

Website disclosure pursuant to Sustainable Finance Disclosure Regulation Article 10 for products referred to in Article 8

This website disclosure has been prepared in accordance with the draft Regulatory Technical Standards (RTS).

Product name: Equip Capital Fund III SCSp (**Fund III**), managed by Equip Capital AS (**Equip**).

A. Summary

Fund III seeks to invest in profitable businesses with unrealised growth potential that can be triggered by applying our ownership methodology and expertise, primarily in small and mid-sized companies in the Nordic region, with a focus on Norway and Sweden.

Fund III promotes environmental and social characteristics by

- (a) Positive screening for investments that perform well on ESG or has the potential to do so through Equip's active ownership approach;
- (b) Commitment to at least one UN Sustainable Development Goal by all portfolio companies;
- (c) Measuring and monitoring of the implementation of policies and best practise standards for good governance and social responsibility in portfolio companies, in addition to defined KPIs to ensure accountability of companies' environmental impact and contribution to socially responsible growth that benefits the communities in which the companies operate in;
- (d) 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;
- (e) Exclusion of investments that conflict with Equip's investment policy, which outlines activities that could have negative ESG characteristics; and
- (f) Exclusion of investment opportunities with unmanageable sustainability risks or significant ESG issues or concerns unless there is a clear opportunity to raise standards to an acceptable level.

Fund III promotes environmental and social characteristics, but does not have as its objective a sustainable investment. Fund III invests partially in sustainable investments. Fund III is not committed to making sustainable investments aligned with the EU Taxonomy.

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.

Before making an investment, both positive and negative screening criteria are applied to ensure adherence to the UN Principles for Responsible Investment, taking into account any principal adverse

impacts of an investment decision and being true to Equip’s mission, which is to build better companies - for shareholders, employees, customers and society.

Environmental and social characteristics are monitored throughout the lifecycle of Fund III through the regular reporting on material sustainability indicators to measure the attainment of the environmental and social characteristics promoted by Fund III. 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, and will also disclose any material ESG incidents to the Advisory Committee, the General Partner and to the Limited Partners.

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 sustainable investment objective

Fund III promotes environmental and social characteristics, but does not have as its objective a sustainable investment. Fund III invests partially in sustainable investments. Fund III is not committed to making sustainable investments aligned with the EU Taxonomy.

Sustainable investments made by Fund III will contribute to various environmentally and socially sustainable investment objectives. On fund level, Fund III will seek to contribute to the following overarching Sustainable Development Goals (SDGs) through its investments:



All portfolio investments will be required to select a number of specific SDGs, relevant to their business operations, set specific targets and actions, and continuously monitor and report on progress.

To ensure sustainable investments do not cause significant harm to any sustainable investment objectives, Equip will, in addition to the steps outlined above in section J, assess all investments against adverse impacts on sustainability factors prior to making the investment decision. In the pre-investment phase, Equip will collect information about a prospective investment on sustainability indicators. If a prospective investment is considered by Equip to cause significant harm to any sustainability factors, the investment will not be a sustainable investment pursuant to SFDR.

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.

Fund III is not committed to invest a minimum proportion of its investments in activities aligned with the EU Taxonomy. The reason for this position is mainly due to Fund III's investment strategy, whereas Fund III may target prospective portfolio investments in the retail and consumer industry within the fund's mandate, which are not included in the Taxonomy, at least to date, and for which technical screening-criteria is not developed.

Equip will however seek to identify whether investments made by Fund III 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 Fund III. As such, investors in Fund III will receive reporting on the proportion of Fund III's investments that are aligned with the Taxonomy.

C. Environmental and social characteristics of the financial product

Fund III promotes environmental and social characteristics by:

- (a) Positive screening for investments that perform well on ESG or have the potential to do so through Equip's active ownership approach;
- (b) Commitment to at least one UN Sustainable Development Goal by all portfolio companies;
- (c) Measuring and monitoring of the implementation of policies and best practise standards for good governance and social responsibility in portfolio companies, in addition to defined KPIs to ensure accountability of companies' environmental impact and contribution to socially responsible growth that benefits the communities in which the companies operate in;
- (d) 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;
- (e) Exclusion of investments that conflict with Equip's investment policy, which outlines activities that could have negative ESG characteristics; and
- (f) Exclusion of investment opportunities with unmanageable sustainability risks or significant ESG issues or concerns unless there is a clear opportunity to raise standards to an acceptable level.

Environmental: Equip aims to increase awareness of each portfolio company with regards to their carbon emissions and environmental risks, show stewardship on how to mitigate risks, seek opportunities in the transition to a more environmentally sustainable operation as well as investing in innovative concepts and technologies that benefits the planet.

