

## Statement on principal adverse impacts of investment decisions on sustainability factors

Financial market participant: Equip Capital AS

Legal entity identifier: n/a

### Summary

Equip Capital AS (**Equip**) considers principal adverse impacts of its investment decisions on sustainability factors. The present statement is the consolidated statement on principal adverse impacts on sustainability factors of Equip.

This statement on principal adverse impacts on sustainability factors covers the reference period from 1 January 2025 to 31 December 2025.

The adverse impacts on sustainability factors of Equip's investment decisions are set out in the table below. Equip managed 19 investee companies in its portfolio by 31 December 2025, and completed three new platform investments during 2025. Equip published its annual sustainability report in June 2026, which contains a more comprehensive reporting on the investee companies' performance on sustainability activities and initiatives than the topics and indicators included in this statement.

Equip considers all 19 investments to perform well on the sustainability indicators, but acknowledges that the share of female board representation in several of the portfolio companies is low which is partly explained by Equip as a majority owner holding at least two board seats in each portfolio board and currently all held by males. There are no female senior managers in Equip except the CFO, who does not hold any board positions in the portfolio due to compliance and risk management responsibilities on the level of the investment manager. Equip's ambition is to improve board gender diversity during its ownership period by having at least one female board representative in each portfolio company. During 2025, Equip onboarded one portfolio company to the carbon accounting software Normative, which is used for estimating carbon emissions for each company. As of 31 December 2025, GHG emissions were reported across scope 1, 2 and 3 by all portfolio companies except one portfolio company that was acquired on 17 December 2025 and will perform its first GHG emission reporting for 2026

Translations of this summary are included in Appendix 1.

## Description of the principal adverse impacts on sustainability factors

| Adverse indicator        | sustainability                                                                 | Metric                | Impact 2025 | Impact 2024 | Explanation                                                                                                                                                              | Actions taken, and actions planned and targets set for the next reference period                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|                          | <b>CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS - MANDATORY INDICATORS</b> |                       |             |             |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Greenhouse gas emissions | 1. GHG emissions                                                               | Scope 1 GHG emissions | 1,772       | 2,294       | All portfolio companies report on scope 1 emissions. Pro forma figures for the investments closed during 2024 and 2025 (as if the investments were closed on 1 January). | Cloud Connection, Cautus Geo, Ryde and River Group have transitioned completely or partly from fossil driven- to electrical cars, while other portfolio companies have started their journey to transition into electric cars and machinery, where possible.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                          |                                                                                | Scope 2 GHG emissions | 3,202       | 2,505       | All portfolio companies report on scope 1 emissions. Pro forma figures for the investments closed during 2024 and 2025 (as if the investments were closed on 1 January). | Makeup Mekka, Holy Greens, Bastard Burgers, Miles, and Cure Media have switched to 100% renewable electricity consumption, while iteam, Cares, Funplays and Stenbolaget achieved >95% renewable electricity consumption in 2025, reducing scope 2 emissions. The share of renewable energy across the portfolio was 68%, in line with 2024. Funplays has installed ventilation sensors and LED lamp sensors to minimize utilization during non-business hours. Activeon installed a comprehensive energy monitoring system across all parks in Norway, leading to significant energy savings. Bastard Burgers work systematically to cut energy consumption by optimising kitchen processes, investing in energy-efficient equipment, and educating staff in sustainable routines. No Dig Alliance, Funplays and River group have installed charging stations for electric vehicles on some of their premises. River Group has also installed air heat pumps as an alternative to heating from diesel. |
|                          |                                                                                | Scope 3 GHG emissions | 40,374      | 37,551      | All portfolio companies report on scope 1 emissions. Pro forma figures for the investments closed during 2024 and 2025                                                   | Holy Greens reduces Scope 3 emissions by prioritising locally sourced, sustainably certified ingredients and developing menu items with a low carbon footprint, targeting a maximum of 1 kg CO <sub>2</sub> e per meal. The company also works actively to reduce food waste through supplier collaboration,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|  |  |                     |        |        | (as if the investments were closed on 1 January). | <p>improved sourcing practices, and initiatives such as its partnership with Too Good To Go, helping to lower emissions across the value chain</p> <p>Makeup Mekka has implemented options for customers to choose fossil-free last-mile deliveries and has reduced secondary packaging on products and replaced plastic bags with cellophane or cellulose or paper bags. Makeup Mekka has a 100% vegan product offer to minimise the environmental impact of its products.</p> <p>Bastard Burgers has minimised food waste through improved planning and portion optimisation, and is promoting fully plant-based alternatives for all menu items. Funplays has replaced single-use cups with reusable beverage cans and have been expanding the use of recyclable packaging.</p> <p>Ryde is focusing on their Scope 3 emissions by tracking emissions of their electric scooters and the batteries as well as the emissions from transporting these scooters from their main supplier to Norway. Ryde is also reusing scooter components in new scooters.</p> <p>North Travel reduces Scope 3 emissions by increasing the share of customer nights spent in accommodations with sustainability certifications and by monitoring the carbon footprint of its travel offerings. The group also collaborates with local suppliers and tourism operators to improve sustainability performance throughout the travel value chain.</p> <p>Several companies focus on less business travel and increased use of digital meetings.</p> <p>Hot spot analysis of the largest suppliers for each of the portfolio companies identified through the Normative carbon accounting software.</p> |
|  |  | Total GHG emissions | 45,348 | 42,350 |                                                   | <p>Several portfolio companies have focused on improving the quality and granularity of their emissions data during the year, resulting in more accurate carbon accounting across Scope 1, 2 and 3 emissions, enabling them to better identify</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|  |                                                             |                                                                                                                                                                                                                               |     |     |                                                                                                                                                                                                                           | <p>emission hotspots, prioritise reduction initiatives, and set more targeted and measurable climate actions.</p> <p>Ryde became climate-neutral during the reference period by offsetting full scope 1, 2, and 3 emissions, and has joined UN Global Compact to demonstrate its strong commitment to climate action and socially and environmentally sustainable economic growth.</p> <p>Across the portfolio, carbon intensity was reduced by 12% compared to last year, and 51% since 2019.</p>                                                                                                                                                             |
|  | 2. Carbon footprint                                         | Carbon footprint                                                                                                                                                                                                              | 64  | 75  |                                                                                                                                                                                                                           | See 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|  | 3. GHG intensity of investee companies                      | GHG intensity of investee companies                                                                                                                                                                                           | 111 | 121 |                                                                                                                                                                                                                           | See 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|  | 4. Exposure to companies active in the fossil fuel sector   | Share of investments in companies active in the fossil fuel sector                                                                                                                                                            | 0%  | 0%  | The Fund has no exposure to companies that derive revenues from exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels. | Maintain 0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|  | 5. Share of non-renewable energy consumption and production | Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources | 32% | 32% | Only scope 2 included.                                                                                                                                                                                                    | The share of renewable energy consumption was 68% across the portfolio. Only two companies had less than 50% renewable electricity consumption in 2025, while the other portfolio companies had 68%-100% renewable electricity consumption. While most of the companies have a high proportion of renewable electricity consumption, there is still potential for improvement related to renewable energy sources for cooling and heating. Equip has agreed with our respective climate strategy advisors at Normative, to encourage the companies to further improve the reporting of renewable % for heating and for scope 1 emissions in the coming period. |

