although there are instances where specific requirements apply, such as those mandated by law for customers with secret numbers or protected identities, who may face increased risks in the event of personal data breaches. Regulations and procedures for addressing these requirements vary across Telia's markets. For instance, in some countries, telecommunication providers must list customer contact information in a directory by default unless the customer opts out, while in others, such publication is allowed only with the customer's consent. (S4-SBM-3-11)

### S4-1 Policies related to consumers and end-users

Telia's Group Policy – Security and Privacy aims to ensure transparent and lawful personal data handling at Telia, mandates ongoing privacy risk assessments and sets a unified security framework based on international standards across all Telia's markets. (S4-1-15) (S4-1-14)

Telia's Group Policy – Human Rights outlines procedures to prevent and address adverse impacts on key rights like privacy and security, supported by the Security and Privacy Policy for stakeholder engagement. (S4-1-16) (S4-1-16a) (S4-1-17) (S4-1-16b) Potential negative impacts from personal data breaches are managed through the GDPR and local laws, with reporting and claims handled according to Telia's guidelines. (S4-1-16c)

Telia's Group Policy – Freedom of Expression and Government Surveillance outlines the principles

that define Telia's commitments in relation to unconventional requests or demands from governments that could potentially impact the freedom of expression and surveillance privacy of Telia's users.

For further information, refer to [Telia's policy table](#). (S4-1-MDR-P)

### S4-2 Engaging with consumers and end-users

Telia aims both to ensure GDPR compliance and to manage personal data in its products and services through a "data protection by design" approach. This involves:

- Integrating data protection measures into operations, products, processes and IT systems from the initial design stage and throughout their lifecycle
- Consulting privacy specialists early when planning any data processing activities
- Conducting privacy and, where necessary, data protection impacts assessments prior to any data processing that is likely to result in a high risk.

Telia's security governance framework is aligned with ISO 27001:2022 and leading best-practice standards, including the NIST CSF 2.0, helping to ensure robust security and risk management across all operations. The company holds ISO 27001:2022 certification and undergoes annual external audits to strengthen its security measures continuously.

### Data protection

Telia is consistently enhancing processes, building competencies and improving transparency in its customer-facing channels. Transparency is particularly important for increasing customers' awareness of their rights and how the company processes 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, 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 business units in its individual markets.

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 considered 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)

**Access to connectivity**

In relation to access to connectivity, Telia works to acknowledge differences in service quality between networks in urban and rural areas. The company 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 2025 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.

Telia's ongoing shutdown of its copper networks, along with 2G and 3G mobile networks, presents risks such as customers being required to install new fiber-based solutions, to upgrade their mobile-network-based solutions, or 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.

**Tracking effectiveness of engagement**

Telia's brand tracker is one means for the company to assess the effectiveness of its engagement with consumers on an ongoing basis. The tool gathers customer perceptions (relative to their perceptions

of similar service providers) on a range of topics, and the input regarding privacy provides 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. (S4-2-20d)

**Groups vulnerable to negative impacts**

Telia has identified seniors and children as being particularly vulnerable to negative impacts relating to privacy and security, due to limited digital literacy or potentially lower awareness of privacy and security risks, making them more susceptible to cyberattacks, technical errors and data breaches.

In response, Telia has reinforced its efforts to enhance digital skills among its customers, especially children (including their parents, guardians, caregivers and teachers) and seniors, by promoting digital literacy, resilience and safety. (S4-2-21) For more information, refer to section S3 Affected communities.

**S4-3 Remedy for negative impacts and channels to raise concerns**

**Raising concerns**

Consumers and end-users can raise concerns through Telia's Whistleblowing Line, which includes measures of protection against retaliation. (S4-3-26) For more information on Telia's Whistleblowing Line, refer to G1-1.

Individuals with privacy-related complaints and concerns are encouraged to contact the Data Protection Officer of the respective legal entity, or the Group Data Protection Officer, via email. Additionally, they can exercise their data subject rights under the GDPR by contacting customer service, visiting Telia stores or using online customer self-service portals to access their accounts and submit requests. Telia is legally obligated to directly operate and provide channels for data subjects' requests. (S4-3-25b)

The Whistleblowing Line is also available for use by Telia's partners that are in direct contact with Telia's customers. (S4-3-25c)

The Data Protection Officer in each market handles customer claims related to the GDPR. Certain privacy-related issues are managed by customer service, with support and instruction from the Data Protection Officer, including handling, documentation and review of complaint processes to ensure they meet compliance standards and customer service expectations. Complaint protocols may differ by market,

instead of adhering to a Group-wide standard. This requires a tailored approach, with the aim of managing all complaints effectively in line with both local regulations and Telia's commitment to protecting customer privacy. (S4-3-25d) (S4-4-30)

All Telia entities use a standardized process for investigating and reporting 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. Mitigation actions taken in one unit are adopted and implemented across the Group to reduce breach risks. (S4-4-32c)

Monitoring consumers' and end-users' awareness, and trust in, these processes take place through Telia's brand tracker. (S4-3-26)

If a potential negative impact occurs, Telia may provide 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 2025, Telia received around 5,300 (4,300) right of access requests from customers who wanted to obtain a copy of their personal data. Meeting these requests provides customers with information on the company's use of their data and allows them to confirm that Telia is processing this data in compliance with legal requirements.

**Accounting principles: Right of access requests**

The right of access request are measured across all markets. Each market maintains its own process and records, which are consolidated into a centralized report for Group-level monitoring. Due to differing compliance requirements in each market, requests are managed through local processes rather than a centralized tool. Right of access requests are defined as per GDPR article 15.

**S4-4 Actions for consumers and end-users**

**Privacy actions**

Telia regularly evaluates and refines its privacy processes, such as its data protection impact assessment process and tools, 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 privacy notices available in all relevant languages. (S4-4-31a)

All Telia employees (including resource consultants) are required to complete regular training on data protection. In addition, 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. Both EU and national security legislation are placing increasingly stringent demands on several of the company's largest customers, and Telia is in an advantageous position to continue delivering the security solutions that these customers need. Telia's internal Governance, Risk & Compliance (GRC) platform supports integrated risk management, which in turn enhances resilience and informed decision-making on risk-related topics.

**Security actions**

Telia's ISO 27001 certification is essential to its ongoing security improvements and meeting

customer expectations. The certificate was maintained throughout the year, covering areas like Telia's GSOC, information security governance, risk and incident management, change management, contact center services and cloud-based communication services.

As digitalization accelerates, Telia's services become increasingly essential to customers and societies. Ongoing geopolitical tensions highlight the need for robust service design and operation. Telia applies a Business Continuity Management framework, aligned with ISO 22301, to identify risks, help ensure regulatory compliance and prepare effective responses to disruption. (S4-4-31a)

**Providing reliable access**

Telia is committed to providing high-quality services to its customers. In 2025, the company continued to make investments to improve its network coverage and quality in the markets where it operates, and achieved the following milestones:

- Almost 100% 4G population coverage
- 99% 5G population coverage
- In areas where fiber access is not viable, Telia provides fixed wireless access via its 4G and 5G networks.

The GSMA's 2025 Mobile Economy Report (**The Mobile Economy 2025**) states that mobile connectivity continues to be a powerful enabler of human rights and sustainable development, helping to facilitate access to healthcare, education, employment and public services. The report highlights how digitalization and mobile

technologies, especially 5G, IoT and AI, are accelerating progress in relation to multiple UN Sustainable Development Goals, including poverty reduction, gender equality and climate action.

**Access to products and services**

Due to high inflation and the generally negative economic situation affecting many consumers, Telia offers lower-cost subscription options, or the possibility of switching to its low-cost brands, to consumers who are facing challenges.

**Supporting increased digital resilience**

For more information on Telia's initiatives to deliver positive impacts for consumers and end-users, refer to section S3 Affected communities. These initiatives aim to raise awareness of online risks, including privacy issues for children and their parents or guardians. (S4-4-31c) Due to insufficient data, their impact on privacy concerns cannot currently be evaluated. (S4-4-31d)

In 2025, Telia's Group Security team launched an information security awareness program for employees, which included 13 nanolearning modules on key topics such as phishing, AI and ransomware, along with two quizzes aimed to reinforce knowledge. During a dedicated security month, additional content was made available, such as a module on physical security and a video session emphasizing personal responsibility in safeguarding digital environments. (S4-4-30) (S4-4-32b) (S4-4-37)

**AI data ethics**

Telia promotes the ethical and responsible use of AI to benefit customers, employees and society.



Since 2019, its Guiding Principles on AI Ethics have served as a publicly available framework for responsible development and deployment of AI. This framework was updated in 2025 to reflect Telia's AI data ethics approach. All new AI initiatives at Telia undergo an AI assessment to evaluate their ethical and legal implications.

Telia is actively preparing for the EU AI Act, such as through internal initiatives like the AI Uplift training program, which aims to enhance employee AI literacy and includes a session focusing on responsible AI.

Emerging AI risks related to privacy, human rights, security, Intellectual Property (IP) and liability are continuously monitored. Key ethical concerns include bias, discrimination, misinformation and lack of human oversight. So far, no major ethical conflicts have been identified in Telia's AI assessments. If issues arise, they are addressed through Telia's Technology AI Governance Forum or Ethics Forum, or escalated to the Group Governance, Risk, Ethics & Compliance Committee (GREC).

#### Investigation processes and remedy

In 2025, Telia confirmed 519 (537) personal data breaches across its markets. Most cases were related to human 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 Telia's consumers or end-users were reported in 2025. (S4-4-35)

Telia carries out initiatives to support its consumers and end-users on an ongoing basis. (S4-4-MDR-A)

#### Accounting principles: Personal data breaches

The indicator tracks reported personal data breaches across all markets, as defined by GDPR Article 4. Notification obligations follow GDPR Articles 33–34. There is a unified process and tool for handling personal data breaches and reporting.

#### S4-5 Target related to consumers and end-users

Telia has a top-tier customer privacy position target. To measure its performance against this target, Telia utilizes a brand tracker based on customer perceptions. Customers respond directly to the brand tracker, which can be seen as engagement in tracking performance against the targets. (S4-5-41b) During the year, Telia achieved a number one or two position in privacy in 4 (4) of its five markets. Efforts to strengthen trust further among Telia's consumers are ongoing, supported by enhanced capabilities and improved customer information. (S4-5-MDR-T)

#### Accounting principles: Customer privacy perception

Privacy perception indicator reflects customers' perception of privacy and data handling across Telia's services. It is based on survey data collected by an independent provider and uses a nationally representative sample. Results are aggregated over a rolling 12-month period and benchmarked against main mobile and broadband competitors to ensure comparability.

To help ensure all Telia employees have sufficient knowledge of data protection and security-related topics, two specific trainings are mandatory for the company's workforce. The data protection training is designed to ensure that every employee at Telia understands the fundamental principles of data protection and privacy, and provides basic

knowledge and skills needed to navigate privacy requirements in daily work, while the security training promotes employee awareness on security and safeguarding information and business functionality at Telia. The target is to reach a 100% completion rate for each of these trainings. During the year, 99% of employees completed the data protection training, while the security training will be re-launched in 2026 and the completion rate will be reported starting from this launch. Refer to S1-13 for information on training accounting principles.

Telia's consumers and end-users have not been engaged in setting consumer and end-users targets. (S4-5-41a)

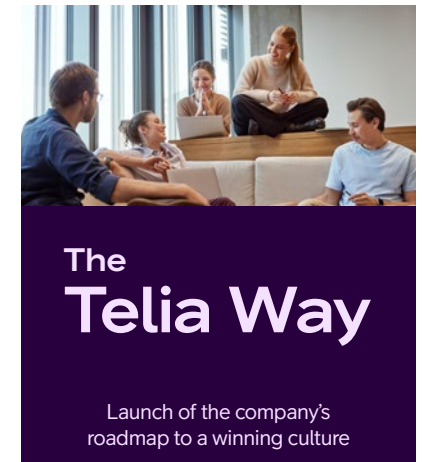
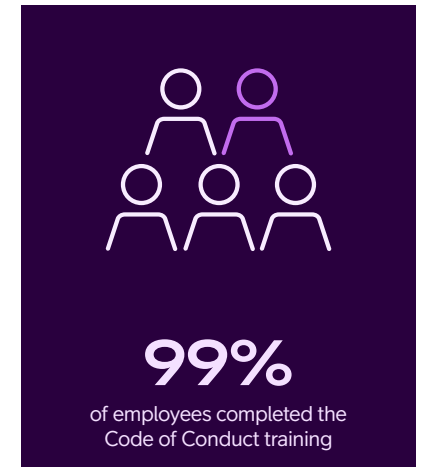
Refer to section S3 Affected communities for further information on Telia's engagement with its consumers and end-users on security and privacy issues. (S4-5-41c)

For more information regarding targets for consumers and end-users, refer to [Telia's sustainability targets table](#). (S4-5-MDR-T)



# Governance

Telia aims to ensure transparency, accountability and responsible business practices through its corporate governance framework. Its governance practices focus on managing key risks, overseeing sustainability initiatives, and upholding ethical and responsible business practices in daily operations. By maintaining high standards for corporate governance, including anti-bribery and corruption programs, and stakeholder engagement, Telia aligns with international best practices and fosters long-term stakeholder trust.





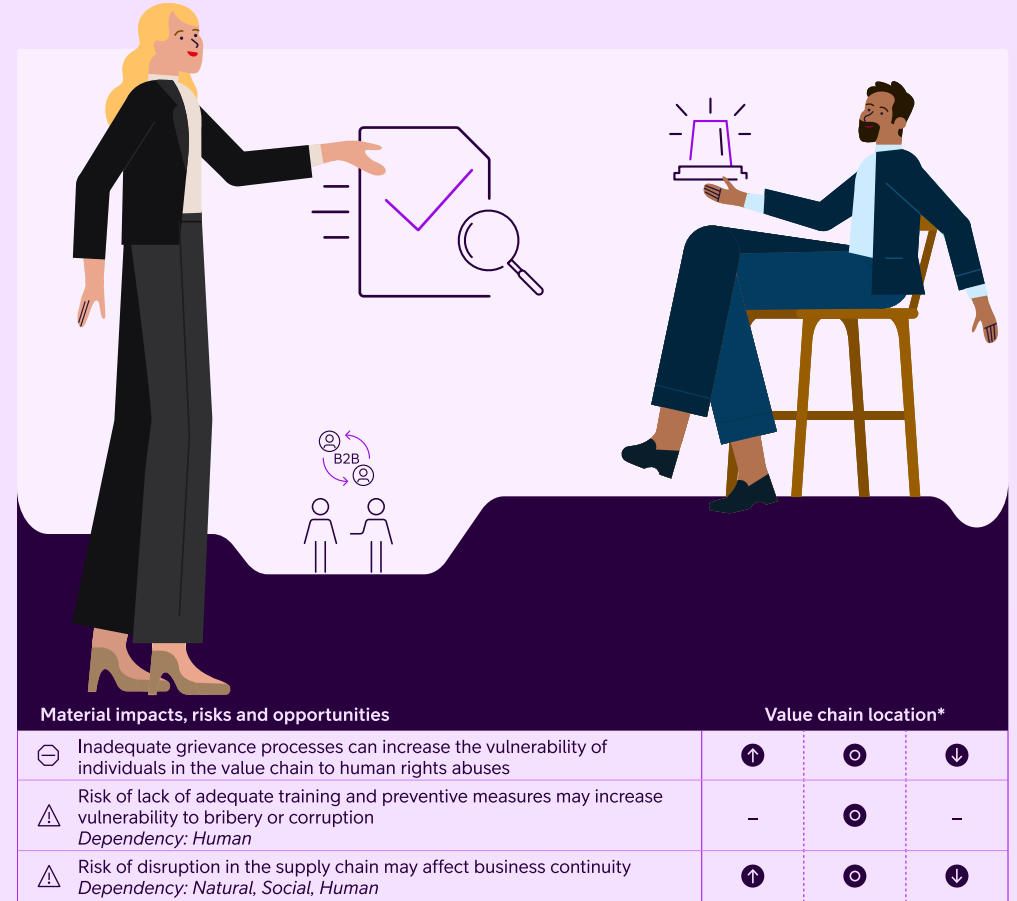
# G1 Business conduct

## Approach

Business conduct is a crucial topic for Telia, as it underlies its own operations and influences both the offerings for its customers and the 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.

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.



⊖ Negative Impact   ⊕ Positive Impact   ⚠ Risks   ☑ Opportunities

↑ Upstream   ○ Own operations   ↓ Downstream

\* For more information regarding value chain detailing, refer to page 73.



## G1-1 Business conduct policies and corporate culture

### Company culture

At Telia, culture is a key driver of both business growth and people development. It shapes how the company works through structures, processes and behaviors in daily operations.

In 2025, Telia took major steps to evolve its culture to meet changing customer needs and stay competitive in a rapidly shifting industry. The company launched aligned organizational targets to boost clarity and accountability, reintroduced Telia's hybrid work model '*Working Better Together*', and introduced '*You grow. We grow*', a unified concept for employee and leadership development.

A key milestone was the launch of the Telia Way, intended to serve as a roadmap to a winning culture. It brings together Telia's values, leadership frameworks and guiding principles. Senior leaders were onboarded in 2025, and further integration into processes across the company will continue in the coming year. (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 these

policies. Policies are made available to both internal and external stakeholders through Telia's website. For an overview of the Group Policies, refer to [Telia's policy table](#).

### Reporting concerns

Telia has an independent Whistleblowing Line available for expressing concerns or issues and reporting potential violations and irregularities. The Whistleblowing Line enables stakeholders – including Telia's customers, employees and suppliers – and any external party to raise concerns or dilemmas, or to seek advice on matters related to compliance with the law, the company's Code of Conduct or Supplier Code of Conduct.

Individuals who use the Whistleblowing Line to raise concerns are protected against retaliation, as specified in Telia's Group Instruction – Whistleblowing and Non-Retaliation, and Code of Conduct. Investigators are introduced to how the system works and apply the Group Instruction to ensure all grievances are treated confidentially and with respect for privacy and data-protection rights.

Cases can be submitted via the Whistleblowing Line 24 hours a day, 365 days a year. The Whistleblowing Line enables anonymous reporting. Cases may also be reported via email or written correspondence.

Information related to Telia's whistleblowing process is available through the Whistleblowing Line web portal. The company also details the availability of the Whistleblowing Line on its internal website. (G1-1-10a)

Number of whistleblowing case reports	2025	2024
Business ethics-related (fraud and corruption)	21	47
Discrimination and harassment (human resources-related)	31	26
Equal opportunities, poor leadership and fair employment (human resources-related)	26	47
Other or incorrectly reported (customer or supplier complaints)	75	88
<b>Total*</b>	<b>153</b>	<b>208</b>

(S1-17-103a)

Reporting channel (%)	2025	2024
Whistleblowing portal	94	99
Sent to the whistleblowing email address	3	1
Direct contact with ethics and compliance officers at Group or local levels	3	0
Line managers	0	0

Internal investigation KPI (%)	2025	2024
Whistleblowing cases closed within eight weeks**	72	46

\* Not possible to distinguish cases filed by own workforce, since some cases are filed anonymously.

\*\* 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	2025	2024
Amount of material fines, penalties and compensation for damages as result of violations regarding social and human rights factors	0	0
Number of severe human rights issues and incidents connected to own workforce	0	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	0
Amount of material fines, penalties and compensation for severe human rights issues and incidents connected to own workforce	0	0
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0

(S1-17-103b) (S1-17-103c) (S1-17-104a) (S1-17-104b) (G1-4-24a)



Any irregularities, including whistleblowing protection, are raised and managed in the respective local legal entity in accordance with local processes. (G1-1-10c) (G1-1-10d) Telia is committed to investigating potential business conduct incidents promptly, independently and objectively, and the company is subject to legal requirements regarding the protection of whistleblowers. (G1-1-10e) (G1-1-11)

To assess the effectiveness of the Whistleblowing Line, a survey was launched during 2025 to capture insights from employees on the accessibility of the tool and their trust in it. Findings from the survey will be used to develop the tool in the coming years.

**Accounting principles: Whistleblowing**

The number of whistleblowing report cases is collected through the Whistleblowing Line tool without modification and reported to the Audit Committee on a quarterly basis. The TV & Media unit, which was divested on July 1, 2025, uses a separate whistleblowing provider to maintain independence from Telia's editorial operations. Reports follow Telia's whistleblowing process, but Telia has no access to investigations. All reports are included in overall statistics for the first half of 2025. Instances of fines and convictions are reported by the legal function at Group level. Total fines received are calculated based on the monetary value of fines issued throughout the year. All cases and fine amounts are reported, with no minimum threshold applied.

**G1-2 Engaging with suppliers**

Telia maintains ongoing communication with suppliers to clarify its expectations. The company uses a risk-based due diligence process aligned with its Supplier Code of Conduct, Security Directive, and international standards and regulations.

In 2025, Telia introduced a new platform to manage its third-party risks more efficiently, integrating risk screening, compliance checks and continuous monitoring for sustainability and security issues to improve prioritization and transparency in its supply chain.

Suppliers facing high risks undergo further evaluation via the Supplier Compliance Verification Program (CVP), which includes targeted assessments and audits. Telia also works with the Joint Alliance for CSR (JAC) to improve oversight of common suppliers in high-risk areas.

Governance is ensured through internal reporting, escalation processes and senior management accountability. Due diligence and audit progress are monitored regularly, with operational details available in section S2 Workers in the value chain.

If a supplier cannot implement corrective actions, Telia pursues additional dialogue and support. If compliance still cannot be achieved, ending the business relationship may be considered as a last resort. (G1-2-15b)

**G1-3 Actions to prevent and detect corruption and bribery**

**Corruption and bribery**

Telia conducts business with zero tolerance for corruption. Corruption risk is classified as a sub-risk under the principal area "Financial Risk" and is actively managed through a dedicated anti-bribery and corruption (ABC) program designed to mitigate exposure and ensure compliance. The program provides a systematic means of detecting and preventing corruption and violations of anti-corruption laws. It is implemented and continuously developed using a risk-based approach, including:

- 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.

The markets in which Telia currently operates are considered low-risk per Transparency International's Corruption Perceptions Index (CPI), although global supply chains mean that suppliers have varied risk profiles. Telia manages these risks using a Supplier Code of Conduct and due diligence processes, including audits for high-risk suppliers.

The Group Risk and Governance unit oversees the ABC program's design and coordination, with local Ethics & Compliance (E&C) officers handling implementation.

**ABC program maturity**

In 2019, Telia introduced a maturity assessment methodology to enable 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 2025 continue to indicate good maturity, and minor improvements were identified in internal control and third-party management.

**ABC risk assessments**

During 2025, 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 current unstable geopolitical situation, the likelihood of overall ABC risk is assessed as medium, with potentially high financial and reputational impact. Furthermore, there is high awareness of, and attention towards, ABC at both market 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, shall be reported through the Whistleblowing Line. (G1-3-18a) The investigators work independently from Telia's chain of management involved in the prevention and detection of corruption or bribery. (G1-3-18b) This topic is reported quarterly to the Audit Committee and to local Governance, Risk, Ethics & Compliance (GREC) forums in accordance with local processes and ways of working, including statistics and details of specific cases. (G1-3-18c)



### Communication of policies

All Telia policies are outlined in its Code of Conduct. The Code is included in both employee and manager onboarding processes. Policies are available on both Telia's intranet and external website. (G1-3-20) As stated in the Group Policy – Anti-Bribery and Corruption, local E&C teams are responsible for creating action plans and working with business units to manage corruption and bribery risks. (G1-3-18a)

Local E&C officers set annual, risk-based training targets, tracked at year-end. All Telia employees, including GEM members, consultants and members of the Board of Directors, must complete a Code of Conduct e-learning as part of onboarding and then re-take the training every three years. In 2025, the completion rate was 99% (89%). Code of Conduct e-learning completion rates are regularly shared with relevant stakeholders through the internal training system and communicated to E&C teams. Refer to S1-13 for information on training accounting principles. (G1-3-21b) (G1-3-21c)

Telia does not have an ABC-specific training; however, the Code of Conduct training contains ABC-related modules. All employees, including those working in high-risk functions, will follow an annual re-signing process of the Code of Conduct to be launched in 2026. (G1-1-10g) (G1-3-21a)

### G1-4 Incidents of corruption or bribery

No instances of corruption or bribery were identified in Telia's value chain during 2025, 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, and applies to Telia Company AB and its subsidiaries and joint operations.

In addition, Telia also encourages the adoption of these principles in other associated companies where Telia does not have control but has significant influence.

According to this Group Instruction, neither financial nor political in-kind contributions are permitted. As a result, Telia made no political contributions during the year. (G1-5-29b) (G1-5-29b i)

### Lobbying activities

Telia monitors the 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 Digital Services Act, Digital Markets Act, AI Act, ePrivacy Regulation, General Data Protection Regulation, Network and Information Security Directive (NIS2), Roaming Regulation, 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 seeks to contribute to framing effective and proportionate regulation that enable Telia to continue delivering reliable and sustainable products and services. (G1-5-29c)

Telia is registered in the EU Transparency Register with the number: 381805014604-45. (G1-5-29d)

During the year, none of the individuals appointed to Telia's 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 it takes Telia to pay an invoice, starting from the date when contractual or statutory payment terms begin, is 67 (82). In addition, 99% (98%) of payments follow standard practice. The company considers it standard practice to comply with contractual payment terms (for purchasing, partner, and lease agreements) or to use a supplier invoice financing solution where the payment timing is stipulated separately.

In cases where the purchase is based on Telia's Purchase Order General Terms and Conditions, a maximum payment term of 90 days is considered standard. If no purchase order is issued, the standard maximum payment term is 30 days in accordance with common practice in the Nordic countries and default payment terms in the EU, applicable to all suppliers including SMEs. (G1-6-33a) (G1-6-33b) By year-end, Telia had 12 (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.