Social: Equip actively seeks to secure decent work and economic growth by investing in well-reputed companies with a unique growth potential and build employers that are inclusive and promote equal opportunities at all levels of the workforce.

Sustainability indicators used to measure the attainment of the environmental and social characteristics 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

Fund III seeks to invest in profitable businesses with unrealised growth potential that can be triggered by applying Equip's ownership methodology and expertise, primarily in small and mid-sized companies in the Nordic region, with a focus on Norway and Sweden.

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 has 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

Based on Fund III's investment strategy and the binding elements of that strategy, all investments made by Fund III will be aligned with the environmental and social characteristics of Fund III. The asset allocation planned for Fund III is that minimum 50% of Fund III's investments shall qualify as sustainable investments pursuant to SFDR. All exposure towards investee companies will be direct.

F. Monitoring of environmental and social characteristics

Environmental and social characteristics are monitored throughout the lifecycle of Fund III through the regular reporting from portfolio companies on material sustainability indicators to measure the attainment of their environmental and/or social characteristics. All portfolio companies report quarterly to Equip on sustainability indicators such as activities negatively affecting biodiversity-sensitive areas, emissions to water, amount of hazardous waste, gender balance, gender pay gap, sick leave, work-related injuries and/or accidents as well as whether the companies have been involved in violations of the UN Global Compact principles or OECD Guidelines for Multinational Enterprises. The companies also report quarterly on company-specific sustainability indicators aligned with their respective business model, risks, and opportunities. 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 publishes an annual ESG Report which is publicly available on the Equip website www.equip.no, and will also disclose any material ESG incidents to the Advisory Committee, the General Partner and to the Limited Partners.

Approximately 6 months after closing of a new investment, the Equip investment team will also provide an update to the Investment Committee and the General Partner on the implementation of

the post-acquisition plan, including a focused value creation plan where ESG is an integrated part based on the risk and opportunities identified during the acquisition process.

G. Methodologies

All 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 from the portfolio companies, either directly or through an external software platform. Data for calculating carbon emissions across scope 1, 2 and 3, as well as the share of renewable energy consumption, are currently reported and calculated annually through the third-party software Normative and verified by a dedicated climate advisor, who will also recommend actions with the highest impact to reducing emissions. Annual insight sessions are held between the ESG responsible at each portfolio company and the dedicated climate strategy advisor from Normative, with the Equip investment team and the Equip CFO and Controller also participating in the discussions to set the focus on material carbon-related risks and opportunities. 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

Equip invests primarily in small and mid-sized companies, and 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

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 screening to identify negative ESG characteristics and ensure that the target has implemented adequate action to address any material sustainability risks identified, or has the potential to do so through our active ownership approach.

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 assess the extent to which a company is exposed to sustainability risks and how effectively the company manages such risks through 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 of Fund III, 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 of Fund III.

Before an investment proposal is presented to the General Partner of Fund III, the Investment Committee will review and discuss the investment advice prepared by the investment team. Each investment team will consist of one Lead Partner and one or two investment professionals to ensure extensive investment experience as well as a track record of raising ESG standards through active ownership in portfolio companies. The Investment Committee consists of all Partners of Equip. If approved by the Investment Committee, the Compliance Committee (consisting of the managing partner and the CFO of Equip and an external representative from Equip's legal advisor) will review the investment material, including due diligence reports, the output from the ESG Assessment Tool, the Risk Assessment Tool and the Management Assessment and a comprehensive compliance checklist to consider whether an investment proposal is within the bounds of the investment strategy and within the limits with regards to, inter alia, the risks and instrument of Fund III, as well as reviewing potential conflicts of interest.

If the investment proposal is approved by the Compliance Committee, the investment memorandum, including the output from internal and external due diligence, will be presented to the Board of Directors of the General Partner of Fund III, who is responsible for all investment decisions.

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.

After making an investment, an onboarding pack with a set of best practice templates is implemented and adopted by the board of directors in the relevant portfolio company. The Equip onboarding pack contains templates for ESG policy, ethical guidelines (Code of Conduct), anti-corruption policy and whistleblowing procedures.

After acquiring a company, Equip will typically take the chairperson position and appoint other board members with extensive industry expertise who can support the management team in the implementation of the value creation plan. The boards of the Equip 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.

All 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 interest.

