

ESG Corporate Rating

Elekta AB

Industry	Health Care Equipment & Supplies	Status	Prime
Country	Sweden	Rating	C+
ISIN	SE0000163628	Prime Threshold	C+
		Decile Rank	1



Absolute Rating



The assessment of a company's sustainability performance is based on approximately 100 criteria, selected specifically for each industry. A company's failure to disclose, or lack of transparency, regarding these matters will impact a company's rating negatively

Decile Rank



Low relative performance

High relative performance

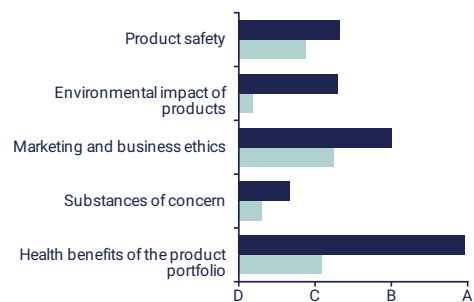
Indicates decile rank relative to industry group. A decile rank of 1 indicates a high relative ESG performance, while a 10 indicates a lower relative ESG performance.

Industry Leaders

Company name (in alphabetical order)	Country	Grade
Convatec Group Plc	GB	B-
Drägerwerk AG & Co. KGaA	DE	B
Sonova Holding AG	CH	B-

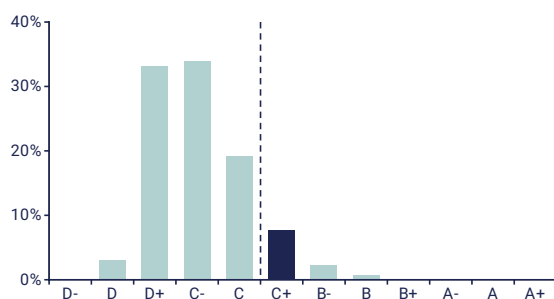
Legend: ■ Industry ■ Company --- Prime

Key Issue Performance

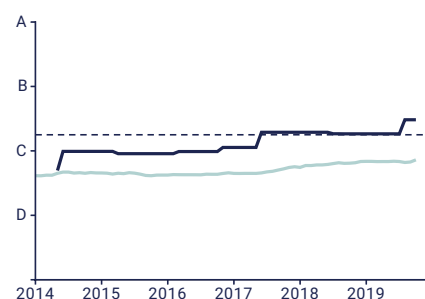


Distribution of Ratings

130 companies in the industry



Rating History



Elekta AB

Analyst Opinion

Benjamin Wohnhaas
Sector specialist



Sustainability Opportunities

The healthcare sector aims at providing solutions to the major challenges posed by health problems and diseases, which is positive from a sustainability point of view. Elekta is active in the field of brain disorders and cancer treatment, the latter being a major public health challenge, especially against the backdrop of an aging population and increasing levels of chronic disease. Regarding cancer treatment options, Elekta for example offers linear accelerators. As concerns access to healthcare, Elekta adapts some of its products to suit the needs of developing countries and offers training schemes on the correct use of some of its products in developing countries, e.g. in Africa. Looking at environmental opportunities, the reduction of the energy use of medical devices is also an important factor, which Elekta takes into account to a certain degree.

Sustainability Risks

Product safety is a major social risk regarding medical devices. Thus, Elekta integrates safety aspects in the development process and has adopted design guidelines considering better usability. In addition, Elekta has implemented a quality management system in accordance with ISO 9001 and ISO 13485 and has some measures in place to ensure the cybersecurity of its electronic products. Another important social issue is supply chain management, as medical device companies purchase raw materials, components and finished medical devices. Elekta has a good supplier code and management tools in place but has just begun to address the issue of conflict minerals within its supply chain, which is a very important topic for companies manufacturing electronic appliances. Regarding business ethics, Elekta has a comprehensive code of conduct in place, covering most relevant topics in detail apart from responsible marketing. To ensure compliance with the code, Elekta has established a reasonable compliance management system that includes compliance training, an anonymous reporting channel, whistleblower protection, and third party anti-corruption due diligence.

Concerning environmental issues, Elekta uses an eco-design approach, and for a few of its products, the company integrates design guidelines that consider the reusability, recyclability, and upgradability of the product. However, it remains unclear whether the company has a strategic approach for expanding its products' life cycle. Furthermore, the company is committed to increasing the energy and material efficiency of its products, but it has not set quantitative targets.

Governance Opinion

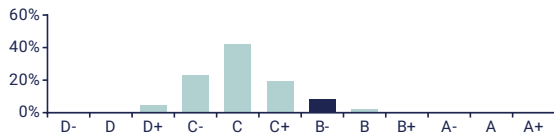
Elekta's founder, Laurent Leksell, is the principal shareholder controlling approximately 30% of the company's total voting rights although he only holds 6% of the company's share capital (as at May 31, 2019). No shareholder held more than 20% of the company's share capital. The company's governance structure exhibits some deficiencies as the controlling shareholder, Laurent Leksell, serves as the chairman of the board of directors and as a member of the remuneration board committee (as at July 15, 2019). Yet, just over half of the members of the board of directors and 75% of the members of the audit committee are independent. However, Elekta's remuneration committee is only 50% independent, and the board committee in charge of nomination lacks independence (as at August 13, 2018). Remuneration schemes are publicly disclosed for the CEO on an individual basis and subdivided into base pay, short- and long-term incentives. Remuneration schemes for all other executives are summed up and not disclosed on an individual level.

Regarding the governance of sustainability, there is no evidence of a sustainability board committee. As concerns remuneration, it remains unclear whether sustainability incentives are part of the executives' compensation scheme. Regarding business ethics, Elekta has a comprehensive code of conduct in place, covering most relevant topics in detail apart from responsible marketing. To ensure compliance with the code, Elekta has established a reasonable compliance management system that includes compliance training, an anonymous reporting channel, whistleblower protection, and third party anti-corruption due diligence.

Elektro AB

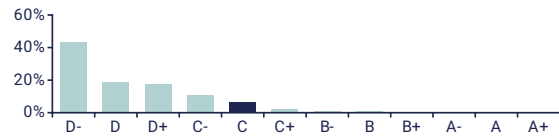
A. Social and Governance Rating **60.0%** | **B-**

Weight Rating



B. Environmental Rating **40.0%** | **C**

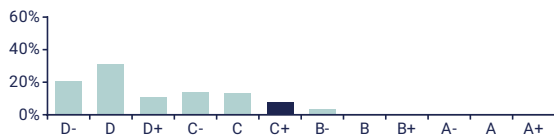
Weight Rating



A.1. Staff and Suppliers **12.0%** | **C+**

Weight Rating

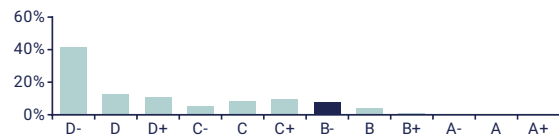
- staff
- freedom of association
- equal opportunities
- health and safety
- work-life balance
- employment security, employ. types
- training and education
- suppliers



B.1. Environmental Management **12.0%** | **B-**

Weight Rating

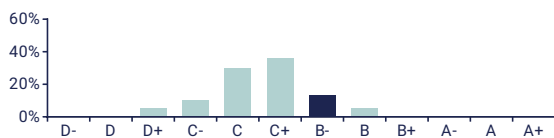
- environmental mgmt. system
- energy management
- climate change strategy
- water risk and impact
- travel and transport
- suppliers



A.2. Society and Product Responsibility **39.0%** | **B-**

Weight Rating

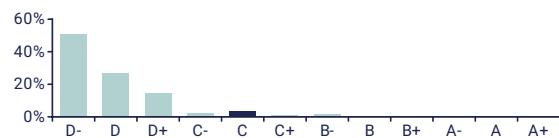
- society
- human rights
- community
- gov. relations/influence on publ. pol.
- stakeholder dialogue
- customer and product responsibility
- social impact of prod. and services
- social aspects along the value chain



B.2. Products and Services **24.0%** | **C**

Weight Rating

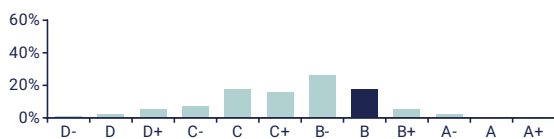
- env. impact of products and services
- env. aspects along the value chain
- product lifecycle
- material efficiency
- substances of concern
- energy efficiency of products



A.3. Corporate Governance and Business Ethics **9.0%** | **B**

Weight Rating

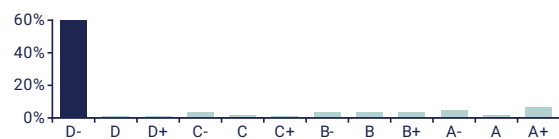
- corporate governance
- board independence
- shareholder democracy
- executive compensation
- business ethics



B.3. Eco-efficiency **4.0%** | **D-**

Weight Rating

- energy efficiency
- carbon intensity
- water efficiency
- waste intensity



Elektro AB

Controversial Business Practices

	Risk Exposure (0 no / 8 yes)	Potential Controversy	Moderate Controversy	Severe Controversy	Very Severe Controversy	Comments
Human Rights Controversies	<input type="radio"/>	0	0	0	0	
Company		0	0	0	0	
Supplier		0	0	0	0	
Financiers		0	0	0	0	
Labour Rights Controversies	<input type="radio"/>	0	0	0	0	
Company: Freedom of association		0	0	0	0	
Company: Forced labour		0	0	0	0	
Company: Child labour		0	0	0	0	
Company: Discrimination		0	0	0	0	
Company: Other areas		0	0	0	0	
Supplier: Freedom of association		0	0	0	0	
Supplier: Forced labour		0	0	0	0	
Supplier: Child labour		0	0	0	0	
Supplier: Discrimination		0	0	0	0	
Supplier: Other areas		0	0	0	0	