# 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.

## 2025 results:

### EcoVadis

Gold medal and top 5% position

### CDP Climate Change

'A' score

### MSCI

AAA

### ISS ESG

B-

### FTSE4Good

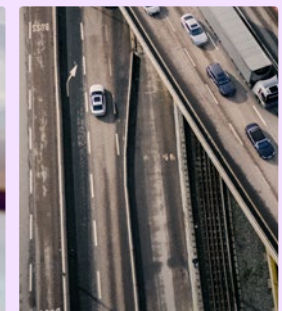
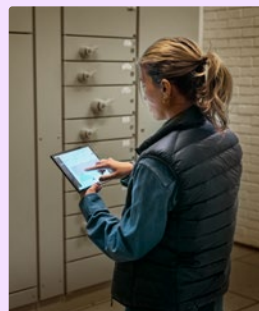
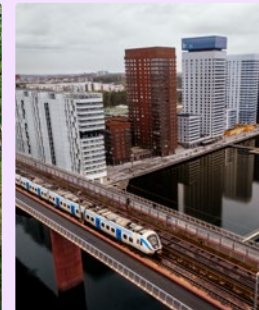
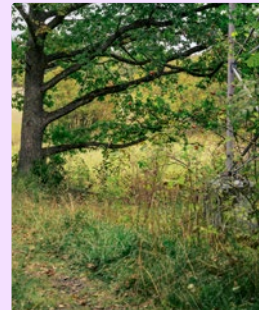
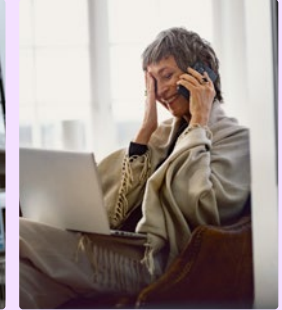
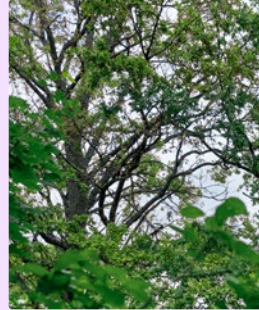
Included in the Index

### Global Child Forum Benchmark

4th place

### World Benchmarking Alliance Digital Inclusion Benchmark

8th place





# Appendix 1

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(BP-2-16)



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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		251
ESRS 2 GOV-1	Paragraph 21 (e)	Percentage of board members who are independent			Delegated Regulation (EU) 2020/1816, Annex II		251
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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)	81-83
ESRS E1-1	Paragraph 16 (g)	Undertakings excluded from Paris Agreement-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, Article 12.1 (d) to (g), and Article 12.2		81-83



Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page
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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				85
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)		86-88
ESRS E1-6	Paragraphs 53–55	Gross GHG emissions intensity	Indicator 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)		87
ESRS E1-7	Paragraph 56	GHG removals and carbon credits				Regulation (EU) 2021/1119, Article 2(1)	88
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
ESRS E1-9	Paragraph 67 (c)	Breakdown of the carrying value of 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



Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page
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
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				91-92
ESRS E5-5	Paragraph 39	Hazardous waste and radioactive waste	Indicator number 9 Table #1 of Annex I				91-92
ESRS 2 – SBM-3 – S1	Paragraph 14 (f)	Risk of incidents of forced labor	Indicator number 13 Table #3 of Annex I				99
ESRS 2 – SBM-3 – S1	Paragraph 14 (g)	Risk of incidents of child labor	Indicator number 12 Table #3 of Annex I				99
ESRS S1-1	Paragraph 20	Human rights policy commitments	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				99



Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page
ESRS S1-1	Paragraph 21	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8			Delegated Regulation (EU) 2020/1816, Annex II		99
ESRS S1-1	Paragraph 22	Processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				99
ESRS S1-1	Paragraph 23	Workplace accident prevention policy or management system	Indicator number 1 Table #3 of Annex I				99
ESRS S1-3	Paragraph 32 (c)	Grievance/complaints handling mechanisms	Indicator number 5 Table #3 of Annex I				100
ESRS S1-14	Paragraph 88 (b) and (c)	Number of fatalities and number and rate of work-related accidents	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		103
ESRS S1-14	Paragraph 88 (e)	Number of days lost to injuries, accidents, fatalities or illness	Indicator number 3 Table #3 of Annex I				103
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		103
ESRS S1-16	Paragraph 97 (b)	Excessive CEO pay ratio	Indicator number 8 Table #3 of Annex I				103
ESRS S1-17	Paragraph 103 (a)	Incidents of discrimination	Indicator number 7 Table #3 of Annex I				103, 120
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)		103
ESRS 2 – SBM-3 – S2	Paragraph 11 (b)	Significant risk of child labor or forced labor in the value chain	Indicators number 12 and n. 13 Table #3 of Annex I				105
ESRS S2-1	Paragraph 17	Human rights policy commitments	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex I				105
ESRS S2-1	Paragraph 18	Policies related to value chain workers	Indicator number 11 and n. 4 Table #3 of Annex I				105
ESRS S2-1	Paragraph 19	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 Delegated Regulation (EU) 2020/1818, Art 12 (1)		105



Disclosure requirement	Related datapoint	Sustainability disclosure	SFDR (Sustainable Finance Disclosures Regulation) reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Page
ESRS S2-1	Paragraph 19	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8			Delegated Regulation (EU) 2020/1816, Annex II		105
ESRS S2-4	Paragraph 36	Human rights issues and incidents connected to upstream and downstream value chain	Indicator number 14 Table #3 of Annex I				107
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				109
ESRS S3-1	Paragraph 17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	Indicator number 10 Table #1 Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		109
ESRS S3-4	Paragraph 36	Human rights issues and incidents	Indicator number 14 Table #3 of Annex I				110-111
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				114
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 Delegated Regulation (EU) 2020/1818, Art 12 (1)		114
ESRS S4-4	Paragraph 35	Human rights issues and incidents	Indicator number 14 Table #3 of Annex I				117
ESRS G1-1	Paragraph 10 (b)	United Nations Convention Against corruption	Indicator number 15 Table #3 of Annex I				52, 120
ESRS G1-1	Paragraph 10 (d)	Protection of whistleblowers	Indicator number 6 Table #3 of Annex I				120-121
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		120, 122
ESRS G1-4	Paragraph 24 (b)	Standards of anti-corruption and anti-bribery	Indicator number 16 Table #3 of Annex I				122

(BP-2-15)



# Financials ▶





## Consolidated statements of comprehensive income

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
<b>Continuing operations</b>			
Revenue	C5, C6	80,982	80,965
Goods and services purchased	C7	-28,277	-27,918
Personnel expenses	C32	-11,915	-13,990
Other external expenses	C7	-9,539	-9,895
Other operating income	C8	709	774
Other operating expenses	C8	-4,220	-633
<b>EBITDA</b>		<b>27,740</b>	<b>29,303</b>
Depreciation, amortization and impairment		-17,405	-18,589
Income from associated companies and joint ventures	C15	91	120
<b>Operating income</b>	C5	<b>10,426</b>	<b>10,834</b>
Finance income	C9	974	1,939
Finance costs	C9	-4,100	-6,539
<b>Income after financial items</b>		<b>7,300</b>	<b>6,234</b>
Income taxes	C10	-1,467	-1,313
<b>Net income from continuing operations</b>		<b>5,834</b>	<b>4,921</b>
<b>Discontinued operations</b>			
Net income from discontinued operations	C34	-1,543	2,859
<b>Total net income</b>		<b>4,291</b>	<b>7,781</b>

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
<b>SEK in millions, except per share data</b>			
Items that may be reclassified to net income:			
Foreign currency translation differences from continuing operations	C11	-2,288	64
Foreign currency translation differences from discontinued operations	C11	133	119
Cash flow hedges	C11	-109	-213
Cost of hedging	C11	87	-226
Debt instruments at fair value through OCI	C11	-	-2
Income taxes relating to items that may be reclassified	C10, C11	-251	300
Items that will not be reclassified to net income:			
Equity instruments at fair value through OCI	C11	696	19
Remeasurements of defined benefit pension plans	C11, C22	1,763	3,573
Income tax relating to items that will not be reclassified	C10, C11	-365	-732
<b>Other comprehensive income (OCI)</b>		<b>-333</b>	<b>2,902</b>
<b>Total comprehensive income</b>		<b>3,958</b>	<b>10,683</b>
Net income attributable to:			
Owners of the parent		3,525	7,079
Non-controlling interests	C20	766	702
Total comprehensive income attributable to:			
Owners of the parent		3,469	9,799
Non-controlling interests		489	884
Earnings per share (SEK), basic and diluted, total	C20	0.90	1.80
Earnings per share (SEK), basic and diluted, continuing operations		1.29	1.07
Earnings per share (SEK), basic and diluted, discontinued operations	C34	-0.39	0.73



## Consolidated statements of financial position

SEK in millions	Note	Dec 31, 2025	Dec 31, 2024
<b>Assets</b>			
Goodwill	C12	41,380	44,282
Other intangible assets	C12	15,510	21,160
Property, plant and equipment	C13	67,469	68,833
Film and program rights, non-current	C14	-	2,503
Right-of-use assets	C28	16,926	17,181
Investments in associated companies and joint ventures	C15	1,395	1,367
Deferred tax assets	C10	543	1,075
Pension obligation assets	C22	9,081	6,926
Non-current interest-bearing receivables	C16	2,869	4,880
Other non-current assets	C16	3,223	2,671
<b>Total non-current assets</b>		<b>158,396</b>	<b>170,877</b>
Film and program rights, current	C14	-	1,935
Inventories	C17	1,559	1,869
Trade and other current receivables and assets	C18	12,274	13,833
Current tax receivables		399	165
Interest-bearing receivables	C19	5,095	5,780
Cash and cash equivalents	C19	11,527	9,812
<b>Total current assets</b>		<b>30,855</b>	<b>33,395</b>
<b>Total assets</b>		<b>189,251</b>	<b>204,272</b>

SEK in millions	Note	Dec 31, 2025	Dec 31, 2024
<b>Equity and liabilities</b>			
Equity attributable to owners of the parent		51,069	55,439
<i>of which capital</i>		21,466	21,441
<i>of which reserves and retained earnings</i>		29,602	33,998
Equity attributable to non-controlling interests	C20	3,751	3,918
<b>Total equity</b>		<b>54,820</b>	<b>59,357</b>
Non-current borrowings	C21	82,127	87,826
Deferred tax liabilities	C10	8,615	9,079
Provisions for pensions and employment contracts	C22	1,256	1,346
Other non-current provisions	C23	7,309	4,352
Other non-current liabilities	C24	1,493	1,190
<b>Total non-current liabilities</b>		<b>100,801</b>	<b>103,793</b>
Current borrowings	C21	5,331	10,108
Current provisions	C23	1,888	1,346
Current tax payables		634	748
Trade payables and other current liabilities	C25	25,777	28,921
<b>Total current liabilities</b>		<b>33,630</b>	<b>41,123</b>
<b>Total equity and liabilities</b>		<b>189,251</b>	<b>204,272</b>



## Consolidated statements of cash flows

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
Net income		4,291	7,781
Adjustments for:			
Amortization, depreciation and impairment losses		19,428	19,332
Amortization and impairment losses for film and program right assets		2,669	5,753
Capital gains/losses on sales/disposals of non-current assets and operations		-178	-3,378
Income from associated companies and joint ventures, net of dividends received		70	-118
Pensions and other provisions		1,506	-1,085
Compensation from the pension fund		900	1,050
Financial items		-202	747
Income taxes		-524	-340
Miscellaneous non-cash items		-	304
<b>Cash flow before change in working capital</b>		<b>27,961</b>	<b>30,046</b>
Increase (-)/Decrease (+) in film and program right assets		639	1,398
Increase (+)/Decrease (-) in film and program right liabilities		-686	-1,010
Increase (-)/Decrease (+) in operating receivables		801	1,172
Increase (-)/Decrease (+) in inventories		256	453
Increase (+)/Decrease (-) in operating liabilities		1,300	-5,110
<b>Change in working capital</b>		<b>2,310</b>	<b>-3,097</b>
Adjustment for amortization and impairment losses for film and program rights		-2,669	-5,753
<b>Cash flow from operating activities</b>		<b>27,602</b>	<b>21,196</b>
<i>of which from discontinued operations</i>		<i>-13</i>	<i>1,076</i>
Intangible assets and property, plant and equipment acquired		-14,980	-13,889
Intangible assets and property, plant and equipment divested		443	242
Business combinations and other equity instruments acquired		-150	-40
Operations and other equity instruments divested		5,703	8,071
Loans granted and other similar investments		-484	-3,438
Repayment of loans granted and other similar investments		1,463	6,524
Net change in short-term investments		852	6,638
<b>Cash flow from investing activities</b>		<b>-7,153</b>	<b>4,107</b>
<i>of which from discontinued operations</i>		<i>-79</i>	<i>-244</i>

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
<b>Cash flow before financing activities</b>		<b>20,449</b>	<b>25,303</b>
Repurchased treasury shares including transaction costs		-31	-
Dividends paid to owners of the parent		-7,864	-7,864
Dividends paid to holders of non-controlling interests	C31	-712	-491
Proceeds from borrowings		304	79
Repayment of borrowings		-9,083	-19,883
Net change in current borrowings		-211	-595
Settlement of derivative contracts for economic hedges and CSA		-1,198	1,413
Cash received for repurchase agreements		-	23,677
Cash paid for repurchase agreements		-	-23,677
<b>Cash flow from financing activities</b>		<b>-18,795</b>	<b>-27,341</b>
<i>of which from discontinued operations</i>		<i>-52</i>	<i>-441</i>
<b>Net change in cash and cash equivalents</b>		<b>1,654</b>	<b>-2,037</b>
<i>of which from discontinued operations</i>		<i>-144</i>	<i>391</i>
<b>Cash and cash equivalents, opening balance</b>		<b>9,812</b>	<b>11,764</b>
Net change in cash and cash equivalents for the year		1,654	-2,037
Exchange rate differences in cash and cash equivalents		61	85
<b>Cash and cash equivalents, closing balance</b>	C19	<b>11,527</b>	<b>9,812</b>
<i>of which from continuing operations</i>		<i>11,527</i>	<i>9,812</i>

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
<b>Closing balance, December 31, 2023</b>		<b>13,856</b>	<b>7,551</b>	<b>-14</b>	<b>118</b>	<b>1,817</b>	<b>10,217</b>	<b>-2,945</b>	<b>22,867</b>	<b>53,468</b>	<b>3,526</b>	<b>56,994</b>
Dividends	C20	-	-	-	-	-	-	-	-7,864	-7,864	-491	-8,356
Share-based payments	C32	-	34	-	-	-	-	-	-	34	-	34
<i>Total transactions with owners</i>		-	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
<i>Total comprehensive income</i>		-	-	-169	-179	17	210	-	9,920	9,799	884	10,683
Effect of capital contribution		-	-	-	-	-	-	3	-	3	-	3
<b>Closing balance, December 31, 2024</b>		<b>13,856</b>	<b>7,585</b>	<b>-183</b>	<b>-61</b>	<b>1,834</b>	<b>10,427</b>	<b>-2,942</b>	<b>24,922</b>	<b>55,439</b>	<b>3,918</b>	<b>59,357</b>
Dividends	C20	-	-	-	-	-	-	-	-7,864	-7,864	-655	-8,519
Share-based payments	C32	-	57	-	-	-	-	-	-	57	-	57
Repurchased treasury shares	C20	-	-31	-	-	-	-	-	-	-31	-	-31
<i>Total transactions with owners</i>		-	25	-	-	-	-	-	-7,864	-7,839	-655	-8,494
Net income	C20	-	-	-	-	-	-	-	3,525	3,525	766	4,291
Other comprehensive income	C11, C20	-	-	-87	69	689	-2,132	-	1,405	-56	-277	-333
<i>Total comprehensive income</i>		-	-	-87	69	689	-2,132	-	4,930	3,469	489	3,958
<b>Closing balance, December 31, 2025</b>		<b>13,856</b>	<b>7,610</b>	<b>-270</b>	<b>8</b>	<b>2,523</b>	<b>8,295</b>	<b>-2,942</b>	<b>21,988</b>	<b>51,069</b>	<b>3,751</b>	<b>54,820</b>



# 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 and the CEO on March 11, 2026. 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, 2026.

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.

## Restatement of financial and operational data

Historical financial data has been restated to reflect the reorganization of Telia Towers to Other Operations (previously reported under Sweden, Finland and Norway). Furthermore, internal revenue has been restated due to new internal transactions reporting and as a result of the new country-led organization, CAPEX excl. spectrum and leases, and number of employees have been restated between segments for comparability as per tables below.

SEK in millions	Jan-Dec 2024						Other operations	Eliminations	Total
	Sweden	Finland	Norway	Lithuania	Estonia				
Other mobile service revenue	-170	-465	-212	-	-	848	-	-	
<b>Mobile service revenue</b>	<b>-170</b>	<b>-465</b>	<b>-212</b>	-	-	<b>848</b>	-	-	
Other Service revenue	-5	0	-1	-	-	6	-	-	
<b>Total service revenue</b>	<b>-175</b>	<b>-466</b>	<b>-213</b>	-	-	<b>854</b>	-	-	
<b>Total external revenue</b>	<b>-175</b>	<b>-466</b>	<b>-213</b>	-	-	<b>854</b>	-	-	
Internal revenue	-137	-175	-147	-26	-15	-1,094	-	<b>-1,594</b>	
<b>Total revenue</b>	<b>-312</b>	<b>-641</b>	<b>-360</b>	<b>-26</b>	<b>-15</b>	<b>-240</b>	-	<b>-1,594</b>	



Jan-Dec 2024

SEK in millions and employees	Sweden	Finland	Norway	Lithuania	Estonia	Other operations	Eliminations	Total
CAPEX excluding spectrum and leases	-101	-190	-41	-	-	331	-1	-
Employees	236	58	36	43	19	-392	-	-

Dec 31, 2024

SEK in millions	Sweden	Finland	Norway	Lithuania	Estonia	TV and Media	Other operations	Unallocated	Total
Segment assets	-773	-4,882	-550	-19	-60	-22	4,560	1,746	-
Segment liabilities	-932	-900	-485	-20	-60	-20	641	1,746	-

**Recently issued accounting standards  
New and amended standards and interpretations effective in 2025**

As of January 1, 2025 the following amended standard became applicable, but had no impact on Telia Company's financial statements:

- Amendments to IAS 21, "The effects of changes in foreign exchange rates: Lack of exchangeability"

**New or amended standards and interpretations effective on or after January 1, 2026**

Telia Company has not pre-adopted any of the new or amended standards effective on or after January 1, 2026.

**IFRS 18 "Presentation and disclosure in financial statements"**

IFRS 18 and related amendments to other standards will be effective for reporting periods beginning on

or after January 1, 2027 with retrospective application. The new accounting standard introduces new requirements for:

- Classification of the income statement into five categories: operating, investing, financing, income tax and discontinued operations, whereof the first three are new.
- Presentation of a newly defined operating income subtotal.
- Disclosure of Management-defined performance measures (MPMs), subtotals of income and expenses, in a single note in the financial statements.
- How to aggregate and disaggregate information in the financial statements.

In addition, the operating income subtotal is required to be the starting point for the statement of cash flows when presenting operating cash flows under the indirect method. In the statement of cash

flows, interest and dividend received are required to be classified within investing activities and interest and dividend paid within financing activities.

Telia Company is currently assessing the impact of IFRS 18, particularly with respect to the structure of the group's income statement, the statement of cash flows and the additional disclosures required for MPMs. Telia Company is also assessing the impact on how information is grouped in the financial statements.

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:

- 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
- Annual improvements Volume 11, effective January 1, 2026

Other issued amendments are deemed not applicable for Telia Company.

**EU endorsement status**

As of the beginning of March 2026, the amendments to standards mentioned above had been adopted by the EU.



## 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 judgements 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 primary 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 primary 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 reasonably 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 lessee'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 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 2025 and 2024, amortization, depreciation and impairment losses for intangible assets, property, plant and equipment and right of use assets in continuing operations totaled SEK 17,405 million and SEK 18,589 million, respectively. In 2025 and 2024, amortization and impairment losses in continuing operations for cost to obtain a contract were SEK 1,159 million (1,133).

For additional information on intangible and tangible assets, right of use assets 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, 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
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 Statement section Environment.

The cash flow forecasts are discounted at the weighted average cost of capital for the relevant cash-generating unit. Sales growth rates for Norway and Latvia deviate from historical trends due to planned pricing activities across the portfolio. EBITDA margin development within Sweden and Finland also deviates from historical trends as it is affected by the effects from the structural cost reductions from the new operating model implemented in December 2024. The CAPEX-to-sales ratio development across Sweden, Norway and Latvia deviates from historical trends as it is affected by continued planned capital discipline as well as committed future sales initiatives. For additional information on goodwill and its 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 dismantling and restoration of mobile and fixed network assets. Estimating the ARO provisions requires significant judgement regarding the estimation of the extent of the dismantling obligations, future cost for dismantling and restoration as well as the timing for settlement. The extent of dismantling obligations is impacted by uncertainty related to legal and environmental assessments. The dismantling and restoration costs are impacted by uncertainty relating to future price development and how the dismantling and restoration 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. As part of the ongoing copper network dismantling in Sweden and Finland during 2025, the ARO provision for network assets has been further analyzed and reassessed, which resulted in an increase of the provision in the fourth quarter 2025 of SEK 4,700 million. See Note C23.

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 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 litigation provisions and contingencies, 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 5,642 million per December 31, 2025 (5,565). 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 elimination.

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 payments related to acquisitions and disposals of property, plant and equipment and intangible assets, 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 are also classified within investing activities. Further, cash flows from investing activities include payments related to finance 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 interests 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 five continuing operating segments: Sweden, Finland, Norway, Lithuania and Estonia. Operating segments that are not individually reportable (Latvia, Telia Towers and Telia Finance) and Group functions are reported in 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. In addition all internal transactions are reported as cost allocations where the sending unit reports the transfer as a cost reduction. Segment assets and segment liabilities only include

external items. 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 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 stand-alone 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, are 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 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). For equipment leases see section "Lease agreements, Telia Company as a lessor".

#### 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 bundle 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 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 other 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 Other 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 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 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 Telia Towers 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.

## 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 in deposits are measured at amortized cost. Short-term investments in bonds 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 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.

### **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. As long as expected remedies are not agreed upon and accepted by management, a sale is usually not regarded as highly probable by Telia Company. Consequently the assets are not classified as held for sale 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 dismantling and restoration of mobile and fixed network assets. ARO provisions are initially recognized with a corresponding increase of the related asset within property, plant and equipment or right-of-use assets, 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-cancelable 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 impairment. 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, 2025, are disclosed in Note P10. 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.

Greenhouse Gas (GHG) emissions are generated in Telia Company's supply chain. During 2025, 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, 2024 and 2025 LTI programs. See Note C32.

#### Events after the reporting period

On July 18, 2025, Telia Company announced a recommended public offer to the shareholders of Bredband2 i Skandinavien AB to tender all shares in Bredband2, listed on Nasdaq First North Growth Market, to Telia Company at a price of SEK 3.25 in cash per share, corresponding to SEK 3.1 billion. On February 2, 2026, Telia announced that all conditions for completion of the offer had been fulfilled and that the offer had been declared unconditional. On February 16, 2026, Telia Company announced the final outcome in the offer to the shareholders

of Bredband2 i Skandinavien AB. The total number of shares tendered in the offer corresponded to approximately 98.90%. Telia Company has commenced compulsory redemption proceedings under the Swedish Companies Act to acquire all remaining shares in Bredband2 and Bredband2's shares have been delisted from Nasdaq First North Growth Market.

On February 2, 2026 Telia Company announced that Telia Norway and Lyse, a Norwegian energy and telecom group that owns the mobile operator ice, have agreed on the principles to create a 50/50-owned entity that combines Telia's and ice's Norwegian mobile radio access networks (RANs). The combination will result in substantial coverage improvements across Norway, which will increase competition and consumer choice while reinforcing Norway's digital resilience. Telia Norway and ice will continue to own and operate separate core networks as independent players and competitors. The jointly owned entity will own 100% of Telia Norway and ice's respective mobile RANs, including radio equipment and base stations, and it will sell RAN services to its owners based on capacity usage. The parties' spectrum assets will be made available to the jointly owned entity. The combined network is expected to be operational in the second quarter 2026. The combination is expected to lead to significant cost and CAPEX synergies.

On March 2, 2026, Telia Company announced that it had entered into an agreement to increase its ownership in Finnish fiber operator Valokuitunen from 40% to 49%. The transaction is expected to be completed during the second quarter of 2026, with an anticipated cash consideration of approximately EUR 30 million for Telia Company's increase in ownership.

On March 4, 2026, Telia Norway announced it had been subjected to a data breach that has resulted in customer data being stolen. Investigations show that this concerns names, addresses, email addresses, telephone numbers, dates of birth, and IP addresses, and in select cases personal identification numbers, of private customers who have TV or broadband services from Telia Norway. The stolen data also includes information about corporate customers to whom Telia Norway delivers data communication solutions. This data includes information about contact forms with personal information such as name, address, email and telephone number of the contact person in the businesses. In addition, certain information related to current and former employees have also been stolen. Telia Company is working closely with the authorities, and the incident is under police investigation.



## C5. Segment information

Telia Company's operating model is based on geographical areas. The group's operations are managed and reported by the following operating segments: Sweden, Finland, Norway, Lithuania and Estonia. The organizations are country-based and the heads of Sweden, Finland, Norway and Lithuania reports directly to the CEO. The head of Estonia reports to the head of Lithuania. Other operations are collectively reported.

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

The Telia Towers businesses in Sweden, Finland and Norway have been reclassified to Telia Asset Management within Other Operations from January 1, 2025, in order to reflect the corresponding internal reorganisation.

The new country-led operating model has been fully reflected in the segment reporting from January 1, 2025, impacting number of employees and CAPEX in the segments.

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. Further, from January 1, 2025, based on changes in internal management reporting and internal steering, all internal transactions are reported as cost allocations where the sending unit reports the transfer as a cost reduction. In accordance with the new internal reporting, segment assets and segment liabilities only include external items. Previously some internal transactions were reported as internal revenue and segment assets and segment liabilities included both internal and external items.

Comparative information have been restated, see Note C1.

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 external 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 external 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.



Jan-Dec 2025 or Dec 31, 2025

SEK in millions, except number of employees	Sweden	Finland	Norway	Lithuania	Estonia	Other operations	Group
Revenue	36,082	14,956	13,455	5,644	4,137	6,707	80,982
Adjusted EBITDA	14,301	4,682	5,990	2,287	1,700	2,960	31,920
Adjustment items within EBITDA	3,329	477	182	8	0	184	4,180
<i>of which personnel redundancy costs</i>	-81	-83	-134	-7	-6	-82	-393
<i>of which provision increase related to reassessment of asset retirement obligations (ARO) for copper network assets</i>	-3,377	-334	-	-	-	-	-3,711
Amortization, depreciation and impairment losses	-6,659	-3,249	-3,706	-850	-686	-2,254	-17,405
<i>of which impairment losses<sup>1</sup></i>	-3	-8	-	-	-	-23	-34
Income from associated companies and joint ventures	0	0	-28	0	12	107	91
<b>Operating income</b>	<b>4,313</b>	<b>956</b>	<b>2,073</b>	<b>1,429</b>	<b>1,026</b>	<b>629</b>	<b>10,426</b>
Financial items, net							-3,126
Income taxes							-1,467
<b>Net income from continuing operations</b>							<b>5,834</b>
Investments in associated companies and joint ventures	2	4	244	0	77	1,068	1,395
Other operating segment assets	49,587	29,978	40,479	7,305	6,562	25,539	159,451
Current and deferred tax assets							943
Other unallocated assets							27,462
<b>Total assets</b>							<b>189,251</b>
Operating segment liabilities	16,088	3,865	4,384	1,794	1,105	7,218	34,454
Current and deferred tax liabilities							9,249
Other unallocated liabilities							90,727
<b>Total non-current and current liabilities</b>							<b>134,431</b>
Investments, continuing operations	6,375	3,170	2,748	862	705	4,081	17,941
<i>of which CAPEX excluding spectrum and leases, continuing operations</i>	4,525	1,371	1,865	667	530	3,869	12,827
Number of employees, continuing operations	4,304	2,228	1,313	1,486	1,273	3,894	14,498

1) For more information regarding impairments, see Note C12 and Note C13.

Jan-Dec 2024 or Dec 31, 2024<sup>2</sup>

SEK in millions, except number of employees	Sweden	Finland	Norway	Lithuania	Estonia	TV and Media	Other operations	Group
Revenue	35,392	15,507	14,307	5,618	4,095	-	6,046	80,965
Adjusted EBITDA	13,256	4,634	6,692	2,121	1,683	-	2,505	30,892
Adjustment items within EBITDA	-285	-9	-126	-36	-38	-	-1,093	-1,589
<i>of which personnel redundancy costs</i>	-310	-159	-87	-26	-39	-	-660	-1,280
Amortization, depreciation and impairment losses	-6,925	-3,823	-4,359	-858	-717	-	-1,908	-18,589
<i>of which impairment losses<sup>1</sup></i>	-9	-365	-23	-6	-	-	-155	-559
Income from associated companies and joint ventures	0	0	-9	0	11	-	117	120
<b>Operating income</b>	<b>6,046</b>	<b>803</b>	<b>2,198</b>	<b>1,227</b>	<b>939</b>	<b>-</b>	<b>-378</b>	<b>10,834</b>
Financial items, net								-4,600
Income taxes								-1,313
<b>Net income from continuing operations</b>								<b>4,921</b>
Investments in associated companies and joint ventures	2	3	137	0	69	8	1,147	1,367
Other operating segment assets	48,551	32,045	44,073	8,109	6,814	9,859	25,826	175,277
Current and deferred tax assets								1,240
Other unallocated assets								26,388
<b>Total assets</b>								<b>204,272</b>
Operating segment liabilities	11,180	4,066	4,841	1,736	1,154	2,162	8,581	33,719
Current and deferred tax liabilities								9,079
Other unallocated liabilities								101,369
<b>Total non-current and current liabilities</b>								<b>144,915</b>
Investments, continuing operations	6,184	3,294	3,043	850	790	-	4,143	18,305
<i>of which CAPEX excluding spectrum and leases, continuing operations</i>	4,332	1,521	2,310	671	559	-	3,965	13,361
Number of employees, continuing operations	4,514	2,489	1,461	1,539	1,234	-	4,432	15,669

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 2025 and 2024, respectively.

SEK in millions	Jan-Dec 2025						Total
	Sweden	Finland	Norway	Lithuania	Estonia	Other operations	
Mobile end user revenue	12,192	6,607	7,128	2,064	1,212	1,954	<b>31,157</b>
Mobile interconnect	444	256	323	49	41	30	<b>1,143</b>
Other mobile service revenue	427	582	710	31	19	989	<b>2,759</b>
<b>Mobile service revenue</b>	<b>13,063</b>	<b>7,445</b>	<b>8,161</b>	<b>2,144</b>	<b>1,272</b>	<b>2,973</b>	<b>35,058</b>
Telephony	543	89	63	119	69	-	<b>884</b>
Broadband	6,264	1,225	1,499	918	821	-	<b>10,727</b>
TV	3,461	600	1,511	444	357	-	<b>6,373</b>
Business solutions	4,240	2,913	316	476	470	65	<b>8,481</b>
Other fixed service revenue	2,854	397	43	413	537	0	<b>4,245</b>
<b>Fixed service revenue</b>	<b>17,362</b>	<b>5,225</b>	<b>3,433</b>	<b>2,371</b>	<b>2,253</b>	<b>65</b>	<b>30,709</b>
Other service revenue <sup>2</sup>	1,250	175	80	17	6	933	<b>2,462</b>
<b>Total service revenue<sup>1</sup></b>	<b>31,675</b>	<b>12,844</b>	<b>11,675</b>	<b>4,533</b>	<b>3,532</b>	<b>3,972</b>	<b>68,230</b>
Equipment revenue <sup>1,2</sup>	4,407	2,112	1,780	1,112	605	2,735	<b>12,752</b>
<b>Total revenue</b>	<b>36,082</b>	<b>14,956</b>	<b>13,455</b>	<b>5,644</b>	<b>4,137</b>	<b>6,707</b>	<b>80,982</b>

- 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 sale within Other operations.

SEK in millions	Jan-Dec 2024 <sup>3</sup>						Total
	Sweden	Finland	Norway	Lithuania	Estonia	Other operations	
Mobile end user revenue	12,181	6,833	7,266	1,974	1,220	1,877	<b>31,350</b>
Mobile interconnect	456	219	368	50	41	34	<b>1,168</b>
Other mobile service revenue	481	810	1,008	32	21	881	<b>3,233</b>
<b>Mobile service revenue</b>	<b>13,118</b>	<b>7,863</b>	<b>8,641</b>	<b>2,056</b>	<b>1,281</b>	<b>2,792</b>	<b>35,751</b>
Telephony	810	114	65	138	80	0	<b>1,208</b>
Broadband	6,159	1,222	1,606	902	830	0	<b>10,718</b>
TV	3,019	620	1,635	435	364	0	<b>6,072</b>
Business solutions	3,911	3,167	327	438	459	60	<b>8,362</b>
Other fixed service revenue	2,789	339	41	451	467	0	<b>4,087</b>
<b>Fixed service revenue</b>	<b>16,688</b>	<b>5,462</b>	<b>3,673</b>	<b>2,364</b>	<b>2,200</b>	<b>60</b>	<b>30,447</b>
Other service revenue <sup>2</sup>	992	208	89	20	7	907	<b>2,222</b>
<b>Total service revenue<sup>1</sup></b>	<b>30,798</b>	<b>13,532</b>	<b>12,403</b>	<b>4,439</b>	<b>3,488</b>	<b>3,759</b>	<b>68,420</b>
Equipment revenue <sup>1,2</sup>	4,594	1,974	1,903	1,178	607	2,288	<b>12,545</b>
<b>Total revenue</b>	<b>35,392</b>	<b>15,507</b>	<b>14,307</b>	<b>5,618</b>	<b>4,095</b>	<b>6,046</b>	<b>80,965</b>

- 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 sale within Other operations.
- 3) Restated, see Note C1.



