



# Sustainability Policy

AKER HORIZONS

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## Policy objective and scope



The Sustainability Policy governs environmental, social and governance (ESG) aspects of Aker Horizons ASA's (Aker Horizons) own performance, investment decisions, as well as Aker Horizons' role as an owner of companies. In addition, this policy sets ESG expectations for portfolio companies, throughout all supply chains, and for other relevant stakeholders.

# Policy frameworks

Aker Horizons is committed to planet-positive investing: incubating and developing companies that solve fundamental challenges to sustainable existence.

The following frameworks are core to this sustainability policy and guide how Aker Horizons defines planet-positive impact and integrates ESG:

- The **UN Sustainable Developments Goals** and the UN Global Compact SDG implementation framework
- The **nine planetary boundaries** as defined by the Stockholm Resilience Center
- **EU's Sustainable Finance package**, including the EU Taxonomy regulation, the Sustainable Finance Disclosure Regulation, and the Corporate Sustainability Reporting Directive
- The **OECD Guidelines for Multinational Enterprises** and the **UN Global Compact**
- The **Task Force on Climate-Related Financial Disclosure**
- The **Principles for Responsible Investments (PRI)**



Since 2021 Aker Horizons has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, the environment and anti-corruption

# Policy commitments and requirements

Based on the above frameworks, Aker Horizons sets out the following commitments and requirements across four core themes:



## Planet-positive impact

Aker Horizons shall be **climate positive** by commercializing and scaling climate solutions and contributing to the creation of new industries and green jobs. Aker Horizons shall be a driving force in the expansion of corporate climate positive and net zero commitments. Aker Horizons commits to protect, preserve, and restore the climate by organizing business activities such that the associated emissions are in line with the UN Framework Convention on Climate Change (Paris Agreement) and the 1.5-degree trajectory.

Aker Horizons will strive to protect, preserve, and restore the **environment and biodiversity** and to explore nature-based solutions on land and in the ocean. Aker Horizons aims to have a positive ecological footprint and to compensate negative impact. Aker Horizons shall minimize

impact on ecosystems, in particular in relation to operations in or near biodiversity sensitive areas and if affecting endangered species.

Aker Horizons' ambition is **zero waste**, sound resource utilization and the realization of the circular economy. Aker Horizons will explore solutions that can be scaled, solve the world's waste challenges and serve corporate zero waste commitments. Aker Horizons is committed to ending pollution in the environment both on land and in the ocean.

Aker Horizons will strive to deliver to shareholders both **financial and planet-positive return** on investment. Planet-positive return is equal to real positive impact for the planet and shall be quantitatively measured.



## Respect for people

Aker Horizons shall respect **human rights**, including labor and children's rights, and to protect vulnerable individuals and groups of people affected by our business. Aker Horizons shall abide by minimum social safeguards<sup>1)</sup>. Aker Horizons shall strive to identify, prevent and report on salient human rights including prevent child labor, forced labor and modern slavery, and protect vulnerable groups such as migrant workers. Aker Horizons recognizes the rights to freedom of expression, privacy, association and collective bargaining, and will strive to safeguard these throughout our business. Aker Horizons recognize and strive to obtain free, prior and informed consent of indigenous communities, and are committed to interacting with indigenous communities in a way that respects their history, culture and customs. Aker Horizons shall ensure ESG emergency preparedness, including responsible remedy liability analysis, monitoring, and equal access to remedy. Aker Horizons is committed to animal rights and welfare.

Aker Horizons shall ensure a secure **working environment** that provides a basis for a healthy and meaningful working situation, that affords full safety from harmful physical and mental influences and a standard of welfare consistent with the level of technological and social development of society. Aker Horizons shall strive to offer non-excessive working hours and safeguarding a work-life balance. Aker Horizons shall work systematically for health, safety and well-being, strive for zero harm and continuous improvement throughout the value chain.

Aker Horizons shall ensure **equality, diversity and inclusion** throughout our business. Aker Horizons shall ensure equal opportunities and strive for a balance between the genders, increased diversity and inclusion in all parts and levels of the businesses. Aker Horizons does not tolerate any form of discrimination on the basis of among others gender expression, sexuality, disabilities, race and religious beliefs.

1) Minimum social safeguards involve abiding by the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Further, we recognize the UN Convention on the Rights of the Child and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and our responsibilities under these.



## Prosperity for all

Aker Horizons will strive to reduce **economic inequality and promote financial inclusion** and resilience. Aker Horizons will strive for decent living wages, access to technology and equal economic and social benefits throughout our value chain. Aker Horizons will strive to reduce inequality by avoiding a disproportionately large discrepancy between executive compensation and workers' wages. Incentive remuneration shall include sustainability as a determining factor and be linked to the long-term development of the company. Aker Horizons shall also strive to combat economic inequality through other mechanisms than direct remuneration, such as impact on stakeholder livelihoods and food

security that rely on management of common resources on land and in the ocean. This includes a responsibility to respect and protect water resources and the ambition to be water positive.