Equip also engage with the portfolio companies to develop plans on how to manage, monitor and report on physical climate risks. Identifying and analysing risk and capturing opportunities related to climate change is therefore an integral part of both the due diligence conducted during the acquisition phase and the ongoing risk monitoring and strategy discussions at the board level by all portfolio

companies. Each portfolio company must report on its climate change risks and opportunities and the potential financial impacts and relevant mitigating actions.

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 its 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. Designated reference benchmark

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

Offentliggjøring på nettsider i henhold til Artikkel 10 i EUs offentliggjøringsforordning (Sustainable Finance Disclosure Regulation) for produkter nevnt i Artikkel 8

A. Sammendrag

Fund III ønsker å investere i lønnsomme bedrifter med urealisert vekstpotensial som kan utløses ved å bruke vår metode for eierskap og kompetanse, hovedsakelig i små og mellomstore selskaper i Norden, med fokus på Norge og Sverige.

Fund III fremmer miljømessige og sosiale egenskaper gjennom

- (a) Positiv screening for investeringer som presterer godt på ESG (miljø-, sosiale- og forretningsetiske forhold) eller som har gode muligheter for å gjøre det gjennom Equips tilnærming til aktivt eierskap;
- (b) Forpliktelse til minst ett av FNs bærekraftsmål av alle porteføljeselskaper;
- (c) Måling og oppfølging av gjennomføringen av retningslinjer og beste praksis-standarder for godt styresett og samfunnsansvar i porteføljeselskaper, i tillegg til definerte nøkkeltallsindikatorer for å sikre ansvarliggjøring av selskapers miljøpåvirkning og bidrag til samfunnsansvarlig vekst som gagnar lokalsamfunnene der selskapene har sin virksomhet.
- (d) En tilnærming til aktivt eierskap der ESG-faktorer er en integrert del av investeringsanalysen og beslutningsprosessene, både i oppkjøpsprosessen, eierperioden og salgsprosessen.
- (e) Ekskludering av investeringer som er i uoverensstemmelse med Equips investeringsstrategi, som angir aktiviteter som kan ha negative ESG-egenskaper; og
- (f) Ekskludering av investeringsmuligheter med uhåndterlig bærekraftsrisiko eller betydelige ESG-problemer eller bekymringer, med mindre det er en klar mulighet til å heve standardene til et akseptabelt nivå.

Fund III fremmer miljømessige og sosiale egenskaper, men har ikke bærekraftig investering som hovedmålsetting. Fund III investerer delvis i bærekraftige investeringer. Fund III er ikke forpliktet til å foreta bærekraftige investeringer i tråd med EUs taksonomi.

Equips ESG-prinsipper ble utviklet med det formål å fremme og opprettholde forsvarlige beslutningsprosesser som fokuserer på høye miljømessige, sosiale og styringsstandarder, og for å fremme gjennomføring av passende ESG-tiltak i porteføljeselskaper.

Før en investering foretas, brukes både positive og negative screeningkriterier for å sikre overholdelse av FNs prinsipper for ansvarlige investeringer, inkludert eventuelle vesentlige negative konsekvenser som følge av en investeringsbeslutning og etterlevelse av Equips formål, som er å bygge bedre selskaper - for aksjonærer, ansatte, kunder og samfunnet.

Det føres kontroll med miljømessige og sosiale egenskaper i hele livssyklusen til Fund III gjennom regelmessig rapportering angående vesentlige bærekraftindikatorer for å måle oppnåelsen av de miljømessige og sosiale egenskapene som fremmes av Fund III. De fleste nøkkeltallsindikatorer for

ESG kontrolleres kvartalsvis, mens klimagassutslipp rapporteres årlig.

Equip utgir en årlig ESG-rapport som er allment tilgjengelig på Equips nettsider, og vil også legge fram eventuelle vesentlige ESG-hendelser til den rådgivende komité, fondets hovedmann og til investorene.

Equip har stor tro på at aktive eiere har en unik mulighet til å fremme bærekraftsresultater og gjennomføre prinsipper for ansvarlig investering for å skape positive resultater for samfunnet på bestemte områder gjennom vår aktive eierskapsmodell.

Webbupplysning i enlighet med EU:s SFDR-förordning om hållbarhetsrelaterade upplysningar (Sustainable Finance Disclosure Regulation), Artikel 10 för finansiella produkter som hänvisas till i Artikel 8

A. Sammanfattning

Fund III har som målsättning att investera i lönsamma företag med orealiserad tillväxtpotential som kan utvecklas genom tillämpning av vår ägarmetodik och expertis, huvudsakligen i små och medelstora företag i Norden, med inriktning på Norge och Sverige.