External revenue based on the location where the sale occurred and non-current assets<sup>1</sup>, respectively, were distributed among individually material countries as follows.

	Jan-Dec 2025		Jan-Dec 2024 <sup>2</sup>		Dec 31, 2025		Dec 31, 2024	
	Revenue				Non-current assets			
	SEK in millions	%	SEK in millions	%	SEK in millions	%	SEK in millions	%
Sweden	38,530	47.6	37,417	46.2	53,004	37.1	57,887	37.1
Finland	15,532	19.2	16,019	19.8	33,362	23.4	37,193	23.8
Norway	13,506	16.7	14,346	17.7	39,635	27.7	43,350	27.8
Lithuania	5,831	7.2	5,788	7.1	7,632	5.3	8,189	5.2
Estonia	4,137	5.1	4,101	5.1	5,777	4.0	6,004	3.8
All other countries	3,446	4.3	3,294	4.1	3,464	2.4	3,560	2.3
<b>Total</b>	<b>80,982</b>	<b>100.0</b>	<b>80,965</b>	<b>100.0</b>	<b>142,875</b>	<b>100.0</b>	<b>156,183</b>	<b>100.0</b>

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 1,433 million (1,313). Amortization in 2025 amounted to SEK 1,159 million (1,133). Other changes during the year were mainly due to new contracts of SEK 1,315 million (1,132). 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 510 million (517) of which SEK 144 million (142) are included in Other non-current assets and SEK 366 million (375) 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 3,745 million (3,267), of which SEK 7 million (11) are included in Other non-current liabilities and SEK 3,738 million (3,257) 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, 2025.

### Expected revenue recognition of unsatisfied performance obligations

SEK in millions	2026	2027	2028	2029 and onwards	Total Dec 31, 2025	Total Dec 31, 2024
Total unsatisfied performance obligations	10,529	3,835	1,120	383	<b>15,867</b>	<b>15,316</b>

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 2025	Jan–Dec 2024
<b>Goods and services purchased</b>		
Goods and sub-contracting services purchased and change in inventories	-24,850	-24,319
<i>whereof amortization and impairment losses of film and program rights<sup>1</sup></i>	-166	-79
Interconnect and roaming expenses	-2,061	-2,169
Other network expenses	-1,366	-1,430
<b>Total Goods and services purchased</b>	<b>-28,277</b>	<b>-27,918</b>
<b>Other external expenses</b>		
Marketing expenses	-2,807	-2,511
<i>whereof amortization of cost to obtain a contract</i>	-1,159	-1,133
IT expenses and consultancy fees	-3,368	-3,424
<i>whereof capitalized consultancy fees</i>	192	361
Property and energy costs	-1,944	-2,050
Other	-1,421	-1,910
<b>Total Other external expenses</b>	<b>-9,539</b>	<b>-9,895</b>

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 2025	Jan–Dec 2024
<b>Other operating income</b>		
Capital gains	238	408
Exchange rate gains	337	277
Commissions, license and patent fees, etc.	13	31
Grants	29	14
Recovered accounts receivable	55	35
Other operating income	37	8
<b>Total other operating income</b>	<b>709</b>	<b>774</b>
<b>Other operating expenses</b>		
Capital losses	-72	-216
Transaction costs in business combinations	-83	-44
Provisions for onerous contracts	-18	0
Exchange rate losses	-252	-363
Damages	-83	-9
Asset retirement obligation expenses <sup>1</sup>	-3,711	-
<b>Total other operating expenses</b>	<b>-4,220</b>	<b>-633</b>
<b>Net effect on income</b>	<b>-3,511</b>	<b>141</b>
<i>of which net exchange rate gains (+)/losses (-) on derivative instruments measured at fair value through income statement</i>	-3	7

1) 2025 included expenses related to reassessment of the ARO provision for network assets in Sweden and Finland, see Note C23.



## C9. Finance income and Finance costs

Finance income and finance costs were distributed as follows.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Finance income</b>		
Interest income	868	1,300
<i>of which from Financial assets at amortized cost</i>	493	679
<i>of which from Bonds at fair value through income statement</i>	46	379
<i>of which from Bonds at fair value through OCI</i>	25	39
<i>of which from Derivatives at fair value through income statement</i>	-	3
<i>of which from Finance leases</i>	78	85
<i>of which from Net defined benefit pension asset/obligation</i>	215	77
<i>of which from Other</i>	11	38
Net change in fair value on financial instruments not in a designated hedge relationship	0	9
Ineffectiveness on hedges	33	11
Gain upon repurchase of issued Bonds	-	215
Reclassification of discontinued cash flow hedges where the hedged item no longer exists	-	338
Other finance income	73	66
<b>Total finance income</b>	<b>974</b>	<b>1,939</b>

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Finance costs</b>		
Interest expenses	-3,614	-4,833
<i>of which from Borrowings and other financial liabilities at amortized cost</i>	-2,065	-2,720
<i>of which from Derivatives identified as hedging instruments</i>	-721	-1,075
<i>of which from Derivatives at fair value through income statement</i>	-	-69
<i>of which from Lease liabilities</i>	-659	-716
<i>of which from Unwinding of discounts on provisions</i>	-128	-142
<i>of which from Capitalized interest</i>	85	70
<i>of which from Other</i>	-126	-181
Net change in fair value on financial instruments not in a designated hedge relationship	-90	-1,499
Loss upon repurchase of issued Bonds	-1	-
Reclassification of discontinued cash flow hedges where the hedged item no longer exists	-2	-
Other finance costs	-86	-95
Net exchange rate losses	-307	-112
<i>of which exchange rate gains</i>	42,507	54,705
<i>of which exchange rate losses</i>	-42,814	-54,816
<b>Total finance costs</b>	<b>-4,100</b>	<b>-6,539</b>
<b>Finance net</b>	<b>-3,126</b>	<b>-4,600</b>



## C10. Income taxes

Income tax items recognized in comprehensive income and directly in equity were distributed as follows.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Income tax items recognized in net income</b>		
Current tax	-1,289	-1,674
Adjustment of current tax related to prior years	30	34
Current tax reduction from use of prior period unused tax loss, tax credit or temporary difference	8	10
Deferred tax, temporary differences	-203	402
Deferred tax, changes in tax rates or new taxes	-11	-18
Adjustment of deferred tax related to prior years	-3	-66
<b>Total income tax expense recognized in net income</b>	<b>-1,467</b>	<b>-1,313</b>
<b>Income tax items recognized in other comprehensive income</b>		
Current tax	-255	209
Deferred tax	-361	-641
<b>Total income tax recognized in other comprehensive income</b>	<b>-616</b>	<b>-432</b>

Income after financial items was SEK 7,300 million in 2025 and SEK 6,234 million in 2024. The difference between the nominal Swedish income tax rate and the effective tax rate comprises the following components.

%	Jan–Dec 2025	Jan–Dec 2024
Swedish income tax rate	20.6	20.6
Effect of higher or lower tax rates in subsidiaries	-0.2	-0.8
Withholding tax on earnings in subsidiaries and associated companies	-	0.0
Adjustment of current tax related to prior years	-0.4	-0.5
Adjustment of deferred tax related to prior years	0.0	1.1
Effect of changes in tax rates	0.2	0.3
Income from associated companies	-0.3	-0.4
Current year losses and change in temporary difference for which no deferred tax asset was recognized	-0.1	-0.2
Non-deductible expenses	0.7	2.2
Tax exempt income	-0.6	-1.3
Tax effect of income transferred to discontinued operations	0.1	0.1
<b>Effective tax rate in net income</b>	<b>20.1</b>	<b>21.1</b>
<i>Effective tax rate excluding effects from associated companies</i>	<i>20.3</i>	<i>21.5</i>



Deferred tax assets and liabilities were distributed and changed as follows.

SEK in millions	Dec 31, 2025			Dec 31, 2024		
	Deferred tax assets	Deferred tax liabilities	Net	Deferred tax assets	Deferred tax liabilities	Net
Opening balance	1,075	9,079	-8,004	1,183	9,013	-7,830
Recognized in income statement, continuing operations	2	218	-217	285	-34	318
Recognized in income statement, discontinued operations	-	-	-	18	-98	117
Recognized in OCI	-39	322	-361	-155	486	-641
Acquired/disposed operations	-	3	-3	-	-	-
Offset deferred tax assets/liabilities	-131	-131	-	-286	-286	-
Exchange rate differences	-59	-158	99	30	-2	32
Reclassification to assets classified as held for sale	-304	-719	415	-	-	-
<b>Closing balance</b>	<b>543</b>	<b>8,615</b>	<b>-8,072</b>	<b>1,075</b>	<b>9,079</b>	<b>-8,004</b>

Deferred tax assets and liabilities were allocated to the following temporary differences and tax loss carry-forward.

SEK in millions	Dec 31, 2025		2025	Dec 31, 2024		2024
	Deferred tax assets	Deferred tax liabilities	Recognized in income statement	Deferred tax assets	Deferred tax liabilities	Recognized in income statement
Non-current assets	1,609	12,658	-297	1,940	12,982	101
Provisions	516	8	35	535	9	-44
Liabilities	3,521	28	158	3,498	45	143
Trade receivables and other current assets	86	15	1	91	17	-5
Interest expense	520	-	-74	594	-	296
Capitalized development expenses and tax reduction	160	-	3	167	-	4
Tax loss carry-forward	7	-	-4	11	-	-8
Withholding taxes subsidiaries and associates <sup>1</sup>	-	705	-75	-	670	-68
Profit equalization reserves	-	1,077	37	-	1,117	16
<b>Total deferred tax assets/liabilities</b>	<b>6,419</b>	<b>14,491</b>	<b>-217</b>	<b>6,836</b>	<b>14,840</b>	<b>435</b>
Offset deferred tax assets/liabilities	-5,875	-5,875	-	-5,761	-5,761	-
<b>Net deferred tax assets/liabilities</b>	<b>543</b>	<b>8,615</b>		<b>1,075</b>	<b>9,079</b>	

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	2026	2027	2028	2029	2030	Unlimited	Total
Temporary differences	-	-	-	-	-	-	-
Tax losses	-	-	-	-	-	1,950	1,950
Tax credits	-	-	0	-	-	-	0
<b>Total gross value</b>	-	-	0	-	-	-	1,950

As of December 31, 2025 and 2024, unrecognized deferred tax liabilities for temporary differences for undistributed earnings in subsidiaries totaled SEK 1 million and SEK 1 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 1,950 million in 2025 (2,669).

#### 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 for the year 2024 and 2025 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 2025	Jan–Dec 2024
<b>Other comprehensive income that may be reclassified to net income</b>			
<b>Foreign currency translation differences</b>			
Translation of foreign operations, continuing operations	Foreign currency translation reserve	-3,211	857
Translation of foreign operations, discontinuing operations	Foreign currency translation reserve	133	119
Translation of foreign non-controlling interests, continuing operations	Non-controlling interests	-277	182
Transferred to net income on disposal of operations	Foreign currency translation reserve	-38	42
Hedging of foreign operations, continuing operations	Foreign currency translation reserve	1,239	-1,017
Income tax effect, continuing operations	Foreign currency translation reserve	-255	209
<b>Total foreign currency translation differences</b>		<b>-2,409</b>	<b>392</b>
<i>of which attributable to non-controlling interests</i>		<i>-277</i>	<i>182</i>
<b>Cash flow hedges</b>			
Net changes in fair value	Hedging reserve	-54	143
Transferred to financial items in net income	Hedging reserve	-55	-357
Income tax effect	Hedging reserve	22	44
<b>Total cash flow hedges</b>		<b>-87</b>	<b>-169</b>
<b>Cost of hedging</b>			
Net changes in fair value	Cost of hedging reserve	87	-226
Income tax effect	Cost of hedging reserve	-18	47
<b>Total cost of hedging</b>		<b>69</b>	<b>-179</b>
<b>Debt instruments at fair value through OCI</b>			
Net changes in fair value	Fair value reserve	0	-2
Income tax effect	Fair value reserve	-1	1
<b>Total debt instruments at fair value through OCI</b>		<b>-1</b>	<b>-2</b>
<b>Total other comprehensive income that may be reclassified to net income</b>		<b>-2,428</b>	<b>42</b>
<i>of which total income tax effects (see also Note C10)</i>		<i>-251</i>	<i>300</i>
<i>of which attributable to non-controlling interests</i>		<i>-277</i>	<i>182</i>

SEK in millions	Equity component	Jan–Dec 2025	Jan–Dec 2024
<b>Other comprehensive income that will not be reclassified to net income</b>			
<b>Equity instruments at fair value through OCI</b>			
Net changes in fair value	Fair value reserve	696	19
Income tax effect	Fair value reserve	-7	-
<b>Total equity instruments at fair value through OCI</b>		<b>690</b>	<b>19</b>
<b>Remeasurements of defined benefit pension plans</b>			
Remeasurements	Retained earnings	1,763	3,573
Income tax effect	Retained earnings	-358	-732
<b>Total remeasurements of defined benefit pension plans</b>		<b>1,405</b>	<b>2,841</b>
<b>Total other comprehensive income that will not be reclassified to net income</b>		<b>2,094</b>	<b>2,860</b>
<i>of which total income tax effects (see also Note C10)</i>		<i>-365</i>	<i>-732</i>
<b>Total other comprehensive income</b>		<b>-333</b>	<b>2,902</b>
<i>of which attributable to non-controlling interests, continuing operations</i>		<i>-277</i>	<i>182</i>

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 69 million as of December 31, 2025, and SEK -179 million as of December 31, 2024. Future gains or losses will affect net income in 2026, 2027, 2028 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.

SEK in millions	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
	Goodwill		Other intangible assets	
Accumulated cost	74,146	80,759	62,250	69,335
Accumulated amortization	-	-	-46,716	-46,520
Accumulated impairment losses	-32,766	-36,477	-24	-1,655
<b>Carrying value</b>	<b>41,380</b>	<b>44,282</b>	<b>15,510</b>	<b>21,160</b>
<i>of which work in progress</i>	-	-	1,395	2,542
Carrying value, opening balance	44,282	43,777	21,160	22,242
Investments	-	-	2,660	3,392
<i>of which capitalized interest</i>	-	-	27	34
Discards	-	-	-4	-
Operations acquired	52	29	0	14
Reclassifications	-	-	-214	-29
Amortization for the year	-	-	-4,033	-4,550
Impairment losses for the year	-	-	-24	-9
Exchange rate differences	-2,403	475	-484	100
Reclassification to assets classified as held for sale	-552	-	-3,552	-
<b>Carrying value, closing balance</b>	<b>41,380</b>	<b>44,282</b>	<b>15,510</b>	<b>21,160</b>

Changes during the year include continuing operations and discontinued operations up to the time for reclassification to held for sale. For continuing operations, amortizations for the year and impairment for the year for Other intangible assets amounted to SEK 3,923 million (3,932) and SEK 24 million (10),

respectively. Information on impairment following reclassification to held for sale is disclosed in Note C34.

For amortization rates applied, see section "Useful lives" in Note C2.

The total carrying value of goodwill was distributed by reportable segments and cash generating units as follows.

SEK in millions	Carrying value of goodwill	
	Dec 31, 2025	Dec 31, 2024
Sweden	2,047	2,076
Finland	13,251	16,688
Norway	16,539	17,591
Lithuania	3,043	3,226
Estonia	2,817	2,933
TV and Media	-	540
Other operations	3,683	1,227
<i>of which Latvia</i>	944	1,001
<i>of which Telia Towers</i>	2,515	-
<i>of which other</i>	225	226
<b>Total goodwill</b>	<b>41,380</b>	<b>44,282</b>



The total carrying value of other intangible assets was distributed by asset type as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024 <sup>2</sup>
Trade names	106	1,927
Telecom licenses and spectrum permits	6,398	6,749
Customer relationships	870	3,013
Capitalized development expenses <sup>1</sup>	5,660	6,146
Software and other	1,038	715
Work in progress, advances <sup>1</sup>	1,438	2,610
<b>Total other intangible assets</b>	<b>15,510</b>	<b>21,160</b>

- Capitalized development expenses and Work in progress, advances mainly refer to IT systems, supporting selling and marketing and administration.
- The distribution of other intangible assets by asset type per December 31, 2024 has been adjusted, which resulted in a reclassification of SEK -1,200 million from Customer relationships to Telecom licenses and spectrum permits SEK 175 million, Capitalized development expenses SEK 295 million, Software and other SEK 667 million and Work in progress SEK 63 million.

### 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 the Towers business (Telia Towers) 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.

For impairment testing purposes the carrying value is defined as segment operating capital and allocated common assets from Technology, 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. Sales growth rates for Norway and Latvia deviate from historical trends due to planned pricing activities across the portfolio. EBITDA margin development within Sweden and Finland also deviates from historical trends as it is affected by the effects from the structural cost reductions from the new operating model implemented in December 2024. The CAPEX-to-sales ratio development across Sweden, Norway and Latvia deviates from historical trends as it is affected by continued planned capital discipline as well as committed future sales initiatives.

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 the exposure of fluctuating 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 re-use and recycling activities for network equipment are also part of the forecasts.

For more information on climate risks, goals and activities, see Directors' Report section Risks/ Environment and Sustainability Statement 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.

2025							
Years/%	Sweden	Finland	Norway	Lithuania	Latvia	Estonia	Towers
Forecast period (years)	5	5	5	5	5	5	5
Post-tax WACC rate (%)	5.9	6.0	6.9	7.1	7.3	6.9	6.2
Pre-tax WACC rate (%)	7.6	7.8	9.1	8.6	10.2	9.0	7.8
Terminal growth rate of free cash flow (%)	2.0	2.0	2.0	2.5	2.4	2.2	2.0

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

**Sensitivity analysis**

As of December 31, 2025, none of the CGUs had an estimated recoverable amount in the proximity of the carrying value. For TV and Media, the estimated recoverable amount was in the proximity of the carrying value as of December 31, 2024.

rate 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 unit (CGU) that is sensitive to reasonable changes in assumptions.

The impairment test 2024 assumed, in addition to the post-tax WACC rate and the terminal growth

5-year period/%	2024 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 <sup>1</sup> -to-sales, lowest in period (%)	1.6
CAPEX <sup>1</sup> -to-sales, highest in period (%)	4.1

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 cash generating unit. The lower part of the table first shows the SEK billion effect on the recoverable

value of the cash generating unit, 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 cash generating unit.

	<u>2024</u>
<b>Percentage points, SEK in billions</b>	<b>TV and Media</b>
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 <sup>1</sup> -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.



## C13. Property, plant and equipment

The carrying value was distributed and changed as follows.

	Dec 31, 2025							
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 <sup>1</sup>
Accumulated cost	8,679	5	207,621	8,700	11,557	2,404	227,857	11,109
Accumulated depreciation and impairment losses	-4,960	-4	-147,842	-6,661	-7,588	-1,412	-160,390	-8,077
Advances	2	-	-	-	-	-	2	-
<b>Carrying value</b>	<b>3,721</b>	<b>1</b>	<b>59,779</b>	<b>2,039</b>	<b>3,969</b>	<b>992</b>	<b>67,469</b>	<b>3,032</b>
<i>of which assets under construction</i>	675	-	4,397	-	628	-	5,700	-
Carrying value, opening balance	3,609	1	61,297	2,147	3,927	1,201	68,833	3,349
Investments	667	0	7,825	181	1,902	737	10,393	919
<i>of which capitalized interest</i>	13	-	38	-	8	-	59	-
Disposals	-5	0	-230	0	-92	-96	-327	-96
Dismantling, restoration and discard, net	55	-	908	-5	-2	-	961	-5
Operations acquired	-	-	-	-	0	-	0	-
Operations divested	-1	-	-	-	-	-	-1	-
Grants received	-	-	-11	-	-	-	-11	-
Reclassifications	-267	-	167	-	191	-	91	-
Depreciation for the year	-296	0	-8,306	-187	-1,705	-797	-10,307	-984
Impairment losses for the year	0	-	-21	-3	0	-	-22	-3
Exchange rate differences	-90	0	-1,847	-95	-139	-53	-2,075	-148
Reclassification to assets classified as held for sale	49	-	-4	-	-112	-	-68	-
<b>Carrying value, closing balance</b>	<b>3,721</b>	<b>1</b>	<b>59,779</b>	<b>2,039</b>	<b>3,969</b>	<b>992</b>	<b>67,469</b>	<b>3,032</b>

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).



Dec 31, 2024

SEK in millions	Property <sup>2</sup>	Whereof leased out property	Plant and machinery <sup>2</sup>	Whereof leased out plant and machinery	Equipment, tools and installations <sup>2</sup>	Whereof leased out equipment, tools and installations	Total	Whereof leased out total <sup>1</sup>
Accumulated cost	8,488	6	207,784	9,175	11,468	2,757	227,740	11,938
Accumulated depreciation and impairment losses	-4,881	-5	-146,487	-7,028	-7,541	-1,556	-158,909	-8,588
Advances	-	-	1	-	-	-	1	-
<b>Carrying value</b>	<b>3,609</b>	<b>1</b>	<b>61,297</b>	<b>2,147</b>	<b>3,927</b>	<b>1,201</b>	<b>68,833</b>	<b>3,349</b>
<i>of which assets under construction<sup>2</sup></i>	<i>867</i>	<i>-</i>	<i>3,864</i>	<i>-</i>	<i>368</i>	<i>-</i>	<i>5,099</i>	<i>-</i>
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
<i>of which capitalized interest</i>	<i>-</i>	<i>-</i>	<i>40</i>	<i>0</i>	<i>-</i>	<i>-</i>	<i>40</i>	<i>0</i>
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	1,087	0	-1,779	210	699	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
<b>Carrying value, closing balance</b>	<b>3,609</b>	<b>1</b>	<b>61,297</b>	<b>2,147</b>	<b>3,927</b>	<b>1,201</b>	<b>68,833</b>	<b>3,349</b>

- 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).  
2) Assets under construction have been adjusted, which resulted in a reclassification from Plant and machinery of SEK -1,235 million to Property of SEK 867 million and Equipment tools and installations of SEK 368 million.

Changes during the year include continuing operations and discontinued operations up to the time for reclassification to held for sale. For continuing operations, depreciations for the year and impairment for the year amounted to SEK 10,302 million (10,992) and SEK 22 million (556), respectively. Information on impairment following reclassification to held for sale is disclosed in Note C34.

#### Disposals of properties in Sweden

On March 5, 2025, Telia Company completed the sale of a property related to the copper network in Sweden, which resulted in a capital gain from divestment of property, plant and equipment of SEK 195 million and a positive cash flow effect of SEK 198 million in the first quarter 2025.

On September 1, 2025 the sale of another property related to the copper network in Sweden was completed, generating a capital gain from divestment of property, plant and equipment of SEK 19 million and a positive cash flow effect of SEK 19 million in the third quarter 2025.

The capital gains from the property disposals were recognized within Other operating income and the cash flow effects were presented as Intangible assets and property, plant and equipment divested.



### Impairments 2024

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.

### 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. The disposal resulted in a positive net cash flow effect in 2024 of SEK 173

### 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, 2025	Dec 31, 2024 <sup>1)</sup>
Depreciable property (buildings, etc.)	3,340	3,213
Non-depreciable property (land)	381	396
<b>Total property</b>	<b>3,721</b>	<b>3,609</b>

1) Carrying value has been reclassified between asset classes within Property, plant and equipment.

million, which was presented as Intangible assets and property plant and equipment divested.

### 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. 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 2025. 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.

## C14. Film and program rights

The total carrying value for Film and program rights was distributed and changed as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
	<b>Film and program rights</b>	
Accumulated cost	-	14,034
Accumulated amortization	-	-11,161
Accumulated impairment	-	-81
Advances (Prepaid)	-	1,647
<b>Carrying value</b>	<b>-</b>	<b>4,438</b>
<i>of which non-current</i>	-	2,503
<i>of which current</i>	-	1,935
Carrying value, opening balance	4,438	5,781
Additions	663	4,363
Amortization for the year	-787	-5,736
Impairment for the year	-	-17
Exchange rate differences	-35	47
Reclassification to assets held for sale	-4,268	-
Reclassification to Other non-current assets	-11	-
<b>Carrying value, closing balance</b>	<b>-</b>	<b>4,438</b>

Changes during the year include continuing operations and discontinued operations up to the time for reclassification to held for sale. For continuing operations, amortizations for the year (included in EBITDA) amounted to SEK 166 million (79). Information on impairment following reclassification to held for sale is disclosed in Note C34.

Film and program rights are mainly related to segment TV and Media, which was reclassified to assets held for sale and discontinued operations in February 2025. See Note C34.



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.

SEK in millions	Dec 31, 2025	Dec 31, 2024
	Film and program rights commitments	
Within 1-3 years	59	7,289
Within 4-10 years	45	4,202
<b>Total</b>	<b>104</b>	<b>11,491</b>

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, 2025	Dec 31, 2024
Interests in associated companies	1,369	1,336
Interests in joint ventures	26	31
<b>Total carrying value</b>	<b>1,395</b>	<b>1,367</b>

Items recognized in net income and in total comprehensive income were distributed as follows.

SEK in millions	Jan-Dec 2025	Jan-Dec 2024
Income from associated companies	93	122
Income from joint ventures	-2	-2
<b>Recognized in net income from continuing operations</b>	<b>91</b>	<b>120</b>
Recognized in net income from discontinued operations	0	-1
<b>Recognized in total comprehensive income</b>	<b>91</b>	<b>119</b>

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 2025	Jan-Dec 2024
<b>Associated companies</b>		
Revenue (100%)	3,536	3,222
Net income (group's share)	93	122
<b>Total comprehensive income from associated companies</b>	<b>93</b>	<b>122</b>
<b>Joint ventures</b>		
Net income (group's share)	-2	-3
<b>Total comprehensive income joint ventures (group's share)</b>	<b>-2</b>	<b>-3</b>
<b>Group's share of total comprehensive income in associated companies and joint ventures</b>	<b>91</b>	<b>119</b>
Dividends received from associated companies	160	1
<b>Total dividends received from associated companies and joint ventures</b>	<b>160</b>	<b>1</b>

The carrying value was distributed and changed as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Goodwill and fair value adjustments	229	103
Share of equity	1,166	1,264
<b>Carrying value</b>	<b>1,395</b>	<b>1,367</b>
Carrying value, opening balance	1,367	1,190
Share of net income for the year	118	131
Amortization and write-downs of fair-value adjustments	-24	-11
Dividends received	-160	-1
Acquisitions and operations acquired	153	0
Capital contributions	-	4
Reclassifications	71	8
Exchange rate differences	-120	46
Reclassification to assets classified as held for sale	-8	-
<b>Carrying value, closing balance</b>	<b>1,395</b>	<b>1,367</b>

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		Carrying value in the parent company	
			2025	2024	2025	2024
SEK in millions						
<b>Parent company holdings</b>						
<b>Swedish companies</b>						
SNPAC Swedish Number Portability Administrative Centre AB, 556595-2925, Stockholm	25	500	2	2	1	1
SolidSport AB, 556671-5586, Stockholm	28	4,871	17	16	29	29
<b>Non-Swedish companies</b>						
Valokuitu Kotiin Holding 1 Oy, 3101702-4, Helsinki	40	9,617,328	17	0	111	94
Fjordkraft Mobil AS, 916319983, Bergen	39	390	89	106	115	115
Chilimobil AS, 997629485, Moss	45	13,371,112	127	-	152	-
Other operating, dormant and divested companies			0	0	0	0
<b>Total parent company</b>					<b>408</b>	<b>239</b>
<b>Subsidiaries' holdings</b>						
<b>Swedish companies</b>						
Other operating and dormant companies			0	0		
<b>Non-Swedish companies</b>						
SK ID Solutions AS, 10747013, Tallinn	50	32	77	69		
SIA Tet, 40003052786, Riga	49	101,850,587	1,034	1,131		
Nasjonal Referansedatabase AS, 983195156, Oslo	29	250	2	2		
Suomen Numerot NUMPAC Oy, 1829232-0, Helsinki	25	3,000	3	3		
Strex Mobile Services AS, 927347830, Oslo	49	49	26	29		
Other operating and dormant companies and assets classified as held for sale			1	10		
<b>Total</b>			<b>1,395</b>	<b>1,367</b>		

For additional information related to associated companies, see Note C29.



## C16. Non-current interest-bearing receivables and Other non-current assets

The total carrying values were distributed as follows.

	Dec 31, 2025	Dec 31, 2024
Equity instruments	524	942
Bonds	592	1,533
Interest rate swaps	237	171
Cross-currency interest rate swaps	231	1,001
Loans and receivables	1,932	2,145
Finance lease receivables	796	292
<b>Total financial assets (Note C26)</b>	<b>4,311</b>	<b>6,084</b>
Cost to obtain a contract	1,433	1,313
Other contract assets	144	142
Film and program rights non-current	13	-
Deferred expenses	190	12
<b>Total Non-current interest-bearing receivables and Other non-current assets</b>	<b>6,092</b>	<b>7,551</b>
<i>whereof interest-bearing</i>	<i>2,869</i>	<i>4,880</i>
<i>whereof non interest-bearing</i>	<i>3,223</i>	<i>2,671</i>

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. For information on film and program rights 2024, see Note C14.

