

Website disclosure pursuant to Sustainable Finance Disclosure Regulation Article 10 for products referred to in Article 9

Product name: Equip Capital SPV SCSp (the Fund), managed by Equip Capital AS (Equip).

A. Summary

The Fund is committed to making sustainable investments with environmental and social objectives. The Fund will acquire direct and indirect investments in Activeon and iteam (the **Portfolio Companies**) and make follow on investments in or in connection with the Portfolio Companies.

The sustainable investment objective of the Fund is to contribute to the achievement of specific UN Sustainable Development Goals (**SDGs**). To attain the sustainable investment objective, the Fund will invest in the Portfolio Companies, each committed to contribute to the achievement of at least one SDG. The Fund is not committed to making sustainable investments aligned with the EU Taxonomy.

The Portfolio Companies are acquired from Equip Capital Fund LP (**Fund I**), a predecessor fund managed by Equip. As previous investments of Fund I, the Portfolio Companies have been subject to a due diligence process in connection with the original acquisition, as well as the Fund's investment process. Equip's ESG Policy was developed for the purpose of promoting and maintaining proper decision-making processes that focus on high environmental, social and governance standards and encourage the establishment of appropriate ESG measures in the Portfolio Companies.

The sustainable investment objective of the Fund is monitored throughout the lifecycle of the Fund through the regular reporting on material sustainability indicators. The sustainability indicators include the indicators for principal adverse impacts. Most ESG KPIs are monitored on a quarterly basis, while GHG emissions are reported annually.

Equip publishes an annual ESG Report which is publicly available on the Equip website.

Equip strongly believes that private equity owners are in a unique position to drive sustainability outcomes and implement principles of responsible investing to generate positive returns for society in specific areas through our controlling and active ownership model.

B. No significant harm to the sustainable investment objective

Equip has an active ownership approach where ESG factors are an integrated part of the investment analysis and the decision-making processes throughout both the acquisition process, the ownership period and the exit process. As previous investments of Fund I, the Portfolio Companies have been subject to a due diligence process in connection with the original acquisition, as well as the Fund's investment process. Both times for the purpose of identifying, preventing, mitigating and address any adverse environmental and/or human rights impacts.

During the ownership period, Equip is actively engaged in the board of the Portfolio Companies and closely monitors the financial performance as well as the performance on sustainability indicators. The sustainability indicators include the indicators for principal adverse impacts. Equip will ensure

that none of the Portfolio Companies cause significant harm to any environmental or social sustainable investment objective during its ongoing monitoring.

In addition, Equip will assess whether investments are aligned with OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Only investments that are aligned with these social safeguards will be reported as sustainable investments.

The Fund is not committed to invest a minimum proportion of its investments in activities aligned with the Taxonomy. Equip will however seek to identify whether investments made by the Fund will qualify as environmentally sustainable investments pursuant to the Taxonomy, and will disclose the results of this assessment in the periodic reports to investors in the Fund. As such, investors in the Fund will receive reporting on the proportion of the Fund's investments that are aligned with the Taxonomy.

C. Sustainable investment objective of the financial product

The sustainable investment objective of the Fund is to contribute to the achievement of specific SDGs. To attain the sustainable investment objective, the Fund will invest in the Portfolio Companies, each committed to contribute to the achievement of at least one SDG.

Specifically, Activeon shall contribute to a healthier and more active lifestyle with a purpose to increase physical activity through joy and excitement, in accordance with SDG number 3 “Good Health and Well-Being”. Activeon also aims to be best in class on safety with regular safety checks of equipment, safety assessments, adherence to international ATM standards, customer safety briefings and regular personnel training to handle any potential injuries.

iteam shall contribute to the attainment of SDG 9 “Industry, Innovation and Infrastructure”, 11 “Sustainable Cities and Communities” and 14 “Life Below Water”, by, among other things, utilising innovative technological solutions for more efficient use of marine resources.

Sustainability indicators used to measure the Fund's attainment of the sustainable investment objective currently include:

- (i) GHG emissions (scope 1, 2 and 3 and total emissions)
- (ii) Carbon footprint
- (iii) GHG intensity of investee companies
- (iv) Exposure to companies active in the fossil fuel sector
- (v) Investments in companies producing chemicals
- (vi) Investments in companies without carbon emission reduction initiatives
- (vii) Share of non-renewable energy consumption and production
- (viii) Energy consumption intensity per high impact climate sector

- (ix) Activities negatively affecting biodiversity-sensitive areas
- (x) Water emissions
- (xi) Hazardous waste ratio
- (xii) Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
- (xiii) Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises
- (xiv) Unadjusted gender pay gap
- (xv) Board gender diversity
- (xvi) Exposure to controversial weapons (anti- personnel mines, cluster munitions, chemical weapons and biological weapons)
- (xvii) Days lost to injuries, accidents, fatalities or illness
- (xviii) Insufficient whistle blower protection
- (xix) Lack of anti-corruption and anti-bribery policies
- (xx) Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws
- (xxi) Lack of due diligence / Share of investments in entities without a due diligence process to identify, prevent, mitigate and address adverse human rights impacts

D. Investment strategy

The Fund will acquire direct and indirect investments in the Portfolio Companies and make follow on investments in or in connection with the Portfolio Companies.