Fund III främjar miljömässiga och sociala egenskaper genom

- (a) Positive screening för investeringar som fungerar väl med hänsyn till ESG-kriterierna (miljö, samhällsansvar och bolagsstyrning) eller har potential att så göra genom Equip:s aktiva ägarmetodik;
- (b) Åtagande för alla portföljbolag gällande minst ett av FN:s globala mål för hållbar utveckling (SDG; Sustainable Development Goal);
- (c) Mätning och översyn av implementeringen av policyer och standarder för bästa praxis för god förvaltning och socialt ansvar i portföljbolag, utöver definierade nyckelutförandeindikatorer (KPI) för att säkerställa företagens ansvar gällande miljöpåverkan och bidrag till socialt ansvarsfull tillväxt som gynnar samhällena i vilka företagen bedriver sin verksamhet;
- (d) En aktiv ägarmetodik där ESG-faktorer (hållbarhetsfaktorer) utgör en integrerad del av investeringsanalysen och beslutsprocesserna alltigenom både förvärvsprocessen, ägandeperioden och avyttringsprocessen;
- (e) Uteslutning av investeringar som strider mot Equip:s investeringspolicy, som sammanfattar aktiviteter som skulle kunna ha negativa ESG-egenskaper; samt
- (f) Uteslutning av investeringsmöjligheter med ohanterliga hållbarhetsrisker eller betydande ESG-frågeställningar eller betänkligheter, såvida det inte finns en tydlig möjlighet att höja standarder till en godtagbar nivå.

Fund III främjar miljömässiga och sociala egenskaper, men har inte hållbar investering som sin målsättning. Fund III investerar delvis i hållbara investeringar. Fund III har inget åtagande gällande att göra hållbara investeringar i enlighet med EU:s taxonomi.

Equip:s ESG-policy utvecklades i syfte att främja och upprätthålla tillbörliga beslutsprocesser med inriktning på högt ställda mål gällande standarder för miljö, samhällsansvar och bolagsstyrning samt att uppmuntra till etablering av tillämpliga ESG-mått i portföljbolag.

Innan en investering genomförs, tillämpas kriterier för både positive screening och negative screening för att säkerställa efterlevnad gällande FN:s principer för ansvarsfulla investeringar, med hänsynstagande till alla PAI-faktorer (negativa konsekvenser för hållbar utveckling) gällande ett investeringsbeslut samt sannfärdighet gentemot Equip:s affärsidé och mission, som är att bygga ännu bättre och starkare företag - för både aktieägare, anställda, kunder och samhället.

Miljömässiga och sociala egenskaper kontrolleras alltigenom hela Fund III-livscykeln genom

regelbunden rapportering gällande materiella hållbarhetsindikatorer för att mäta uppnående av de miljömässiga och sociala egenskaper som Fund III främjar. De flesta ESG- nyckelutförandeindikatorer (KPI) kontrolleras varje kvartal, medan GHG-utsläpp (växthusgasutsläpp) rapporteras varje år.

Equip publicerar en årlig ESG-rapport som finns allmänt tillgänglig på Equip:s websida och kommer även att tillhandahålla information om alla materiella ESG-händelser till rådgivande kommitté, huvudmann och investerare.

Equip har en stark övertygelse om att private equity-ägare har en unik position när det gäller att driva och förverkliga hållbara resultat samt implementera principer för hållbar investering för att generera positiv avkastning för samhället inom specifika områden genom Equip:s aktiva ägarmodell.

Oplysninger på websitet i overensstemmelse med forordningen om bæredygtighedsrelaterede oplysninger i sektoren for finansielle tjenesteydelser Artikel 10 vedrørende produkter, der refereres til i Artikel 8

A. Resumé

Fund III har til formål at investere i profitable virksomheder med urealiserede vækstpotentialer, der kan aktiveres ved anvendelse af vores ejerskabsmetode og -ekspertise, primært små og mellemstore virksomheder i Norden med fokus på Norge og Sverige.

Fund III fremmer miljømæssige og sociale egenskaber ved hjælp af

- (a) Positiv screening for investeringer, der klarer sig godt på ESG, eller som har potentiale til at klare sig godt via Equips aktive ejerskabstilgang;
- (b) Alle porteføljevirksoheders dedikation til mindst ét af FN's mål for bæredygtig udvikling;
- (c) Måling og overvågning af implementeringen af principer og bedste praksis-standarder for god ledelse og social ansvarlighed hos porteføljevirksohederne ud over definerede KPI'er, der sikrer virksomhedernes ansvarlighed i forhold til miljøpåvirkning og bidrag til socialt ansvarlig vækst, der gavner de lokalsamfund, hvor virksomhederne drives;
- (d) En aktiv ejerskabstilgang, hvor ESG-faktorer er en integreret del af investeringsanalysen og beslutningsprocesserne hele vejen igennem både købsprocessen, ejerperioden og salgsprocessen;
- (e) Udelukkelse af investeringer, der er i modstrid med Equips investeringsstrategi, der skitserer aktiviteter, der potentielt kan have negative ESG-egenskaber; og
- (f) Udelukkelse af investeringsmuligheder med uhåndterlige bæredygtighedsrisici eller signifikante ESG-problemer eller bekymringer, medmindre der foreligger en klar mulighed for at hæve standarderne til et acceptabelt niveau.

