

Environmental Policy

Ratos's business concept is to develop mid-sized companies headquartered in the Nordics that are or can become market leaders. Ratos is the leading company builder in the Nordic region.

Our goal is that our core values, *Simplicity, Speed in Execution and It's All About People*, not only permeate how we act as owners but are also firmly established in our corporate culture. Our aim is to meet the expectations that are placed on us by our stakeholders.

Scope

The Environmental Policy applies to *the entire Ratos Group*

- *Ratos AB* is responsible for the policy and for its monitoring.
- The entire Ratos Group refers to the *parent company* and *holdings*. *Holdings* refer to both subsidiaries and associates.
- Ratos's subsidiaries are responsible for drafting an Environmental Policy and working with environmental issues according to the principles described here. Hereinafter the designation *Environmental Policy* refers to the Environmental Policy of Ratos or a subsidiary.
- Ratos also wants *associates* to comply with Ratos's Environmental Policy and will seek, in cooperation with co-owners, to ensure that Ratos's associates draft relevant environmental policies in the same manner as Ratos's subsidiaries.
- In *the subsidiaries* each management group is responsible for providing information about, implementing and monitoring these guidelines as part of the company's sustainability agenda. Based on the Environmental Policy, each subsidiary shall develop concrete and relevant guidelines and monitoring procedures for how environmental work will be implemented in practice in each company, as agreed with each company's board and Ratos.

The Environmental Policy should be read in conjunction with Ratos's Policy for sustainability, Corporate Responsibility and responsible investments as well as the Code of Conduct.

Objectives of the environmental work

We are convinced that consistent and long-term environmental work provides both environmental benefits and value creation. Our aim is to meet the expectations placed on us by the company's shareholders, employees and the outside world, as well as co-investors and employees in our holdings considering our business model and long-term sustainable development. In our operations we will:

- Contribute to long-term, sustainable development through the active exercise of our ownership role as well as active and systematic environmental work.
- Work to reduce our climate and environmental impact.
- Prevent and reduce pollution and the use of harmful substances.
- Work to include environmental considerations as a natural part of our business activities.

Ratos AB (parent company)

Ratos invests in companies in different sectors whose operations can have different and varying impact on the environment. The activities of Ratos's parent company are mainly conducted in an office environment at Sturegatan 10 in Stockholm. Our direct environmental impact is therefore limited, while we through the active exercise of our ownership role can actuate the environmental work in our holdings. Our environmental initiatives are therefore divided in two:

- Environmental initiatives within the parent company
 - Ratos's office at Sturegatan 10 shall conduct active environmental work in order to reduce environmental impact and provide a good example to our holdings. The environmental work shall follow Ratos's adopted environmental programme which includes e.g., energy consumption and recycling.
 - Environmental considerations shall be taken into account in purchasing and procurement of products and services.
 - Ratos shall provide training to the organisation on issues relating to sustainable development and environment-related risks.
- Environmental work in relation to our subsidiaries and other holdings
 - We shall include relevant environmental issues in our investment analysis and decision processes relating to new acquisitions.
 - We shall act as active owners and include relevant climate and environmental issues in our corporate governance. This means we will seek to ensure that our subsidiaries and other holdings conduct responsible and relevant environmental work and that relevant environmental issues are on the agenda of the companies' boards during the year.
 - The company's work with climate and environmental issues is included as part of the evaluation of the company's overall sustainability work.

Environmental work in our companies

Ratos shall seek to ensure that every Ratos's company has an Environmental Policy and/or an environmental plan, relevant to the company's industry and business, which describes the company's key issues relating to environmental and climate impact. There should also be a person identified as responsible for ensuring that the company conducts work on these issues. The company's environmental work should include (but not be limited to) activities and processes to limit and reduce greenhouse gas emissions, minimize the use of harmful substances and hazardous waste, limit and reduce consumption of finite resources, promote an increased rate of recycling, monitor other relevant environmental issues and create value by incorporating environmental considerations into the company's business activities.

An annual evaluation of the environmental work (as part of the total sustainability work) shall be performed in each company and be presented to and discussed by the company's board.