|              |                                                                 |                                                                                                                                                                                                |                                                                   |                                                                   |                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|              | 6. Energy consumption intensity per high-impact climate sector  | Energy consumption in GWh per million EUR of revenue of investee companies, per high-impact climate sector                                                                                     | Retail: 0.08<br><br>Manufacturing: 0.16<br><br>Construction: 0.12 | Retail: 0.08<br><br>Manufacturing: 0.20<br><br>Construction: 0.14 | The only portfolio companies operating within high-impact sectors are Makeup Mekka, House of Discs, Dura, and Stenbolaget.                                                            | <p>The energy consumption intensity in 2025 was 0.10 for Stenbolaget and 0.013 for Makeup Mekka. Makeup Mekka had 100% renewable energy consumption in 2024 and 2025.</p> <p>The decrease in energy consumption intensity in the manufacturing sector is driven by a 39% reduction in energy consumption in House of Discs.</p> <p>The decrease in energy consumption intensity in the construction sector is primarily due to the fact that only Dura is included in the 2025 figures, whereas both Dura and No Dig Alliance were included in 2024. The energy consumption intensity in 2024 was 0.165 for No Dig Alliance and 0.12 for Remagruppen. The share of renewable energy in Dura decreased from 79% in 2024 to 69% in 2025 (scope 2 only).</p> |
| Biodiversity | 7. Activities negatively affecting biodiversity-sensitive areas | Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas | 0%                                                                | 0%                                                                | None of the portfolio companies have reported activities negatively affecting biodiversity-sensitive areas.                                                                           | Maintain 0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Water        | 8. Emissions to water                                           | Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average                                                                         | 0.0                                                               | 0.0                                                               | None of the portfolio companies have reported any direct emissions of hazardous substances to water.                                                                                  | Maintain 0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Waste        | 9. Hazardous waste and radioactive waste ratio                  | Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average                                                      | 0.64                                                              | 0.32                                                              | The hazardous waste relates to chargeable batteries in the rentable e-scooters operated by Ryde, chemicals used to clean water and wastewater pumps in River Group and batteries used | <p>The higher ratio is partly explained by a larger quantity of lithium batteries in Ryde that had been stored for several years but were recycled in 2025.</p> <p>The hazardous waste in Ryde's, River Group's and Cautus Geo's operations is always recycled in accordance with the companies' waste policies to prevent harmful environmental</p>                                                                                                                                                                                                                                                                                                                                                                                                      |