Fund III fremmer miljømæssige og sociale egenskaber, men har ikke bæredygtig investering som formål. Fund III investerer delvist i bæredygtige investeringer. Fund III er ikke dedikeret til at foretage bæredygtige investeringer i tråd med EU-klassificeringssystemet.

Equips ESG-principer er udviklet med henblik på fremme og vedligeholdelse af korrekte beslutningsprocedurer med fokus på høje miljømæssige og sociale standarder samt ledelsesstandarder og for at tilskynde til etablering af relevante ESG-tiltag i porteføljevirksoheder.

Inden en investering foretages, anvendes både positive og negative screeningskriterier for at sikre overholdelse af FN's principper for ansvarlige investeringer under hensyntagen til eventuelle primære negative effekter af en investeringsbeslutning og med tanke på Equips

mission, som er at skabe bedre virksomheder - for interessenter, medarbejdere, kunder og samfundet.

Miljømæssige og sociale egenskaber overvåges hele vejen igennem Fund III's livscyklus via regelmæssig rapportering af materiale bæredygtighedsindikatorer med henblik på at måle opnåelsen

af de miljømæssige og sociale egenskaber, der promoveres af Fund III. De fleste ESG- KPI'er overvåges på kvartalsbasis, mens GHG-emissioner rapporteres årligt.

Equip udgiver en årlig ESG-rapport, som er offentligt tilgængelig på Equips website, og fremlægger også alle eventuelt alvorlige ESG-hændelser for det rådgivende udvalg, fondets hovedmand og investorerne.

Equip har en stærk tro på, at private equity-indehavere har en unik mulighed for at generere bæredygtige resultater og implementere principper om ansvarlig investering med henblik på at generere positive afkast til samfundet på specifikke områder via vores aktive ejerskabsmodel.

Communication d'information sur les sites Web conformément à l'Article 10 du Règlement sur la publication d'informations en matière de durabilité relatif aux produits visés à l'Article 8

A. Résumé

Fund III cherche à investir dans des entreprises rentables ayant un potentiel de croissance inexploité qui peut être déclenché par l'application de notre méthodologie relative aux variables d'actionnariat et de notre expertise, principalement dans les petites et moyennes entreprises des pays nordiques, en se concentrant sur la Norvège et la Suède.

Fund III promeut les caractéristiques environnementales et sociales par

- (a) La sélection positive des placements qui affichent de bons résultats sur le plan des facteurs ESG ou qui pourraient le faire grâce à l'approche d'actionnariat actif d'Equip;
- (b) Un engagement envers au moins un objectif de développement durable des Nations Unies par toutes les sociétés du portefeuille;
- (c) La mesure et le suivi de la mise en œuvre des politiques et des meilleures pratiques en matière de bonne gouvernance et de responsabilité sociale dans les sociétés du portefeuille, en plus des KPI définis pour assurer la responsabilité de l'impact environnemental et de la contribution des entreprises à une croissance socialement responsable qui profite aux collectivités dans lesquelles les entreprises exercent leurs activités;
- (d) L'approche d'actionnariat actif où les facteurs ESG font partie intégrante de l'analyse des placements et des processus décisionnels tout au long du processus d'acquisition, de la période d'actionnariat et du processus de sortie;
- (e) L'exclusion des placements qui entrent en conflit avec la politique d'investissement d'Equip, qui décrit les activités qui pourraient avoir des caractéristiques ESG négatives; et
- (f) L'exclusion des occasions de placement comportant des risques de durabilité ingérables ou des problèmes ou préoccupations importants liés aux facteurs ESG, à moins qu'il n'y ait une occasion claire de relever les normes à un niveau acceptable.

Fund III promeut les caractéristiques environnementales et sociales, mais n'a pas pour objectif un investissement durable. Fund III investit partiellement dans des investissements durables. Fund III ne s'engage pas à réaliser des investissements durables conformes à la taxonomie européenne.