Elektro AB

Controversial Business Practices

	Risk Exposure (○ no / ⊗ yes)	Potential Controversy	Moderate Controversy	Severe Controversy	Very Severe Controversy	Comments
Controversial Environmental Practices	○	0	0	0	0	
Company		0	0	0	0	
Supplier		0	0	0	0	
Financier		0	0	0	0	
Business Malpractice	⊗	0	0	0	0	High risk of health care fraud, anticompetitive or corruptive practices in the sector.
Company: Corruption		0	0	0	0	
Company: Financial accounting		0	0	0	0	
Company: Competition		0	0	0	0	
Company: Taxes		0	0	0	0	
Company: Money transfers		0	0	0	0	
Company: Other/Miscellaneous		0	0	0	0	

Elekta AB

Additional Company Information

Company Profile

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Elekta AB provides equipment and software for cancer and brain disorders worldwide. The company offers radiotherapy systems under the Versa HD, Precise Treatment System, and Elekta Compact names; Elekta Infinity, an image-guided radiation therapy (IGRT) system; and Elekta Synergy, a digital accelerator for advanced IGRT. It also provides personalized imaging tools; automation and integration systems; beam shaping solutions; patient positioning and immobilization solutions; and radiotherapy treatment planning systems. In addition, the company offers radiosurgery systems under the Leksell Gamma Knife Icon, Leksell Gamma Knife Perfexion, and Elekta Axesse names; Leksell GammaPlan, a treatment planning software; and Elekta Unity, a magnetic resonance radiation therapy solution. Further, it provides care management software, such as MOSAIQ Radiation Oncology and MOSAIQ Medical Oncology; MOSAIQ IQ Scripts, a workflow automation and customization tool; Patient Engagement, a patient communication tool; MOSAIQ Evaluate, a plan management and dose review solution; MOSAIQ Locate, a stereotactic localization solution; and METRIQ, a cancer registry data management solution. Additionally, the company offers Flexitron, a remote after loading platform; microSelectron, a digital pulsed dose rate platform; Esteya, an electronic brachytherapy for treating skin cancer; Oncentra Brachy, a treatment planning software; real-time prostate solutions; and gynecological brachytherapy, bronchus and esophagus, breast, prostate, rectum and bladder, and skin applicators, as well as brachytherapy needles and flexible implant tubes. It also provides Leksell Vantage Stereotactic System for neuroimaging and treatment; Elekta Neuromag TRIUX, a magnetoencephalography system; Leksell Stereotactic System for minimally invasive stereotactic neurosurgery; and proton therapy components. The company was founded in 1972 and is headquartered in Stockholm, Sweden.

Major Shareholders

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Holder	Owned %	Investor Type	Country
JPMorgan Chase & Co, Private Banking and Investment Banking...	7.17887	Bank/Investment Bank	United States
AP Fonden 4	6.64294	Government Pension Plan Sponsor	Sweden
AMF Fonder AB	6.55594	Traditional Investment Manager	Sweden
Laurent Leksell	6.03030	Individual/Insider	
Swedbank Robur Fonder AB	5.04380	Traditional Investment Manager	Sweden
T. Rowe Price Group, Inc.	4.60069	Traditional Investment Manager	United States
Nordea Investment Management AB	3.28050	Traditional Investment Manager	Sweden
Alecta Pensionsförsäkring AB, Asset Management Arm	2.86367	Traditional Investment Manager	Sweden
The Vanguard Group, Inc.	2.53575	Traditional Investment Manager	United States
Baillie Gifford & Co.	2.47609	Traditional Investment Manager	United Kingdom

As at: 2019-09-30

Ownership Summary

Type	Common Stock Equivalent held	% of total shares outstanding
Institutions	274104528	71.75
Public and Other	83956321	21.98
Individuals/Insiders	23966192	6.27
Corporations (Private)	0	0.00
Total	382027041	100

As at: 2019-09-30

Elektro AB

Methodology - Overview

The ESG Corporate Rating methodology was originally developed by oekom research and has been consistently updated for more than 25 years.

ESG Corporate Rating - The ESG Corporate Rating universe, which is currently expanding from more than 8,000 corporate issuers to a targeted 10,000 issuers in 2020, covers important national and international indices as well as additional companies from sectors with direct links to sustainability and the most important bond issuers that are not publicly listed companies.

The assessment of a company's social & governance and environmental performance is based on approximately 100 environmental, social and governance indicators per sector, selected from a pool of 800+ proprietary indicators. All indicators are evaluated independently based on clearly defined performance expectations and the results are aggregated, taking into account each indicator's and each topic's materiality-oriented weight, to yield an overall score (rating). If no relevant or up-to-date company information with regard to a certain indicator is available, and no assumptions can be made based on predefined standards and expertise, e.g. known and already classified country standards, the indicator is assessed with a D-.

In order to obtain a comprehensive and balanced picture of each company, our analysts assess relevant information reported or directly provided by the company as well as information from reputable independent sources. In addition, our analysts actively seek a dialogue with the assessed companies during the rating process and companies are regularly given the opportunity to comment on the results and provide additional information.

Analyst Opinion - Qualitative summary and explanation of the central rating results in three dimensions:

- (1) Opportunities - assessment of the quality and the current and future share of sales of a company's products and services, which positively or negatively contribute to the management of principal sustainability challenges.
- (2) Risks - summary assessment of how proactively and successfully the company addresses specific sustainability challenges found in its business activity and value chain, thus reducing its individual risks, in particular regarding its sector's key issues.
- (3) Governance - overview of the company's governance structures and measures as well as of the quality and efficacy of policies regarding its ethical business conduct.

Controversial Business Practices - The assessment of companies' sustainability performance in the ESG Corporate Rating is informed by a systematic and comprehensive evaluation of companies' ability to prevent and mitigate ESG controversies. ISS ESG conducts research and analysis on corporate involvement in verified or alleged failures to respect recognized standards for responsible business conduct through Norm-Based Research.

Norm-Based Research is based on authoritative standards for responsible business conduct such as the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles for Business and Human Rights and the Sustainable Development Goals.

As a stress-test of corporate disclosure, Norm-Based Research assesses the following:

- Companies' ability to address grievances and remediate negative impacts
- Degree of verification of allegations and claims
- Severity of impact on people and the environment, and systematic or systemic nature of malpractices

Severity of impact is categorized as Potential, Moderate, Severe, Very severe. This informs the ESG Corporate Rating.

Decile Rank - The Decile Rank indicates in which decile (tenth part of total) the individual Corporate Rating ranks within its industry from 1 (best – company's rating is in the first decile within its industry) to 10 (lowest – company's rating is in the tenth decile within its industry). The Decile Rank is determined based on the underlying numerical score of the rating. If the total number of companies within an industry cannot be evenly divided by ten, the surplus company ratings are distributed from the top (1 decile) to the bottom. If there are Corporate Ratings with identical absolute scores that span a division in decile ranks, all ratings with an equal decile score are classified in the higher decile, resulting in a smaller number of Corporate Ratings in the decile below.

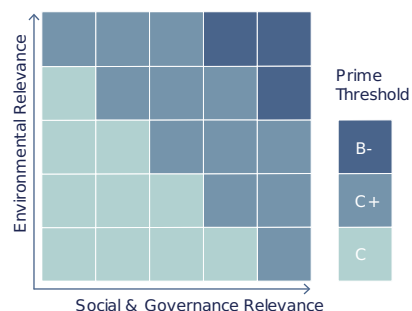
Distribution of Ratings - Overview of the distribution of the ratings of all companies from the respective industry that are included in the ESG Corporate Rating universe (company portrayed in this report: dark blue).

Elekta AB

Methodology - Overview

Industry Classification - The social and environmental impacts of industries differ. Therefore, based on its relevance, each industry analyzed is classified in a Sustainability Matrix.

Depending on this classification, the two dimensions of the ESG Corporate Rating, the Social Rating and the Environmental Rating, are weighted and the sector-specific minimum requirements for the ISS ESG Prime Status (Prime threshold) are defined (absolute best-in-class approach).



Industry Leaders - List (in alphabetical order) of the top three companies in an industry from the ESG Corporate Rating universe at the time of generation of this report.

Key Issue Performance - Overview of the company's performance with regard to the key social and environmental issues in the industry, compared to the industry average.

Major Shareholders & Ownership Summary - Overview of the company's major shareholders at the time of generation of this report. All data as well as the categorisation system for the investor types is based on information from S&P Capital IQ.

Rating History - Development of the company's rating over time and comparison to the average rating in the industry.

Rating Scale - Companies are rated on a twelve-point scale from A+ to D-:

A+: the company shows excellent performance.

D-: the company shows poor performance (or fails to demonstrate any commitment to appropriately address the topic).

Overview of the range of scores achieved in the industry (light blue) and indication of the grade of the company evaluated in this report (dark blue).

Sources of Information - A selection of sources used for this report is illustrated in the annex.

Status & Prime Threshold - Companies are categorized as Prime if they achieve/exceed the sustainability performance requirements (Prime threshold) defined by ISS ESG for a specific industry (absolute best-in-class approach) in the ESG Corporate Rating. Prime companies are sustainability leaders in their industry and are better positioned to cope with material ESG challenges and risks, as well as to seize opportunities, than their Not Prime peers. The financial materiality of the Prime Status has been confirmed by performance studies, showing a continuous outperformance of the Prime portfolio when compared to conventional indices over more than 14 years.

