

investor

Sustainability Policy

Approved by Investor AB's Board of Directors
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1 Introduction

Investor AB (“Investor”) believes that companies that integrate sustainability in their operations and business decisions will be more successful and create more long-term value. Investor has a long tradition of acting as an engaged and responsible owner and company and defines sustainability as the delivery of long-term value in economic, social and environmental terms. It is in its role as an owner, Investor 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 Investor’s portfolio companies provide.

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

2 Scope

The Policy applies to Investor AB including its directly and indirectly consolidated subsidiaries, however, excluding its operating subsidiaries (“Investor”). The boards and management groups of the operating subsidiaries form their own sustainability policies.

3 Roles and Responsibilities

The Investor Board of Directors is responsible for Investor’s sustainability approach 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 Investor 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

Investor 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, Investor impacts through board representation and sustainability is integrated in the value creation plans developed for each portfolio company. Investor 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 Investor's ownership model with clear roles and responsibilities. Investor supports universally recognized human rights and assumes long-term accountability for ethical standards. Investor strives to comply with laws, rules and ethical principles. As a company, Investor focuses on providing an open and inclusive working environment where ethical behavior is key. Investor's Sustainability Guidelines define the expectations applicable to Investor and all Investor's portfolio companies to conduct their operations in a responsible and ethical manner. For our portfolio companies the respective Board of Directors are ultimately responsible.

Investor's 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 whistleblowing in place
- 10) Transparently report on the sustainability development

4.2 Climate & Resource Efficiency

As an industrial holding company, Investor acknowledges its role to accelerate the transition to a sustainable low-carbon economy. Investor believes that increasing resource efficiency and investing in new technologies are key to futureproof its portfolio companies to stay best-in-class. Investor integrates climate and resource efficiency considerations in its investment process and strives to reduce its indirect negative environmental impact linked to the portfolio companies and increase their positive impact. Investor strives to reduce the environmental impact of its own operations and take a precautionary approach to environmental challenges.

4.3 Diversity & Inclusion

Investor 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. Investor strives for diversity across all dimensions: national origin, age, gender, education as well as differences in mindsets and experiences.

Investor 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. Investor respects the rights of all employees to form and join trade unions and to bargain collectively. Investor is committed to offering a safe and healthy working environment for its employees.

4.4 Stakeholder engagement

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

5 Reporting

Through Investor's Whistleblower system, employees and external parties can report suspected violations of law or other breaches of internal policies and guidelines.

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