ESG is a core part of Equip's Investment Policy as constituted in the Limited Partnership Agreement, which is consistently applied across all our investment and ownership activities. ESG is also a key part of Equip's 7 Step Ownership Methodology and Equip's 4 Stage Investment Process.

Equip's ESG Policy was developed for the purpose of promoting and maintaining proper decision-making processes that focus on high environmental, social and governance standards and to encourage the establishment of appropriate ESG measures in portfolio companies.

As a signatory of the UN Principles for Responsible Investment, Equip have publicly committed to incorporating ESG issues into our ownership policies and practises, investment analysis and decision-making processes and seek appropriate disclosures on ESG issues.

See details on our due diligence process below in section J.

E. Proportion of investments

All of the Fund's investments will be aligned with the Fund's sustainable investment objective. The Fund will make a minimum share of 15-50% of sustainable investments with an environmental objective, and a minimum share of 50-85% of sustainable investments with a social objective. All exposure towards the Portfolio Companies will be direct.

F. Monitoring of the sustainable investment objective

The Fund's sustainable investment objective is monitored throughout the lifecycle of the Fund through the regular reporting from the Portfolio Companies on, among other things, material sustainability indicators. Most ESG KPIs are monitored on a quarterly basis (such as gender balance, sick leave, occupational injury rates, waste recycling, activities negatively affecting biodiversity sensitive areas, water emissions, hazardous waste and governance checklists), as well as 3-5 company specific ESG KPIs and targets related to the most material value drivers. Data for calculating carbon emissions across scope 1, 2 and 3 as well as share of renewable energy consumption are currently reported annually through a third-party software and calculated through their emission accounting engine and verified by their consultant, who will also recommend actions with the highest impact to reducing emissions.

The sustainability reporting from the Portfolio Companies is reviewed by the responsible investment team at Equip and the Equip CFO on a regular basis. Equip publish an annual ESG Report which is publicly available on the Equip website www.equip.no.

Equip has assessed the Portfolio Companies against the criteria for sustainable investments in the SFDR. Due to there being limited regulatory guidance or practice available relating to the interpretation of sustainable investments within the meaning of the SFDR, particularly the threshold for when an investee company contributes to an environmental or social objective, Equip conducts a comprehensive assessment when classifying its investments. Equip will monitor the Portfolio Companies' classification as sustainable under the SFDR on an ongoing basis.

G. Methodologies

The Portfolio Companies conduct a materiality assessment to prioritise KPIs and targets related to ESG based on their respective business model. The materiality assessment is based on the industry standards prepared by the Sustainability Accounting Standard Board (SASB), which are designed to better identify, manage and communicate sustainability information that is financially material to a company within a certain sector or industry, regardless of location. The selected ESG KPIs and targets per portfolio company are monitored by Equip throughout the ownership period as described above in section F. Carbon emissions across scope 1, 2 and 3 are calculated based on the GHG protocol.

Social KPIs such as for instance sick-leave, occupational injuries, gender balance, number of jobs created, economic growth and employee satisfaction/engagement are reported directly from the portfolio companies, and benchmarked against industry or national statistics, if relevant and available.

H. Data sources and processing

All data regarding the Portfolio Companies are collected directly from the portfolio companies. Some of the data regarding environmental and social characteristics are gathered annually through

an external software platform, which is verified by the respective CFO and then reviewed by the Equip CFO and an external consultant. The remaining data is collected monthly or quarterly as an integrated part of the management reporting, and reviewed both by the Equip investment team and the Equip CFO. Estimations may be used where there is a lack of available data, however, currently only a limited proportion of the data is based on estimations.

I. Limitations to methodologies and data

As all data is gathered directly from the Portfolio Companies, there may be limitations within the portfolio with regards to resources and training of employees on ESG matters. The attainment of the environmental and social characteristics is not expected to be affected by these potential limitations.

J. Due diligence

The Portfolio Companies are acquired from Fund I, a predecessor fund managed by Equip. As previous investments of Fund I, the Portfolio Companies have been subject to the due diligence process outlined below in connection with the original acquisition, as well as the Fund's investment process.

