

Document name Policy for Sustainable Development	Version 4.0	Date 2025-05-20
Document owner Head of Sustainability	Signed by CEO	Confidentiality level Public

Policy for Sustainable Development

for Söderberg & Partners Holding AB, org. No. 556659-9964, hereafter referred to as the Company.

The Company's CEO established this policy on 20 May 2025. The Company's Head of Sustainability shall ensure that the policy is reviewed and re-established by the CEO if necessary.

1. Introduction

The purpose of the Company's sustainability work is to manage its exposure to sustainability risks and to contribute to sustainable development and the fulfilment of the Sustainable Development Goals. The Company takes into account the sustainability aspects that the Company's operations entail, and works to take responsibility for the social and environmental impact that arises as a result of the Company's decisions and actions. The sustainability work presupposes, among other things, that the business is conducted well within the framework of current regulations and with a high ethical and moral standard.

The Company shall create a good structure for working with sustainability issues and continuous improvements within this work. The Company's most important stakeholders shall be identified and their prioritized expectations of the Company's sustainability work together with applicable laws, and other regulations form the binding requirements for the Company's environmental work.

The Company's ambition is to always make the best environmentally and socially responsible choices in daily operations. By increasingly integrating sustainability into part of the business over time, the Company strives to generate a positive impact and contribute to the Sustainable Development Goals.

2. Definitions

The Sustainable Development Goals: seventeen global goals to be achieved by the year 2030. The goals are a part of the Agenda 2030, an universal agenda for sustainable development that was adopted by UN member states on September 25, 2015.

Sustainability encompasses three aspects; environmental sustainability, social sustainability and economic sustainability. The latter includes corporate governance issues.

Sustainability risk:¹ an environmental, social or governance-related event or circumstance that, if it were to occur, would have an actual or potential adverse impact on the value of the asset.

Sustainable development: development where people, across generations and geographical areas, can meet their needs without compromising the ability of future generations to meet their own needs.

3. Scope of the Policy

This policy covers subsidiaries or businesses where the Company is the majority owner. The policy is nevertheless applied to businesses that share the Company's brand. The policy is adopted by the managing director of each operation, or in operations subject to a permit by its board. Each business is recommended to delete, adjust or make additions to the policy based on their own business. Changes to the policy should be approved by the Company's CEO or the Head of Sustainability.

4. Climate

Climate change impacts the Company in the form of physical risks and transition risks. The Company also has an impact on climate change, mostly indirectly through use of energy and other resources in day-to-day operations, as well as through advisory services. Therefore, Söderberg & Partners shall work to reduce its climate impact and contribute to limiting the global temperature increase to 1,5 degrees Celsius, in accordance with the target of the Paris agreement and climate science.

The Company's ambition is to achieve net zero emissions by 2050, both for the operative emissions and for the assets the Company manages for its clients. By operative emissions both scopes 1 and 2 as well as scope 3

¹ Art. 2 p. 22 EU 2019/2088

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category 1-14 are meant, and within the managed assets only the investments' scope 1 and 2 emissions are included. The assets under management represent the large majority of the Company's climate emissions and are therefore to be prioritized. The Company intends to continually set interim targets to work towards the ambition of net zero in a realistic manner which is adapted to the quickly growing operations. The starting point of target setting is to be external frameworks, to ensure credibility and comparability.

5. Priority Sustainability Areas

The Company's prioritized sustainability areas have been identified based on the results of regular environmental assessments, stakeholder analyses and risk-and opportunity workshops with the executive management of sustainability. The Company chooses to work with these prioritized areas because their improvement is deemed to have the greatest potential for reduced negative impact and increased positive impact on sustainable development, taking into account the Company's most important stakeholders' expectations on its' sustainability work.

5.1. Analysis and Portfolio management

Söderberg & Partners shall offer relevant and elaborated Sustainability analyses that are made available to advisers, portfolio managers and brokers.

As part of the finance and insurance industry, the Company has the opportunity to contribute to sustainable development. In order to take the customer's sustainability preferences into account and advise on sustainable alternatives, Söderberg & Partners composes Sustainability analyses that are made available to advisers, asset managers and brokers.

5.2. Supply and Advisory

Söderberg & Partners shall work systematically to integrate sustainability into portfolio management and increase the proportion of sustainable alternatives.

The portfolio management takes the investments' sustainability risks and positive impacts into account using the Sustainability analyses and sustainability data provided by the Company's suppliers. The Company promotes environmental and social sustainability by offering sustainable investment options. The objective is to increase each portfolios' sustainability level based on their respective strategy,

5.3. Dialogues and Collaborations

Söderberg & Partners shall drive and support sustainability improvements at our partners through dialogues and participate in various forums to spread and raise the level of knowledge within the industry.

Dialogues with partners - suppliers of financial products and insurance products foremost, are an important part of the sustainability work. Sustainability analyses can help the Company identify areas of improvement at product suppliers and be used as a tool to achieve continuous improvements.

5.4. Competence and Awareness

Söderberg & Partners shall make available regular and relevant competence-enhancing initiatives to all employees, to increase awareness regarding sustainability issues.

As new studies are published and technologies are established, there is a need to update knowledge and improve skills. The Company's ambition to be a leading player in sustainability requires that employees are well informed and knowledgeable in the field. All employees within the Company are therefore offered regular training so that they are aware of developments in the area of sustainability and the Company's sustainability work.

5.5. Energy Use and Resource Consumption

Söderberg & Partners shall work systematically to reduce the environmental impact from consumables and energy used in its operations.

The Company's direct environmental impact is relatively small in relation to the indirect impact. The possibility of controlling the direct impact that the Company has is however greater. Therefore, offices with discretion over the choice of electricity supply should source renewable energy wherever possible. Procurement shall comply with Söderberg & Partners' Guidelines for procurement.

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5.6. Travel and Transport

Söderberg & Partners shall work systematically to reduce the environmental impact of business trips by choosing more environmentally friendly modes of transport.

The Company's biggest source of emissions is transport in connection with business trips. Some travel is inevitable as the Company grows. The Company therefore strives to reduce the environmental impact by choosing the most environmentally friendly alternatives. The Company applies a travel hierarchy that, among other things, recommends trains over flights when physical meetings require travel. Otherwise, all travels shall comply with the Company's guidelines for travel.

5.7. Corporate Social Responsibility

Söderberg & Partners shall, within its CSR efforts contribute to the education, well-being and health of children and youths.

By taking responsibility both socially and environmentally, Söderberg & Partners will contribute to sustainable development in society while at the same time contributing to sustained profitability and a strong brand. The ecosystem is closely connected with human actions and the company shall contribute with its share. The common denominator in our CSR work is children and young people.

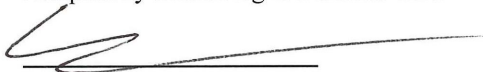
6. Principles of Responsible Business

The Company has signed and complies with the UN's ten Principles for Responsible Business. In addition to the work within environmental and social sustainability described in this policy, there are complementary policies and guidelines that govern the Company's work to respect human rights, ensure good working conditions for employees and the maintenance of high business ethics.

7. Follow-Up and Compliance

The company's CEO has overall responsibility for the Company's sustainability work and that this policy is complied with. The CEO normally delegates the tasks that this responsibility entails to the Head of Sustainability, managing directors for operations within the Company, and the Company's executive management of sustainability. The Head of Sustainability is responsible for following up on the sustainability work and compliance with the policy, and reports to the Company's executive management of sustainability, amongst them the company's CEO.

Adopted by Söderberg & Partners CEO



Gustaf Rentzhog