



Sustainability Policy

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1. BACKGROUND AND PURPOSE

At Bure Equity, we believe in building businesses that drive sustainable change through innovation. Guided by our commitment to responsible ownership, Bure invests in solutions that tackle important challenges while delivering long-term value. Bure's expertise and proven track record help us to address global challenges by recognizing that leveraging innovation is crucial in order to minimize the resource demands of our economies.

Bure believes integrating sustainability into every aspect of the investment process is not just beneficial but essential. Bure's Sustainability Policy outlines firm-wide standards and practices that guide investments and value creation activities, ensuring we remain accountable to all stakeholders while striving to deliver high risk-adjusted returns.

The policy is in line with Bure's Sustainability Strategy, that outlines four focus areas with eight initiatives to achieve our strategic sustainability goals. The initiatives are centered around material topics identified through a double materiality assessment* and cover both internal work at Bure and at the portfolio companies.

The purpose of this policy is to outline our commitment to sustainability, including investment screening and active management. It defines roles and responsibilities for driving sustainable change and acting as a responsible owner and is supplemented by the Code of Conduct and Whistleblower Policy.

* Double materiality under CSRD assesses financial impacts on the company and its impacts on society and the environment

2. SCOPE AND APPLICABILITY

This Sustainability Policy applies to Bure Equity AB and its consolidated subsidiaries, excluding its portfolio companies. The policy covers:

- Bure's investment decisions and portfolio management
- Internal operations and corporate governance
- Stakeholder engagement and reporting

The portfolio companies are expected to develop their own sustainability policies and frameworks that align with Bure's policy and strategy while addressing their specific risks, material topics and business requirements. As an active owner, Bure:

- Supports portfolio companies in incorporating sustainability into their business strategies
- Encourages implementation of relevant policies
- Ensures operations are conducted responsibly and ethically

Bure's board representative in each portfolio company is responsible for driving sustainability initiatives at the board level. This approach allows Bure to maintain consistent sustainability principles across its investments, while enabling portfolio companies to tailor their approaches.

Bure's sustainability work is governed by an internal framework that includes this Sustainability Policy, the Code of Conduct and the Whistleblower Policy, which establish guidelines for how Bure can act as a responsible company, owner and employer.

3. GUIDING PRINCIPLES

Bure integrates sustainability in our operations and in our role as an active owner by adhering to six guiding principles. These guiding principles form the foundation of Bure's approach to sustainability, ensuring that Bure acts as a responsible company, owner and employer while creating long-term value and business resilience:

1. **INCLUSIVITY:** Bure values diverse perspectives and actively engage with employees, customers, investors and other key stakeholders. Through a double materiality assessment, we have incorporated the insights and perspectives of all key stakeholders to identify the most critical topics for Bure to address.
2. **INNOVATION:** Bure believes that embracing innovation is crucial for driving significant change for society and sustainable improvements. Therefore, we seek to encourage the adoption of technologies and innovative approaches to promote more efficient and sustainable business practices - whether it's reducing emissions, improving resource efficiency or creating entirely new solutions. This can be done through:
 - ❖ Investing in and supporting portfolio companies in leveraging technology and innovation to improve their environmental and social performance
 - ❖ Promoting collaboration and knowledge-sharing on sustainable innovations across industries and the value chains
3. **RESILIENCE:** Bure invests in business models that enhance adaptability and long-term sustainability. We support business models that allow businesses to thrive in the face of complex challenges, such as environmental, economic or social challenges. This is based on the underlying belief that promoting sustainability will ensure long-term viability and the success of our investments.
4. **LONG-TERM VALUE CREATION:** Bure has a long-term focus and works proactively to strengthen our operation and our portfolio companies. The work on sustainability issues is a crucial component of this, and we see a clear connection between business models that contribute to sustainable development and long-term value creation. Sustainability isn't an extra—it's fundamental to how we create value over time.
 - ❖ This principle reflects Bure's conviction that sustainability and long-term value creation are intrinsically linked.
 - ❖ It guides Bure's investment decisions and portfolio management across the ownership lifecycle and ensuring we consider sustainability in our pursuit of returns.
5. **ACCOUNTABILITY:** Bure takes full responsibility for the sustainability impacts of our actions. By setting clear goals and taking deliberate steps to contribute to positive outcomes, we hold ourselves and our portfolio companies to high level standards of integrity and responsibility.
6. **TRANSPARENCY:** Bure believes transparency is fundamental for trust building with stakeholders. To ensure this, we seek to communicate transparently and clearly on ESG practices and performance. This includes regular disclosures and reports on sustainability initiatives, progress and challenges.

4. STRATEGIC SUSTAINABILITY FOCUS AREAS

To address all material topics and establish Bure as a driving force in sustainability, we have identified four strategic focus areas based on a double materiality analysis:

- 1. Sustainable change through innovation
- 2. Building responsible companies
- 3. Decarbonisation and resource efficiency
- 4. Workplace excellence

Each focus area consists of two key initiatives, supported by specific targets that guide our efforts forward. As an active owner, Bure influences its portfolio companies through board representation, supporting the integration of sustainability into value creation plans. Additionally, Bure encourages the portfolio companies to identify and develop their own relevant sustainability focus areas and targets based on their material topics.

