

Ericsson ESG reporting reference index 2024



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About this document

Ericsson strives to report environmental, social and governance (ESG) information that is relevant to the Company's stakeholders in a transparent, balanced, and comparable way. As a means to achieve this, Ericsson's ESG disclosures are based on the ESG reporting frameworks listed in the table of contents of this document.

This document contains references to disclosures in Ericsson's Annual Report that are relevant for making disclosures in accordance with these reporting frameworks and is intended to be used together with the Annual Report.

References to documents constituting the 2024 Annual Report are indicated using the following abbreviations:

Document	Abbreviation
Financial Report	FR
Corporate Governance Report	CGR
Remuneration Report	RR
Sustainability and Corporate Responsibility Report	S&CRR

For inquiries regarding this document and related disclosures please contact: corporate.responsibility@ericsson.com

GRI Content Index

Statement of use	Telefonaktiebolaget LM Ericsson has reported in accordance with the GRI Standards for the period January 1 to December 31, 2024
GRI 1 Used	GRI 1: Foundation (2021)
Applicable GRI Sector Standard(s)	No sector-specific standard available

General disclosures

GRI Standard	Disclosure number and name	Reference(s)	Omission(s)
General disclosures (2021)	2-1 Organizational details	FR p. 1, CGR p. 3–4, S&CRR p. 10–11	
	2-2 Entities included in the organization's sustainability reporting	S&CRR p. 10	
	2-3 Reporting period, frequency and contact point	S&CRR p. 10, 63	
	2-4 Restatements of information	S&CRR p. 10	
	2-5 External assurance	S&CRR p. 61	
	2-6 Activities, value chain and other business relationships	S&CRR p. 11–12	
	2-7 Employees	S&CRR p. 10, 37–38	●
	2-8 Workers who are not employees	S&CRR p. 37–38	
	2-9 Governance structure and composition	S&CRR p. 13–14, CGR 16–19, 21–25	●
	2-10 Nomination and selection of the highest governance body	CGR p. 9–10	
	2-11 Chair of the highest governance body	CGR p. 10	
	2-12 Role of the highest governance body in overseeing the management of impacts	S&CRR p. 13–14	
	2-13 Delegation of responsibility for managing impacts	S&CRR p. 13–14	
	2-14 Role of the highest governance body in sustainability reporting	S&CRR p. 13–14, 17	
	2-15 Conflicts of interest	CGR p. 10	
	2-16 Communication of critical concerns	S&CRR p. 13–14	●
	2-17 Collective knowledge of the highest governance body	S&CRR p. 14	
	2-18 Evaluation of the performance of the highest governance body	CGR p. 12	●
	2-19 Remuneration policies	RR in its entirety, S&CRR p. 15, FR p. 67–74	
	2-20 Process to determine remuneration	FR p. 24, p. CGR 8–9, 14–15	
	2-21 Annual total compensation ratio	S&CRR p. 39	●
	2-22 Statement on sustainable development strategy	FR p. 2–4	
	2-23 Policy commitments	S&CRR p. 14, 19–20, 25–27, 34–35, 40–41, 44, 47, 50–51	
	2-24 Embedding policy commitments	S&CRR p. 14, 19–20, 25–27, 34–35, 40–41, 44, 47, 50–51	
	2-25 Processes to remediate negative impacts	S&CRR p. 35, 41, 45, 47, 50–52	
	2-26 Mechanisms for seeking advice and raising concerns	S&CRR p. 35, 41, 45, 47, 50–52	
	2-27 Compliance with laws and regulations	FR p. 22–23	
	2-28 Membership associations	S&CRR p. 52, 60	
	2-29 Approach to stakeholder engagement	S&CRR p. 16, 35, 41, 45, 47	
	2-30 Collective bargaining agreements	S&CRR p. 38	