Elekta AB

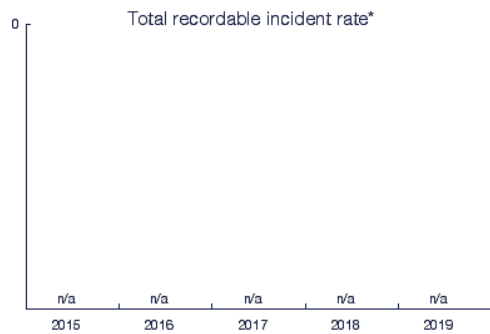
	Weight	Grade
A. Social and Governance Rating	60.0%	B-
A.1. Staff and Suppliers	12.0%	C+
A.1.1. Staff	8.4%	C
A.1.1.1. Freedom of association and the right to collective bargaining	1.3%	B-
A.1.1.1.1. Policy on freedom of association and collective bargaining	0.4%	A+
There is a policy ensuring freedom of association and the right to collective bargaining.		
Formality: All commitments are formal.		
Coverage: 100% of employees.		
A.1.1.1.2. Measures to ensure freedom of association and facilitate collective bargaining	0.8%	C-
<p>a. Communication of rights: No or only very limited information is available on the active communication of the right to associate freely and bargain collectively on the local level. However, collective bargaining agreements are implemented and/or the company cooperates with trade unions. Thus, it is assumed that employees are aware of their rights.</p> <p>Coverage: 100% of employees.</p> <p>b. Grievance procedures: No or only very limited information is available on confidential channels (e.g. hotlines or ombudsperson), communication of procedures to employees and regular progress reports regarding individual grievance cases. However, collective bargaining agreements are implemented and/or the company cooperates with trade unions. Thus, it is assumed that grievance procedures are in place.</p> <p>Coverage: 100% of employees.</p> <p>c. Measures in countries with severe legal/factual limitations:</p> <p>i. Alternative worker participation in countries with severe legal limitations: It remains unclear whether the company has operations with more than 100 employees in countries with severe legal limitations to freedom of association and collective bargaining. No or only very limited information is available on alternative employee participation including election of employee representatives, regular meetings with management including access to information as well as veto rights, and monitoring by independent third-parties (e.g. relevant NGOs and global unions).</p> <p>Coverage: The percentage of relevant employees covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>ii. Anti-union discrimination measures in countries with severe factual limitations: No or only very limited information is available on due diligence regarding freedom of association issues (e.g. government interference, 'yellow unions' and anti-union discrimination and violence) and measures to prevent anti-union discrimination (e.g. anti-discrimination trainings, protection of workers engaged in union activities and lobbying with regard to the prosecution of anti-union activists).</p> <p>Coverage: The percentage of relevant employees covered is considered if sufficient content-related information is available to assess the indicator.</p>		
A.1.1.1.3. Controversies relating to freedom of association	0.0%	x
Research did not reveal relevant controversies in recent years.		
Comment: The company has operations in e.g. China. There, severe legal/factual limitations exist with regard to freedom of association and the right to collective bargaining (according to a survey conducted by the International Trade Union Confederation and the Country Reports on Human Rights Practices by the US Department of State). For example, independent labour unions and collective bargaining are prohibited, the government severely restricts the rights of labour unions and interferes in their activities, or union busting, intimidation and violence against union activists are widespread. Research, however, did not disclose any relevant controversies directly related to the company's activities there. Thus, this aspect does not result in a downgrading.		
A.1.1.2. Equal opportunities and non-discrimination	1.3%	B-
A.1.1.2.1. Policy on non-discrimination	0.4%	A-
<p>a. Prohibited grounds of discrimination: The company prohibits and/or will not tolerate discrimination on the grounds of some personal characteristics e.g. age, disability, ethnic origin, family status, race, religion, gender, sexual orientation or social origin. Not all relevant characteristics are explicitly covered.</p> <p>b. Relevant aspects of employment: The company is a member and/or adheres to the UN Global Compact. Principle 6 covers non-discrimination in access to employment, to particular occupations, promotions and to training, vocational guidance, and in terms and conditions of the employment, such as recruitment, remuneration, hours of work and rest, and job assignments.</p>		

Elekta AB

	Weight	Grade																																				
<p>c. Prohibition of harassment and abusive behaviour: The company refers to the prohibition and/or non-tolerance of harassment and/or abusive behaviour in general terms.</p> <p>Formality: All commitments are formal.</p> <p>Coverage: 100% of employees.</p>																																						
<p>A.1.1.2.2. Measures to promote equal opportunities and diversity</p> <p>Some measures to promote equal opportunities and diversity are implemented. In general, relevant measures include clear assignment of responsibilities, strategic targets, action plans and/or programmes, trainings, grievance procedures, and audits and evaluations.</p> <p>Coverage: 100% of employees.</p>	0.4%	C+																																				
<p>A.1.1.2.3. Gender distribution</p> <p>a. Proportional representation of women in management:</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Percentage of women in the overall workforce</td> <td>29%</td> </tr> <tr> <td>Percentage of women in management positions</td> <td>19%</td> </tr> </tbody> </table> <p>Coverage: 100% of employees.</p> <p>b. Gender parity in the executive management team:</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Percentage of women in the executive management team</td> <td>12.5%</td> </tr> <tr> <td>As at:</td> <td>2019-07-11</td> </tr> </tbody> </table>		2019	Percentage of women in the overall workforce	29%	Percentage of women in management positions	19%		2019	Percentage of women in the executive management team	12.5%	As at:	2019-07-11	0.4%	B-																								
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<p>A.1.1.2.4. Controversies relating to discrimination</p> <p>Research did not reveal relevant controversies in recent years.</p>	0.0%	x																																				
<p>A.1.1.3. Health and safety</p> <p>A.1.1.3.1. Health and safety management system</p> <p>A.1.1.3.1.1. Implementation of a health and safety management system</p> <table border="1"> <thead> <tr> <th>Relevant elements implemented by the company:</th> <th>Yes</th> <th>No</th> <th>No information / Not applicable</th> </tr> </thead> <tbody> <tr> <td>Formal health and safety policy</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Structure and responsibilities</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Targets and objectives</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Programmes to achieve targets</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Training and awareness-raising</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Data compilation system</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Emergency response</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Audits</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table> <p>Coverage: More than 20% of employees (estimated).</p>	Relevant elements implemented by the company:	Yes	No	No information / Not applicable	Formal health and safety policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Structure and responsibilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Targets and objectives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Programmes to achieve targets	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Training and awareness-raising	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Data compilation system	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Emergency response	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Audits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2.1%	D+
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Emergency response	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																			
Audits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																			
<p>A.1.1.3.1.1.1. Implementation of a health and safety management system</p> <p>A.1.1.3.1.2. Certification of the health and safety management system to an international standard</p> <p>No information is available on whether relevant employees are covered by a health and safety management system that is certified to the OHSAS 18001 standard.</p>	1.1%	C																																				
<p>A.1.1.3.1.2. Accident rate</p> <p>No information is available on the work-related accident rate for at least three recent consecutive years.</p>	0.5%	B+																																				
<p>A.1.1.3.2. Accident rate</p> <p>No information is available on the work-related accident rate for at least three recent consecutive years.</p>	1.1%	D-																																				

Elekta AB

Weight Grade



Coverage: The percentage of employees covered is considered if sufficient content-related information is available to assess the indicator.

A.1.1.3.3. Controversies relating to health and safety	0.0%	x
Research did not reveal relevant controversies in recent years.		
A.1.1.4. Work-life balance	1.3%	D+
A.1.1.4.1. Workplace flexibility and working time reduction	0.6%	C+
<p>a. Workplace flexibility: The company offers telecommuting and flexible working schedules. No details are available on the schedule options (e.g. flexi-time, banking of hours, compressed workweek).</p> <p>b. Working time reduction: The company offers alternatives to full-time employment (e.g. part-time arrangements). Yet, the range and/or scope of reduction options is limited.</p> <p>Coverage: More than 20% of relevant employees (estimated).</p>		
A.1.1.4.2. Dependant care and special leave	0.6%	D-
<p>a. Support for dependant care: No or only very limited information is available on company support for dependant care (e.g. on-site childcare, cooperation with nearby childcare facilities, financial support, emergency care, holiday care, referral services).</p> <p>b. Special leave: No or only very limited information is available on long-term and short-term leave for education, family or personal reasons, including reasonable dependant care leave.</p> <p>Coverage: The percentage of relevant employees covered is considered if sufficient content-related information is available to assess the indicator.</p>		
A.1.1.5. Employment security and types of employment	1.3%	C-
A.1.1.5.1. Employment security and responsible workforce restructuring	0.8%	C
A.1.1.5.1.1. Policy on employment security and responsible workforce restructuring	0.3%	D-
<p>No or only very limited information is available on a commitment to ensure employment security and responsible workforce restructuring covering aspects such as avoidance or minimisation of compulsory redundancies, responsible redundancy procedures and measures to mitigate the consequences for employees made redundant.</p> <p>Formality: Formality is considered if sufficient content-related information is available to assess the indicator.</p> <p>Coverage: The percentage of relevant employees covered is considered if sufficient content-related information is available to assess the indicator.</p>		
A.1.1.5.1.2. Large-scale redundancies and significant job cuts	0.6%	B-
<p>Although research did not reveal any redundancies or job cuts in recent years, the implementation of large-scale redundancies or significant job cuts affecting more than 1,000 employees or more than 5% of the total workforce during the past three years cannot be fully excluded.</p>		
A.1.1.5.1.3. Measures to ensure responsible workforce restructuring	0.0%	x
<p>a. Avoidance of compulsory redundancies: Not applicable for companies without large-scale redundancies or significant job cuts in recent years.</p> <p>Coverage: Not applicable for companies without large-scale redundancies or significant job cuts in recent years.</p>		