La politique ESG d'Equip a été élaborée dans le but de promouvoir et de maintenir des processus décisionnels appropriés qui se concentrent sur des normes environnementales, sociales et de gouvernance élevées et d'encourager l'établissement de mesures ESG appropriées dans les sociétés du portefeuille.

Avant de faire un placement, des critères de sélection positifs et négatifs sont appliqués pour assurer le respect des Principes pour l'investissement responsable des Nations Unies, en tenant compte des principaux impacts négatifs d'une décision d'investissement et en étant fidèle à la mission d'Equip, qui consiste à bâtir de meilleures entreprises - pour les actionnaires, les employés, les clients et la société.

Les caractéristiques environnementales et sociales font l'objet d'un suivi tout au long du cycle de vie de Fund III au moyen de rapports réguliers sur les indicateurs de durabilité matérielle afin de mesurer la réalisation des caractéristiques environnementales et sociales promues par Fund III. La plupart des KPI ESG sont surveillés tous les trimestres, tandis que les émissions de GES sont déclarées annuellement.

Equip publie un rapport annuel sur les facteurs ESG qui est accessible au public sur le site Web d'Equip, et divulguera également tous les incidents ESG importants au Comité consultatif, à l'Associé commandité et aux Associés commanditaires.

Equip croit fermement que les propriétaires de fonds propres privés sont dans une position unique pour obtenir des résultats durables et mettre en œuvre les principes de l'investissement responsable afin de générer des rendements positifs pour la société dans des domaines précis grâce à notre modèle de contrôle et d'actionnariat actif.

Divulgación de información del sitio web de conformidad con el Artículo 10 de la Normativa sobre Divulgación de Información Financiera Sostenible para los productos contemplados en el Artículo 8

A. Resumen

La estrategia de Fund III es invertir en empresas rentables, con un potencial de crecimiento no desarrollado que pueda activarse mediante la aplicación de nuestra metodología de propiedad y nuestra experiencia, principalmente en pequeñas y medianas empresas de la región nórdica, con especial atención a Noruega y Suecia.

Fund III promociona los aspectos medioambientales y sociales mediante:

- (a) Selección positiva de las inversiones que presenten buenos resultados en materia de ASG, o que tengan potencial para ello, a través del planteamiento de Equip para una propiedad activa;
- (b) Compromiso con al menos un Objetivo de Desarrollo Sostenible de la ONU por parte de todas las empresas en cartera;
- (c) Medición y monitorización de la aplicación de políticas y normas de las mejores prácticas de buen gobierno y responsabilidad social en las empresas en cartera, incluyendo los KPI definidos para garantizar la responsabilidad de la sociedad por sus afecciones medioambientales y por su contribución a un crecimiento socialmente responsable que beneficie a las comunidades en las que operan;
- (d) Un planteamiento de propiedad activa en el que los factores ASG forman parte integrante del análisis de la inversión y de los procesos de toma de decisiones a lo largo del proceso de adquisición, el período de propiedad y el proceso de salida;
- (e) Exclusión de las inversiones que entren en conflicto con la política de inversión de Equip, en la que se indican las actividades que podrían tener características ASG negativas; y
- (f) Exclusión de las oportunidades de inversión que presenten riesgos de sostenibilidad inmanejables, o problemas o dificultades significativos en materia de ASG, salvo que exista una oportunidad clara de mejorar los estándares de desempeño a un nivel aceptable.

Aunque Fund III promueve aspectos medioambientales y sociales, la inversión sostenible no es su objetivo. Fund III invierte parcialmente en inversiones sostenibles. Fund III no se compromete a realizar inversiones sostenibles alineadas con la Taxonomía de la UE.

La Política ASG de Equip se ha desarrollado con el fin de promover y mantener procesos apropiados de toma de decisiones fundamentados en elevados estándares ambientales, sociales y de gobernanza, y para fomentar el establecimiento de medidas ASG apropiadas en las empresas en cartera.

Antes de materializar una inversión, se aplican criterios de selección, tanto positivos como negativos, para garantizar la adhesión a los Principios de Inversión Responsable de la ONU, teniendo en consideración los posibles impactos adversos significativos de una decisión de inversión, y siendo fieles

a la misión de Equip, que radica en la construcción de mejores empresas - para los accionistas, los empleados, los clientes y la sociedad.

Las características medioambientales y sociales se controlan a lo largo del ciclo de vida del Fund III mediante la presentación periódica de informes que incluyen indicadores relevantes de sostenibilidad para medir la consecución de las características medioambientales y sociales promovidas por el Fund III. La mayoría de los indicadores KPI de ASG se monitorizan trimestralmente, mientras que los informes sobre emisiones GEI son anuales.