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|                             |                                                                                                                                                           |                                                                                                                                                                                                                                                                                                       |     |     | in Cautus Geo's operations.                                                                                                          | impacts and conserve resources.<br><br>River Group follows strict procedures and complies with regulations regarding handling and disposing of its hazardous waste. Finnish authorities inspect the company annually before the necessary permit can be renewed. |
|                             | <b>INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS - MANDATORY INDICATORS</b>                      |                                                                                                                                                                                                                                                                                                       |     |     |                                                                                                                                      |                                                                                                                                                                                                                                                                  |
| Social and employee matters | 10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises  | Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises                                                                                                                                              | 0%  | 0%  | No violations of UN Global Compact Principles and OECD Guidelines have been identified.                                              | Maintain 0%                                                                                                                                                                                                                                                      |
|                             | 11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises | Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises | 0%  | 0%  | None of the portfolio companies lack processes and compliance mechanisms to monitor compliance with these principles and guidelines. | Maintain 0%                                                                                                                                                                                                                                                      |
|                             | 12. Unadjusted gender pay gap                                                                                                                             | Average unadjusted gender pay gap of investee companies                                                                                                                                                                                                                                               | 4%  | 5%  | The gender pay gap is mainly driven by a higher degree of males in management positions.                                             | The main focus is equal pay for equal work and maintaining a share of women in management positions above 30%.                                                                                                                                                   |
|                             | 13. Board gender diversity                                                                                                                                | Average ratio of female to male board members in                                                                                                                                                                                                                                                      | 10% | 11% | Equip team members typically hold 2 board                                                                                            | Aim to have at least one female board member in each portfolio company.                                                                                                                                                                                          |

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|                                                                                                                          |                                                                                                                          | investee companies, expressed as a percentage of all board members                                                                  |      |      | positions in each portfolio company, and all Equip partners are currently male.                                                                   |                                                                                                                                                            |
|                                                                                                                          | 14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons) | Share of investments in investee companies involved in the manufacture or selling of controversial weapons                          | 0%   | 0%   | None of the portfolio companies are involved in the manufacture or selling of controversial weapons.                                              | Maintain 0%                                                                                                                                                |
| <b>ADDITIONAL CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS</b>                                                       |                                                                                                                          |                                                                                                                                     |      |      |                                                                                                                                                   |                                                                                                                                                            |
| Emissions                                                                                                                | 15. Investments in companies without carbon emission reduction initiatives                                               | Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement | 0%   | 0%   | Four companies (of which three were acquired in 2025) are still in the process of formalising their ESG Policy (including approval by the Board). | The aim is that all companies should have a carbon reduction plan in place within 12 months of acquisition                                                 |
| Water, waste and material emissions                                                                                      | 16. Investments in companies producing chemicals                                                                         | Share of investments in companies producing chemicals                                                                               | 0%   | 0%   | None of the portfolio companies produce chemicals.                                                                                                | Maintain 0%                                                                                                                                                |
| <b>ADDITIONAL INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS</b> |                                                                                                                          |                                                                                                                                     |      |      |                                                                                                                                                   |                                                                                                                                                            |
| Social and employee matters                                                                                              | 17. Insufficient whistle-blower protection                                                                               | Share of investments in entities without policies on the protection of whistle-blowers                                              | 10%  | 6%   | Two of the portfolio companies acquired in 2025 are still in the process of implementing some policies, including whistle-blower policy.          | The aim is that all companies should have implemented the Equip onboarding pack with best practise policies and procedures within 12 months of acquisition |
| Social and employee matters                                                                                              | 18. Number of days lost to injuries, accidents, fatalities or illness                                                    | Number of workdays lost to injuries, accidents, fatalities or illness of investee companies expressed as a weighted average         | 61.6 | 26.1 | None of the portfolio companies have reported any major injuries, accidents or fatalities. Days lost in 2024 and 2025 relate to                   | The overall ambition across the portfolio is to have zero major occupational injuries, accidents and fatalities.                                           |

|                                  |                                                                                                      |                                                                                                                                                        |     |    |                                                                                                                                                                       |                                                                                                                                                            |
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|                                  |                                                                                                      |                                                                                                                                                        |     |    | minor injuries.                                                                                                                                                       |                                                                                                                                                            |
| Anti-corruption and anti-bribery | 19. Lack of anti-corruption and anti-bribery policies                                                | Share of investments in entities without policies on anti-corruption and anti-bribery consistent with the United Nations Convention against Corruption | 10% | 0% | Two of the portfolio companies acquired in 2025 are still in the process of implementing some policies, including anti-corruption policies.                           | The aim is that all companies should have implemented the Equip onboarding pack with best practise policies and procedures within 12 months of acquisition |
| Anti-corruption and anti-bribery | 20. Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws | Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws by investee companies                               | 0   | 0  | None of the portfolio companies have been convicted or received fines for violations of anti-corruption and anti-bribery laws.                                        | Maintain 0                                                                                                                                                 |
| Human Rights                     | 21. Lack of due diligence                                                                            | Share of investments in entities without a due diligence process to identify, prevent, mitigate and address adverse human rights impacts               | 0%  | 0% | None of the portfolio companies have been acquired without a sufficient due diligence process to identify, prevent, mitigate and address adverse human rights impacts | Maintain 0%                                                                                                                                                |