## C17. Inventories

SEK in millions	Dec 31, 2025	Dec 31, 2024
Goods for resale	1,532	1,745
Other inventories and expense incurred on construction contracts	27	124
<b>Total</b>	<b>1,559</b>	<b>1,869</b>

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, 2025	Dec 31, 2024
Currency derivatives (swaps and forwards)	202	263
Accounts receivable	7,440	8,619
Loans and receivables	1,887	2,221
<b>Total financial assets</b> (Note C26)	<b>9,529</b>	<b>11,103</b>
Other current receivables	1,020	651
Current contract assets	366	375
Deferred expenses	1,359	1,706
<b>Total trade and other current receivables and assets</b>	<b>12,274</b>	<b>13,833</b>

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, 2025	Dec 31, 2024
<b>Geographical area</b>		
Nordic countries	6,847	7,921
Baltic countries	2,348	2,714
Other countries	133	205
<b>Total carrying value</b>	<b>9,328</b>	<b>10,840</b>
<b>Customer segment</b>		
Consumers	3,431	3,309
Business customers	5,243	6,932
Other operators	646	528
Distributors	7	72
<b>Total carrying value</b>	<b>9,328</b>	<b>10,840</b>

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, 2025	Dec 31, 2024
Accounts receivable invoiced	8,194	9,354
Allowance for expected credit losses for accounts receivable	-754	-735
<b>Total accounts receivable</b>	<b>7,440</b>	<b>8,619</b>
Accounts receivable not due, net of allowances for expected credit losses	6,069	5,324
Accounts receivable past due, net of allowances for expected credit losses	1,371	3,295
<i>of which less than 30 days</i>	1,066	2,650
<i>of which 30–180 days</i>	228	276
<i>of which more than 180 days</i>	78	369
<b>Total accounts receivable</b>	<b>7,440</b>	<b>8,619</b>



As of the end of the reporting period, ageing of loans and receivables were as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Loans and receivables not due, net of allowance for expected credit losses	1,884	2,218
Loans and receivables past due but not impaired, net of allowance for expected credit losses	4	1
<i>of which less than 30 days</i>	3	1
<b>Total loans and receivables</b>	<b>1,887</b>	<b>2,221</b>

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 accounts receivable.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Opening balance allowance for ECL for accounts receivable	735	580
Net of charges for expected losses in the period and receivables written off	71	149
Reversals of allowances	-26	-
Exchange rate differences	-20	7
Reclassification to assets classified as held for sale	-5	-
<b>Closing balance allowance for ECL, accounts receivable</b>	<b>754</b>	<b>735</b>
Total expenses for credit losses, accounts receivable	347	532
Recovered accounts receivable (Note C8)	55	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, 2025	Dec 31, 2024
Cross-currency interest rate swaps	121	256
Short-term investments	362	1,119
Loans and receivables	4,280	4,106
Finance lease receivables	333	300
<b>Total current interest-bearing receivables (Note C26)</b>	<b>5,095</b>	<b>5,780</b>

### Cash and cash equivalents

The carrying value of cash and cash equivalents was distributed as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Cash equivalent short-term investments	2,533	-
Cash and bank	8,994	9,812
<b>Total cash and cash equivalents (Note C26)</b>	<b>11,527</b>	<b>9,812</b>

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		
<b>Issued share capital, December 31, 2023, 2024 and 2025</b>	<b>13,856,271,299</b>	<b>3,932,109,286</b>	<b>3.52</b>

### Treasury shares

During May 2025 Telia Company acquired 861,291 treasury shares as part of the Long Term Incentive program (LTI) 2022/2025 at an average price of SEK 36.21 per share. The total cost for the acquired shares was SEK 31 million (-) and transaction costs, net of tax, amounted to SEK 0 million (-). No shares was acquired related to the LTI 2021/2024 program. During 2025 Telia Company transferred

all shares to the incentive program participants. The acquisitions under the LTI program reduced Other contributed capital within equity by SEK 31 million (-) during 2025.

The total number of issued and outstanding shares December 31, 2025 was 3,932,109,286 (3,932,109,286).

### Earnings per share and dividends

	Dec 31, 2025	Dec 31, 2024
Net income attributable to owners of the parent (SEK million)	3,525	7,079
Average number of outstanding shares, basic and diluted (thousands)	3,932,090	3,932,109
Earnings per outstanding share, basic and diluted (SEK)	0.90	1.80
Ordinary cash dividend (for 2025 as proposed by the Board of Directors)		
– Per share (SEK)	2.05	2.00
– Total based on outstanding shares (SEK million)	8,061	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, 2025 SEK in millions, except percentages	Telia Lietuva, AB, Lithuania	Latvijas Mobilais Telefons SIA, Latvia	Telia Towers AB, Sweden <sup>1</sup>	Other subsidiaries	Total
<b>Assets</b>					
Non-current assets	5,791	2,528	6,957		
Current assets	1,842	1,853	907		
<b>Liabilities</b>					
Non-current liabilities	-1,064	-1,491	-1,955		
Current liabilities	-1,694	-384	-1,030		
<b>Net assets</b>	<b>4 876</b>	<b>2,507</b>	<b>4,879</b>		
NCI percentage	11.8	39.7	49.0		
<b>Carrying amount of NCI</b>	<b>578</b>	<b>996</b>	<b>2,390</b>	<b>-213</b>	<b>3,751</b>
Revenue	5,618	2,028	2,288		
Net income	1,054	602	987		
<b>Net income allocated to NCI</b>	<b>125</b>	<b>239</b>	<b>484</b>	<b>-82</b>	<b>766</b>
<b>Cash flows from operating activities</b>	<b>1,704</b>	<b>594</b>	<b>799</b>		

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, 2024 SEK in millions, except percentages	Telia Lietuva, AB, Lithuania	Latvijas Mobilais Telefons SIA, Latvia	Telia Towers AB, Sweden <sup>1</sup>	Other subsidiaries	Total
<b>Assets</b>					
Non-current assets	6,020	2,702	7,193		
Current assets	1,354	1,732	759		
<b>Liabilities</b>					
Non-current liabilities	-952	-1,536	-1,919		
Current liabilities	-1,611	-266	-942		
<b>Net assets</b>	<b>4,812</b>	<b>2,631</b>	<b>5,091</b>		
NCI percentage	11.8	39.7	49.0		
<b>Carrying amount of NCI</b>	<b>570</b>	<b>1,045</b>	<b>2,495</b>	<b>-192</b>	<b>3,918</b>
Revenue	5,605	1,948	2,221		
Net income	877	573	967		
<b>Net income allocated to NCI</b>	<b>104</b>	<b>228</b>	<b>474</b>	<b>-103</b>	<b>702</b>
<b>Cash flows from operating activities</b>	<b>2,212</b>	<b>623</b>	<b>1,270</b>		

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, 2025	Dec 31, 2024
<b>Non-current borrowings</b>		
Euro Medium Term Notes Program (EMTN)	42,499	47,155
Hybrid bonds	18,335	19,297
Other bilateral	1,943	2,020
Bank loans	849	846
Lease liabilities	14,500	14,870
Interest rate swaps	2,969	3,450
Cross-currency interest rate swaps	1,029	186
Other non-current borrowings	2	2
<b>Total non-current borrowings (Note C26)</b>	<b>82,127</b>	<b>87,826</b>
<b>Current borrowings</b>		
Euro Medium Term Notes Program (EMTN)	1,658	5,813
Bank loans	113	62
Lease liabilities	3,369	3,421
Interest rate swaps	189	117
Other current borrowings	-	695
<b>Total current borrowings (Note C26)</b>	<b>5,331</b>	<b>10,108</b>
<b>Total borrowings</b>	<b>87,459</b>	<b>97,934</b>



Borrowings and Net debt SEK in millions	Dec 31, 2025				Dec 31, 2024
	Maturity	Coupon	Nominal amount, SEK	Carrying amount	Carrying amount
Euro Medium Term Notes Program (EMTN), EUR	04/2025	4.60	20	-	237
EMTN, SEK, Green	06/2025	1.13	750	-	747
EMTN, EUR	10/2025	3.88	430	-	4,830
EMTN, SEK	03/2026	Float	656	656	1,001
EMTN, SEK	03/2026	4.38	970	1,003	1,034
Other Bilateral, EUR	01/2027	4.10	50	562	596
EMTN, EUR	01/2027	4.00	75	840	891
EMTN, NOK	02/2027	3.07	600	550	572
EMTN, EUR	09/2027	3.00	370	3,930	4,122
EMTN, NOK	09/2028	3.16	200	176	183
EMTN, SEK	09/2028	Float	1,000	1,000	1,000
EMTN, SEK	09/2028	4.38	1,000	1,011	1,010
EMTN, NOK	03/2029	Float	1,000	916	975
EMTN, NOK	03/2029	4.68	1,000	948	1,020
EMTN, AUD	09/2029	2.47	83	460	504
EMTN, NOK	04/2030	2.90	1,000	823	850
EMTN, NOK	04/2030	3.04	750	655	686
EMTN, NOK	06/2030	3.40	500	444	463
EMTN, EUR	11/2030	0.13	500	4,682	4,903
EMTN, NOK	12/2030	3.30	750	623	650
EMTN, EUR	04/2031	5.14	25	280	296
EMTN, EUR	07/2031	5.03	20	220	233
Other Bilateral, EUR	09/2031	Zero	100	826	836
EMTN, EUR	02/2032	3.63	500	5,464	5,836
Other Bilateral, EUR	03/2032	4.03	50	555	588
EMTN, EUR	04/2032	Zero	110	916	932
EMTN, EUR	09/2033	3.50	506	5,386	5,747
EMTN, EUR	02/2034	2.13	500	5,054	5,407
EMTN, NOK	03/2034	4.79	2,000	1,897	2,041
EMTN, SEK	12/2034	2.88	200	185	186

Borrowings and Net debt SEK in millions	Dec 31, 2025				Dec 31, 2024
	Maturity	Coupon	Nominal amount, SEK	Carrying amount	Carrying amount
EMTN, EUR	02/2035	1.63	500	5,029	5,418
EMTN, JPY	03/2039	1.07	10,000	480	631
EMTN, EUR	09/2064	3.00	50	531	563
Hybrid, EUR, Green	05/2081	1.38	500	5,399	5,566
Hybrid, EUR	12/2082	4.63	600	6,478	6,899
Hybrid, EUR, Green	06/2083	2.75	600	6,459	6,831
Bank loans				962	908
Other borrowings				2	697
<b>Total borrowings excluding leases and derivatives</b>				<b>65,401</b>	<b>75,889</b>
Lease liabilities				17,870	18,291
Derivatives				4,188	3,753
<b>Total borrowings</b>				<b>87,459</b>	<b>97,934</b>
Less 50% of hybrid capital				-9,177	-9,720
Less derivatives recognized as financial assets and hedging borrowings and related credit support annex (CSA)				-4,052	-4,370
Less non-current bonds and interest rate derivatives				-592	-1,533
Less short-term investments				-362	-1,119
Less cash and cash equivalents				-11,527	-9,812
<b>Net debt</b>				<b>61,749</b>	<b>71,378</b>



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, 2025 Telia Company had issued green Hybrid bonds with a carrying value of SEK 11,858 million (12,398). 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 multiemployer 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 0.56% (0.62). Expected contribution to the ITP 2 plan for 2025 is SEK 11 million. At the end of 2025, Alecta's surplus, in the collective funding ratio, is preliminary estimated to 167% (162).

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; 17% active members, 31% deferred members and 51% 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.

SEK in millions	Dec 31, 2025				Dec 31, 2024			
	Sweden	Finland	Norway	Total	Sweden	Finland	Norway	Total
Present value of funded pension obligations	16,825	5,465	229	<b>22,519</b>	18,598	6,237	227	<b>25,062</b>
Fair value of plan assets	-23,681	-7,774	-264	<b>-31,719</b>	-23,993	-7,820	-268	<b>-32,081</b>
<b>Surplus (-)/deficit (+) of funded plans</b>	<b>-6,856</b>	<b>-2,309</b>	<b>-35</b>	<b>-9,200</b>	<b>-5,395</b>	<b>-1,583</b>	<b>-41</b>	<b>-7,019</b>
Present value of unfunded pension obligations	1,373	-	-	<b>1,373</b>	1,439	-	-	<b>1,439</b>
<b>Net assets (-)/provisions (+) for pension obligations</b>	<b>-5,483</b>	<b>-2,309</b>	<b>-35</b>	<b>-7,827</b>	<b>-3,956</b>	<b>-1,583</b>	<b>-41</b>	<b>-5,580</b>
<i>of which recognized as provisions</i>	<i>1,256</i>	<i>-</i>	<i>-</i>	<i>1,256</i>	<i>1,346</i>	<i>-</i>	<i>-</i>	<i>1,346</i>
<i>of which recognized as assets</i>	<i>-6,737</i>	<i>-2,309</i>	<i>-35</i>	<i>-9,081</i>	<i>-5,302</i>	<i>-1,583</i>	<i>-41</i>	<i>-6,926</i>



Total pension expenses were distributed as follows.

SEK in millions	Jan–Dec 2025				Jan–Dec 2024			
	Sweden	Finland	Norway	Total	Sweden	Finland	Norway	Total
Current service cost	-112	136	0	24	-138	155	0	17
Gain/loss on settlements	-14	-	-	-14	-	-	-	-
<b>Total pension expenses in operating income from defined benefit obligations</b>	<b>-126</b>	<b>136</b>	<b>0</b>	<b>10</b>	<b>-138</b>	<b>155</b>	<b>0</b>	<b>17</b>
Interest expense	680	201	9	890	718	195	8	921
Interest income	-840	-255	-10	-1,105	-768	-221	-9	-998
<b>Total net interest in financial items</b>	<b>-159</b>	<b>-54</b>	<b>-2</b>	<b>-215</b>	<b>-50</b>	<b>-26</b>	<b>0</b>	<b>-77</b>
<b>Total pension expenses from defined benefit obligations</b>	<b>-285</b>	<b>82</b>	<b>-2</b>	<b>-205</b>	<b>-188</b>	<b>129</b>	<b>0</b>	<b>-59</b>
<b>Pension expenses in operating income from defined contribution plans</b>				<b>1,134</b>				<b>1,083</b>
<b>Remeasurement gains (-)/losses (+)</b>								
Gain/loss from change in financial assumptions	-1,523	-606	5	-2,124	-532	-298	-26	-856
Experience gains/losses	311	104	11	427	-545	-1	9	-538
Return on plan assets (excluding interest income)	252	-307	-11	-66	-1,684	-484	-11	-2,179
<b>Total gains/losses recorded in OCI, defined benefit pension plans</b>	<b>-959</b>	<b>-808</b>	<b>5</b>	<b>-1,763</b>	<b>-2,761</b>	<b>-784</b>	<b>-27</b>	<b>-3,573</b>

### Specifications to defined benefit obligations and fair value of plan assets

Movements in the present value of defined benefit obligations were as follows.

SEK in millions	2025				2024			
	Sweden	Finland	Norway	Total	Sweden	Finland	Norway	Total
<b>Opening balance, present value of pension obligations</b>	<b>20,037</b>	<b>6,237</b>	<b>227</b>	<b>26,501</b>	<b>21,706</b>	<b>6,177</b>	<b>246</b>	<b>28,128</b>
Current service cost	-112	136	0	24	-138	155	0	17
Interest expenses	680	201	9	890	718	195	8	921
Benefits paid	-1,182	-198	-9	-1,390	-1,171	-198	-7	-1,377
Settlements	-14	-	-	-14	-	-	-	-
Other	-	7	-	7	-	9	-	9
Liabilities directly associated with asset classified as held for sale	-	-66	-	-66	-	-	-	-
<b>Remeasurement gains (-)/losses (+)</b>								
Gain/loss from change in financial assumptions	-1,523	-606	5	-2,124	-532	-298	-26	-856
Experience gains/losses	311	104	11	427	-545	-1	9	-538
Exchange rate differences	-	-350	-14	-364	-	199	-3	196
<b>Closing balance, present value of pension obligations</b>	<b>18,198</b>	<b>5,465</b>	<b>229</b>	<b>23,891</b>	<b>20,037</b>	<b>6,237</b>	<b>227</b>	<b>26,501</b>



Movements in the fair value of plan assets were as follows.

SEK in millions	2025				2024			
	Sweden	Finland	Norway	Total	Sweden	Finland	Norway	Total
<b>Opening balance, fair value of plan assets</b>	<b>23,993</b>	<b>7,820</b>	<b>268</b>	<b>32,081</b>	<b>22,592</b>	<b>6,937</b>	<b>254</b>	<b>29,783</b>
Interest income	840	255	10	<b>1,105</b>	768	221	9	<b>998</b>
Contribution to pension funds	-	113	-	<b>113</b>	-	131	6	<b>137</b>
Payment from pension funds	-900	-	-	<b>-900</b>	-1,050	-	-	<b>-1,050</b>
Benefits paid	-	-198	-9	<b>-207</b>	-	-198	-7	<b>-205</b>
Other	-	7	-	<b>7</b>	-	9	-	<b>9</b>
Reclassification to asset held for sale	-	-71	-	<b>-71</b>	-	-	-	<b>-</b>
<b>Remeasurement gains (-)/losses (+)</b>								
Return on plan assets (excluding interest income)	-252	307	11	<b>66</b>	1,684	484	11	<b>2,179</b>
Exchange rate differences	-	-459	-16	<b>-476</b>	-	234	-4	<b>230</b>
<b>Closing balance, fair value of plan assets</b>	<b>23,681</b>	<b>7,774</b>	<b>264</b>	<b>31,719</b>	<b>23,993</b>	<b>7,820</b>	<b>268</b>	<b>32,081</b>

**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.

Percentages, except longevity	Dec 31, 2025				Dec 31, 2024			
	Sweden	Finland	Norway	Weighted average	Sweden	Finland	Norway	Weighted average
Discount rate	3.9	4.1	4.2	4.0	3.5	3.4	3.9	3.5
Inflation	2.0	2.0	-	2.0	2.0	2.1	2.3	2.0
Longevity								
<i>life expectancy 65-year-old male (year)</i>	22	19	22	22	21	19	22	21
<i>life expectancy 65-year-old female (year)</i>	24	25	25	24	23	25	25	24



Sensitivity of the defined benefit obligations to changes in the assumptions was as follows.

SEK in millions	Dec 31, 2025				Dec 31, 2024			
	Impact on defined benefit obligation				Impact on defined benefit obligation			
	Sweden	Finland	Norway	Total	Sweden	Finland	Norway	Total
Discount rate +0.5 p.p.	-1,448	-370	-15	<b>-1,834</b>	-1,766	-454	-16	<b>-2,236</b>
Discount rate -0.5 p.p.	1,448	413	17	<b>1,879</b>	1,766	513	17	<b>2,297</b>
Inflation/Indexation +0.5 p.p. <sup>1</sup>	1,657	363	15	<b>2,035</b>	2,134	441	16	<b>2,591</b>
Inflation/Indexation -0.5 p.p. <sup>1</sup>	-1,508	-268	-14	<b>-1,789</b>	-1,932	-325	-14	<b>-2,271</b>
Longevity +1 year	951	151	9	<b>1,110</b>	1,192	181	8	<b>1,381</b>

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 18 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 6.1% since inception. As of December 31, 2025, 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 2025. 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.

SEK in millions Asset category	December 31, 2025				December 31, 2024			
	Quoted	Unquoted	Total	%	Quoted	Unquoted	Total	%
Equity instruments	11,813	1,104	<b>12,917</b>	41	11,970	1,041	<b>13,011</b>	41
Debt instruments	10,838	530	<b>11,367</b>	36	11,759	346	<b>12,105</b>	38
Real estate	12	3,357	<b>3,369</b>	11	453	2,033	<b>2,486</b>	8
Cash and cash equivalents	104	-	<b>104</b>	0	281	-	<b>281</b>	1
Alternative investments	9	3,953	<b>3,961</b>	12	836	3,361	<b>4,198</b>	13
<b>Total</b>	<b>22,775</b>	<b>8,944</b>	<b>31,719</b>	<b>100</b>	<b>25,300</b>	<b>6,781</b>	<b>32,081</b>	<b>100</b>
<i>of which shares in Telia Company</i>	<i>13</i>	<i>-</i>	<i>13</i>	<i>0.04</i>	<i>8</i>	<i>-</i>	<i>8</i>	<i>0.02</i>

### 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 100 million in 2026.



## C23. Other provisions

Changes in other provisions were as follows.

SEK in millions	Dec 31, 2025			Total
	Restructuring provisions	Asset retirement obligations	Other provisions	
<b>Opening balance<sup>1</sup></b>	<b>1,011</b>	<b>2,974</b>	<b>1,713</b>	<b>5,698</b>
Provisions for the period	393	4,835	69	<b>5,099</b>
Utilized provisions	-1,038	-268	-2	<b>-1,307</b>
Reversals of provisions	-	-199	-13	<b>-13</b>
Timing and interest-rate effects	-	75	-	<b>75</b>
Exchange rate differences	-8	-155	-165	<b>-327</b>
Liabilities directly associated with assets classified as held for sale	-12	-	-15	<b>-27</b>
<b>Closing balance</b>	<b>346</b>	<b>7,263</b>	<b>1,588</b>	<b>9,197</b>
<i>of which non-current portion</i>	42	6,858	409	<b>7,309</b>
<i>of which current portion</i>	304	405	1,179	<b>1,888</b>

1) Opening balances have been adjusted for a reclassification of SEK 107 million from Other provisions to Asset retirement obligations.

### 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.

### Asset retirement obligations

Asset retirement obligations mainly refer dismantling and restoration of mobile and fixed network assets.

As part of the ongoing copper network dismantling in Sweden and Finland during 2025, the asset retirement obligation (ARO) provision for network assets has been further analyzed and reassessed, which has resulted in an increase of the provision in the fourth quarter 2025 of SEK 4,700 million,

whereof SEK 3,711 million recognized as Other operating expenses and SEK 989 million as an increase of property plant and equipment. The increase recognized against the income statement related to copper network assets with no remaining carrying value. The amount recognized against property plant and equipment increased the existing carrying value of the related network assets and will result in higher depreciations over 20 years. There was no cash flow effect from the ARO provision increase in the fourth quarter 2025 and the annual network dismantling activity, and its cash flow effect, is expected to continue around historical levels for the next coming years. For this type of provision there is uncertainty related to the extent of the dismantling obligations, the estimated dismantling costs as well as the estimated timing of utilization of the provision.

The total remaining provisions as of December 31, 2025, are expected to be fully utilized in the period 2026–2100, 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 2026–2055. The provisions represent the present value of management's best estimate of the amounts required to settle the liabilities.

In connection with the divestment of Ncell in 2016, Telia Company provided a tax indemnity towards a third party. At the time of the transaction, Telia Company recognized a non-current provision based on the best estimate of a potential indemnity amount. On July 11, 2025, Telia Company was informed of a court decision confirming the tax claim on the party covered by the indemnity. The amount and timing of the provision settlement are still very uncertain. The provision was reclassified to current in the third quarter 2025. As per December 31, 2025, the provision amounted to SEK 1,089 million.

For more information on the changes in 2025, 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, 2025	Dec 31, 2024
License fee liabilities	548	618
<i>of which Swedish</i>	195	95
<i>of which Norwegian</i>	175	323
<i>of which Lithuanian</i>	179	201
Other non-current financial liabilities	95	116
<b>Total financial liabilities (C26)</b>	<b>643</b>	<b>735</b>
Prepaid operating lease agreements	176	197
Other liabilities	674	258
<b>Total other non-current liabilities</b>	<b>1,493</b>	<b>1,190</b>

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, 2025	Dec 31, 2024
Currency derivatives (swaps and forwards)	12	93
Accounts payable	12,610	13,287
<i>of which accounts payable under vendor financing arrangements</i>	5,642	5,565
Other current financial liabilities	4,119	6,310
<b>Total financial liabilities (C26)</b>	<b>16,741</b>	<b>19,690</b>
Other current liabilities	5,298	5,974
Contract liabilities (deferred income)	3,738	3,257
<b>Total trade payables and other current liabilities</b>	<b>25,777</b>	<b>28,921</b>

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, 2025	Dec 31, 2024
<b>Accounts payable under vendor financing arrangements</b>		
<b>Carrying values</b>		
Carrying value, opening balance	5,565	11,527
Carrying value, closing balance	5,642	5,565
<i>whereof carrying value for which suppliers have already received payments from the banks</i>	5,642	5,565
Total non-cash changes in carrying values	7,801	13,079
<i>whereof new accounts payable under vendor financing arrangements</i>	7,927	13,008
<i>whereof foreign exchange movement</i>	-126	71
<b>Due dates after invoice date</b>		
Accounts payable under vendor financing arrangements (days) <sup>1</sup>	50-360	50-360
Accounts payable not under vendor financing arrangements (days)	30-90	30-90
<b>Vendor financing banks</b>		
Number of banks in vendor financing arrangements	4	5
The bank with the largest vendor financing balance represents (share of total balance)	40%	48%

1) For accounts payable under vendor financing arrangements the majority of the balance has payment due dates closer to 240 days (360).

### Suppliers' science-based climate targets

Greenhouse Gas (GHG) (CO<sub>2</sub>) emissions are generated in Telia Company's 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 2025, Telia Company continued to engage with its suppliers, urging them to set science-based climate targets. For information on percentage of suppliers responsible for Telia Company's total supply chain GHG emissions covered by such targets

by end of year 2025, see Sustainability statement 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, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial assets measured at fair value</b>													
<i>Non-current</i>													
Equity instruments	C16	-	-	-	-	524	942	-	-	524	942	524	942
Bonds	C16	-	-	-	914	592	620	-	-	592	1,533	592	1,533
Interest rate swaps													
- used in cash flow hedges	C16	42	69	-	-	-	-	-	-	42	69	42	69
- used in fair value hedges	C16	195	102	-	-	-	-	-	-	195	102	195	102
Cross-currency interest rate swaps													
- used in cash flow hedges	C16	231	1,001	-	-	-	-	-	-	231	1,001	231	1,001
<i>Current</i>													
Short-term investments	C19	-	-	-	767	362	352	-	-	362	1,119	362	1,119
Currency derivatives (swaps and forwards)													
- not designated as hedging instruments	C18	-	-	202	263	-	-	-	-	202	263	202	263
Cross-currency interest rate swaps													
- used in cash flow hedges	C19	121	256	-	-	-	-	-	-	121	256	121	256
<b>Total financial assets measured at fair value</b>		<b>588</b>	<b>1,428</b>	<b>202</b>	<b>1,943</b>	<b>1,478</b>	<b>1,914</b>	<b>-</b>	<b>-</b>	<b>2,268</b>	<b>5,285</b>		



Carrying value by category – Financial assets

SEK in millions	Note	Hedging instruments at fair value		Fair value through income statement		Fair value through OCI		Amortized cost		Total		Fair value	
		Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial assets not measured at fair value</b>													
<i>Non-current</i>													
Loans and receivables	C16	-	-	-	-	-	-	1,932	2,145	1,932	2,145	1,932	2,145
Finance lease receivables	C16	-	-	-	-	-	-	796	292	796	292		
<i>Current</i>													
Accounts receivable	C18	-	-	-	-	-	-	7,440	8,619	7,440	8,619	7,440	8,619
Loans and receivables	C18	-	-	-	-	-	-	1,887	2,221	1,887	2,221	1,887	2,221
Interest-bearing loans and receivables	C19	-	-	-	-	-	-	4,280	4,106	4,280	4,106	4,280	4,106
Finance lease recivables	C19	-	-	-	-	-	-	333	300	333	300		
Cash equivalent short-term investments	C19	-	-	-	-	-	-	2,533	-	2,533	-	2,533	-
Cash and bank	C19	-	-	-	-	-	-	8,994	9,812	8,994	9,812	8,994	9,812
<b>Total financial assets not measured at fair value</b>		-	-	-	-	-	-	<b>28,195</b>	<b>27,494</b>	<b>28,195</b>	<b>27,494</b>		
<b>Total financial assets</b>		<b>588</b>	<b>1,428</b>	<b>202</b>	<b>1,943</b>	<b>1,478</b>	<b>1,914</b>	<b>28,195</b>	<b>27,494</b>	<b>30,463</b>	<b>32,779</b>		



Carrying value by category - Financial liabilities

SEK in millions	Note	Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
		Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial liabilities measured at fair value</b>											
<i>Non-current</i>											
Interest rate swaps											
- used in cash flow hedges	C21	292	383	-	-	-	-	292	383	292	383
- used in fair value hedges	C21	2,677	3,067	-	-	-	-	2,677	3,067	2,677	3,067
Cross-currency interest rate swaps											
- used in cash flow hedges	C21	1,029	186	-	-	-	-	1,029	186	1,029	186
<i>Current</i>											
Interest rate swaps											
- used in cash flow hedges	C21	163	-	-	-	-	-	163	-	163	-
- used in fair value hedges	C21	26	117	-	-	-	-	26	117	26	117
Currency derivatives (swaps and forwards)											
- not designated as hedging instruments	C25	-	-	12	93	-	-	12	93	12	93
<b>Total financial liabilities measured at fair value</b>		<b>4,188</b>	<b>3,754</b>	<b>12</b>	<b>93</b>	<b>-</b>	<b>-</b>	<b>4,200</b>	<b>3,846</b>		



Carrying value by category - Financial liabilities

SEK in millions	Note	Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
		Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial liabilities not measured at fair value</b>											
<i>Non-current</i>											
Euro Medium Term Notes Program (EMTN)	C21	-	-	-	-	42,499	47,155	<b>42,499</b>	<b>47,155</b>	44,247	50,069
Hybrid bonds	C21	-	-	-	-	18,335	19,297	<b>18,335</b>	<b>19,297</b>	18,846	20,147
Other bilateral	C21	-	-	-	-	1,943	2,020	<b>1,943</b>	<b>2,020</b>	2,103	2,257
Bank loans	C21	-	-	-	-	849	846	<b>849</b>	<b>846</b>	849	846
Lease liabilities	C21	-	-	-	-	14,500	14,870	<b>14,500</b>	<b>14,870</b>		
Other non-current borrowings	C21	-	-	-	-	2	2	<b>2</b>	<b>2</b>	2	2
License fee liabilities	C24	-	-	-	-	548	618	<b>548</b>	<b>618</b>	548	618
Other non-current financial liabilities	C24	-	-	-	-	95	116	<b>95</b>	<b>116</b>	95	116
<i>Current</i>											
Euro Medium Term Notes Program (EMTN)	C21	-	-	-	-	1,658	5,813	<b>1,658</b>	<b>5,813</b>	1,665	6,010
Bank loans	C21	-	-	-	-	113	62	<b>113</b>	<b>62</b>	113	62
Lease liabilities	C21	-	-	-	-	3,369	3,421	<b>3,369</b>	<b>3,421</b>		
Other current borrowings	C21	-	-	-	-	-	695	<b>-</b>	<b>695</b>	-	695
Accounts payable	C25	-	-	-	-	12,610	13,287	<b>12,610</b>	<b>13,287</b>	12,610	13,287
Other current financial liabilities	C25	-	-	-	-	4,119	6,310	<b>4,119</b>	<b>6,310</b>	4,119	6,310
<b>Total financial liabilities not measured at fair value</b>		-	-	-	-	<b>100,641</b>	<b>114,513</b>	<b>100,641</b>	<b>114,513</b>		
<b>Total financial liabilities</b>		<b>4,188</b>	<b>3,754</b>	<b>12</b>	<b>93</b>	<b>100,641</b>	<b>114,513</b>	<b>104,841</b>	<b>118,359</b>		

**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.

SEK in millions	Note	Dec 31, 2025				Dec 31, 2024			
		Carrying value	of which			Carrying value	of which		
			Level 1	Level 2	Level 3		Level 1	Level 2	Level 3
<b>Financial assets at fair value</b>									
Equity instruments	C16	524	-	-	524	942	-	-	942
Non-current and current bonds	C16, C19	955	955	-	-	2,652	2,652	-	-
Derivatives	C16, C18, C19	790	-	790	-	1,691	-	1,691	-
<b>Total financial assets at fair value by level</b>		<b>2,268</b>	<b>955</b>	<b>790</b>	<b>524</b>	<b>5,285</b>	<b>2,652</b>	<b>1,691</b>	<b>942</b>
<b>Financial liabilities at fair value</b>									
Derivatives	C21, C24, C25	4,200	-	4,200	-	3,846	-	3,846	-
<b>Total financial liabilities at fair value by level</b>		<b>4,200</b>	<b>-</b>	<b>4,200</b>	<b>-</b>	<b>3,846</b>	<b>-</b>	<b>3,846</b>	<b>-</b>

There were no material transfers between Level 1, 2 or 3 in 2025 or 2024.