Equip publica anualmente un informe ASG que está a disposición del público general en el sitio web de Equip, e informa también al Comité Consultivo, al Socio General y a los Socios Limitados sobre cualquier incidente relevante en materia de ASG.

Equip está firmemente convencida de que los propietarios de capital privado están en una posición privilegiada para impulsar la sostenibilidad y aplicar los principios de la inversión responsable, generando rendimientos positivos para la sociedad en áreas específicas, a través de nuestro modelo de propiedad controlada y activa.

Openbaarmaking website overeenkomstig de Verordening Informatieverschaffing Duurzaamheid Artikel 10 voor producten waarna verwezen wordt in Artikel 8

A. Samenvatting:

Fund III streeft ernaar te investeren in winstgevende bedrijven met een niet gerealiseerd groeipotentieel dat kan worden getriggerd door toepassing van onze eigendomsmethodiek en expertise, voornamelijk in kleine en middelgrote bedrijven in Scandinavië, met de nadruk op Noorwegen en Zweden.

Fund III promoot ecologische en sociale kenmerken door middel van

- (a) Positieve screening op investeringen die goed presteren op ESG of het potentieel hebben goed te presteren met behulp van een actieve eigendomsaanpak;
- (b) Toewijding tot ten minste één van de VN-doelen voor duurzame ontwikkeling van alle portfoliobedrijven;
- (c) Het meten en bijhouden van de implementatie van beleidsvormen en sociale verantwoordelijkheid in portfoliobedrijven, naast gedefinieerde KPI's, om de verantwoordelijkheid zeker te stellen van de ecologische impact van de bedrijven en een bijdrage aan sociaal verantwoorde groei waar gemeenschappen waar de bedrijven in werken profijt van hebben;
- (d) Een actieve eigendomsbenadering waar ESG-factoren een geïntegreerd deel uitmaken van de investeringsanalyse en de besluitvormingsprocessen gedurende beide acquisitieprocessen, de eigendomsperiode en het uitstapproces;
- (e) Uitsluiting van investeringen die in conflict zijn met Equip's investeringsbeleid, dat activiteiten definieert die negatieve ESG-kenmerken kunnen hebben; en
- (f) Uitsluiting van investeringskansen met niet beheersbare duurzaamheidsrisico's of significante ESG-problemen of -zorgen, tenzij er een duidelijke kans is om de normen tot een acceptabel niveau te verhogen.

Fund III promoot ecologische en sociale kenmerken, maar heeft duurzaam investeren niet als doel. Fund III investeert in duurzame investeringen. Fund III is niet gebonden aan duurzame investeringen die in lijn zijn met de EU-taxonomie

Equip's ESG-beleid is ontwikkeld ten behoeve van het promoten en onderhouden van correcte besluitvormingsprocessen die zich richten op hoge ecologische, sociale en regelgevende normen, en om het invoeren van de juiste ESG-maatregelen in portfoliobedrijven te bemoedigen.

Voordat er een investering wordt gedaan, worden zowel positieve als negatieve screeningcriteria toegepast om overeenstemming met de VN-principes voor verantwoord beleggen zeker te stellen, waarbij rekening wordt gehouden met eventuele gevolgen van een investeringsbesluit en Equip's missie in ere wordt gehouden. Die missie is om betere bedrijven te bouwen - voor aandeelhouders, werknemers, klanten en de maatschappij.

Ecologische en sociale kenmerken worden in de gaten gehouden gedurende de volledige levenscyclus

van Fund III door middel van regelmatige verslaggeving over duurzaamheidsindicatoren van materialen, om de verwezenlijking van de ecologische en sociale kenmerken die Fund III promoot te meten. De meeste ESG-KPI's worden op kwartaalbasis gecontroleerd, terwijl GHG-emissies jaarlijks worden gerapporteerd.

Equip publiceert een jaarlijks ESG-rapport, dat openbaar beschikbaar is op de Equip-website, en zal ook eventuele materiële ESG-incidenten doorgeven aan de adviesraad, de algemene partner en de stille vennoten.

Equip is ervan overtuigd dat eigenaren van privaat vermogen in een unieke positie zijn om duurzaamheid vooruit te helpen en de principes van verantwoord beleggen te implementeren om binnen specifieke gebieden van de maatschappij positief rendement te genereren door middel van ons controlerende en actieve eigendomsmodel.