## Description of policies to identify and prioritise principal adverse impacts on sustainability factors

Sustainability is a core part of Equip's investment policy, which is consistently applied across all our investment and ownership activities. Equip has an ESG Policy and a Sustainability Risk Policy that provide guidance on how we work to promote environmental and social characteristics across our portfolio and demonstrate sound principles for good governance. The current version of the policies was adopted by the Board of Directors of Equip on 16 February 2023. The responsibility for the implementation of Equip's policies within organisational strategies and procedures formally lies with the Managing Partner, however all team members are responsible for embedding the policies in Equip's investment activities.

Equip has selected the following optional indicators:

- Investments in companies without carbon emission reduction initiatives
- Investments in companies producing chemicals

- Insufficient whistleblower protection
- Number of days lost to injuries, accidents, fatalities or illness
- Lack of anti-corruption and anti-bribery policies
- Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws
- Lack of due diligence

The additional indicators are selected due to their relevance across the entire portfolio, regardless of sector and industry. Credible carbon emission reduction initiatives are fundamental in reaching the objectives of the Paris Agreement, and while Equip generally does not invest in high-emitting sectors, reducing carbon emissions contributes to ensuring a resilient and future-proof portfolio. With respect to whistleblower protection, Equip portfolio companies shall be well-reputed employers that are inclusive and promote equal opportunities at all levels of the workforce. Sufficient whistleblower protection as well as sufficient anti-corruption and anti-bribery policies are considered fundamental in ensuring decent working conditions are maintained. Equip thus has a zero vision for number of convictions and amount or fines for violation of anti-corruption and anti-bribery laws.

Identifying adverse sustainability impacts related to potential investments is a key part of our pre-investment process. Principal adverse impacts are identified during the pre-investment and due diligence process by applying our proprietary risk framework and ESG tools, including the ESG Assessment Tool covering principal adverse impacts on environmental, social and governance-related indicators.

The outputs from the ESG assessment and risk assessments are reviewed and discussed together with the results from the due diligence by both the Investment Committee and the Compliance Committee before any investment proposal is made to the General Partner, who is responsible for all investment decisions. Through the results from the due diligence and a comprehensive risk mapping, both the impact and the probability are assessed for significant adverse impacts.

Based on the pre-investment assessments, KPIs are established to monitor the development throughout the ownership period of each portfolio company. After acquiring a portfolio company, Equip typically takes the Chairperson position and appoints other board members with extensive industry expertise, which can support the management team in the implementation of a value creation plan developed in close cooperation between Equip and the portfolio company. The boards of the Equip portfolio companies challenge the management teams to set ambitious targets and measure the progress towards the set goals 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.

All portfolio companies are required to conduct a materiality assessment to prioritise KPIs and targets and identify potential mitigating actions, if needed, 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.

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 frequently interacts with the management team as a sparring partner outside the boardroom. 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.

Adverse impacts are monitored through regular reporting and active engagement with the portfolio companies, and reporting on progress both to the Investment Committee and the General Partner. Equip also provides regular reporting to investors and other stakeholders on the portfolio's sustainability impacts as part of our quarterly investor report and/or the annual ESG report, which is publicly available at [www.equip.no/responsibility](http://www.equip.no/responsibility).

## **Engagement policies**

Equip generally does not invest in publicly traded securities, and has not adopted engagement policies as referred to in Directive 2007/36/EC.

Equip actively engages with portfolio companies on sustainability matters through the ownership period. As an active owner within private equity, we ensure that policies and best practice standards are implemented either as part of our 100-day plan post the investment or as soon as practically possible during the initial phase of our ownership.

Equip supports the portfolio companies with the implementation of ESG Policies, conducting materiality assessments and defining portfolio-wide and company specific ESG goals and relevant indicators to measure progress on ESG and sustainability matters, as well as digital solutions to streamline data collection. Equip holds board positions in each of our portfolio companies and requires portfolio companies to implement procedures for regular reporting to the Board and to Equip to allow Equip to monitor and measure the implementation of policies and the performance on the defined ESG and sustainability goals.

Being an active owner, Equip also actively engage with the management team and other board members when analysing sustainability risks and any adverse impacts of the portfolio's operations and supports the portfolio companies in implementing measures to improve the performance on relevant KPIs in order to mitigate adverse impacts.

