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PRESS RELEASE

Tele2 ranked second best Swedish company in Equileap's global gender equality report

Stockholm – Tele2 AB (“Tele2”) (Nasdaq Stockholm: TEL2 A and TEL2 B) earned a 35th place among over 3,500 companies in Equileap's 2019 Gender Equality Global Ranking & Report. As such, Tele2 ranked second among all Swedish companies and third among telecom companies globally.

Equileap has evaluated over 3,500 companies worldwide on criteria such as balance in leadership and workforce, compensation, work life balance, policies promoting gender equality, commitment, transparency and accountability.

– It is great to see that our long-term commitment for diversity puts us among the leading companies in the world. That being said, we still have a lot of work ahead of us, especially in terms of a balanced workforce in our home market Sweden. Earlier this year, we declared our ambition to achieve a gender balanced organization in three to four years, says Anders Nilsson, President and CEO, Tele2.

– Tele2 has come a long way in terms of compensation, work life balance, policies and transparency. But to achieve a better gender balance, we have launched sixteen initiatives specifically for the Swedish market. A key action has been changing our recruitment processes to find and include more female candidates. At the moment 60 percent of our recruits in Sweden are women, says Karin Svensson, EVP People & Change, Tele2.

According to Equileap's report, Tele2 is one of only three Swedish companies that has signed the United Nations' Women's Empowerment Principles.

About Equileap's Gender Equality Global Report

Equileap has gathered data from 3,519 public companies originating from 23 developed economies. Companies are ranked according to their overall Equileap gender equality score based on 19 criteria, divided into four categories: Gender balance in leadership & workforce, Equal compensation & work life balance, Policies promoting gender equality, Commitment, transparency & accountability. The full report is available for download [here](#).

For more information, please contact:

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TELE2'S MISSION IS TO FEARLESSLY LIBERATE PEOPLE TO LIVE A MORE CONNECTED LIFE. We constantly strive to be *the truly integrated challenger* – providing speed, data and video content, no matter where or when. Ever since Tele2 was founded in 1993, we have continued to

The logo for Tele2, featuring the word "TELE2" in a bold, black, sans-serif font. The "2" is significantly larger and more stylized than the other characters.

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challenge prevailing norms and dusty monopolies. Today, our award winning networks enable mobile and fixed connectivity, telephony, data network services, TV, streaming and global IoT solutions for millions of customers. We drive growth through customer satisfaction and smart combined offerings. Tele2 has been listed on Nasdaq Stockholm since 1996. In 2018, Tele2 generated revenue of SEK 30 billion and reported an underlying EBITDA of SEK 9 billion. For latest news and definitions of measures, please see our homepage www.tele2.com

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