Elekta AB

	Weight	Grade												
<p>b. Assistance for employees affected by compulsory redundancies: Not applicable for companies without large-scale redundancies or significant job cuts in recent years.</p> <p>Coverage: Not applicable for companies without large-scale redundancies or significant job cuts in recent years.</p> <p>c. Responsible redundancy procedures: Not applicable for companies without large-scale redundancies or significant job cuts in recent years.</p> <p>Coverage: Not applicable for companies without large-scale redundancies or significant job cuts in recent years.</p>														
A.1.1.5.2. Types of employment	0.4%	D+												
<p>A.1.1.5.2.1. Position on non-regular employment</p> <p>No or only very limited information is available on the company's position on non-regular employment (i.e. temporary contracts and not direct employment) such as a clear commitment to non-use or at least limiting the use of non-regular employment (e.g. for specialised, non-core activities, during peak times or to an acceptable maximum percentage only) and measures to reduce possible negative effects of non-regular employment (e.g. checks on equal compensation and provision of benefits, right to permanent employment after a certain time period and priority rights in times of permanent hiring).</p> <p>Coverage: The percentage of the workforce covered is considered if sufficient content-related information is available to assess the indicator.</p>	0.1%	D-												
<p>A.1.1.5.2.2. Disclosure of different types of employment</p> <p>a. Ratio of permanent to temporary contracts: The company discloses the ratio of permanent to temporary contracts.</p> <table border="1" style="width: 100%; margin-left: 20px;"> <thead> <tr> <th></th> <th style="text-align: right;">2016</th> </tr> </thead> <tbody> <tr> <td>Percentage of employees with a permanent contract</td> <td style="text-align: right;">88%</td> </tr> <tr> <td>Percentage of employees with a temporary contract</td> <td style="text-align: right;">12%</td> </tr> </tbody> </table> <p>Coverage: 100% of employees.</p> <p>b. Not directly employed workforce:</p> <p>i. Ratio of directly employed to not directly employed workforce: The company does not disclose the ratio of directly to externally and not directly employed workforce.</p> <table border="1" style="width: 100%; margin-left: 20px;"> <thead> <tr> <th></th> <th style="text-align: right;">2019</th> </tr> </thead> <tbody> <tr> <td>Percentage of directly employed workforce</td> <td style="text-align: right;">n/a</td> </tr> <tr> <td>Percentage of not directly employed workforce</td> <td style="text-align: right;">n/a</td> </tr> </tbody> </table> <p>Coverage: The percentage of the workforce covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>ii. Types of not directly employed workforce: Types of externally and not directly employed workforce are assessed only in case the ratio of directly employed to externally and not directly employed workforce is disclosed.</p>		2016	Percentage of employees with a permanent contract	88%	Percentage of employees with a temporary contract	12%		2019	Percentage of directly employed workforce	n/a	Percentage of not directly employed workforce	n/a	0.3%	C-
	2016													
Percentage of employees with a permanent contract	88%													
Percentage of employees with a temporary contract	12%													
	2019													
Percentage of directly employed workforce	n/a													
Percentage of not directly employed workforce	n/a													
A.1.1.6. Training and education	1.3%	C												
<p>A.1.1.6.1. Strategic training management</p> <p>a. Needs analysis: No or only very limited information is available on analyses to identify strategic training needs.</p> <p>b. Individual training plans: The company designs individual training plans together with employees.</p> <p>c. Training targets: No or only very limited information is available on company training targets.</p> <p>d. Training evaluation and follow-up: The company assesses the efficacy of training programmes. No or only very limited information is available on results follow-up.</p> <p>Coverage: 100% of employees.</p>	0.9%	C+												
<p>A.1.1.6.2. Disclosure of average training time/expenses per employee by employee category</p> <p>No or only limited information is available on average training time per employee by at least two hierarchical employee categories.</p> <p>Coverage: The percentage of employees covered is considered if sufficient content-related information is available to assess the indicator.</p>	0.3%	D-												

Elektro AB

	Weight	Grade
A.1.1.7. Additional controversies relating to staff issues	0.0%	x
Research did not reveal relevant controversies in recent years.		
A.1.2. Suppliers	3.6%	A-
A.1.2.1. Supplier standard with regard to labour rights and working conditions	1.2%	A-
a. Content of supplier standard:		
<p>i. Child labour: The supplier standard includes a prohibition of child labour. No or only limited reference is made to the set of definitions regarding child labour established by the ILO Minimum Age Convention.</p> <p>ii. Forced labour: The supplier standard includes a prohibition of forced labour. Details on forms of forced labour are available and/or a reference is made to the definition of forced labour in accordance with the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105).</p> <p>iii. Freedom of association: The supplier standard covers freedom of association and collective bargaining including a requirement to establish means to facilitate freedom of association and collective bargaining in situations where they are restricted under law (e.g. works councils).</p> <p>iv. Discrimination: The supplier standard includes a prohibition of discrimination. Details are available on grounds of discrimination (e.g. age, gender and ethnic origin) and aspects of employment (e.g. recruitment, promotion and remuneration).</p> <p>v. Harassment and abusive behaviour: The supplier standard refers to the prohibition of harassment and/or abusive behaviour. Details on forms of harassment and/or abusive behaviour are available.</p> <p>vi. Health and safety: The supplier standard refers to the implementation of some elements of a health and safety management system (e.g. policy, data collection, programmes and targets).</p> <p>vii. Wages: No or only very limited information is available on a supplier standard covering the following wage requirements: no wage deduction as disciplinary measure, written documentation made available to workers, and payment of overtime at a premium/higher rate.</p> <p>viii. Working time: The supplier standard refers to some of the following working time requirements: a maximum of 60 hours of work per week (48 regular hours of work per week and a maximum of 12 hours of voluntary overtime), a rest period of at least 24 hours every seven days, and no exceptions to these requirements or they are clearly defined and allowed by national laws and workers' agreements.</p> <p>b. Bindingness of supplier standard: The supplier standard has to be signed by suppliers. The wording of the standard (or the vast majority of its requirements) is binding.</p> <p>c. Inclusion of extended supply chain: The supplier standard requires suppliers to extend the standard further down their supply chain.</p> <p>Coverage: 100% of suppliers.</p>		
A.1.2.2. Procedures to ensure compliance with the supplier standard on labour rights and working conditions	2.4%	A-
<p>a. Supplier risk assessments: The company conducts supplier risk assessments. Details are available on the factors taken into account such as the supplier's sector, size and geographical location and the type of work performed.</p> <p>b. Supplier audits: The company conducts on-site audits to check compliance of key suppliers. No or only very limited information on frequency, notification and scope of the audits (e.g. topics covered, types of personnel interviewed) is available.</p> <p>c. Procedures in case of non-compliance: Corrective action plans are implemented and re-audits are conducted.</p> <p>d. Facilitation of non-compliance reporting: No or only very limited information is available on confidential and anonymous whistleblowing helplines in local languages communicated to supply chain workers and/or confidential worker interviews outside the supplier site.</p> <p>e. Training of employees in purchasing departments: Employees in purchasing departments are trained on the company's supplier standard on labour rights and working conditions.</p> <p>Coverage: More than 80% of relevant operations.</p>		
A.1.2.3. Social controversies relating to supplier activities	0.0%	x
Research did not reveal relevant controversies in recent years.		

Elekta AB

	Weight	Grade
A.2. Society and Product Responsibility	39.0%	B-
A.2.1. Society	5.9%	D+
A.2.1.1. Human rights	1.0%	B-
A.2.1.1.1. Human rights policies and standards	0.5%	A+
A.2.1.1.1.1. Policy on human rights	0.5%	A+
<p>a. Respect for internationally recognised human rights: The company is a member and/or adheres to the UN Global Compact. Principles 1 and 2 cover a commitment to respect internationally recognised human rights and avoid complicity in their violation.</p> <p>Formality: The company is a member/signatory of an internationally recognised initiative.</p> <p>Coverage: 100% of relevant activities.</p>		
A.2.1.1.2. Human rights due diligence procedures	0.5%	D-
<p>a. General procedures</p> <p>i. Human rights risk and impact assessment: No information is available on whether the company assesses its potential and actual impacts on human rights on a regular basis.</p> <p>Coverage: The percentage of relevant activities covered is considered if sufficient content-related information is available to assess the indicator.</p>		
A.2.1.1.3. Controversies relating to human rights	0.0%	x
<p>Research did not reveal relevant controversies in recent years.</p> <p>Comment: The company has operations in countries/disputed territories classified as 'Not Free' by Freedom House (e.g. China). This classification indicates a poor record regarding political rights and civil liberties. Research, however, did not disclose any relevant controversies directly related to the company's activities there. Thus, this aspect was not graded.</p>		
A.2.1.2. Community	1.0%	C+
A.2.1.2.1. Community involvement	1.0%	C+
<p>a. Objectives of community activities: The company has set overall targets for its community involvement activities.</p> <p>b. Community involvement programmes: The company engages in one-off activities (e.g. charitable donations, sponsorships and disaster relief). No or only very limited information is available on employee engagement initiatives and long-term programmes.</p> <p>c. Monitoring and evaluation of community projects: The company provides case studies or an overview of its projects, including information on outcome and impact (input-output). No further information is available (beneficiaries, impact areas, progress made on targets).</p> <p>d. Disclosure of community spending: The monetary value spent on single projects is publicly disclosed. The total monetary value of community involvement activities broken down into relevant sub-categories (e.g. total cash donations, the value of both in-kind donations and time contributed by employees, management costs) is not publicly disclosed.</p>		
A.2.1.3. Relations with governments and influence on public policy	2.9%	D-
A.2.1.3.1. Financial relations with governments	1.5%	D-
A.2.1.3.1.1. Tax base erosion and profit shifting	0.7%	D-
<p>a. Transfer pricing: No or only very limited information is available on a code or company guidelines on tax avoidance through transfer pricing.</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>b. Presence in jurisdictions enabling tax base erosion and profit shifting:</p> <p>i. Position on presence in jurisdictions enabling tax base erosion and profit shifting: No or only very limited information is available on a commitment not to be present in tax jurisdictions enabling tax base erosion and profit shifting.</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p>		