## **References to international standards**

Equip is a signatory of Principles for Responsible Investment as instituted by the United Nations ("UN PRI"). Being a UN PRI signatory, we report on Equip's climate strategy, governance around climate-related risks and opportunities, risk management and sustainability metrics and targets, all anchored around TCFD recommendations. Equip aligns our responsible ownership approach with standards and guidelines such as, inter alia, the UN's Sustainable Development Goals, the 10 Principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises. Equip measures and monitors the carbon emissions of the portfolio as defined by the GHG Protocol and seeks to minimise environmental impact and encourages environmental consciousness. Equip assesses climate impacts based on the location of the operation and the value chain of an investment in two different forward-looking climate scenarios; 1) a scenario with an increase in emissions leading to a +3-4°C rise in average global temperature and 2) transition risks and opportunities based on the sector and the business model in a +1.5-2°C global warming scenario.

While Equip aims to align the operations of our portfolio with the objective of the Paris Agreement, applying the above international standards does not entail that Equip's investments are aligned with the objectives of the Paris Agreement.

## Historical comparison

Total GHG emissions increased by 7% from last year, mainly driven by increased scope 3 emissions, the addition of one new company to the portfolio and the change in holding share during the reference period. The carbon footprint of investee companies decreased by 15%, while the carbon intensity decreased by 8% compared to last year. Scope 3 emissions represent approximately 90% of total emissions in both 2025 and 2024. When comparing only the companies held in both years, 8 out of 16 portfolio companies reduced their carbon intensity compared to the previous year. All portfolio companies have set ambitions to reduce their carbon emissions and actively work on actions to drive economic growth in an environmentally sustainable way.

The share of renewable energy consumption was 68% across the portfolio, in line with last year, reflecting a continued focus and measures aimed at energy efficiency and the reduction of direct operational emissions. The hazardous waste ratio increased compared to last year, partly due to a larger quantity of lithium batteries in Ryde that had been stored for several years but were recycled in 2025.

Equip has no exposure to companies active in the fossil fuel sector, to controversial weapons, nor has investments in companies producing chemicals, which is in line with last year and aligned with Equip's investment strategy. The portfolio companies have not reported any activities negatively affecting biodiversity-sensitive areas nor any emissions to water, also in line with last year.

Gender diversity at board level was 10% in 2025, down from 11% in 2024. Equip acknowledges that the share of female board representation in several of the portfolio companies continued to be low, which is partly explained by Equip as a majority owner holding at least two board seats in each portfolio board and currently all held by males. There are no female senior managers in Equip except the CFO, who does not hold any board positions in the portfolio due to compliance and risk management responsibilities on the level of the investment manager. The gender pay gap improved from 5% in 2024 to 4% in 2025.

| Date             | # | Description                                                                                                                                         |
|------------------|---|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 and heading for Article 4 disclosures                         |
| 30 June 2023     | 4 | Update with PAI indicators for 2022                                                                                                                 |
| 30 June 2024     | 5 | Update with PAI indicators for 2023. Added AI translations of Summary in Appendix (Danish, German, Spanish, French, Norwegian, Dutch and Swedish)   |
| 30 June 2025     | 6 | Update with PAI indicators for 2024                                                                                                                 |
| 30 June 2026     | 7 | Update with PAI indicators for 2025                                                                                                                 |

## Appendix 1

### Sammendrag

Equip Capital AS (Equip) tager hensyn til væsentlige negative indvirkninger af sine investeringsbeslutninger på bæredygtighedsfaktorer. Denne erklæring er den konsoliderede erklæring om væsentlige negative indvirkninger på bæredygtighedsfaktorer fra Equip.

Denne erklæring om væsentlige negative indvirkninger på bæredygtighedsfaktorer dækker referenceperioden fra 1. januar 2025 til 31. december 2025.

De negative indvirkninger på bæredygtighedsfaktorer af Equip's investeringsbeslutninger er beskrevet i tabellen nedenfor. Equip administrerede 19 porteføljeselskaber i sin portefølje pr. 31. december 2025 og gennemførte tre nye platforminvesteringer i løbet af 2025. Equip offentliggjorde sin årlige bæredygtighedsrapport i juni 2026, som indeholder en mere omfattende rapportering om porteføljeselskabernes præstationer inden for bæredygtighedsaktiviteter og initiativer end de emner og indikatorer, der er inkluderet i denne erklæring.

Equip vurderer, at alle 19 investeringer klarer sig godt på bæredygtighedsindikatorerne, men erkender, at andelen af kvindelige bestyrelsesrepræsentanter i flere af porteføljeselskaberne er lav, hvilket delvist forklares af, at Equip som majoritetsejer har mindst to bestyrelsespladser i hver porteføljebestyrelse, og de besættes i øjeblikket alle af mænd. Der er ingen kvindelige ledere i Equip bortset fra CFO'en, som ikke har nogen bestyrelsesposter i porteføljen på grund af overholdelse og risikostyringsansvar på investeringslederens niveau. Equip's ambition er at forbedre kønsdiversiteten i bestyrelsen i løbet af ejerskabsperioden ved at have mindst én kvindelig bestyrelsesrepræsentant i hvert porteføljeselskab. I løbet af 2025 onboardede Equip et porteføljeselskab til kulstofregnskabssoftwaren Normative, som bruges til at estimere kulstofemissioner for hvert selskab. Pr. 31. december 2025 blev drivhusgasemissioner rapporteret på tværs af scope 1, 2 og 3 af alle porteføljeselskaber med undtagelse af ét porteføljeselskab, som blev opkøbt den 17. december 2025 og vil gennemføre sin første rapportering af drivhusgasemissioner for 2026.

