

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

1. Introduction and purpose

River Group AB (**Company**) recognises the impact it may have on the environment and society at large and is strongly committed towards promoting sound principles for the protection of the environment, social responsibility, and proper governance practices (**ESG**) in the course of its business conduct. The Company believes that high ESG standards make good business sense and that it has the potential to protect and enhance returns as well as promote the development of the communities in which it operates.

An important aspect of maintaining high ESG standards is to respect and comply with applicable laws, regulations, and internationally recognised human rights. This is a paramount requirement and expectation for and by the Company. The Company has therefore undertaken to conduct its activities and affairs in compliance with this ESG policy and the ESG principles set out below, as well as the Company's other policies and guidelines.

All employees (including directors, executives, *etc.*) of the Company are required to familiarise themselves and comply with the ESG policy.

2. Environmental

The Company seeks to minimise its environmental impact and encourages environmental consciousness. The Company does not accept products or working routines that are unreasonably harmful to the environment or components of products that do not live up to high environmental and safety related standards.

River Group constantly strives to minimize our own carbon dioxide emissions, as well as upstream and downstream emissions.

3. Social

It is the Company's objective to be socially responsible regarding its business, and to contribute to the development of the communities in which it operates. The Company shall respect internationally recognised human rights and provide proper working conditions for its employees and customers. Assessments should be made to identify health and safety risks relating to or arising from working activities and appropriate measures shall be taken. Equal opportunities should be granted regardless of gender, sexual orientation, age, race, colour, ethnic origin, religion, trade union affiliation or disability. The Company does not directly or indirectly impose any restrictions in relation to the employees' freedom to establish or join trade unions or legal strikes. The Company must ensure that it does not directly or indirectly use forced labour, illegal child labour or take unjust advantage of migrant workers.

4. Governance

The Company acknowledges the importance of good corporate governance and integrity in connection with its business, and thus adheres to all applicable anti-corruption laws and best practice standards. The Company has implemented an anti-corruption policy and a whistleblowing policy. The Company shall ensure proper recording, reporting and review of financial and tax information.

The principles of fair business, marketing and advertising practices are upheld by the Company. The Company and its employees (including directors, executives, etc.) shall thus exhibit honesty, integrity, fairness, and respect in their business dealings, and not make representations or omissions, nor engage in any other practices that are deceptive, misleading, fraudulent or unfair. Information obtained through the Company's business must be used lawfully and in the best interest of the Company and not for personal gain by any of its employees.

5. UN Sustainable development goal

The Company shall always be committed to at least one of the UN Sustainable Development Goals. Currently the Company is committed to Clean Water and Sanitation (UN Sustainable Development Goal no. 6.3 and 6.4. The CEO and the Head of Operational Excellence - “The Compliance Officer”, shall present a plan for implementation of this goal to the board of directors of the Company and report on the progress at least annually.

6. Implementation, monitoring and reporting

The Company shall conduct its activities and affairs in compliance with this ESG policy.

The Company shall seek to implement awareness and compliance with this ESG policy in all levels of its business. All employees of the Company are required to familiarise themselves with this ESG policy. Furthermore, the Company will seek to include ESG relevant bonus criteria in such bonus programmes that it adopts from time to time.

The Compliance Officer is responsible for monitoring the adherence to this ESG policy by the Company and its employees.

The Compliance Officer shall define and ensure monitoring of ESG relevant KPIs. Such KPIs shall be included in the reporting to the board of directors, at least on a quarterly basis.

Any ESG findings, deviations, concerns etc. shall be addressed and explained in a proper manner. If it becomes clear that the Company is in material breach of this ESG policy or any other material ESG concern is identified, then the Compliance Officer shall ensure that the board of directors of the Company is notified.

An annual ESG report shall be presented by the Compliance Officer to the board of directors. As part of such reporting, the Compliance Officer shall (a) assess and present any need for adjustments to this ESG policy and whether further specific ESG guidelines are needed; and (b) ensure that Equip’s ESG due diligence questionnaire has been completed by the Company based on the Company’s status at the time of reporting and that such questionnaire is included in the annual report.