Material¹⁾ topics

GRI Standard	Disclosure number and name	Reference(s)	Omission(s)
Material topics			
Material Topics (2021)	3-1	Process to determine material topics	S&CRR p. 17
	3-2	List of material topics	S&CRR p. 18
<i>Environmental matters</i>			
Climate change and energy consumption			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 19–22
Energy (2016)	302-1	Energy consumption within the organization	S&CRR p. 22
	302-3	Energy intensity	S&CRR p. 22
	302-5	Reductions in energy requirements of products and services	S&CRR p. 21
Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	S&CRR p. 23, 56
	305-2	Indirect (Scope 2) GHG emissions	S&CRR p. 23, 56
	305-3	Other indirect (Scope 3) GHG emissions	S&CRR p. 23, 56
	305-4	Emissions intensity	S&CRR p. 23
Air pollution			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 25–26
Emissions (2016)	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	S&CRR p. 55
Substances of concern and very high concern			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 25–26
Water resources			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 26
Water (2018)	303-3	Water withdrawal	S&CRR p. 55 ●
Natural resources and circularity			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 27–28
Waste (2020)	306-1	Waste generation and significant waste-related impacts	S&CRR p. 27–28
	306-2	Management of significant waste-related impacts	S&CRR p. 27–28
	306-3	Waste generated	S&CRR p. 28
	306-4	Waste diverted from disposal	S&CRR p. 28 ●
	306-5	Waste directed to disposal	S&CRR p. 28 ●
Non-GRI disclosure	–	End-of-life products taken back from customers	S&CRR p. 28
Cross-topical: Environmental impacts in the supply chain			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 19–28
Supplier Env. Assessment (2016)	308-2	Negative environmental impacts in the supply chain and actions taken	S&CRR p. 19–28 ●
<i>Social matters</i>			
Equal treatment and opportunities			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 34–36
Diversity and equal opportunity (2016)	405-1	Diversity of governance bodies and employees	S&CRR p. 13, 37, FR p. 74, CGR p. 21–25
	405-2	Ratio of basic salary and remuneration of women to men	S&CRR p. 39 ●
Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	S&CRR p. 39–40
Workers' rights and working conditions			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 34–37
Employment (2016)	401-1	New employee hires and employee turnover	S&CRR p. 38 ●
Freedom of Association and Collective Bargaining (2016)	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	S&CRR p. 34, 40 ●
Health and safety, and Work-life balance			
Material Topics (2021)	3-3	Management of material topics	S&CRR p. 34,–36, 40, 42
Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	S&CRR p. 39
	403-2	Hazard identification, risk assessment, and incident investigation	S&CRR p. 36, 38–39, 42–43
	403-3	Occupational health services	S&CRR p. 36, 42
	403-4	Worker participation, consultation, and communication on OHS	S&CRR p. 35, 41
	403-5	Worker training on occupational health and safety	S&CRR p. 36, 42
	403-6	Promotion of worker health	S&CRR p. 36, 42
	403-7	Prevention and mitigation of OHS impacts directly linked by business relationships	S&CRR p. 34–36, 40–42
	403-8	Workers covered by an occupational health and safety management system	S&CRR p. 39
	403-9	Work-related injuries	S&CRR p. 34, 38–39 ●

¹⁾ "Material" as used throughout is as defined in GRI 1: Foundation (2021).

Material topics, cont'd.

Social matters, cont'd.