## Zusammenfassung

Equip Capital AS (Equip) berücksichtigt die wesentlichen negativen Auswirkungen seiner Anlageentscheidungen auf Nachhaltigkeitsfaktoren. Diese Erklärung ist die konsolidierte Erklärung über wesentliche negative Auswirkungen auf Nachhaltigkeitsfaktoren von Equip.

Diese Erklärung über wesentliche negative Auswirkungen auf Nachhaltigkeitsfaktoren umfasst den Bezugszeitraum vom 1. Januar 2025 bis zum 31. Dezember 2025.

Die negativen Auswirkungen auf Nachhaltigkeitsfaktoren von Equip's Anlageentscheidungen sind in der untenstehenden Tabelle dargestellt. Equip verwaltete bis zum 31. Dezember 2025 19 Portfoliounternehmen und tätigte im Jahr 2025 drei neue Plattforminvestition. Equip veröffentlichte im Juni 2026 seinen jährlichen Nachhaltigkeitsbericht, der eine umfassendere Berichterstattung über die Leistung der Portfoliounternehmen in Bezug auf Nachhaltigkeitsaktivitäten und -initiativen enthält als die in dieser Erklärung enthaltenen Themen und Indikatoren.

Equip betrachtet alle 19 Investitionen als gut in Bezug auf die Nachhaltigkeitsindikatoren, erkennt jedoch an, dass der Anteil weiblicher Vorstandsmitglieder in mehreren der Portfoliounternehmen niedrig ist, was teilweise dadurch erklärt wird, dass Equip als Mehrheitsaktionär mindestens zwei Vorstandssitze in jedem Portfoliovorsitz innehat, die derzeit alle von Männern besetzt sind. Es gibt keine weiblichen leitenden Manager bei Equip, außer der CFO, die aufgrund der Compliance- und Risikomanagementverantwortlichkeiten auf der Ebene des Investmentmanagers keine Vorstandspositionen im Portfolio innehat. Equip's Ziel ist es, die Geschlechtervielfalt im Vorstand während der Eigentumsperiode zu verbessern, indem mindestens eine weibliche Vorstandsvertreterin in jedem Portfoliounternehmen benannt wird. Im Jahr 2025 hat Equip ein Portfoliounternehmen in die CO<sub>2</sub>-Bilanzierungssoftware Normative eingebunden, die zur Schätzung der Kohlenstoffemissionen der einzelnen Unternehmen verwendet wird. Zum 31. Dezember 2025 wurden die Treibhausgasemissionen in den Scopes 1, 2 und 3 von allen Portfoliounternehmen berichtet, mit Ausnahme eines Portfoliounternehmens, das am 17. Dezember 2025 erworben wurde und seine erste Treibhausgasberichterstattung für das Jahr 2026 vornehmen wird.

## Resumen

Equip Capital AS (Equip) considera los principales impactos adversos de sus decisiones de inversión en los factores de sostenibilidad. La presente declaración es la declaración consolidada sobre los principales impactos adversos en los factores de sostenibilidad de Equip.

Esta declaración sobre los principales impactos adversos en los factores de sostenibilidad cubre el período de referencia del 1 de enero de 2025 al 31 de diciembre de 2025.

Los impactos adversos en los factores de sostenibilidad de las decisiones de inversión de Equip se detallan en la tabla a continuación. Equip gestionó 19 empresas participadas en su cartera a 31 de diciembre de 2025 y completó tres nuevas inversiones de plataforma durante 2025. Equip publicó su informe anual de sostenibilidad en junio de 2026, que contiene un informe más completo sobre el desempeño de las empresas participadas en actividades e iniciativas de sostenibilidad que los temas e indicadores incluidos en esta declaración.

Equip considera que las 19 inversiones tienen un buen desempeño en los indicadores de sostenibilidad, pero reconoce que la representación femenina en los consejos de administración de varias de las empresas de la cartera es baja, lo cual se explica en parte porque Equip, como propietario mayoritario, tiene al menos dos asientos en cada consejo de administración de la cartera, y actualmente todos están ocupados por hombres. No hay gerentes senior femeninas en Equip, excepto la directora financiera (CFO), quien no ocupa ninguna posición en los consejos de la cartera debido a sus responsabilidades de cumplimiento y gestión de riesgos a nivel del gestor de inversiones. La ambición de Equip es mejorar la diversidad de género en los consejos de administración durante su período de propiedad, teniendo al menos una representante femenina en cada empresa de la cartera. Durante 2025, Equip incorporó una empresa de la cartera al software de contabilidad de carbono Normative, que se utiliza para estimar las emisiones de carbono de cada empresa. A 31 de diciembre de 2025, todas las empresas de la cartera habían reportado sus emisiones de gases de efecto invernadero (GEI) correspondientes a los alcances 1, 2 y 3, con excepción de una empresa de la cartera adquirida el 17 de diciembre de 2025, que realizará su primer reporte de emisiones de GEI correspondiente al ejercicio 2026.