Elektro AB

	Weight	Grade
A.2.1.3.1.2. Payments to governments and economic activity	0.4%	D-
A.2.1.3.1.2.1. Public disclosure of payments to government	0.4%	D-
<p>a. Payments by country: No information on relevant payments to governments of individual countries (e.g. income tax, customs duties, sales/value-added tax, customs, royalties) is publicly disclosed.</p> <p>b. Types of payments: No or only very limited information on relevant payments to governments of individual countries (e.g. income tax, customs duties, sales/value-added tax, customs, royalties) is publicly disclosed.</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p>		
A.2.1.3.1.2.2. Public disclosure of economic activity	0.0%	x
<p>a. Employees by country: Not applicable as the company does not publicly disclose payments to governments of individual countries.</p> <p>Coverage: Not applicable as the company does not publicly disclose payments to governments of individual countries.</p> <p>b. Revenues by country: Not applicable as the company does not publicly disclose payments to governments of individual countries.</p> <p>Coverage: Not applicable as the company does not publicly disclose payments to governments of individual countries.</p>		
A.2.1.3.1.3. Public disclosure of financial assistance received from governments	0.4%	D-
<p>a. Financial assistance by country: No information on relevant financial assistance received from governments of individual countries (e.g. grants, tax relief, and other types of financial benefits) is publicly disclosed.</p> <p>b. Types of financial assistance: No information on relevant financial assistance received from governments of individual countries (e.g. grants, tax relief, and other types of financial benefits) is publicly disclosed.</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p>		
A.2.1.3.1.4. Controversies relating to financial relations with governments	0.0%	x
<p>Research did not reveal relevant controversies in recent years.</p>		
A.2.1.3.2. Political contributions	0.9%	D-
<p>a. Policy on political contributions: No information is available on a prohibition of political contributions.</p> <p>Formality: Formality is considered if sufficient content-related information is available to assess the indicator.</p> <p>Coverage: The percentage of activities covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>b. Political contributions made: Research revealed that major political contributions were made in recent years (e.g. financial donations, loans, sponsorships, retainers, support of organisations funding political campaigns/parties such as Political Action Committees or Associated Entities).</p> <p>c. Public disclosure of political contributions and recipients: The company does not publicly disclose information on political contributions made in recent years, including the amounts donated to specific politicians/political parties.</p> <p>Coverage: The percentage of countries and activities is considered if sufficient content-related information is available to assess the indicator.</p>		
A.2.1.3.3. Transparency on participation in public policy making and lobbying activities	0.6%	D-
<p>a. Lobbying expenditures: Expenditures for lobbying purposes (e.g. contributions to relevant business associations, administrative costs, payments to lobbying service providers) are not publicly disclosed.</p> <p>b. Channels used for lobbying purposes: The company refers to its membership in relevant business associations. No further channels (representative offices at national or international authorities, registration at lobby registers, company staff engaged in lobbying, external lobbying service providers, company staff employed at government institutions, company staff in advisory panels) are publicly disclosed.</p> <p>c. Lobbying positions: The company does not publicly disclose information on topics in the focus of its lobbying activities, its positions or documents used for lobbying purposes (e.g. position papers).</p>		

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A.2.1.4. Stakeholder dialogue **Weight** 1.0% **Grade** C+

A.2.1.4.1. Sustainability reporting **Weight** 1.0% **Grade** C+

a. Reporting topics: Reporting covers various relevant sustainability issues such as staff related topics, supply chain management, society, business ethics, customer and product responsibility, environmental management, or industry-specific environmental and social impacts in varying degrees of detail.

b. Reporting quality: The quality of the company's sustainability reporting in terms of balance, comparability, accuracy, timeliness and clarity is mediocre.

c. Assurance of reporting:

i. Level of assurance:

Not applicable / no information / no assurance	<input checked="" type="checkbox"/>
Limited assurance	<input type="checkbox"/>
Partly limited, partly reasonable assurance	<input type="checkbox"/>
Reasonable assurance	<input type="checkbox"/>

ii. Assurance scope:

Not applicable / no information / no assurance	<input checked="" type="checkbox"/>
Some material respects	<input type="checkbox"/>
Various material respects	<input type="checkbox"/>
All material respects	<input type="checkbox"/>

Coverage: 100% of employees.

Elekta AB

	Weight	Grade
A.2.2. Customer and product responsibility	33.2%	B
A.2.2.1. Social impact of products and services	13.3%	A+
A.2.2.1.1. Social impacts of the product portfolio	13.3%	A+
	2019	
	Share of net sales (est.)	
Products and services with an impact on the achievement of global social objectives		
Alleviating poverty:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Combating hunger and malnutrition:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Ensuring health:		
Contribution: professional diagnostic and treatment devices, specialized IT solutions	100%	
Obstruction: no products or services with a direct and substantial impact	0%	
Delivering education:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Attaining gender equality:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Providing basic services:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Safeguarding peace:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Other (Social):		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
A.2.2.1.2. Strategy shift towards a more socially beneficial product portfolio	0.0%	x
Not applicable as the company's portfolio already (almost) exclusively consists of products and/or services contributing to the achievement of social sustainability objectives.		
A.2.2.2. Social aspects along the value chain	19.9%	C
A.2.2.2.1. Ethics in R&D	1.0%	C-
A.2.2.2.1.1. Ethical framework for R&D activities	1.0%	C-
<p>a. Ethical challenges: The company addresses relevant ethical challenges in its R&D activities in general terms (animal testing and clinical trials), but does not outline its position in detail (e.g. position papers).</p> <p>b. Initiatives: No or only very limited information is available on measures to ensure ethical R&D activities (e.g. employee training, risk assessments, audits or research into alternatives).</p> <p>Coverage: More than 20% of relevant operations (estimated).</p>		

Elekta AB

	Weight	Grade
A.2.2.2.1.2. Controversies relating to ethics in R&D	0.0%	x
Research did not reveal relevant controversies in recent years.		
A.2.2.2.2. Raw materials from controversial sources	2.0%	D-
<p>a. Company position: There is a general company position regarding sourcing of minerals from controversial sources. No or only very limited information is available on a commitment to implementing due diligence procedures and to avoiding embargo-like situations by continuing in-region sourcing.</p> <p>Coverage: 100% of relevant operations.</p> <p>b. Due diligence in accordance with the US Dodd-Frank Act:</p> <p>i. Transparency: No or only very limited information is available on a list of minerals processors.</p> <p>ii. Share of relevant suppliers identified for conflict minerals inquiry: No information is available on the share of relevant suppliers identified for conflict minerals inquiry.</p> <p>iii. Response rate: No information is available on the response rate of relevant suppliers.</p> <p>iv. Share of mineral processors verified as conflict-free through independent third-party audits: No information is available on the share of mineral processors verified as conflict-free through independent third-party audits.</p> <p>c. Efforts beyond the US Dodd-Frank Act:</p> <p>i. Efforts beyond 3TG (tungsten, tin, tantalum and gold): No or only very limited information is available on due diligence efforts (e.g. supply chain mapping) regarding other controversial raw materials (e.g. copper, cobalt, lithium).</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>ii. Efforts beyond the Democratic Republic of Congo (DRC) and adjoining countries: No or only very limited information is available on due diligence efforts (e.g. supply chain mapping) regarding other regions.</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>iii. Efforts beyond prevention of conflict-financing: No or only very limited information is available on due diligence efforts (e.g. use of more comprehensive certifications) regarding other issues (e.g. child labour, human rights abuse and environmental pollution).</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>iv. Support of responsible raw material sourcing in high-risk countries/regions: No information is available on the support of projects that facilitate responsible raw material sourcing in high-risk regions.</p>		
A.2.2.2.3. Product safety	13.9%	C+
A.2.2.2.3.1. Product design and development	5.1%	C+
<p>a. Tests and assessments: Safety tests and assessments are conducted. No or only very limited information is available on the issues covered.</p> <p>Coverage: 100% of relevant products.</p> <p>b. Safety features: The company refers to the integration of safety features in general terms. It remains unclear whether safety features are always integrated in the product design process. Examples of products with enhanced safety and/or usability aspects (e.g. easier to use, sharps injury prevention measures or prevention of microbial contamination) are provided.</p> <p>Coverage: More than 20% of relevant products (estimated).</p>		
A.2.2.2.3.2. Production processes	3.8%	B
<p>a. Testing of raw materials / finished products: No detailed information is available on regular health and safety tests of samples of raw materials and finished products. However, the company's quality management system is certified to an international standard (e.g. ISO 9001). It is therefore assumed that reasonable measures are implemented.</p> <p>Coverage: 100% of relevant products.</p> <p>b. Protocols: The company operates a certified quality management system. Thus, it is assumed that product safety protocols regarding production processes are in place. No or only very limited information is available on aspects covered (e.g. contamination control, screening checks and separation of processes).</p> <p>Coverage: 100% of operations.</p> <p>c. Staff training: The company operates a certified quality management system. Thus, it is assumed that staff training on product safety is conducted. No or only very limited information is available on the frequency.</p>		