GRI Standard	Disclosure number and name	Reference(s)	Omission(s)
Talent development			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 34–36	
Training and education (2016)	404-1 Average hours of training per year per employee	S&CRR p. 38	●
	404-3 Employees receiving regular performance and career development reviews	S&CRR p. 38	●
Forced and child labor, Adequate housing and Technology ethics			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 40–42, 44	
Child labor (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	S&CRR p. 34, 40	
Forced or compulsory labor (2016)	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	S&CRR p. 34, 40	
Freedom of expression and right to privacy			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 47–49	
Non-GRI disclosure	– Human rights of due diligence of sales opportunities and other transactions	S&CRR p. 47–49	
Corporate citizenship and emergency response			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 44–46	
Non-GRI disclosure	– Spend on community investments	S&CRR p. 55	
Socioeconomic impacts of ICT and digital education			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 44–46	
Indirect Economic Impacts (2016)	203-2 Significant indirect economic impacts	S&CRR p. 44–46	
Non-GRI disclosure	– Access to digital education	S&CRR p. 55	
Non-GRI disclosure	– Access to financial services	S&CRR p. 55	
Cross-topical: Social impacts in the supply chain			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 40–43	
Supplier Social Assessment (2016)	414-2 Negative social impacts in the supply chain and actions taken	S&CRR p. 40–43	●
Responsible marketing			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 47–48	
Marketing and Labeling (2016)	417-3 Incidents of non-compliance concerning marketing communications	S&CRR p. 47–48	
<i>Governance and business conduct matters</i>			
Corruption and bribery and Anti-competitive behavior			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 50–52	
Anti-corruption (2016)	205-2 Communication and training about anti-corruption policies and procedures	S&CRR p. 50–52	●
	205-3 Confirmed incidents of corruption and the actions taken	FR p. 22–23, S&CRR p. 52	●
Anti-competitive Behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	FR p. 22–23	
Data privacy and cybersecurity			
Material Topics (2021)	3-3 Management of material topics	CGR p. 7–8	
Non-GRI disclosure	– Significant security incidents	CGR p. 7–8	
Political engagement and advocacy			
Material Topics (2021)	3-3 Management of material topics	S&CRR p. 50, 52–53	
Public Policy (2016)	415-1 Political contributions	S&CRR p. 52 – 53	●
Supplier relationship and payment terms			
Material Topics	3-3 Management of material topics	S&CRR p. 50	
Non-GRI disclosure	– Supplier payment terms	S&CRR p. 53	

Omissions from the GRI standards

Disclosure	Omissions and reasons for omissions
2-7	Ericsson discloses information about employees in its workforce broken down by men and women, and by region, as well as by contract type, but not by contract type and region. The Company is preparing to align to emerging statutory ESG disclosure requirements and will, where required, revise the information disclosed regarding the composition of its employed workforce.
2-9	Ericsson is evaluating against which criteria to assess individual board members' competences relevant to impacts and is therefore not yet reporting on this disclosure.
2-16	Ericsson is not disclosing the number and nature of critical concerns reported to the Board of Directors due to confidentiality reasons.
2-18	The evaluation of the work of the Board of Directors factors in several criteria and is not done in isolation for performance on overseeing impacts.
2-21	The Company is preparing to align to emerging statutory ESG disclosure requirements and will, where required, revise the information disclosed regarding the percentage increase in the annual compensation.
205-2	Ericsson discloses these metrics with a breakdown on employee category but not by region. The Company is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming year evaluate to what extent additional disclosures of breakdowns of these metrics are to be made.
205-3	Due to legal reasons, Ericsson is limiting this disclosure to cases which are subject to, or have been resolved, through legal proceedings.
303-3	While not related to any identified material impacts, risks or opportunities, Ericsson discloses its total consolidated water withdrawal and intensity for its own operations, as this information is frequently asked for by external stakeholders. Other information included in this disclosure has been deemed not material and is therefore not reported on.
306-4&5	A breakdown of onsite and offsite disposal has been deemed to be not material, and is therefore not disclosed.
308-2	With a first-tier supplier base of around 17,000 direct and active suppliers, Ericsson is not able to break down the data on the level of granularity asked for in the Standard. Instead the Company describes the main negative environmental impacts and risks identified in the supply chain in a qualitative fashion, and discloses numerical and qualitative information regarding the overall outcomes of supplier audits conducted during past year(s).
401-1	Ericsson today discloses new employee hires and employee turnover broken down by men and women, and by age, but not by region. The company is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming years evaluate to what extent disclosures of additional breakdowns of these metrics are needed.
403-9	Due to limitations in data availability for hours worked by employees of suppliers of field services, Ericsson is not able to calculate fatality- and injury frequency rates for this category of workers. Ericsson does not always collect information on recovery time and is therefore not able to provide data on "high consequence injuries" as defined in the GRI Standards. The company discloses the number of lost workday incidents as an alternative performance indicator. Ericsson is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming years revise its health and safety related disclosures as needed.
404-1	Ericsson discloses this metric with a breakdown on men and women. The company is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming years evaluate to what extent disclosures of additional breakdowns of this metric are are needed.
404-3	Ericsson discloses this metric with a breakdown on men and women. The company is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming years evaluate to what extent disclosures of additional breakdowns of this metric are are needed.
405-2	Ericsson is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming year evaluate to what extent disclosures of further breakdowns of the ratio of basic salary and remuneration between women and men are needed.
407-1	Ericsson is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming year revise the information disclosed regarding operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.
408-1	Ericsson's assessment of material ESG related impacts, risks and opportunities did not result in any identified significant risks of child labor in its own operations. Identified risks in this area relate primarily to indirect suppliers beyond the first tier in the supply chain. Ericsson is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming year evaluate what information to disclose regarding significant risks for incidents of child labor, and measures taken in response to these risks.
409-1	Ericsson's assessment of material ESG related impacts, risks and opportunities did not result in any identified significant risks of forced or compulsory labor in its own operations. Identified risks in this area relate primarily to indirect suppliers beyond the first tier in the supply chain. Ericsson is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming year evaluate what information to disclose regarding significant risks for incidents of forced or compulsory labor, and measures taken in response to these risks.
414-2	With a first-tier supplier base of around 17,000 direct and active suppliers, Ericsson is not able to break down the data on the level of granularity asked for in the GRI Standard. Instead the Company describes the main negative social impacts and risks identified in the supply chain in a qualitative fashion, and discloses numerical and qualitative information regarding the overall outcomes of supplier audits conducted during past year(s).
415-1	Ericsson discloses this metric on a consolidated basis. The company is preparing to align to emerging statutory ESG reporting requirements and will, based on these, in the coming years evaluate to what extent disclosures of additional breakdowns of this metric are are needed.