**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 Company 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, 2025	Assets Jan-Dec, 2024
SEK in millions	Equity instruments	Equity instruments
<b>Level 3, opening balance</b>	<b>942</b>	<b>917</b>
Changes in fair value	664	19
<i>of which recognized in other comprehensive income</i>	<i>664</i>	<i>19</i>
Purchases/share issue	15	3
Disposals	-1,091	-
Exchange rate differences	-6	3
<b>Level 3, closing balance</b>	<b>524</b>	<b>942</b>



## 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. Financial management is centralized within the Group Treasury unit, which operates as Telia Company's internal bank. Group Treasury is responsible for securing financing, managing liquidity and managing and controlling 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 diversify funding sources and keep a prudent liquidity position. Capital markets is the primary source of funding while bank funding is mainly considered 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 2025

For Financing activities during 2025, 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 2025, the Board of Directors proposes to the AGM an ordinary dividend of SEK 2.05 per share (2.00), totaling SEK 8.1 billion (7.9). The dividend is proposed to be split and distributed in four tranches of SEK 0.51 per share for the first three tranches and SEK 0.52 per share for the fourth tranche. Telia Company targets leverage corresponding to Net debt/adjusted EBITDA in the range of 2.0-2.5x. The credit rating of Telia Company remained unchanged during 2025. 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 market practice for this type of instrument. As per December 31, 2025, Telia Company's capital amounted to SEK 63,997 million (69,077), of which equity was 54,820 million (59,357) and 50% of hybrid bonds amounted to 9,177 million (9,720).



### 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, 2025	Dec 31, 2024
Other non-current assets (excluding Equity instruments, Costs to obtain a contract, Other contract assets, Film and program rights, non-current and Deferred expenses)	C16	3,787	5,142
Trade and other current receivables and assets (excluding Other current receivables, Current contract assets and Deferred expenses)	C18	9,529	11,103
Current interest-bearing receivables	C19	5,095	5,780
Cash and cash equivalents	C19	11,527	9,812
<b>Total carrying amount, instruments with credit exposure</b>		<b>29,939</b>	<b>31,838</b>

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

SEK in millions	Dec 31, 2025			
	Cash and bank	Cash equivalents	Bonds and short-term investments	Counterparty exposures derivatives
AAA / Aaa	149	-	648	-
AA+ to AA- / Aa1 to Aa3	5,208	-	306	58
A+ to A- / A1 to A3	3,628	2,533	-	-
Cash transfer	9	-	-	-
<b>Total</b>	<b>8,994</b>	<b>2,533</b>	<b>954</b>	<b>58</b>

### Credit Rating S&P / Moody's

SEK in millions	Dec 31, 2024			
	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
<b>Total</b>	<b>9,812</b>	<b>-</b>	<b>2,652</b>	<b>224</b>

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 0.4% in 2025 and 0.6% in 2024. 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 42 million (57).



### 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, 2025	Dec 31, 2024
Cash and bank		8,994	9,812
Cash equivalent short-term investments		2,533	-
<b>Cash and cash equivalents</b>	C19	<b>11,527</b>	<b>9,812</b>
Short-term investments <sup>1</sup>	C19	-	767
<b>Total</b>		<b>11,527</b>	<b>10,579</b>
Bonds <sup>1</sup>	C16	-	913
<b>Total statement of financial position liquidity</b>		<b>11,527</b>	<b>11,492</b>
<b>Committed credit facilities</b>			
Revolving credit facilities (limit amount)		16,197	13,740
Bank overdraft and short-term credit facilities (limit amount)		1,040	1,542
<b>Total unutilized committed credit facilities</b>		<b>17,237</b>	<b>15,282</b>
<b>Liquidity reserve</b>		<b>28,764</b>	<b>26,774</b>

1) Convertible to cash within 2 days, i.e. excluding securities that for regulatory reasons cannot be used to meet current liquidity risk.



Telia Company's committed credit facilities consist of two revolving credit facilities and bank overdraft facilities, which are intended for short-term financing and back-up purposes. One of Telia Company's committed revolving credit facilities is sustainability linked, syndicated, denominated in EUR with a maturity date in September 2028 with an option to extend one year to 2029. A new revolving credit facility of EUR 300 million (SEK 3.3 billion) was signed in the fourth quarter of 2025 with a group of six relationship banks. The Facility has a tenor of 2 years with two extension options of one year each, subject to approval of the lenders. 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 2026	Apr-Jun 2026	Jul-Sep 2026	Oct-Dec 2026	2027	2028	2029	2030	Later years	Total
Euro Medium Term Notes program	C21	-2,279	-97	-417	-55	-6,530	-3,183	-3,226	-8,962	-29,348	<b>-54,097</b>
Hybrid bonds	C21	-	-5,651	-	-300	-6,957	-6,657	-	-	-	<b>-19,564</b>
Other bilateral	C21	-44	-	-	-	-584	-22	-22	-22	-1,662	<b>-2,356</b>
Bank loans	C21	-	-113	-	-	-324	-378	-	-162	-	<b>-977</b>
Lease liabilities	C21	-1,243	-811	-807	-948	-3,113	-2,839	-2,385	-2,146	-5,982	<b>-20,274</b>
Interest rate swaps	C16, C19, C21, C24, C25										
Cash outflows		-558	-681	-463	-590	-2,005	-1,305	-1,045	-966	-1,616	<b>-9,229</b>
Cash inflows		413	511	187	525	1,534	974	620	508	909	<b>6,181</b>
Cross-currency interest rate swaps	C16, C19, C21										
Cash outflows		-299	-5,576	-258	-261	-10,781	-6,229	-1,171	-6,259	-14,402	<b>-45,236</b>
Cash inflows		345	5,665	305	220	10,816	6,041	1,098	5,991	14,195	<b>44,676</b>
Currency derivatives (swaps and forwards)	C18, C25										
Cash outflows		-12,323	-21	-	-	-	-	-	-	-	<b>-12,344</b>
Cash inflows		12,487	21	-	-	-	-	-	-	-	<b>12,508</b>
Other borrowings	C21	-	-	-	-	-2	-	-	-	-	<b>-2</b>
License fee liabilities, non-current	C24	-12	-	-	-8	-293	-26	-26	-26	-195	<b>-585</b>
Other non-current financial liabilities	C24	-1	-1	-1	-1	-39	-14	-19	-4	-21	<b>-100</b>
Accounts payable	C25	-9,122	-1,979	-738	-775	-	-	-	-	-	<b>-12,615</b>
Other current financial liabilities	C25	-4,569	-10	-5	-18	-	-	-	-	-	<b>-4,603</b>
<b>Total</b>		<b>-17,204</b>	<b>-8,745</b>	<b>-2,197</b>	<b>-2,211</b>	<b>-18,276</b>	<b>-13,638</b>	<b>-6,176</b>	<b>-12,048</b>	<b>-38,122</b>	<b>-118,616</b>



### 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 2026	Apr-Jun 2026	Jul-Sep 2026	Oct-Dec 2026	2027	2028	2029	2030	Later years	Total
EUR	Interest-bearing assets	1,626	109	-	-	-	-	-	-	-	1,735
	Interest-bearing liabilities	-474	-5,665	-338	-306	-13,136	-7,316	-659	-6,058	-27,971	-61,923
	Derivatives	319	5,642	45	299	10,471	5,788	227	5,626	13,543	41,960
	<b>Net</b>	<b>1,471</b>	<b>86</b>	<b>-293</b>	<b>-7</b>	<b>-2,665</b>	<b>-1,528</b>	<b>-432</b>	<b>-432</b>	<b>-14,428</b>	<b>-18,228</b>
NOK	Interest-bearing assets	919	-	-	-	139	-	-	-	-	1,058
	Interest-bearing liabilities	-159	-75	-18	-34	-832	-450	-2,054	-2,914	-2,178	-8,714
	Derivatives	-11,729	-54	-	11	-59	-58	-89	-57	-	-12,035
	<b>Net</b>	<b>-10,969</b>	<b>-129</b>	<b>-18</b>	<b>-23</b>	<b>-752</b>	<b>-508</b>	<b>-2,143</b>	<b>-2,971</b>	<b>-2,178</b>	<b>-19,690</b>
Other	Interest-bearing assets	-	-	-	52	-	-	-	-	-	52
	Interest-bearing liabilities	-9	-	-9	-	-19	-19	-529	-6	-641	-1,232
	Derivatives	130	-	9	-	19	19	529	6	641	1,353
	<b>Net</b>	<b>121</b>	<b>-</b>	<b>0</b>	<b>52</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>173</b>
<b>Total, net</b>	<b>-9,377</b>	<b>-43</b>	<b>-311</b>	<b>22</b>	<b>-3,417</b>	<b>-2,036</b>	<b>-2,575</b>	<b>-3,403</b>	<b>-16,605</b>	<b>-37,745</b>	



**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. The main foreign transaction currencies are EUR, NOK and USD. Other currencies may have temporary exposures, such as GBP at year end 2025 and 2024. 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%**

SEK in millions	Net income impact	
	2025	2024
EUR	0.8	0.0
NOK	0.0	0.0
USD	-0.1	-0.3
GBP	0.5	1.3
Other	0.1	0.3
<b>Total</b>	<b>1.3</b>	<b>1.3</b>

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**

SEK in millions	Dec 31, 2025		Dec 31, 2024			
	Net investments in foreign operations	Hedged amount	Net translation exposure	Net investments in foreign operations	Hedged amount	Net translation exposure
EUR	37,679	-4,179	33,500	38,193	-24,488	13,705
NOK	16,591		16,591	17,644	-	17,644

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 5.0 billion (3.1) 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 and securities kept for regulatory reasons 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, 2025	Dec 31, 2024
<b>Debt portfolio</b>			
Non-current borrowings excluding leases, carrying value	C21	67,627	72,956
Current borrowings excluding leases, carrying value	C21	1,962	6,687
<b>Debt portfolio, carrying value</b>		<b>69,589</b>	<b>79,643</b>
Average interest rates including hedges (%)		3.9	4.2
Duration (interest rate risk, years)		3.0	3.4
Average maturity (years)		4.9	5.6
Interest rate adjustment within 1 year		18,487	27,875
Interest rate adjustment after 1 year		51,102	51,768

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 2025 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 130 million (172). 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 689 million (287) due to the effects of cash flow hedges for which hedge accounting is applied.

Telia Company's portfolio of bonds was divested during 2025. Telia Company's bonds and other interest-bearing assets is measured at fair value through income statement. Hence, a change in interest rates could 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 0 million (4), but also lead to a decrease in the fair value of the portfolio of SEK 0 million (23). Hence, the net effect on the income statement and equity would have been a decrease of SEK 0 million (19).

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 130 million (191) and a net increase of equity of SEK 689 million (268).

Carrying value of the debt portfolio would change by approximately SEK 0.8 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 4.9 years (5.6) and 29% (17%) 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 286 GWh (325) over periods ranging from 3 months to 10 years (starting during 2022-2027). 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, i.e., 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 2025 are mainly due to changes in foreign exchange rates.

### Offsetting

SEK in millions	Dec 31				Net amount
	Gross amount in statement of Note financial position	Impact of master netting agreements	received/	CSA delivered	
<b>2025</b>					
<b>Financial assets</b>					
Derivatives	C16, C18, C19	790	-731	-	<b>58</b>
<b>Financial liabilities</b>					
Derivatives	C21, C24, C25	4,200	-731	-3,464	<b>5</b>
<b>2024</b>					
<b>Financial assets</b>					
Derivatives	C16, C18, C19	1,691	-778	-690	<b>224</b>
<b>Financial liabilities</b>					
Derivatives	C21, C24, C25	3,846	-778	-2,943	<b>124</b>

### 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, 2025	Dec 31, 2024
<b>Hedging instruments</b>		
Carrying amount of hedging instruments that are assets	195	102
Carrying amount of hedging instruments that are liabilities	2,703	3,184
Change in fair value used as basis to measure ineffectiveness for the year	298	590
Nominal amounts	44,721	40,148
<b>Hedged items</b>		
Carrying amount	42,715	37,548
Accumulated fair value adjustment on hedged item	-2,250	-2,519
Change in fair value used as basis to measure ineffectiveness for the year	-264	-579
Accumulated value adjustment remaining on closed hedge relations	-402	-397
Ineffectiveness recognized in income statement for the year (Finance net)	33	11

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, 2025	Dec 31, 2024
<b>Hedging instruments</b>		
Carrying amount of hedging instruments that are assets	393	1,326
Carrying amount of hedging instruments that are liabilities	1,485	569
Change in fair value used as basis to measure ineffectiveness for the year	-54	143
Change in fair value reported in other comprehensive income for the year	33	-83
Nominal amounts	70,629	37,435
<b>Hedged items</b>		
Change in fair value used as basis to measure ineffectiveness for the year	54	-143
Balance in Hedging reserve for continuing hedges	-87	-44
Balance in Hedging reserve for closed hedges	-183	-139
Ineffectiveness recognized in income statement for the year (Finance net)	-	-
Amount reclassified from Hedging reserve to income statement for the year (Finance net)	55	357

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 30,659 million (17,330) and cross currency interest rate swaps of SEK 39,969 million (20,104).

**Hedges of net investments in foreign operations**

SEK in millions	Dec 31, 2025	Dec 31, 2024
<b>Hedging instruments</b>		
Carrying amount of hedging instruments that are liabilities	6,125	31,743
Change in fair value used as basis to measure ineffectiveness for the year	1,239	-1,017
Change in fair value reported in other comprehensive income for the year	1,239	-1,017
Nominal amounts on a post tax basis	4,179	24,488
<b>Hedged items</b>		
Change in fair value used as basis to measure ineffectiveness for the year	-1,239	1,017
Balance in Foreign currency translation reserve for continuing hedges	1,051	4,919
Balance in Foreign currency translation reserve for closed hedges	5,107	-
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 short term leases, estimated lease terms including estimated extension and termination periods range between 2 and 86 years. The average useful life of the right-of-use assets in 2025 ranges between 7 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, 2025	Dec 31, 2024
<b>Right-of-use assets</b>		
Technical space	7,076	7,255
Technical equipment	6,015	5,501
Non-technical space	2,471	3,040
Land	1,161	1,142
Other	202	244
<b>Total</b>	<b>16,926</b>	<b>17,181</b>

Additions to the right-of-use assets during 2025 amounted to SEK 4,916 million (4,942). SEK 1,816 million (1,496) was related to new contracts, mainly for technical space and technical equipment and SEK 3,100 million (3,446) was 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, 2025	Dec 31, 2024
<b>Lease liabilities<sup>1</sup></b>		
Non-current	14,500	14,870
Current	3,369	3,421
<b>Total</b>	<b>17,870</b>	<b>18,291</b>

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) 2025	Dec 31, 2025	Dec 31, 2024
<b>Depreciation of right-of-use assets</b>			
Technical space	11	1,048	1,073
Technical equipment	9	1,253	1,147
Non-technical space	8	627	648
Land	17	95	84
Other	7	111	146
<b>Total depreciation</b>		<b>3,135</b>	<b>3,099</b>
Interest expense (included in finance cost)		659	716
Expenses relating to short term leases, low-value assets and variable lease payments <sup>1</sup>		84	42
<b>Total expenses</b>		<b>3,878</b>	<b>3,856</b>

1) Expenses related to short term leases, leases of low-value assets and variable lease payments are included in the line items Goods and services purchased and Other external expenses.

There were no material capital gains from sale-and-lease back transactions during 2025. Capital gains from sale-and-lease back transactions in 2024 amounted to SEK 128 million, see Note C13.



**Amounts recognized in the consolidated statements of cash flow**

The total cash outflow for leases in 2025 amounted to SEK 4,049 million (3,763). 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 10 quarters (9). The term of new contracts signed in 2025 was 10 quarters (8). Of all contracts, 93% (96) carry a fixed interest rate and 7% (4) a floating interest rate. Many contracts include renewal options.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Selling profit	18	32
Finance income on the net investment in the lease	78	85
<b>Total</b>	<b>96</b>	<b>117</b>

**Finance lease maturity analysis**

Lease receivables have the following maturities.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Less than 1 year	533	320
1-2 years	396	170
2-3 years	202	93
3-4 years	81	54
4-5 years	28	23
5 years+	1	4
<b>Total undiscounted lease receivables</b>	<b>1,242</b>	<b>664</b>
Unearned finance income	-113	-72
<b>Net investment in the lease</b>	<b>1,129</b>	<b>592</b>

As of December 31, 2025 expected credit losses for lease payments receivables totaled SEK 2 million (2). 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 1 and 8 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 5 years. For information on assets subject to operating leases, see Note C13.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Lease income	1,767	2,267

There were no material variable lease payments related to operating leases during 2025 or 2024.

**Maturity analysis for operating lease payments**

SEK in millions	Dec 31, 2025	Dec 31, 2024
Less than 1 year	1,654	1,909
1-2 years	1,317	1,404
2-3 years	1,035	984
3-4 years	792	733
4-5 years	651	477
5 years+	384	430
<b>Total undiscounted future operating lease payments</b>	<b>5,832</b>	<b>5,937</b>



## 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 2025 and SEK 43 million in 2024. 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 39 million in 2025 and 43 million in 2024.

### 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 in 2024, see Note C13.

Summarized information on transactions and balances with associated companies related to sales and purchases of goods and services was as follows.

SEK in millions	Jan–Dec or Dec 31	
	2025	2024
<b>Sales of goods and services</b>		
Valokuitu Kotiin Holding 1 Oy	70	62
SK ID Solutions AS	4	4
Strex Mobile Services AS	3	0
SIA Tet	2	3
Other	0	2
<b>Total sales of goods and services</b>	<b>80</b>	<b>71</b>
<b>Purchases of goods and services</b>		
Mediamätning i Skandinavien MMS AB	8	30
SK ID Solutions AS	6	4
SIA Tet	4	5
Suomen Numerot NUMPAC Oy	4	6
SNPAC Swedish Number Portability Administrative Centre AB	2	0
Other	0	3
<b>Total purchases of goods and services</b>	<b>24</b>	<b>48</b>
<b>Total trade and other receivables<sup>1</sup></b>	<b>734</b>	<b>765</b>
<b>Total trade and other payables</b>	<b>1</b>	<b>7</b>

1) Total trade and other receivables includes interest-bearing receivable on associated company Valokuitu Kotiin Holding 1 Oy of SEK 716 million (755). Interest income 2025 amounted to SEK 21 million (11). 2024 has been restated to include the receivable.

### Pension and personnel funds

As of December 31, 2025, Telia Company's Finnish pension fund held 366,802 shares and its Finnish personnel fund 407,000 shares in the company, respectively, in total representing 0.02% 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, 2025	Dec 31, 2024
Credit and performance guarantees, etc.	-	1
<b>Subtotal</b> (see Liquidity risk – Note C27)	-	<b>1</b>
Guarantees for pension obligations	353	358
<b>Total contingent liabilities</b>	<b>353</b>	<b>359</b>

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, 2025, unrecognized contractual obligations regarding future acquisitions (or equivalent) of non-current assets represented the following expected maturities.

Expected investment period SEK in millions	Jan–Mar 2026	Apr–Jun 2026	Jul–Sep 2026	Oct–Dec 2026	2027	2028	2029	2030	Later years	Total
Intangible assets	23	22	9	24	62	1	-	-	-	141
Property, plant and equipment	1,019	878	758	720	764	292	126	-	-	4,559
Right-of-use assets	6	6	9	9	35	37	38	39	41	219
<b>Total</b>	<b>1,048</b>	<b>906</b>	<b>776</b>	<b>752</b>	<b>862</b>	<b>329</b>	<b>163</b>	<b>39</b>	<b>41</b>	<b>4,918</b>

As of December 31, 2025, contractual obligations totaled SEK 5,023 million (17,790), of which SEK 104 million (11,491), related to film and program rights.

**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 its 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.

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. In 2023, NTA issued 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 related to periods before the GET acquisition. In 2023 NTA 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 NTA related to the for the years 2016-2018 in GET AS. 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 decision was 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, related to the extended investigation for the years

2019-2022. On October 18, 2024, a court decision was issued by the first level Administrative court in Oslo. The decision was appealed in the fourth quarter 2024. On January 22, 2026, a court decision was issued by the second level court in Oslo. The decision has been appealed to the supreme court on February 23, 2026, and no changes have been made to the provision. As per December 31, 2025 the provision amounted to SEK 258 million.

In the fourth quarter 2023 the Norwegian Tax Agency (NTA) issued a decision to Telia Finance Norwegian Branch (TFN) relating to the tax depreciation period for purchased equipment in TFN during the years 2020-2022. 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 final decision from NTA and a payment of SEK 212 million has been made during the second quarter of 2025. The NTA's decision has,

during the second quarter 2025, been appealed to the Norwegian Tax Appeals Board.

For information regarding the tax indemnity related to the divestment of Ncell in 2016, see Note C23.

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 2025 and 2024, obligations regarding future dismantling and restoration of technical sites entailed non-cash net investments of SEK 4,636 million and SEK 177 million, respectively. For more information see Note C23.

#### 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 88 million in 2025 and SEK 40 million in 2024.

### Dividends, interest and income taxes, continuing and discontinued operations

SEK millions	Jan-Dec 2025	Jan-Dec 2024
Dividends received	209	40
Interest received	510	1 086
Interest paid	-3,954	-5,067
Income taxes paid	-1,819	-1,545

### Dividends to holders of non-controlling interests, continuing and discontinued operations

SEK in millions	Jan-Dec 2025	Jan-Dec 2024
<b>Subsidiaries</b>		
Telia Towers AB	-385	-419
Latvijas Mobilais Telefons SIA	-244	-
Telia Lietuva, AB	-82	-72
<b>Total dividends to holders of non-controlling interests</b>	<b>-712</b>	<b>-491</b>



## Liabilities and cash flows arising from financing activities

SEK in millions	Jan 1, 2025 Opening Balance	Cash flows	Acquisitions/ Divestments	Non-cash changes					Reclassified to Liabilities associated w assets held for sale <sup>2</sup>	Dec 31, 2025 Closing Balance
				New and changed lease contracts	Foreign exchange movement	Fair value changes	Other changes <sup>1</sup>			
Non-current lease liabilities	14,870	-	-	3,637	-507	-	-3,273	-227	14,500	
Derivative liabilities hedging non-current borrowings	3,636	183	-	-	670	-395	-97	-	3,999	
Other non-current borrowings	69,319	223	-	-	-3,799	124	-2,239	-	63,628	
<b>Non-current borrowings</b>	<b>87,826</b>	<b>406</b>	<b>-</b>	<b>3,637</b>	<b>-3,635</b>	<b>-271</b>	<b>-5,609</b>	<b>-227</b>	<b>82,127</b>	
Current lease liabilities	3,421	-3,163	-	-	-111	-	3,331	-109	3,369	
Derivative liabilities hedging current borrowings	117	-	-	-	-	-19	90	-	189	
Other current borrowings	6,569	-6,956	-	-	-202	145	2,217	-	1,773	
<b>Current borrowings</b>	<b>10,108</b>	<b>-10,119</b>	<b>-</b>	<b>-</b>	<b>-313</b>	<b>127</b>	<b>5,639</b>	<b>-109</b>	<b>5,331</b>	
Non-current borrowings	-	-	-174	-	-	-	-53	227	-	
Current borrowings	-	-52	-108	-	-	-	51	109	-	
<b>Borrowings discontinued operations</b>	<b>-</b>	<b>-52</b>	<b>-282</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-2</b>	<b>336</b>	<b>-</b>	
<b>Total Liabilities from financing activities</b>	<b>97,933</b>	<b>-9,765</b>	<b>-282</b>	<b>3,637</b>	<b>-3,949</b>	<b>-144</b>	<b>27</b>	<b>-</b>	<b>87,459</b>	
Derivative assets hedging non-current borrowings	-1,172	-32	-	-	846	79	-188	-	-467	
Derivative assets hedging current borrowings	-256	161	-	-	-39	10	3	-	-121	
Other derivatives recognized as assets	-2,943	-743	-	-	172	-	50	-	-3,464	
<b>Assets hedging borrowings<sup>3</sup></b>	<b>-4,370</b>	<b>-614</b>	<b>-</b>	<b>-</b>	<b>979</b>	<b>89</b>	<b>-135</b>	<b>-</b>	<b>-4,052</b>	
Non-interest bearing derivatives hedging financial liabilities	-171	191	-	-	-210	-	-	-	-190	
<b>Total liabilities from financing activities net of assets hedging borrowings<sup>3</sup></b>	<b>93,392</b>	<b>-10,188</b>	<b>-282</b>	<b>3,637</b>	<b>-3,179</b>	<b>-55</b>	<b>-108</b>	<b>-</b>	<b>83,217</b>	

1) Other changes mainly refer to reclassification between non-current and current borrowings due to maturity.

2) Reclassification of lease liabilities related to TV and Media.

3) Assets to hedge borrowings are included in cash flow from financing activities.



SEK in millions	Jan 1, 2024 Opening Balance	Cash flows	Non-cash changes					Dec 31, 2024 Closing Balance
			Acquisitions/ Divestments	New and changed lease contracts	Foreign exchange movement	Fair value changes	Other changes <sup>1</sup>	
Non-current lease liabilities	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
<b>Non-current borrowings</b>	<b>98,497</b>	<b>-7,447</b>	<b>0</b>	<b>3,351</b>	<b>2,154</b>	<b>-313</b>	<b>-8,416</b>	<b>87,826</b>
Current lease liabilities	3,156	-3,011	-	-	29	-	3,247	3,421
Derivative liabilities hedging current borrowings	433	-	-	-	-	53	-369	117
Other current borrowings	10,481	-10,429	-	-	-664	22	7,159	6,569
<b>Current borrowings</b>	<b>14,069</b>	<b>-13,440</b>	<b>-</b>	<b>-</b>	<b>-635</b>	<b>76</b>	<b>10,038</b>	<b>10,108</b>
Non-current borrowings	1,092	-	-1,092	-	-	-	-	-
Current borrowings	217	-342	126	-	-	-	-	-
<b>Borrowings discontinued operations</b>	<b>1,309</b>	<b>-342</b>	<b>-966</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Liabilities from financing activities</b>	<b>113,875</b>	<b>-21,230</b>	<b>-966</b>	<b>3,351</b>	<b>1,519</b>	<b>-237</b>	<b>1,622</b>	<b>97,933</b>
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
<b>Assets hedging borrowings<sup>2</sup></b>	<b>-6,425</b>	<b>2,458</b>	<b>-</b>	<b>-</b>	<b>-1,114</b>	<b>1,536</b>	<b>-826</b>	<b>-4,370</b>
Non-interest bearing derivatives hedging financial liabilities	-230	-214	-	-	273	-	-	-171
<b>Total liabilities from financing activities net of assets hedging borrowings<sup>2</sup></b>	<b>107,220</b>	<b>-18,986</b>	<b>-966</b>	<b>3,351</b>	<b>678</b>	<b>1,299</b>	<b>796</b>	<b>93,392</b>

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.

### Business combinations, other acquisitions and disposals

Telia Company group is continually restructured by acquiring and divesting equity instruments or operations.

In 2025, total net cash outflow from business combinations and other equity instruments acquired was SEK 150 million. In 2024, total net cash outflow from business combinations and other equity instruments acquired was SEK 40 million.

Total cash inflow from divested operations and other equity instruments in 2025 amounted to SEK 5,703 million. Total cash inflow from divested operations and other equity instruments in 2024 amounted to SEK 8,071 million, for more information see Note C34.