Website-Offenlegung gemäß der Verordnung (EU) über nachhaltigkeitsbezogene Offenlegungspflichten im Finanzdienstleistungssektor, Artikel 10, für die in Artikel 8 genannten Produkten

A. Zusammenfassung

Das Ziel des Fund III ist die Investition in gewinnbringende Unternehmen mit nicht realisiertem Wachstumspotenzial, das durch die Anwendung unserer Inhaberschaft-Methode und Erfahrungen ausgelöst werden kann, in erster Linie in kleinen und mittleren Unternehmen in den nordischen Ländern, mit einem Schwerpunkt auf Norwegen und Schweden.

Fund III fördert Umwelt- und Gesellschaftseigenschaften durch folgende Maßnahmen:

- (a) Positives Screening für Wertpapiere, die aufgrund des aktiven Inhaberschaftsansatzes von Equip gut bei ESG abschneiden oder das Potenzial dafür haben;
- (b) Verpflichtung zu mindestens einem der UN-Ziele für nachhaltige Entwicklung durch alle Portfoliounternehmen;
- (c) Das Messen und die Überwachung der Umsetzung von Richtlinien und Standards der besten Praxis für Good Governance und soziales Verantwortungsbewusstsein in den Portfolio-Unternehmen, zusätzlich zu definierten KPIs zur Sicherstellung der Verantwortbarkeit der Umweltauswirkungen der Unternehmen und den Beitrag zum sozial verantwortungsbewussten Wachstums, der den Gemeinden zugutekommt, in denen die Unternehmen tätig sind;
- (d) Ein aktiver Inhaberschaftsansatz, bei dem ESG-Faktoren ein wesentlicher Bestandteil der Wertpapieranalyse und des Entscheidungsvorgangs in sowohl dem Übernahmeprozess, der Inhaberschaftszeit als auch dem Ausstiegsverfahren sind.
- (e) Ausschluss von Investitionen, die Equip's Anlagepolitik widersprechen, in der Aktivitäten mit möglichen negativen ESG-Merkmalen umrissen werden; und
- (f) Ausschluss von Investitionen mit nicht zu beherrschenden Nachhaltigkeitsrisiken oder wesentlichen ESG-Problemen oder -Risiken, wenn nicht eine klare Möglichkeit zur Verbesserung der Standards auf ein akzeptables Niveau besteht.

Fund III unterstützt Umwelt- und Gesellschaftseigenschaften, hat aber keine nachhaltige Investitionen zum Ziel. Fund III investiert teilweise in nachhaltige Investitionen. Fund III verpflichtet sich nicht zur Tötung von nachhaltigen Investitionen in Übereinstimmung mit der EU-Taxonomie.

Die ESG-Richtlinie von Equip wurde zu den Zwecken der Förderung und Aufrechterhaltung ordnungsgemäßer Entscheidungsfindungsprozesse, die sich auf hohe Umwelt-, Sozial- und Governance-Standards konzentrieren, sowie der Anregung der Schaffung von angemessenen ESG-Maßnahmen in Portfolio-Unternehmen entwickelt.

Bevor eine Investition getätigt wird, werden sowohl positive als auch negative Screening-Kriterien angewandt, um die Befolgung der UN-Prinzipien für verantwortliches Investieren unter Berücksichtigung von möglichen wesentlichen negativen Auswirkungen einer Investitionsentscheidung

und der Übereinstimmung mit der Mission von Equip sicherzustellen; diese ist der Aufbau besserer Unternehmen - für Aktionäre, Mitarbeiter, Kunden und die Gesellschaft.

Umwelt- und Gesellschaftseigenschaften werden während der Lebenszeit des Fund III durch die regelmäßige Berichterstattung zu wesentlichen Nachhaltigkeitsindikatoren zur Messung des Erreichens der von Fund III geförderten Umwelt- und Gesellschaftseigenschaften überwacht. Die meisten ESG-KPI werden vierteljährlich überwacht, während Treibhausgas-Emissionen jährlich gemeldet werden.

Equip veröffentlicht einen jährlichen ESG-Bericht, der öffentlich auf der Equip-Website zur Verfügung steht, und wird auch mögliche wesentliche ESG-Vorfälle dem Beirat, dem Komplementär und den Kommanditisten melden.

Equip ist fest davon überzeugt, dass sich Inhaber von Beteiligungskapital in einer einzigartigen Position befinden, um durch unser Modell zur Steuerung und aktiven Inhaberschaft Nachhaltigkeitsergebnisse voranzutreiben und Prinzipien der verantwortlichen Investition zur Erzeugung positiver Ergebnisse in bestimmten Bereichen umzusetzen.

| Date | Version | Amendment |
|-------------|----------------|---------------------------|
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