Elekta AB

	Weight	Grade
Coverage: 100% of operations.		
A.2.2.2.3.3. Recall management	3.8%	D+
a. Preparedness: The company conducts risk monitoring with regard to product recalls and has implemented emergency action plans (including e.g. clear responsibilities, defined recall procedures). No details are available.		
Coverage: 100% of relevant operations.		
b. Communication and process: No or only very limited information is available on measures to contact affected customers (e.g. directly, via media campaigns, through cooperation with retailers) as well as different options for return and compensation (e.g. sending back without charge, return at retail partners, collection at customer location).		
Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.		
c. Performance data: No or only very limited recall-related performance data is available (e.g. regarding the overall number of recalls, the percentage of customers reached or products returned).		
Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.		
A.2.2.2.3.4. Security of electronic systems	1.3%	B
a. Prevention of unauthorised access: Some measures have been implemented to ensure cybersecurity of medical devices. No information is available on whether threat-detection mechanisms are incorporated into devices.		
Coverage: More than 50% of relevant products (estimated).		
A.2.2.2.3.5. Controversies relating to product safety	0.0%	x
Research did not reveal relevant controversies in recent years.		
A.2.2.2.4. Responsible marketing	2.0%	D
A.2.2.2.4.1. Policy on responsible marketing	2.0%	D
a. Basic commitments on responsible marketing: No or only very limited information is available on a commitment to marketing that is truthful, not misleading, accurate and balanced.		
b. Identifiability: No or only very limited information is available on a commitment to make marketing communications clearly distinguishable as such (e.g. clear labelling in editorial contexts, exclusion of product placement, no disguise as market research or user-generated content).		
c. Substantiation: No or only very limited information is available on a commitment not to make unsubstantiated product claims (e.g. environmental or health claims).		
d. Information on risks: No or only very limited information is available on a commitment to transparency regarding product risks.		
e. Prohibition of off-label marketing: There is only a general commitment not to promote products prior to approval. Other aspects of off-label promotion are not clearly addressed.		
f. Sponsoring of mega events: Not applicable as the company does not sponsor relevant mega events.		
Formality: (Almost) all commitments are formal.		
Coverage: 100% of relevant operations.		
A.2.2.2.4.2. Controversies relating to responsible marketing	0.0%	x
Research did not reveal relevant controversies in recent years.		
A.2.2.2.5. Access to healthcare	1.0%	A+
A.2.2.2.5.1. Promotion of access to health in underserved regions	1.0%	A+
The company offers product alternatives for resource-poor settings, makes product donations to support underserved populations and sponsors measures to improve the local healthcare infrastructure in underserved regions.		
A.2.2.2.5.2. Controversies relating to access to healthcare	0.0%	x
Research did not reveal relevant controversies in recent years.		
A.2.2.2.6. Other major company-specific issues related to customer and product responsibility	0.0%	x
Not applicable as the company does not generate a significant sales volume through activities entailing other major customer and product responsibility issues than those already evaluated.		

Elekta AB

	Weight	Grade
A.2.2.2.7. Additional controversies relating to customer and product responsibility	0.0%	x
Research did not reveal relevant controversies in recent years.		
A.3. Corporate Governance and Business Ethics	9.0%	B
A.3.1. Corporate governance	3.0%	C+
A.3.1.1. Independence of the board and its governance of sustainability	0.9%	C-
A.3.1.1.1. Percentage of independent board members	0.3%	B+
	2018	
Percentage of independent board members	55.6%	
As at:	2018-08-13	
A.3.1.1.2. Independent board chair	0.3%	D-
The chair of the board (Laurent Leksell) is not independent.		
As at:	2018-08-13	
A.3.1.1.3. Independent committees in charge of audit, remuneration, nomination, and sustainability	0.3%	D
a. Audit committee:		
	2018	
Percentage of independent board members in the audit committee	75%	
As at:	2018-08-13	
b. Remuneration committee:		
	2018	
Percentage of independent board members in the remuneration committee	50%	
As at:	2018-08-13	
c. Nomination committee:		
	2018	
Percentage of independent board members in the nomination committee	0%	
As at:	2018-08-13	
d. Sustainability committee:		

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	2018	Weight	Grade
Percentage of independent board members in the sustainability committee	n/a		
As at:	2018-08-13		
A.3.1.2. Shareholder democracy		1.3%	C+
A.3.1.2.1. Voting rights		0.4%	C
<p>a. Voting rights for common shares: The company does not follow the one-share-one-vote principle for common shares.</p> <p>b. Restrictions on voting rights: The company publicly discloses readily accessible and clear information on the existence of voting right restrictions such as non-voting preference shares, non-voting shares without preference, multiple voting rights shares, priority shares, golden shares or voting rights ceilings.</p>			
A.3.1.2.2. Size of shareholding necessary to introduce a new resolution		0.4%	A+
In Sweden, there is no minimum shareholding size necessary to raise a resolution at the annual general meeting.			
A.3.1.2.3. Facilitation of shareholder participation		0.4%	D-
Measures to facilitate shareholder participation include:			
	Yes	No	No information / Not applicable
Voting on proxy resolutions via internet or phone	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Live broadcast of all parts of the AGM	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Access to company appointed proxies during the AGM	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A.3.1.3. Remuneration of members of the executive management team		0.9%	B-
A.3.1.3.1. Public disclosure of compensation schemes for members of the executive management team		0.2%	B-
Compensation for some members of the executive management team is publicly disclosed on an individual basis and sub-divided according to fixed amounts, variable performance-related components and long-term incentive components.			
A.3.1.3.2. Integration of sustainability performance objectives into the variable remuneration of members of the executive management team		0.3%	D-
No information is available on whether (or to what extent) relevant sustainability performance objectives are integrated into the variable remuneration of members of the executive management team.			
A.3.1.3.3. Public disclosure of CEO to employee compensation ratio		0.3%	A+
The company publicly discloses the ratio of CEO to median employee compensation.			
Ratio:		2019	
CEO compensation		18.2	
Median employee compensation		1	
Coverage: 100% of employees.			
A.3.2. Business ethics		6.0%	B+
A.3.2.1. Code of business ethics		2.0%	A+
<p>a. Corruption: The company commitments refer in detail to the prohibition of corruption and facilitation payments.</p> <p>b. Antitrust violations: The company commitments refer in detail to the prohibition of anti-competitive practices such as cartels and abuse of dominant market power.</p> <p>c. Insider dealings: The company commitments set out clear and detailed rules regarding insider dealings.</p> <p>d. Gifts, favours and entertainment: The company commitments set out rules regarding gifts, favours and entertainment but they do not include moderate maximum amounts.</p> <p>e. Conflicts of interest: The company clearly defines (potential) conflicts of interest as well as procedures to deal with them.</p> <p>f. Validity of financial information: The company commitments require financial information to be accurate, valid, reliable, timely, relevant and complete.</p>			

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Weight Grade

g. Interactions with healthcare professionals: The code's principles or company guidelines include provisions for interactions with healthcare professionals that cover several relevant topics (e.g. samples, gifts, conferences, speaker programmes or consultancy agreements). Due to their general character the provisions do not offer clear guidance and do not sufficiently eliminate grey areas or loopholes.

Formality: (Almost) all commitments are formal.

Coverage: 100% of relevant operations.

A.3.2.2. Compliance procedures

4.0% B

a. Business ethics awareness: The code is published in local languages. No information is available on whether employees are required to confirm in written form that they have read and understood the code.

b. Compliance training: The company conducts comprehensive compliance training on (almost) all relevant aspects of business ethics. Details (e.g. on frequency and methods) are available.

c. Compliance risk assessments and audits: The company conducts compliance risk assessments and audits.

d. Third party anti-corruption due diligence: The company conducts elements of due diligence on third parties it works with (e.g. agents, consultants, advisors, joint venture partners). Relevant elements include regular screenings, risk assessments, compliance health checks, identification of red flags, structured approval processes and documentation, as well as checks on necessity and proper retention, expertise, integrity, and method of payment. However, not all elements are covered.

e. Facilitation of non-compliance reporting: Anonymous reporting channels are provided for employees. No information is available on whether the reporting channels are confidential.

f. Whistleblower protection: There is a statement on non-retaliation against whistleblowers. No or only very limited information is available on procedures to ensure protection of whistleblowers' employment status as well as protection of whistleblowers from harassment in the workplace.

Coverage: 100% of relevant operations.

A.3.2.3. Controversies relating to business ethics

0.0% x

Research did not reveal relevant controversies in recent years.

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B. Environmental Rating **Weight** 40.0% **Grade** C

B.1. Environmental Management **Weight** 12.0% **Grade** B-

B.1.1. Environmental management system **Weight** 3.8% **Grade** A+

B.1.1.1. Implementation of an environmental management system **Weight** 1.9% **Grade** A+

Relevant elements implemented by the company:	Yes	No	No information / Not applicable
Formal environmental management policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Structure and responsibilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental programmes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Targets and objectives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental training and awareness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Data compilation system	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental audits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Coverage: 100% of relevant operations.

B.1.1.2. Certification of the environmental management system to an international standard **Weight** 1.9% **Grade** A+

100% of relevant operations are covered by an environmental management system that is certified to the ISO 14001 standard.

B.1.2. Energy management **Weight** 1.6% **Grade** D

B.1.2.1. Implementation of an energy management system (EnMS) **Weight** 0.3% **Grade** B+

Relevant elements implemented by the company:	Yes	Part of ISO 14001	No	No information / Not applicable
Energy policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Structure and responsibilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Action plans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Targets and objectives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training and awareness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Data compilation system	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Coverage: More than 20% of operations (estimated).

B.1.2.2. Certification of the energy management system to an international standard **Weight** 0.3% **Grade** D-

No information is available on whether relevant operations are covered by an EnMS that is certified to the ISO 50001 standard.

B.1.2.3. Energy use reduction targets **Weight** 0.5% **Grade** D-

No information is available on whether the company has set any energy use reduction targets.

Target specification	Unit	Base year	Target year	Reduction from base year
n/a	n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a	n/a

Coverage: The percentage of relevant energy use covered is considered if sufficient content-related information is available to assess the indicator.

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B.1.2.4. Energy use by source Weight 0.5% Grade D-

	2019
Renewable energy sources	0%
Natural gas	0%
Unclear	100%

Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

B.1.3. Climate change strategy 2.2% D+

B.1.3.1. Position on climate change 0.1% C+

According to the company, it is committed to reducing greenhouse gas emissions. No further information is available on the company's position on climate change and its own responsibility in this context.

Coverage: 100% of operations.