Already at the deal sourcing stage, Equip seeks to identify sustainability risk and opportunities in its initial screening phase by applying the proprietary Early Deal Assessment Tool and ESG Assessment Tool. These tools allow us to apply a positive screening to ensure that the target performs well on ESG, or has the potential to do so through our active ownership approach, and is aligned with at least one of the SDGs as Equip seeks to invest in companies that promote growth while protecting the planet and address social needs.

The Equip ESG Assessment Tool is an integral part of the due diligence of a potential investment, and based on the output of the tool, Equip considers where deep dive(s) are necessary and whether external resources are required for further investigation. Equip will typically engage legal advisors, financial and tax advisors, technical expert teams, external ESG consultants and/or other well-reputed management consultancy firms in situations where external resources are required during due diligence. Through the due diligence, Equip will also assess whether the investee company follows good governance practices.

The standardized and comprehensive questionnaire used in the ESG Assessment Tool is based on the guidelines from Invest Europe and aims to gauge how advanced a company is with its ESG policies and reporting. The questionnaire will also assist with the identification of potential issues that might require a more detailed technical assessment, as well as opportunities to enhance value and mitigate risks. The tool includes c. 90 questions in total asked on business level, covering the company's overall approach to and maturity on ESG and sustainability, as well as detailed questions regarding the environmental, social and governance aspects of the business, including, inter alia, climate change, emissions, working conditions, employee matters, respect for human rights, anti-corruption and anti-bribery. The questionnaire is typically completed with large involvement from the target company's management team, which allows for alignment and specific discussions on ESG related matters throughout the acquisition process.

The tools also allow us to apply negative screening to ensure that no investments conflict with the exclusions in Equip's Investment Policy. The Investment Policy outlines several activities that could have negative ESG characteristics, including, but not limited to, coal, weapons, firearms and ammunition, nuclear power, companies targeting criminal activities such as money laundering,

financing of terrorism, or tax crime, tobacco, drugs, genetic engineering, corruption, animal testing, casinos, internet gambling, pornography, and illegal data access and use.

The Investment Committee will have a first review and assessment of the opportunity at the deal sourcing stage, and if approved by the General Partner, a more thorough due diligence process is completed to identify material risks associated with the potential investment, including any sustainability risks. During this phase, Equip will also screen any key people and shareholder in a potential portfolio investment against EU, UN and OFAC sanctions lists before entering business relationships or presenting an investment proposal to the General Partner.

K. Engagement policies

Equip strongly believes that private equity owners are in a unique position to drive sustainability outcomes and implement principles of responsible investing to generate positive returns for society in specific areas through our controlling and active ownership model.

As part of the onboarding process, the Equip onboarding pack with a set of best practise templates has been implemented and adopted by the Board of Directors in the relevant Portfolio Company. The Equip onboarding pack contains, inter alia, Instructions for the Board of Directors, Instructions for CEO, ESG Policy, Code of Conduct, Anti-corruption policy, Whistle-blowing policy, Workplace harassment policy, Procedure for ESG in relation to third parties and GDPR privacy protection policy.

During the ownership period, Equip is actively engaged in the board of the Portfolio Companies. The boards of the Portfolio Companies challenge the management teams to set ambitious targets and measure the progress towards the set ESG KPIs and targets through comprehensive reporting on both financial and non-financial parameters. The current management reports include reporting on several adverse impact indicators including, inter alia, greenhouse gas emissions, share of renewable energy, gender diversity, number of days lost to injuries, accidents or fatalities, violations of anti-bribery or anti-corruption laws as well as additional company specific KPIs related to their respective SDG commitment.

In accordance with the template for the ESG Policy included in the Equip onboarding pack, each Portfolio Company is required to define a person who is responsible for monitoring of adherence of the policy and who also has the obligation to notify the company's board of directors if it becomes clear that the company is in material breach of its ESG Policy or any other material ESG concern are identified.

The Portfolio Companies are required to conduct a materiality assessment to prioritise KPIs and targets as well as identify potential mitigating actions, if needed, related to ESG based on their respective business model.

Board meetings are held regularly, typically every second month, with open discussions and a direct line of communication between the board and the management team. The Equip investment team also interact frequently with the management team as a sparring partner outside the board room. The independence between the operational management team and the board alongside clear roles and responsibilities defined in the set of policies that Equip requires to be operationalised by each

portfolio company are seen as effective preventive measures to minimise the risk of fraud, corruption, bribery and manage potential conflicts of interests.

Please see section F and H above for further details on the monitoring process and data included as part of Equip's regular reporting from the Portfolio Companies to monitor the progress of the agreed value creation plan, where ESG improvement areas and opportunities often coincide with the general value creation plan to ensure commercial success.

L. Attainment of the sustainable investment objective

No specific index is designated as a reference benchmark for the Fund's investments.

Date	Version	Amendment
27 August 2024	1	Publication of disclosure