

Adopted by Ratos Board on 25 March 2026
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Environmental Policy

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Ratos is a Swedish publicly listed company comprising 14 companies headquartered in the Nordic region, with operations in approximately 30 countries. Offering a broad range of services and products essential for a sustainable future – Ratos creates value both for its shareholders and for society at large. Ratos’ core values are Simplicity, Speed in Execution and It’s all about People.

1. Objectives and Scope

1.1 Purpose and Definitions

This Environmental Policy aims to describe Ratos environmental framework and guidelines to conduct sustainable business practices from an environmental point of view. Furthermore, this policy reflects the interests of key stakeholders and defines the minimum standards that apply to both Ratos AB and its group companies. The policy is available on Ratos AB’s website and distributed to stakeholders.

This Environmental Policy was previously part of the Ratos Sustainable Business Policy (“SBP”) which is now re-named to the Ratos Code of Conduct. This policy was adopted by Ratos AB’s Board of Directors on December 9, 2025.

1.2 Scope

This Environmental Policy applies to employees and representatives in Ratos, including employees and representatives of group companies.

Group companies are obliged to adopt this policy or to create and adopt equivalent policies of their own complying with the minimum level set by the framework in the Code of Conduct. Associated companies are expected to comply with or create relevant policies in compliance with co-owner policies.

1.3 Roles and Responsibilities

The Board of Directors of Ratos AB approves the Code of Conduct. Management is responsible for implementing to ensure adherence to and compliance with this policy. The employees and representatives are obliged to follow and act according to this policy. When applying the policy, entity-specific circumstances are to be considered.

2. Environmentally Sustainable Business

2.1 Integrating Environmental Sustainability

Long-term value is created by developing sustainable companies. Sustainability in both the business concept and daily operations is at the core of profitable companies, which is why sustainability is an integrated part of Ratos’s business strategy. This applies both to

Ratos as a parent company and to its work as an active owner of its companies. Ratos's greatest contribution to society is to be an active and responsible owner that builds long-term, successful, and sustainable companies that create jobs, respect people and the environment, and deliver high-quality products and services.

2.2 Commitment to Climate

Ratos AB has committed to the Science-Based Targets initiative (SBTi), meaning that Ratos aims to set science-based reduction targets in alignment with the Paris agreement with the aim of limiting global warming to 1.5°C by the end of this century. Targets are set over own operations (scope 1, scope 2) as well as emissions from the value chain (scope 3). Ratos companies are to calculate their emissions (in CO2 equivalents) in scope 1, scope 2, and scope 3. The targets are set at Ratos group-level, however Ratos expects group companies to implement both strategies and actions to contribute to the group's targets.

Focus on reducing CO2 emissions include other GHG emissions as well, normally categorized as pollution.

Climate action efforts focus on increasing renewable energy use and implementing targeted adaptation measures to address evolving climate risks.

2.3 Environmental Principles

- Use of Resources and Waste Management – Ratos prioritizes efficient use of resources, including the responsible management of energy and water. Waste and hazardous waste shall be handled with care.
- Use of substances of concern – Ratos aims to minimize the use of substances of concern and substances of very high concern.
- Biodiversity – Furthermore, Ratos strives to minimize the negative impacts on biodiversity.
- Promotion of sustainable products – Ratos shall promote activities that enables the transition to environmental sustainability e.g. through more sustainable products etc.

2. Implementation

3.1 Anchoring with Employees

Employees are obliged to read this Environmental Policy thoroughly. At onboarding, new employees are to sign this policy to confirm acceptance to comply with the information as stated in this policy.