SASB Content Index

Standard: Technology and Communication Sector – Hardware (2023)

Metric code	Accounting metric	Reference(s)	Comment
Product security			
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	CGR p. 7–8	
Employee diversity and Inclusion			
TC-HW-330a.1	Percentage of men and women and racial/ethnic group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	S&CRR p. 38	Privacy legislation in many geographies prevent Ericsson from comprehensively collecting data on employee race and/or ethnicity.
Product lifecycle management			
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	S&CRR p. 25–26	
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	S&CRR p. 22	
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification		
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	S&CRR p. 28	
Supply chain management			
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	S&CRR p. 43	Ericsson is a member of the Responsible Business Alliance (RBA), but has its own programs for auditing suppliers' adherence to the Company's Code of Conduct for Business Partners, and for verifying contract compliance.
TC-HW-430a.2	Tier 1 suppliers' 1. non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and 2. associated corrective action rate for (a) priority nonconformances and, (b) other nonconformances		
Materials sourcing			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	FR p. 111 S&CRR p. 25 & 28	
Metric code	Activity metric	Value	Comment
Product security			
TC-HW-000.A	Number of units produced by product category (#)	Not disclosed	Ericsson is not disclosing this information due to confidentiality reasons.
TC-HW-000.B	Area of manufacturing facilities (m ²)	240,000	–
TC-HW-000.C	Percentage of production from owned facilities (%)	S&CRR p. 12	Shares fluctuate over time due to factors such as demand forecasts and the type of hardware that is produced.

About Ericsson

Ericsson is a leading provider of mobile connectivity solutions to communications service providers, enterprises and the public sector. We deliver high-performing, programmable and energy-efficient networks that enable greater service differentiation. Our enterprise solutions provide superior connectivity to businesses and advanced network capabilities to application developers. Together with our customers and partners in the ecosystem, we are leading the next wave of digitalization in society.

Through world-leading research, we drive new standards and are instrumental in the development of the next-generation mobile communications infrastructure, software, and services.

The Company has approximately 94,000 employees and serves customers in more than 175 countries. Ericsson is headquartered in Stockholm, Sweden. Our shares are listed on Nasdaq Stockholm and our American Depositary Shares (ADS) are listed on Nasdaq New York. Ericsson's vision is a world where limitless connectivity improves lives, redefines business and pioneers a sustainable future.