## Résumé

Equip Capital AS (Equip) considère les principaux impacts négatifs de ses décisions d'investissement sur les facteurs de durabilité. La présente déclaration est la déclaration consolidée sur les principaux impacts négatifs sur les facteurs de durabilité d'Equip.

Cette déclaration sur les principaux impacts négatifs sur les facteurs de durabilité couvre la période de référence du 1er janvier 2025 au 31 décembre 2025.

Les impacts négatifs des décisions d'investissement d'Equip sur les facteurs de durabilité sont présentés dans le tableau ci-dessous. Equip gère 19 entreprises investies dans son portefeuille au 31 décembre 2025 et a réalisé trois nouveaux investissements de plateforme en 2025. Equip a publié son rapport annuel sur la durabilité en juin 2026, qui contient un rapport plus complet sur la performance des entreprises investies en matière d'activités et d'initiatives de durabilité que les sujets et indicateurs inclus dans cette déclaration.

Equip considère que les 19 investissements se portent bien en termes d'indicateurs de durabilité, mais reconnaît que la part de représentation féminine au sein des conseils d'administration de plusieurs des entreprises du portefeuille est faible, ce qui s'explique en partie par le fait qu'Equip, en tant que propriétaire majoritaire, détient au moins deux sièges au conseil d'administration de chaque portefeuille, tous actuellement occupés par des hommes. Il n'y a pas de femmes cadres supérieures chez Equip, à l'exception de la directrice financière (CFO), qui n'occupe aucune position au sein des conseils d'administration du portefeuille en raison de ses responsabilités en matière de conformité et de gestion des risques au niveau du gestionnaire d'investissement. L'ambition d'Equip est d'améliorer la diversité des genres au sein des conseils d'administration pendant sa période de détention en ayant au moins une représentante féminine dans chaque entreprise du portefeuille. En 2025, Equip a intégré un entreprise du portefeuille au logiciel de comptabilité carbone Normative, utilisé pour estimer les émissions de carbone de chaque entreprise. Au 31 décembre 2025, les émissions de gaz à effet de serre (GES) des scopes 1, 2 et 3 ont été déclarées par toutes les sociétés du portefeuille, à l'exception d'une société acquise le 17 décembre 2025, qui effectuera son premier reporting des émissions de GES pour l'exercice 2026.

## Sammendrag

Equip Capital AS (Equip) vurderer vesentlige negative virkninger av sine investeringsbeslutninger på bærekraftsfaktorer. Denne erklæringen er den konsoliderte erklæringen om vesentlige negative virkninger på bærekraftsfaktorer fra Equip.

Denne erklæringen om vesentlige negative virkninger på bærekraftsfaktorer dekker referanseperioden fra 1. januar 2025 til 31. desember 2025.

De negative virkningene på bærekraftsfaktorer av Equip's investeringsbeslutninger er beskrevet i tabellen nedenfor. Equip administrerte 19 porteføljeselskaper i sin portefølje per 31. desember 2025 og gjennomførte tre nye plattforminvestering i løpet av 2025. Equip offentliggjorde sin årlige bærekraftsrapport i juni 2026, som inneholder en mer omfattende rapportering om porteføljeselskapenes prestasjoner innen bærekraftsaktiviteter og -initiativer enn de temaene og indikatorene som er inkludert i denne erklæringen.

Equip vurderer at alle 19 investeringer presterer godt på bærekraftsindikatorene, men erkjenner at andelen av kvinnelige styremedlemmer i flere av porteføljeselskapene er lav, noe som delvis forklares av at Equip som majoritetseier har minst to styreplasser i hvert porteføljestyre, og de er for øyeblikket alle besatt av menn. Det er ingen kvinnelige ledere i Equip bortsett fra finansdirektøren (CFO), som ikke har noen styreverv i porteføljen på grunn av ansvar for overholdelse og risikostyring på investeringsforvalternivå. Equip's ambisjon er å forbedre kjønnsdiversiteten i styrene i løpet av eierperioden ved å ha minst én kvinnelig styremedlem i hvert porteføljeselskap. I løpet av 2025 tok Equip inn et nytt porteføljeselskap i karbonregnskapsprogramvaren Normative, som brukes til å estimere karbonutslipp for hvert selskap. Per 31. desember 2025 ble klimagassutslipp rapportert for scope 1, 2 og 3 av alle porteføljeselskapene, bortsett fra et porteføljeselskap som ble kjøpt 17. desember 2025 og som vil foreta sin første karbonmåling for 2026.