Aker Horizons shall engage in the development of **science, technology and innovation** and the use of best available technology in support of the sustainability agenda. Aker Horizons shall be frontrunners in using, sharing, collaborating, and scaling for solving global challenges and shall contribute to the diffusion of knowledge and know-how throughout our operations.





## Good governance

Aker Horizons shall ensure **good corporate governance** guided by the UN Global Compact SDG implementation framework and corporate governance codes applicable in the jurisdictions of operation. Aker Horizons shall ensure that the Boards are independent, diverse, and that the competence covered includes expertise in sustainability and climate solutions. In establishing executive remuneration, relevant sustainability measures shall be included, aligning planet-positive and financial returns to shareholders. Aker Horizons shall ensure that sustainability and climate are a top strategic priority and that key targets are ambitious. Boards shall ensure full integration, target setting and monitoring of ESG across strategy, operations and stakeholder engagement. ESG risk, reporting, internal controls and compliance shall be part of the Audit Committee's oversight; a Sustainability Board Committee can be an alternative to ensure necessary Board oversight.

As described in Aker Horizons' **anti-corruption** policy, Aker Horizons shall have zero tolerance for all forms of corruption, money laundering and all other economic crimes.

Aker Horizons shall ensure **corporate transparency and responsible tax compliance**. Aker Horizons shall comply with tax laws in a responsible manner and shall not enter artificial transactions with no connection to our business activities. Taxes shall be paid where legally due and where economic value is generated.



# Business development, investments, and active ownership

Aker Horizons shall implement procedures to ensure that the above commitments and requirement are integrated into investment analyses and decision-making processes and ownership policies and practices.

Aker Horizons shall be a responsible and engaged owner. To ensure sustainable and responsible business practices, Aker Horizons shall actively engage in the corporate development and be a resource for our portfolio companies in implementing ESG.

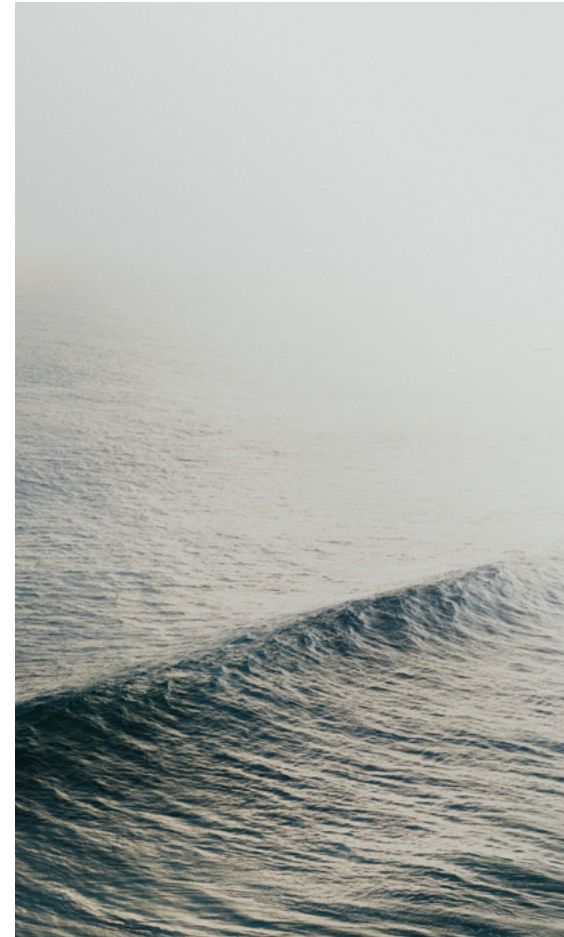
Aker Horizons shall not invest in companies, products and/or areas that have a planet-negative impact and avoid any investment that are not aligned with our commitments in this policy. Under some circumstances, the net effect on the planet of an investment may be difficult to determine, for example in relation to transitional activities. If this is the case, Aker Horizons shall evaluate each opportunity carefully and always thoroughly weigh short-term planet-positive impact against possible long-term lock-in of negative planet effects. Aker Horizons shall publicly explain and document any such rationale and responsible course of action.



# Transparency, risk management and reporting

Aker Horizons shall transparently engage and communicate with stakeholders and conduct sustainability and climate risk and materiality analyses. Aker Horizons shall ensure to continuously address material risks and opportunities, changes in legal requirements and global norms and carefully consider the views of key stakeholders in developing the sustainability agenda. The sustainability and climate risk and materiality analysis, reporting and performance shall be reviewed by the Board of Directors.

Aker Horizons sustainability and climate reporting practices shall be in accordance with recognized international standards and best-in-class practice and be assured by an independent third-party.







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