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SUSTAINABILITY POLICY

1. BACKGROUND AND PURPOSE

Vestum AB (publ), reg. no 556578-2496 (“**Vestum**”) has developed governing documents, including this policy, and processes to ensure that Vestum is complying with applicable laws and regulations and that Vestum’s values and desired ways of conducting business are communicated and followed throughout the entire organization.

The object of this policy is to define how Vestum shall conduct business in a sustainable way. Vestum support the UN Global Compact and the ten principles, and also the 17 Global Sustainable Development Goals.

2. AUDIENCE

This policy applies to Vestum, and all legal entities controlled by Vestum (“**Vestum Group**”). Accordingly, the policy applies to all employees and temporary staff within Vestum Group and it is everyone’s responsibility to adhere to, and act according to, the principles set out in the policy.

3. VESTUM SHALL CONDUCT ITS BUSINESS IN A SUSTAINABLE WAY

Key principles

This policy stipulates Vestum Group’s approach to sustainability. Vestum Group strives to continuously improve its – and its customers – efforts within sustainability, and to take responsibility for its impact. Sustainability consequences should be considered in all business, investments and supplier decisions. Additionally, it is of high importance to have a transparent and constructive dialogue with stakeholders, covering both environmental and social aspects to be able to develop better and more sustainable processes, products and services.

Based on an initial material analysis, Vestum Group has identified focus areas that will guide the sustainability work. These areas are:

- Sustainable Growth
- Business Ethics
- Environmental Responsibility
- Social Responsibility

For the identified focus areas there are formulated targets, identified risks and opportunities, and also potential KPI’s for development and monitoring of the progress within the area.

Sustainable Growth

Sustainable growth focuses on Vestum Group's ability to build long term growth, and to expand the business in a sustainable and controlled manner. This also includes building long term trust with stakeholders, which is an essential part of Vestum Group's sustainability work as well. Additionally, Vestum Group shall aim for developing sustainable products and services based on a close dialogue with its customers.

Business Ethics

To make business in a fair, trustworthy and sustainable manner it is critical to be able to build and keep long term relationships with Vestum Group's stakeholders. Vestum Group's principles and guidelines regarding business ethics are stipulated in Vestum's Code of Conduct, which also includes information regarding the whistleblower service that should be used if any deviations are suspected. Vestum Group collaborate with suppliers that comply with Vestum's Supplier Code of Conduct.

Environmental Responsibility

Vestum Group shall take environmental responsibility to reduce and optimize the use of resources, with a main focus on greenhouse gas emissions, energy, material, water and waste. It is of high importance that Vestum Group conducts business in accordance with applicable environmental regulations. Vestum Group shall reduce its greenhouse gas emissions to achieve the objectives of the Paris Agreement.

Social Responsibility

Vestum Group's employees shall take social responsibility with focus to protect and support diversity and gender equality. Vestum Group's employees shall be able to influence decisions and Vestum Group believe that being curious, taking initiative and acting responsible is at the core.

Vestum Group shall also have a strong and committed health and safety approach in place, where leaders are expected to lead by example. Therefore, Vestum Group has safety standards in place that aim to minimize the number of workplace incidents and ensure the well-being of Vestum Group's employees.

Respect for human rights is of high importance for Vestum Group's business and the requirements of Vestum Group's suppliers are stipulated in Vestum's Supplier Code of Conduct. Vestum Group supports the UN Guiding Principles on Business and Human Rights.