## C32. Human resources

### Employees

During 2025, the number of employees from continuing operations decreased by 1,171 to 14,498 at year-end from 15,669 at year-end 2024. There were no employees in discontinued operations at year-end 2025 compared to 1,193 at year-end 2024.

For both 2024 and 2025, operations were conducted in 8 countries, of which continuing operations were conducted in 8 countries.

The average number of employees (full-time equivalents) by country and gender was as follows.

Country	Jan-Dec 2025						Total
	Men		Women		Other		
	Total (number)	%	Total (number)	%	Total (number)	%	
Sweden	3,517	66.5	1,770	33.4	5	0.1	5,292
Finland	2,115	73.8	748	26.1	2	0.1	2,865
Norway	1,138	73.4	413	26.6	0	0.0	1,551
Lithuania	1,361	58.4	967	41.5	2	0.1	2,330
Estonia	777	57.8	567	42.2	-	-	1,344
Latvia	691	52.2	632	47.8	-	-	1,323
Denmark	16	75.0	4	20.0	1	5.0	22
Other countries	38	78.4	3	5.9	8	15.7	48
<b>Total, continuing operations</b>	<b>9,653</b>	<b>65.3</b>	<b>5,104</b>	<b>34.6</b>	<b>18</b>	<b>0.1</b>	<b>14,775</b>
Sweden (TV and Media)	403	51.1	385	48.9	-	-	788
Finland (TV and Media)	172	48.9	180	51.1	-	-	352
<b>Total, discontinued operations</b>	<b>576</b>	<b>50.5</b>	<b>565</b>	<b>49.5</b>	<b>-</b>	<b>-</b>	<b>1,141</b>
<b>Total</b>	<b>10,229</b>	<b>64.3</b>	<b>5,669</b>	<b>35.6</b>	<b>18</b>	<b>0.1</b>	<b>15,916</b>

Country	Jan-Dec 2024 <sup>2</sup>	
	Total (number)	of whom men (%)
Sweden <sup>1</sup>	5,918	66.4
Finland <sup>1</sup>	3,265	72.4
Norway	1,656	71.7
Lithuania	2,773	54.7
Estonia	1,426	54.0
Latvia	1,258	52.2
Denmark	31	83.9
Other countries	45	91.1
<b>Total, continuing operations<sup>1</sup></b>	<b>16,372</b>	<b>64.1</b>
Denmark	206	69.4
Sweden (TV and Media)	763	51.5
Finland (TV and Media)	349	47.9
<b>Total, discontinued operations<sup>1</sup></b>	<b>1,318</b>	<b>53.3</b>
<b>Total</b>	<b>17,690</b>	<b>63.3</b>

1) Restated for comparability.

2) Comparable data for 2024 is not available.

The employee turnover was as follows.

	Jan-Dec 2025 <sup>1</sup>
Total number of employees who left the company	2,352
Employee turnover rate (%)	15.3

1) Comparable data for 2024 is not available.



Employees by contract type and gender was as follows.

	Dec 31, 2025 <sup>1</sup>		
	Permanent employees	Temporary employees	Total
Women	5,123	63	5,186
Men	9,238	55	9,293
Other	19	-	19
<b>Total</b>	<b>14,380</b>	<b>118</b>	<b>14,498</b>

1) Comparable data for 2024 is not available.

Telia Company had a total of 218 non-guaranteed employees, of which 59 were women and 159 were men.

#### ***Gender distribution among senior executives***

The share of female and male senior executives was as follows. Board members refer to the members of Board of directors 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, 2025		Dec 31, 2024 <sup>1</sup>	
	Board members (%)	Other senior executives (%)	Board members (%)	Other senior executives (%)
Women	25.5	49.8	31.0	44.5
Men	74.5	50.2	69.0	55.5
<b>Total, continuing operations</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Women	-	-	50.0	35.7
Men	-	-	50.0	64.3
<b>Total, discontinued operations</b>	<b>-</b>	<b>-</b>	<b>100</b>	<b>100</b>

1) Restated for comparability.



### Salaries and social security expenses

Total salaries and other remuneration, along with social security expenses and other personnel expenses, were as follows.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024 <sup>1</sup>
<b>Salaries and other remuneration</b>	<b>10,240</b>	<b>12,287</b>
<b>Social security expenses</b>		
Employer's social security contributions	1,890	2,259
Pension expenses	1,144	1,100
<b>Total social security expenses</b>	<b>3,034</b>	<b>3,359</b>
Capitalized work by employees	-1,454	-1,781
Other personnel expenses	95	124
<b>Total personnel expenses, continuing operations</b>	<b>11,915</b>	<b>13,990</b>
<b>Total personnel expenses, discontinued operations</b>	<b>694</b>	<b>1,489</b>

1) Restated for comparability.

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.

SEK in millions	Jan–Dec 2025		Jan–Dec 2024 <sup>1</sup>	
	Senior executives (of which variable pay)	Other employees	Senior executives (of which variable pay)	Other employees
Salaries and other remuneration, continuing operations	169 (8)	10,071	227 (13)	12,061
Salaries and other remuneration, discontinued operation	9 (2)	496	14 (2)	1,099
<b>Total</b>	<b>178 (10)</b>	<b>10 567</b>	<b>241 (15)</b>	<b>13,160</b>

1) Restated for comparability.

Pension expenses in 2025 for all senior executives totaled SEK 11 million (15).

In 2025 employee profit-sharing costs in Telia Company's Finnish subsidiaries amounted to SEK 24 million (77). 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 2025 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 and sustainability 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 and sustainability 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 3,428,025 (PSP 2022), 4 065 601 (PSP 2023), 4 827 332 (PSP 2024) and 4 428 993 (PSP 2025) Telia Company shares, corresponding to approximately 0.09% of the total number of outstanding shares for PSP 2022, 0.10% for PSP 2023, 0.12% for PSP 2024 and 0.11% for PSP 2025 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 2022 to 2025

Financial targets for the 2022 to 2025 programs are Return on Capital Employed (ROCE), Operational Free Cash Flow (2022, 2023 and 2024)/Free Cash Flow (2025) and total shareholder return (TSR). 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. To align the performance measures with the Groups's sustainability priorities the 2022, 2023, 2024 and 2025 programs also have an Environmental, Social and Governance (ESG) target. The final allotments of performance shares in the 2022, 2023, 2024 and 2025 programs will be based on 40% weighting on TSR, 20% on ROCE, 25% on OFC (the definition was changed in 2025 to Free Cash Flow) and 15% on ESG during the full performance period of three years. 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.



Program 2022 vested in spring 2025. Financial targets were met with a total achievement of 39.6%, resulting in an allotment of Telia Company shares equal to 11.88% of participants' annual base salary, out of a maximum possible 30%, under

the Long-Term Incentive Program 2022/2025 (LTI program).

The summarized performance share program activity in 2025 was as follows.

Performance share program	Jan–Dec 2025			
	2025/2028	2024/2027	2023/2026	2022/2025
<b>Number of performance shares</b>				
Outstanding at the beginning of the year	-	4,022,024	3,402,492	2,212,684
Granted during the year (preliminary allotments)	3,386,184	-	-	-
Forfeited during the year	-62,482	-324,245	-243,828	-1,351,393
Final allotments during the year	-	-	-	-861,291
<b>Outstanding at the end of the year</b>	<b>3,323,702</b>	<b>3,697,779</b>	<b>3,158,664</b>	<b>-</b>

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	2025/2028	2024/2027	2023/2026	2022/2025
<b>Fair value per performance share at grant date</b>				
Market based (TSR) performance share (SEK)	17.1	11.1	10.1	20.6
Non-market based performance share (SEK)	31.2	21.0	21.3	34.0
<b>Assumptions used in valuation at grant date</b>				
Share price at grant date (SEK)	36.8	26.4	26.7	40.0
Expected yearly dividend (percent of share price)	5.4	7.6	7.5	5.4
<b>Assumptions used in valuation of TSR-based performance condition (percentages)</b>				
Estimated volatility, Telia Company	22	21	21	22
Estimated volatility, peer group companies	13-29	14-32	15-34	19-36
Average reciprocal correlation between Telia Company and the peer group companies	68	67	70	46
Risk-free interest rate	2.0	2.8	2.9	1.2

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 2025	Jan–Dec 2024
Salaries and other remuneration	57	34
Social security expenses	14	8
<b>Total personnel expenses, performance share programs</b>	<b>70</b>	<b>42</b>



## Remuneration to corporate officers

### Board of Directors

As resolved by the 2025 AGM of shareholders (AGM) in Telia Company, annual remuneration is paid to the members of the Board of Directors in the amount of SEK 2,100,000 (2,040,000) to the Chair, SEK 705,000 (685,000) 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 350,000 (306,000) to the Chair and SEK 200,000 (174,000) 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 <sup>1</sup>	Audit Committee	Remuneration Committee	Total remuneration
<b>Board of Directors, 2025</b>				
Lars-Johan Jarnheimer, Chair	2,082	-	72	<b>2,154</b>
Ingrid Bonde, Vice-Chair until April 9	262	48	-	<b>310</b>
Johannes Ametsreiter	699	193	-	<b>892</b>
Luisa Delgado	699	-	72	<b>771</b>
Tomas Eliasson	699	338	-	<b>1,037</b>
Rickard Gustafson	699	-	75	<b>774</b>
Jeanette Jäger	699	145	-	<b>844</b>
Sarah Eccleston	699	-	-	<b>699</b>
<b>Total</b>	<b>6,538</b>	<b>724</b>	<b>219</b>	<b>7,480</b>

1) Board remuneration, remuneration for Audit Committee and Remuneration Committee are presented in separate columns above. The remuneration is paid monthly. Lars-Johan Jarnheimer, Johannes Ametsreiter, Luisa Delgado, Tomas Eliasson, Rickard Gustafsson, Jeanette Jäger and Sarah Eccleston were re-elected at the AGM 2025. Numbers may not add up due to rounding.

SEK in thousands	Board	Audit Committee	Remuneration Committee	Total remuneration
<b>Board of Directors, 2024</b>				
Lars-Johan Jarnheimer, Chair	2,027	-	75	<b>2,102</b>
Ingrid Bonde, Vice-Chair	950	173	-	<b>1,123</b>
Johannes Ametsreiter	680	173	-	<b>853</b>
Luisa Delgado	680	-	75	<b>755</b>
Tomas Eliasson	680	304	-	<b>984</b>
Rickard Gustafson	680	-	75	<b>755</b>
Jeanette Jäger	680	-	-	<b>680</b>
Jimmy Maymann until April 10	186	-	-	<b>186</b>
Sarah Eccleston	680	-	-	<b>680</b>
<b>Total</b>	<b>7,245</b>	<b>650</b>	<b>225</b>	<b>8,119</b>



### Group Executive Management

Telia Company's Group Executive Management in 2025 consists of the President and CEO, three EVPs (Executive Vice Presidents), and five SVPs (Senior Vice Presidents.) These additional members of the executive management team report directly to the President and CEO. During 2025, three SVP roles have left the executive management team and three new SVP roles have been added (included under "Other former members of the executive management team" below).

### Guidelines for remuneration to Group Executive Management

The Annual General Meeting (AGM) on April 5, 2023, decided on guidelines for remuneration to Group Executive Management (GEM) members, which have been applicable during 2025 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 have not seen a need to propose any changes to these guidelines to the AGM due to be held on April 9, 2026.

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 <sup>1</sup>	Other benefits <sup>2</sup>	Pension expense <sup>3</sup>	Total remuneration	Capital value of pension commitment <sup>4</sup>
<b>Group Executive Management, 2025</b>						
Patrik Hofbauer, CEO	16,000	6,886	276	581	<b>23,742</b>	-
Other members of Group Executive Management (including 3 EVPs and 5 SVPs)	56,067	17,006	1,509	3,749	<b>78,330</b>	-
<b>Total</b>	<b>72,067</b>	<b>23,892</b>	<b>1,784</b>	<b>4,329</b>	<b>102,073</b>	-
<b>Other former members of Group Executive Management</b>						
Other former members of Group Executive Management (3 individuals) <sup>5</sup>	13,229	3,349	140	228	<b>16,945</b>	-
Other former CEOs and EVPs (9 individuals)	-	-	-	-	-	<b>139,645</b>
<b>Total</b>	<b>13,229</b>	<b>3,349</b>	<b>140</b>	<b>228</b>	<b>16,945</b>	<b>139,645</b>
<b>Grand total</b>	<b>85,296</b>	<b>27,241</b>	<b>1,924</b>	<b>4,557</b>	<b>119,017</b>	<b>139,645</b>

- 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.
- 3) The amount includes pension premiums and waiver of premium insurance. See further disclosures concerning the terms and conditions of pension benefits below.
- 4) Capital value of pension commitment includes defined benefit plans for eight former CEOs and EVPs (left Telia Company before 2022) and one SVP who retired from GEM during 2023.
- 5) Other former member of the Group Executive Management includes three member 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.

SEK in thousands	Base salary	Other remuneration	Other benefits	Pension expense	Total remuneration	Capital value of pension commitment
<b>Group Executive Management, 2024</b>						
Allison Kirby, CEO until Jan 31	1,530	688	64	47	<b>2,329</b>	-
Patrik Hofbauer, CEO from Feb 1	13,750	5,897	240	503	<b>20,390</b>	-
Other members of Group Executive Management (including 3 EVPs and 5 SVPs)	59,720	13,959	1,440	3,543	<b>78,661</b>	-
<b>Total</b>	<b>75,000</b>	<b>20,544</b>	<b>1,744</b>	<b>4,093</b>	<b>101,380</b>	-
<b>Other former members of Group Executive Management</b>						
Other former members of Group Executive Management (2 individuals)	18,411	2,904	1,096	990	<b>23,400</b>	-
Other former CEOs and EVPs (9 individuals)	-	-	-	-	-	<b>155,142</b>
<b>Total</b>	<b>18,411</b>	<b>2,904</b>	<b>1,096</b>	<b>990</b>	<b>23,400</b>	<b>155,142</b>
<b>Grand total</b>	<b>93,411</b>	<b>23,448</b>	<b>2,839</b>	<b>5,082</b>	<b>124,780</b>	<b>155,142</b>

Comments on the table related to 2024 can be found in the Annual and Sustainability Report 2024. 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 571 253 (approximately 3.6% of the base salary of SEK 15,999,996) based on the base salary during 2025.

The contributions into the scheme are vested immediately. The income base amount is determined annually by the Swedish Government and was SEK 80,600 for 2025. 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 2025	Jan–Dec 2024
<b>Remuneration</b>		
<b>KPMG</b>		
Audit	36	34
Audit-related services	3	3
Tax services	2	2
All other services	0	2
<b>Total KPMG, continuing operations</b>	<b>41</b>	<b>42</b>
<b>Other audit firms</b>		
Audit	0	0
Audit-related services	-	0
Tax services	-	0
All other services	-	0
<b>Total other audit firms, continuing operations</b>	<b>0</b>	<b>0</b>
<b>Total remuneration, continuing operations</b>	<b>41</b>	<b>42</b>
<b>Total remuneration, discontinued operations</b>	<b>2</b>	<b>4</b>



## C34. Discontinued operations, assets held for sale and other disposals

### **TV and Media – discontinued operation (disposed in the third quarter 2025)**

On February 25, 2025, Telia Company signed an agreement to sell its TV and Media business, including the TV4 brand in Sweden and the MTV brand in Finland, to Schibsted Media at an enterprise value of SEK 6.55 billion on a cash and debt-free basis. The agreement is in line with Telia Company's active portfolio management strategy as per the Investor update in September 2024 and focus on growth in its core connectivity business in the Nordic and Baltic regions. The transaction was closed on July 1, 2025. The proceeds from the transaction will be used for deleveraging. Through a multi-year partnership, Telia will continue to distribute TV4 and MTV content as part of its TV offering.

Based on the signed sales agreement the sale of TV and Media was deemed highly probable within one year and TV and Media was therefore classified as held for sale and discontinued operations as of February 25, 2025. Following the classification as discontinued operations, an impairment test based on fair value (sales price) less costs to sell resulted in an impairment of SEK 1,936 million net of deferred tax in the first quarter 2025. An additional impairment of SEK 976 million net of deferred tax was recognized in the second quarter 2025, mainly due to increased carrying values following the reversal of depreciation and amortization expenses.

The disposal of the TV and Media business in the third quarter 2025 generated a capital gain of SEK 31 million, mainly related to reclassification of cumulative foreign exchange gains. The capital gain was recognized within discontinued operations. The cash flow effect from the disposal of SEK 5,105 million was presented as cash flow from investing activities from continuing operations within Operations and other equity instruments divested.

### **Denmark – discontinued operation (disposed in 2024)**

The operations and network assets in Denmark were classified as held for sale and discontinued operations since September 15, 2023 and the disposal of Denmark to Norlys was closed on April 2, 2024. Danish units that were not sold are included in Other operations within continuing operations. In the second quarter 2025 Telia Company repaid SEK 28 million to Norlys related to final sales price adjustments. The payment was presented as cash flow from investing activities from continuing operations within Operations and other equity instruments divested.

On February 25, 2025, Telia Company received a negative tax ruling from the Danish tax authorities and has therefore paid a tax indemnity of DKK 340 million (SEK 503 million) to Norlys in March 2025. The cash flow was presented as cash flow from investing activities from continuing operations within Operations and other equity instruments

divested. The tax ruling has been appealed to the Danish Tax Agency during the second quarter 2025. No provision has been recognized for the indemnity as the amount paid to Norlys is expected to be repaid since it is deemed probable that Telia Company would win a final tax appeal in court.

### **Shareholding in Marshall Group – asset held for sale (disposed in the second quarter 2025)**

On January 24, 2025, Telia Company signed an agreement with HongShan Group to sell its 9.56% shareholding in Marshall Group (Marshall). Based on the signed sales agreement the investment was classified as held for sale from the end of January 2025. The transaction was closed on April 8, 2025.

The Marshall investment (equity instrument) was revalued based on the agreed sales price adjusted for dividend received in March 2025, which resulted in an increase of the carrying value of SEK 626 million in the first quarter 2025 and an additional increase of SEK 38 million in the second quarter 2025, which were both recognized through other comprehensive income (OCI). The dividend received in March 2025 of SEK 48 million, was recognized within Finance income in the income statement. The sales price received at closing in April 2025 amounted to SEK 1,091 million and was presented as cash flow from investing activities from continuing operations within Operations and other equity instruments divested.

### **Presentation**

The consolidated statements of comprehensive income for current and comparative periods reflect the split into continuing and discontinued operations, i.e. comparative periods have been restated. The consolidated cash flow statements for current and comparative periods present cash flows for the total group, but with additional information on cash flows from discontinued operations. Free cash flow for the group includes only cash flow from continuing operations. The consolidated statement of financial position presents assets and liabilities to be disposed as held for sale, but comparative periods are not restated. The amounts for continuing and discontinued operations in the consolidated financial statements are presented after elimination of intragroup transactions and balances unless the similar types of transactions and balances are expected to continue also after the disposal. Telia Company will continue to distribute TV4 and MTV content as part of its TV offering and related internal transactions and balances are therefore not eliminated.



## Net income from discontinued operations (TV and Media/Denmark)

SEK in millions, except per share data	Jan–Dec 2025			Jan–Dec 2024		
	TV and Media	Denmark	Total	TV and Media	Denmark	Total
Revenue	4,092	-	<b>4,092</b>	8,162	1,274	<b>9,436</b>
Expenses and other operating income, net	-3,976	-	<b>-3,976</b>	-8,485	-1,519	<b>-10,003</b>
Reversal of depreciation and amortization <sup>1</sup>	1,720	-	<b>1,720</b>	-	221	<b>221</b>
<b>Operating income</b>	<b>1,835</b>	-	<b>1,835</b>	<b>-323</b>	<b>-24</b>	<b>-347</b>
Financial items, net	-56	-	<b>-56</b>	-150	-12	<b>-162</b>
<b>Income after financial items</b>	<b>1,779</b>	-	<b>1,779</b>	<b>-473</b>	<b>-36</b>	<b>-509</b>
Income taxes	-441	-	<b>-441</b>	73	35	<b>108</b>
<b>Net income before gain on disposal and remeasurements</b>	<b>1,338</b>	-	<b>1,338</b>	<b>-400</b>	<b>-2</b>	<b>-402</b>
Gain on disposal of Telia Denmark (including cumulative exchange gain in equity reclassified to net income of SEK 61 million)	-	-	-	-	3,261	<b>3,261</b>
Gain on disposal of TV and Media (including cumulative exchange gain in equity reclassified to net income of SEK 38 million)	31	-	<b>31</b>	-	-	-
Impairment loss on remeasurement to fair value less costs to sell	-3,524	-	<b>-3,524</b>	-	-	-
Income tax on impairment	612	-	<b>612</b>	-	-	-
<b>Net income from discontinued operations</b>	<b>-1,543</b>	-	<b>-1,543</b>	<b>-400</b>	<b>3,260</b>	<b>2,859</b>
Adjusted EBITDA	621	-	<b>621</b>	454	358	<b>811</b>
EPS from discontinued operations (SEK)	-0.39	-	<b>-0.39</b>	-0.10	0.83	<b>0.73</b>

1) Including also amortization of Film and program rights.



### **Assets classified as held for sale**

There were no assets or liabilities classified as held for sale as of December 31, 2025 or December 31, 2024.

### **Other disposals**

#### **Signed MoU to divest Latvian operations**

On July 17, 2025 Telia Company announced that it had signed a memorandum of understanding (MoU) with the Republic of Latvia, Latvenergo and LVRTC to sell all of its shares in fixed network operator Tet and mobile network operator LMT. Telia Company's proportionate ownership in the two companies is 49% of the shares in Tet and 60.3% of the shares in LMT. The parties aim to sign a final binding agreement by July 2026 and are targeting a closing of the transaction in the second half of 2026.

As final and binding agreements have not yet been signed, management deems that the actions required to complete the transaction cannot ensure that significant changes to the plan are unlikely. Management's assessment is therefore that as of December 31, 2025 the criteria for classification as held for sale and discontinued operations are not yet met for the Latvian operations.



## Parent company income statements

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
Revenue	P2	1,132	1,899
Goods and services purchased	P3	-241	-1,009
Personnel expenses	P25	-527	-735
Other external expenses	P3	-645	-623
Other operating income	P4	36	53
Other operating expenses	P4	-200	-195
<b>EBITDA</b>		<b>-444</b>	<b>-610</b>
<b>Operating income</b>		<b>-444</b>	<b>-610</b>
Finance income	P5	7,064	9,527
Finance costs	P5	-8,987	-7,690
<b>Income after financial items</b>		<b>-2,367</b>	<b>1,227</b>
Appropriations	P6	2,300	4,304
<b>Income before taxes</b>		<b>-67</b>	<b>5,531</b>
Income taxes	P6	-530	-86
<b>Net income</b>		<b>-597</b>	<b>5,445</b>

## Parent company statements of comprehensive income

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
<b>Net income</b>		<b>-597</b>	<b>5,445</b>
Items that may be reclassified to net income			
Cash flow hedges		-109	-213
Cost of hedging		87	-226
Income taxes relating to items that may be reclassified		5	90
Items that will not be reclassified to net income			
Equity instruments at fair value through OCI		696	19
Income taxes relating to items that will not be reclassified		-7	-
<b>Total other comprehensive income</b>	P7	<b>672</b>	<b>-329</b>
<b>Total comprehensive income</b>		<b>75</b>	<b>5,116</b>



## Parent company balance sheets

SEK in millions	Note	Dec 31, 2025	Dec 31, 2024
<b>Assets</b>			
Intangible assets	P8	-	-
Deferred tax assets	P6	623	700
Other financial assets	P10	133,655	146,395
<b>Total non-current assets</b>		<b>134,278</b>	<b>147,095</b>
Film and program rights, current	P9	-	-
Trade and other current receivables	P11	17,162	23,148
Current tax receivables		189	31
Short-term investments	P12	2,533	767
Cash and bank	P12	8,081	8,790
<b>Total current assets</b>		<b>27,966</b>	<b>32,736</b>
<b>Total assets</b>		<b>162,244</b>	<b>179,832</b>

SEK in millions	Note	Dec 31, 2025	Dec 31, 2024
<b>Shareholders' equity and liabilities</b>			
<i>Restricted equity</i>			
Share capital		13,856	13,856
Statutory reserve		1,855	1,855
<i>Non-restricted equity</i>			
Fair value reserve		2,543	1,871
Retained earnings		36,982	39,420
Net income		-597	5,445
<b>Total shareholders' equity</b>		<b>54,640</b>	<b>62,448</b>
<b>Untaxed reserves</b>	P6	<b>5,188</b>	<b>5,336</b>
Provisions for pensions and employment contracts	P14	255	268
Other non-current provisions	P15	75	85
<b>Total non-current provisions</b>		<b>330</b>	<b>354</b>
Non-current borrowings, interest-bearing	P16	66,761	72,094
Other non-current liabilities	P17	44	14
<b>Total non-current liabilities</b>		<b>66,805</b>	<b>72,108</b>
Current borrowings, interest-bearing	P16	32,112	34,677
Current provisions, trade payables and other current liabilities	P15, P18	3,169	4,910
<b>Total current liabilities</b>		<b>35,280</b>	<b>39,586</b>
<b>Total shareholders' equity and liabilities</b>		<b>162,244</b>	<b>179,832</b>



## Parent company cash flow statements

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
Net income		-597	5,445
Adjustments for:			
Amortization, depreciation and impairment losses		5,556	5
Amortization film and program right assets		240	996
Capital gains/losses on sales/disposals of non-current assets		-127	-3,376
Pensions and other provisions		-100	18
Financial items		-1,181	1,789
Group contributions and appropriations		-2,300	-4,304
Income taxes		-83	-315
<b>Cash flow before change in working capital</b>		<b>1,408</b>	<b>259</b>
Increase (-)/Decrease (+) in film and program right assets		-	756
Increase (-)/Decrease (+) in operating receivables		686	369
Increase (+)/Decrease (-) in operating liabilities		-1,578	-617
<b>Change in working capital</b>		<b>-892</b>	<b>508</b>
Adjustment for amortization film and program rights		-240	-996
<b>Cash flow from operating activities</b>		<b>275</b>	<b>-228</b>
Equity instruments and operations acquired		-118	-2
Equity instruments and operations divested		3,828	8,068
Net change in loans granted and other similar investments		7,165	-356
Net change in interest-bearing current receivables		733	6,537
Repayment of non-current loans		911	5,971
<b>Cash flow from investing activities</b>		<b>12,518</b>	<b>20,217</b>

SEK in millions	Note	Jan–Dec 2025	Jan–Dec 2024
<b>Cash flow before financing activities</b>		<b>12,793</b>	<b>19,989</b>
Repurchased treasury shares including transaction costs		-31	-
Dividend to shareholders		-7,864	-7,864
Group contributions net		4,101	1,471
Proceeds from borrowings		144	39
Repayment of borrowings		-5,938	-16,490
Settlement of derivative contracts for economic hedges and CSA		-1,198	1,413
Cash received for repurchase agreements		-	23,677
Cash paid for repurchase agreements		-	-23,677
<b>Cash flow from financing activities</b>		<b>-10,787</b>	<b>-21,432</b>
<b>Change in cash and cash equivalents</b>		<b>2,006</b>	<b>-1,443</b>
<b>Cash and cash equivalents, opening balance</b>		<b>8,790</b>	<b>10,242</b>
Change in cash and cash equivalents		2,006	-1,443
Exchange rate differences in cash and cash equivalents		-182	-9
<b>Cash and cash equivalents, closing balance</b>	P12	<b>10,614</b>	<b>8,790</b>
Dividends received		3,012	2,012
Interest received		2,952	3,853
Interest paid		-3,666	-5,542
Income taxes paid		-613	-400



## Parent company statements of changes in shareholders' equity

SEK in millions	Note	Share capital	Statutory reserve	Fair value reserve	Retained earnings	Total shareholders' equity
<b>Closing balance, December 31, 2023</b>		<b>13,856</b>	<b>1,855</b>	<b>2,201</b>	<b>47,278</b>	<b>65,189</b>
Dividend	P13	-	-	-	-7,864	-7,864
Share-based payments	P25	-	-	-	7	7
Total comprehensive income		-	-	-329	5,445	5,116
<b>Closing balance, December 31, 2024</b>		<b>13,856</b>	<b>1,855</b>	<b>1,871</b>	<b>44,865</b>	<b>62,448</b>
Dividend	P13	-	-	-	-7,864	-7,864
Share-based payments	P25	-	-	-	12	12
Repurchase of treasury shares		-	-	-	-31	-31
Total comprehensive income		-	-	672	-597	75
<b>Closing balance, December 31, 2025</b>		<b>13,856</b>	<b>1,855</b>	<b>2,543</b>	<b>36,385</b>	<b>54,640</b>



# 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 AB 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, P16	Telia Company AB 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	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, P10	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, P14	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	P21	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 common services to current and former subsidiaries, and was distributed among individually material countries as follows.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
Sweden	529	1,280
Finland	106	209
Norway	82	99
Denmark <sup>1</sup>	376	301
Other countries	39	10
<b>Total</b>	<b>1,132</b>	<b>1,899</b>

1) Revenue related to Denmark is mainly related to transitional services and equipment sale to the Danish entities sold.

## P3. Goods and services purchased and Other external expenses

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Goods and services purchased</b>		
Goods and sub-contracting services purchased and change in inventories	-241	-1,009
<i>of which amortization and impairment losses of film and program rights<sup>1</sup></i>	-240	-996
Other network expenses	0	0
<b>Total Goods and services purchased</b>	<b>-241</b>	<b>-1,009</b>
<b>Other external expenses</b>		
Marketing expenses	-11	-34
IT expenses and consultancy fees	-117	-202
Other expenses and net of intra-group invoicing	-517	-387
<b>Total Other external expenses</b>	<b>-645</b>	<b>-623</b>

1) For changes in Film and program rights, see Note P9.