FOCUS AREA 1. Sustainable change through innovation

Bure invests in companies that are pioneers in their industries and that provide the market with innovative solutions. By funding scalable solutions, we aim to address global challenges such as climate change, resource scarcity, healthcare issues and equality. There are two initiatives and connected targets related to this focus area:

1.1 Drive sustainable innovation in portfolio	1.2 Ensure sustainable investments
Develop company specific sustainability impact measurements for relevant portfolio companies by 2026	Ascertain that new investments are sustainable in the long-term

FOCUS AREA 2. Building responsible companies

Bure works continuously to ensure that the portfolio companies act responsibly and maintain high standards in business ethics with zero tolerance for corruption. Sustainability should be integrated into operations and business decisions, as Bure believes this approach drives long-term value. There are two initiatives and connected targets related to this focus area:

2.1 Ensure sustainability integration	2.2 High business ethics and conduct
100% of portfolio companies have a sustainability policy in place in line with Bure's policy by 2026	100% of portfolio companies have a code of conduct & anti-corruption policy in place
100% of portfolio companies have sustainability integrated into management and board reporting by 2026	100% of portfolio companies conduct cyber security assessments and implement adequate measures

Bure is committed to decarbonise its operations and influence the portfolio companies to do the same. This includes setting emission reduction targets, improving energy efficiency, transitioning to renewables and promoting circular economy principles to minimize the environmental footprint. There are two initiatives and connected targets related to this focus area:

Bure is committed to reach net zero emissions for scope 1 and 2 by 2025

Reduce Bures absolute scope 3 emissions with 55 % by 2030 compared to 2023

*Encourage portfolio companies to align with the Paris Agreement
and when relevant commit to SBT*

Bure's and the portfolio companies' employees are our biggest asset, and we work to create safe, inclusive and developing work environments with equal opportunities for all throughout our operations. We place high value on integrity and collaboration, and we are dedicated to maintaining transparency in all our actions and decision-making processes. There are two initiatives and connected targets related to this focus area:

40/60 ratio between genders among employees

40/60 ratio between genders in the Board of Directors by 2028

Offer at least 40 hours of training per employee annually

30/70 ratio between genders in management by 2028 on an overall portfolio level

Ensure lagging portfolio companies conduct a diversity and inclusion assessment and implement necessary initiatives within 3 years

Recognizing that sustainability is a dynamic field, we strive to continuously refine our strategies and ways-of-working to address emerging challenges and opportunities. We are committed to:

- ❖ Regularly updating our sustainability strategy to reflect new insights and regulatory developments, particularly at the EU level
- ❖ Conducting periodic materiality analyses to refine focus areas and ensure alignment with stakeholder expectations
- ❖ Enhancing data collection on key sustainability metrics across the portfolio to improve transparency and reporting

5. NEW INVESTMENTS

Prior to making an investment decision, Bure Equity conducts ESG due diligence to ensure alignment with the sustainability principles, compliance with regulatory and ethical standards and the identification of potential environmental, social and governance risks and opportunities. Furthermore, all new investments must meet Bure's exclusion criteria.

Sustainability Due Diligence

Bure integrates sustainability into due diligence processes by systematically evaluating material sustainability risks and opportunities for value creation in potential investments. These risks are assessed across key ESG dimensions, aligned with the UN Global Compact and PRI principles. Similarly, we assess value creation opportunities within ESG areas to uncover avenues for sustainable innovation and long-term growth for the investment target.

Exclusion criteria

Bure aims to invest in companies that drive innovation and change towards a sustainable future. Consequently, Bure will refrain from investing in companies whose products, services or practices contribute to significant environmental/social harm or that lack a clear strategy to mitigate such negative impacts through active ownership.

In addition to the above, Bure avoids investing in the areas defined by the below exclusion criteria:

- Alcohol, except for medical use
- Gambling (incl. online casinos, sports betting)
- Pornography / prostitution
- Tobacco (incl. vaping, snus, cigars, e-cigarettes)
- Controversial weapons

6. GOVERNANCE AND ACCOUNTABILITY

Bure's governance framework ensures that sustainability issues are integrated into every aspect of our operations. Through board representation in each company, we influence decision-making processes and ensure that ethical considerations are prioritized. This enables us to address sustainability risks proactively while also identifying opportunities for innovation and growth.

The following guidelines outline the expectations for Bure Equity and all its portfolio companies:

- ❖ Implement a sustainability policy in line with Bure and a code of conduct that addresses material sustainability topics
- ❖ Define and review measurable sustainability goals aligned with strategic objectives
- ❖ Embed sustainability into core operations and decision-making, aligning it with management reporting to ensure transparency over time
- ❖ Regularly review material sustainability topics, engage stakeholders and participate in industry collaborations

Bure has established a clear governance structure to ensure the effective implementation and oversight of our sustainability policy. **The Board of Directors** holds ultimate responsibility for Bure's sustainability efforts, which includes:

- Approving the sustainability strategy, policy, reporting and risk analyses.

The CEO is responsible for driving the overall sustainability agenda and ensuring its integration into Bure's business strategy. **The CFO** oversees the implementation of strategic sustainability decisions and manages day-to-day sustainability initiatives.

Bure's board representatives in portfolio companies play a crucial role by:

- Leading sustainability initiatives at the board level within those companies.
- Reporting progress back to Bure's Board of Directors.

All employees are expected to adhere to Bure's sustainability policies and actively contribute to achieving the company's sustainability goals.

7. REPORTING AND TRANSPARENCY

We believe that the most effective way to drive sustainability forward is through the mutual exchange of knowledge and experience between ourselves and our portfolio companies. To maintain transparency and accountability to our goals and practices, we release sustainability reports on an annual basis, focusing on ESG metrics as well as case studies. Bure's reporting is in accordance with the GRI standard. Bure's first report in accordance with CSRD will be for year 2026. Furthermore, our sustainability reporting is based on a double materiality assessment for both ourselves and our portfolio companies and is in accordance with CSRD.

We will report both on portfolio company sustainability as well as on our own impact from direct operations in relevant ESG metrics, such as greenhouse gas emissions, diversity and responsible business conduct, to ensure transparency and continuous improvement.

Updated/revised: 12 December 2024

The Board of Directors of Bure Equity AB



*We **build** businesses that drive sustainable
change through **innovation***