

## Sustainability-related disclosures

### Introduction

On 10 March 2021, Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector ("SFDR") entered into force in the European Union. According to the SFDR, alternative investment fund managers are required to provide information to investors with regards to the promotion of environmental or social characteristics and sustainable investments, sustainability risk policies, adverse sustainability impacts and report on indicators related to the adverse sustainability impacts.

Equip Capital AS ("Equip") is a Norwegian limited company authorized by the Financial Supervisory Authority of Norway (Finanstilsynet) as an alternative investment fund manager. Equip is the alternative investment fund manager for funds registered in both Luxembourg and Norway.

Equip has as its mission to build better companies – for shareholders, employees, customers, and society. Equip is a signatory of the Principles for Responsible Investment as instituted by the United Nations ("UN PRI"). Equip strives to be the best owner for companies and is strongly committed to raise ESG standards during the ownership period, but also to bring the sustainability perspective into our investment analysis and decision-making processes.

In accordance with Article 10 of SFDR, the website disclosures for funds managed by Equip are available here: [www.equip.no/responsibility](http://www.equip.no/responsibility).

## Remuneration policy (Article 5)

Equip has established a remuneration policy in accordance with the AIFM Act, Annex II of AIFMD and the guidelines provided by the European Securities and Markets Authority (ESMA). The purpose of the remuneration policy is to promote sound and effective risk management and not encourage risk-taking, which is inconsistent with the risk profiles, rules or instruments of incorporation of the funds managed by Equip.

Remuneration for employees in Equip may consist of a fixed and a variable element. If variable remuneration is awarded, the total amount shall be based on a combination of the assessment of the performance of the individual and of the business unit or fund concerned and of the overall results of Equip, and when assessing individual performance, financial as well as non-financial criteria shall be considered. The assessment of the performance of the individual shall take into account sustainability risks and the extent to which the employee promotes the principles set out in Equip's internal sustainability risk policy, thereby reducing sustainability risk for Equip while still contributing to Equip's sustainability objectives.

The assessment of individual performance is aligned with the integration of sustainability risks in the following ways:

- **Investment decision-making:** Investment professionals are expected to identify, assess and integrate sustainability risks during the due diligence process, including properly using Equip's proprietary ESG Assessment Tool and risk framework, and to adequately address material sustainability risks before investment decisions are made.
- **Portfolio monitoring:** Investment professionals responsible for monitoring portfolio companies are expected to consider how effectively sustainability risks are monitored and managed during the ownership period, including the implementation of ESG policies, tracking of relevant KPIs, and raising material sustainability risks as appropriate.
- **Compliance with policies:** Employees are expected to adhere to Equip's internal policies for sustainability risk and responsible investments.
- **Risk management culture:** Employees are expected to promote sound risk management practices and contribute to maintaining and developing Equip's framework for identifying and managing sustainability risks.

Through this alignment, the remuneration policy ensures that employees are incentivised to properly identify, assess and manage sustainability risks, thereby reducing potential negative financial impacts on Equip's funds arising from sustainability-related factors. Equip's remuneration policy is therefore consistent with and supportive of the integration of sustainability risks in investment decision-making and portfolio management.

Date	Version	Amendment
3 June 2021	1	Publication of disclosure
23 December 2021	2	Updated to include Equip Capital Fund II SCSp, and to reflect Equip Capital AS as an AIFM licensed by the Norwegian Financial Supervisory Authority
12 January 2023	3	Split of Article 3, 4 and 5 disclosures into separate documents. Updated main heading
24 June 2025	4	Updated to include new funds under management
15 December 2025	5	Updated to concretise how the remuneration policy aligns with sustainability risk integration, in line with expectations published by the Norwegian Financial Supervisory Authority.