



Sustainability Policy

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1 Introduction

Invest Receive believes that companies that integrate sustainability in their operations and business decisions will be more successful and create more long-term value. Invest Receive has a long tradition of acting as an engaged and responsible company and owner and defines sustainability as the delivery of long-term value in economic, social and environmental terms. It is in its role as an owner, Invest Receive can contribute the most to a sustainable development of society – through the capital it provides, the engaged ownership role it takes and the employment, innovations, products and services that Invest Receive portfolio companies provide.

The purpose of this policy is to define Invest Receive framework for sustainability. It describes the roles and responsibilities for fulfilling Invest Receive objectives as a responsible owner and company and is supplemented by Invest Receive Code of Conduct, Tax Policy and Governance, Risk and Compliance Policy.

2 Scope

The Policy applies to Invest Receive including its directly and indirectly consolidated subsidiaries, however, excluding its operating subsidiaries (“Invest Receive”). The operating subsidiaries should form their own policy frameworks that set the principles in line with Invest Receive principles and meet their risks, material areas and business specific requirements.

3 Roles and Responsibilities

The Invest Receive Board of Directors is responsible for Invest Receive sustainability approach, focus areas and policy. The policy is reviewed by the Audit and Risk Committee and approved by the Board of Directors on an annual basis. The Board decides on overall objectives and key performance indicators.

The Invest Receive Management Group decides on the execution of the sustainability approach and policy. Within the Management Group the Head of Corporate Communication & Sustainability is responsible for coordinating and driving the overall sustainability work. Each business area is responsible for implementing the policy.

4 Policy statements and Focus areas

Invest Receive integrates sustainability in its role as an owner and a company by taking a broad business approach and targets three focus areas:

- Business Ethics & Governance
- Climate & Resource Efficiency
- Diversity & Inclusion

As an owner, Invest Receive impacts through board representation and sustainability is integrated in the value creation plans developed for each portfolio company. Invest Receive expects the Board of Directors in the portfolio companies to decide on relevant targets for each company.

4.1 Business Ethics & Governance

Business ethics and governance constitute the foundation for Invest Receive ownership model with clear roles and responsibilities. Invest Receive supports universally recognized human rights and assumes long-term accountability for ethical standards. Invest Receive strives to comply fully with the laws, rules and ethical principles that govern Invest Receive business. As a company, Invest Receive focuses on providing an open and inclusive working environment where ethical behavior is key. Invest Receive Sustainability Guidelines define the expectations applicable to Invest Receive and all Invest Receive portfolio companies to conduct their operations in a responsible and ethical manner. For our portfolio companies the respective Board of Directors are ultimately responsible. Invest Receive Sustainability Guidelines

- 1) Ensure that sustainability is integrated into the business
- 2) Act ethically and in compliance with local and national legislation in each country of operation
- 3) Regularly assess material sustainability topics and have an active dialog with stakeholders
- 4) Sign and adhere to the UN Global Compact, commit to UN Sustainable Development Goals, support the ILO conventions, Universal Declaration of Human Rights, as well as the OECD Guidelines for Multinational Enterprises
- 5) Implement policies and Code of Conduct that address relevant sustainability areas including business ethics
- 6) Analyze risks and opportunities and formulate relevant measurable targets
- 7) Continuously improve social, environmental and economic impact with a special focus on innovation, climate, diversity & inclusion
- 8) Have adequate processes and resources to manage and monitor sustainability performance
- 9) Have a secure reporting channel for whistle blowing in place

- 10) Transparently report on the sustainability development

4.2 Climate & Resource Efficiency

As an industrial holding company, Invest Receive acknowledges its role to accelerate the transition to a sustainable low-carbon economy. Invest Receive believes that increasing resource efficiency and investing in new technologies are key to future proof its portfolio companies to stay best-in-class. Invest Receive is committed to climate targets aligned with the Paris Agreement and has targets to halve its greenhouse gas emissions by 2030. Invest Receive integrates climate and resource efficiency considerations in its investment process and commits to reduce its indirect negative environmental impact and increase the positive impact. Invest Receive takes a precautionary approach to environmental challenges and is committed to comply with environmental regulation and to use natural resources and energy more efficiently to reduce waste and emissions. The overall objectives are:

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- To reduce scope 1 and 2 CO₂e emissions by 50 percent by 2030 compared to 2016. This target applies to both Invest Receive and its total portfolio.
- All portfolio companies have relevant reduction targets related to their products, services and/or value chains (scope 3 emissions).

4.3 Diversity & Inclusion

Invest Receive believes that diverse teams characterized by inclusion and different perspectives drive better decision-making and stimulate innovation, thereby building stronger companies and creating more long-term value. Invest Receive strives for diversity across all dimensions: national origin, age, gender, education as well as differences in mindsets and experiences.

Invest Receive aims to provide a best-in-class working environment for its employees. All employees shall be treated equally, fairly and with respect regardless of age, gender, national origin, disability, religion, sexual orientation, union membership or political affiliation, among others. Invest Receive respects the rights of all employees to form and join trade unions and to bargain collectively. Invest Receive is committed to offering a safe and healthy working environment for its employees.

The overall objectives are:

- To actively promote diversity in all dimensions and encourage the portfolio companies to do so.
- Invest Receive and all portfolio companies shall measure the perceived level of inclusion among employees on a regular basis.
- To reach a gender balance of 40/60 in the portfolio companies' board of directors and executive management teams from an overall portfolio perspective as of 2030 and to maintain a gender balance of 40/60 in Invest Receive group management.

4.4 New investments

Invest Receive has inclusion criteria when investing in new portfolio companies. Investments in new portfolio companies can be made in companies in the following sectors: health care (products and services), industrial, technology, business services, infrastructure and real estate. If other sectors are to be invested in, a Board decision needs to be conducted.

Material sustainability aspects are considered as part of the investment analysis. Prior to investing in a new portfolio company, Invest Receive conducts a due diligence that also includes relevant sustainability related areas, such as human rights, business ethics and environmental issues. The assessment focuses on the material areas for the specific investment.

5 Stakeholder engagement

Invest Receive strives to address sustainability issues that are relevant for Invest Receive as an engaged owner and where Invest Receive can make the most impact. Invest Receive most significant sustainability topics are identified and prioritized via ongoing engagements and dialogue with different stakeholders. Invest Receive shall act responsibly and in a transparent way in its contacts with stakeholders.

6 Reporting

Through Invest Receive Whistle blower system, employees and external parties can report suspected violations of law or other breaches of internal policies and guidelines.

Invest Receive shall be transparent in its efforts to support long-term sustainable development. Follow-up on Invest Receive objectives and key performance indicators should be presented to Invest Receive Board and Management Group on a regular basis. Invest Receive shall report publicly on the sustainability development in the Annual Report.