B.1.3.2. Greenhouse gas emission inventories 0.3% B

a. Scopes covered by inventories: The company's greenhouse gas emission inventories cover the majority of its total greenhouse gas emissions, including direct emissions (scope 1), indirect emissions from purchased electricity (scope 2) and some greenhouse gas emissions in the corporate value chain (scope 3). The inventories do not include further relevant greenhouse gas emissions in the corporate value chain (scope 3).

b. Greenhouse gases included: The company's emission inventories cover all relevant greenhouse gases (carbon dioxide (CO₂)).

c. Disclosure of calculation method: The company follows the methodology of the Greenhouse Gas Protocol to calculate greenhouse gas emissions.

d. External verification:

i. Scope of verification:

Not applicable / no information	<input checked="" type="checkbox"/>
Not verified	<input type="checkbox"/>
Less than 20% of relevant emissions verified	<input type="checkbox"/>
More than 20% of relevant emissions verified	<input type="checkbox"/>
More than 80% of relevant emissions verified	<input type="checkbox"/>

ii. Level of assurance:

Not applicable / no information	<input checked="" type="checkbox"/>
No assurance	<input type="checkbox"/>
Limited assurance	<input type="checkbox"/>
Partly limited, partly reasonable	<input type="checkbox"/>
Reasonable assurance	<input type="checkbox"/>

Coverage: 100% of relevant operations.

B.1.3.3. Greenhouse gas emission reduction targets and action plans 1.5% D

a. Greenhouse gas emission reduction targets: No information is available on whether the company has set any greenhouse gas emissions reduction targets.

Reference	Target specification	Unit	Base year	Target year	Reduction from base year	Scopes
n/a	n/a	n/a	n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a	n/a	n/a	n/a

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	Weight	Grade																				
<p>Coverage: The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>b. Action plans to achieve reduction targets: As the company has not set any greenhouse gas emission reduction targets, an action plan to achieve these targets cannot be assessed. However, the company has planned measures to achieve greenhouse gas emission reductions (e.g. energy efficiency, use of renewable energy sources).</p> <p>Coverage: 100% of operations.</p>																						
<p>B.1.3.4. Disclosure of climate change risks and mitigation strategy</p> <p>a. Exposure to climate change risks: Information on several risks is provided. Some relevant risks are not referred to (e.g. physical, regulatory, market, cost or legal risks related to climate change).</p> <p>b. Mitigation/adaptation strategies: The company provides detailed information on several mitigation/adaptation measures with regard to climate change risks. The mitigation/adaptation measures do not cover all relevant risks.</p> <p>Comment: Relevant risks in the sector include the disruption of global supply chains and damage to production sites through extreme weather events, tightening of regulatory requirements concerning the energy efficiency of production/products, inclusion in greenhouse gas emissions management regulations (e.g. cap and trade schemes, carbon tax), rising energy prices and availability/pricing of raw materials. Relevant risks in the sector include the disruption of global supply chains and damage to production sites through extreme weather events, tightening of regulatory requirements concerning the energy efficiency of production/products, inclusion in greenhouse gas emissions management regulations (e.g. cap and trade schemes, carbon tax), rising energy prices and availability/pricing of raw materials.</p>	0.2%	B+																				
<p>B.1.3.5. Controversies relating to climate change</p> <p>Research did not reveal relevant controversies in recent years.</p>	0.0%	x																				
<p>B.1.4. Water risk and impact</p>	1.1%	D-																				
<p>B.1.4.1. Water risk and impact assessments</p>	0.4%	D-																				
<p>B.1.4.1.1. Identification of activities in regions with high levels of water stress</p> <p>No or only very limited information is available on whether the company identifies activities in regions with high levels of water stress (defined as lack of quantity, quality and accessibility of water).</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p>	0.4%	D-																				
<p>B.1.4.2. Freshwater use inventories</p> <p>a. Total freshwater use: No or only very limited information is available on the total freshwater use broken down by source and relevant geographical level (e.g. site or region).</p> <p>Coverage: The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p>	0.2%	D-																				
<p>B.1.4.3. Freshwater use reduction targets and action plans</p>	0.4%	D-																				
<p>B.1.4.3.1. Freshwater use reduction targets and action plans</p> <p>a. Freshwater use reduction targets: No information is available on whether the company has set any water use reduction targets.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Target specification</th> <th style="width: 10%;">Unit</th> <th style="width: 10%;">Base year</th> <th style="width: 10%;">Target year</th> <th style="width: 10%;">Reduction from base year</th> </tr> </thead> <tbody> <tr> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> </tr> <tr> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> </tr> <tr> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> </tr> </tbody> </table>	Target specification	Unit	Base year	Target year	Reduction from base year	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.4%	D-
Target specification	Unit	Base year	Target year	Reduction from base year																		
n/a	n/a	n/a	n/a	n/a																		
n/a	n/a	n/a	n/a	n/a																		
n/a	n/a	n/a	n/a	n/a																		
<p>Coverage: The percentage of relevant water use covered is considered if sufficient content-related information is available to assess the indicator.</p> <p>b. Action plans to achieve reduction targets: No or only very limited information is available on an action plan to reduce water use comprising subgoals, planned measures to achieve water use reductions (e.g. changes in processes and technologies) and progress reports.</p> <p>Coverage: The percentage of relevant water use covered is considered if sufficient content-related information is available to assess the indicator.</p>																						

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	Weight	Grade
B.1.5. Travel and transport	1.1%	C+
B.1.5.1. Transport	1.1%	C+
<p>a. Efficient transport logistics: The company implemented processes to optimise transport logistics covering distribution centres and hubs and route planning. No or only very limited information is available on further processes (demand and supply planning, eco-efficiency driving training and load capacity).</p> <p>Coverage: More than 20% of freight tonne kilometres (estimated).</p> <p>b. Modes of transportation: The company uses environmentally favourable modes of transportation (substitution of air and road transport by rail and/or ship, e.g. as part of an intermodal transport system). No or only very limited information is available on the use of vehicles with low CO2 emissions (including e.g. alternative propulsion systems, renewable fuels).</p> <p>Coverage: More than 20% of freight tonne kilometres (estimated).</p>		
B.1.6. Environmental management in the supply chain	2.2%	B
B.1.6.1. Environmental supplier standard	0.7%	B
<p>a. Content of environmental supplier standard:</p> <p>i. Environmental management system: The supplier standard refers to the implementation of an environmental management system.</p> <p>ii. Resource efficiency: The supplier standard refers to reducing energy and water consumption. No or only very limited information is available on a standard which refers to reducing material consumption.</p> <p>iii. Substances of concern: No or only very limited information is available on a standard, which refers to the reduction of total use of substances of concern as well as the adequate treatment of hazardous waste (i.e. solid waste and/or wastewater) and hazardous air emissions.</p> <p>b. Bindingness of environmental supplier standard: The standard has to be signed by suppliers. The wording of the supplier standard (or the vast majority of its requirements) is binding.</p> <p>c. Inclusion of extended supply chain: The supplier standard requires suppliers to extend the standard further down their supply chain.</p> <p>Coverage: 100% of suppliers.</p>		
B.1.6.2. Procedures to ensure compliance with the environmental supplier standard	1.5%	B
<p>a. Assessment of environmental risks in the supply chain: The company conducts risk assessments with regard to the environmental performance of suppliers. Details are available on the factors taken into account such as the supplier's sector, size and geographical location and the type of work performed.</p> <p>b. Training of key suppliers on the environmental standard: No or only very limited information is available on training of key suppliers on the environmental standard.</p> <p>c. Environmental supplier audits: The company conducts on-site audits to check compliance of key suppliers. No or only very limited information on frequency, notification and scope of the audits (topics covered, types of personnel interviewed) are available.</p> <p>d. Procedures in case of environmental non-compliance: Corrective action plans are implemented and re-audits are conducted.</p> <p>e. Facilitation of reporting of environmental non-compliance: No or only very limited information is available on confidential and anonymous whistleblowing helplines in local languages communicated to supply chain workers and/or confidential worker interviews outside the supplier site.</p> <p>f. Training of employees in purchasing departments: Employees in purchasing departments are trained on the company's environmental supplier standard.</p> <p>Coverage: More than 80% of relevant operations.</p>		

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	Weight	Grade
B.2. Products and Services	24.0%	C
B.2.1. Environmental impact of products and services	4.8%	C
B.2.1.1. Environmental impacts of the product portfolio	4.8%	C
	2019	
	Share of	
	net sales	
	(est.)	
Products and services with an impact on the achievement of global environmental objectives		
Achieving sustainable agriculture and forestry:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Conserving water:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Contributing to sustainable energy use:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Promoting sustainable buildings:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Optimising material use:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Mitigating climate change:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Preserving marine ecosystems:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Preserving terrestrial ecosystems:		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
Other (Environmental):		
Contribution: no products or services with a direct and substantial impact	0%	
Obstruction: no products or services with a direct and substantial impact	0%	
B.2.1.2. Strategy shift towards a more environmentally beneficial product portfolio	0.0%	x
Not applicable as the company does not exhibit a clear and substantial strategy to shift its portfolio towards environmentally (more) beneficial products and/or services.		