## P4. Other operating income and expenses

Other operating income and expenses were distributed as follows.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Other operating income</b>		
Exchange rate gains	36	53
<b>Total other operating income</b>	<b>36</b>	<b>53</b>
<b>Other operating expenses</b>		
Exchange rate losses	-54	-81
Other operating expenses <sup>1</sup>	-146	-115
<b>Total other operating expenses</b>	<b>-200</b>	<b>-195</b>
<b>Net effect on income</b>	<b>-164</b>	<b>-143</b>

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 2025	Jan–Dec 2024
<b>Finance income</b>		
Reversal of impairments related to expected credit losses	98	82
Dividends from subsidiaries	2,964	1,973
Capital gains from subsidiaries	129	3,399
Dividends from associated companies	-	1
Dividends from external companies	48	38
Net change in fair value on financial instruments not in a designated hedge relationship	0	9
Ineffectiveness on hedges	33	11
Gain upon repurchase of issued Bonds	-	215
Reclass discontinued cash flow hedges where hedged item no longer exists	-	338
Interest income	2,830	3,461
<i>of which from Interest from subsidiaries</i>	2,467	2,712
<i>of which from Other</i>	362	749
Net Exchange rate gains	961	-
<i>of which exchange rate gains</i>	42,519	-
<i>of which exchange rate losses</i>	-41,558	-
<b>Total finance income</b>	<b>7,064</b>	<b>9,527</b>



SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Finance costs</b>		
Impairment losses from subsidiaries	-5,551	-
Capital losses from subsidiaries	-2	-23
Impairment losses from other financial investments	-5	-5
Interest expenses	-3,282	-4,635
<i>of which from Borrowings and other financial liabilities at amortized cost</i>	-1,998	-2,598
<i>of which from Derivatives identified as hedging instruments</i>	-721	-1,075
<i>of which from Derivatives at fair value through income statement</i>	-	-69
<i>of which from Net defined benefit pension asset/obligation</i>	-8	-9
<i>of which from Interest expenses from subsidiaries</i>	-555	-885
<i>of which from Other</i>	0	-
Net exchange rate losses	-	-1,442
<i>of which exchange rate gains</i>	-	53,667
<i>of which exchange rate losses</i>	-	-55,109
Loss upon repurchase of issued Bonds	-1	-
Reclass discontinued cash flow hedges where hedged item no longer exists	-2	-
Net change in fair value on financial instruments not in a designated hedge relationship	-90	-1,499
Other financial expenses	-54	-87
<b>Total finance costs</b>	<b>-8,987</b>	<b>-7,690</b>
<b>Net effect on income</b>	<b>-1,923</b>	<b>1,837</b>

Capital gains from subsidiaries in 2024 were mainly related to the disposal of Danish entities. Impairment losses from subsidiaries in 2025 included impairments related to the subsidiary TV4 Media Holding AB of SEK -5,551 million.

## P6. Income taxes

Income tax items recognized in comprehensive income were distributed as follows.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Income tax items recognized in net income</b>		
Current tax	-459	-377
Adjustment of current tax related to prior years	4	-4
Deferred tax, temporary differences	-75	294
<b>Total income tax expense recognized in net income</b>	<b>-530</b>	<b>-86</b>
<b>Income tax items recognized in other comprehensive income</b>		
Deferred tax	-2	90
<b>Total income tax recognized in other comprehensive income</b>	<b>-2</b>	<b>90</b>

Income before tax was SEK -67 million in 2025 (5,531). The difference between the nominal Swedish income tax rate and the effective tax rate comprises the following components.

Percent	Jan–Dec 2025	Jan–Dec 2024
Swedish income tax rate	20.6	20.6
Underprovided or overprovided current tax expense in prior years	5.3	0.1
Interest expense, change in deferred taxes prior years	-	0.0
Non-deductible expenses	-1,784.7	1.0
Tax-exempt income	966.8	-20.2
<b>Effective tax rate in net income</b>	<b>-791.9</b>	<b>1.6</b>



Non-deductible expenses in 2025 were mainly affected by impairment made of TV4 Media Holding AB of SEK 5,551 million. Tax-exempt income in both 2025 and 2024 consisted of dividends from

subsidiaries. Tax-exempt income in 2024 also consisted of capital gains from disposal of the shares in Telia Nättjänster Norden AB, Telia Mobile Holding AB and Telia Mobil Danmark A/S.

SEK in millions	Dec 31, 2025			Dec 31, 2024		
	Deferred tax assets	Deferred tax liabilities	Net	Deferred tax assets	Deferred tax liabilities	Net
Opening balance	700	-	700	415	100	316
Recognized in income statement	-75	-	-75	294	-	294
Recognized in OCI	-2	-	-2	-	-90	90
Offset deferred tax assets/liabilities <sup>1</sup>	-	-	-	-10	-10	-
<b>Closing balance<sup>1</sup></b>	<b>623</b>	<b>-</b>	<b>623</b>	<b>700</b>	<b>-</b>	<b>700</b>

SEK in millions	Dec 31, 2025			Dec 31, 2024		
	Deferred tax assets	Deferred tax liabilities	Recognized in income statement	Deferred tax assets	Deferred tax liabilities	Recognized in income statement
Non-current assets	0	7	0	0	-	0
Provisions	116	-	-2	120	-	-2
Interest expense carry-forward	518	-	-73	591	-	297
Fair value adjustments, cash flow hedges and financial assets at fair value through OCI	0	5	-	-	10	-
<b>Total deferred tax assets/liabilities</b>	<b>635</b>	<b>12</b>	<b>-75</b>	<b>710</b>	<b>10</b>	<b>294</b>
Offset deferred tax assets/liabilities	-12	-12		-10	-10	
<b>Net deferred tax assets/liabilities</b>	<b>623</b>	<b>-</b>		<b>700</b>	<b>-</b>	

1) Closing balance 2024 has been restated due to comparability reasons.

As of December 31, 2025 and 2024, there were no deductible temporary differences or unused tax losses for which no deferred tax asset was recognized. As of December 31, 2025, the unrecognized deferred tax liability in untaxed reserves amounted to SEK 1,069 million (1,099).



### Untaxed reserves and appropriations

As of December 31, 2025 and 2024, untaxed reserves in the balance sheet consisted of profit equalization reserves totaling SEK 5,188 million and SEK 5,336 million, respectively.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
Change in profit equalization reserves	148	204
Group contributions received	2,884	4,449
Group contributions paid	-731	-348
<b>Net effect on income</b>	<b>2,300</b>	<b>4,304</b>

## P7. Other comprehensive income

Other comprehensive income was distributed as follows.

SEK in millions	Equity component	Jan–Dec 2025	Jan–Dec 2024
<b>Other comprehensive income that may be reclassified to net income</b>			
<b>Cash flow hedges</b>			
Net changes in fair value	Fair value reserve	-54	143
Transferred to financial items in net income	Fair value reserve	-55	-357
Income tax effect	Fair value reserve	22	44
<b>Total cash flow hedges</b>		<b>-87</b>	<b>-169</b>
<b>Cost of hedging</b>			
Changes in fair value	Fair value reserve	87	-226
Income tax effect	Fair value reserve	-18	47
<b>Total cost of hedging</b>		<b>69</b>	<b>-179</b>
<b>Other comprehensive income that will not be reclassified to net income</b>			
<b>Equity instruments at fair value through OCI</b>			
Changes in fair value	Fair value reserve	696	19
Income tax effect	Fair value reserve	-7	-
<b>Total equity instruments at fair value through OCI</b>		<b>690</b>	<b>19</b>
<b>Total other comprehensive income</b>		<b>672</b>	<b>-329</b>
<i>of which total income tax effects (see also Note P6)</i>		-2	90



## P8. Intangible assets

The carrying value of intangible assets was distributed as follows.

SEK in millions	Other intangibles <sup>1</sup>	
	Dec 31, 2025	Dec 31, 2024
Accumulated costs	3	3
Accumulated amortization	-3	-3
<b>Carrying value</b>	-	-
Carrying value, opening balance	-	-
Amortization for the year	-	-
<b>Carrying value, closing balance</b>	-	-

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. Film and program rights

The carrying value for Film and program rights was distributed and changed as follows:

SEK in millions	Film and program rights	
	Dec 31, 2025	Dec 31, 2024
Accumulated cost	-	3,997
Accumulated amortization	-	-3,997
<b>Carrying value</b>	-	-
<i>of which current</i>	-	-
Carrying value, opening balance	-	756
Additions	240	240
Amortizations for the year (included in EBITDA)	-240	-996
<b>Carrying value, closing balance</b>	-	-

Amortization of film and program rights is included within the Income statement line item Goods and services purchased.

Contractual obligations regarding future acquisitions (or equivalent) of film and program rights, which are not included in the balance sheet, represented the following expected maturities.

SEK in millions	Film and program rights commitments	
	Dec 31, 2025	Dec 31, 2024
Within 1-3 years	-	240

For other unrecognized contractual obligations, see Note P23.



## P10. Other financial assets

The carrying value changed as follows.

SEK in millions	Investments in associated companies and joint operations		Equity instruments		Investments in subsidiaries and other non-current financial assets		Total	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
Carrying value, opening balance	241	206	891	869	145,263	148,991	146,395	150,066
New share issues and shareholder contributions	-	1	-	-	-	-	-	1
Additions	170	33	15	3	6,529	14,447	6,714	14,483
Disposals	-	-	-1,091	-	-7,638	-11,367	-8,729	-11,367
Impairment losses	-	-	-	19	-5,551	-	-5,551	19
Reclassifications to short-term investments	-	-	-	-	-3,780	-7,284	-3,780	-7,284
Other reclassifications	-	-	-	-	-104	-21	-104	-21
Changes in fair value	-	-	664	-	-1,954	496	-1,290	496
<b>Carrying value, closing balance</b>	<b>410</b>	<b>241</b>	<b>479</b>	<b>891</b>	<b>132,765</b>	<b>145,263</b>	<b>133,655</b>	<b>146,395</b>

SEK in millions	Carrying value	
	Dec 31, 2025	Dec 31, 2024
Equity instruments	479	891
Bonds	-	914
Cross-currency interest rate swaps	231	1,001
Interest rate swaps	237	171
Investments in subsidiaries	73,698	82,576
Receivables from subsidiaries (Note P22)	57,380	59,846
Investments in associated companies	410	241
Receivables from associated companies	716	755
Other	503	-
<b>Total Other financial assets (Note P19)</b>	<b>133,655</b>	<b>146,395</b>
<i>of which interest-bearing</i>	<i>58,564</i>	<i>62,687</i>
<i>of which non-interest-bearing</i>	<i>75,091</i>	<i>83,708</i>



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, 2025	Dec 31, 2024
<b>Swedish companies</b>				
Telia Towers AB, 559196-5164, Stockholm	51	67,855,500	9,081	9,081
TV4 Media Holding AB, 556906-0824, Stockholm	-	-	-	8,857
Telia Sverige AB, 556430-0142, Stockholm	100	3,000,000	8,494	8,494
Telia Finance AB, 556404-6661, Solna	100	45,000	1,079	1,079
Cygate AB, 556549-8952, Solna	100	61,000	865	865
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	-	-	-	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	0

Subsidiary, Corp. reg. no., registered office	Participation (%)	Number of shares	Carrying value (SEK in millions)	
			Dec 31, 2025	Dec 31, 2024
<b>Non-Swedish companies</b>				
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 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
Other operating, dormant and divested companies			0	0
<b>Total</b>			<b>73,698</b>	<b>82,576</b>

As part of the disposal of the TV & Media operations on July 1, 2025 the shares in TV4 Media Holding AB were sold. Elkraps AB was liquidated in December 2025. 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. 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.



## P11. Trade and other current receivables

The carrying value of trade and other current receivables were distributed as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Currency derivatives (swaps and forwards)	202	263
Cross-currency interest rate swaps	121	256
Accounts receivable	74	77
Loans and receivables	89	108
Receivables from subsidiaries (Note P22)	12,692	19,462
<i>of which cash-pool balances and current deposits</i>	9,542	13,428
<i>of which trade and other receivables</i>	3,150	6,034
Other current financial receivables	3,464	2,944
<b>Financial assets (Note P19)</b>	<b>16,642</b>	<b>23,109</b>
Other current receivables and deferred expenses	520	39
<b>Total trade and other current receivables and assets</b>	<b>17,162</b>	<b>23,148</b>
<i>of which interest-bearing</i>	13,179	16,693
<i>of which non-interest-bearing</i>	3,983	6,455

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, 2025	Dec 31, 2024
<b>Geographical area</b>		
Nordic countries	157	165
Other countries	6	20
<b>Total carrying value</b>	<b>163</b>	<b>185</b>
<b>Customer segment</b>		
Distributors	7	9
Other customers	156	176
<b>Total carrying value</b>	<b>163</b>	<b>185</b>



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, 2025	Dec 31, 2024
Accounts receivable invoiced	74	77
Allowance for expected credit losses for accounts receivable	-	-
<b>Total accounts receivable</b>	<b>74</b>	<b>77</b>
Accounts receivable not due	42	43
Accounts receivable past due but not impaired	33	35
<i>of which less than 30 days</i>	27	-
<i>of which 30–180 days</i>	4	29
<i>of which more than 180 days</i>	1	6
<b>Total accounts receivable</b>	<b>74</b>	<b>77</b>

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, 2025	Dec 31, 2024
Loans and receivables not due	89	108
<b>Total loans and receivables</b>	<b>89</b>	<b>108</b>

There were no expenses for credit losses and no recovered accounts receivables within Accounts receivables or Loans and receivables at amortized cost in 2025 and in 2024.



## P12. Short-term investments, cash and cash equivalents

Short-term investments and cash and cash equivalents were as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Short-term investments with maturities longer than 3 months	-	767
Short-term investments with maturities up to and including 3 months	2,533	-
<b>Total short-term investments</b>	<b>2,533</b>	<b>767</b>
Cash and bank	8,081	8,790
<b>Total (Note P19)</b>	<b>10,614</b>	<b>9,557</b>
<i>of which cash and cash equivalents</i>	<i>10,614</i>	<i>8,790</i>

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, 2025, there were no blocked funds in Telia Company AB's bank accounts.

## P13. 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	39,525,477,047
Net income	-597,462,419
<b>Total</b>	<b>38,928,014,628</b>

The Board of Directors proposes that this sum be appropriated as follows:

	SEK
SEK 2.05 per share dividend to the shareholders <sup>1</sup>	8,060,824,036
To be carried forward	30,867,190,592
<b>Total</b>	<b>38,928,014,628</b>

1) Based on outstanding shares as per December 31, 2025.

The dividend is proposed to be split and distributed in four tranches of SEK 0.51 per share for the first three tranches and SEK 0.52 per share for the fourth tranche. 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.



## P14. 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, 2025	Dec 31, 2024
Opening balance, pension obligations covered by plan assets	1,775	1,746
Opening balance, pension obligations not covered by plan assets	268	304
<b>Opening balance, total pension obligations</b>	<b>2,043</b>	<b>2,050</b>
Current service cost	10	7
Interest cost, paid-up policy indexation	87	133
Benefits paid	-147	-137
Divested operations	-	0
Settlements	-14	-
Other changes in valuation of pension obligations and termination benefits	-19	-9
Change in discount rate, consolidation reserve and other assumptions	0	0
Closing balance, pension obligations covered by plan assets	1,704	1,775
Closing balance, pension obligations not covered by plan assets	255	268
<b>Closing balance, total pension obligations</b>	<b>1,959</b>	<b>2,043</b>
<i>of which PRI Pensionsgaranti pensions</i>	<i>1,587</i>	<i>1,625</i>

The fair value of plan assets changed as follows.

SEK in millions, except return	Dec 31, 2025	Dec 31, 2024
Opening balance, plan assets	3,250	3,028
Payments from pension fund	-100	-110
Actual return	84	332
<b>Closing balance, plan assets</b>	<b>3,234</b>	<b>3,250</b>
<i>Actual return on plan assets (%)</i>	<i>2.6</i>	<i>11.0</i>

Provisions for pension obligations were recognized in the balance sheet as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Present value of pension obligations	1,959	2,043
Fair value of plan assets	-3,234	-3,250
Surplus capital in pension fund	1,530	1,475
<b>Provisions for pension obligations</b>	<b>255</b>	<b>268</b>



Recognized pension expenses (+)/income (-) were distributed as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Current service cost	10	7
Interest cost, paid-up policy indexation	87	133
Less interest expenses recognized as financial expenses	-8	-9
Actual return on plan assets	16	-222
Divested operations, pension obligations	-	0
Gain/loss on settlements	-14	-
Other changes in valuation of pension obligations	-20	-9
Payments from pension fund	-100	-110
Change in discount rate, consolidation reserve and other assumptions	0	0
<b>Pension expenses (+)/income (-), defined benefit pension plans</b>	<b>-29</b>	<b>-209</b>
Pension premiums, defined benefit/defined contribution pension plans and other pension costs	49	53
Pension-related social charges and taxes	22	15
Less termination benefits (incl. premiums and pension-related social charges) reported as restructuring cost	-6	-6
<b>Pension expenses (+)/income (-)</b>	<b>65</b>	<b>63</b>
Decrease (-)/Increase (+) of surplus capital in pension fund	55	193
<b>Recognized pension expenses (+)/income (-)</b>	<b>91</b>	<b>46</b>
<i>of which pension premiums paid to the ITP pension plan</i>	3	3

### 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 2.8 % in 2025 (2.8). Obligations were calculated based on the salary levels prevailing at December 31, 2025 and 2024, respectively.

### Plan-asset allocation

At the end of the reporting period, plan assets were allocated as follows.

Asset category	Dec 31, 2025		Dec 31, 2024	
	SEK in millions	%	SEK in millions	%
Fixed income instruments, liquidity	1,235	38.2	1,400	43.1
Shares and other investments	1,998	61.8	1,850	56.9
<b>Total</b>	<b>3,234</b>	<b>100</b>	<b>3,250</b>	<b>100</b>

### Future contributions and pension payments

As of December 31, 2025, the fair value of plan assets exceeded the present value of pension obligations. Unless the fair value of plan assets

during 2026 should fall short of the present value of pension obligations, Telia Company has no intention to make any contribution to the pension fund.



## P15. Other provisions

Changes in other provisions were as follows.

SEK in millions	Dec 31, 2025				
	Payroll taxes on future pension payments	Restructuring provisions	Other provisions	Insurance provisions	Total
<b>Opening balance</b>	61	121	8	11	201
Provisions for the period	0	19	-	-	19
Utilized provisions	-	-102	-2	-2	-107
<b>Closing balance</b>	61	38	5	9	113
<i>of which non-current portion</i>	61	-	5	9	75
<i>of which current portion</i>	-	38	-	-	38

Full utilization of payroll taxes on future pension payments and insurance provisions is expected in the period 2026-2055. 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, 2025, is expected to be fully utilized in 2026. Other provisions include provisions for estimated expenses related to fulfilling representations made.

## P16. 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, 2025	Dec 31, 2024
<b>Non-current borrowings</b>		
Euro Medium Term Notes Program (EMTN)	42,499	47,155
Hybrid bonds	18,335	19,297
Other bilateral	1,943	2,020
Bank loans	-15	-13
Interest rate swaps	2,969	3,450
Cross-currency interest rate swaps	1,029	186
<b>Total non-current borrowings</b> (Note P19)	<b>66,761</b>	<b>72,094</b>
<b>Current borrowings</b>		
Euro Medium Term Notes Program (EMTN)	1,658	5,813
Interest rate swaps	189	117
Borrowings from subsidiaries (Note P22)	30,264	28,054
<i>of which from cash pool</i>	30,159	27,892
<i>of which other borrowings</i>	105	161
Other current borrowings	-	693
<b>Total current borrowings</b> (Note P19)	<b>32,112</b>	<b>34,677</b>
<b>Total borrowings</b>	<b>98,873</b>	<b>106,772</b>

As of December 31, 2025 fully unutilized bank credit facilities had a total limit of SEK 17,237 million (15,282).



## P17. Other non-current liabilities

The carrying value of other non-current liabilities was SEK 44 million (14), of which SEK - million (-) related to financial liabilities. For liabilities to

subsidiaries, see Note P22. For the years 2025 and 2024, no other non-current liabilities fell due more than 5 years after the end of the reporting period.

## P18. 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, 2025	Dec 31, 2024
Currency derivatives (swaps and forwards)	12	93
Accounts payable	56	66
Liabilities to subsidiaries (Note P22)	987	2,502
Other current financial liabilities	1,966	2,017
<b>Total financial liabilities (Note P19)</b>	<b>3,021</b>	<b>4,678</b>
Other current liabilities and current provisions	148	232
<b>Total current provisions, trade payables and other current liabilities</b>	<b>3,169</b>	<b>4,910</b>

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 P19 and section "Liquidity risk management" in Note P20.



## P19. 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													
SEK in millions	Note	Hedging instruments at fair value		Fair value through income statement		Fair value through OCI		Amortized cost		Total		Fair value	
		Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial assets measured at fair value</b>													
<i>Non-current</i>													
Equity instruments	P10	-	-	-	-	479	891	-	-	479	891	479	891
Bonds	P10	-	-	-	914	-	-	-	-	-	913	-	913
Interest rate swaps													
- used in cash flow hedges	P10	42	69	-	-	-	-	-	-	42	69	42	69
- used in fair value hedges	P10	195	102	-	-	-	-	-	-	195	102	195	102
Cross-currency interest rate swaps													
- used in cash flow hedges	P10	231	1,001	-	-	-	-	-	-	231	1,001	231	1,001
<i>Current</i>													
Currency derivatives (swaps and forwards)													
- not designated as hedging instruments	P11	-	-	202	263	-	-	-	-	202	263	202	263
Cross-currency interest rate swaps													
- used in cash flow hedges	P11	121	256	-	-	-	-	-	-	121	256	121	256
Short-term investments	P12	-	-	-	767	-	-	-	-	-	767	-	767
<b>Total financial assets measured at fair value</b>		<b>588</b>	<b>1,428</b>	<b>202</b>	<b>1,943</b>	<b>479</b>	<b>891</b>	<b>-</b>	<b>-</b>	<b>1,269</b>	<b>4,262</b>		



Carrying value by category - Financial assets

SEK in millions	Note	Hedging instruments at fair value		Fair value through income statement		Fair value through OCI		Amortized cost		Total		Fair value	
		Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial assets not measured at fair value</b>													
<i>Non-current</i>													
Investments in subsidiaries	P10	-	-	-	-	-	-	73,698	82,576	73,698	82,576	-	-
Receivables from subsidiaries (Note P22)	P10	-	-	-	-	-	-	57,380	59,846	57,380	59,846	-	-
Investments in associated companies and joint operations	P10	-	-	-	-	-	-	410	241	410	241	-	-
Other non-current interest-bearing receivables and other non-current assets	P10	-	-	-	-	-	-	1,219	755	1,219	755	-	-
<i>Current</i>													
Accounts receivable	P11	-	-	-	-	-	-	74	77	74	77	74	77
Loans and receivables	P11	-	-	-	-	-	-	89	108	89	108	89	108
Receivables from subsidiaries	P11	-	-	-	-	-	-	12,692	19,462	12,692	19,462	12,692	19,462
Other current receivables	P11	-	-	-	-	-	-	3,464	2,944	3,464	2,944	3,464	2,944
Cash equivalent short-term investments	P12	-	-	-	-	-	-	2,533	-	2,533	-	2,533	-
Cash and bank	P12	-	-	-	-	-	-	8,081	8,790	8,081	8,790	8,081	8,790
<b>Total financial assets not measured at fair value</b>		-	-	-	-	-	-	159,643	174,799	159,643	174,799		
<b>Total financial assets</b>		<b>588</b>	<b>1,428</b>	<b>202</b>	<b>1,943</b>	<b>479</b>	<b>891</b>	<b>159,643</b>	<b>174,799</b>	<b>160,911</b>	<b>179,061</b>		



Carrying value by category - Financial liabilities

SEK in millions	Note	Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
		Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial liabilities measured at fair value</b>											
<i>Non-current</i>											
Interest rate swaps											
- used in cash flow hedges	P16	292	383	-	-	-	-	292	383	292	383
- used in fair value hedges	P16	2,677	3,067	-	-	-	-	2,677	3,067	2,677	3,067
Cross-currency interest rate swaps											
- used in cash flow hedges	P16	1,029	186	-	-	-	-	1,029	186	1,029	186
<i>Current</i>											
Interest rate swaps											
- used in cash flow hedges	P16	163	-	-	-	-	-	163	-	163	-
- used in fair value hedges	P16	26	117	-	-	-	-	26	117	26	117
Currency derivatives (swaps and forwards)											
- not designated as hedging instruments	P18	-	-	12	93	-	-	12	93	-	93
<b>Total financial liabilities measured at fair value</b>		<b>4,188</b>	<b>3,754</b>	<b>12</b>	<b>93</b>	<b>-</b>	<b>-</b>	<b>4,200</b>	<b>3,846</b>		



Carrying value by category - Financial liabilities

SEK in millions	Note	Hedging instruments at fair value		Fair value through income statement		Amortized cost		Total		Fair value	
		Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
<b>Financial liabilities not measured at fair value</b>											
<i>Non-current</i>											
Euro Medium Term Notes Program (EMTN)	P16	-	-	-	-	42,499	47,155	<b>42,499</b>	<b>47,155</b>	44,247	50,069
Hybrid bonds	P16	-	-	-	-	18,335	19,297	<b>18,335</b>	<b>19,297</b>	18,846	20,147
Other bilateral	P16	-	-	-	-	1,943	2,020	<b>1,943</b>	<b>2,020</b>	2,103	2,257
Bank loans	P16	-	-	-	-	-15	-13	<b>-15</b>	<b>-13</b>	-15	-13
<i>Current</i>											
Euro Medium Term Notes Program (EMTN)	P16	-	-	-	-	1,658	5,813	<b>1,658</b>	<b>5,813</b>	1,665	6,010
Borrowings from subsidiaries (Note P22)	P16	-	-	-	-	30,264	28,054	<b>30,264</b>	<b>28,054</b>	30,264	28,054
Accounts payable	P18	-	-	-	-	56	66	<b>56</b>	<b>66</b>	56	66
Other current borrowings	P16	-	-	-	-	-	693	-	<b>693</b>	-	693
Other current financial liabilities	P18	-	-	-	-	1,966	2,017	<b>1,966</b>	<b>2,017</b>	1,966	2,017
Liabilities to subsidiaries (Note P22)	P18	-	-	-	-	987	2,502	<b>987</b>	<b>2,502</b>	987	2,502
<b>Total financial liabilities not measured at fair value</b>		-	-	-	-	<b>97,694</b>	<b>107,604</b>	<b>97,694</b>	<b>107,604</b>		
<b>Total financial liabilities</b>		<b>4,188</b>	<b>3,754</b>	<b>12</b>	<b>93</b>	<b>97,694</b>	<b>107,604</b>	<b>101,894</b>	<b>111,450</b>		



### 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.

SEK in millions	Note	Dec 31, 2025			Carrying value	Dec 31, 2024			
		of which				of which			
		Level 1	Level 2	Level 3		Level 1	Level 2	Level 3	
<b>Financial assets at fair value</b>									
Equity instruments	P10	479	-	-	479	891	-	-	891
Non-current and current bonds	P10, P12	-	-	-	-	1,680	1,680	-	-
Derivatives	P10, P11	790	-	790	-	1,691	-	1,691	-
<b>Total financial assets at fair value by level</b>		<b>1,269</b>	<b>-</b>	<b>790</b>	<b>479</b>	<b>4,262</b>	<b>1,680</b>	<b>1,691</b>	<b>891</b>
<b>Financial liabilities at fair value</b>									
Derivatives	P16, P17, P18	4,200	-	4,200	-	3,846	-	3,846	-
<b>Total financial liabilities at fair value by level</b>		<b>4,200</b>	<b>-</b>	<b>4,200</b>	<b>-</b>	<b>3,846</b>	<b>-</b>	<b>3,846</b>	<b>-</b>

There were no material transfers between Level 1, 2 or 3 in 2025 or 2024.

Level 3 financial assets changed as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
	Equity instruments	Equity instruments
<b>Level 3, opening balance</b>	<b>891</b>	<b>869</b>
Changes in fair value	664	19
<i>of which recognized in other comprehensive income</i>	664	19
Purchases / share issue	15	3
Disposals	-1,091	-
<b>Level 3, closing balance</b>	<b>479</b>	<b>891</b>

The fair value change recognized in other comprehensive income in 2025 of SEK 664 million was related to revaluation of Telia Company's 9.56% holding in Marshall Group. The investment was revalued in 2025 to a fair value of SEK 1,091 million

corresponding to the price received in the disposal in April 2025. The price per share of SEK 1,060 was based on the sales agreement signed on January 24, 2025, adjusted for the dividend received in March 2025.



## P20. Financial risk management

### Principles, capital management and management of financial risks

For information relevant to Telia Company AB, see Note C27.

### Credit risk management

Telia Company AB's exposure to credit risk arises from default of counterparts (including price risks regarding 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, 2025	Dec 31, 2024
Other financial assets excluding investments in subsidiaries, associated companies and joint operations, receivables on subsidiaries and investments in equity instruments	P10	1,687	2,840
Derivatives, accounts receivables, loans and receivables and other current financial receivables	P11	3,950	3,648
Short-term investments, cash and cash equivalents	P12	10,614	9,557
<b>Total</b>		<b>16,251</b>	<b>16,045</b>

Telia Company AB 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 AB, see Note C27.

### Liquidity risk management

Liquidity risk is the risk that Telia Company AB 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 AB, see Note C27.

