

2022 ESG datasheet

Environment	2022	2021	2020
Greenhouse gas emissions			
Direct (Scope 1) GHG emissions (tCO ₂ e)	281	279 ¹	341
Indirect (Scope 2) GHG emissions (tCO ₂ e)	66	6 ²	1,420
Other indirect (Scope 3) GHG emissions (tCO ₂ e)	146,928	152,710 ³	100,752
GHG emissions intensity (tCO ₂ e per USD 1m revenue)	76.5	82.4 ⁴	80.9
Change in GHG emissions (%)	-3.75% ⁵	+49% ⁶	+87%
Electricity consumption			
Total electricity consumption ⁷ (MWh)	9,110	6,344	4,861
Share of renewable energy of total electricity consumption (%)	100%	80%	n/a
Internal carbon tax			
Funds resulting from internal carbon tax (USD)	2.25m	1.67m	1.05m
Internal carbon tax funds invested in Climate Transformation Fund projects (USD)	2.6m+	1.05m	n/a
Number of projects we invested in through Climate Transformation Fund	16	11	n/a

^{1, 2, 3, 4, 6} Restated due to a calculation error and incomplete data omission that came to light during the preparation of the 2022 ESG report.

⁵ Excludes carbon removal tons.

⁷ Since not all utility data was available at the time of publication of this report, we have made estimates based on square footage wherever that is applicable. We are also restating the data for 2021 and 2020 based on improved data quality.

^{8, 10} Restated due to a change in definition to management level 5 - 8.

^{9, 11} Restated due to a change in definition to management level entry - 4.

Social	2022			2021			2020		
Employees (# (%))									
Employees (# (%))									
By management level	Women	Men	Total	Women	Men	Total	Women	Men	Total
CXO	1 (0%)	6 (0.2%)	7 (0.1%)	2 (0.1%)	7 (0.2%)	9 (0.2%)	1 (0.1%)	6 (0.3%)	7 (0.2%)
Manager ⁸	221 (9.4%)	376 (12.2%)	597 (11%)	235 (9.4%)	412 (12.6%)	647 (11.2%)	176 (12.5%)	304 (13.3%)	480 (13%)
Non-Manager ⁹	2,126 (90.6%)	2,711 (87.6%)	4,837 (88.9%)	2,272 (90.5%)	2,855 (87.2%)	5,127 (88.6%)	1,226 (87.4%)	1,972 (86.4%)	3,198 (86.8%)
Total employees	2,348	3,093	5,441	2,509	3,274	5,783	1,403	2,282	3,685
By employment type	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent	2,331 (99.3%)	3,068 (99.2%)	5,399 (99.2%)	2,460 (98%)	3,230 (98.7%)	5,690 (98.4%)	1,378 (98.2%)	2,266 (99.3%)	3,644 (98.9%)
Temporary	17 (0.7%)	25 (0.8%)	42 (0.8%)	49 (2%)	44 (1.3%)	93 (1.6%)	25 (1.8%)	16 (0.7%)	41 (1.1%)
Total employees	2,348	3,093	5,441	2,509	3,274	5,783	1,403	2,282	3,685
By region	Women	Men	Total	Women	Men	Total	Total Women	Men	Total
Asia	0 (0%)	4 (0.1%)	4 (0.1%)	0 (0%)	3 (0.1%)	3 (0.1%)	0 (0%)	0 (0%)	0 (0%)
Europe	1,986 (84.6%)	2,804 (90.7%)	4,790 (88%)	2,090 (83.3%)	2,934 (89.6%)	5,024 (86.9%)	1,226 (87.4%)	2,125 (93.1%)	3,351 (90.9%)
North America	324 (13.8%)	262 (8.5%)	586 (10.8%)	364 (14.5%)	287 (8.8%)	651 (11.3%)	158 (11.3%)	131 (5.7%)	289 (7.8%)
Oceania	38 (1.6%)	23 (0.7%)	61 (1.1%)	55 (2.2%)	50 (1.5%)	105 (1.8%)	19 (1.4%)	26 (1.1%)	45 (1.2%)
Total employees	2,348	3,093	5,441	2,509	3,274	5,783	1,403	2,282	3,685
By age	Women	Men	Total	Women	Men	Total	Women	Men	Total
<30	1,139 (48.5%)	1,132 (36.6%)	2,271 (41.7%)	1,375 (54.8%)	1,350 (41.2%)	2,725 (47.1%)	n/a	n/a	n/a
31-50	1,188 (50.6%)	1,913 (61.8%)	3,101 (57%)	1,118 (44.6%)	1,866 (57%)	2,984 (51.6%)	n/a	n/a	n/a
>50	21 (0.9%)	48 (1.6%)	69 (1.3%)	16 (0.6%)	58 (1.8%)	74 (1.3%)	n/a	n/a	n/a
Total employees	2,348	3,093	5,441	2,509	3,274	5,783	n/a	n/a	n/a
By gender	Women	Men	Women	Men	Women	Men	Women	Men	
CXO	14.3%	87.5%	22.2%	77.8%	n/a	n/a	n/a	n/a	
Managers ¹⁰	37%	63%	36.3%	63.7%	n/a	n/a	n/a	n/a	
Non-Managers ¹¹	44%	56%	44.3%	55.7%	n/a	n/a	n/a	n/a	
New hires	42.6%	57.4%	47.4%	52.6%	n/a	n/a	n/a	n/a	
Total	43.2%	56.8%	43.4%	56.6%	n/a	n/a	n/a	n/a	

Social - continued	2022			2021			2020		
Employee engagement survey									
Employees who took the annual employee engagement survey ¹²	86%			81%			90%		
Overall satisfaction score from employee engagement survey	64%			75%			77%		
Training									
Number of mandatory trainings on Looop	36			34			n/a		
Completion rate of compliance training (% of total workforce) ¹³	91%			90%			94.5%		
Completion rate of AML/CTF training (% of total workforce) ^{14, 15}	91%			90%			94.5%		
Completion rate of data privacy training (% of total workforce) ¹⁶	91%			96%			92%		
Completion rate security awareness training (% of total workforce) ¹⁷	82%			96%			97%		
Parental leave									
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees who took parental leave	405 (17.25%)	360 (11.64%)	765 (14.06%)	n/a	n/a	n/a	n/a	n/a	n/a
Compensation & benefits									
Number of employees participating in RSU program	4,678 (85.98 %)			3,773 (67.4%)			2,121 (57.5%)		
Political advocacy									
Spend on public affairs activities (SEK) ¹⁸	34.1m			19.1m			n/a		
Global tax commitment									
Cash income taxes paid (SEK)	214m			229m			150m		

Governance			
Board of Directors in 2022			
By gender	Women	Men	Total
Board of Directors	2 (28.6%)	5 (71.4%)	7
Audit, Compliance & Risk Committee (ACRC)	2 (66.7%)	1 (33.3%)	3
Remuneration Committee	1 (33.3%)	2 (66.7%)	3
By type	Executive	Non-Executive	Total
Board of Directors	1 (14.3%)	6 (85.7%)	7
Audit, Compliance & Risk Committee (ACRC)	0	3	3
Remuneration Committee	0	3	3

¹². Includes employees and line consultants.

^{13, 15, 16, 17}. The completion rate also includes employees on leave (e.g., parental leave, long-term sick leave).

¹⁴. The ML/TF employee training is part of the mandatory Compliance online training.

¹⁸. Restated due to improved data quality.