## Samenvatting

Equip Capital AS (Equip) houdt rekening met de belangrijkste nadelige effecten van zijn investeringsbeslissingen op duurzaamheidsfactoren. Deze verklaring is de geconsolideerde verklaring over de belangrijkste nadelige effecten op duurzaamheidsfactoren van Equip.

Deze verklaring over de belangrijkste nadelige effecten op duurzaamheidsfactoren heeft betrekking op de referentieperiode van 1 januari 2025 tot 31 december 2025.

De nadelige effecten op duurzaamheidsfactoren van de investeringsbeslissingen van Equip worden weergegeven in de onderstaande tabel. Equip beheerde 19 deelnemingen in zijn portefeuille op 31 december 2025 en voltooide drie nieuwe platforminvesteringen in 2025. Equip publiceerde zijn jaarlijkse duurzaamheidsverslag in juni 2026, dat een meer uitgebreide rapportage bevat over de prestaties van de deelnemingen op het gebied van duurzaamheidsactiviteiten en -initiatieven dan de onderwerpen en indicatoren die in deze verklaring zijn opgenomen.

Equip beschouwt alle 19 investeringen als goed presterend op de duurzaamheidsindicatoren, maar erkent dat het aandeel vrouwelijke bestuursleden in verschillende van de portfoliobedrijven laag is, wat gedeeltelijk wordt verklaard doordat Equip als meerderheidsaandeelhouder ten minste twee bestuurszetels in elk portfoliobestuur heeft, die momenteel allemaal door mannen worden bezet. Er zijn geen vrouwelijke senior managers bij Equip, behalve de CFO, die geen bestuursposities in de portefeuille bekleeft vanwege haar verantwoordelijkheden voor compliance en risicobeheer op het niveau van de investeringsmanager. Equip's ambitie is om de genderdiversiteit in de raden van bestuur tijdens de eigendomsperiode te verbeteren door ten minste één vrouwelijke bestuursvertegenwoordiger in elk portfoliobedrijf te hebben. In de loop van 2025 nam Equip een nieuw portefeuillebedrijf op in de koolstofboekhoudsoftware Normative, die wordt gebruikt om de koolstofuitstoot van elk bedrijf te schatten. Per 31 december 2025 werden de broeikasgasemissies (BKG-emissies) binnen scope 1, 2 en 3 gerapporteerd door alle portefeuillebedrijven, met uitzondering van één portefeuillebedrijf dat op 17 december 2025 werd overgenomen en in 2026 voor het eerst zijn broeikasgasemissies zal rapporteren.

## Sammanfattning

Equip Capital AS (Equip) tar hänsyn till de huvudsakliga negativa effekterna av sina investeringsbeslut på hållbarhetsfaktorer. Denna rapport är den konsoliderade rapporten om de huvudsakliga negativa effekterna på hållbarhetsfaktorer från Equip.

Denna rapport om de huvudsakliga negativa effekterna på hållbarhetsfaktorer omfattar referensperioden från 1 januari 2025 till 31 december 2025.

De negativa effekterna på hållbarhetsfaktorer av Equips investeringsbeslut presenteras i tabellen nedan. Equip förvaltade 19 portföljbolag i sin portfölj per den 31 december 2025 och genomförde tre nya plattformsinvesteringar under 2025. Equip publicerade sin årliga hållbarhetsrapport i juni 2026, vilken innehåller en mer omfattande rapportering om portföljbolagens prestationer inom hållbarhetsaktiviteter och initiativ än de ämnen och indikatorer som ingår i denna rapport.

Equip anser att alla 19 investeringar presterar väl på hållbarhetsindikatorerna, men erkänner att andelen kvinnor i styrelserna i flera av portföljbolagen är låg, vilket delvis förklaras av att Equip som majoritetsägare innehar minst två styrelseplatser i varje portföljbolag och för närvarande är alla dessa platser upptagna av män. Det finns inga kvinnliga chefer i Equip förutom CFO, som inte har några styrelseuppdrag i portföljen på grund av ansvarsområden inom regelffterlevnad och riskhantering på investeringsförvaltningsnivå. Equips ambition är att förbättra könsdiversiteten i styrelserna under sin ägarperiod genom att ha minst en kvinnlig styrelserepresentant i varje portföljbolag. Under 2025 introducerade Equip ett portföljbolag till koldioxidredovisningsmjukvaran Normative, som används för att uppskatta koldioxidutsläpp för varje företag. Per den 31 december 2025 rapporterade samtliga portföljbolag sina utsläpp av växthusgaser (GHG) inom scope 1, 2 och 3, med undantag för ett portföljbolag som förvärvades den 17 december 2025 och som kommer att genomföra sin första rapportering av växthusgasutsläpp för 2026.