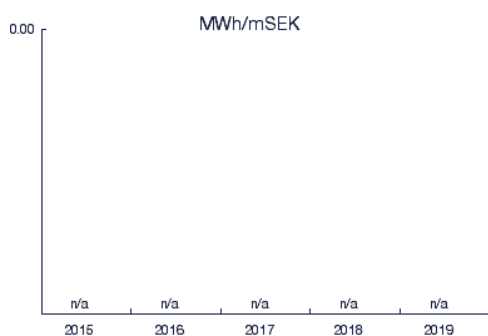
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	Weight	Grade
B.2.2. Environmental aspects along the value chain	19.2%	C+
B.2.2.1. Product lifecycle	9.6%	C+
B.2.2.1.1. Life cycle assessments	4.8%	B
<p>a. Study goals: Information on the goals of the company's life cycle assessments is provided, e.g. reasons for the study and the intended audience.</p> <p>b. Assessed aspects: Life cycle assessments of products consider some relevant aspects such as material use, hazardous substances, GHG emissions, energy use, water use and waste generation only.</p> <p>c. Life cycle phases: Life cycle assessments cover some relevant life cycle phases from cradle to grave. Some relevant phases such as raw material extraction, materials processing, manufacture, distribution, use, repair and/or maintenance, and disposal or recycling are not explicitly covered.</p> <p>d. International standards: No or only very limited information is available on whether life cycle assessments are carried out in accordance with ISO 14040/ISO 14044 or other international standards.</p> <p>e. Publication of results: No or only very limited information is available on whether the company provides the results of the life cycle assessments.</p> <p>Coverage: 100% of key product sales.</p>		
B.2.2.1.2. Extension of useful product life	4.8%	C-
<p>a. Longevity: No or only very limited information is available on the longevity of products.</p> <p>b. Repairability: No or only very limited information is available on the repairability of products.</p> <p>c. Reusability: The company has a strategic approach to integrating reusability in product design. Details (e.g. design guidelines and targets) are not available and/or not all relevant aspects are covered.</p> <p>d. Recyclability: The company has a strategic approach to integrating recyclability in product design. Details (e.g. design guidelines and targets) are not available and/or not all relevant aspects are covered.</p> <p>e. Upgradability: The company has a strategic approach to integrating upgradability in product design. Details (e.g. design guidelines and targets) are not available and/or not all relevant aspects are covered.</p> <p>Coverage: 100% of product sales.</p>		
B.2.2.2. Material efficiency	1.9%	C
B.2.2.2.1. Material efficiency of products	1.9%	C
<p>a. Company position: There is a clear commitment to develop and manufacture material-efficient products.</p> <p>Coverage: 100% of relevant products (estimated).</p> <p>b. Targets: No or only very limited information is available on targets with respect to material efficiency of products.</p> <p>c. Measures and reporting on progress: No or only very limited information is available on progress made with respect to material efficiency of products.</p> <p>Coverage: The percentage of relevant products covered is considered if sufficient content-related information is available to assess the indicator.</p>		
B.2.2.3. Substances of concern	5.8%	C
B.2.2.3.1. Substances of concern in production processes	1.4%	D+
B.2.2.3.1.1. Reduction of total use of substances of concern in production processes	1.4%	D+
B.2.2.3.1.1.1. Strategy to reduce use of substances of concern in production processes	1.4%	D+
<p>There is a general commitment to reduce the total use of substances of concern in production processes. No or only very limited information is available on quantitative targets and measures to achieve these targets.</p> <p>Coverage: 100% of relevant operations.</p>		
B.2.2.3.2. Substances of concern contained in products	4.3%	C+
B.2.2.3.2.1. Ban on substances of concern in products	4.3%	C+
<p>Some substances of concern are banned from use in products.</p> <p>Coverage: 100% of relevant products.</p>		

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	Weight	Grade
B.2.2.3.3. Controversies relating to substances of concern	0.0%	x
Research did not reveal relevant controversies in recent years.		
B.2.2.4. Energy efficiency of products	1.9%	B
B.2.2.4.1. Strategy to optimise energy efficiency of products	1.9%	B
<p>a. Company position: There is a clear commitment to energy efficiency optimisation of products.</p> <p>Coverage: 100% of relevant products.</p> <p>b. Quantitative targets: No information is available on whether the company has set any targets regarding the energy efficiency of products.</p> <p>c. Measures and reporting on progress: General information is available on progress made regarding the energy efficiency of products. Details (e.g. information on measures to increase energy efficiency and performance data) are not available and/or not all relevant aspects are covered.</p> <p>Coverage: 100% of relevant products.</p>		
B.2.2.5. Other major company-specific issues related to the integration of environmental considerations into products and services	0.0%	x
Not applicable as the company does not generate a significant sales volume through activities entailing other major environmental issues than those already evaluated.		
B.2.2.6. Additional controversies relating to environmental issues	0.0%	x
Research did not reveal relevant controversies in recent years.		
B.3. Eco-efficiency	4.0%	D-
B.3.1. Energy efficiency	1.0%	D-
B.3.1.1. Energy intensity	1.0%	D-
No information is available on the energy intensity for at least three recent consecutive years.		

	Unit	2015	2016	2017	2018	2019
Energy use	MWh	n/a	n/a	n/a	n/a	n/a
Net sales	mSEK	n/a	n/a	n/a	n/a	n/a
Energy use per net sales	MWh/mSEK	n/a	n/a	n/a	n/a	n/a

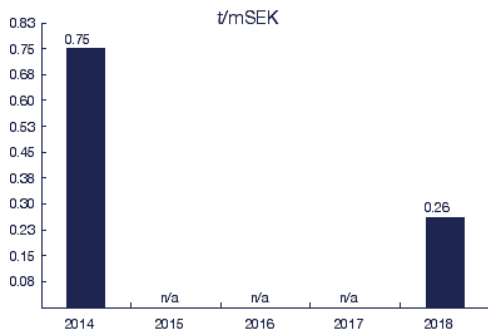


Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

B.3.2. Carbon intensity	1.0%	D-
B.3.2.1. Greenhouse gas emission intensity	1.0%	D-
No information is available on the greenhouse gas emission intensity for at least three recent consecutive years.		

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	Unit	2014	2015	2016	2017	2018	Weight	Grade
GHG emissions	t	n/a	n/a	n/a	n/a	2,938.70		
Net sales	mSEK	n/a	n/a	n/a	n/a	11,333		
GHG emissions per net sales	t/mSEK	0.75	n/a	n/a	n/a	0.26		



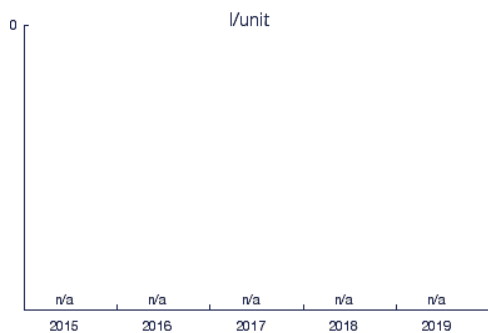
Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

B.3.3. Water efficiency 1.0% D-

B.3.3.1. Freshwater use intensity 1.0% D-

No information is available on the freshwater use intensity for at least three recent consecutive years.

	Unit	2015	2016	2017	2018	2019
Freshwater use	m3	n/a	n/a	n/a	n/a	n/a
Production	unit	n/a	n/a	n/a	n/a	n/a
Freshwater use per production	l/unit	n/a	n/a	n/a	n/a	n/a



Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

B.3.4. Waste intensity 1.0% D-

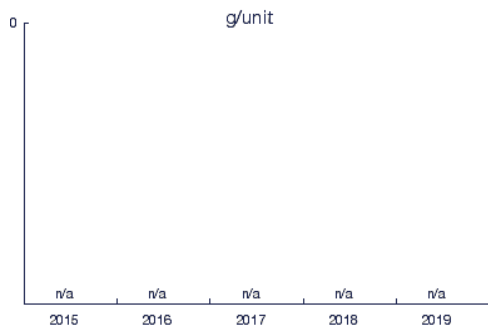
B.3.4.1. Waste intensity 0.4% D-

No information is available on the waste intensity for at least three recent consecutive years.

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Weight Grade

	Unit	2015	2016	2017	2018	2019
Total waste	t	n/a	n/a	n/a	n/a	n/a
Production	unit	n/a	n/a	n/a	n/a	n/a
Total waste per production	g/unit	n/a	n/a	n/a	n/a	n/a



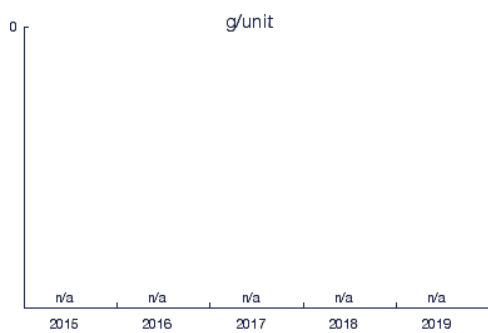
Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

B.3.4.2. Hazardous waste intensity

0.6% D-

No information is available on the hazardous waste intensity for at least three recent consecutive years.

	Unit	2015	2016	2017	2018	2019
Hazardous waste	t	n/a	n/a	n/a	n/a	n/a
Production	unit	n/a	n/a	n/a	n/a	n/a
Hazardous waste per production	g/unit	n/a	n/a	n/a	n/a	n/a



Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

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Annex

Information Sources – Company Sources

Publicly available company documentation, such as annual reports, social and environmental reports and sustainability reports, as well as company web pages. In addition, internal documents or other company information (e.g. obtained through interviews with company representatives), if provided.

Information Sources – External Sources (examples only)

Amnesty International	Institute for Global Labour and Human Rights
Asahi Shimbun	International Labor Organization (ILO)
BBC	International Rivers
Business & Human Rights Resource Centre	International Trade Union Confederation (ITUC)
CDP Responses	Organisation for Economic Co-operation and Development (OECD)
Centre for Research on Multinational Corporations (SOMO)	Oxfam
China Labour Watch	Responsible Investor
Competition Authorities (e.g. US Federal Trade Commission)	Reuters
CorpWatch	S&P Capital IQ
Electoral Commissions (e.g. UK Electoral Commission)	Taipei Times
Environmental Agencies (e.g. European Environment Agency)	The Economist
European Restructuring Monitor	The Guardian
European Union institutions (e.g. European Commission)	The Washington Post
Fair Labor Association	Transparency International
FierceBiotech	UN Global Compact
FierceMedTech	United Nations Environment Programme
Financial Times	US Department of Justice
Freedom House	US Equal Employment Opportunity Commission
Friends of the Earth	US Food and Drug Administration (FDA)
Greenpeace	US Securities and Exchange Commission
Handelsblatt	Wall Street Journal
Health Care Without Harm	World Health Organization
Human Rights Watch	World Wildlife Fund (WWF)
IndustriALL Global Union	

Participation in Rating Process

The rating report was prepared based on publicly available company documentation and information from external sources such as NGOs, authorities, trade unions and the media. It was subsequently submitted to the company for consideration and feedback. The company actively participated in the rating process and provided additional information.

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