As of December 31, 2025, 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 2026	Apr– Jun 2026	Jul– Sep 2026	Oct– Dec 2026	2027	2028	2029	2030	Later years	Total
Open-market financing program borrowings <sup>1</sup>	-2,323	-5,748	-417	-355	-14,071	-9,862	-3,248	-8,984	-31,010	<b>-76,017</b>
Cross-currency interest rate swaps and interest rate swaps <sup>2</sup>										
Cash outflows	-857	-6,257	-721	-851	-12,786	-7,534	-2,216	-7,225	-16,018	<b>-54,465</b>
Cash inflows	758	6,176	492	745	12,350	7,015	1,718	6,499	15,104	<b>50,857</b>
Currency swaps and forward exchange contracts										
Cash outflows	-12,323	-21	-	-	-	-	-	-	-	<b>-12,344</b>
Cash inflows	12,487	21	-	-	-	-	-	-	-	<b>12,508</b>
<b>Total, net</b>	<b>-2,258</b>	<b>-5,829</b>	<b>-646</b>	<b>-461</b>	<b>-14,507</b>	<b>-10,381</b>	<b>-3,746</b>	<b>-9,710</b>	<b>-31,924</b>	<b>-79,461</b>

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 2026. Additional information on non-interest-bearing liabilities, guarantees and other contractual obligations are presented in Notes P15, P18 and P23, respectively.



## P21. 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, 2025 that could not be canceled in advance and were in excess of one year were as follows.

Expected maturity SEK in millions	Jan– Mar 2026	Apr– Jun 2026	Jul– Sep 2026	Oct– Dec 2026	2027	2028	2029	2030	Later years	Total
Future minimum leasing fees	0	0	0	0	0	0	0	-	-	2

In 2025 total rent and leasing fees were SEK 1 million (3).

## P22. 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 2025 sales to subsidiaries totaled SEK 746 million (1,601), while purchases from subsidiaries totaled SEK 456 million (328). For information regarding receivables from and liabilities to subsidiaries see Notes P10, P11, P16, P17 and P18.

### Commitments on behalf of related parties

Telia Company AB has made certain commitments on behalf of group companies and joint ventures. See Note P23 for further details.

### Other transactions

For descriptions of certain other transactions with related parties, see Note C29.

## P23. Contingencies, other contractual obligations and litigation

### Contingent assets and financial guarantees

As of the end of the reporting period, Telia Company AB had no contingent assets, while financial guarantees reported as contingent liabilities were distributed as follows.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Guarantees on behalf of subsidiaries	18,090	23,292
Guarantees for pension obligations	40	41
<b>Total financial guarantees</b>	<b>18,130</b>	<b>23,333</b>

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 AB 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 AB 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 P9.

### Legal and administrative proceedings

For additional information relevant to Telia Company AB, see Note C30.



## P24. Cash flow information

### Non-cash transactions

No non-cash transactions were performed during 2025 or 2024.

### Liabilities and cash flows arising from financing activities

SEK in millions	Jan 1, 2025 Opening Balance	Non-cash changes				Dec 31, 2025 Closing Balance
		Cash flows	Foreign exchange movements	Fair value changes	Other changes <sup>1</sup>	
Derivative liabilities hedging non-current borrowings	3,636	183	670	-395	-97	3,999
Other non-current borrowings	68,458	-8	-3,799	124	-2,013	62,762
<b>Non-current borrowings</b>	<b>72,094</b>	<b>176</b>	<b>-3,129</b>	<b>-271</b>	<b>-2,109</b>	<b>66,761</b>
Derivative liabilities hedging current borrowings	117	-	-	-19	90	189
Other current borrowings (excluding borrowings from subsidiaries)	6,506	-6,745	-202	145	1,954	1,658
Borrowings from subsidiaries	28,054	-	-	-	2,210	30,264
<b>Current borrowings</b>	<b>34,677</b>	<b>-6,745</b>	<b>-202</b>	<b>127</b>	<b>4,255</b>	<b>32,112</b>
<b>Total liabilities from financing activities</b>	<b>106,771</b>	<b>-6,569</b>	<b>-3,331</b>	<b>-144</b>	<b>2,146</b>	<b>98,873</b>
Derivative assets hedging non-current borrowings	-1,172	-32	846	79	-188	-467
Derivative assets hedging current borrowings	-256	161	-39	10	3	-121
Other derivatives recognized as assets	-2,943	-743	172	-	50	-3,464
<b>Assets held to hedge borrowings<sup>2</sup></b>	<b>-4,370</b>	<b>-614</b>	<b>979</b>	<b>89</b>	<b>-135</b>	<b>-4,052</b>
Non-interest bearing derivatives hedging financial liabilities	-171	191	-210	-	-	-190
<b>Total liabilities from financing activities net of assets held to hedge borrowings<sup>2</sup></b>	<b>102,230</b>	<b>-6,993</b>	<b>-2,562</b>	<b>-55</b>	<b>2,011</b>	<b>94,631</b>

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.



SEK in millions	Non-cash changes					Dec 31, 2024 Closing Balance
	Jan 1, 2024 Opening Balance	Cash flows	Foreign exchange movements	Fair value changes	Other changes <sup>1</sup>	
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
<b>Non-current borrowings</b>	<b>83,110</b>	<b>-7,134</b>	<b>1,963</b>	<b>-313</b>	<b>-5,532</b>	<b>72,094</b>
Derivative liabilities hedging current borrowings	433	-	-	53	-369	117
Other current borrowings (excluding borrowings from subsidiaries)	9,900	-10,150	-664	22	7,397	6,506
Borrowings from subsidiaries	27,962	-	-	-	92	28,054
<b>Current borrowings</b>	<b>38,294</b>	<b>-10,150</b>	<b>-664</b>	<b>76</b>	<b>7,121</b>	<b>34,677</b>
<b>Total liabilities from financing activities</b>	<b>121,404</b>	<b>-17,283</b>	<b>1,299</b>	<b>-237</b>	<b>1,588</b>	<b>106,771</b>
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
<b>Assets held to hedge borrowings<sup>2</sup></b>	<b>-6,425</b>	<b>2,458</b>	<b>-1,114</b>	<b>1,536</b>	<b>-826</b>	<b>-4,370</b>
Non-interest bearing derivatives hedging financial liabilities	-230	-214	273	-	-	-171
<b>Total liabilities from financing activities net of assets held to hedge borrowings<sup>2</sup></b>	<b>114,750</b>	<b>-15,039</b>	<b>458</b>	<b>1,299</b>	<b>762</b>	<b>102,230</b>

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.



## P25. Human resources

The number of employees was 173 at December 31, 2025 (245). The average number of full-time employees was as follows.

Country	Jan–Dec 2025		Jan–Dec 2024	
	Total (number)	of whom men (%)	Total (number)	of whom men (%)
Sweden	167	53	224	49
<b>Total</b>	<b>167</b>	<b>53</b>	<b>224</b>	<b>49</b>

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 5 other members (4) of Group Executive Management employed by the parent company.

The Board of Directors consisted of 10 (11) non-executive members, of which 7(8) were independent and 3 (3) were appointed as employee representatives. 3 (4) of the members were women and 7 (7) were men.

%	Dec 31, 2025		Dec 31, 2024	
	Board of Directors	Other Corporate Officers	Board of Directors	Other Corporate Officers
Women	30.0	33.3	36.4	20.0
Men	70.0	66.7	63.6	80.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Total salaries and other remuneration, along with social security expenses and other personnel expenses were as follows.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>Salaries and other remuneration</b>	<b>301</b>	<b>489</b>
<i>of which performance share programs</i>	12	7
<b>Social security expenses</b>		
Employer's social security contributions	130	151
<i>of which performance share programs</i>	4	2
Pension expenses	71	59
<b>Total social security expenses</b>	<b>201</b>	<b>211</b>
Other personnel expenses	24	35
<b>Total personnel expenses</b>	<b>527</b>	<b>735</b>



Salaries and other remuneration were divided between Corporate Officers and other employees as follows.

SEK in millions	Dec 31, 2025		Dec 31, 2024	
	Corporate Officers (of which variable pay)	Other employees	Corporate Officers (of which variable pay)	Other employees
Salaries and other remuneration	78 (-)	223	107 (-)	382

Corporate Officers include members of the Board of Directors and, as applicable, former Board members (employee representatives excluded), the President and the 5 other members (4) of Group Executive Management employed by the parent company and, as applicable, previous holders of

these positions. 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.

SEK in millions	Jan–Dec or Dec 31,	
	2025	2024
Pension expenses	4	4
Outstanding pension commitments	118	130

For additional information, see sections “Performance share programs” and “Remuneration to corporate officers” in Note C32.

## P26. Remuneration to audit firms

Remuneration to the elected audit firm was as follows. See additional information in Note C33.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>KPMG</b>		
Audit	9	9
Audit-related services	2	1
Tax services	2	0
All other services	0	1
<b>Total KPMG</b>	<b>13</b>	<b>11</b>



## Board of Directors' and President's certification

The Board of Directors and the President and Chief Executive Officer certify that the annual report has been prepared in accordance with generally accepted accounting principles in Sweden and that the consolidated financial statements have been prepared in accordance with the IFRS accounting standards adopted by the EU, as well as in accordance with the adopted standards (ESRS) for sustainability reporting and the specifications adopted under the Taxonomy Regulation (EU) 2020/852. The annual report and the consolidated financial statements provide a true and fair view of the financial position and results of the parent company and the Group. The Board of Director's Report for the Parent company and the Group provides a fair overview of the development of the parent company's and the Group's operations, financial position and performance, and describes the material risks and uncertainties faced by the parent company and the companies included in the Group.

The annual report and consolidated financial statements have been approved for issue by the Board of Directors and the CEO on March 11, 2026.

Stockholm, March 11, 2026

**Lars-Johan Jarnheimer**  
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

**Anders Wedebrand**  
Board member  
employee representative

**Patrik Hofbauer**  
President and CEO

Our auditor's report on the annual report and the consolidated financial statements as well as our assurance report on the sustainability statement was submitted on March 11, 2026

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 2025, except for the corporate governance statement on pages 45-60 and the sustainability statement on pages 61-131. The annual accounts and consolidated accounts of the company are included on pages 18-253 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 2025 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 2025 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 45-60 and sustainability statement on pages 61-131. 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 balance sheet 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 disclosure 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 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 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

*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 amount to SEK 41.4 billion as of 31 December 2025, representing 22% of total assets Goodwill, which has an indefinite useful life, shall be tested for impairment at least annually. 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.

#### Divestment of TV and Media

*See disclosures C34 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

Telia Company has during 2025 divested its TV and Media business through divestment of the wholly owned subsidiary TV4 Media Holding AB and its subsidiaries. The transfer of shares was done on July 1, 2025, thereby finalizing the divestment.

The agreement to divest was signed in February 2025 resulting in the TV and Media business being presented as discontinued operations in the consolidated income statement, separated from continuing operations, with corresponding presentation for the comparative figures. Accounting for discontinued operations requires that the Group identifies and separates the result from continuing operations and ensures that the criteria in IFRS Accounting Standards are fulfilled for reporting of discontinued operations.

The divestment of the TV and Media business has resulted in impairments and result on divestment which have been accounted for in discontinued operations.

#### Response in the audit

We have evaluated that Telia Company's accounting of discontinued operations are in compliance with IFRS Accounting Standards.

We have further assessed that the financial effects from the discontinued operations have

been appropriately separated from the results of continuing operations, and that the result from the divestment of TV and Media business has been calculated and reported in accordance with IFRS Accounting Standards.

Furthermore, we have considered the completeness of the disclosures in the Financial Statements and assessed whether they are consistent with the information used as a basis for the accounting, as well as whether the information is sufficiently comprehensive to understand the effect of the divestment.

#### 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 1-17, 61-131 and 261-270. 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 2025 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 2025.

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 45-60 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.

KPMG AB, Box 382, 101 27, Stockholm, was appointed auditor of Telia Company AB (publ) by the general meeting of the shareholders on the 9 april 2025. KPMG AB or auditors operating at KPMG AB have been the company's auditor since 2024.

Stockholm March 11 2026  
KPMG AB

**Joakim Thilstedt**  
Authorized Public Accountant



## Auditor's limited assurance report of Telia Company AB's (publ) sustainability statement

To the general meeting of the shareholders of Telia Company AB (publ), corp. id 556103-4249

### Conclusion

We have conducted a limited assurance engagement of the sustainability statement for Telia Company AB (publ) (the "company") for the financial year 2025. The sustainability statement is included on pages 61-131 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 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 the sustainability statement, and
- 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 The auditor's limited assurance regarding the statutory sustainability statement. 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 information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 1-60, 132-253 and 261-270. 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 statement has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 The auditor's limited assurance regarding the statutory sustainability statement. 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 in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance

obtained in a limited assurance engagement 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.

A limited assurance engagement involves performing procedures to obtain evidence to support the sustainability statement. 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 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 the evidence obtained from our review procedures regarding the Process implemented by the company was consistent with the description of the Process set out 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;

- Through inquiries, obtained a general understanding of the process to identify economic activities which are eligible with the EU Green Taxonomy, and the corresponding disclosures in the sustainability statement;
- Performed substantive procedures through sample testing on selected disclosures in the sustainability statement related to the EU Green Taxonomy;
- 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 11 March 2026

KPMG AB

Joakim Thilstedt  
Authorized Public Accountant



# Other ▶



## Five-year summary

Telia Company group Financial data	2025 <sup>1</sup>	2024 <sup>2,4</sup>	2023 <sup>2,3</sup>	2022 <sup>4,10</sup>	2021 <sup>4,5</sup>
<b>Income statement (SEK in millions)</b>					
Revenue	80,982	80,965	80,425	85,342	83,193
Operating income	10,426	10,834	6,695	-9,214	15,195
Adjusted EBITDA	31,920	30,892	30,135	28,954	28,670
EBITDA	27,740	29,303	28,399	28,131	34,125
Net income from continuing operations	5,834	4,921	1,705	-13,910	11,595
Net income from discontinued operations	-1,534	2,859	-807	-255	241
Total net income	4,291	7,781	897	-14,165	11,836
<b>Financial position (SEK in millions)</b>					
Non-current assets	158,396	170,877	172,878	185,090	194,879
Current assets	30,855	33,395	53,590	37,703	42,146
<b>Total assets</b>	<b>189,251</b>	<b>204,272</b>	<b>226,468</b>	<b>222,793</b>	<b>237,025</b>
Total equity	54,820	59,357	56,994	67,673	83,544
<i>of which attributable to owners of the parent</i>	<i>51,069</i>	<i>55,439</i>	<i>53,468</i>	<i>64,239</i>	<i>80,731</i>
Non-current liabilities	100,801	103,793	115,317	112,379	110,736
Current liabilities	33,630	41,123	54,158	42,741	42,746
<b>Total equity and liabilities</b>	<b>189,251</b>	<b>204,272</b>	<b>226,468</b>	<b>222,793</b>	<b>237,025</b>
Net debt, continuing and discontinued operations	61,749	71,378	73,758	71,397	63,133
<b>Cash flow (SEK in millions)<sup>6</sup></b>					
Cash flow from operating activities	27,602	21,196	24,671	24,001	27,376
Cash flow from investing activities	-7,153	4,107	-22,058	-9,936	-10,908
Cash flow from financing activities	-18,795	-27,341	2,653	-21,779	-10,600
<b>Cash flow for the year</b>	<b>1,654</b>	<b>-2,037</b>	<b>5,266</b>	<b>-7,714</b>	<b>5,868</b>
Free cash flow, continuing operations	9,282	3,414	5,691	-	-

Telia Company group Financial data	2025 <sup>1</sup>	2024 <sup>2,4</sup>	2023 <sup>2,3</sup>	2022 <sup>4,10</sup>	2021 <sup>4,5</sup>
<b>Investments (SEK in millions)<sup>7</sup></b>					
CAPEX	17,941	18,305	20,410	19,789	21,143
Acquisitions and other investments	1,578	627	1,719	305	513
<b>Total investments</b>	<b>19,519</b>	<b>18,932</b>	<b>22,129</b>	<b>20,095</b>	<b>21,655</b>
<b>Key ratios<sup>8</sup></b>					
Return on capital employed (%)	7.4	10.2	5.2	neg.	9.1
Leverage (Net debt/adjusted EBITDA)	1.93	2.28	2.32	2.35	2.14
<b>Share data</b>					
Number of outstanding shares (millions)					
– at the end of the period	3,932.1	3,932.1	3,932.1	3,932.1	4,089.6
– average, basic and diluted	3,032.1	3,932.1	3,932.1	4,035.3	4,089.6
Basic and diluted total earnings per share (SEK) <sup>9</sup>	0.90	1.80	0.08	-3.63	2.86
Cash dividend per share (SEK) <sup>9</sup>	2.05	2.00	2.00	2.00	2.05
Total cash dividend (SEK in millions) <sup>9</sup>	8,061	7,864	7,864	7,864	8,384

- 1) The segment TV and Media classified as discontinued operations (income statement and cash flow) and held for sale (financial position) as of February 25, 2025.
- 2) The segment TV and Media classified as discontinued operations (income statement and cash flow).
- 3) The segment Denmark classified as discontinued operations (income statement, and cash flow) and held for sale (financial position) from the third quarter 2023.
- 4) The segment Denmark classified as discontinued operations (income statement and cash flow).
- 5) The segment Eurasia classified as discontinued operations (income statement and cash flow) and held for sale (financial position).
- 6) Cash flow information is presented for total Telia Company group, i.e. including both continuing and discontinued operations, if not otherwise stated.
- 7) Investments are presented for continuing operations only.
- 8) Key ratios are based on total Telia Company group, i.e. including both continuing and discontinued operations.
- 9) For 2025, dividend as proposed by the Board of Directors.
- 10) Only 2022 has been restated for adjustment of TV and Media DTV revenue from operators, implemented in 2024.



## Five-year summary, cont.

Telia Company group Operational data	2025	2024	2023	2022 <sup>4</sup>	2021 <sup>4</sup>
<b>Mobile services</b>					
<b>Total subscriptions (thousands)<sup>1</sup></b>	<b>19,477</b>	<b>19,117</b>	<b>18,638</b>	<b>17,693</b>	<b>16,155</b>
<i>of which Sweden</i>					
Mobile telephony, total subscriptions (thousands) <sup>1</sup>	9,610	9,309	8,919	7,928	6,728
Mobile telephony, blended churn (%)	14	15	15	17	21
Mobile telephony, ARPU (SEK) <sup>1</sup>	220	217	214	221	218
<i>of which Finland</i>					
Mobile telephony, subscriptions (thousands)	2,901	2,976	3,025	3,151	3,124
Mobile telephony, blended churn (%)	25	21	20	25	27
Mobile telephony, ARPU (EUR)	19,0	18,5	17,2	17,4	17,4
<i>of which Norway</i>					
Mobile telephony, subscriptions (thousands)	2,395	2,376	2,340	2,379	2,289
Mobile telephony, blended churn (%)	23	21	22	21	19
Mobile telephony, ARPU (NOK)	272	263	260	268	259
<i>of which other countries</i>					
Mobile telephony, subscriptions, Lithuania (thousands)	1,709	1,703	1,643	1,604	1,518
Mobile telephony, subscriptions, Latvia (thousands)	1,524	1,496	1,445	1,399	1,347
Mobile telephony, subscriptions, Estonia (thousands) <sup>1</sup>	1,339	1,317	1,266	1,233	1,149
<b>Fixed services</b>					
<b>Broadband, total subscriptions (thousands)</b>	<b>3,199</b>	<b>3,177</b>	<b>3,183</b>	<b>3,174</b>	<b>3,114</b>
<i>of which</i>					
Broadband, subscriptions, Sweden (thousands)	1,430	1,393	1,377	1,375	1,340
Broadband, subscriptions, Finland (thousands)	620	617	609	596	584
Broadband, subscriptions, Norway (thousands)	474	480	499	500	490
Broadband, subscriptions, Lithuania (thousands)	410	420	426	427	421

Telia Company group Operational data	2025	2024	2023	2022 <sup>4</sup>	2021 <sup>4</sup>
Broadband, subscriptions, Estonia (thousands)	266	267	273	276	280
<b>Fixed telephony, total subscriptions (thousands)<sup>2</sup></b>	<b>449</b>	<b>550</b>	<b>668</b>	<b>850</b>	<b>1,015</b>
<i>of which</i>					
Fixed telephony, subscriptions, Sweden (thousands)	165	229	313	431	541
Fixed telephony, subscriptions, Finland (thousands)	5	9	12	14	17
Fixed telephony, subscriptions, Norway (thousands)	12	13	14	38	47
Fixed telephony, subscriptions, Lithuania (thousands)	123	138	155	175	201
Fixed telephony, subscriptions, Estonia (thousands)	145	162	174	192	209
<b>TV, total subscriptions (thousands)</b>	<b>2,752</b>	<b>3,555</b>	<b>3,430</b>	<b>3,377</b>	<b>3,280</b>
<i>of which</i>					
TV, subscriptions, Sweden (thousands)	1,208	1,115	1,034	972	915
TV, subscriptions, Finland (thousands) <sup>3</sup>	658	651	664	678	646
TV, subscriptions, Norway (thousands)	448	457	474	485	486
TV, subscriptions, Lithuania (thousands)	257	259	261	257	255
TV, subscriptions, Estonia (thousands)	181	186	194	200	207
TV, subscriptions, TV and Media (thousands) <sup>3</sup>	0	887	802	785	771

- 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.
- 5) No of mobile subscriptions and ARPU in Sweden, Finland and Norway have been updated.



## Five-year summary, cont.

Telia Company group Operational data	2025	2024	2023	2022	2021 <sup>2</sup>
<b>Human Resources<sup>1</sup></b>					
Number of employees as of December 31	14,498	16,862	18,644	19,237	19,566
Average number of full-time employees during the year	15,916	17,690	18,963	19,202	19,998
<i>of whom, in Sweden</i>	6,080	6,681	6,996	7,144	7,550
<i>of whom, in Finland</i>	3,217	3,614	3,837	3,851	4,244
<i>of whom, in other countries</i>	6,618	7,395	8,130	8,207	8,204
Salaries and remuneration (SEK in millions)	10,745	13,399	13,357	11,897	12,018
Employer's social security contributions (SEK in millions)	2,013	3,736	2,478	2,203	2,270
Salaries and employer's social security contributions as a percentage of operating costs (%)	16.7	22.4	17.9	14.1	19.6
Revenue per employee (SEK in thousands)	5,345	5,110	4,970	4,718	4,418
Operating income per employee (SEK in thousands)	551	777	317	neg.	770
Net income per employee (SEK in thousands)	270	440	47	neg.	592

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.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
Revenue	80,982	80,965
Excluded: Equipment revenue	-12,752	-12,545
<b>Service revenue (external)</b>	<b>68,230</b>	<b>68,420</b>
Excluded: Effects from changes in foreign exchange rates <sup>1</sup>	1,191	28
Excluded: Effects from acquired and disposed operations	-19	-47
<b>Service revenue on a like-for-like basis<sup>2</sup></b>	<b>69,402</b>	<b>68,401</b>
<i>Change (%) like for like</i>	<i>1.5</i>	

1) Changes in foreign exchange rates refers to full year average rates prior year.

### 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 2025.

### 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 2025.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>EBITDA</b>	<b>27,740</b>	<b>29,303</b>
Adjustment items within EBITDA	4,180	1,589
<b>Adjusted EBITDA</b>	<b>31,920</b>	<b>30,892</b>
Excluded: Effects from changes in foreign exchange rates <sup>1</sup>	564	12
Excluded: Effects from acquired and disposed operations	-3	-33
<b>Adjusted EBITDA on a like-for-like basis</b>	<b>32,481</b>	<b>30,871</b>
<i>Change (%) like for like</i>	<i>5.2</i>	

1) Changes in foreign exchange rates refers to full year average rates prior year.



## CAPEX and Cash CAPEX

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 spectrum and leases, was part of Telia Company's Outlook for 2025.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
Investments in intangible assets	2,644	3,253
Investments in property, plant and equipment	10,381	10,110
<b>CAPEX excluding leases</b>	<b>13,025</b>	<b>13,363</b>
Investments in right-of-use assets	4,916	4,942
<b>CAPEX</b>	<b>17,941</b>	<b>18,305</b>
Excluded: investments in spectrum fees and right-of-use assets	-5,114	-4,944
<b>CAPEX excluding spectrum and leases</b>	<b>12,827</b>	<b>13,361</b>

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
<b>CAPEX</b>	<b>17,941</b>	<b>18,305</b>
Excluded: investments in right-of-use assets	-4,916	-4,942
Net of not paid investments and additional payments from previous periods	1,877	176
<b>Cash CAPEX</b>	<b>14,902</b>	<b>13,539</b>
Excluded: Cash CAPEX for spectrum	-947	-169
<b>Cash CAPEX excluding spectrum</b>	<b>13,955</b>	<b>13,371</b>

## Free cash flow (continuing operations)

Telia Company considers Free cash flow and Free cash flow per share, rolling 12 months to be a relevant cash flow measure 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. Free cash flow was part of Telia Company's Outlook for 2025.

SEK in millions	Jan–Dec 2025	Jan–Dec 2024
Cash flow from operating activities	27,615	20,120
Cash CAPEX (Intangible assets and property, plant and equipment acquired)	-14,902	-13,539
Repayment of lease liabilities	-3,163	-2,913
Intangible assets and property, plant and equipment divested	443	242
Dividends paid to holders of non-controlling interests	-712	-491
<b>Free cash flow</b>	<b>9,282</b>	<b>3,414</b>
Number of shares, weighted average, basic and diluted (thousands)	3,932,090	3,932,109
<i>Free cash flow per share, rolling 12 months (SEK)</i>	<i>2.36</i>	<i>0.87</i>



## Net debt (continuing and discontinued operations)

Telia Company considers Net debt to be an important measure to be able to understand the group's indebtedness.

SEK in millions	Dec 31, 2025	Dec 31, 2024
Non-current borrowings	82,127	87,826
<i>of which lease liabilities, non-current</i>	14,500	14,870
Less 50% of hybrid capital <sup>1</sup>	-9,177	-9,720
Current borrowings	5,331	10,108
<i>of which lease liabilities, current</i>	3,369	3,421
Less derivatives recognized as financial assets and hedging Non-current and current borrowings and related credit support annex (CSA)	-4,052	-4,370
Less non-current bonds at fair value through income statement and OCI	-592	-1,533
Less short-term investments	-362	-1,119
Less cash and cash equivalents	-11,527	-9,812
<b>Net debt</b>	<b>61,749</b>	<b>71,378</b>

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 income statement and Other comprehensive income (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.

## Leverage (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, 2025	Dec 31, 2024
<b>Net debt</b>	<b>61,749</b>	<b>71,378</b>
Adjusted EBITDA continuing operations	31,920	30,892
Adjusted EBITDA discontinued operations	-	454
<b>Adjusted EBITDA</b>	<b>31,920</b>	<b>31,345</b>
<b>Net debt/Adjusted EBITDA ratio (multiple)</b>	<b>1.93x</b>	<b>2.28x</b>

## 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, margin in %	Jan–Dec 2025	Jan–Dec 2024
Revenue	80,982	80,965
Adjusted EBITDA	31,920	30,892
<b>Adjusted EBITDA margin (%)</b>	<b>39.4</b>	<b>38.2</b>

## Return on capital employed (continuing and discontinued operations)

Telia Company considers Return on capital employed 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, margin in %	Jan–Dec 2025	Jan–Dec 2024
Operating income current year, continuing and discontinued operations	8,768	13,747
Financial revenue excluding foreign exchange gains current year, continuing and discontinued operations	1,827	2,276
<b>Return, rolling 12 months</b>	<b>10,595</b>	<b>16,024</b>
<b>Average capital employed</b>	<b>143,253</b>	<b>157,595</b>
<b>Return on capital employed (%), rolling 12 months)</b>	<b>7.4</b>	<b>10.2</b>



# 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.

### 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 spectrum and leases

CAPEX excluding licenses to use frequency spectrum and 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.

### 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

Employees on permanent or temporary contracts.

### Employee turnover

All terminated employees divided by the average headcount.

### 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

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.

### Free cash flow 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.

### Leverage

Net debt divided by adjusted EBITDA rolling 12 months.



**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.

**Number of sites**

Total number of sites with masts or towers.

**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.

**Telephony revenue**

External revenue related to fixed telephony services.

**Tenancy ratio**

Average number of customers per site.

**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 2026

Telia Company's Annual General Meeting will be held on Thursday, April 9, 2026, 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](http://www.teliacompany.com), in the beginning of March 2026. 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 Monday, March 30, 2026, and give notice of participation no later than Wednesday, April 1, 2026.

### 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 Wednesday, April 1, 2026, on Euroclear Sweden AB's website <https://www.euroclear.com/sweden/generalmeetings/>, by telephone +46 (0)8 402 90 50, or by post to Telia Company AB, "AGM 2026", 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](http://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 Wednesday, April 1, 2026. A special form shall be used for postal voting. The postal voting form is available on Telia Company's website [www.teliacompany.com](http://www.teliacompany.com). The postal voting form can be submitted either by e-mail to [GeneralMeetingService@euroclear.com](mailto:GeneralMeetingService@euroclear.com), or by post to Telia Company AB, "AGM 2026", 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://www.euroclear.com/sweden/generalmeetings/>. 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](http://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://www.euroclear.com/sweden/generalmeetings/>.

### 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 Monday, March 30, 2026. 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 Wednesday, April 1, 2026, 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 2.05 per share in total is distributed to the shareholders in four instalments of SEK 0.51 per share for the first three tranches and SEK 0.52 per share for the fourth tranche. The proposed record dates are Monday, April 13, 2026, Thursday July 23, 2026, Thursday October 29, 2026 and Friday February 5, 2027. If the Annual General Meeting resolves in accordance with the proposal, it is estimated that Euroclear Sweden AB will execute the payments on Thursday April 16, 2026, Tuesday July 28, 2026, Tuesday November 3, 2026 and Wednesday February 10, 2027, respectively.



